





Digitized by the Internet Archive  
in 2012 with funding from

University of Guelph, University of Windsor, York University and University of Toronto Libraries



Government  
Publications



~~Gov. Doc  
Can  
L~~

Canada, Labour, Sept. 11  
'''



THE  
LABOUR GAZETTE

PUBLISHED MONTHLY  
DEPARTMENT OF LABOUR, CANADA

I N D E X

VOLUME L<sup>1</sup>  
(no. 1-6, Jan - June, 1950)

FOR THE YEAR  
1950

528337  
11. 10. 51

Minister—Hon. MILTON F. GREGG  
Deputy Minister—ARTHUR MacNAMARA, C.M.G., LL.D.      Editor—HARRY J. WALKER

OTTAWA  
EDMOND CLOUTIER, C.M.G., O.A., D.S.P.  
KING'S PRINTER AND CONTROLLER OF STATIONERY  
1951

## SUPPLEMENTS

Annual Report on Wage Rates and Hours of Labour in Canada, October, 1949 (Report No. 32, December, 1950).

Strikes and Lockouts in Canada During 1949 With Information for Certain Other Countries (April, 1950).

## ERRATUM

On Page 645—for New Brunswick Federation of Labour (CCL) read New Brunswick Federation of Labour (TLC).

## PAGE NUMBERS OF MONTHLY EDITIONS

Pages	Month
3- 156	January
157- 290	February
291- 423	March
425- 603	April
605- 786	May
787- 982	June
983-1127	July
1128-1259	August
1261-1548	September (Anniversary Issue)
1549-1620	September (Supplement)
1621-1776	October
1777-1984	November
1985-2166	December

HD  
2101  
A3  
v. 50  
no. 1-6  
cop. 2

# INDEX

## **Abbott, Hon. Douglas C., Minister of Finance:**

statement on continuance of rent controls until April 30, 1951, 608.  
on Government policy in regard to employment problems, 609.  
announces adoption of Consumer Credit Regulations, 1990.  
on taxation of profit-sharing schemes, 792.

## **Absenteeism:**

United Kingdom—

absenteeism in coal industry in 1949—  
annual report of National Coal Board, 1631.

## **Accident Compensation:**

See Workmen's Compensation.

## **Accident Prevention:**

*Industrial Safety Survey* issued by I.L.O.—  
"Electricity in Factories under Conditions of Special Flammability";  
"Safety Institutions, Associations and Museums";  
"Laws and Regulations, Safety Codes", 442.

B.C.: revised and consolidated accident prevention regulations issued by Workmen's Compensation Board, 2089.

Man.: administration of services by Workmen's Compensation Act, requested by Executive Committee (T. and L.C.), 473.

N.S.: annual report of Department of Labour (1948), 333.

P.E.I.: amended provisions of Workmen's Compensation Act, 2088.

United Kingdom: activities during 1948—  
annual report of Chief Inspector of Factories, 661; pamphlets issued by Ministry of Labour and National Service—causes and prevention of accidents, 301, safety in use of derrick cranes, 302.

## **Accidents:**

model code of safety regulations for underground work in coal mines, approved by I.L.O. tripartite technical conference, 53-57.

Canada—

analysis of 1949 fatalities by industries, causes, etc., 557.

fatalities during first, second and third quarters of 1950, 933, 1576, 2121.

fatalities during fourth quarter of 1949, 378.

statistical report on industrial accidents and workmen's compensation benefits during 1949, 988.

amendment to Government Employees Compensation Act, 1915.

workmen's compensation for industrial accidents to handicapped veterans, 355.

81795—1½

## **Accidents—Con.**

*Accidents Don't Happen They're Caused*—  
Department of Labour safety film, produced by National Film Board, wins safety competition, 609.

re convention of I.A.P.A., 298.  
statistics, 594, 982, 1620, 2166.

Alta.: statistical report on industrial accidents and workmen's compensation benefits during 1949, 988.

B.C.: statistical report on industrial accidents and workmen's compensation benefits during 1949, 988; annual report of Safety Branch, Department of Labour (1948), 331.

Man.: statistical report on industrial accidents and workmen's compensation benefits during 1949, 988.

N.B.: statistical report on industrial accidents and workmen's compensation benefits during 1949, 988.

N.S.: annual report of Department of Labour (1949), 2098, (1948), 333; statistical report on industrial accidents and workmen's compensation benefits during 1949, 988.

Ont.: consolidation and revision of regulations under Workmen's Compensation Act, 1701; statistical report on industrial accidents and workmen's compensation benefits during 1949, 988; annual report of Department of Labour (1949), 2099; re convention of I.A.P.A., 298.

P.E.I.: statistical report on industrial accidents and workmen's compensation benefits during 1949, 988.

Que.: statistical report on industrial accidents and workmen's compensation benefits during 1949, 988; amendments to Workmen's Compensation Act recommended by Provincial Federation of Labour (T. and L.C.), 475, 1664, 1666.

Sask.: regulations under Workmen's Compensation (Accident Fund) Act, 1703; amendments under Act, 227, 885; statistical report on industrial accidents and workmen's compensation benefits during 1949, 988.

United Kingdom: accidents in 1948—  
machinery accidents, 659; non-machinery accidents, 660; accidents to young persons, 661; annual report of National Coal Board (1949), 1631; 27th Annual Report on Safety in Mines Research, 1631.

U.S.A.: Industrial Safety Conference—remarks of President Truman, etc., 1788.

## **Accountancy:**

Ont.: persons under Public Accountancy Act (1950) excepted from application of Hours of Work and Vacations With Pay Act, 1701.



**Acheson, Hon. Dean, United States Secretary of State:**

extracts from address at convention of C.I.O., 51.

**Acland, F. A.:**

death of former Deputy Minister, Federal Department of Labour, 1628.

**Adult Education:**

Canada—

recommendations submitted to Royal Commission on National Development in the Arts, Letters and Sciences, by certain labour bodies, 1000.

United Kingdom: Workers' Educational Association—report on activities in 1948-49, 301.

**Affiliation:**

See Union Affiliation.

**Ageing:**

See Older Workers.

**Agencies Maritimes Enregistrées:**

certification and conciliation proceedings, 824, 1168.

**Agreements:**

I.L.O. report on international study of industrial relations, 482, 483.

Supplementary Agreement on Social and Medical Assistance, signed by five Western Union countries, 1136.

conditions of Rhine boatmen—provisions of I.L.O. draft agreements on social security and working conditions, 321.

implementation of principle of equal pay in collective agreements, 189.

report of Committee of Conference at 33rd session of the I.L.O., 1152, 1154.

Canada—

monthly summary of collective agreements and wage schedules, 71, 203, 340, 510, 688, 868, 1045, 1179, 1671, 1896, 2060.

monthly summary of agreements under Collective Agreement Act (Quebec), 76, 208, 344, 516, 693, 871, 1050, 1184, 1678, 1902, 2066.

summary of collective agreements under Industrial Standards Acts: Alberta, 211, 519, 1682; New Brunswick, 210, 1681; Nova Scotia, 518, 1906; Ontario, 210, 519, 1681; 1907; Saskatchewan, 211, 519, 1682, 1907.

provisions of The Maintenance of Railway Operation Act, 1653.

numbers of workers affected by collective agreements in 1949, by industry, with comparable figures for 1946 and 1948, 2023.

Dominion-provincial farm labour agreements, renewed, 197, 608.

analysis of collective agreements in primary textile industry—coverage of collective bargaining agreements, 620; union-management relationships, 621; working conditions, 623; administration of agreements, 630; examples of clauses found in collective bargaining agreements, 631-36.

**Agreements—Con.**

Canada—Con.

meat packing industry—collective bargaining provisions, 2008-22.

Chrysler Corporation and employees at Windsor plant—terms of agreement, 987.

Ford Motor Company of Canada—agreement reached on company-financed pension plan (459, 611).

General Motors Corporation of Canada and employees—terms of agreement, 988;

number of apprentices registered under Dominion-Provincial apprenticeship agreements at end of 1949, 298.

Canadian Vocational Training—renewal of Dominion-provincial agreements, 1030; apprentice training agreements, 31; authorization for agreement with Newfoundland, 295.

resolution *re* retroactive effect of agreements rejected by C.C.C.L., 1835.

Collective agreements in certain industries—

asbestos industry, 429.

chemical products, 2108.

clothing industry—dress industry, 361;

women's and misses' suits and coats, 362.

clothing industry—men's and boys' suits and overcoats, 235; work clothing, 237;

men's shirts, 242.

food and beverages—meat products, dairy products, canning and preserving, grain mill products, bakery products, 1716.

iron and its products, 1196.

lumber and its products, 91—sawmill products, 91; planing mill, sash and door, 97; wooden furniture, 99; basket and wooden box, 102.

manufacturing industries in Halifax, Montreal, Toronto, Winnipeg and Vancouver, October (1949), 1016.

meat packing, 2008.

paper products, 904; pulp and paper, 907; paper box, 908.

primary textiles, 620.

primary textiles, 719-39—cotton yarn and cloth, 725; woollen yarn and cloth, 726;

knitting, 728; rayon yarn and fabric, 730.

rubber products, 539.

textiles, 620.

textiles, 719-39—cotton yarn and cloth, 725; woollen yarn and cloth, 726;

knitting, 728; rayon yarn and fabric, 730.

B.C.: suggested amendments to Industrial Conciliation and Arbitration Act, *re* collective agreements, presented to Minister of Labour by Provincial Executive (T. and L.C.), 327.

Man.: amended provisions of Labour Relations Act, 1568.

Nfld.: Dominion vocational training agreement, 295; provisions of new working agreements negotiated during July-September, 1949—quarterly review of Labour Relations Office, 164.

Ont.: provisions of Labour Relations Act (1950), 529, 1691; amendments to Fire Departments Act and Police Act, 1694.

Que.: provisions of Act Respecting Public Order *re* firemen's and policemen's unions, 1696; amendment to Act Respecting Municipal and School Corporations, 1696; collective agreements in asbestos industry, 429; union's rights to negotiate under Collective Agree-

454-9  
611  
439  
988  
991

**Agreements—Con.****Quebec—Con.**

ment Act—arbitration award in dispute between LaSalle Slipper Manufacturing Company and the Shoe Workers' Syndicate of Montreal Inc., 1630; recommendations of C.C.C.L., 478.

Sask.: amended regulations under Trade Union Act, 886-87.

France: system of forming collective agreements under Government supervision—Act of 1919: Contractual Nature of Agreements, 36; Act of 1936; Legislative Extension of Agreements, 36; Post-War Situation, 37; Act of 1946: Government Supervision of Agreements, 38.

U.S.A.: number of agreements providing wage increases, and periodic and automatic cost-of-living adjustments, 2001; analysis of collective agreements in force in 1949, 1789; settlement of coal strike—provisions of agreement reached between U.M.W.A. and soft coal operators, 437; area-wide pension plan designed to cover small employers with highly mobile work force, in automotive industry, 1138; G.M.-I.U.E. agreement—five-year contract concluded between General Motors Corporation and International Union of Electrical, Radio and Machine Workers, 99; G.M.-U.A.W. agreement—terms of five-year contract between General Motors Corporation and United Automobile Workers, 990; “no-raiding” agreement between International Association of Machinists and United Automobile Workers, 436; pension plan for bricklayers in New York City, 798; guaranteed wage for New York laundry workers, 612.

**CLASSIFICATION BY INDUSTRIES:****Construction—**

bricklayers and masons, Cornwall, 1681; London, 1182; Toronto, 1900.

bricklayers, masons and tile setters, Halifax and Dartmouth, 1906.

building labourers, Halifax and Dartmouth, 1907; Red Deer, 1183.

building trades, Chicoutimi, 1185, 1904; counties of Drummond, Arthabaska and Nicolet, 1053, 1904; Hull, 78, 517, 1905; Joliette, 1053, 1905; Montreal, 346, 874, 1679, 1904, 2067; Quebec, 1052, 1679; St. Hyacinthe, 209, 1185, 1679, 1905, 2067; St. Jerome, 694, 1680, 1905; St. John and Iberville, 1053, 1905; Sherbrooke, 209, 1905; Sorel, 78, 1679, 1905, 2067; Three Rivers, 209, 1905.

carpenters, Calgary, 1048, 1049; Fort William, 1182; Halifax and Dartmouth, 1906; Moose Jaw, 1907; Nova Scotia, 1900; Prince Albert, 1682; Saint John, 210, 1182; Sydney, 518; Toronto, 1901; Vancouver and New Westminster, 2064; Winnipeg, 870; Yorkton, 1682.

electrical workers, Regina, 1682; Toronto, 2064.

mechanical construction and repair workers, Quebec district, 2067.

painters, Edmonton, 1901; Halifax and Dartmouth, 1906; Vancouver, 1901.

painters and decorators, Toronto, 210.

plasterers, Halifax and Dartmouth, 1997.

**Agreements—Con.****CLASSIFICATION BY INDUSTRIES—Con.****Construction—Con.**

plumbers, Edmonton, 1048; Halifax and Dartmouth, 1907; Hull, 1680; Kingston, 1182; Ottawa, 1048; Regina, 1183; Saint John, 1681; Three Rivers, 876; Vancouver, 871; Windsor, 210; Winnipeg, 1901.

sheet metal workers, Ottawa, 1907; Vancouver, 75.

**Logging—**

loggers, British Columbia Coastal Region, 510, 1671; Northern Interior Area, British Columbia, 511; Northwestern Ontario, 340, 1896; Southeastern Interior (Cranbrook) Area, British Columbia, 510; Southern Interior (Kamloops and Kelowna) Area, British Columbia, 511.

**Manufacturing—animal foods—**

meat packing plant workers, Charlottetown, Montreal, Hull, Toronto, Peterborough, Winnipeg, Edmonton, Vancouver, 2061.

**Manufacturing—fur and leather products—**

fur workers, Quebec, 693.

fur workers (retail), Montreal, 1903.

fur workers (wholesale), Montreal, 345, 1051, 1185, 1902.

glove factory workers (fine gloves), Province of Quebec, 1051.

glove factory workers (work gloves), Province of Quebec, 1051.

leather tannery workers, Province of Quebec, 208.

shoe factory workers, Province of Quebec, 77, 1902.

shoe repairers, Regina, 519.

**Manufacturing—metal products—**

agricultural implement manufacturing workers, Brantford, 2063; Hamilton, 692; Toronto, Brantford and Woodstock, 692.

aircraft manufacturing workers, Toronto, 1045; Winnipeg, 869.

automobile manufacturing workers, Oshawa, 1898; Windsor, 1045, 1047.

brass, bronze and copper workers, New Toronto, 691.

brass products manufacturing workers, Toronto, 1673.

garage and service station employees, Montreal, 517, 694; Rimouski, 78; Victoria, 870.

garage employees, St. John's, Nfld., 1673.

mechanical construction and repair workers, Quebec district, 77, 2067.

metal products manufacturing workers, Belleville, 869.

metal products factory workers, Guelph, 342; Hamilton, 205, 514.

motor vehicles manufacturing workers, Winnipeg, 343.

railway car and bus manufacturing workers, Montreal, 209, 517.

sheet metal manufacturing workers, Montreal, 1185.

sheet metal products factory workers, Montreal, 694.

shipbuilding workers, Collingwood, Midland and Port Arthur, 1900.

smelter workers, Trail, 1674.

steel plant workers, Hamilton, 1181.



**Agreements—Con.****CLASSIFICATION BY INDUSTRIES—Con.****Manufacturing—miscellaneous wood products—**

furniture factory workers, Province of Quebec, 1052, 1679.

**Manufacturing—non-metallic minerals, chemicals, etc.—**

abrasive manufacturing workers, Niagara Falls, 73.

asbestos workers, Asbestos, P.Q., 515.

building materials workers, Province of Quebec, 345, 872, 1185, 2067; St. Mary's, 74, 2064.

clay products workers, New Glasgow, 73.

drug manufacturing workers, Toronto, 515.

explosives manufacturing workers, James Island, B.C., 207; Nobel, 206, 207.

glass processing industry, Quebec, 1679.

paint factory workers, Province of Quebec, 78.

paint manufacturing workers, Province of Quebec, 1903; Toronto, 1181.

pottery workers, Hamilton, 74; Medicine Hat, 692.

roofing material manufacturing workers, Brantford, 206.

soap manufacturing workers, Toronto, 870.

**Manufacturing—printing and publishing—**

bookbinders, Toronto, 1672.

lithographers, Ontario, Quebec and the Maritimes, 691.

photo-engravers, Toronto, 2062.

printing pressmen, Toronto, 1673.

printing trades, Chicoutimi, 345, 1678; Quebec, 345, 874.

**Manufacturing—pulp, paper and paper products—**

paper box factory workers (corrugated paper), Province of Quebec, 209, 873.

paper box factory workers (uncorrugated paper), Province of Quebec, 516; Quebec district, 1051.

pulp and paper mill workers, Georgetown, 1897; Mille Roches, 1897; Port Alberni, 1180; Powell River and Stillwater, 1180; Quebec, 72; Terrace Bay, 1896; Thorold, 1897; Woodfibre and Port Alice, 1180.

**Manufacturing—rubber and its products—**

rubber products workers, Hamilton, 690.

rubber workers, Kitchener, 1179; Toronto, 1179.

**Manufacturing—shipbuilding—**

shipbuilding workers, Halifax and Dartmouth, 1047; Vancouver and New Westminster, 205.

**Manufacturing—textiles and clothing—**

automotive trim workers, Windsor, 868.

dress factory workers, Province of Quebec, 77.

fashion accessories industry workers, Montreal, 77, 1051.

hat manufacturing workers, Guelph, 341.

ladies' cloak and suit factory workers, Province of Quebec, 77.

men's and boys' clothing industry, Province of Ontario, 519; Province of Quebec, 1903.

men's and boys' hat and cap industry, Province of Ontario, 519.

millinery workers, Toronto, 2061.

**Agreements—Con.****CLASSIFICATION BY INDUSTRIES—Con.****Manufacturing—textiles and clothing—Con.**

textile workers, Hamilton, 341; Kingston, 513; Woodstock, 868.

twine mill workers, Hamilton, 690.

**Manufacturing—tobacco and liquors—**

brewery workers, London, 1047.

**Manufacturing—vegetable foods—**

bakers and bakery salesmen, Calgary, 519, 520, 1682; Lethbridge, 211; Regina, 211.

bakery and confectionery employees, Toronto, 71.

bakery employees, Winnipeg, 513.

cereal mill workers, London, 689.

food products manufacturing workers, Quebec, 872, 2066.

fruit and vegetable packers, British Columbia, 204.

fruit and vegetable workers, Vernon, 72.

sugar refinery workers, Saint John, N.B., 689.

**Manufacturing—wood products—**

furniture factory workers, Newmarket and Holland Landing, 2063.

lumber inspectors, Vancouver, 342.

woodworkers, British Columbia Coastal Region, 514, 1672; Northern Interior Area, British Columbia, 514; Pem-

broke, 514; Southeastern Interior (Cranbrook) Area, B.C., 514; Southern Interior (Kamloops and Kelowna)

Area, B.C., 514.

**Mining—coal mining—**

coal miners, Cape Breton and Springhill, 2060.

**Mining—metal mining—**

metal miners, Kimberley and Chapman Camp, 2060; Sherridon, 688; Steep Rock Lake, 203; Yellowknife, 1672.

**Mining—non-ferrous smelting and quarrying—**

building materials workers, Province of Quebec, 871, 1185, 2066.

**Mining—non-metallic mineral mining—**

asbestos miners, Asbestos, P.Q., 512; Thetford Mines, 511, 512.

**Service—business and personal—**

hotel employees, Vancouver, 344.

tavern employees, Quebec, 518.

**Service—professional—**

hospital employees, Saskatoon, 1183.

teachers, Verdun, 1050.

**Trade—**

dairy employees, Quebec and Lewis, 1185.

food products manufacturing and wholesale food stores, Quebec, 2066.

grocers and butchers, Sherbrooke, 209.

hardware and paint trade, Quebec, 80, 1681.

retail food stores, Quebec, 1680.

retail stores, Coaticook, 209.

trade and office employees, Arvida, Jonquiere, Kenogami, and St. Joseph D'Alma, 876.

wholesale and retail stores, Rimouski, 346.

wholesale food stores, Quebec, 876, 2066.

**Transportation and Public Utilities—electric railways and local bus lines—**

street railway employees, Toronto, 1674, 1676, 1677.

**Agreements—Con.****CLASSIFICATION BY INDUSTRIES—Con.***Transportation and Public Utilities—electricity and gas—*

gas workers, Toronto, 75.

*Transportation and Public Utilities—local and highway transport—*

taxi drivers, Toronto, 1049.

*Transportation and Public Utilities—water—*

ferry employees, Toronto, 1677.

longshoremen (freight handlers—inland and coastal navigation), Montreal Harbour, 2068.

longshoremen, St. John's, Nfld., 2064.

seamen, British Columbia, 343, 1049.

**AGREEMENTS RESULTING FROM PROCEEDINGS UNDER THE CONCILIATION AND LABOUR ACT AND INDUSTRIAL RELATIONS AND DISPUTES INVESTIGATION ACT:**

Alberta Wheat Pool, Vancouver, and employees, 683.

Allied Aviation Service Company of Newfoundland Limited, Gander, and employees, 1172.

American Overseas Airlines, Inc., Gander and employees, 1172.

Anticosti Shipping Company, Montreal, and employees, 1043.

British Columbia Towboat Owners' Association, Vancouver, and employees, 67.

British Overseas Airways Corporation, and employees, 1895.

Canadian Pacific Transport Company, Limited, and employees (in Manitoba and Saskatchewan), 1895.

Consolidated Mining and Smelting Company of Canada, Limited, Yellowknife, N.W.T., and employees, 1172.

De Luxe Transportation Limited, North Bay, and employees, 509.

Gatineau Bus Company, Limited, Hull, and employees, 340.

Giant Yellowknife Gold Mines Limited, and employees, 825.

Hull City Transport Limited, Hull, and employees, 683.

National Harbours Board, Halifax, and employees, 825.

Pan American World Airlines, Inc., Gander, and employees, 1172.

Quebec Railway, Light and Power Company, and employees, 1895.

Trans World Airlines, Inc., Gander, and employees, 1172.

J. C. A. Turcotte, Sorel, and employees, 1172.

Yukon Consolidated Gold Corporation, Limited, and employees, 202.

**Agriculture:**

resolution on minimum wages in agriculture adopted at thirty-third session of the I.L.O., 1155.

**Canada—**

cash income of farmers in 1949; payments of Canadian Wheat Board; payments under Prairie Farm Assistance Act, 165.

amount transferred to meet deficit in Prairie Farm Emergency Fund—Government expenditure on social services in 1948-49, 161.

composition of Canadian labour force—entries and withdrawals, wartime

**Agriculture—Con.****Canada—Con.**

changes, industrial and geographic shifts, and seasonal workers, 19-21, 24-25, 28.

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2025.

trade union membership (1949), 1636.

movement of agricultural workers during 1949-50, 608, 1928.

Dominion-provincial farm labour agreements renewed, 608.

proceedings of seventh annual Dominion-Provincial Farm Labour Conference, 192.

reports of provincial directors of farm labour: Newfoundland, 194; Prince Edward Island, 194; Nova Scotia, 194; New Brunswick, 195; Quebec, 195; Ontario, 195; Manitoba, 196; Saskatchewan, 196; Alberta, 196; British Columbia, 196.

extension of workmen's compensation and unemployment insurance benefits to farm workers advocated by Deputy Minister of Labour in address before Dominion-Provincial Agricultural Conference, 9.

C.C. of L. seeks co-operation with agricultural bodies, 163.

India: inquiry into living and working conditions of agricultural workers, 171.

Italy: unemployment insurance extended to include farm workers, 441.

**Agriculture, Department of:**

report on legal incorporation of co-operative associations in Canada, 796.

*Credit Unions in Canada, 1949*—fiftieth anniversary of establishment of movement in Canada, 1992.

amount transferred to meet deficit in Prairie Farm Emergency Fund—Government expenditure on social services in 1948-49, 161.

**Aid:**

See Technical Aid.

**Aides:**

See Nurses' Aides.

**Air Transportation:****Canada—**

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2027.

**Alberta:**

See various subject headings.

**Alberta Federation of Labour:**

annual convention, 197.

provincial legislative proposals, 326.

**Alberta Wheat Pool:**

certification and conciliation proceedings, 683.

**Alcohol:**

Nfld.: regulations under Alcoholic Liquors Act (1949), 891; provision under Act re employment of minors, 883.

**Allowances:**

*Action Against Unemployment*—I.L.O. survey of world unemployment conditions and proposed program to avoid depression, 1148.

See also Dependents' Allowances; Family Allowances; Fathers' Allowances; Mothers' Allowances; Veterans' Allowances.

**Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America:**

Canada—

certification and conciliation proceedings, 63, 201, 202, 683, 824, 1167, 1169, 1172, 1556, 1668, 2049, 2051, 2054.

collective agreement, 1674.

**Amalgamated Building and Construction Workers of Canada:**

collective agreements, 74, 1049, 1183, 2064.

**Amalgamated Clothing Workers of America:**

Canada—

membership in primary textile industry, 619.

U.S.A.: *re* A.F. of L.—C.I.O. unity, 1632; guaranteed wage for New York laundry workers, 612

**Amalgamated Lithographers of America:**

Canada—

collective agreement, 691.

**American Communications Association:**

U.S.A.—

*re* Communism and C.I.O., 51.

**American Federation of Grain Millers:**

Canada—

collective agreement, 689.

**American Federation of Labour:**

69th annual convention, 2038.

68th annual convention, 46.

affiliation of trade union members in Canada, 1635.

extracts from address of fraternal delegate to convention of T. and L.C., 1796.

legislative proposals of Quebec Provincial Federation of Labour, affiliate of A.F. of L., 474.

centenary of birth of founder and former president, Samuel Gompers, 49, 305.

participation in formation of I.C.F.T.U.—delegation, 173; William Green, President, pledges A.F. of L. support, 178; representation at Conference convened in London, England, 8.

to seek higher wages and pegged consumer prices, 992.

seeks international reduction of working hours as result of rising labour productivity, 304.

labour unity with C.I.O., 436, 614, 798, 1632.

formation of community full employment committees sought by A.F. of L., 615.

**American Newspaper Guild:**

Canada—

certification and conciliation proceedings, 337, 339, 507, 672, 675, 676, 1039, 1040, 1166, 1173, 1667, 1669, 1895, 2048, 2054.

**American Overseas Airlines, Inc.:**

certification and conciliation proceedings, 339, 1172.

**American Standards Association:**

approves *Safety Code for Manlifts*, 614.

**Ammunition:**

Canada—

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2026.

**Anglo-American Council on Productivity:**

*Steel Founding*—report of British Productivity Team on visit to United States under auspices of Council, 434.

sponsors tour of British cotton mills team to United States, 1137.

**Anniversary Issue:**

presentation of 50th Anniversary Issue of *Labour Gazette* to Hon. Milton F. Gregg, Minister of Labour, by Percy R. Bengough, President, at 65th convention of T. and L.C., 1796.

C.C. of L. issues Tenth Anniversary commemorative book, 1993.

**Annual Conventions:**

See Trade Unions; various labour organizations.

**Annual Reports:**

Canada—

annual report of Federal Department of Labour, 10.

annual reports of provincial Departments of Labour: British Columbia (1948), 328; New Brunswick (1949), 1706; Nova Scotia (1949), 2097, (1948), 332; Ontario (1949), 2098; Saskatchewan (1949), 1708.

United Kingdom: annual report of Ministry of Labour and National Service (1949), 1997.

See also various subject headings.

**Annuities:**

Canada—

Government contribution to Annuities Fund to maintain reserve, in 1948-49, 161.

relation of Canadian Government Annuities Act to old age security—brief submitted by Deputy Minister of Labour to Joint Committee on Old Age Security, 987.

*re* administration of industrial pension and retirement plans, 191, 192.

**Apple Pickers:**

B.C.: farm labour program (1949), 197.



**Apprenticeship:**

- resolution adopted by I.L.O. Metal Trades Committee, 320.
- Canada—  
 number of apprentices registered under Dominion-Provincial Agreements at end of 1949, 298.  
 training apprentices under C.V.T. agreements, 1031, 1032, 1888.  
 report of Director of C.V.T. at meeting of Vocational Training Advisory Council, 31.  
 resolution adopted at meeting of National Employment Committee, 2104.  
 recommendation of Canadian Construction Association, 295.
- B.C.: annual report of Apprenticeship Branch, Department of Labour (1948), 331; application of Act to trade of refrigeration, 1700.
- Man.: revised regulations under Apprenticeship Act, 527; revised rules under Act governing sheet metal workers, 225; amendment to Act requested by Executive Committee (T. and L.C.), 473.
- N.B.: annual report of Department of Labour (1949), 1708.
- N.S.: amendment to Apprenticeship Act, 2097; annual report of Department of Labour (1949), 2098; 1948 activities under apprenticeship training program, 334.
- Ont.: resolutions adopted at convention of Ontario Provincial Federation of Labour (T. and L.C.), 324; annual report of Department of Labour (1949), 2101.
- Que.: recommendation of C.C.C.L., 478.
- Sask.: provisions of Apprenticeship and Tradesmen's Qualification Act, 888; amendment to Dominion-Provincial Apprenticeship Agreement *re* tradesmen's qualifications, 1709-10; recommendation of Provincial Executive Committee (T. and L.C.), 45.
- Italy: establishment of apprentice training program—revised legislation designed to benefit unemployed, 171.

**Aptitudes:**

- United Kingdom—  
 "Special Aptitudes" scheme provides vocational training grants for youth, 1085.

**Arbitration:**

- international study of industrial relations—  
 I.L.O. report on conciliation and arbitration, 482.  
 report of Committee of the Conference at thirty-third session of the I.L.O., 1154-55.
- Canada—  
 provisions of collective agreements in primary textile industry, 630, 636.  
*The Conciliation and Arbitration of Labour Disputes in Canada*—bulletin issued by Department of Industrial Relations, Queen's University, 12.
- Alta.: amended provisions of Labour Act, 2083; provisions of Bill to amend Act 530-31; recommendation of Federation of Labour (T. and L.C.) *re* fire fighters, 326.
- B.C.: activities during 1948 reviewed in first annual report of Labour Relations Board, 330; suggested amendments to

**Arbitration—Con.****B.C.—Con.**

Industrial Conciliation and Arbitration Act, presented by Provincial Executive (T. and L.C.), 327.

- Ont.: activities of Conciliation Branch, Department of Labour, in 1949, 2100; recommendation of Federation of Labour (C.C. of L.), 649; resolution adopted by Provincial Federation of Labour (T. and L.C.), 324.
- Que.: Council of Arbitration appointed under Trade Disputes Act held to be properly constituted, 2095; union's right to negotiate under Collective Agreement Act—arbitration award in dispute between LaSalle Slipper Manufacturing Company and the Shoe Workers' Syndicate of Montreal Inc., 1630; recommendations of Provincial Federation of Labour concerning fire departments, 475.
- United Kingdom: conciliation and arbitration activities in 1949, 1997.
- France: voluntary arbitration provided under Bill passed by French National Assembly, 441.
- Japan: amendments to Labour Relations Adjustment Act, 441.

**Armed Forces:****Canada—**

- measures required by Korean war (special forces) adopted by special session of Parliament, 1624.  
 provisions of Reinstatement in Civil Employment Act (1946) extended to "Special Forces" of three Services, 1782, 1920.  
 legislation enacted at third (special) session of Twenty-first Parliament, 1919.  
 training of personnel under C.V.T., 1888, of discharged members of armed forces in 1949-50, 1888.  
 recommendation of C.C.C.L. *re* seniority rights of veterans in civil life, 1834.

**Art:****Canada—**

- recommendations contained in briefs submitted to Royal Commission on National Development in the Arts, Letters and Sciences, by T. and L.C., C.C. of L., C.C.C.L., 1000.

**Asbestos Industry:****Canada—**

- collective agreements in asbestos industry, 429.  
 numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2025, 2026.
- Que.: collective agreements in asbestos industry, 429; recommendations of C.C.C.L., 479.

**Asia:**

- training college for trade unionists planned by I.C.F.T.U., 615

**Asian Federation of Labour:**

- formation and four-point program, 18.

- Association of Aviation Employees:**  
Canada—  
re discrimination in wages between local and non-resident workers in Newfoundland, 164-65.  
re formation of Newfoundland union, 165.  
certification and conciliation proceedings, 337, 338, 339, 1166, 1172, 1556, 1895.
- Association Professionnelle des Industriels:**  
6<sup>th</sup> annual congress, 166.
- Atlantic Pact:**  
U.S.A.—  
support of C.I.O., 50.
- Atom Bomb:**  
Canada—  
statement on foreign relations adopted at convention of T. and L.C., 1800.
- Atomic Energy:**  
U.S.A.—  
*The Development of a Policy for Industrial Peace in Atomic Energy*—pamphlet issued by National Planning Association 2041.
- Attlee, Clement, Prime Minister of Great Britain:**  
extracts from address at convention of T.U.C., 2036.
- Australia:**  
trade union membership in 1939, 1947, and 1948, 799.  
withdrawal from W.F.T.U., 1137.  
population at end of 1948, 799.  
*Quarterly Summary of Australian Statistics*—statistics concerning employment, unemployment, wages, prices, etc., 2005.  
*The Worker*, labour newspaper, enters 60<sup>th</sup> year of publication, 1141.  
re Australian Workers' Union, 1141.
- Automobile Insurance:**  
B.C.: government administration and control of automobile insurance, urged by Executive (T. and L.C.), 471.  
Man.: amendments to Act recommended by Executive Committee (T. and L.C.), 474.  
Que.: compulsory legislation urged by C.C.C.L., 479.
- Automobile Repair Trade:**  
Man.: revised regulations under Apprenticeship Act, governing automobile repair and internal combustion engine mechanics' trades, 527.
- Automobile Workers:**  
See Agreements; United Automobile Workers.
- Automotive Industry:**  
U.S.A.—  
area-wide pension plan designed to cover small employers with highly mobile work force, 1138.
- Automotive Maintenance Workers' Union:**  
Canada—  
collective agreement, 870.
- Baby Bonus:**  
See Family Allowances.
- Bakery and Confectionery Workers' International Union of America:**  
Canada—  
collective agreements, 71, 512, 1716.
- Bakery Products:**  
Canada—  
hours and working conditions, 1716.  
numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2025.
- Banking:**  
training program of International Bank of Reconstruction and Development, 311.
- Bankruptcy:**  
Canada—  
revised and consolidated provisions of Bankruptcy Act, 1914.
- Barbers and Hairdressers:**  
Canada—  
numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2027.  
B.C.: regulations under Trade-Schools Regulation Act governing barbering and hairdressing schools, 526.
- Baron, Sam, Canadian Director, Textile Workers' Union of America:**  
chairman of committee appointed by C.C. of L. to provide union for unemployed, 163.
- Basket and Wooden Box Industry:**  
Canada—  
wages, hours and working conditions, 102.
- Beer Parlours:**  
Alta.: resolution adopted at convention of Federation of Labour, 198.
- Benefits:**  
*Action Against Unemployment*—I.L.O. survey of world unemployment conditions and proposed program to avoid depression, 1148.  
Canada—  
unemployment insurance statistics, 139-40, 274-75, 406-7, 576-77, 768-69, 964-65, 1110-11, 1241-42, 1600-01, 1757-58, 1967-68, 2148.  
*supplementary benefit*—new section added to Unemployment Insurance Act, 1916.  
*supplementary unemployment insurance benefit*—how the program worked in 1950, how it will work in 1951, 2031; first month of operation, 790.  
new and amended unemployment insurance benefit regulations, 231, 791, 1077, 1916.  
annual report of U.I.C. (1949-50), 1927.  
seasonal regulations during supplementary benefit periods—provisions of amended regulations under Unemployment Insurance Act, 716, 1989.

**Benefits—Con.**Canada—*Con.*

changes in existing seasonal employment regulations recommended by Unemployment Insurance Advisory Committee, 1713.

veterans benefits—provisions of Canadian Forces Act (1950), 1919.

workmen's compensation benefits paid during 1949, 988.

regulations of U.I.C. governing claims of married women, 1988; recommendations of Unemployment Insurance Advisory Committee, 1713.

recommendations of C.C.C.L. *re* unemployment insurance, 1834; of T. and L.C., 462.

B.C.: amendments to Hospital Insurance Act *re* workmen's compensation, 699.

Australia: number receiving unemployment and sickness benefits (1948-1950), 2005-6.

Eire: benefits under proposed social security plan, 311.

U.S.A.: amendments to Social Security Act *re*—Old Age and Survivors' Insurance; assistance to disabled individuals; grants administered by the Children's Bureau; federal government contributions to state unemployment insurance funds, 2004-5; provisions of bill on social security approved by Senate, 1138; number of persons exhausting right to unemployment benefits, 167; Disability Benefits law of New York State, 310.

*see also* monthly summaries of current labour statistics; Unemployment Insurance.

**Bengough, Percy R., President, Trades and Labour Congress of Canada:**

presents Anniversary Issue of Labour Gazette to Hon. Milton F. Gregg, Minister of Labour, at 65th annual convention of T. and L.C., 1796.

statement on Labour's support of U.N. stand in Korea, 1625.

on formation of I.C.F.T.U., 174, 177.

presents Dominion legislative proposals of T. and L.C., 460.

statement at convention of T and L.C., 1793. extracts from Labour Day message, 1553; from New Year's message, 7.

signs joint letter, with A. R. Mosher, President, C.C. of L., requesting Government action on unemployment, 160.

text of letter to Prime Minister from T. and L.C. and C.C. of L. *re* amendments to B.N.A. Act, 1991-92.

**Berry Pickers:**

## Canada—

farm labour program (1949), 196.

**Beverages:**

## Canada—

hours and working conditions in the food and beverages industry, 1716.

**Bill of Rights:**

## Canada—

incorporation of National Bill of Rights into the Canadian Constitution recom-

81795—2½

**Bill of Rights—Con.**Canada—*Con.*

mended by Special Senate Committee on Human Rights and Fundamental Freedoms, 2028.

C.C. of L. and T. and L.C. request incorporation of Bill of Rights into Canadian Constitution in briefs submitted to Senate Committee on Human Rights and Fundamental Freedoms, 1004-05, 1006, 1007-8.

enactment of Canadian Bill of Rights urged by T. and L.C., 463, 1807.

recommendation of C.C. of L., 640.

Man.: enactment of provincial Bill by C.C. of L. unions, 472; Executive Committee (T. and L.C.) requests enactment of National Bill, 474; other recommendation, 645.

N.S.: adoption of Bill recommended by Federation of Labour (C.C. of L.), 648.

Ont.: Bill endorsed by Federation of Labour (C.C. of L.) 649.

**Biscuits:**

## Canada—

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2025.

**Blasters:**

B.C.: accident prevention regulations under Workmen's Compensation Act, 2090.

**Blind Persons:**

## Canada—

statistics concerning old age and blind pensioners, 14, 1134, 1783.

pensions for blind persons, paid during 1948-49—statement on Federal Government expenditures on social services, 161.

amendment to Old Age Pensions Act, recommended by T. and L.C., 1804.

Alta.: recommendation of Federation of Labour (T. and L.C.), 326.

Man.: repeal of Act to Provide Special Assistance to Municipalities for Old Age and Blind Pensioners, 1571; recommendation of Executive Committee (T. and L.C.) *re* pensions, 473.

Nfld.: provisions of Blind Workmen's Compensation Act, 2079; amended provisions of Old Age and Blind Persons Pension Act, 884.

Que.: increased allowance requested by C.C.C.L., 479.

Sask.: amendment to Old Age Pensions Act *re* blind persons, requested by Provincial Executive Committee (T. and L.C.), 45.

U.S.A.: aid to the blind scheme under Social Security Act, 2004-5.

**Boatmen:**

conditions of Rhine boatmen—provisions of I.L.O. draft agreements on social security and working conditions, 321.

**Boilermakers and Iron Shipbuilders' Union of Canada:**

*re* expulsion of member from union, 219, 1704, 1786.



**Boilers:**

- Alta.: recommendation of Federation of Labour (T. and L.C.), 326.  
 B.C.: amended provisions of Boiler and Pressure Vessel Act, 1058-59; provisions of Boiler Inspection Act, 1063; accident prevention regulations for grain elevators, under Workmen's Compensation Act, 1066.  
 Nfld.: provisions of Boiler and Pressure Vessel Act, 881.  
 N.S.: Steam Boiler and Pressure Vessel Inspection Act (1949), 2097; inspections in 1949, 2098, in 1948, 334.  
 Ont.: inspections in 1949, 2100.  
 Sask.: regulations under Boiler and Pressure Vessel Act (1948), 701; inspections in 1949, 1710.

**Bond Salesmen:**

- Alta.: exemption from provisions of Holidays With Pay Order (No. 5) under Labour Act, 1921.

**Bonuses:**

- Canada—  
 shift bonuses—provisions of collective agreements in primary textile industry, 626, 634. *See also* Family Allowances.

**Boot and Shoe Industry:**

- Canada—  
 numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2025.  
 Que.: union's right to negotiate under Collective Agreement Act—arbitration award in dispute between LaSalle Slipper Manufacturing Company and the Shoe Workers' Syndicate of Montreal Inc., 1630.

**Boxes:**

- See* Wooden Box Industry.

**Bradley, H. A., President, International Chemical Workers' Union:**

- on Communism within ranks of Canadian district of International Chemical Workers' Union, 162.

**Brass and Copper Products:**

- Canada—  
 numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2026.

**Bread and Bakery Products:**

- Canada—  
 numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2025.  
 recommendation of C.C.C.L. *re* compulsory weighing of bread, 1834.

**Brick and Tile Products:**

- Canada—  
 numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2026.

**Bricklayers:**

- Canada—  
 occupational booklets on skilled construction trades, issued by Department of Labour, 162.  
 U.S.A.: pension plan for bricklayers in New York City, 798.

**Bricklayers', Masons' and Plasterers' International Union of America:**

- Canada—  
 collective agreements, 1182, 1900.  
 U.S.A.: pension plan for bricklayers in New York City, 798.

**British Columbia:**

- See* various subject headings.

**British Columbia Coast Steamship Service (C.P.R.):**

- certification and conciliation proceedings, 675, 825, 1038, 1044, 1173, 1555, 1557, 1667, 1668, 1669.

**British Columbia Executive (T. and L.C.):**

- provincial legislative proposals, 470.  
 suggested amendments to Industrial Conciliation and Arbitration Act, presented to Minister of Labour, British Columbia, 327.

**British Columbia Federation of Labour:**

- recommendations contained in brief submitted to court of inquiry appointed to review workmen's compensation legislation, 41.

**British Columbia Fishermen and Allied Workers' Union:**

- See* United Fishermen and Allied Workers' Union.

**British Columbia Towboat Owners' Association:**

- certification and conciliation proceedings, 67.

**British Immigrants:**

- See* Migration and Settlement.

**British Institute of Management:**

- function of management associations sponsored by, 1997.

**British Ministry of Labour and National Service:**

- annual report (1949), 1997.  
*See also* various subject headings.

**British North America Act:**

- amendment—enactment of British North America (No. 2) Act, 1949, 1914.  
 proceedings of Dominion-Provincial Constitutional Conference, 160.  
 second session of Constitutional Conference of Federal and Provincial Governments, 1782.  
 text of letter to Prime Minister from C.C. of L. and T. and L.C. *re* amendments to Act, 1991.  
 amendments urged by T. and L.C., 461.

**British Trades Union Congress:**

- proceedings of eighty-second meeting, 2035.  
 convenes conference in London, England, to establish I.C.F.T.U., 8.  
 bans communists as trades council delegates, 431.  
 relaxes wage restraint policy, 1135.  
 appeals to affiliates to postpone wage claims, 16.



**British Trades Union Congress—Con.**

wage stabilization policy endorsed by small majority at conference of trade union executives, 301.

aid for Commonwealth and colonial unions, 2000.

function of management associations sponsored by British Institute of Management, 1997.

*Trade Unions and Productivity*—report of visit of British trade unionists to study American productivity, 1998.

summary of report on productivity in American cotton mills, 1137.

extracts from address of fraternal delegate to convention of T. and L.C., 1798; to convention of A.F. of L., 49.

**Broadcasting:**

resolution concerning performers' rights adopted by I.L.O. Advisory Committee on Salaried Employees and Professional Workers, 57.

Canada—

recommendations submitted to Royal Commission on National Development in the Arts, Letters and Sciences, by certain labour bodies, 1003.

continuance of Government policy on radio broadcasting urged by C.C. of L., 640; remarks of Prime Minister, 641.

resolution adopted by C.C. of L., 1823.

public ownership and control of radio broadcasting, recommended by R.T.B., 643.

Alta.: resolution adopted at convention of Federation of Labour, 198.

U.S.A.: union radio stations to broadcast Kaiser-Frazer programs, 170; action of Executive Council *re* weekly labour broadcasts, ratified by convention of A.F. of L., 49.

**Brotherhood of Express Employees:**

Canada—

*re* nation-wide railway strike, 1654.

certification and conciliation proceedings, 60, 199, 203, 337, 507, 670, 820, 850, 1039, 1555, 1667, 1669, 1890, 2049.

**Brotherhood of Locomotive Engineers:**

Canada—

certification and conciliation proceedings, 60, 61, 62, 63, 1041.

U.S.A.: *re* labour unity, 614.

**Brotherhood of Locomotive Firemen and Enginemen:**

Canada—

certification and conciliation proceedings, 62, 63, 509, 674, 675, 823, 1044, 2051.

U.S.A.: *re* racial discrimination, 171.

**Brotherhood of Maintenance-of-Way Employees:**

Canada—

*re* nation-wide railway strike, 1654.

certification and conciliation proceedings, 202, 508, 826.

**Brotherhood of Painters, Decorators and Paperhangers of America:**

Canada—

collective agreement, 1901.

*re* working agreement in Newfoundland, 165.

**Brotherhood of Railroad Signalmen of America:**

Canada—

certification and conciliation proceedings, 824, 826.

**Brotherhood of Railroad Trainmen:**

Canada—

certification and conciliation proceedings, 675, 824, 1041, 1044.

U.S.A.: *re* labour unity, 614.

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

Canada—

*re* nation-wide railway strike, 1654.

certification and conciliation proceedings, 62, 67, 201, 202, 339, 508, 509, 674, 675, 683, 824, 825, 826, 1038, 1040, 1041, 1044, 1168, 1169, 1556, 1667, 1668, 2050-51.

**Brotherhood of Railway Carmen of America:**

Canada—

*re* nation-wide railway strike, 1654.

**Brussels Treaty Organization:**

Committee on conditions of Work and Social Policy established by Organization to study conventions adopted by International Labour Conference, 669.

**Buchans Workmen's Protective Union:**

Canada—

*re* working agreement in Newfoundland, 165.

**Budgets:**

*See* Family Budgets.

**Building and Construction:**

*re* meeting of I.L.O. Industrial Committee, 1657.

Canada—

index numbers of wage rates (1948-1950), 1780.

wage rates in the construction industry (1949), 545, 790.

trade union membership (1949), 1636.

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2027.

residential construction in 1950 as reported by D.B. of S., 1133.

housing construction in 1949, 613.

number of labour-management production committees as at September 30, 1949, 323.

annual meeting of Canadian Construction Association, 295.

T. and L.C. resolution *re* issuance of permits to American contractors operating in Canada, 1805.

counselling booklet on skilled construction trades issued by Department of Labour, 162.

*Electrician*—occupational monograph on electrician's trade issued by Department of Labour, 792.

**Building and Construction—Con.**

*Supply of Building Materials in Canada*—  
report issued by Department of Trade  
and Commerce, 808, 1629.

Alta.: *re* holiday pay of construction workers,  
198.

Ont.: annual report of Factory Inspection  
Branch, Department of Labour (1949),  
2099; amendment to Public Health Act  
*re* medical, surgical and hospital care  
and treatment of employees in lumber-  
ing, mining and railway construction  
camps, 1695.

Que.: special regulations under Industrial and  
Commercial Establishments Act *re* con-  
struction yards, 1702; provisions of  
Orders under Minimum Wage Act *re*  
holidays with pay in the construction  
industry, 87.

U.S.A.: amount of federal construction aid to  
depressed industrial areas, 167; high  
construction activity during first  
quarter of 1950, 612; record housing  
construction in 1949, 307; pension plan  
for bricklayers in New York City, 798.

*See also* monthly summaries of current  
labour conditions; Legal Decisions.

**Building Contractors and Mason Builders' Association:**

U.S.A.:—  
pension plan for bricklayers in New York  
City, 798.

**Building Permits:**

Canada—  
T. and L.C. resolution *re* issuance of per-  
mits to American contractors operating  
in Canada, 1805.

**Building Service Employees' International Union:**

Canada—  
collective agreement, 1183.

**Building Trades:**

Canada—  
number of apprentices registered under  
Dominion-Provincial Agreements at end  
of 1949, 298.

**Bulletin Boards:**

Canada—  
provisions of collective agreements in prim-  
ary textile industry, 621, 632.

**Bullock, H. L., President, British Trades Union Congress:**

address at eighty-second annual meeting,  
2035.

**Bureau of Technical Personnel:**

*See* Technical Personnel.

**Burns and Company Limited:**

functions of L.M.P.C. described in booklet  
*Co-operation Works Here*, issued by  
Department of Labour, 809.

**Bus Lines:**

Canada—  
numbers of workers affected by collective  
agreements in 1946, 1948 and 1949,  
2027.  
Nfld.: *re* industrial dispute, 164.

**Business Administration:**

*See* Institute of Business Administration.

**Butter:**

Canada—  
numbers of workers affected by collective  
agreements in 1946, 1948 and 1949, 2025.

**Caissees Populaires:**

Que.: 50th anniversary of Credit Union  
(Caisse Populaire) movement, 1785;  
amendment to Credit Unions Act, 1696.

**Calendar:**

*See* World Calendar.

**Camps:**

N.B.: provisions of new Game Act, 1698.

**Canada Coach Lines Independent Employees' Union:**

conciliation proceedings, 683.

**Canada Grain Act:**

amendment, 1918.

**Canada Labour Relations Board:**

certification and other proceedings under  
I.R.D.L. Act, 62, 201, 338, 508, 674, 823,  
1040, 1168, 1556, 1668, 1891, 2050.  
amendments to Rules of Procedure, 673, 891.  
activities during 1949, 199.

**Canada Shipping Act:**

amendments to Act *re* International Con-  
vention for the Safety of Life at Sea,  
1948 and its Regulations, 1918.  
pilotage by-laws for district of Montreal,  
1698; district of Prince Edward Island,  
224; Saint John and Sydney, Bras d'Or  
Lakes district, and New Westminster,  
890.

**Canada Year Book:**

1950 edition issued by D.B.S., 1784.

**Canadian Air Line Flight Attendants' Association:**

certification proceedings, 2051.

**Canadian Air Line Pilots' Association:**

certification and conciliation proceedings,  
202, 683, 1038, 1044.

**Canadian and Catholic Confederation of Labour:**

Dominion legislative program, 466.  
provincial legislative proposals, 476.  
proceedings of 29th annual convention, 1824.  
trade union membership, 1948 and 1949,  
1635.  
*re* meeting of I.C.F.T.U., 173.

- Canadian and Catholic Confederation of Labour—Con.**  
 recommendations submitted to Royal Commission on National Development in the Arts, Letters and Sciences, 1000.  
 number of labour-management production committees by union affiliation, 323, 986.  
 number of affiliated unions in pulp and paper industry, 812.  
 support of C.C.C.L. urged by Quebec Roman Catholic Bishops in Pastoral Letter on Labour, 499.  
*re* pastoral letter issued by Roman Catholic Episcopate of the Province of Quebec, 655.  
 extracts from President's Labour Day message, 1554; from New Year's message, 7.  
*See also* various subject headings.
- Canadian Army Special Forces:**  
 application of Reinstatement in Civil Employment Act (1946), 1782.
- Canadian Association of Administrators of Labour Legislation:**  
 ninth annual meeting, 1164.
- Canadian Bill of Rights:**  
*See* Bill of Rights.
- Canadian Broadcasting Corporation:**  
 resolution adopted by C.C. of L., 1823; by Alberta Federation of Labour, 198.
- Canadian Brotherhood of Railway Employees and Other Transport Workers:**  
 certification and conciliation proceedings, 60, 61, 62, 63, 66, 199, 203, 337, 339, 507, 509, 670, 683, 820, 825, 850, 1039, 1041, 1169, 1172, 1555, 1667, 1668, 1669, 1890, 1891, 1895, 2049.  
*re* nation-wide railway strike 1654.  
 legal decision, 706.  
*re* use of injunctions, 1005.
- Canadian Brotherhood of Seamen:**  
 certification and conciliation proceedings, 675, 1041, 1169, 1670, 1891, 2051.
- Canadian Chamber of Commerce:**  
 platform for 1950 submitted to Cabinet, 300.  
 21st annual meeting—declarations of policy, 1990.  
*The Platform of the Canadian Chamber of Commerce*—booklet issued by Policy Department, 164.
- Canadian Chemical and Explosives Workers' Industrial Union:**  
 collective agreement, 207.
- Canadian Communications Association:**  
 certification proceedings, 339, 509.
- Canadian Congress of Labour:**  
 proceedings of tenth anniversary convention, 1807.  
 Dominion legislative program, 637.
- Canadian Congress of Labour—Con.**  
 requests Government action on unemployment—text of letter to Prime Minister and Cabinet, 160.  
 plan to provide union for unemployed, 163.  
 functions of National Federation of Unemployed Workers, 794.  
 trade union membership, 1634-35—affiliation of union members in Canada in 1948 and 1949, 1635.  
 urges reimposition of price controls, 1628.  
 old age security—summary of brief submitted to Joint Committee of the Senate and the House of Commons on Old Age Security, 1012.  
 brief submitted to Senate Committee on Human Rights and Fundamental Freedoms, 1004, 1007-9.  
 briefs submitted to courts of inquiry appointed to review workmen's compensation legislation—recommendation of Ontario, Saskatchewan and British Columbia Federations of Labour, 39.  
 number of labour-management production committees by union affiliation, 323, 986.  
 number of affiliated unions in pulp and paper industry, 812.  
 affiliation of Canadian locals of new C.I.O. International Union of Electrical Radio and Machine Workers, 8-9.  
 appoints committee on consumer co-operatives and credit unions, 613.  
 racial tolerance committee endorses conference held by Labour Committee for Racial Tolerance, 794.  
 seeks co-operation with farm groups, 163.  
 grants U.S.W.A. jurisdiction formerly held by I.U.M.M.S.W. in mining and smelting industry, 163.  
 text of letter to Prime Minister from C.C. of L. and T. and L.C. *re* amendments to B.N.A. Act, 1991.  
 labour backs U.N. stand in Korea—text of joint statement issued by C.C. of L. and T. and L.C., 1625.  
*I.C.F.T.U.*—representation at conference convened in London, England, to establish I.C.F.T.U., 8; participation in formation, delegation, 173; representation on working committees, 174; remarks of Pat Conroy, Secretary-Treasurer, 175, 178; representation at Executive meeting in Brussels, Belgium, 1996.  
 legislative proposals of provincial Federations of Labour—Nova Scotia, 647, Ontario, 649, Saskatchewan, 43.  
 legislative proposals of Manitoba unions, 471.  
 extracts from President's New Year's message, 7; from Labour Day message, 1553.  
 address of Pat Conroy, Secretary-Treasurer, as fraternal delegate to convention of C.I.O., 51.  
 issues Tenth Anniversary commemorative book, 1993.  
*Stewards' Handbook on Labour Legislation* issued by Ontario Federation of Labour, 1630.  
*See also* various subject headings.
- Canadian Constitution:**  
 proceedings of Dominion-Provincial Constitutional Conference, 160.
- Canadian Construction Association:**  
 annual meeting, 295.



- Canadian Corps of Commissionaires:**  
resolution adopted at meeting of National Employment Committee, 2104.
- Canadian Corps of Overseas Fire Fighters:**  
recommendation of T. and L.C., 463.
- Canadian Federation of Labour:**  
trade union membership, 1948 and 1949, 1635.
- Canadian Forces Act:**  
provisions, 1624, 1919.  
Order under Act makes provisions of Reinstatement in Civil Employment Act applicable to all persons enrolled in special armed forces, 1920.
- Canadian Government Annuities Act:**  
relation of Act to old age security—brief submitted by Deputy Minister of Labour to Joint Committee on Old Age Security, 987.
- Canadian Industrial Preparedness Association:**  
extracts from address of Prime Minister, 1990.
- Canadian International Paper Company:**  
Industrial Relations in the Pulp and Paper Industry—partial text of paper by T. H. Robinson, Manager, Industrial Relations, 811.
- Canadian Labour Force:**  
*See* Labour Force.
- Canadian Lithographers' Association:**  
collective agreement, 691.
- Canadian Marine Engineers' Association:**  
certification proceedings, 824.
- Canadian Merchant Service Guild:**  
collective agreements, 343, 1677.  
certification and conciliation proceedings, 67, 1556, 1669, 2050.
- Canadian National Railway System Federation No. 11:**  
conciliation proceedings, 826.
- Canadian National Railways:**  
railway strike of 1950—1638-54: negotiations, 1639; provisions of The Maintenance of Railway Operation Act, 1653.  
recent decisions of Canadian Railway Board of Adjustment No. 1, 67, 68, 69, 70, 1173, 1174, 1175, 1177, 1178.  
*See also* Industrial Relations and Disputes Investigation Act (Proceedings under).
- Canadian Navigators' Federation:**  
conciliation proceedings, 2054.
- Canadian Pacific Railway Company:**  
Privy Council holds regulation of hours of Empress Hotel employees within jurisdiction of B.C. legislature—C.P.R. appeal dismissed, 217.  
railway strike of 1950—1638-54; negotiations, 1639; provisions of The Maintenance of Railway Operation Act, 1653.  
recent decisions of Canadian Railway Board of Adjustment No. 1, 70, 1175, 1176, 1177.  
*See also* Industrial Relations and Disputes Investigation Act (Proceedings under).
- Canadian Pacific Railway System Federation No. 125:**  
conciliation proceedings, 826.
- Canadian Railway Board of Adjustment No. 1:**  
summary of decisions, 67, 1173.
- Canadian Seamen's Union:**  
activities of C.S.U. and resulting British dock strikes summarized in *White Paper Review of British Dock Strikes, 1949*, 435.  
expelled by International Transport Workers' Federation, at convention in Stuttgart, Germany, 1790.  
picketing of ss. *Seaboard Star* by union held illegal—application to dissolve injunction dismissed, 221.  
certification and conciliation proceedings, 1039, 1041, 1043, 1044, 1173, 1556.
- Canadian Teachers' Federation:**  
formation of world-wide teachers' organization, 1630.
- Canadian Textile Workers' Union:**  
membership in primary textile industry, 619.
- Canadian Vocational Training:**  
*See* Vocational Training.
- Canadian Welfare Council:**  
plan to co-ordinate civic and national youth agencies, 429.
- Canadian Wheat Board:**  
participation payments in 1949, 165.
- Canning and Preserving:**  
Canada—  
hours and working conditions, 1716.
- Capital Investment:**  
*See* Investment.
- Carpentry:**  
N.B.—  
new schedule under Industrial Standards Act, 1707; lack of skill in person "employed to do carpentry" does not exempt him from carpentry trade schedule under Industrial Standards Act, 352.

**Cartage and Trucking:**

## Canada—

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2027.

Alta.: provisions of new Order (No. 20) under Labour Act—Hours of Work and Minimum Wage Order, 1921.

**Case Studies:**

See Industrial Peace.

**Certification:**

## Canada—

activities under Canada Labour Relations Board in 1949, 199.

amendment to Labour Relations Act *re* certification of employers' associations, requested by C.C.C.L., 1835.

Alta.: provisions of Bill to amend Labour Act, 530-31; amended provisions of Act, 2083; *re* certification of trade unions, 198.

B.C.: suggested amendments to Industrial Conciliation and Arbitration Act, presented to Minister of Labour by Provincial Executive (T. and L.C.), 327.

N.S.: annual report of Labour Relations Board (1948), 333.

Ont.: provisions of Labour Relations Act (1950), 1690, 1692; provisions of proposed Labour Relations Act, 528; activities of Labour Relations Board (1948-1950), 1996; activities under Labour Relations Board Acts of 1944 and 1947, and Labour Relations Act (1948), 2100; amendments to Labour Relations Act urged by Provincial Federation (T. and L.C.), 649-50.

Que.: bargaining rights restored to teachers' union, 1787.

Sask.: activities of Labour Relations Board in 1949—annual report of Department of Labour, 1708-9.

See also Legal Decisions.

**Chains:**

## United Kingdom—

*The Use of Chains and Other Lifting Gear*—1949 edition of safety pamphlet issued by Ministry of Labour and National Service, 1999.

**Chauffeurs:**

## Alta.—

recommendation of Federation of Labour (T. and L.C.), 198, 326.

**Check-off:**

## Canada—

check-off provisions in meat packing industry, 2020.

provisions of collective agreements in primary textile industry, 621, 632.

Bill to amend I.R.D.I. Act, not passed, 1916, 1919.

T. and L.C. urges provision for check-off of union dues under I.R.D.I. Act, 461.

Alta.: provisions of Bill to amend Labour Act, 531.

**Check-off—Con.**

Man.: C.C. of L. unions recommend amendments to Labour Relations Code, 471; recommendation of Executive Committee (T. and L.C.), 472.

Ont.: amendment to Labour Relations Act urged by Provincial Federation (T. and L.C.), 650.

U.S.A.: analysis of collective agreements in force in 1949, 1789.

See also provisions of collective agreements summarized in monthly reports on *Collective Agreements and Wage Schedules*.

**Cheese:**

## Canada—

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2025.

**Chemical Industries:**

second session of Chemical Industries Committee of I.L.O., in Geneva, Switzerland, 1884.

**Chemical Products Industry:**

## Canada—

hours and working conditions in 1949, 2105. numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2026.

Communism within ranks of Canadian district of International Chemical Workers' Union—extracts from address of International president, 162.

**Chemical Workers' Union, International:**

## Canada—

Communism within Canadian district of union, 162.

expulsion of certain officials of Consumers' Gas Local, accused of Communist activity, 1781.

collective agreements, 73, 75, 515, 870.

**Chevrier, Hon. Lionel, Minister of Transport:**

reply to legislative proposals of T. and L.C., 465.

**Child Labour:**

## Alta.—

provisions of Bill to amend Labour Act, 531.

B.C.: employment of children in 1948—annual report of Department of Labour, 329.

N.S.: employment of young persons in shops—amended provision of Child Welfare Act, 2087.

Ont.: annual report of Factory Inspection Branch, Department of Labour (1949), 2099.

U.S.A.: revision of Child Labour Regulation No. 3, 531.

**Child Welfare:**

See Child Labour.

**Christian Trade Unions:**

See Trade Unions.

**Chrysler Corporation:**

## Canada—

terms of agreement reached in dispute between Chrysler Corporation and employees at Windsor plant, 987.

grants "voluntary" wage raise to employees in Windsor and Chatham, 1787.

**Church:**

## Canada—

conference on "The Church and Economic Changes" for English-speaking employers in Province of Quebec, sponsored by Laval University, 165.

The Roman Catholic Church and War—discussion at convention of C.C.C.L., 1833.

**Citation of Merit:**

awarded to Dr. A. MacNamara, Deputy Minister of Labour for Canada, by International Association of Public Employment Services, 986.

**Citizenship:**

## Canada—

resolution adopted by C.C. of L., 1823.  
recommendation of T. and L.C., 463.

**Civil Employment:**

See Reinstatement in Civil Employment Act.

**Civil Rights:**

## Man.—

withdrawal of Bill to Protect Certain Civil Rights, 1571.

U.S.A.: passage of Bill requested by President Truman in economic report to Congress, 303; active support of report and program pledged by A.F. of L., 49, 2041.

See also Bill of Rights; Human Rights.

**Civil Service:**

opportunity for Government action in applying principle of equal pay for work of equal value, suggested in report of I.L.O., 187.

## Canada—

benefits of Civil Service Act extended to members of special Canadian forces on active service, 1624.

transfer of administration of Government Employees' Compensation Act, 1919.

older workers in the Civil Service—resolutions adopted by N.E.C., 35, 2104.

Alta.: recommendation of Federation of Labour (T. and L.C.) *re* unemployment insurance and overtime, 326.

Man.: amendment to Labour Relations Code *re* collective bargaining, recommended by C.C. of L. unions, 471; recommendation of Executive Committee (T. and L.C.) *re* collective bargaining, 472.

U.S.A.: analysis of salaries of women in Federal Service, 1633; unemployment insurance coverage of government employees, 990.

**Civil Service Superannuation Act:**

benefits of Act extended to members of special Canadian forces on active service, 1624.

**Civilian Labour Force:**

See Labour Force.

**Classifications:**

clauses of resolution adopted by I.L.O. Metal Trades Committee *re* job classification, 319, 320.

See also Occupational Classifications.

**Claxton, Hon. Brooke, Minister of National Defence:**

on extension of veterans' benefits to members of special force, 1624.

**Clerical Employees:**

## U.S.A.—

numbers of clerical and salaried employees receiving wage increases in 1950, 2002.

**Closed Shop:**

## B.C.—

Supreme Court awards damages for wrongful expulsion from union, 219.

**Closed Towns:**

## Que.—

establishment opposed by C.C.C.L., 479.

**Cloth Industry:**

## Canada—

wages, hours and working conditions (1949), 724, 726.

**Clothing Industry:**

## Canada—

wages, hours and working conditions in clothing industry—men's and boys' suits and overcoats; work clothing; men's shirts, 233-43.

dress industry, 359; women's and misses' suits and coats industry, 361.

**Coal:**

model code of safety regulations for underground work in coal mines, approved by I.L.O. tripartite technical conference, 53.

recommendation of I.L.O. Governing Body *re* employment of young persons in underground work in coal mines, 1657.

*re* meeting of I.L.O. industrial committee, 1657.

## Canada—

improved productivity in coal mines in 1948—annual survey of operating costs and revenues by Dominion Coal Board, 13.

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2025.

trade union membership in coal mining industry, 1636.

recommendation of C.C. of L. *re* Canadian markets for Canadian coal, 640, 1823.

Alta.: provision under Coal Mines Regulation Act, 1063; Order (No. 14) under Labour Act, governing coal mines, 85; limitation of hours of labour of workers above ground—Order (No. 17), 1063.

United Kingdom: productivity and output in coal industry in 1949—annual report of National Coal Board, 1631; decline in labour force in coal mining in 1949, 1997; 27th Annual Report on Safety in Mines Research, 1631.



**Coal—Con.**

U.S.A.: settlement of coal strike—provisions of agreement reached between U.M.W.A. and soft coal operators, 437.

**Coast Guard Service:**

Canada—

establishment recommended by T. and L.C., 463; remarks of Minister of Transport, 465.

**Codes:**

See Labour Code; Safety.

**Coldwell, M. J., National Leader, Cooperative Commonwealth Federation:**

on The Maintenance of Railway Operation Act, 1647.

**Collective Agreement Act (Quebec):**

monthly summary of agreements under Act 76, 208, 344, 516, 693, 871, 1050, 1184, 1678, 1902, 2066.

number of workers affected by agreements extended under Act in 1949, 2024.

union's right to negotiate under Collective Agreement Act—arbitration award in dispute between LaSalle Slipper Manufacturing Company and the Shoe Workers' Syndicate of Montreal, Inc., 1630.

amendments recommended by Provincial Federation of Labour, 1666.

amendments requested by C.C.C.L., 478.

**Collective Bargaining:**

implementation of principle of equal pay in collective agreements, 189.

Canada—

legislative jurisdiction *re* I.L.O. Convention (No. 98) concerning the application of the principles of the right to organize and to bargain collectively, 1658.

meat packing industry—provisions in collective agreements, 2008-22.

primary textile industry—coverage of collective bargaining agreements, 620.

recommendation of T. and L.C. *re* Government employees, 461, 462.

Alta.: provisions of Bill to amend Labour Act, 531.

B.C.: suggested amendments to Industrial Conciliation and Arbitration Act, presented to Minister of Labour by Provincial Executive (T. and L.C.), 327.

Man.: amendment to Labour Relations Code *re* civil servants, recommended by C.C. of L. unions, 471; recommendation of Executive Committee (T. and L.C.) *re* civil servants, 472.

N.S.: amendments to Trade Union Act requested by Provincial Executive (T. and L.C.), 648.

Ont.: provisions of Labour Relations Act (1950), 1689-93; amendments to Fire Departments Act and Police Act, 1694.

Que.: bargaining rights restored to teachers' union, 1787; recommendation of C.C.C.L. *re* social security, 478.

Sask.: amended regulations under Trade Union Act, 886-87.

**Collective Bargaining—Con.**

France.: right to bargain on wages restored under Bill passed by French National Assembly, 441.

Japan.: amended provisions of Trade Union Act encourage free collective bargaining, 441.

U.S.A. causes of industrial peace under collective bargaining—studies of plants having satisfactory labour-management relations, issued by National Planning Association, 306, 438, 2045; analysis of collective agreements in force in 1949, 1789; *Job Modifications under Collective Bargaining*—experience of companies and unions in handling job modifications made necessary by changes in production methods, 798; *Lay-off Policies and Practices*—study published by Princeton University Industrial Relations Section, 2005; cost of meals in company-operated dining rooms held mandatory bargaining issue by N.L.R.B., 170; resolution adopted at convention of A.F. of L., 49; of C.I.O., 52.

**Colombia:**

withdrawal from W.F.T.U., 1137.

**Combines Investigation Act:**

amendment, 1915.

**Commercial Establishments:**

Que.:—

special regulations under Industrial and Commercial Establishments Act *re* construction yards, 1702.

**Commercial Telegraphers' Union:**

Canada—

*re* nation-wide railway strike, 1654. conciliation proceedings, 826.

**Commercial Vehicles:**

Ont.—

new regulations under Public Commercial Vehicles Act, 528.

**Committees:**

See Labour-Management Production Committees.

**Commonwealth Trade Union Conference:**

summary of proceedings of meeting held during 33rd session of International Labour Conference, 1134.

**Communications:**

Canada—

index numbers of wage rates (1948-1950), 1780.

increase in wage rates in 1949, 790.

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2027.

trade union membership (1949), 1636.

number of labour-management production committees as at September 30, 1949, 323.



**Communications—Con.**

U.S.A.: *Transmitting Information Through Management and Union Channels*—report on importance of effective methods of communications to good industrial relations issued by Princeton University, 169.

**Communications Workers of America:**

Canada—  
certification proceedings, 2051.

**Communism:**

attitude of I.C.F.T.U.—resolution adopted at opening session of Conference, 176, 177.

Canada—

extracts from address of Prime Minister before Canadian Industrial Preparedness Association, 1990.

policy of "vigorous opposition" reaffirmed by Canadian Chamber of Commerce, 1990-91.

*C.C. of L.*—action taken at tenth anniversary convention, 1807—expulsion of U.E.R.M.W.A., 1811; constitutional amendment, 1819; adoption of Declaration of Positive Economic Philosophy, 1814; United Nations action in Korea, 1816.

*T. and L.C.*—members accused of Communist activity expelled by labour bodies, 1781; statement on foreign relations adopted as policy at 65th annual convention, 1800; amendment to Constitution *re* representation in T. and L.C., adopted, 1801; decisions in anti-Communist stand, 1793; reiterates opposition to Communism, in Dominion legislative brief, 460.

Communism within ranks of Canadian district of International Chemical Workers Union, 162.

Que.: resolution adopted by Provincial Federation of Labour, 1665; extracts from pastoral letter issued by Roman Catholic Episcopate, 655.

United Kingdom: *Review of the British Dock Strikes, 1949*—summary of White Paper on activities of C.S.U. and resulting London dock strike, 435; T.U.C. bans communists as trades council delegates, 431.

Asia: Federation of Labour to fight Communist menace, 18.

Sweden: decline of Communist strength in Swedish trade unions, 1791.

U.S.A.: provisions of Subversive Control Act, 1788; validity of non-Communist affidavit required of union officers under Taft-Hartley Act, upheld by Supreme Court, 992; non-Communist affidavit clause of Taft-Hartley Act held constitutional by Supreme Court, 1072; C.I.O.—action taken against Communism, 49-50, 51, unions and individuals charged with following Communist Party line, at C.I.O. convention, 51, expels four unions as Communist-dominated, 438, expels International Longshoremen's and Warehousemen's Union and Marine Cooks' and Stewards' Union, for Communist activity, 1788.

**Companies:**

Canada—

amendment to Pension Fund Societies Act, 1915.

**Company Towns:**

B.C.—

Executive (T. and L.C.) recommends government supervision of company towns, 471.

**Company Unions:**

B.C.—

suggested amendments to Industrial Conciliation and Arbitration Act, presented to Minister of Labour by Provincial Executive (T. and L.C.), 327.

Ont.: amendment to Labour Relations Act urged by Provincial Federation (T. and L.C.), 650; provisions of proposed Labour Relations Act *re* "company-dominated" unions, 529.

**Compensation:**

*See* Government Employees (Compensation Act); Merchant Seamen Compensation Act; Workmen's Compensation.

**Compulsory Union Membership:**

*See* Trade Union Membership.

**Conciliation:**

international study of industrial relations—  
I.L.O. report on conciliation and arbitration, 482.

International Commission on Trade Union Rights—establishment authorized by I.L.O. as international fact-finding and conciliation commission on freedom of association, 317, 666.

report of Committee of the Conference at thirty-third session of the I.L.O., 1154-55.

Canada—

conciliation and other proceedings under I.R.D.I. Act, 67, 202, 339, 509, 683, 825, 1043, 1172, 1556, 1669, 1895, 2053.

conciliation proceedings under Canada Labour Relations Board and I.R.D.I. Act during period January 1, 1949, to December 31, 1949, 199-200.

*The Conciliation and Arbitration of Labour Disputes in Canada*—bulletin issued by Department of Industrial Relations, Queen's University, 12.

Alta.: provisions of Bill to amend Labour Act, 530-31; amended provisions of Labour Act, 2083.

B.C.: activities during 1948 reviewed in first annual report of Labour Relations Board, 330; suggested amendments to Industrial Conciliation and Arbitration Act, presented to Minister of Labour by Provincial Executive (T. and L.C.), 327.

Man.: recommendations of Executive Committee (T. and L.C.), 472-73.

N.S.: annual report of Labour Relations Board (1948), 333.

Ont.: activities of Conciliation Branch, Department of Labour, in 1949, 2100; provisions of proposed Labour Relations Act, 528; provisions of Labour Relations Act (1950), 1689-93; recommendation of Federation of Labour (C.C. of L.), 649.

Que.: remarks of Provincial Federation of Labour in brief submitted to provincial authorities, 474.

**Conciliation—Con.**

- Sask.: activities of Labour Relations Board in 1949—annual report of Department of Labour, 1708-9.  
 United Kingdom: conciliation and arbitration activities in 1949, 1997.  
 France: compulsory conciliation provided under Bill passed by French National Assembly, 441.  
 Japan: amendments to Labour Relations Adjustment Act, 441.  
 U.S.A.: mediation priority for disputes in defence plants, 2003.

**Conciliation and Labour Act:**

scope and administration, 61.

**Confectionery:**

- Canada—  
 numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2025.

**Congress of Industrial Organizations:**

- eleventh annual convention, 49.  
 affiliation of trade union members in Canada, 1635.  
*re* labour unity, 436, 614, 798, 1632.  
 representation at Conference convened in London, England, to establish I.C.F.T.U. 8.  
 participation in formation of I.C.F.T.U.—delegation, 173; remarks of Walter Reuther, vice-president, 178.  
 affiliation of General Confederation of Workers of Puerto Rico with C.I.O., 800.  
 expels four unions as Communist-dominated, 438.  
 expels International Longshoremen's and Warehousemen's Union and Marine Cooks' and Stewards' union, for Communist activity, 1788.  
 charters new union—International Union of Electrical, Radio and Machine Workers—to replace suspended organization, 8.  
*The C.I.O.—What It Is and What It Does*—pamphlet explains government and finances of unions, 17.

**Conroy, Pat, Secretary-Treasurer, Canadian Congress of Labour:**

- address as fraternal delegate to convention of C.I.O., 51.  
 on formation of I.C.F.T.U., 175, 178.

**Conservation:**

- Alta.—  
 labour representation on Alberta Conservation Board, requested by Federation of Labour, 198.

**Constitution:**

*See* British North America Act.

**Constitutional Conference of Federal and Provincial Governments:**

second session, 1781.

**Construction:**

*See* Building and Construction.

**Consumer Co-operatives:**

- Canada—  
 committee on consumer co-operatives and credit unions, appointed by C.C. of L., 613.

**Consumer Credit:**

- Canada—  
 Consumer Credit Regulations—controls on instalment plan buying, 1920, 1990.

**Consumer Credit (Temporary Provisions) Act:**

provisions, 1920.

**Consumer Income:**

*See* Income.

**Consumers' Goods:**

- Nfld.—  
 recommendations of Federation of Labour (T. and L.C.) in brief submitted to Royal Commission on the Cost of Living, 647.

**Continuation of Transitional Measures Act:**

- extension, 609.  
 amendment to Act *re* expiration date, 1919.

**Contractors:**

*See* Building and Construction; Legal Decisions.

**Contracts:**

- Government application of equal pay principle to work executed under public contract, suggested in report of I.L.O., 189.  
*contracts of employment*—resolution adopted at thirty-third session of the I.L.O., 1155.  
 Canada—  
 legislative jurisdiction *re* I.L.O. Convention (No. 94) concerning labour clauses in public contracts; Recommendation (No. 84) concerning labour clauses in public contracts, 1658.  
 Sask.: recommendation of Federation of Labour (C.C. of L.) *re* government contracts, 44.  
*See also* Fair Wages.

**Contributions:**

- Canada—  
 new contribution rates—amended regulations under Unemployment Insurance Act, 230, 792, 1077, 1916.  
 revenue from unemployment insurance contributions during 1948-49, 13.  
 annual report of U.I.C. (1949-50), 1927.  
 Eire: rate of contribution under proposed social security plan, 311.  
*See also* Unemployment Insurance.

**Control of Employment:**

- B.C.—  
 employment of children under Control of Employment of Children Act (1944) in 1948—annual report of Department of Labour, 329.

**Control of Engagement Order (United Kingdom):**

revocation, 613.

**Controls:**

## Canada—

Consumer Credit Regulations—controls on instalment plan buying, 1990.

United Kingdom: end of manpower controls—revocation of Control of Engagement Order (1947), 613.

See also Price Control; Rent Control.

**Conventions:**

See Trade Unions; various subject headings.

**Co-operation:**

See Co-operative Societies; Economic Co-operation; Labour-Management Co-operation.

**Co-operative Movement:**

resolutions adopted by I.L.O. Advisory Committee on Co-operation, 58.

**Co-operative Societies:**

## Canada—

*Co-operation in Canada, 1949*—summary of report covering merchandising, retailing, wholesaling, services, fishermen and insurance, 1655.

legal incorporation of co-operative associations in Canada, 796.

committee on consumer co-operatives and credit unions, appointed by C.C. of L., 613.

Man.: recommendation of C.C. of L. unions, 472.

N.B.: new section under Act *re* employees' pension plan, 1698.

Nfld.: provisions of Co-operative Development Loan Act, 884; recommendation of Federation of Labour (T. and L.C.) in brief submitted to Royal Commission on Cost of Living, 647.

P.E.I.: amendment to Co-operative Associations Act, 2089.

Que.: amendment to Act *re Caisses Populaires Desjardins*, 1696; co-operative institution—extracts from pastoral letter issued by Roman Catholic Episcopate, 654.

U.S.A.: loans to housing co-operatives, requested by C.I.O., 52.

**Correspondence Courses:**

## Canada—

vocational correspondence courses, 32.

**Cost of Living:**

## Canada—

monthly reports on prices and the cost of living, 115, 250, 374, 554, 745, 930, 1086, 1215, 1574, 1735, 1941, 2118.

statistics, 142-53, 277-88, 409-20, 579-90, 771-82, 967-78, 1113-24, 1244-55, 1603-14, 1761-72, 1970-81, 2151-62.

D.B. of S. study of family budgets, 11.  
revision of index requested by T. and L.C., 463; remarks of Prime Minister, 465.  
resolution adopted by T. and L.C., 1805.  
revision of index requested by C.C. of L., 640.

Alta.: more accurate system *re* compilation of index by D.B. of S., urged by Federation of Labour, 198.

N.B.: recommendations of Federation of Labour (T. and L.C.), 646.

**Cost of Living—Con.**

Nfld.: Federation of Labour (T. and L.C.) presents brief to Royal Commission on the Cost of Living, 647.

Que.: establishment of Provincial Bureau of Statistics recommended by C.C.C.L., 479.

Other Countries: statistics, 153, 287, 420, 590, 782, 978, 1124, 1255, 1614, 1772, 1981, 2162.

United Kingdom: T.U.C. appeals to affiliates to postpone wage claims while price index remains below 118, 16.

U.S.A.: wage rates at General Motors Corporation reduced under cost-of-living agreement, 439; number of settlements providing for periodic and automatic adjustments, 2001.

See also monthly summaries of current labour conditions.

**Côté, Paul E., Parliamentary Assistant to the Minister of Labour:**

extracts from address before Professional Association of Industrialists, Province of Quebec, 1994.

remarks at convention of C.C.C.L., 1825.

tables Orders in Council ratifying renewal of Dominion-Provincial Farm Labour Agreements, 608.

announces appointment of new members to Unemployment Insurance Advisory Committee, 792; tables report of Committee, 1713.

**Cotton Mills:**

British cotton mills team reports on high United States productivity, 1137.

**Cotton Yarn and Cloth Industry:**

## Canada—

wages, hours and working conditions (1949), 724.

**Council of Profit-Sharing Industries:**

proceedings of regional conference, 1995.

**Covenants:**

See Real Estate.

**Coverage:**

## Canada—

provisions of amended unemployment insurance coverage regulations, 230, 1077, 1927.

**Cranes:**

See Derrick Cranes.

**Credit:**

## Canada—

provisions of Consumer Credit (Temporary Provisions) Act, 1920.

Consumer Credit Regulations—controls on instalment plan buying, 1990.

**Credit Unions:**

## Canada—

*Credit Unions in Canada, 1949*—fiftieth anniversary of establishment of movement in Canada, 1992.



**Credit Unions—Con.**

Canada—*Con.*

*Credit Unions in Canada, 1948*—summary of annual report issued by Department of Agriculture, 334.

50th anniversary of Credit Union (Caisse Populaire) movement, 1785 .  
committee on consumer co-operatives and credit unions, appointed by C.C. of L., 613.

Alta.: amendment to Credit Union Act, 2085.

N.B.: amended provisions of Credit Union Societies Act, 1697.

Que.: amendment to Act *re Caisses Populaires Desjardins*, 1696; 50th anniversary of Credit Union (Caisse Populaire) movement, 1785.

Sask.: amendment to Act, 890.

**Credits:**

Canada—

re-establishment credits paid in 1948-49, 161.

**Criminal Code:**

Canada—

amendment to Combines Investigation Act, 1915.

Bill to amend Code *re* discrimination, not passed, 1916.

**Current Labour Conditions:**

*See* Labour Conditions.

**Current Labour Statistics:**

*See* Labour Statistics.

**Cushing, Gordon G., General Secretary-Treasurer, Trades and Labour Congress of Canada:**

remarks at convention of Quebec Provincial Federation of Labour, 1663.

**Customs:**

Canada—

R.T.B. and amendments to Customs Act *re* protective warning devices at railway crossings, 642.

**Dairy Products:**

Canada—

hours and working conditions, 1716.

**Dangerous Trades:**

*See* Health.

**Dawson, W. W., Supervisor, Immigration and Farm Labour Branch, Department of Labour:**

remarks as chairman of seventh annual Dominion-Provincial Farm Labour Conference, 193.

**Death Grants:**

Eire—

amount payable under proposed social security plan, 311.

**Decentralization:**

*See* Industry.

**Decisions of Umpire:**

*See* Unemployment Insurance.

**Declaration of Human Rights:**

*See* Human Rights.

**Declaration of Positive Economic Philosophy:**

adopted by C.C. of L. at 10th anniversary Convention, 1814.

**Decontrols:**

Canada—

recommendation of R.T.B. *re* price and rent controls, 643. .

**Defence:**

*See* National Defence.

**Defence Production Act (U.S.A.):**

provisions, 1662.

wage and price control agency established—appointment of Administrator of Economic Stabilization; Director of Price Administration, and Wage Stabilization Board, 2004.

**Dental Technicians:**

Ont.—

Persons under Dental Technicians' Act (1946) excepted from application of Hours of Work and Vacations With Pay Act, 1701.

**Department of Veterans Affairs Act:**

benefits of Act extended to members of special Canadian forces on active service, 1624.

Merchant Seamen Vocational Training Order providing training for certain unemployed merchant seamen, 354.

**Dependents' Allowances:**

Nfld.—

regulations under Dependents' Allowances Act (1949), 884, 891, 1070.

**Depressed Areas:**

*See* Depression; Industrial Areas.

**Depression:**

*Action Against Unemployment*—I.L.O. survey of world unemployment conditions and proposed program to avoid depression, 1148.

U.S.A.: business slump in U.S.A.—report of Executive Council of A.F. of L., 47.

**Derrick Cranes:**

United Kingdom—

safety in use of derrick cranes—pamphlet issued by Ministry of Labour and National Service, 302.

**Development:**

training program of International Bank of Reconstruction and Development, 311.

**Disability Benefit:**

- Eire—  
benefits under proposed social security plan, 311.  
U.S.A.: Disability Benefits law of New York state, 310.

**Disabled Persons:**

See Handicapped Persons.

**Discharged Members of Armed Forces:**

See Armed Forces.

**Discrimination:**

- Canada—  
report on racial discrimination submitted to Senate Committee on Human Rights and Fundamental Freedoms by T. and L.C., 1007.  
employment discrimination—policy of U.I.C., 1637.  
Bill to amend Criminal Code, not passed, 1916.  
*C.C. of L.*—recommendation *re* "discrimination on grounds of race, creed and colour", 640; resolution adopted, 1823.  
*T. and L.C.*—report of Standing Committee on Racial Discrimination and resolutions adopted at 65th annual convention, 1802; recommendations, 463.  
Ont.: activities of Conciliation Branch, Department of Labour (1949) *re* discrimination and unfair labour practices, 2100.  
Que.: non-discrimination provisions of Labour Relations Act held to apply to school commissions, 2096.  
U.S.A.: railroad employees may apply for injunction against racial discrimination by unions in violation of Railway Labour Act, 171; legislation to prevent employment discrimination against older workers, under study in New York state, 614; resolution adopted by C.I.O., 52.

**Diseases, Industrial:**

- model code of safety regulations for underground work in coal mines approved by I.L.O. tripartite technical conference, 56-57.  
Canada—  
workers' efficiency and effects of emotional strain—summary of article in Canadian Medical Journal on ill-health among workers caused by emotional disturbances, 1159.  
amendment to Government Employees' Compensation Act, 1915.  
*A Guide to the Diagnosis of Occupational Diseases*, 164.  
B.C.: additional compensable diseases under Workmen's Compensation Act, 699; new Order under Workmen's Compensation Act *re* tuberculosis, 1701.  
Man.: amended provision of Workmen's Compensation Act, 1569.  
Ont.: consolidation and revision of regulations under Workmen's Compensation Act, 1701; additional compensable disease under Workmen's Compensation Act, 355; provisions of Silicosis Act, 1694; *re* expansion of silicosis and TB x-ray services for industrial workers, 610; annual report of Factory Inspection Branch, Department of Labour, (1949),

**Diseases, Industrial—Con.**

- Ont.—*Con.*  
2099; amendments to Workmen's Compensation Act recommended by Provincial Federation of Labour (T. and L.C.) in brief presented before Inquiry Commissioner, 325.  
Que.: regulations under Mining Act for protection of workmen in dust exposure occupations, 1071; recommendations of C.C.C.L., 479; amendments to Workmen's Compensation Act sought by Provincial Federation of Labour, 1664, 1666.  
United Kingdom: annual report of Chief Inspector of Factories (1948), 662.

**Dismissals:**

- Que.—  
recommendation of Provincial Federation of Labour (T. and L.C.), 475.  
See also Legal Decisions.

**Displaced Persons:**

- resettlement of "new refugees"—action of General Council of the United Nations International Refugee Organization, 2006.  
statement on International Refugee Organization, 197.  
Canada—  
number of workers and families brought to Canada during period June, 1947—June, 1950, 1627.  
number of displaced persons admitted to Canada for domestic employment, as at January 14, 1950, 296.  
placement during 1949-50—annual report of U.I.C., 1928.  
reports of provincial directors of farm labour—Prince Edward Island, 194; Nova Scotia, 194; New Brunswick, 195; Quebec, 195; Ontario, 195; Manitoba, 196; Alberta, 196.  
placement of technically qualified D.P.'s discussed at meeting of N.E.C., 35.  
U.S.A.: Displaced Persons Bill provides increased quota of displaced persons, 1138; extension of Government program requested by C.I.O., 53.

**Distillery, Rectifying and Wine Workers' International Union of America:**

- Canada —  
collective agreements, 1716.

**Docks:**

- United Kingdom—  
*Review of the British Dock Strikes, 1949—* summary of White Paper on activities of C.S.U. and resulting London dock strike, 435.

**Domestic Exports:**

- Canada—  
domestic exports to the United States and other countries (1949-50), 376.

**Domestic Workers:**

- re* appointment of committee on *Status and Conditions of Employment of Domestic Workers*, by I.L.O. Governing Body, 1657.

**Domestic Workers—Con.**

- Canada—  
 numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2027.  
 number of displaced persons admitted to Canada for domestic employment as at January 14, 1950, 296.  
 reports of provincial directors of farm labour: Newfoundland, 194; Nova Scotia, 194; New Brunswick, 195; Ontario, 195; Saskatchewan, 196; Alberta, 196.  
 Finland: provisions of Act governing conditions of employment for domestic workers, 310.  
 U.S.A.: survey of household (domestic) workers in New York state, 440.

**Dominion Bureau of Statistics:**

See Statistics, Dominion Bureau of.

**Dominion Coal Board:**

annual survey of operating costs and revenues of Canadian coal mines, 13.

**Dominion-Provincial Agricultural Conference:**

extracts from address of Dr. A. MacNamara, Deputy Minister of Labour, 9.

**Dominion-Provincial Conference on Rehabilitation of Handicapped Persons:**

proposed conference announced by Minister of National Health and Welfare, 428; postponement, 793.

**Dominion-Provincial Constitutional Conference:**

proceedings, 160.  
 second session, 1781.

**Dominion-Provincial Farm Labour Agreements:**

renewal, 197, 608.

**Dominion-Provincial Farm Labour Conference:**

proceedings of seventh annual conference, 192.

**Dominion-Provincial Relations:**

remarks of Quebec Provincial Federation of Labour and C.C.C.L. in briefs submitted to provincial authorities, 474, 476.

**Dominion Steel and Coal Corporation:**

re working agreement in Newfoundland, 165.

**Draft Agreements:**

See Agreements.

**Dress Industry:**

Canada—  
 wage rates, hours and working conditions, 359.

**Drew, Hon. George, Leader of the Opposition:**  
 on The Maintenance of Railway Operation Act, 1646, 1649.

**Drugs:**

Canada—  
 numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2026.  
 Nfld.: provisions of Food and Drug Act, 2080, 2091.

**Duplessis, Hon. Maurice, Premier of Quebec:**

remarks at presentation of provincial legislative proposals of C.C.C.L., 479.

**Dust:**

Que.—  
 regulations under Mining Act for protection of workmen in dust exposure occupations, 1071.

**Early Closing:**

See Hours of Work; Shops.

**Earnings:**

Canada—  
 weekly earnings, salaries and wages in 1948 —*Annual Survey of Employment and Payrolls in Canada, 1948*, issued by D.B. of S., 111, 112.  
 earnings and hours of male and female wage-earners and salaried employees in manufacturing (1948), 1034, 1937.  
 United Kingdom: increase in earnings in British industry in October (1949), 989.  
 See also monthly summaries of current labour conditions; Salaries; Wages.

**T. Eaton Company:**

report of C.C. of L. Convention Committee on Organization, 1822.

**Economic and Social Council of the United Nations:**

Canada resumes membership—Canadian delegation to 10th Session, 160.  
 international full employment program, 1874.  
 international reduction of working hours, as result of rising labour productivity sought by A.F. of L., 304.

**Economic Changes:**

Canada—  
 conference on "The Church and Economic Changes" for English-speaking employers in the Province of Quebec, sponsored by Laval University, 165.

**Economic Co-operation:**

*Statement of Principles for Economic Co-operation* between Canada and the United States, 1988.

**Economic Development:**

U.N. program of Technical Aid to Underdeveloped Countries, 312—Canadian participation in program, 314, 316; I.L.O. and Technical Assistance Program, 315; Technical Assistance Conference, 316.



**Economic Development—Con.**

participation of I.L.O. in U.N. Technical Aid program for economic development of underdeveloped areas, 2046.

U.S.A.: report of Executive Council at annual convention of A.F. of L., 47.

**Economic Philosophy:**

See Declaration of Positive Economic Philosophy.

**Economic Policy:**

report on "general economic survey" by Preparatory Committee of I.C.F.T.U., 179.

Que.: resolution on "Economic and Social Security" adopted by Professional Association of Industrialists, 1994-95.

Indonesia: statement of economic policy, 442.

U.S.A.: establishment of Economic Stabilization Agency, 1663; annual economic report of President Truman to Congress, 302.

**Economic Preparedness:**

See Preparedness.

**Economic Rights:**

Canada—

recommendations of T. and L.C. and C.C. of L. in briefs submitted to Senate Committee on Human Rights and Fundamental Freedoms, 1006.

**Economic Stability:**

problems of employment and economic stability discussed by United Nations General Assembly, 15.

U.S.A.: study on *Low-Income Families and Economic Stability*, 307.

**Education:**

teaching profession—opportunity for Government action in applying principle of equal pay for work of equal value, suggested in report of I.L.O., 188.

formation of world-wide teachers' organization, 1630.

Canada—U.N.E.S.C.O. fellowship, 430.

recommendations contained in report on visit of British trade unionists to study American productivity, 1998.

resolution concerning aid to unemployed professional workers and students, adopted by I.L.O. Advisory Committee on Salaried Employees and Professional Workers, 57.

Canada—

report of D.B. of S.—salary rates, number of teachers, proportion of men and women teachers, and proportion of teachers university graduates, in 1948, 795.

recommendations submitted to Royal Commission on National Development in the Arts, Letters and Sciences, by certain labour bodies, 1000.

downward trend in university enrolments for 1950-51, 1780.

report of Director of Educational Service, at convention of C.C.C.L., 1831; recommendations, 1833.

**Education—Con.**

Canada—Con.

recommendations of C.C. of L., 640, remarks of Prime Minister, 641; report of Standing Committee on Education presented at convention of C.C. of L., 1821; resolution adopted, 1823.

recommendation of R.T.B., 643.

recommendations of T. and L.C., 463, 1807.

Man.: free education recommended by C.C. of L. unions, 472; recommendations of Executive Committee (T. and L.C.), 645.

N.B.: provisions of Act *re* vocational education, 1697; recommendations of Federation of Labour (T. and L.C.), 646.

N.S.: amended provisions of Vocational Education Act, 2087.

Ont.: persons under Teaching Profession Act (1944) excepted from application of Hours of Work and Vacations With Pay Act, 1701; recommendation of Federation of Labour (C.C. of L.), 649; resolutions adopted by Provincial Federation of Labour (T. and L.C.), 324, 651.

Que.: Provincial Federation of Labour authorizes establishment of education and research service, 1664; amendments to Education Act, 477, 478.

Sask.: recommendations of Provincial Executive Committee (T. and L.C.), 46.

United Kingdom: Workers' Educational Association—report on activities in 1948-49 301; recommendations contained in report on visit of British trade unionists to study American productivity, 1998.

U.S.A.: recommendations of National Conference on Ageing, 1790; recommendations contained in report on visit of British trade unionists to study American productivity, 1998; federal aids requested by C.I.O., 52; government study on employment problems of "teenagers" in Louisville, 1162.

See also Adult Education; Vocational Training; Workers' Education.

**Efficiency:**

See Employment Conditions.

**Eire:**

review of White Paper on Social Security, 311.

**Elections:**

Canada—

constitutional amendment *re* roll-call votes, adopted at convention of C.C. of L., 1820; recommendations, 640.

extension of franchise to all citizens over age of 18 years, requested by T. and L.C., 463.

B.C.: Executive (T. and L.C.) recommends reduction of voting age to 18 years, 471

Man.: Bill to amend Manitoba Election Act, not passed, 1571; recommendations of Executive Committee (T. and L.C.), 473, 645.

Sask.: amendment to City Act urged by Federation of Labour (C.C. of L.), 44; recommendation of Provincial Executive Committee (T. and L.C.), 45.

U.S.A.: resolution adopted at convention of A.F. of L., 49; outlawing of poll taxes and other restrictions, requested by C.I.O., 52.



**Electric Arc Welding:**

United Kingdom—  
*Memorandum on Electric Arc Welding*—  
 1950 edition of pamphlet issued by  
 Ministry of Labour and National Ser-  
 vice, 1999.

**Electric Products and Repair:**

Canada—  
 numbers of workers affected by collective  
 agreements in 1946, 1948 and 1949, 2026.

**Electric Railways:**

Canada —  
 numbers of workers affected by collective  
 agreements in 1946, 1948 and 1949, 2027.

**Electric Shavers:**

U.S.A.—  
 local of International Association of Mach-  
 inists advertise in radio and press to  
 sell company's products, 170.

**Electrical, Radio and Machine Workers,  
International Union of:**

Canada—  
 new union chartered by C.I.O. and accepted  
 by C.C. of L., 8.  
 U.S.A.: chartered by C.I.O. Executive Board  
 to organize workers in jurisdictional  
 field of U.E.R.M.W.A., 50; G.M.-  
 I.U.E. agreement—five-year contract  
 concluded between General Motors  
 Corporation and I.U.E., 991.

**Electrical Workers:**

U.S.A.—  
 action of C.I.O. Executive Board in regard  
 to U.E.R.M.W.A. and I.U.E.R.M.W.,  
 50, 51.

**Electrical Workers, International Brother-  
hood of:**

Canada—  
 certification and conciliation proceedings,  
 62, 339, 675, 826, 1040, 1041, 1556, 1891,  
 2053.  
 collective agreement, 2064.  
 U.S.A.: *re* A.F. of L.—C.I.O. unity, 1632.

**Electricians:**

Canada —  
*Electrician*—occupational monograph on  
 electrician's trade issued by Department  
 of Labour, 792.

**Electricity:**

Canada—  
 numbers of workers affected by collective  
 agreements in 1946, 1948 and 1949,  
 2027.  
 Alta.: regulations under Electrical Protec-  
 tion Act, 1191.  
 B.C.: regulations under Electrical Energy In-  
 spection Act, 1064, 1700.  
 P.E.I.: new and amended regulations under  
 Electrical Inspection Act, 226.  
 Sask.: regulations under Electrical Inspection  
 and Licensing Act (1949), 87, 888,  
 1071; inspections in 1949, 1710.

**Elevators:**

Canada—  
 amendment to Canada Grain Act, 1918.  
 Alta.: exemption of grain elevator repair  
 crews from hours of work provisions of  
 Labour Act, 1063.  
 B.C.: accident prevention regulations under  
 Workmen's Compensation Act, 1066,  
 2090; annual report of Factory Inspec-  
 tion Branch, Department of Labour  
 (1948), 330.  
 Man.: amendment to Public Buildings Act *re*  
 minimum age for elevator operators,  
 1571; minimum age for elevator oper-  
 ators under Elevator and Hoist Act,  
 1571.  
 Sask.: regulations under Passenger and  
 Freight Elevator Act, 227; inspections  
 of grain, passenger and freight eleva-  
 tors in 1949, 1710.

**Eligibility:**

*See* Unemployment Insurance.

**Emotional Strain:**

*See* Employment Conditions.

**Employee:**

Alta.—  
 definition of "employee" under provisions of  
 proposed amendment to Labour Act,  
 530.

**Employee Pension Plans:**

*See* Pensions.

**Employee Profit-Sharing Plans:**

*See* Profit-sharing.

**Employee Recreation:**

*See* Recreation.

**Employer-Employee Relations:**

*See* Industrial Relations; Labour-Management Co-operation.

**Employers' Associations:**

Canada—  
 amendment to Labour Relations Act *re*  
 certification of associations, requested  
 by C.C.C.L., 1835.

**Employers' Organizations:**

I.L.O. report on co-operation between public  
 authorities and employers' and workers'  
 organizations, 499.  
 B.C.: number of organizations in 1948, 330.  
 Que.: Professional Association of Industrial-  
 ists—sixth Convention of employers'  
 organization of Province of Quebec,  
 1994.

**Employment:**

*International Labour Organization*—  
 productivity and full employment policy  
 —summary of annual report of Direc-  
 tor-General, 666.  
 termination of employment—resolution  
 adopted at thirty-third session of the  
 I.L.O., 1155.

**Employment—Con.***International Labour Organization—Con.*

- technological improvements in iron and steel industry and their effects on employment—resolution adopted by sub-committee at meeting of Iron and Steel Committee of I.L.O., 505-6.  
 resolution concerning age of admission of young persons to non-industrial occupations, adopted by I.L.O. Advisory Committee on Salaried Employees and Professional Workers, 57.

*United Nations—*

- report on "National and International Measures for Full Employment"—results of study undertaken by economists from France, England, Australia and the United States, 994.  
 international full employment program adopted by Economic and Social Council, 1874.  
 adopts resolution on full employment, 15.  
 problems of employment and economic stability discussed by General Assembly, 15.

## Canada—

- legislative jurisdiction *re* I.L.O. Conventions (No. 96) fee-charging employment agencies (Revised, 1949); (No. 97) concerning migration for employment; Recommendation (No. 86) concerning migration for employment (Revised, 1949), 1658.

Government policy in regard to employment problems—statement of Minister of Finance, 609.

Government action on unemployment requested by C.C. of L. and T. and L.C. in joint letter to Prime Minister and Cabinet—text of factual statement on employment and unemployment issued by Minister of Labour, 160.

provisions of Reinstatement in Civil Employment Act—application to all persons enrolled in special armed forces, 1920.

reference to employment situation in Throne Speech at opening of Twenty-first Parliament, 294.

employment discrimination—policy of U.I.C. against, 1637.

number of displaced persons admitted to Canada for domestic employment, as at January 14, 1950, 296.

resolution adopted by C.C.C.L. *re* employment of young people, 1835.

functions of C.C. of L. union. National Federation of Unemployed Workers, 794.  
 resolution adopted by T. and L.C., 1805.

*Labour Force—*

report on composition of Canadian labour force—entries and withdrawals, wartime changes, industrial and geographic shifts, women workers, and seasonal workers, 19-21, 24-25, 27-28.

number of displaced persons admitted to Canada for domestic employment, as at January 14, 1950, 296.

*Numbers of Workers in Certain Industries—*

lumber and its products industry, 91—saw-mill products, 91; planing mill, sash and door, 97; wooden furniture, 98; basket and wooden box, 102.

manufacturing industries (1949), 1993.

clothing industry (1948), 233.

primary textile industry, 618.

**Employment—Con.***Farm Labour—*

- reports of provincial directors, Newfoundland, 194; Prince Edward Island, 194; Nova Scotia, 194; New Brunswick, 195; Quebec, 195; Ontario, 195; Manitoba, 196; Saskatchewan, 196; Alberta, 196; British Columbia, 196.

*Statistics—*

monthly summary of current labour conditions, 3, 5; 157, 159; 291, 293; 425, 427; 605, 607; 787, 789; 983, 985; 1131, 1221; 1549, 1551; 1621, 1623; 1777, 1779; 1985, 1987.

employment conditions—monthly analysis of current employment situation, 106, 244, 366, 548, 740, 924, 1079, 1208, 1728, 1930, 2113.

monthly tabular report on employment, hours and earnings, 127-33, 262-68, 389-95, 564-70, 756-62, 944-52, 1097-1103, 1228-34, 1584-91, 1745-51, 1952-58, 2133-39.

*Older Workers—*

older workers in the Civil Service—resolution adopted by N.E.C., 35.

Date of Birth—film on problems of older workers, 1627.

*National Employment Service—*

*See* Employment Services.

*Dominion Bureau of Statistics—*

"Annual Survey of Employment and Payrolls in Canada, 1948", 111.

salary rates, number of teachers, proportion of men and women teachers, and proportion of teachers university graduates, in 1948, 795.

*University Students—*

campaign to find employment for university graduates and undergraduates, 12.

1950 graduating class of engineers largest in history, 11.

placement of graduates in 1950 by Executive and Professional Division, N.E.S., 1626.

B.C.: employment situation in 1948 as shown in annual report of Department of Labour, 328; employment of children in 1948, 329.

Man.: minimum age for elevator operators under Elevator and Hoist Act, and Public Buildings Act, 1571.

Nfld.: hard-rock miners transferred to North-western Ontario and Manitoba, 1132; provision under Alcoholic Liquors Act *re* employment of minors, 883.

N.S.: employment of non-residents—provisions of Nova Scotia Labour Act, 2087; employment of young persons in shops—amended provision of Child Welfare Act, 2087; index of employment in 1948—annual report of Department of Labour, 332.

Ont.: bill respecting Fair Employment Practices, not passed, 1695.

Australia: number of wage and salary earners in 1939, 1949 and 1950, 2005-6; total number employed in industry at end of 1948, 799.

United Kingdom: end of manpower controls—revocation of Control of Engagement Order (1947), 613.

**Employment—Con.**

India: 1949-50 report of Ministry of Labour, 1791; annual report of Ministry of Labour and National Service, 1997; decline in labour force in coal mining in 1949, 1997; increased labour force in textile industries in 1949, 1997.

U.S.A.: employment near all-time peak level in June, 1950, 1139; effects of expanding defence program and preparedness measures on manpower situation, 1662, 2001; economic report of President Truman to Congress, 302-3; revision of Child Labour Regulation No. 3 *re* minimum age for employment, 531; increased factory hiring in industry, 2001; formation of community full employment committees sought by A.F. of L., 615; night work for women—survey conducted by Women's Bureau of Department of Labour, 798; long-term decline in jobs for unskilled workers (1910-1948)—study of employment, by industry and occupation, 17; "National Employ the Physically Handicapped Week", 1789; teen-age youth in the labour market—government study on employment problems of "teen-agers" in Louisville, 1162; legislation to aid older workers under study in New York state, 614; survey of household (domestic) workers in New York state, 440.

*See also* Child Labour; Fair Employment Practices; Part-time Employment; Placements.

**Employment Committees:**

## Canada—

meetings of National Employment Committee (U.I.C.), 34, 716, 2104.  
annual report of U.I.C. (1949-50), 1929.  
study of seasonal unemployment requested by N.E.C., 791.

U.S.A.: formation of community full employment committees sought by A.F. of L., 615.

**Employment Conditions:**

recommendation of I.L.O. Governing Body at 112th Session *re* labour problems, 1657.

basis of program of international action to improve working conditions of white collar workers, laid down at meeting of I.L.O. Advisory Committee on Salaried Employees and Professional Workers, 57.

*re* appointment of committee on *Status and Conditions of Employment of Domestic Workers*, by I.L.O. Governing Body, 1657.

implementation of convention *re* conditions of work of frontier workers, by five Western Union countries, 1136.

Committee on Conditions of Work and Social Policy established by Brussels Treaty Organization to study conventions adopted by International Labour Conference, 669.

conditions of Rhine boatmen—provisions of I.L.O. draft agreement, 321.

I.L.O. report on employment conditions on Panama ships, 2048.

I.L.O. report on freedom of association and conditions of work in Venezuela, 1247.

**Employment Conditions—Con.**

## Canada—

workers' efficiency and effects of emotional strain—summary of article in Canadian Medical Journal on ill-health among workers caused by emotional disturbances, 1159.

activities of Industrial Health Division, Department of National Health and Welfare (1948-49), 297.

social security benefits for farm workers advocated by Deputy Minister of Labour in address before Dominion-Provincial Agricultural Conference, 9.  
provisions of collective agreements in primary textile industry, 623, 633.

changes in government policy *re* prevailing rate employees, 429.

resolution adopted by T. and L.C., 1804; recommendation *re* Government employees, 462.

*working conditions in certain industries—*

chemical products, 2105.

clothing industry—dress industry, 359; women's and misses' suits and coats industry, 361.

clothing industry—men's and boys' suits and overcoats; work clothing; men's shirts, 233-43.

food and beverages, 1716.

iron and its products, 1196.

lumber and its products, 91—sawmill products, 91; planing mill, sash and door, 97; wooden furniture, 98; basket and wooden box, 102.

manufacturing, 1836-1874.

manufacturing, in Halifax, Montreal, Toronto, Winnipeg, and Vancouver, October (1949), 1014.

meat packing, 2011.

paper products, 904; pulp and paper, 906; paper box, 908.

primary textiles, 719-39—cotton yarn and cloth, 724; woollen yarn and cloth, 726; knitting, 728; rayon yarn and fabric, 730.

rubber products, 539.

textiles, 719-39—cotton yarn and cloth, 724; woollen yarn and cloth, 726; knitting, 728; rayon yarn and fabric, 730.

N.S.: recommendations of Provincial Executive (T. and L.C.), 648.

Que.: workers' problems discussed in pastoral letter on "The Problem of the Worker in the Light of the Social Doctrine of the Church" issued by Roman Catholic Episcopate, 652.

Finland: domestic workers—provisions of Act governing conditions of employment, 310-11.

India: Constitution of India—clauses setting forth state policy in regard to labour, 310; inquiry into living and working conditions of agricultural workers, 171.

United Kingdom: welfare facilities for workers outside work premises but in relation to, 431; report on public control of industry adopted at convention of T.U.C., 2037.

U.S.A.: working conditions of household (domestic) workers in New York state, 440.



**Employment Exchanges:**

United Kingdom—  
continuance of, 613.

**Employment Services:**

Citation of Merit awarded to Dr. A. Mac-Namara, Deputy Minister of Labour, by International Association of Public Employment Services, 986.  
ratification by Canada of I.L.O. Convention No. 88—Organization of the Employment Service, 1158, 1917.  
ratification of Employment Service Convention, 1948 (I.L.O. Convention No. 88) by the United Kingdom and Norway, 59.

Canada—  
statistics, 134-38, 269-73, 399, 571, 763, 956, 1103, 1235, 1592, 1751, 1962, 2140.  
approval of I.L.O. Convention No. 88—Employment Service Convention—by Federal Government, 1158, 1917.

*National Employment Services, Canada*—  
handbook published by International Labour Office, 2047.  
number of jobs found and filled through N.E.S. during 9-year period July 1, 1941-June 29, 1950, 1625.  
activities of Employment Offices (1949-1950)—annual report of U.I.C., 1928.  
work of N.E.S. reviewed at meetings of N.E.C., 34, 716, 2104.  
number of physically disabled persons placed in employment by Special Placements Division, during five-month period December, 1949-May, 1950, 1132.  
functions of Special Placements Division *re* "first jobbers" and handicapped persons, 801.  
lay-offs of non-railway workers as result of nation-wide strike, 1652.  
amendment to Regulations, 1949, *re* insurable employment, 1077.  
*re* part-time work during seasonal unemployment, 791.  
placement of university graduates in 1950 by Executive and Professional Division, 1626.  
plan to co-ordinate civic and national youth agencies, 429.

Man.: provisions of Employment Services Act, 1570; *re* Employment Bureau Act, 1570-71.

United Kingdom: employment office activities in 1949, 1997; annual report (1949) of Ministry of Labour and National Service, 1997; ratification of Employment Service Convention, 1948 (I.L.O. Convention No. 88) by the United Kingdom and Norway, 59.

Italy: reorganization of public employment service—new procedures for registration and placements of applicants, 171.

Norway: ratification of Employment Service Convention, 1948 (I.L.O. Convention No. 88) by the United Kingdom and Norway, 59.

U.S.A.: formation of community full employment committees sought by A.F. of L., 615.

*See also* monthly summaries of current labour conditions.

**Empress Hotel:**

B.C.—

Privy Council holds regulation of hours of Empress Hotel employees within jurisdiction of B.C. legislature—C.P.R. appeal dismissed, 217.

**Engineering:**

Canada—

1950 graduating class largest in history, 11. annual number of university graduates (1921-1960), 1780.

supply and demand for engineers—report of Bureau of Technical Personnel for quarter ending December 31, 1949, 299.

Alta.: recommendation of Federation of Labour (T. and L.C.) *re* boilers, 326.

Ont.: violation of Operating Engineers Act in 1949, 2099, 2100.

**Engine Mechanics:**

*See* Mechanics.

**Enginemen:**

Que.—

new section under Stationary Enginemen Act, 528.

**Enrolments:**

Canada—

gross enrolment under C.V.T. in 1949-50, 1888.

**Enterprise:**

*See* Free Enterprise.

**Enumeration:**

Sask.—

amendment to City Act urged by Federation of Labour (C.C. of L.), 44.

**Episcopate:**

*See* Roman Catholic Episcopate.

**Equal Pay:**

report of Committee of the Conference at thirty-third session of the I.L.O., 1155.

preliminary report on equal pay for work of equal value, issued by I.L.O., 183.

Ont.: bill respecting Equal Pay for Equal Work, not passed, 1695.

United Kingdom: resolution adopted by T.U.C., 2037.

U.S.A.: legislation (1949), 1632; movement towards equal pay for equal work—review of publications issued by Department of Labour, 2002.

**Escalator Clauses:**

U.S.A.—

insertion in collective agreements to provide automatic cost-of-living adjustments, 439, 990-91, 2001.

**Essential Materials (Defence) Act:**

enactment, 1624.

provisions, 1919.

**Establishments:**

*See* Tourists.



**Excess Profits Tax:**

U.S.A.—  
increased taxes requested by A.F. of L.,  
2041.

**Executive and Professional Workers:**

Canada—  
employment in 1949-50—annual report of  
U.I.C., 1928.  
placement of university graduates in 1950,  
by Executive and Professional Division,  
N.E.S., 1626.

**Expenditure:**

Canada—  
*National Accounts, Income and Expenditure,  
Preliminary, 1949*—report issued by  
D.B. of S., 611.  
increase in capital expenditure for 1950  
forecast in reports on *Private and  
Public Investment in Canada; Outlook,  
1950 and Supply of Building Mate-  
rials in Canada*, 807, 1629.  
Federal Government expenditures on social  
services (1948-49)—statement of Min-  
ister of Labour, 161.

**Explosives:**

Canada—  
numbers of workers affected by collective  
agreements in 1946, 1948 and 1949,  
2026.

**Exports:**

Canada—  
exports of goods and services in 1949, 611.  
Canada's foreign commodity trade in 1949,  
297, 793.  
domestic exports to the United States and  
other countries (1949-50), 376.  
*See also* monthly summaries of current  
labour conditions.

**Express Employees, Brotherhood of:**

Canada—  
*re* nation-wide railway strike, 1654.  
certification and conciliation proceedings,  
60, 199, 203, 337, 507, 670, 820, 850, 1039,  
1555, 1667, 1669, 1890, 2049.

**Expulsion:**

*See* Legal Decisions.

**External Affairs:**

Canada—  
resolution of C.C. of L., 637.

**Fabric Industry:**

Canada—  
wages, hours and working conditions in  
rayon yarn and fabric industry (1949),  
730.

**Fact-Finding Commissions:**

International Commission on Trade Union  
Rights—establishment authorized by  
I.L.O. as international fact-finding and  
conciliation commission on freedom of  
association, 317.  
Fact-Finding and Conciliation Commission  
on Freedom of Association appointed  
by I.L.O. to consider infringements of  
trade union rights, 666, 1657.

**Factories:**

Canada—  
wages, hours and working conditions of  
clothing factory workers, 233.  
B.C.: factory inspection in 1948, 330; public  
holidays under Factories Act, 85.  
Man.: amended provisions of Factories Act,  
1569; recommendation of C.C. of L.  
unions *re* enforcement of Act, 472.  
N.B.: report of Factory Inspection Branch,  
Department of Labour (1949), 1707.  
N.S.: inspections in 1948, 333; activities of  
Factories Inspection Branch in 1949—  
annual report of Department of Labour,  
2098.  
Ont.: activities under Factory, Shop and  
Office Building Act in 1949, 2098-99;  
inspections in 1949—annual report of  
Factory Inspection Branch, Department  
of Labour, 2098-99.  
Que.: amendment to Act recommended by  
C.C.C.L., 478.  
Sask.: inspections in 1949, 1710.  
United Kingdom: Annual Report (1948) of  
Chief Inspector of Factories, 656; psy-  
chological approach to higher industrial  
production, 435; *Steel Founding*—report  
of British Productivity Team on visit  
to U.S.A. under auspices of Anglo-  
American Council on Productivity, 434;  
pamphlets issued by Ministry of Labour  
and National Service—causes and pre-  
vention of accidents, 301, 302, A  
Short Guide to the Factories Acts,  
1937 and 1948, 301, safety in the use  
of power presses—Report of the Joint  
Standing Committee, 1999, safety in  
use of derrick cranes, 302, electric arc  
welding, drilling machines, chains and  
other lifting gear, 1999.  
U.S.A.: increased factory hiring in industry,  
2001.

**Fair Employment Practices:**

Canada—  
resolution adopted at convention of T. and  
L.C., 1802.  
Ont.: bill respecting Fair Employment Prac-  
tices, not passed, 1695.  
U.S.A.: resolution adopted by A.F. of L.,  
2041; passage of Bill urged by C.I.O.,  
52.

**Fair Labour Standards Act (U.S.A.):**

amendments of 1949, 1633.  
revision of Child Labour Regulation No. 3,  
531.  
resolution *re* minimum wage, adopted by  
C.I.O., 52.

**Fair Wages:**

Canada—  
Fair Wages Policy—consolidation of Order  
in Council under P.C. 5547, 10.  
Order in Council (P.C. 5547)—Fair Wages  
Policy of the Government of Canada  
with respect to Government contracts,  
85.  
fair wages conditions in Dominion Govern-  
ment contracts, 81, 212, 347, 522, 695,  
877, 1054, 1186, 1563, 1683, 1908, 2069.

**Fair Wages—Con.**

- Man.: schedule of rates of wages and maximum hours for certain public and private construction works, 1067; revised regulations under Fair Wage Act *re* public and certain private construction works, 1569; recommendation of Executive Committee (T. and L.C.) *re* Fair Wage Act, 473, 645.
- Sask.: enactment of provincial Fair Wage Act recommended by Federation of Labour (C.C. of L.), 43; enactment of Fair Wage Act requested by Provincial Executive Committee (T. and L.C.), 45.
- India: report of Committee on Fair Wages, 441.

**Family Allowances:**

- Canada—  
payments during fiscal year 1948-49—statement on Government expenditures on social services, 161.  
statistics, 792.
- Man.: recommendation of Executive Committee (T. and L.C.), 473.

**Family Budgets:**

- Canada—  
D.B. of S. study of family budgets, 11.

**Family Income:**

*See* Income.

**Fares:**

- Que.—  
resolution adopted by Provincial Federation of Labour *re* street-car fares for night workers, 1665.

**Farm Income:**

- Canada—  
farm income during first six months of 1950, 1783, in 1949, 165, 797.  
resolution adopted by C.C. of L., 1823.

**Farm Labour:**

- Canada—  
Dominion-provincial farm labour agreements, renewed, 608.  
proceedings of seventh annual Dominion-Provincial Farm Labour Conference, 192.  
reports of provincial directors of farm labour: Newfoundland, 194; Prince Edward Island, 194; Nova Scotia, 194; New Brunswick, 195; Quebec, 195; Ontario, 195; Manitoba, 196; Saskatchewan, 196; Alberta, 196; British Columbia, 196.  
movement of farm labour in 1949-50—annual report of U.I.C., 1928.  
extension of workmen's compensation and unemployment insurance benefits to farm workers, advocated by Deputy Minister of Labour in address before Dominion-Provincial Agricultural Conference, 9.
- Italy: unemployment insurance extended to include farm workers, 441.  
*See also* Labour Transference; Legal Decisions.

**Farming:**

- Canada—  
wage rates at May 15, 1950, as reported by D.B. of S., 1132.  
cash income of farmers in 1949; payments of Canadian Wheat Board; payments under Prairie Farm Assistance Act, 165.  
number of farmers' mutual fire insurance companies in 1948, 1656.  
provisions of unemployment insurance *benefit* regulations, 231.  
tradesmen employed on farms—provisions of unemployment insurance *coverage* regulations, 230.  
C.C. of L. seeks co-operation with farm groups, 163; resolution adopted, 1823.
- U.S.A.: functions of Farmers' Home Administration, 990.

**Fathers' Allowances:**

- Nfld.—  
provision of Mothers' Allowances Act, 699-700.

**Fawcett, Sir Luke, British Trades Union Congress:**

- extracts from address as fraternal delegate of T.U.C. at convention of T. and L.C., 1798.

**Federal Employees:**

- See* Government Employees.

**Federal Service:**

- See* Civil Service.

**Federation of Fruit and Vegetable Workers' Union (T. and L.C.):**

- collective agreement, 204.

**Federation of Labour:**

- See* Alberta Federation of Labour; British Columbia Federation of Labour; New Brunswick Federation of Labour; Newfoundland Federation of Labour; Nova Scotia Federation of Labour; Quebec Provincial Federation of Labour.

**Fee-Charging Employment Agencies:**

- Canada—  
legislative jurisdiction *re* I.L.O. Convention (No. 96) concerning fee-charging employment agencies, 1658.

**Fellowships:**

- Canada—U.N.E.S.C.O. fellowships, 430.  
I.L.O. program of fellowships and study grants, 318.

**Films:**

- Canada—  
organization of National Trade Union Film Committee, 1628.  
Department of Labour safety film, produced by N.F.B., wins safety competition, 609.  
*Date of Birth*—film on problems of older workers, 1627.  
recommendations of C.C. of L., 1823.  
*See also* National Film Board.

**Finance:**

- Canada—  
 numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2027.  
 trade union membership (1949), 1636.  
 number of labour-management production committees as at September 30, 1949, 323.  
 U.S.A.: government and finances of unions—  
 pamphlet issued by C.I.O., 17.

**Finance, Department of:**

- government contribution to Superannuation Fund during 1948-49, 161.

**Finet, Paul, President, International Confederation of Free Trade Unions:**

- election, 172; opening address as Conference Chairman, 174.

**Finland:**

- withdrawal from W.F.T.U., 1137.  
 domestic workers—provisions of Act governing conditions of employment, 310-11.

**Fire Departments:**

- Ont.—  
 amendments to Fire Departments Act, 1694.  
 Que.: recommendations of Provincial Federation of Labour (T. and L.C.), 475.  
 Sask.: Bill to amend Fire Departments Platoon Act (1947) not passed, 890.

**Fire Insurance:**

- Canada—  
 number of farmers' mutual fire insurance companies in 1948, 1656.

**Firemen:**

- Alta.—  
 recommendation of Federation of Labour (T. and L.C.) *re* industrial disputes, 326.  
 Que.: provisions of Act Respecting Public Order *re* firemen's and policemen's unions, 1696.

**Firemen and Oilers, Steam Plant Employees, Roundhouse and Railway Shop Labourers, International Brotherhood of:**

- Canada—  
 conciliation proceedings, 826.  
 U.S.A.: *re* causes of industrial peace, 438.

**"First Jobbers":**

- Canada—  
 functions of Special Placements Division of N.E.S., 801.

**Fishermen and Allied Workers of America, International.**

- U.S.A.—  
*re* Communism and C.I.O., 51.

**Fishing:**

- Canada—  
 numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2025.  
 number and membership of fishermen's co-operatives in 1949, 1656.  
 trade union membership (1949), 1636.  
 Nfld.: provisions of Fisheries Loan Act, 885.  
 81795—3

**Five-Day Week:**

- Canada—  
*five-day week in certain industries—*  
 lumber and its products, 91—sawmill products, 92; planing mill, sash and door, 97, 98; wooden furniture, 99; basket and wooden box, 102-3.  
 manufacturing industries in 1949, 1840.  
 manufacturing industries in Halifax, Montreal, Toronto, Winnipeg, and Vancouver, October (1949), 1015, 1016.  
 T. and L.C. recommends five-day, forty-hour week without reduction in take-home pay, for all workers, 1804.  
 Alta.: Hours of Work Order (No. 14) under Labour Act, 85.

**Floods:**

- Canada—  
 resolution adopted by C.C. of L., 1823.  
 recommendation of T. and L.C., 1807.

**Flour and Feed:**

- Canada—  
 numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2025.

**Food and Beverages:**

- Canada—  
 hours and working conditions in the food and beverages industry, 1716.  
 Nfld.: provisions of Food and Drug Act, 2080, 2091.

**Food, Tobacco, Agricultural and Allied Workers' Union of America:**

- U.S.A.—  
*re* Communism and C.I.O., 51, 438.

**Ford Motor Company of Canada, Limited:**

- majority and minority reports of Board of Conciliation, 454-59—pension agreement reached; non-contributory pension plan recommended by Board; pension plan and health program requested by union.  
 company-financed pension plan for employees—settlement reached in dispute between U.A.W. and Company, concerning adoption of plan, 611.

**Foreign Investments:**

- Canada—  
 increase in non-resident investments in Canada and Canadian direct investments in other countries, 1783.

**Foreign Policy:**

- Canada—  
 resolution of C.C. of L., 637.  
 statement on foreign relations adopted as T. and L.C. policy at 65th annual convention, 1800.

**Foreign Trade:**

- Canada—  
 Canada's foreign commodity trade in 1949, 297.  
 protection of Canadian industry requested by C.C.C.L., 468; reply of Prime Minister, 469.  
 resolution of C.C. of L., 637; remarks of Prime Minister, 640.  
 resolution adopted at Convention of T. and L.C., 1799.  
*See also* Exports.



**Foremen:**

- Alta.—  
legislation barring foremen from trade union membership opposed by Federation of Labour, 197.
- U.S.A.: foreman's duty to plant held paramount to own interest—decision of trial examiner of N.W.L.B. *re* striking supervisors and guards at coke plant (U.S.W.A.), 2003; *Teach Them to Lift*—safety pamphlet issued by Department of Labour for industrial supervisors and foremen, 18.

**Forestry:**

- Canada—  
numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2025.
- Ont.: resolution adopted by Provincial Federation of Labour (T. and L.C.), 324.

**Forsey, Eugene, Director of Research, Canadian Congress of Labour:**

- remarks at convention of Industrial Relations Department, Laval University, 818.

**Forty-Hour Week:**

- See* Hours of Work.

**France:**

- system of forming collective agreements under Government supervision—Act of 1919: Contractual Nature of Agreements, 36; Act of 1936; Legislative Extension of Agreements, 36; Post-War Situation, 37; Act of 1946: Government Supervision of Agreements, 38.
- collective bargaining on wages, compulsory conciliation and voluntary arbitration, provided under Bill passed by French National Assembly, 441.
- guaranteed minimum wage regulations, 1140.
- increase in proportion of older persons in industrial population, 1135.

**Franchise:**

- Canada—  
extension of franchise to all citizens over age of 18 years, requested by T. and L.C., 463.
- B.C.: Executive (T. and L.C.) recommends reduction of voting age to 18 years, 471.
- Man.: recommendations of Executive Committee (T. and L.C.), 473.

**Francq, Marcel, President, Quebec Provincial Federation of Labour (T. and L.C.):**

- remarks at convention of Industrial Relations Department, Laval University, 818.

**Fraternal Delegates:**

- extracts from addresses by delegates of T. and L.C. and T.U.C. at convention of A.F. of L., 48-49.

**Free Enterprise:**

- Canada—  
system of free enterprise supported by Canadian Chamber of Commerce, 1990-91.
- statement of policy of Canadian Construction Association, 295.
- Que.: recommendation of C.C.C.L., 477.

**Free Trade Unions:**

- See* International Confederation of Free Trade Unions.

**Freedom:**

- See* (Special) Senate Committee on Human Rights and Fundamental Freedoms.

**Freedom of Association:**

- international study of industrial relations, 482.
- Fact-Finding and Conciliation Commission on Freedom of Association appointed by I.L.O. to consider infringements of trade union rights, 666, 1657.
- International Commission on Trade Union Rights—establishment authorized by I.L.O. as international fact-finding and conciliation commission on freedom of association, 317.
- I.L.O. report on freedom of association and conditions of work in Venezuela, 1247.
- ratification of Freedom of Association and Protection of the Right to Organize Convention, 1948 (I.L.O. Convention No. 87) by the United Kingdom and Norway, 59.

**Canada—**

- legislative jurisdiction *re* I.L.O. Convention (No. 98) concerning the application of the principles of the right to organize and to bargain collectively, 1658.
- incorporation of Bill of Rights into Canadian Constitution requested by C.C. of L. and T. and L.C. in briefs submitted to Senate Committee on Human Rights and Fundamental Freedoms, 1004-5, 1006, 1007-8.

**Que.:**

- right of association—co-operative institutions—extracts from pastoral letter issued by Roman Catholic Episcopate, 654; recommendation of C.C.C.L. *re* teachers in rural municipalities, 477.
- United Kingdom: ratification of Freedom of Association and Protection of the Right to Organize Convention, 1948 (I.L.O. Convention No. 87) by the United Kingdom and Norway, 59.

**Japan:**

- amended provisions of Trade Union Act encourage free collective bargaining, 441.
- Norway: ratification of Freedom of Association and Protection of the Right to Organize Convention, 1948 (I.L.O. Convention No. 87) by the United Kingdom and Norway, 59.

**Freight Elevators:**

- See* Elevators:

**French Editor:**

- appointment of French Editor of Labour Gazette, commended by C.C.C.L., 466, 468.

**Frontier Workers:**

- implementation of convention *re* conditions of work, by five Western Union countries, 1136.

**Fruit and Vegetable Products:**

- Canada—  
numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2025.
- collective agreements, 72.

**Fruit Pickers:**

Canada—  
farm labour program (1949), 196.

**Full Employment:**

*International Labour Organization*—  
productivity and full employment policy  
—summary of annual report of Director General, 666.

*United Nations*—  
report on National and International Measures for Full Employment—results of study by economists from France, England, Australia and the United States, 994.

international full employment program adopted by United Nations Economic and Social Council, 1874.  
resolution adopted, 15.

Canada—  
functions of C.C. of L. union, National Federation of Unemployed Workers, 794.

Alta.: resolution adopted at convention of Federation of Labour, 198.

Ont.: recommendations of Provincial Federation (T. and L.C.), 324, 650.

U.S.A.: formation of community full employment committees sought by A.F. of L., 615; resolutions adopted at convention of C.I.O., 52.

**Fundamental Freedoms:**

*See* (Special) Senate Committee on Human Rights and Fundamental Freedoms.

**Fur and Leather Workers' Union of the United States and Canada, International:**

Canada—  
*re* resolution on wage control adopted at convention of C.C. of L., 1815.

U.S.A.: *re* communism and C.I.O., 51.

**Fur Products:**

Canada—  
numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2025.

**Garages:**

Nfld.—  
amendment to Garage and Service Station (Sunday Closing) Act, 1943, 2081.

**Garment Workers:**

*See* Ladies Garment Workers' Union, International.

**Gas:**

Canada—  
numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2027.

Alta.: recommendations of Federation of Labour *re* export of natural gas, 198, 326.

**Gears:**

*See* Lifting Gear.

**General Confederation of Workers of Puerto Rico:**

affiliation with C.I.O., 800.

81795—3½

**General Motors Corporation:**

U.S.A.—

G.M.-I.U.E. agreement—five-year contract concluded between General Motors Corporation and International Union of Electrical, Radio and Machine Workers, 991; wage rates reduced under cost-of-living agreement between Corporation and U.A.W., 439; G.M.-U.A.W. agreement—terms of five-year contract between General Motors Corporation and United Automobile Workers, 990.

**General Motors Corporation of Canada:**

terms of agreement between General Motors Corporation of Canada and employees, 988.

**Genocide:**

Canada—

*T. and L.C.*—report of Standing Committee on Racial Discrimination and resolutions adopted at 65th annual convention, 1802.

**Germany:**

post-war growth of employers' and workers' associations in British zone, 1945-49, 993.

**Glass Products:**

Canada—

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2026.

**Gompers, Samuel:**

centenary of birth of founder and former president of A.F. of L., 305; membership drive by A.F. of L. to commemorate 100th birthday, 49.

**Government Contracts:**

Sask.—

recommendation of Federation of Labour (C.C. of L.), 44.

**Government Employees:**

Canada—

regulations governing prevailing rates employees, 224.

recommendations of T. and L.C., 461, 462.

U.S.A.: amendment to Federal Employees' Compensation Act, 1632-33.

**Government Employees' Compensation Act:**

amendment, 1915.

transfer of administration, 429, 1919.

Government employees, injured during employment, awarded damages from Federal Government in addition to workmen's compensation, 351.

**Grain Elevators:**

*See* Elevators.

**Grain Exchange:**

Sask.—

abolition of Winnipeg Grain Exchange requested by Federation of Labour (C.C. of L.), 44.

**Grain Mill Products:**

Canada—  
hours and working conditions, 1716.

**Grand International Brotherhood of Locomotive Engineers:**

Canada—  
conciliation proceedings, 1168.

**Grants:**

See Death Grants; Study Grants.

**Great Britain:**

See various subject headings.

**Green, William, President, American Federation of Labour:**

address at 69th annual convention of A.F. of L., 2039; at 68th annual convention, 46.

re labour unity, 614.

announces A.F. of L. to seek higher wages and pegged consumer prices, 992.

**Gregg, Hon. Milton F., Minister of Labour:**

receives Anniversary Issue of Labour Gazette from Percy R. Bengough, President, at 65th annual convention of T. and L.C., 1796.

address at convention of C.C. of L., 1818; of T. and L.C., 1795.

Labour Day message, 1553.

remarks at presentation of tablet commemorating wartime work of I.L.O. at McGill University, 1880.

announces application of Reinstatement in Civil Employment Act (1946) to persons enlisting in "Special Forces" of three Services, 1782.

on first national conference of physically handicapped, 1990.

announces regulations of U.I.C. governing claims of married women, 1988; concerning seasonal workers, 1989.

on placement of university graduates in 1950, by Executive and Professional Division, N.E.S., 1626.

announces downward trend in university enrolments for 1950-51, 1780.

on number of jobs found and filled through N.E.S. during 9-year period July 1, 1941-June 29, 1950, 1625.

announces release of film *Date of Birth*, on problems of older workers, 1627.

re appointment of industrial relations officer in Newfoundland, 1785.

**Grievance Procedure:**

Canada—  
provisions in meat packing agreements, 2021.

provisions of collective agreements in primary textile industry, 630, 635.

see also provisions of collective agreements summarized in monthly reports on *Collective Agreements and Wage Schedules*.

**Group Insurance:**

Canada—  
provisions of collective agreements in primary textile industry, 629, 635.

terms of agreements between General Motors Corporation of Canada and employees, 988.

see also provisions of collective agreements summarized in monthly reports on *Collective Agreements and Wage Schedules*.

**Group Pensions:**

Canada—  
industrial pension plans in Canadian industry, 443-53—growth, 443; administration, 446; financing, 447; sample plans, 448-49; benefits, 450; eligibility, 451; cost, 452; advantages and disadvantages, 452-53.

**Guaranteed Wage:**

guaranteed wages in iron and steel industry—resolution adopted by sub committee at meeting of Iron and Steel Committee of I.L.O., 503-4.

Canada—  
minimum call pay—provisions of collective agreements in primary textile industry, 625, 634.

France: guaranteed minimum wage regulations, 1140.

U.S.A.: guaranteed wage for New York laundry workers, 612.

See also Wages.

**Guards:**

B.C.—

accident prevention regulations under Workmen's Compensation Act, 2090.

**Guidance:**

See Vocational Guidance.

**Guides:**

N.B.—

provisions of new Game Act, 1698.

**Hairdressers:**

See Barbers and Hairdressers.

**Hall, F. H., Vice-President, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees:**

text of letter sent to managements of railways involved in nation-wide strike, 1640.

**Handicapped Workers:**

vocational training of adults including disabled persons to be studied at 33rd session of International Labour Conference, 500.

Canada—

workmen's compensation for industrial accidents to handicapped veterans, 355.

re Dominion-Provincial Conference on Rehabilitation of the Handicapped, 428, 793, 1990.

placement in 1949-50, 1132, 1928.

functions of Special Placements Division of N.E.S., 801.

problems of unemployables—report of sub-committee at meeting of N.E.C., 35.

Alta.: recommendation of Federation of Labour (T. and L.C.), 326.

Man.: recommendation of Executive Committee (T. and L.C.) re pensions, 473.

U.S.A.: amended provisions of Social Security Act, 2004-5: "National Employ the Physically Handicapped Week", 1789.



**Hard-Rock Mining:**

- Nfld.—  
hard-rock miners transferred to North-western Ontario and Manitoba, 1132.

**Harvesting:**

- Canada—  
farm labour program (1949), 192-197.

**Health:**

- international study of industrial health—recommendations of committee on industrial hygiene appointed by I.L.O. and W.H.O., 1658.  
recommendation of I.L.O. Governing Body at 112th Session, *re* protection of health of workers on dangerous trades, 1657.  
*re* appointment of committee on Industrial Safety and Health by I.L.O. Governing Body, 1657.  
Supplementary Agreement on Social and Medical Assistance, signed by five Western Union countries, 1136.
- Canada—  
health grants in 1948-49—statement on Federal Government expenditures on social services, 161.  
workers' efficiency and effects of emotional strain—summary of article in Canadian Medical Journal on ill-health among workers caused by emotional disturbances, 1159.  
activities of Industrial Health Division, Department of National Health and Welfare, 1948-49, 297.  
formation of radiological health program, 610.  
health and welfare insurance provisions of collective agreements in primary textile industry, 629.  
heat sickness and preventive care, 799.

*A Guide to the Diagnosis of Occupational Diseases*, 164.

- Alta.: recommendation of Federation of Labour (T. and L.C.) *re* industrial health, 326.  
B.C.: annual report of Factory Inspection Branch, Department of Labour (1948), 330.  
N.S.: revised regulations under Public Health Act, 527.  
Ont.: amendment to Public Health Act *re* medical, surgical and hospital care and treatment of employees in lumbering, mining and railway construction camps, 1695; *re* expansion of silicosis and TB x-ray services for industrial workers, 610.  
Que.: regulations under Public Health Act governing workers in industrial camps, 1922.  
Sask.: replacement of Health Services Act and Public Health Act by new statutes, 889; provisions of orders under Health Services Act, 356.  
United Kingdom: 27th Annual Report on Safety in Mines Research, 1631.  
U.S.A.: recommendations of National Conference on Ageing, 1790; resolution on public health legislation adopted by A.F. of L., 2041, opposes legislation requiring means test, 49.

**Health and Welfare, Department of:**

- family allowances, old age pensions, pensions for blind persons and health grants—Government expenditures on social services in 1948-49, 161.  
activities of Industrial Health Division (1948-49), 297.

**Health Insurance:**

- Canada—  
enactment of national scheme, requested by C.C. of L., 1823.  
establishment of national scheme recommended by T. and L.C., 1807; urges establishment of National Insurance Act, 461; remarks of Minister of Health and Welfare, 465.  
Ford Motor Company of Canada employees (U.A.W.), request health security program, 459.  
Ont.: recommendation of Federation of Labour (C.C. of L.), 649.  
U.S.A.: G.M.-I.U.E. agreement—higher insurance and sickness benefits, 991; G.M.-U.A.W. agreement—*re* medical-hospital benefits under five-year contract, 990-91; resolution adopted by A.F. of L., 2041, opposes legislation requiring means test, 49; enactment of national plan, requested by C.I.O., 52; Disability Benefits law of New York State, 310.

**Health Security:**

- Canada—  
Ford Motor Company of Canada employees (U.A.W.) request health security program, 459.  
heat sickness and preventive care, 799.

**Highway Crossings:**

- Canada—  
recommendation of R.T.B. *re* dangerous crossings, 643.

**Highways:**

- Man.—  
Executive Committee (T. and L.C.) recommends amendments to Highway Traffic Act, 474.  
Sask.: recommendations of Federation of Labour (C.C. of L.), 44; of Provincial Executive Committee (T. and L.C.), 45.

**Hiring Halls:**

- U.S.A.—  
National Maritime Union hiring halls ruled illegal under Taft-Hartley Act, 799.

**Hirings and Separations:**

- Canada—  
*Hiring and Separation Rates in Certain Industries*—report issued by D.B. of S., 1996.  
U.S.A.: increased factory hiring in industry, 2001.

**Histories:**

- Canada—  
history of the T. and L.C. and the Labour Movement in Canada, written by the T. and L.C., 14, 1133.  
*See also* Anniversary Issue.

**Hoists:**

## B.C.—

accident prevention regulations under Workmen's Compensation Act, 2090.

Man.: minimum age for elevator operators under Elevator and Hoist Act, 1571.

**Holidays:**

## Canada—

payment for work on statutory holidays in manufacturing industries in 1949, 1856.

prevailing rate employees—changes in Government policy *re* statutory holidays, 429.

recommendation of C.C. of L. *re* statutory holidays, 640, resolution adopted, 1823.

*Statutory holidays in certain industries—*

chemical products, 2107.

clothing industry—men's and boys suits and overcoats, 235; work clothing, 240; men's shirts, 243; dress industry, 361; women's and misses' suits and coats, 364.

food and beverages—meat products, dairy products, canning and preserving, grain mill products, bakery products, 1719.

iron and its products, 1198.

lumber and its products, 91—sawmill products, 96; planing mill, sash and door, 98; wooden furniture, 100; basket and wooden box, 103.

manufacturing industries in 1949, 1865.

manufacturing industries in Halifax, Montreal, Toronto, Winnipeg and Vancouver, October (1949), 1017.

meat packing, 2020.

paper products, 906; pulp and paper, 907; paper box, 908.

primary textile industry, 628, 634.

primary textiles, 719-39—cotton yarn and cloth, 726; woollen yarn and cloth, 728; knitting, 730; rayon yarn and fabric, 731.

rubber products, 544.

textiles, 719-39—cotton yarn and cloth, 726; woollen yarn and cloth, 728; knitting, 730; rayon yarn and fabric, 731.

B.C.: amended provisions of Annual Holidays Act, 1058; recommendation of Executive (T. and L.C.) *re* Annual Holidays Act, 471; public holidays under Factories Act and Shops Regulation and Weekly Holiday Act, 85; amended provisions of Shops Regulation and Weekly Holiday Act, 1059.

Sask.: annual report of Department of Labour (1949), 1709.

U.S.A.: provisions of G.M.-U.A.W. agreement *re* vacation pay, 990-91.

*See also* provisions of collective agreements summarized in monthly reports on *Collective Agreements and Wage Schedules*; Vacations with Pay.

**Home Work:**

## B.C.—

annual report of Factory Inspection Branch, Department of Labour (1948), 330.

Ont.: annual report of Factory Inspection Branch, Department of Labour (1949), 2099.

**Hospital Insurance:**

## B.C.—

new regulations under Hospital Insurance Act, 526, 1060; 1065; 1921; regulations under Act *re* students and professional technicians, 225; amendments to Act *re* workmen's compensation, 699; change in Act *re* form of card, 355; Executive (T. and L.C.) urges amendments to Act, 471.

**Hospitalization:**

## Canada—

terms of agreement between General Motors Corporation of Canada and employees, 988.

Alta.: provisions of Hospitalization of City Residents Act, 2085; amendment to Hospitals Act, 2085; recommendation of Federation of Labour (T. and L.C.) *re* persons receiving old age or disability pensions, 326.

Sask.: regulations under Hospitalization Act (1948), 1703; amendment to Act, 889; payroll deduction plan for collection of hospitalization taxes, urged by Federation of Labour (C.C. of L.), 44; recommendation of Provincial Executive Committee (T. and L.C.), 46.

U.S.A.: G.M.-U.A.W. agreement—*re* medical-hospital benefits under five-year contract, 990-91.

**Hospitals:**

## Alta.—

amendment to Hospitals Act, 2085.

B.C.: provisions of Male and Female Minimum Wage Acts, 85.

**Hotel and Club Employees' Union:**

## Canada—

expulsion of business agent, accused of Communist activity, 1781.

**Hotel and Restaurant Employees' and Bartenders' International Union:**

## Canada—

conciliation proceedings, 826, 2051.

collective agreement, 344.

**Hotels and Restaurants:**

## Canada—

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2027.

**Hours of Work:**

recommendation of I.L.O. Governing Body *re* reduction of working hours, 1657.

hours and safety of workers discussed at second session of Chemical Industries Committee of I.L.O. in Geneva, Switzerland, 1884.

## Canada—

Fair Wages and Hours of Labour Act—Fair Wages Policy of the Government of Canada with respect to Government contracts, 85.

railway strike of 1950—1638-54; negotiations, 1639; provisions of The Maintenance of Railway Operation Act, 1653.

hours of work of male and female wage-earners and salaried employees in manufacturing (1948), 1034, 1937.

**Hours of Work—Con.**

## Canada—Con.

- average work week in 1948—*Annual Survey of Employment and Payrolls, 1948*, issued by D.B. of S., 111, 113.
- terms of agreement between General Motors Corporation of Canada and employees, 988.
- Privy Council holds regulation of hours of Empress Hotel employees within jurisdiction of B.C. legislature—C.P.R. appeal dismissed, 217.
- legislative jurisdiction *re* I.L.O. Convention (No. 93) concerning wages, hours of work on board ship and manning (Revised, 1949), 1658.
- monthly tabular reports on employment, hours and earnings, 127-33, 262-68, 389-95, 564-70, 756-62, 944-52, 1097-1103, 1228-34, 1584-91, 1745-51, 1952-58, 2133-39.
- 40-hour week requested by C.C.C.L., 1834.
- five-day, forty-hour week without reduction in take-home pay, for all workers—resolution adopted by T. and L.C., 1804; urges 40-hour week for Government employees, 462.
- provisions of collective agreements in primary textile industry, 626, 634.
- normal work week in certain industries—*
- chemical products, 2105.
  - clothing industry, 235, 359.
  - food and beverages—meat products, dairy products, canning and preserving, grain mill products, bakery products, 1716.
  - iron and its products, 1198.
  - lumber and its products—sawmill products, 92; planing mill, sash and door, 97; wooden furniture, 99; basket and wooden box, 102.
  - manufacturing industries, 1837.
  - manufacturing industries of Halifax, Montreal, Toronto, Winnipeg and Vancouver, (October, 1949), 1014-16.
  - meat packing, 2012.
  - paper products, 906; pulp and paper, 907; paper box, 908.
  - primary textiles, 626, 634, 719-39—cotton yarn and cloth, 725; woollen yarn and cloth, 727; knitting, 729; rayon yarn and fabric, 730.
  - rubber products, 541.
  - textiles, 626, 634, 719-39—cotton yarn and cloth, 725; woollen yarn and cloth, 727; knitting, 729; rayon yarn and fabric, 730.
- Alta.: *Labour Act*—Hours of Work Order No. 14 governing coal mines, 85; No. 14 (elevator repair crews); No. 17 (coal mines); No. 18 (pipe line construction), 1063; No. 20 (trucking industry), 1921; Nos. 19 and 21 (split shifts of employees in summer resorts and provincial and national parks), 1921; amendments to Hours of Work section (Part 1) of Act, 2082; orders rescinded under former Hours of Work Act, 1063; regulations (R5-49) under Public Service Vehicles Act, 225; recommendations of Federation of Labour (T. and L.C.), 198, 326.

**Hours of Work—Con.**

## Canada—Con.

- B.C.: Privy Council holds regulation of hours of Empress Hotel employees within jurisdiction of B.C. legislature—C.P.R. appeal dismissed, 217; average weekly working hours in 1948 as shown in annual report of Department of Labour, 328; recommendations of Executive (T. and L.C.), 471.
- Hours of Work Act—*
- Order No. 32F (workers employed on construction of Peace River Highway), 1066.
  - Regulation 34E (bartenders, waiters and utility men), 1701; overtime in mercantile industry during Christmas season, 86.
- Man.: schedule of rates of wages and maximum hours for certain public and private construction works, 1067; bill to amend Hours of Work Act not passed, 1571; recommendation of C.C. of L. unions *re* enforcement of Act, 472; amendments to Act requested by Executive Committee (T. and L.C.), 473.
- N.B.: provisions of Early Closing Act, 1697.
- Nfld.: average hours worked in non-agricultural industries as at June 1, 1950, 1994; amendment to Garage and Service Station (Sunday Closing) Act, 1943, 2081.
- Ont.: amended regulations under Hours of Work and Vacations with Pay Act, 1701; bills to amend Hours of Work and Vacations With Pay Act, not passed, 1695; annual report of Factory Inspection Branch, Department of Labour (1949), 2099; recommendations of Federation of Labour (C.C. of L.), 649; 40-hour week demanded by Provincial Federation of Labour (T. and L.C.), 324, requests amendments to Hours of Work and Vacations With Pay Act, 650.
- Sask.: annual report of Department of Labour (1949), 1709; recommendations of Federation of Labour (C.C. of L.) *re* overtime and 40-hour week, 43, 988; recommendations of Provincial Executive Committee (T. and L.C.), 45.
- Hours of Work Act—*
- amendment to Order No. 4 (exemption of bread salesmen), 356; Order No. 18—amended regulation under Hours of Work Act governing certain employees of city-operated swimming pools in Regina, 1071; amended provisions of Act *re* payment of overtime, 887.
- Finland: domestic workers—provisions of Act governing conditions of employment, 310-11.
- United Kingdom: average weekly working hours in industry in October. (1949), 989; annual report of Chief Inspector of Factories (1948), 662.
- U.S.A.: *re* limitation on hours of work, 992; government study on employment problems of "teen-agers" in Louisville, 1162; guaranteed wage for New York laundry workers, 612; international reduction of working hours as result of rising productivity, sought by A.F. of L., 304, report of Executive Council at annual convention, 47.
- See also* provisions of collective agreements summarized in monthly reports on *Collective Agreements and Wage Schedules*.



**Household Workers:**

See Domestic Workers.

**Housing:**

Canada—

housing construction in 1949, 613.  
 amendments to National Housing Act, 11.  
 provisions of Act to amend National Housing Act (1944), 1915.  
 recommendation of Canadian Construction Association, 295.  
 recommendations of C.C.C.L., 467; reply of Prime Minister, 469; other recommendation, 1834.  
 legislative recommendations of C.C. of L., 639; remarks of Prime Minister, 640; resolution adopted at convention, 1815-16.  
 recommendations of R.T.B., 643.  
 resolutions adopted by T. and L.C., 1805; recommendations, 462.

B.C.: provisions of Housing Act, 1061.

Man.: provisions of Housing Act, 1571; recommendations of Executive Committee (T. and L.C.), 473, 645.

N.B.: provisions of Joint Project Housing Act, 1697; legislative proposals of Federation of Labour (T. and L.C.), 645.

Nfld.: recommendations of Federation of Labour (T. and L.C.) in brief submitted to Royal Commission on Cost of Living, 647.

N.S.: recommendation of Federation of Labour (C.C. of L.), 648.

Ont.: amended provisions of Housing Development Act (1948), 1695; resolutions adopted by Provincial Federation of Labour (T. and L.C.), 324; recommendations, 651.

Que.: provisions of Act "to promote the settlement of the housing problem", 1696; amendment to legislation *re* interest on government loans, 1696; recommendations of C.C.C.L., 477.

Sask.: amended provisions of Act, 889-90; recommendation of Federation of Labour (C.C. of L.), 44; recommendation of Provincial Executive Committee (T. and L.C.), 45.

U.S.A.: high construction activity during first quarter of 1950, 612; record housing construction in 1949, 307; financing of veterans' housing, 2005; legislation requested by President Truman in economic report to Congress, 303; recommendations of National Conference on Ageing, 1790; support of low-rent public housing re-affirmed by A.F. of L., 2041, resolution adopted at convention, 49; extension of rent controls and loans to housing co-operatives, requested by C.I.O., 52.

**Howe, Rt. Hon. C. D., Minister of Trade and Commerce:**

on Essential Materials (Defence) Act, 1624.  
 on amendment to The Maintenance of Railway Operation Act, 1649.

presents reports on *Private and Public Investment in Canada: Outlook, 1950* and *Supply of Building Materials in Canada*, 807-8.

reply to legislative proposals of T. and L.C., 465.

**Human Rights:**

Canada—

report of Special Senate Committee on Human Rights and Fundamental Freedoms, tabled in Senate, 1629, 2028.

Senate Committee on Human Rights and Fundamental Freedoms—briefs submitted to Special Committee by T. and L.C. and C.C. of L., 1004.

adoption of Declaration of Human Rights as interim measure, recommended by T. and L.C., 1802.

C.C. of L. endorses Declaration of Human Rights in brief submitted to Senate Committee on Human Rights and Fundamental Freedoms, 1009.

India: Constitution of India—clauses setting forth objectives of state policy in regard to labour, 310.

See also Bill of Rights.

**Hygiene:**

See Industrial Hygiene.

**Immigration:**

See Migration and Settlement.

**Imports:**

Canada—

Canada's foreign commodity trade in 1949, 297, 793.

See also monthly summaries of current labour statistics.

**Incentives:**

United Kingdom—

*Steel Founding*—report of British Productivity Team on visit to U.S.A. under auspices of Anglo-American Council on Productivity, 434.

See also Profit-sharing.

**Income:**

Canada —

tabular classification of taxpayers by income, 298.

*National Accounts, Income and Expenditure, Preliminary, 1949*—report issued by D.B. of S., 611.

D.B. of S. study of family budgets, 11.  
 farm income during first six months of 1950, 1783; in 1949, 165, 797.

resolution adopted by C.C. of L. *re* farm income, 1823.

monthly estimates of labour income—126, 261, 388, 563, 755, 943, 1097, 1227, 1583, 1744, 1951, 2132.

Asia: Federation of Labour seeks to raise living standards by raising national incomes, 18.

U.S.A.: consumer income, saving and spending, 1945-49, 308; study on *Low-Income Families and Economic Stability*, 307; federal state aid to low-income families and unemployed, 990.

See also monthly summaries of current labour conditions.

**Income Tax:**

Canada—

amendment to Act *re* employees' profit-sharing plans, 792, 1918.

recommendations of C.C.C.L., 467, 1834.

**Income Tax—Con.**

## Canada—Con.

exemption of union dues, medical costs, and certain transportation costs, urged by C.C. of L., 1823; other recommendations 640, 1823.

recommendations of R.T.B., 643.

exemption of union dues from income tax requested by T. and L.C., 463; other recommendations, 463, remarks of Prime Minister, 465.

Man.: recommendation of Executive Committee (T. and L.C.), 473.

U.S.A.: lower tax on small incomes requested by A.F. of L., 2041.

**Index (Wage Rates):**

## Canada—

semi-annual sample wage-rate survey, 1780.

**India:**

Constitution of India—clauses setting forth objectives of state policy in regard to labour, 310.

number of federations and registered trade unions (with membership), as at March 31, 1948, 18.

establishment of technical and vocational training scheme for adult civilians, 2006.

I.L.O. "training within industry" scheme, 1633.

ratification of Labour Inspection Convention, 1947 (I.L.O. Convention No. 81) by Norway and India, 59.

labour officers from India to train in United Kingdom, 799.

report of Committee on Fair Wages, 441.

inquiry into living and working conditions of agricultural workers, 171.

**Indian Affairs:**

## Canada—

Government expenditures in 1948-49, 161.

**Indians:**

## Canada—

rights and freedoms recommended in brief submitted to Senate Committee on Human Rights and Fundamental Freedoms by T. and L.C., 1007.

Sask.: regulations under Hospitalization Act (1948), 1703.

**Indigenous Persons:**

## Que.—

increased allowance to indigent mothers requested by C.C.C.L., 479.

**Indonesia:**

statement of economic policy, 442.

**Industrial Accident Prevention Associations:**

statistical report on industrial accidents and workmen's compensation benefits during 1949, 988.

re convention, 298.

**Industrial and Commercial Establishments:**

## Que.—

special regulations under Act re construction yards, 1702.

81795—4

**Industrial Areas:**

## U.S.A.—

unemployment declines in areas receiving federal aid, 167.

**Industrial Assistance:**

## N.S.—

amended provisions of Industrial Assistance Act, 2087.

**Industrial Camps:**

See Health.

**Industrial Committees:**

See International Labour Organization.

**Industrial Conditions:**

## Canada—

statistics reflecting industrial conditions in Canada, 123, 258, 383, 561, 752, 938, 1093, 1224, 1578, 1741, 1948, 2127.

**Industrial Councils:**

## U.S.A.—

establishment requested by C.I.O., 52.

**Industrial Development:**

## Canada—

*Expand With Canada* and *Canadian Industrial Development Manual*—pamphlets on services to industries issued by Department of Trade and Commerce, 796.

**Industrial Disputes:**

report of Committee of the Conference at thirty-third session of the I.L.O., 1154-55.

I.L.O. study on comparative statistics for time lost through strikes and lockouts in various countries during war and post-war years, 15.

## Canada—

opposition towards use of injunctions expressed by T. and L.C. and C.C. of L. in briefs submitted to Senate Committee on Human Rights and Fundamental Freedoms, 1005, 1007.

recommendation of T. and L.C. re injunctions, 461; remarks of Prime Minister, 465.

statistics for period January 1, 1949 to December 31, 1949, 199, 200.

terms of agreement reached in dispute between Chrysler Corporation and employees at Windsor plant, 987.

company-financed pension plan for employees—settlement reached in dispute between U.A.W. and Ford Motor Company of Canada Limited, concerning adoption of plan, 611.

methods of settlement in meat packing industry, 2020.

*The Conciliation and Arbitration of Labour Disputes in Canada*—bulletin issued by Department of Industrial Relations, Queen's University, 12.

Alta.: provisions of Bill to amend Labour Act, 530-31; amended provisions of Act, 2083; recommendation of Federation of Labour (T. and L.C.) re fire fighters, 326.

**Industrial Disputes—Con.**Canada—*Con.*

B.C.: activities during 1948 reviewed in first annual report of Labour Relations Board, 330.

Man.: prohibition of injunctions in industrial disputes requested by Executive Committee (T. and L.C.), 472.

Nfld.: quarterly review of Labour Relations Office (July-September, 1949), 164.

Ont.: provisions of Labour Relations Act (1950), 1689-93; activities of Labour Relations Board (1948-1950), 1996.

Que.: Council of Arbitration appointed under Trade Disputes Act held to be properly constituted, 2095; union's right to negotiate under Collective Agreement Act—arbitration award in dispute between LaSalle Slipper Manufacturing Company and the Shoe Workers' Syndicate of Montreal Inc., 1630; bargaining rights restored to teacher's union, 1787; remarks of Provincial Federation of Labour in brief submitted to provincial authorities, 474.

Sask.: activities of Labour Relations Board in 1949—annual report of Department of Labour, 1708-9; prohibition of injunctions in industrial disputes, requested by Federation of Labour (C.C. of L.), 43.

Australia: number of disputes in 1949, 2005-6.  
United Kingdom: annual report of National Coal Board (1949), 1631.U.S.A.: mediation priority for disputes in defence plants, 2003; *The Development of a Policy for Industrial Peace in Atomic Energy*—pamphlet issued by National Planning Association, 2041; progress in industrial relations, 305.*See also* monthly summaries of current labour conditions.**Industrial Health:***See* Health.**Industrial Hygiene:**

international study of industrial health—recommendations of committee on industrial hygiene appointed by I.L.O. and W.H.O., 1658.

Ont.: re expansion of silicosis and TB x-ray services for industrial workers, 610.

**Industrial Peace:**

Que.—

remarks of Provincial Federation of Labour in brief submitted to provincial authorities, 474.

U.S.A.: causes of industrial peace under collective bargaining—studies of plants having satisfactory labour-management relations, issued by National Planning Association, 306, 438, 2045; *The Development of a Policy for Industrial Peace in Atomic Energy*—pamphlet issued by National Planning Association, 2041.**Industrial Pensions:***See* Pensions.**Industrial Preparedness:**

Canada—

industrial co-operation urged by Prime Minister in address before Canadian Industrial Preparedness Association, 1990.

**Industrial Productivity:***See* Productivity.**Industrial Relations:**

international study of industrial relations—I.L.O. report on collective bargaining, collective agreements, conciliation and arbitration and co-operation between public authorities and employers' and workers' organizations, 482.

report of Committee of the Conference at thirty-third session of the I.L.O., 1152, 1154.

labour officers from India to train in United Kingdom, 799.

proceedings of conference of the Council of Profit-Sharing Industries, 1995.

Canada—

amendments to Rules of Procedure of Canada Labour Relations Board, 673.

activities of Canada Labour Relations Board during 1949, 199.

analysis of conciliation proceedings under I.R.D.I. Act from January 1, 1949, to December 31, 1949, 199-200.

monthly reports on proceedings under I.R.D.I. Act and Conciliation and Labour Act, 60, 199, 337, 507, 670, 820, 1038, 1166, 1555, 1667, 1890, 2049.

Labour Relations Board—Bills to amend I.R.D.I. Act, not passed, 1919.

restatement of policy of Canadian Chamber of Commerce, 1990-91.

industrial co-operation urged by Prime Minister in address before Canadian Industrial Preparedness Association, 1990.

increase in number of labour-management production committees, 322—committees by industries, 323; committees by union affiliation, 323.

number of active labour-management production committees as at May, 1950—provincial and industrial representation; trade union affiliation, 986.

industrial relations in retrospect—extracts from address by Deputy Minister of Labour before Kiwanis Club of Montreal, 294.

proceedings of conference of the Council of Profit-Sharing Industries, 1995.

*Platform of Canadian Chamber of Commerce* for 1950 submitted to Cabinet, 300.

company-financed pension plan for employees—settlement reached in dispute between Ford Motor Company of Canada Limited, and U.A.W., concerning adoption of plan, 611.

*Industrial Relations in the Pulp and Paper Industry*—partial text of paper by T. H. Robinson, Canadian International Paper Company, 811.*Labour Relations and Precedents in Canada*—review of book compiled by A. C. Chrysler, 300.functions of L.M.P.C. at Winnipeg plant of Burns and Co. Ltd., described in booklet *Co-operation Works Here*, issued by Department of Labour, 809.



**Industrial Relations—Con.**

## Canada—Con.

*Laval University*—

conference on wage structure at convention of Industrial Relations Department, 817.

sponsors conference on "The Church and Economic Changes" for English-speaking employers in Province of Quebec, 165.

*McGill University*—

second annual conference of Industrial Relations Centre, 819.

*Queen's University*—

The Conciliation and Arbitration of Labour Disputes in Canada—bulletin issued by Department of Industrial Relations, 12.

*University of Toronto*—

formation of Institute of Business Administration and dissolution of Institution of Industrial Relations, 1784.

appointment of industrial relations officer in Newfoundland, 1785.

amendment to Labour Relations Act *re* certification of employers' associations, requested by C.C.C.L., 1835.

C.C. of L. reiterates opposition to legislation, 639; remarks of Prime Minister, 641.

recommendations of T. and L.C., 461, remarks of Prime Minister, 465; statement presented at Convention *re* enactment of Labour Relations Act, 1806.

Alta.: amended provisions of Labour Act, 2081; provisions of Bill to amend Act, 530; revised orders of Board of Industrial Relations, 1921; recommendation of Federation of Labour (T. and L.C.), 326.

B.C.: activities during 1948 reviewed in first annual report of Labour Relations Board, 328, 330.

Man.: amended provisions of Labour Relations Act, 1568; amendments to Labour Relations Code recommended by C.C. of L. unions, 471; amendments to Act recommended by Executive Committee (T. and L.C.), 644; other recommendations, 472.

N.B.: provisions of Labour Relations Act, 1706; amendment to Act urged by Federation of Labour (T. and L.C.), 645.

Nfld.: provisions of Labour Relations Act, 2074; rules of procedure under Act, 2092; appointment of industrial relations officer, 1785; quarterly review of Labour Relations Office (July-September, 1949), 164; amendments to Labour Relations Act requested by Federation of Labour, 646.

N.S.: amendment to Trade Union Act *re* Labour Relations Board, 2097; number of applications under Trade Union Act received by Labour Relations Board in 1949, 2097; annual report of Labour Relations Board (1948), 333.

Ont.: *Labour Relations Act*—provisions, 1689-93, provisions of proposed Act, 528, rules of practice and procedure, 1922, amendments urged by Provincial Federation (T. and L.C.), 649; activities of Conciliation Branch, Department of Labour, in 1949, 2100; activities of

**Industrial Relations—Con.**

## Ont.—Con.

Labour Relations Board (1948-1950), 1996; activities under Labour Relations Board Acts of 1944 and 1947, and Labour Relations Act (1948), 2100; recommendations of Federation of Labour (C.C. of L.), 649; resolution adopted by Provincial Federation of Labour (T. and L.C.), 324.

Que.: proceedings of fifth annual meeting of Association Professionnelle des Industriels, 166; remarks of Provincial Federation of Labour in brief submitted to provincial authorities, 474; bargaining rights restored to teachers' union, 1787; criticism of Labour Relations Act by Provincial Federation of Labour, 1666.

Sask.: amended regulations under Trade Union Act, governing Labour Relations Board, 886; annual report of Department of Labour (1949), 1708-9; Court finds that Labour Relations Board failed to take proper steps to determine majority support of union seeking certification—Board order quashed, 706; Labour Relations Board found to have acted without jurisdiction since in making an order it failed to follow its own rules and regulations, 2094.

United Kingdom: annual report (1949) of Ministry of Labour and National Service, 1997; functions of Personnel Management Advisory Service, 16.

Germany: post-war growth of employers' and workers' associations in British zone (1945-49), 993.

India: 1949-50 report of Ministry of Labour, 1791.

Japan: amendments to Labour Relations Adjustment Act, 441.

U.S.A.: progress in industrial relations, 305; establishment and functions of Industrial Relations Research Association, 303, 992; causes of industrial peace under collective bargaining—studies of plants having satisfactory labour-management relations, issued by National Planning Association, 306, 438, 2045; report of Council of Profit-Sharing Industries, 168, 1995; trend for longer paid vacations shown in survey, 168; *Job Modifications under Collective Bargaining*—experience of companies and unions in handling job modifications made necessary by changes in production methods, 798; foreman's duty to plant held paramount to own interest—decision of trial examiner of N.W.L.B. *re* striking supervisors and guards at coke plant, 2003; course in labour relations at labour college established by I.L.G.W.U., 309; local of I.A.M. advertises in radio and press to sell company's products, 170; survey of employee recreation programs, 1659; *The Development of a Policy for Industrial Peace in Atomic Energy*—pamphlet issued by National Planning Association, 2041; *Transmitting Information Through Management and Union Channels*—report on importance of effective methods of communications to good industrial relations issued by Princeton University, 169; *Lay-off Policies and Practices*—study published by Prince-

**Industrial Relations—Con.****U.S.A.—Con.**

ton University Industrial Relations Section, 2005; pension plan for bricklayers in New York City, 798; cost of meals in company-operated dining rooms held mandatory bargaining issue by N.L.R.B., 170.

See also Legal Decisions; monthly summaries of current labour conditions.

**Industrial Relations and Disputes Investigation Act:**

monthly reports on proceedings under Act, 60, 199, 337, 507, 670, 820, 1038, 1166, 1555, 1667, 1890, 2049.

certification and other proceedings before Canada Labour Relations Board, 62, 201, 338, 508, 674, 823, 1040, 1168, 1556, 1668, 1891, 2050

conciliation and other proceedings before Minister of Labour, 67, 202, 339, 509, 683, 825, 1043, 1172, 1556, 1669, 1895, 2053

analysis of conciliation proceedings under Act from January 1, 1949, to December 31, 1949, 200

Rules of Procedure of Canada Labour Relations Board—new section (Sec. 18) re form of summons, 891; amendment, 673. provisions of The Maintenance of Railway Operation Act, 1653.

Bills to amend Act, not passed, 1916, 1919.

Canadian Chamber of Commerce urges amendment to Act re secret strike ballot, 1991.

C.C. of L. reiterates opposition to legislation, 639; remarks of Prime Minister, 641.

recommendation of T. and L.C., 461; remarks of Prime Minister, 465.

**PROCEEDINGS UNDER THE CONCILIATION AND LABOUR ACT AND INDUSTRIAL RELATIONS AND DISPUTES INVESTIGATION ACT:**

Agences Maritimes Enregistrées, Quebec, and employees, 824, 1168.

Alberta Wheat Pool, Vancouver, and employees, 683.

Allied Aviation Service Company of Newfoundland, Limited, and employees at Gander, Nfld., 337, 339, 1166, 1172.

American Overseas Airlines, Inc., and employees at Gander, Nfld., 337, 339, 1166, 1172.

Anglo-Canadian Pulp and Paper Mills Limited. Quebec, and employees, 824, 1668, 2050-51.

Anticosti Shipping Company, Montreal, and employees, 825, 1039, 1043.

Albert G. Baker Company, Limited. Quebec, and employees, 824, 1668, 2050-51.

Blue Peter Steamships Limited, St. John's, Nfld., and employees (deck officers), 1556, 2050.

Blue Peter Steamships Limited, St. John's, Nfld., and employees (operating marine engineers), 1556, 2050.

Branch Lines Limited, and employees, 1041, 1173.

British Columbia Coast Steamship Service (C.P.R.), and employees (Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees), 675, 1668.

**Industrial Relations and Disputes Investigation Act—Con.**

v British Columbia Coast Steamship Service (C.P.R.), and employees (Seafarers' International Union of North America, Canadian district), 825, 1038, 1044, 1173, 1555, 1557, 1667, 1669.

British Columbia Towboat Owners' Association, Vancouver, and employees, 67.

British Overseas Airways Corporation, and employees at Gander, Nfld., 337, 338, 1556, 1895.

Brown and Ryan Limited, Sorel, and employees, 509, 674.

Buntan and Bell Company, Charlottetown, and employees, 201.

Canada Coach Lines Limited, Hamilton, and employees (Canada Coach Lines Independent Employees' Union), 683.

Canada Coach Lines Limited, Hamilton, and employees (Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America), 824, 1169, 1668.

Canadian National Railways, Canadian Pacific Railway Company, Ontario Northland Railway and Toronto, Hamilton and Buffalo Railway Company, and employees (12 (15) International railway labour organizations), 60, 199, 203, 337, 507, 670, 820, 826, 1039, 1555, 1667.

Canadian National Railways, Canadian Pacific Railway Company, and Ontario Northland Railway, and employees, 60, 199, 203, 337, 507, 670, 820, 826, 850, 1039, 1555, 1667, 1669, 1890, 2049.

Canadian National Railways, Canadian Pacific Railway Company, Dominion Atlantic Railway, Northern Alberta Railways Company, Quebec Central Railway Company, and Toronto Terminals Railway Company, and employees, 1038, 1044.

Canadian National Railways and employees (electrical staffs of m/v *Abegweit* and m/v *Prince Edward Island*—operating on Ferry Service between N.B. and P.E.I.), 62, 202.

Canadian National Railways and employees (on train ferries operating between Cape Tormentine, N.B. and Port Borden, P.E.I.), 1556, 1891, 1892.

Canadian National Railways (Newfoundland District, Atlantic Region), and employees, 62.

Canadian National Railways (Newfoundland Hotel, St. John's, Nfld.), and employees, 339, 2051.

Canadian National Railways and employees (unlicensed personnel—on ships in Newfoundland Steamship Service), 63, 202.

Canadian National Railways and employees (mates—on ships in Newfoundland Steamship Service), 63, 202.

Canadian National Railways, Quebec, and employees (harbour workers), 825, 1168.

Canadian National Railways, Victoria, and employees (clerk in freight office at Ogden Point Docks), 509.

Canadian National Railways, Winnipeg, and employees, (Staff Record Bureau), 61, 66.



**Industrial Relations and Disputes Investigation Act—Con.**

- Canadian National Steamships, and employees (International Longshoremen's Association and the Shipping Federation of British Columbia), 2053.
- Canadian National Steamships, Canadian Pacific Railway Company (B.C. Coast Steamship Service), and Union Steamships Limited, and employees (Seafarers' International Union of North America, Canadian district), 825, 1038, 1044, 1173, 1555, 1557, 1667, 1669.
- Canadian National Steamships, The Canadian Pacific Railway Company (B.C. Coast Steamship Service), Frank Waterhouse of Canada Limited, Packers Steamships Company Limited, and Union Steamships Limited, and employees (International Longshoremen's Association and the Shipping Federation of British Columbia), 2053.
- Canadian Pacific Air Lines Limited, and employees (Canadian Air Line Flight Attendants' Association), 1668-69, 2051.
- Canadian Pacific Air Lines Limited, and employees (Canadian Air Lines Pilots' Association), 202, 683, 1038, 1044.
- Canadian Pacific Railway Company, and employees (Brotherhood of Locomotive Engineers and Brotherhood of Locomotive Firemen and Enginemen), 60, 62, 63.
- Canadian Pacific Railway Company, and employees (Seafarers' International Union of North America, Canadian district) on ss. *Princess Helene* operating between Saint John, N.B. and Digby, N.S., 824, 1041.
- Canadian Pacific Railway Company and employees (in Communications Department), 1891.
- Canadian Pacific Railway Company (B.C. Coast Steamship Service) and employees (International Longshoremen's Association and the Shipping Federation of British Columbia), 2053.
- Canadian Pacific Railway Company, and employees (Prairie and Pacific Regions), 2051.
- Canadian Pacific Railway Company, Calgary, and clerical employees (office of District Accountant), 62.
- Canadian Pacific Railway Company, Montreal, and employees (office of District Accountant—Windsor Station, Glen Yards, Outremont, and Hochelaga), 202, 339, 508.
- Canadian Pacific Railway Company, Montreal, and employees (in office of Auditor of Agencies, Windsor Street Station), 675, 824, 1040.
- Canadian Pacific Railway Company, Montreal, and employees (office of the Auditor of Freight Receipts, Windsor Street Station), 1041, 1169, 1668.
- Canadian Pacific Railway Company, Montreal, and employees (in office of Auditor of Passenger Receipts, Windsor Station), 202, 509, 674.
- Canadian Pacific Railway Company, Quebec, and employees (harbour workers), 825, 1168.
- Canadian Pacific Railway Company, Toronto and London, and employees (District Accountant's offices), 824, 1040.

**Industrial Relations and Disputes Investigation Act—Con.**

- Canadian Pacific Railway Company, Saint John, Montreal, Toronto, North Bay and Sudbury, and employees (in company shops), 202, 508.
- Canadian Pacific Railway Company, Vancouver, and employees (red cap porters), 62, 201.
- Canadian Pacific Railway Company, Vancouver, Field and Cranbrook, and employees (clerical employees in office of district accountant, Vancouver, and timekeepers, Field and Cranbrook), 62, 201.
- Canadian Pacific Railway Company, Westmount, and employees (Signal Repair Shop), 824, 1168.
- Canadian Pacific Railway Company, Winnipeg, and employees (crew clerks, elevator operator, and red caps), 62, 201.
- Canadian Pacific Railway Company (British Columbia Coast Steamship Service), and employees (Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees), 675, 1668.
- Canadian Pacific Railway Company (B.C. Coast Steamship Service), and employees (Seafarers' International Union of North America, Canadian district), 825, 1038, 1044, 1173, 1555, 1557, 1667, 1669.
- Canadian Pacific Railway Company (Great Lakes Steamship Service), and employees, 825, 1556.
- Canadian Pacific Transport Company, Limited, and employees (in Manitoba and Saskatchewan), 1172, 1555, 1895.
- Canadian Press, and editorial employees (in Canada), 337, 339, 507, 672, 675, 676, 823, 1039, 1044, 1166, 1173, 1667, 1669, 1895, 2049, 2054.
- Carwil Transport Limited, Montreal, and employees, 675, 1041, 1042.
- Chaudiere Water Power Owners and Lessees, Ottawa, and International Brotherhood of Electrical Workers, 2053.
- Clarke Steamship Company, Limited, Quebec, and employees, 824, 1668, 2050-51.
- Compagnie Nationale Air France, and employees at Gander, Nfld., 337, 338.
- Consolidated Mining and Smelting Company of Canada, Limited, Trail, B.C., and employees, 683, 1039, 1172.
- De Luxe Transportation Limited, North Bay, and employees, 339, 509.
- Dench of Canada, Limited, and employees (trucking operations in Alberta and British Columbia), 62.
- Dench of Canada, Limited, and employees (trucking operations in Saskatchewan, Alberta, and British Columbia), 62.
- Detroit and Canada Tunnel Corporation, and employees, (Canadian and international), 201.
- F. J. Dinan, Quebec, and employees, 824, 1168.
- Dominion Atlantic Railway, Kentville, and employees (locomotive engineers), 509, 675, 823.
- Dominion Atlantic Railway, Kentville, and employees (locomotive firemen, helpers, hostlers and hostlers' helpers), 509, 674.
- Eastern Canada Stevedoring Company, Limited, Sorel, and employees, 509, 674.
- Economic Stevedoring Corporation of Montreal, Sorel, and employees, 509, 675.



### Industrial Relations and Disputes Investigation Act—*Con.*

- Eldorado Mining and Refining Limited, Port Hope, and employees (United Mine Workers of America), 2054.
- Empire Stevedoring Company, Limited, Sorel, and employees, 509, 674, 1043, 1172.
- Gatineau Bus Company, Hull, and employees, 202, 340.
- General Equipment Limited, Quebec, and employees, 824, 1168.
- Giant Yellowknife Gold Mines Limited, Yellowknife, N.W.T., and employees, 683, 825.
- Great Lakes Steamship Service (C.P.R.), and employees, 825, 1556.
- Gulf and Lake Navigation Company, Limited, Montreal, and employees, 1169, 1670, 2051, 2053.
- Hudson Bay Mining and Smelting Company, Limited, Flin Flon, and employees, 675, 1040.
- Hull City Transport Limited, Hull, and employees, 62, 201, 509, 683.
- Hydro-Electric Commission, Ottawa, and employees, 339, 1041, 1169.
- International Fertilizers, Quebec, and employees, 825, 1168.
- Island Fertilizer Company, Charlottetown, and employees, 201.
- Island Motor Transport, Limited, Charlottetown, and employees (Canadian Brotherhood of Railway Employees and Other Transport Workers), 1669.
- Island Motor Transport Limited, Charlottetown, and employees (Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America), 2051.
- Johnson, Walton Steamships, Limited, Vancouver, and employees, 1891.
- Johnston National Storage Limited, Nanaimo, and employees, 1169.
- K.L.M. Royal Dutch Airlines, and employees at Gander, Nfld., 337, 339.
- Keystone Transports Limited, and employees (Canadian Seamen's Union), 825, 1039, 1043.
- Keystone Transports Limited, Montreal, and employees (National Seamen's Association of Canada), 1669.
- Lakehead Terminal Elevator Association (for various terminal elevator companies at Fort William and Port Arthur), and employees, 683, 825, 1667, 1669, 1670.
- Lakes and St. Lawrence Navigation Company, Limited, and employees, 825, 1043.
- Longshoremen (ten employers of), Sorel, 62.
- J. C. Malone and Company, Sorel, and employees, 509, 675.
- W. G. McCauley, Quebec, and employees, 824, 1668, 2050-51.
- Montreal and St. John Stevedoring Company, Sorel, and employees, 509, 675.
- National Harbours Board, Halifax, and employees, 683, 825.
- National Harbours Board, Montreal, and employees, 1556, 1891.
- National Harbours Board, Quebec, and employees, 67, 340, 683, 686.
- National Harbours Board, Vancouver, and employees, 675, 1041.
- National Sand and Material Company, Toronto, and employees, 824, 1168.
- National Terminals of Canada Limited, Montreal, and employees, 1891.

### Industrial Relations and Disputes Investigation Act—*Con.*

- Newfoundland Hotel (C.N.R.), St. John's, Nfld., and employees, 339.
- North American Elevators Limited, Sorel, and employees, 509, 674, 1043.
- Northern Alberta Railway Company, Edmonton, and employees, 1041, 1168.
- Northern Telephone Company Limited, New Liskeard, and employees, 2051.
- Northlantic Sealers Limited, St. John's, Nfld., and employees (*on Blue Seal*—National Association of Marine Engineers of Canada), 1669, 2050.
- Northlantic Sealers Limited, St. John's, Nfld., and employees (*on ss. Blue Seal*—Canadian Merchant Service Guild), 1669, 2050.
- Northern Bus Lines, Limited, Flin Flon, and employees, 675, 823.
- Ottawa Hydro Electric Commission, Ottawa, and employees, 339, 1041, 1169.
- Ottawa Transportation Commission, and employees, 62, 201-2, 683, 1172, 1556, 1667, 2049, 2054.
- Pacific Cable Board, and clerical employees, 339, 509.
- Packers Steamships Company Limited, and employees, 2053.
- Pan American World Airways, Inc., and employees at Gander, Nfld., 337, 339, 1166, 1172.
- Paterson Steamships Limited, and employees, 1556, 1668, 2050.
- Polymer Corporation, Limited, Sarnia, and employees, 507, 683, 684, 820.
- Prescott and Ogdensburg Ferry Company Limited, Prescott, and employees, 2054.
- Press News Limited, and employees (editorial, employed in Canada), 675, 1039, 1040, 1044, 1166, 1173, 1667, 1669, 1895, 2049, 2054.
- Prince Edward Island Industrial Corporation, Charlottetown, and employees, 202.
- Provincial Steamships Limited, St. John's, Nfld., and employees (*on Federal Trader*—Canadian Merchant Service Guild), 1669, 2050.
- Provincial Steamships Limited, St. John's, Nfld., and employees (*on Federal Trader*—National Association of Marine Engineers of Canada), 1669, 2050.
- Quebec and Ontario Transportation Company, Limited, Montreal, and employees (Canadian Brotherhood of Seamen), 1041, 2051.
- Quebec and Ontario Transportation Company, Limited, Montreal, and employees (Seafarers' International Union of North America, Canadian division), 1670.
- Quebec Central Railway Company, Sherbrooke, and employees (conductors in train and yard service—Brotherhood of Railroad Trainmen), 675, 824, 1041.
- Quebec Central Railway Company, Sherbrooke, and employees (train conductors—Order of Railway Conductors), 675, 824, 1040.
- Quebec Railway, Light and Power Company, and employees (Catholic Syndicate of Garage Employees), 1895.
- Quebec Railway, Light and Power Company, Quebec, and employees (National Catholic Brotherhood of Quebec Transport Employees, Inc.), 339, 672, 675, 680.

**Industrial Relations and Disputes Investigation Act—Con.**

- Railway Express Agency, Inc., New York, N.Y., and employees (in Canada), 67, 1038, 1044, 1556.
- Robin Hood Flour Mills Limited, Quebec, and employees, 825, 1668, 2050-51.
- Robin Hood Flour Mills, Limited, Saskatoon, and employees, 62.
- Rock City Tobacco Company, Limited, Quebec, and employees, 825, 1168.
- K.L.M. Royal Dutch Airlines, and employees at Gander, Nfld., 337, 339.
- Scandinavian Airlines System, Inc., and employees at Gander, Nfld., 337, 339.
- Shell Canadian Tankers Limited, and employees, 1556, 1668.
- Shipping Federation of Canada, and employees of certain companies at Saint John, N.B., 1041, 1168.
- Sorel Dock and Stevedoring Company, Sorel, and employees, 509, 674, 1043.
- ten employers (of longshoremen) at Sorel, 62.
- Transcontinental and Western Air, Inc. (Trans-World Airlines), and employees at Gander, Nfld., 337, 338-39, 1166, 1172.
- Trans-World Airlines, and employees at Gander, Nfld, 337, 338-39, 1166, 1172.
- J. C. A. Turcotte, Sorel, and employees, 509, 674, 1043, 1172.
- Union Steamships Limited, Vancouver, and employees (Canadian Brotherhood of Railway Employees and Other Transport Workers), 1031, 1169, 1668.
- Union Steamships Limited, and employees (International Longshoremen's Association, and the Shipping Federation of British Columbia), 2053.
- Union Steamships Limited, and employees (Seafarers' International Union of North America, Canadian district), 825, 1038, 1044, 1173, 1555, 1557, 1667, 1669.
- Upper Lakes and St. Lawrence Transportation Company, Limited, and employees, 825, 1044.
- Arthur Vaillancourt, Quebec, and employees, 825, 1168.
- Vancouver Barge Transportation Limited, Vancouver, and employees (Seafarers' International Union of North America, Canadian district), 824, 1168.
- Vancouver Barge Transportation Limited, Vancouver, and employees (West Coast Seamen's Union, Canada), 509, 674, 824, 1041.
- Various terminal elevator companies at Fort William and Port Arthur, and employees, 683, 825, 1667, 1669, 1670.
- Frank Waterhouse of Canada Limited, and employees, 2053.
- Western Canada Steamship Company, Limited, Vancouver, and employees, 1891.
- Western Union Telegraph Company, Halifax, and employees, 675, 1891.
- Westward Shipping Limited, Vancouver, and employees, 824, 1041, 1169, 1668.
- Horace B. Willis, Inc., Charlottetown, and employees, 201.
- Wolfe Stevedores, Limited, Sorel, and employees, 509, 674, 1038, 1043, 1167, 1172.
- Yukon Consolidated Gold Corporation, Limited, and employees, 199, 202.

**Industrial Safety:**

See Safety.

**Industrial Standards:**

Alta.—

amended provisions of Labour Act, 2082.

**Industrial Standards Act (Alberta):**

agreements, 211, 519, 1682.

**Industrial Standards Act (New Brunswick):**

agreements, 210, 1681.

new schedules under Act, 1707.

lack of skill in person "employed to do carpentry" does not exempt him from carpentry trade schedule under Industrial Standards Act, 352.

**Industrial Standards Act (Nova Scotia):**

agreements, 518, 1906.

investigations during 1948, 334.

annual report of Department of Labour (1949), 2098.

**Industrial Standards Act (Ontario):**

agreements, 210, 519, 1681, 1907.

**Industrial Standards Act (Saskatchewan):**

agreements, 211, 519, 1682, 1907.

new regulations under Act, 1071.

annual report of Department of Labour (1949), 1709.

amendment to Act recommended by Provincial Executive Committee (T. and L.C.), 46.

**Industrial Statistics:**

Nfld.—

provisions of Industrial Statistics Act, 882.

**Industrial Union of Marine and Shipbuilding Workers of Canada:**

collective agreements, 1047, 1900.

**Industrial Welfare:**

recommendation of I.L.O. Governing Body at 112th session *re* labour problems, 1657.

workers' efficiency and effects of emotional strain—summary of article in Canadian Medical Journal on ill-health among workers, caused by emotional disturbances, 1159.

types of pension and retirement plans in Canadian industry—summary of paper issued by D.B. of S., 191.

health and welfare insurance provisions of collective agreements in primary textile industry, 629.

Alta.: amended provisions of Labour Act, 2082; recommendation of Federation of Labour (T. and L.C.), 326.

B.C.: annual report of Factory Inspection Branch, Department of Labour (1948), 330.

United Kingdom: welfare facilities for workers outside work premises but in relation to it, 431; welfare writer urges part-time work for tuberculous during period of rehabilitation, 167.

U.S.A.: Disability Benefits law in New York State, 310.

See also Pensions.



**Industry:**

European industrial teams study U.S. production technique, 612.

## Canada—

industrial pension plans in Canadian industry, 443-53—growth, 443; administration, 446; financing, 447; sample plans, 448-49; benefits, 450; eligibility, 451; cost, 452; advantages and disadvantages, 452-53.

resolution adopted at meeting of N.E.C. re decentralization of industry, 2104.

workers' efficiency and effects of emotional strain—summary of article in Canadian Medical Journal on ill-health among workers caused by emotional disturbances, 1159.

activities of Industrial Health Division, Department of National Health and Welfare, 1948-49, 297.

*Expand with Canada and Canadian Industrial Development Manual*—pamphlets on services to industries issued by Department of Trade and Commerce, 796.

conference on "The Church and Economic Changes" for English speaking employers in Province of Quebec, sponsored by Laval University, 165.

protection of Canadian industry requested by C.C.C.L., 468; reply of Prime Minister, 469.

Ont.: re expansion of silicosis and TB x-ray services for industrial workers, 610.

Que.: Professional Association of Industrialists—Conventions of employers' organization of Province of Quebec, 166, 194.

Australia: employment situation at close of 1948, 799.

United Kingdom: survey of earnings and hours in industry in October, 1949, 989; joint consultation in industry enters new stage of development, 612; report on public control of industry adopted at convention of T.U.C., 2037.

France: increase in proportion of older persons in industrial population, 1135.

India: I.L.O. "training within industry" scheme, 1633.

U.S.A.: older workers: industrial aspects of ageing, 1161; survey of non-wage labour costs to industry, 2002; increased factory hiring in industry, 2001; *Teach Them To Lift*—safety pamphlet issued by Department of Labour for industrial supervisors and foremen, 18; study of employment by industry and occupation, 17.

See also Council of Profit-Sharing Industries.

**Inflation:**

## U.S.A.—

functions of Economic Stabilization Agency, 1663.

**Injunctions:**

## Canada—

opposition expressed by T. and L.C. and C.C. of L. in briefs submitted to Senate Committee on Human Rights and Fundamental Freedoms, 1005, 1007.

resolution adopted by C.C.C.L., 1831.

recommendation of C.C. of L., 640.

recommendation of T. and L.C., 461; remarks of Prime Minister, 465.

**Injunctions—Con.**

B.C.: legal decision re wrongful expulsion from union, 219; picketing of ss. *Seaboard Star* by C.S.U. members held illegal—application to dissolve injunction dismissed, 221.

Man.: prohibition of injunctions in industrial disputes requested by Executive Committee (T. and L.C.), 472.

Sask.: prohibition of injunctions in industrial disputes, requested by Federation of Labour (C.C. of L.), 43.

U.S.A.: railroad employees may apply for injunction against racial discrimination by unions in violation of Railway Labour Act, 171.

**Inland Transport:**

re meeting of I.L.O. industrial committee, 1657.

**Inspections:**

## Canada—

operations of credit unions in 1948, 335.

Alta.: provisions of Quarries Regulation Act, 2085.

B.C.: provisions of Boiler Inspection Act, 1063; regulations under Electrical Energy Inspection Act, 1064, 1700; annual report of Board of Industrial Relations, Department of Labour (1948), 329; factory inspection in 1948, 330.

N.B.: report of Factory Inspection Branch, Department of Labour (1949), 1707.

N.S.: annual report of Department of Labour (1949), 2098; boiler inspections during 1948, 334; factory inspections in 1948, 333; revised regulations under Mines Act, 2087; Steam Boiler and Pressure Vessel Inspection Act (1949), 2097.

Ont.: annual report of Factory Inspection Branch, Department of Labour (1949), 2098-99; boiler inspections in 1949, 2100.

P.E.I.: new and amended regulations under Electrical Inspection Act, 226.

Sask.: annual report of Department of Labour (1949), 1709; regulations under Electrical Inspection and Licensing Act (1949), 87, 888, 1071; provision of One Day's Rest in Seven Act, 888.

United Kingdom: Annual Report (1948) of Chief Inspector of Factories, 656.

**Instalment Plans:**

## Canada—

Consumer Credit Regulations—controls on instalment plan buying, 1990.

**Institute of Business Administration:**

formed at University of Toronto, 1784.

**Insurance:**

## Canada—

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2027.

numbers of farmers' mutual fire insurance companies in 1948, 1656.

terms of agreement reached in dispute between Chrysler Corporation and employees at Windsor plant, 987.

recommendation of C.C.C.L. re motor vehicles, 1834.



**Insurance—Con.**

B.C.: government administration and control of automobile insurance urged by Executive (T. and L.C.), 471; Hospital Insurance Act—new regulations, 1065; new sections, 526, amended provisions, 1060; regulation *re* students and professional technicians, 225, amendments *re* workmen's compensation, 699, change in Act *re* form of card, 355, amendments urged by Executive (T. and L.C.), 471.

U.S.A.: federal old-age and survivors' insurance under Social Security Act, 990, 2004; higher insurance and sickness benefits under G.M.-I.U.E. agreement, 991.

*See also* Group Insurance: Health Insurance.

**Insurance Agents:**

Canada—  
provision of unemployment insurance coverage regulation, 230.

**Internal Security Bill (U.S.A.):**

provisions of Subversive Control Act designed to control Communists, spies and saboteurs, 1788.

**International Association of Machinists:**

affiliation with International Metalworkers' Federation, 304-5.

Canada—  
conciliation proceedings, 1556, 1891.  
collective agreements, 869, 1677.

U.S.A.: *re* labour unity, 436, 614; "no-raiding" agreement between International Association of Machinists and United Automobile Workers, 436; case studies of causes of industrial peace under collective bargaining, 306, 2045; machinists advertise in radio and press to sell company's products, 170.

**International Association of Public Employment Services:**

awards Citation of Merit to Dr. A. Mac-Namara, Deputy Minister of Labour, for Canada, 986.

**International Bank for Reconstruction and Development:**

training program, 311.

**International Brotherhood of Blacksmiths, Drop Forgers and Helpers:**

Canada—  
conciliation proceedings, 826.

**International Brotherhood of Bookbinders:**

U.S.A.—  
*re* causes of industrial peace, 438.

**International Brotherhood of Electrical Workers:**

Canada—  
conciliation proceedings, 62, 339, 675, 826, 1040, 1041, 1556, 1891, 2053.  
collective agreement, 2064.  
U.S.A.: *re* A.F. of L.-C.I.O. unity, 1632.

**International Brotherhood of Firemen and Oilers, Steam Plant Employees, Roundhouse and Railway Shop Labourers:**

Canada—  
conciliation proceedings, 826.  
U.S.A.: *re* causes of industrial peace, 438.

**International Brotherhood of Paper Makers:**

Canada—  
unionization in pulp and paper industry, 813.  
collective agreements, 72, 1180, 1897.  
U.S.A.: case studies of causes of industrial peace under collective bargaining, 2045.

**International Brotherhood of Pulp, Sulphite and Paper Mill Workers:**

Canada—  
unionization in pulp and paper industry, 813.  
collective agreements, 72, 1180, 1896, 1897.  
U.S.A.: case studies of causes of industrial peace under collective bargaining, 438, 2045.

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

Canada—  
conciliation proceedings, 62, 1041.  
collective agreements, 1049, 1673.  
U.S.A.: *re* A.F. of L.-C.I.O. unity, 1632.

**International Chemical Workers' Union:**

Canada—  
Communism within Canadian district of union, 162.  
expulsion of certain officials of Consumers' Gas Local, accused of Communist activity, 1781.  
collective agreements, 73, 75, 515, 870.

**International Commission on Trade Union Rights:**

establishment as international fact-finding and conciliation commission on freedom of association, 317.

**International Confederation of Free Trade Unions:**

establishment and constitution, of new world labour organization, 8.  
establishment—proceedings of first free World Labour Congress, 172.  
accorded consultative status with I.L.O., 668.  
executive meeting in Brussels, Belgium, 1136, 1996; Canadian delegation, 1137.  
plans world conference for "white collar" workers, 2007.  
message from General Secretary to Convention of T. and L.C., 1799.  
plans training college for Asian trade unionists, 615.  
publishes monthly journal *Free Labour World*, 1791.  
moral and material support, pledged by A.F. of L., 49.  
active assistance of C.I.O. pledged by convention, 50.

**International Federation of Christian Trade Unions:**

report of Executive Bureau at convention of C.C.C.L., 1828.

**International Fishermen and Allied Workers of America:**

U.S.A.—

re Communism and C.I.O., 51.

**International Fur and Leather Workers' Union of the United States and Canada:**

U.S.A.—

re Communism and C.I.O., 51.

**International Labour Organization:**

number of ratifications of Conventions by I.L.O., 317.

ratifications of Conventions by the United Kingdom, Norway and India, 59.

Fact-Finding and Conciliation Commission on Freedom of Association appointed to consider infringements of trade union rights, 666, 1657.

establishes consultative relationships with International Confederation of Free Trade Unions, 668.

Canada—

presentation of tablet commemorating wartime work of I.L.O. at McGill University, 1880.

ratification of Employment Service Convention No. 88, 1158; approval by Federal Government, 1917.

recommendation of C.C. of L. re appointment of workers' delegates and advisers to International Labour Conference, 640.

Government support commended by T. and L.C., 460.

statement on foreign relations adopted as T. and L.C. policy at 65th annual convention, 1800.

**Thirty-second Conference—**

agenda, 318.

legislative jurisdiction of Dominion of Canada and provinces in regard to Conventions and Recommendations, 1657-58.

**Thirty-third Conference—**

summary of proceedings, Canadian delegation, etc., 1152.

studies of items on agenda: vocational training of adults; equal pay for work of equal value, 183; industrial relations, 482.

annual report of Director-General offers proposals on labour productivity, 664.

**Governing Body—**

112th session, 1657.

approves program of fellowships and study grants, 318.

**Industrial Committees—**

report submitted to Governing Body of I.L.O. at 112th session, 1657.

Building:

re meeting, 1657.

Chemical Industries:

meeting (second session), 1884.

Coal:

re meeting, 1657.

**International Labour Organization—Con.****Industrial Committees—Con.**

Inland Transport:

re meeting, 1657.

Metal Trades:

meeting (third session) in Geneva, Switzerland, 319.

Petroleum:

re meeting (third session), Geneva, 1657.

Plantations:

re meeting, Indonesia, 1657.

Textiles:

re meeting, Lyons, 1657.

**Iron and Steel Committee—**

third session, 502.

**Committee of Social Security Experts—**

meeting, 668.

**Advisory Committee on Co-operation—**

resolutions adopted, 58.

**Committee on Conditions of Work and Social Policy—**

established by Brussels Treaty Organization to study conventions adopted by International Labour Conference, 669.

meeting of I.L.O. Committee on Workers' Recreation, agenda, resolutions adopted, etc., 57.

resolution adopted by International Social Security Association on protection of mother and child, 58.

tripartite technical conference approves model code of safety regulations for underground work in coal mines, 53-57; Canadian delegation to Conference, 53;

commentary on draft model of code, 54.

problems of white collar workers studied by I.L.O. Advisory Committee on Salaried Employees and Professional Workers, 57.

International study of industrial health—recommendations of committee on industrial hygiene appointed by I.L.O. and W.H.O., 1658.

draft agreements on conditions of Rhine boatmen, 321.

reciprocal social security in Western Union countries—signing of two Conventions and Supplementary Agreement re exchange of student-employees, frontier workers and social and medical assistance, 1136.

**International Commission on Trade Union Rights—**

establishment authorized by Governing Body, 317.

**Technical Assistance—**

The I.L.O. and the technical assistance program—U.N. program of Technical Aid to Underdeveloped Countries, 315, 2046.

**Publications and Reports—**

comparative statistics for time lost through strikes and lockouts in certain countries during war and post-war years, 15.

Action Against Unemployment—I.L.O. survey of world unemployment conditions and proposed program to avoid depression, 1148.

National Employment Services, Canada—handbook published by International Labour Office, 2047.

freedom of association and conditions of work in Venezuela, 2047.

employment conditions on Panama ships, 2048.

Industrial Safety Survey, 442.

**International Labour Organization—Con.***Publications and Reports—Con.*

India: 1949-50 report of Ministry of Labour, 1791: "training within industry" scheme, 1633.

See also various subject headings.

**International Ladies' Garment Workers' Union:**

Canada—  
membership in primary textile industry, 619.

U.S.A.: establishes labour college to provide new leadership for labour movement, 309; *re* union radio stations, 170.

**International Longshoremen of America:**

Canada—  
conciliation proceedings, 1041, 1168.

**International Longshoremen's and Warehousemen's Union:**

Canada—  
conciliation proceedings, 1169.

U.S.A.: *re* Communism and C.I.O., 51, 1788.

**International Longshoremen's Association:**

Canada—  
conciliation proceedings, 2053.

**International Metalworkers' Federation:**

affiliation of U.A.W., U.S.W., and I.A.M., 304-5.

**International Moulders and Foundry Workers' Union of North America:**

Canada—  
collective agreement, 869.

**International Photo-Engravers' Union of North America:**

Canada—  
collective agreement, 2062.

U.S.A.: *re* causes of industrial peace, 438.

**International Printing Pressmen and Assistants' Union of North America:**

Canada—  
collective agreement, 1673.

U.S.A.: *re* causes of industrial peace, 438.

**International Refugee Organization:**

resettlement of "new refugees"—action of General Council of the United Nations International Refugee Organization, 2006.

number of workers and families brought to Canada during period June, 1947-June, 1950, 1627.

*re* program, 197.

**International Social Security Association:**

protection of mother and child—principles of resolution adopted at ninth general assembly, 58.

**International Stereotypers' and Electrotypers' Union of North America:**

U.S.A.—  
*re* causes of industrial peace, 438.

**International Trade Secretariats:**

relations with I.C.F.T.U.—resolution adopted at opening session of conference, 176.

**International Transport Workers' Federation:**

expels Canadian Seamen's Union at convention in Stuttgart, Germany, 1790.

**International Union of Electrical, Radio and Machine Workers:**

Canada—  
new union chartered by C.I.O. and accepted by C.C. of L., 8.

U.S.A.: chartered by C.I.O. Executive Board to organize workers in jurisdictional field of U.E.R.M.W.A., 50; G.M.-I.U.E. agreement—five-year contract concluded between General Motors Corporation and I.U.E., 991.

**International Union of Mine, Mill and Smelter Workers:**

Canada—  
jurisdiction in mining and smelting industry, granted to U.S.W.A. by C.C. of L., 163.

conciliation proceedings, 199, 202, 683, 825, 1039.

legal decision, 223.

collective agreements, 692, 1672, 1674, 2060.

U.S.A.: expelled by C.I.O. as Communist-dominated, 438; *re* Communism and C.I.O., 51.

**International Union of Operating Engineers:**

U.S.A.—  
*re* causes of industrial peace, 438.

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

Canada—  
certification proceedings, 201.

collective agreements, 692, 868, 1045, 1898, 2063.

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

Canada—  
conciliation proceedings, 683.

**International Woodworkers of America:**

Canada—  
collective agreements, 510, 514, 1671, 1672, 2063.

**Inventions:**

resolution concerning rights of employed inventor, adopted by I.L.O. Advisory Committee on Salaried Employees and Professional Workers, 57.

**Investment:**

Canada—  
higher capital investment forecast for 1950 in reports on *Private and Public Investment in Canada: Outlook, 1950* and *Supply of Building Materials in Canada*, 807, 1629.



**Investment—Con.**Canada—*Con.*

increase in non-resident investments in Canada and Canadian direct investments in other countries, in 1949, 796, 1783.

investment in pulp and paper industry, 811-12.

*Expand with Canada and Canadian Industrial Development Manual*—pamphlets on services to industries issued by Department of Trade and Commerce, 796.

**Iron Industry:**

third session of Iron and Steel Committee of I.L.O. in Geneva, Switzerland, 502.

## Canada—

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2026.

hours and working conditions in the iron and its products industry, 1196.

**Isaacs, Rt. Hon. G. A., Minister of Labour and National Service (United Kingdom):**

on London dock strikes in 1949, 435.

**Israel:**

withdrawal from W.F.T.U., 1137.

**Italy:**

revised labour legislation designed to benefit unemployed, 171.

unemployment insurance extended to include farm workers, 441.

**Jagjivan, Ram, Minister of Labour (India):**

remarks concerning role of labour under new Constitution of India, 310.

**James, Dr. F. Cyril, Principal and Vice-Chancellor, McGill University:**

remarks at presentation of tablet commemorating wartime work of I.L.O. at McGill University, 1882.

**Japan:**

amendments to Labour Relations Adjustment Act, 441.

amended provisions of Trade Union Act encourage free collective bargaining, 441.

**Jenks, C. W., Assistant Director-General, International Labour Organization:**

recalls wartime experiences of I.L.O. in address at presentation of tablet commemorating work of I.L.O. at McGill University, 1880.

**Jerusalem:**

internationalization of Jerusalem favoured by C.C.C.L., 468; reply of Prime Minister, 470.

**Jewellery:**

## Canada—

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2026.

**Job Classifications:**

clauses of resolution adopted by I.L.O. Metal Trades Committee, 319, 320.

**Job Evaluation:**

necessity of job evaluation standards in application of principle of equal pay for work of equal value, described in report of I.L.O., 189.

**Job Modifications:**

## U.S.A.—

*Job Modifications under Collective Bargaining*—experience of companies and unions in handling job modifications made necessary by changes in production methods, 798.

**Job Opportunities:**

See Employment.

**Jobless Insurance:**

See Unemployment Insurance.

**Joint Committee of the Senate and House of Commons on Old Age Security:**

appointment, 428.

summary of report, 1142-47.

synopsis of brief submitted by Deputy Minister of Labour, 987.

summary of briefs on old age security submitted by T. and L.C., 1011; C.C. of L., 1012.

**Joint Consultation:**

See Labour-Management Co-operation; Union-Management Consultation.

**Joint Union Action:**

## Canada—

T. and L.C. policy established by Convention, 1806.

**Jury Duty:**

## Canada—

pay provision of collective agreement, 71.

recommendation of C.C.C.L. re payment of jury member or witness, 1834.

**Juvenile Employment:**

resolution concerning age of admission of young persons to non-industrial occupations, adopted by I.L.O. Advisory Committee on Salaried Employees and Professional Workers, 57.

recommendation of I.L.O. Governing Body re employment of young persons in underground work in coal mines, 1697.

## Canada—

resolution adopted by C.C.C.L., 1835.

Alta.: regulations under Liquor Control Act, 1698.

B.C.: employment of children in 1948—annual report of Department of Labour, 329.

Nfld.: regulations under Alcoholic Liquors Act (1949), 891; provision under Alcoholic Liquors Act re employment of minors, 883.

N.S.: amended provision of Child Welfare Act re employment in shops, 2087.

See also Child Labour.

**Kaiser-Frazer Corporation:**

union radio stations to broadcast commercial program, 170.

**Keenleyside, Dr. Hugh L.,** *Director-General, United Nations Technical Assistance Administration:*  
appointment, 1782.

**King, Rt. Hon. W. L.,** *Former Prime Minister of Canada:*  
death of, 1128.

**Kiwanis:**

Canada—  
industrial relations in retrospect—extract from address by Deputy Minister of Labour to Kiwanis Club of Montreal, 294.

**Knitting Industry:**

Canada—  
wages, hours and working conditions (1949), 728.

**Korea:**

labour backs U.N. stand in Korea—joint statement issued by T. and L.C. and C.C. of L., 1625.  
resolution adopted by C.C.C.L., 1833.  
resolution adopted at convention of C.C. of L., 1816.  
statement on foreign relations adopted at convention of T. and L.C., 1800.  
*See also* Armed Forces.

**Kuzych, Myron:**

legal decision *re*, 219, 896, 1704, 1705, 1786, 1822.

**Labour Acts:**

N.S.—  
re-enactment, 2097.  
*See also* various subject headings.

**Labour and National Service, British Ministry of:**

annual report (1949), 1997.

**Labour Camps:**

Ont.—  
amendment to Public Health Act *re* medical, surgical and hospital care and treatment of employees in lumbering, mining and railway construction camps, 1695.

**Labour Code:**

Canada—  
*C.C. of L.*—  
reiterates opposition to I.R.D.I. Act, 639; remarks of Prime Minister, 641.  
“national labour code to cover every Canadian worker”—resolution supported at convention, 1820.  
*T. and L.C.*—  
recommendations *re* National Labour Code, 461; remarks of Prime Minister, 465.  
statement presented at Convention *re* enactment of Labour Relations Act, 1806.  
Man.: amendments to Labour Relations Code recommended by C. of L. unions, 471.  
Ont.: recommendations of Federation of Labour (C.C. of L.), 649.

**Labour College:**

U.S.A.—  
established by I.L.G.W.U. to provide new leadership for labour movement, 309.

**Labour Committee for Racial Tolerance:**

proceedings of conference endorsed by racial tolerance committee of T. and L.C. and C.C. of L., 794.

**Labour Conditions:**

*See* monthly summaries of current labour conditions.

**Labour Councils:**

Man.—  
legislative proposals of C.C. of L. unions—Winnipeg Labour Council, Brandon Labour Council, and C.C. of L., 471.  
Que.: C.C.C.L. and Superior Labour Council, 477.  
*See also* Trade Unions.

**Labour Day:**

Canada—  
message of Hon. Milton F. Gregg, Minister of Labour, 1552.  
extracts from messages of labour leaders—Percy Bengough, President, T. and L.C., 1553; A. R. Mosher, President, C.C. of L., 1553; Gerard Picard, President, C.C.C.L., 1554.

**Labour Departments and Bureaus:**

Canada—  
annual report of Department of Labour, 10.  
orders under Rearrangement and Transfer of Duties Act, 1919.  
administration of Merchant Seamen Compensation Act and Government Employees' Compensation Act, 429, 1919.  
Department of Labour safety film, produced by National Film Board, wins safety competition, 609.  
Government contribution to U.I.C. Fund, administration cost U.I.C., vocational training, and Annuities Fund—Government expenditures on social services in 1948-49, 161.  
B.C.: annual report of Department of Labour (1948), 328.  
N.B.: annual report of Department of Labour for year ending October 31, 1949, 1706.  
Nfld.: amendment to Department of Labour Act *re* appointment of staff, 883.  
N.S.: annual report of Department of Labour (1948), 332; (1949), 2097.  
Ont.: annual report of Department of Labour (1949), 2098.  
Sask.: annual report of Department of Labour (1949), 1708.  
U.S.A.: changes in organization, 992.  
*see also* various subject headings.

**Labour Education:**

*See* Workers' Education.

**Labour Force:**

number of women in employment in France, the United Kingdom, the United States, and the U.S.S.R.—I.L.O. report on equal pay for work of equal value, 183.

**Labour Force—Con.**

## Canada—

analytical report on composition of the labour force—definition, entries and withdrawals, wartime changes, age and sex composition, occupational, industrial and geographic shifts, changing age patterns, women workers, and seasonal workers, 19-28.

total insured population as at November 20, 1948, 14.

statistics, 124, 259, 385, 562, 753, 939, 1094, 1225, 1579, 1742, 1949, 2128.

United Kingdom: annual report (1949) of Ministry of Labour and National Service, 1997; decline in labour force in coal mining in 1949, 1997; increased labour force in textile industries in 1949, 1997.

U.S.A.: teen-age youth in the labour market—government study on employment problems of "teen-agers" in Louisville, 1162.

See also monthly summaries on Current Labour Conditions.

**Labour Gazette:**

## Canada—

presentation of Anniversary Issue to Hon. Milton F. Gregg, Minister of Labour, by Percy R. Bengough, President, at 65th convention of T. and L.C., 1796.

appointment of French Editor commended by C.C.C.L., 466, 468.

publication by Quebec Department of Labour recommended by C.C.C.L., 479; by Quebec Federation of Labour, 1666.

**Labour Income:**

See Income.

**Labour Inspection:**

India and Norway ratify Labour Inspection Convention, 1947 (I.L.O. Convention No. 81), 59.

See also Inspections.

**Labour Law:**

See Labour Legislation.

**Labour Legislation:**

## Canada—

recent regulations under Dominion and provincial legislation, 85, 224, 354, 526, 699, 890, 1062, 1191, 1698, 1920, 2089.

legislation enacted by the Twenty-first Parliament, 1949-50—first session, 1914; second session, 1916; third (special) session, 1919.

administration of Government Employees' Compensation Act and Merchant Seamen Compensation Act transferred from Department of Transport to Department of Labour, 429.

workmen's compensation under review in three provinces—Ontario, British Columbia and Saskatchewan, 39.

introduction of Ontario Labour Relations Bill and Alberta Labour Act, 528, 530.

ninth annual meeting of C.A.A.L.L., 1164.

report of Committee on Legislative Activities, presented at Convention of T. and L.C., 1806.

1950 revision of *Provincial Labour Standards* issued by Department of Labour, 1994.

**Labour Legislation—Con.**

## Canada—Con.

*Labour Relations and Precedents in Canada*—review of book compiled by A. C. Crysler, 300.

Alta.: legislation enacted in 1950, 2081; provisions of Bill to amend Labour Act, 530.

B.C.: legislation enacted in 1950, 1058; annual report of Department of Labour (1948), 328; suggested amendments to Industrial Conciliation and Arbitration Act, presented to Minister of Labour by Provincial Executive (T. and L.C.), 327.

N.B.: legislation enacted in 1950, 1697; annual report of Department of Labour (1949), 1706.

Nfld.: legislation enacted in 1950, 2074, in 1949, 881; re activities of Labour Legislation Advisory Committee, 165.

N.S.: legislation enacted in 1950, 2086; annual report of Department of Labour (1949), 2097, (1948), 332.

Ont.: legislation enacted in 1950, 1689; annual report of Department of Labour (1949), 2098; *Stewards' Handbook on Labour Legislation* issued by Ontario Federation of Labour, 1630; provisions of proposed Labour Relations Act, 528.

P.E.I.: legislation enacted in 1950, 2088.

Que.: legislation enacted in 1950, 1696; C.C.C.L. and Superior Labour Council, 477; recommendations of Provincial Federation of Labour (T. and L.C.), 475.

Sask.: legislation enacted in 1950, 885; annual report of Department of Labour (1949), 1708.

France: forming of collective agreements under Government supervision—study prepared by French Information Service, 36.

India: Constitution of India—clauses setting forth objectives of state policy in regard to labour, 310.

Italy: revised legislation designed to benefit unemployed, 171.

U.S.A.: summary of state and federal legislation (1949), 1632; legislation to aid older workers under study in New York State, 614.

See also Trade Unions; various subject headings.

**Labour-Management Co-operation:**

proceedings of conference of the Council of Profit-Sharing Industries, 1995.

labour officers from India to train in United Kingdom, 799.

## Canada—

activities of Labour-Management Co-operation Service of Department of Labour—increase in number of production committees, 322—committees by industries, 323; committees by union affiliation, 323.

industrial co-operation urged by Prime Minister in address before Canadian Industrial Preparedness Association, 1990.

proceedings of conference of the Council of Profit-Sharing Industries, 1995.



**Labour-Management Co-operation—Con.**

- Platform of Canadian Chamber of Commerce* for 1950 submitted to Cabinet, 300.
- chairman's remarks at 21st annual meeting of Canadian Chamber of Commerce, 1990.
- conference on "The Church and Economic Changes" for English speaking employers in the Province of Quebec, sponsored by Laval University, 165.
- statement of policy of Canadian Construction Association, 295.
- Industrial Relations in the Pulp and Paper Industry*—partial text of paper by T. H. Robinson, Canadian International Paper Company, 811.
- functions of L.M.P.C. at Winnipeg plant of Burns and Company, Limited, described in booklet *Co-operation Works Here*, issued by Department of Labour, 809.
- Alta.: provisions of Bill to amend Labour Act, 530-31.
- Ont.: resolution adopted by Provincial Federation of Labour (T. and L.C.), 324.
- Que.: remarks of Provincial Federation of Labour in brief submitted to provincial authorities, 474.
- United Kingdom: function of management associations sponsored by British Institute of Management, 1997; annual report of Ministry of Labour and National Service (1949), 1997; joint consultation in industry enters new stage of development, 612; psychological approach to higher industrial production, 435.
- U.S.A.: report of Council of Profit-Sharing Industries, 168, proceedings of Conference, 1995; trend for longer paid vacations shown in survey, 168; survey of employee recreation programs, 1659; causes of industrial peace under collective bargaining—studies of plants having satisfactory labour-management relations, issued by National Planning Association, 306, 438, 2045; establishment and functions of Industrial Relations Research Association, 303; *Job Modifications under Collective Bargaining*—experience of companies and unions in handling job modifications made necessary by changes in production methods, 798; local of International Association of Machinists advertises in radio and press to sell company's products, 170.

**Labour-Management Production Committees:**

- Canada—
- increase in number of production committees, 322—committees by industries, 323; committees by union affiliation, 323.
- number and functions of committees in pulp and paper industry, 815.
- functions of Committee at Winnipeg plant of Burns and Company, Limited, described in booklet *Co-operation Works Here*, issued by Department of Labour, 809.
- number of active committees as at May, 1950—provincial and industrial representation; trade union affiliation, 986.

**Labour Market:**

See Labour Force.

**Labour Movement:**

Canada—  
history of the T. and L.C. and the Labour Movement in Canada, written by T. and L.C., 14.

**Labour Officers:**

labour officers from India to train in United Kingdom, 799.

**Labour Organization:**

Canada—  
trade union membership (1949), 1634-36—classified by affiliation, 1635; by industrial groups, 1636.  
recommendation of T. and L.C. re right of Government employees to organize, 462.

N.B.: amendment to Labour Relations Act urged by Federation of Labour (T. and L.C.), 645.

Que.: right of association—co-operative institutions—extracts from pastoral letter issued by Roman Catholic Episcopate, 654.

**Labour Organizations:**

See Trade Unions.

**Labour Permits:**

See Permits.

**Labour Productivity:**

See Productivity.

**Labour Relations:**

See Industrial Relations; Legal Decisions.

**Labour Relations Board:**

See Canada Labour Relations Board; Industrial Relations; National Labour Relations Board (U.S.A.).

**Labour Representation:**

number of trade union representatives to World Labour Congress, 180.

Canadian representation at meeting of I.L.O. Governing Body called to appoint Commission on Trade Union Rights, 667.

W.F.T.U. represented at meeting (third session) of I.L.O. Metal Trades Committee, 321.

Canada—

appointment of Ambassador to Vatican, requested by C.C.C.L., 468; reply of Prime Minister, 470.

recommendation of C.C. of L. re representation at International Labour Conference, 640.

recommendation of R.T.B., 643.

Alta.: representation on Alberta Conservation Board requested by Federation of Labour, 198.

Man.: representation on government boards requested by Executive Committee (T. and L.C.), 645.

See also Fraternal Delegates.

**Labour Standards:**

Canada—  
1950 revision of Provincial Labour Standards issued by Department of Labour, 1994.

**Labour Statistics:**

Canada—  
monthly summary of current labour statistics—5, 159, 293, 427, 607, 789, 985, 1221, 1551, 1623, 1779, 1987.

**Labour Supply:**

U.S.A.—  
effect of expanding defence program on manpower situation, 2001.

**Labour Transference:**

Canada—  
farm labour program (1949), 193-197.  
movement of farm labour in 1949-50—annual report of U.I.C., 1928.  
movement of agricultural workers during 1949, 608.  
Nfld.: hard-rock miners transferred to North-western Ontario and Manitoba, 1132.  
United Kingdom: end of manpower controls—revocation of Control of Engagement Order (1947), 613; welfare facilities for transferred workers, 431.

**Labour Turn-over:**

Canada—  
shifts within the labour force—occupational, 23; industrial 24; geographic, 25.

**Labour Unity:**

Canada—  
resolution adopted at convention of C.C. of L., 1819.  
U.S.A.: attempts by A.F. of L. and C.I.O. to achieve labour unity, 436, 798, 1632; further progress towards labour unity—extracts from letter sent by President of C.I.O. to labour organizations, 614; statement on labour unity read into Convention records of A.F. of L., 2040.

**Labour Welfare:**

See Industrial Welfare.

**Labourers:**

U.S.A.—  
long-term decline in job opportunities for labourers (1910-1948), 17.

**Labourers' Protective Union:**

Canada—  
conciliation proceedings, 201, 202.

**Ladies' Garment Workers' Union, International:**

Canada—  
membership in primary textile industry, 619.  
U.S.A.: establishes labour college to provide new leadership for labour movement, 309; re union radio stations, 170.

**Land Development:**

Nfld.—  
recommendation of Federation of Labour (T. and L.C.) in brief submitted to Royal Commission on Cost of Living, 647.

**Laundries:**

Canada—  
numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2027.  
increase in wage rates in 1949, 790.  
index numbers of wage rates (1948-1950), 1780.  
U.S.A.: guaranteed wage for New York laundry workers, 612.

**Laval University:**

"Wage Structure" theme at fifth annual convention of Industrial Relations Department, 817.  
sponsors conference on "The Church and Economic Changes" for English-speaking employers in Province of Quebec, 165.

**Lay-offs:**

Canada—  
number of railway workers and non-railway workers laid off by nation-wide strike, 1652.  
lay-off rules in meat packing industry, 2014.  
amendment in Unemployment Insurance Contribution Regulations, 230.  
U.S.A.: *Lay-off Policies and Practices*—study published by Princeton University Industrial Relations Section, 2005.

**Lead Poisoning:**

United Kingdom—  
annual report of Chief Inspector of Factories (1948), 662.

**Leather Products:**

Canada—  
numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2025.

**Leave of Absence:**

Canada—  
provisions of collective agreements in primary textile industry, 629, 635.

**Legal Decisions:**

Canada—  
legal decisions affecting labour, 217, 351, 702, 893, 1072, 1704, 2092.  
delegation of legislative powers by a Provincial Legislature to Parliament or by Parliament to a Provincial Legislature, held unconstitutional by Supreme Court of Canada, 2092.  
Government employees, injured during employment, awarded damages from Federal Government in addition to workmen's compensation, 351.  
amendment to Supreme Court Act abolishes appeals to Judicial Committee of the Privy Council, 1914.  
union expulsion case of Myron Kuzych, 219, 896, 1704, 1705, 1786, 1822.  
Privy Council holds regulation of hours of Empress Hotel employees within jurisdiction of B.C. legislature—C.P.R. appeal dismissed, 217.  
Supreme Court judgment on wartime leasehold regulations, 710.

**Legal Decisions—Con.**

## Canada—Con.

- prosecutions for violations of the Unemployment Insurance Act may be commenced at any time within one year of the day the Commission has sufficient evidence to warrant proceedings, 2093.
- union officers not guilty of wrongful interference with contractual relationship between Hamilton master plumber and building contractor, 893.
- B.C.: union expulsion case of Myron Kuzych, 219, 896, 1704, 1705, 1786, 1822; Privy Council holds regulation of hours of Empress Hotel employees within jurisdiction of B.C. legislature—C.P.R. appeal dismissed, 217; Court prohibits second strike vote until after further conciliation procedure, 702; Court holds that Labour Relations Board has authority to determine whether members of union applying for certification as bargaining agent are "members in good standing" under union's constitution, 703; Court interprets union's picketing rights under Trade-unions Act, 2093; picketing of ss. *Seaboard Star* by C.S.U. members held illegal—application to dissolve injunction dismissed, 221.
- Man.: Court holds injury to farm labourer result of his own negligence and employer therefore not liable for damages, 894; Workmen's Compensation Board order declaring an injured man to be "workman" under Act, quashed by Appeal Court. Board prohibited from awarding compensation, 895.
- N.B.: lack of skill in person "employed to do carpentry" does not exempt him from carpentry trade schedule under Industrial Standards Act, 352.
- N.S.: delegation of legislative powers by a Provincial Legislature to Parliament or by Parliament to a Provincial Legislature, held unconstitutional by Supreme Court of Canada, 2092.
- Ont.: in case of split in certified union, group remaining in original union, even if minority, held to be entitled to union dues, 223; union officers not guilty of wrongful interference with contractual relationship between Hamilton master plumber and building contractor, 893.
- Que.: prosecutions for violations of the Unemployment Insurance Act may be commenced at any time within one year of the day the Commission has sufficient evidence to warrant proceedings, 2093; Council of Arbitration appointed under Trade Disputes Act held to be properly constituted, 2095; non-discrimination provisions of Labour Relations Act held to apply to school commissions, 2096; Court rules workman paid by the hour entitled to a week's notice of dismissal, 1072; Montreal firm ordered to pay wages required under minimum wage ordinances. Charges of invalidity dismissed, 353.
- Sask.: Labour Relations Board's reinstatement order quashed in Appeal Court on grounds that Board did not properly assess monetary loss suffered by dismissed employees, 704; Court finds that Labour Relations Board failed to take proper steps to determine majority support of union seeking certification --

**Legal Decisions—Con.**

## Sask.—Con.

Board order quashed, 706; Labour Relations Board found to have acted without jurisdiction, since in making an order it failed to follow its own rules and regulations, 2094.

- U.S.A.: Supreme Court reaffirms principle that railroad employees may apply for injunction against racial discrimination by unions, 171; validity of non-Communist affidavit required of union officers under Taft-Hartley Act, upheld by Supreme Court, 992, 1072; National Maritime Union hiring halls ruled illegal under Taft-Hartley Act, 799; U.M.W. union not guilty of contempt charges. Government's contention that union did not take appropriate action to stop strike held unproved, 708.

**Legal Injunctions:**

See Injunctions.

**Legislation:**

## Canada—

- proceedings of Dominion-Provincial Constitutional Conference, 160.
- provisions of Regulations Act, 1918.
- See also Labour Legislation; various subject headings.

**Legislative Proposals:**

See Labour Legislation; Trade Unions; various subject headings.

**Libraries:**

## Canada—

- publications in Library of Federal Department of Labour, 118, 254, 379, 558, 748, 934, 1089, 1218, 1738, 1944, 2122.
- recommendations submitted to Royal Commission on National Development in the Arts, Letters and Sciences, by certain labour bodies, 1003.
- Ont.: *re* application of Part 1 of Workmen's Compensation Act, 1693.

**Licences:**

## Alta.—

recommendation of Federation of Labour, *re* chauffeur's licences, 198.

- N.B.: provisions of new Game Act, 1698.

**Licensing of Workmen:**

## Alta.—

regulations under Electrical Protection Act, 1191.

- B.C.: regulations under Electrical Energy Inspection Act, 1700; annual report of Board of Industrial Relations, Department of Labour (1948), 329.
- N.S.: amendment to Sealers' Act *re* licensing of workers, 2087.
- P.E.I.: new and amended regulations under Electrical Inspection Act, 226.
- Sask.: regulations under Electrical Inspection and Licensing Act (1949), 888, 1071; under Passenger and Freight Elevator Act, 227.



**Liens:**

- P.E.I.—  
provisions of Mechanics' Lien Act, 2088.

**Life Insurance:**

- Canada—  
terms of agreement between General Motors Corporation of Canada and employees, 988.  
U.S.A.: G.M.-U.A.W. agreement—increased coverage under new five-year contract, 990-91.

**Lifting:**

- U.S.A.—  
*Teach Them to Lift*—safety pamphlet issued by Department of Labour, 18.

**Lifting Gear:**

- United Kingdom—  
*The Use of Chains and Other Lifting Gear*—1949 edition of safety pamphlet issued by Ministry of Labour and National Service, 1999.

**Liquor:**

- Alta.—  
regulations under Liquor Control Act, 1698.  
Nfld.: regulations under Alcoholic Liquors Act (1949), 883, 891.

**Loans:**

- Canada—  
amendment to National Housing Act, 11.  
application of Veterans Business and Professional Loans Act to members of special Canadian forces on active service, 1624.  
credit union lending operations in 1948, 335.  
recommendation of C.C.C.L. *re* Housing Act, 1834.  
Alta.: provisions of Self-Liquidating Projects Act, 2086.  
Nfld.: provisions of Co-operative Development Loan Act, 884, of Fisheries Loan Act, 885.  
N.S.: amended provisions of Industrial Assistance Act, 2087.  
Que.: amendment to housing legislation *re* interest on government loans, 1696.  
U.S.A.: loans to housing co-operatives, requested by C.I.O., 52.

**Locomotive Engineers, Brotherhood of:**

- Canada—  
conciliation proceedings, 60, 61, 62, 63, 1041.  
U.S.A.: *re* labour unity, 614.

**Locomotive Firemen and Enginemen, Brotherhood of:**

- Canada—  
certification proceedings, 62, 63, 509, 674, 675, 823, 1044, 2051.  
U.S.A.: *re* racial discrimination, 171.

**Logging:**

- Canada—  
trade union membership (1949), 1636.  
index numbers of wage rates (1948-1950), 1780.  
decrease in wage rates in 1949, 790.  
B.C.: annual report of Safety Branch, Department of Labour (1948), 331.  
*See also* Minimum Wages; monthly summaries of Current Labour Conditions.

**Longshoremen of America, International:**

- Canada—  
conciliation proceedings, 1041, 1168.

**Longshoremen's and Warehousemen's Union, International:**

- Canada—  
conciliation proceedings, 1169.  
U.S.A.: *re* Communism and C.I.O., 51, 1788.

**Longshoremen's Association, International:**

- Canada—  
conciliation proceedings, 2053.

**Longshoremen's Protective Union:**

- Canada—  
collective agreement, 2064.

**Lotteries:**

- Canada—  
provincial lotteries favoured by C.C.C.L., 1834.  
resolution of Quebec Provincial Federation of Labour *re*, 1665.

**Low, Solon E., National Leader, Social Credit Party:**

- on The Maintenance of Railway Operation Act, 1648.

**Low Income:**

- See* Income.

**Lumber Industry:**

- Canada—  
wages, hours and working conditions in the lumber and its products industry, 91-105.  
resolution adopted at convention of C.C. of L., 1815-16.  
B.C.: annual report of Safety Branch, Department of Labour (1948), 331.  
Ont.: amendment to Public Health Act *re* medical, surgical and hospital care and treatment of employees in lumbering, mining and railway construction camps, 1695.  
*See also* monthly summaries of current labour conditions.

**Lumber Inspectors' Union:**

- Canada—  
agreements, 342.

**Machine Tools:**

- United Kingdom—  
*Safety of Machine Tools and Other Plant: No. 1 Drilling Machines*—1950 edition of safety pamphlet issued by Ministry of Labour and National Service, 1999.

**Machinists, International Association of:**

- affiliation with International Metalworkers' Federation, 304-5.  
Canada—  
conciliation proceedings, 1556, 1891.  
collective agreements, 869, 1677.  
U.S.A.: *re* labour unity, 436, 614; "no-raiding" agreement between International Association of Machinists and U.A.W., 436; case studies of causes of industrial peace under collective bargaining, 406, 2045; machinists advertise in radio and press to sell company's products, 170.

**Mackintosh, Dr. W. A., Vice-Principal,**  
*Queen's University:*  
appointment as Industrial Inquiry Commissioner of nation-wide railway strike, 1642; report, 1643; memorandum (by railways) to, 1644.

**MacNamara, Dr. A., Deputy Minister of Labour:**  
awarded Citation of Merit by International Association of Public Employment Services, 986.  
submits brief to Joint Committee of the Senate and the House of Commons on Old Age Security, 987.  
*extracts from addresses—*  
industrial relations in retrospect, given before Kiwanis Club of Montreal, 294.  
at Dominion-Provincial Agricultural Conference, 9.  
at seventh annual Dominion-Provincial Farm Labour Conference, 193.  
at meeting of Canadian Vocational Training Advisory Council, 1030.  
announces postponement of Dominion-Provincial Conference on Rehabilitation of the Handicapped, 793.  
on number of workers and families brought to Canada during period June, 1947-June, 1950, 1627.

#### **Maintenance of Membership:**

Canada—  
provisions in meat packing industry, 2020.  
provisions of collective agreements in primary textile industry, 621, 632.  
B.C.: suggested amendments to Industrial Conciliation and Arbitration Act, presented to Minister of Labour by Provincial Executive (T. and L.C.), 327.  
U.S.A.: analysis of collective agreements in force in 1949, 1789.

#### **Maintenance of Railway Operation Act:**

text, 1653.  
enactment of Act at third (special) session of Twenty-first Parliament, 1919.

#### **Maintenance-of-Way Employees, Brotherhood of:**

Canada—  
*re* nation-wide railway strike, 1654.  
conciliation proceedings, 202, 508, 826.

#### **Management:**

Canada—  
"management rights" clauses of collective agreements in primary textile industry, 622, 633.  
*See also* Labour-Management Co-operation; Personnel Management.

#### **Management Associations:**

*See* British Institute of Management.

#### **Manitoba:**

*See* various subject headings.

#### **Manitoba Executive Committee (T. and L.C.):**

legislative proposals, 472, 644.

#### **Manlifts:**

U.S.A.—  
*Safety Code for Manlifts*, 614.

#### **Manpower:**

Canada—

*The Canadian Labour Force*—analytical report on composition of labour force, 19-28.

United Kingdom: end of manpower controls—revocation of Control of Engagement Order (1947), 613; annual report (1949) of Ministry of Labour and National Service, 1997.

India: establishment of technical and vocational training scheme for adult civilians to ensure supply of skilled industrial workers, 2006.

U.S.A.: effect of preparedness measures on employment situation, 1662, of expanding defence program on manpower situation, 2001.

*See also* monthly summaries of current labour conditions.

#### **Manufacturing:**

Canada—

index numbers of wage rates (1948-1950), 1780.

increase in wage rates in 1949, 790.

earnings and hours of male and female wage-earners and salaried employees in manufacturing (1948), 1034, 1937.

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2025.

report on composition of Canadian labour force—entries and withdrawals, war-time changes, industrial and geographic shifts, women workers, and seasonal workers, 19-21, 24-25, 27-28.

trade union membership (1949), 1636.  
labour-management production committees functioning in various enterprises, 323, 986.

working conditions in Canadian manufacturing industries, October (1949), 1836-1874—normal work week, 1837; overtime payment, 1848; vacations with pay, 1856; statutory holidays, 1865.

hours and working conditions in manufacturing industries of Halifax, Montreal, Toronto, Winnipeg and Vancouver, October (1949), 1014.

*Preliminary Statement of Manufactures in Canada, 1949*, issued by D.B. of S., 1993.

Nfld.: weekly hours and earnings in non-agricultural industries as at June 1, 1950, 1994.

U.S.A.: percentage of workers receiving wage increases in 1950, 2001.

#### **Marchand, Jean, Secretary-General, Canadian and Catholic Confederation of Labour:**

report of Executive Bureau at 29th annual convention of C.C.C.L., 1828.

#### **Marine Cooks' and Stewards' Unions:**

U.S.A.—  
expelled by C.I.O. for Communist activity, 1788.

#### **Marine Workers' and Boilermakers' Industrial Union:**

Canada—  
collective agreements, 205.  
B.C.: legal decision *re* admittance of expelled trade unionist, 1705; *re* proceedings at convention of C.C. of L., 1822.

**Maritime Union:**

See National Maritime Union.

**Marshall Plan:**

U.S.A.—

support of A.F. of L. praised at annual convention, 48.  
support of C.I.O., 50.

**Martin, Hon. Paul, Minister of National Health and Welfare:**

on appointment of Joint Committee of Parliament on Old Age Security, 428.  
reply to legislative proposals of C.C. of L., 642; of T. and L.C., 465.  
announces extension of silicosis and TB x-ray services for industrial workers, 610.  
on establishment of radiological health program, 610.  
*re* proposed Dominion-Provincial Conference on Rehabilitation of Handicapped Persons, 428.

**Masters and Servants:**

Que.—

repeal of certain provisions of Cities and Towns Act, 1696.

**Maternity Benefits:**

Eire—

benefits under proposed social security plan, 311.

**Mayhew, Hon. R. W., Minister of Fisheries:**

on Canada's contribution to technical aid programs, 1133.

**McGill University:**

second annual conference of Industrial Relations Centre, 819.  
presentation of tablet commemorating wartime work of I.L.O. at University, 1880.

**Meals:**

U.S.A.—

cost of meals in company-operated dining rooms held mandatory bargaining issue by N.L.R.B., 170.

**Means Test:**

See Pensions.

**Meat Packing Industry:**

Canada—

collective bargaining contracts in meat packing industry, 2008-22.  
amending Bill, not passed, 1916.

**Meat Products:**

Canada—

hours and working conditions, 1716.  
numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2025.

**Mechanics:**

vocational training of mechanics urged in resolution on technical assistance adopted by I.L.O. Metal Trades Committee, 321.

Man.: revised regulations under Apprenticeship Act, governing automobile repair and internal combustion engine mechanics' trades, 527.

**Mechanics' Liens:**

P.E.I.—

provisions of new Act, 2088.

**Medical Services:**

Supplementary Agreement on Social and Medical Assistance, signed by five Western Union countries, 1136.

Man.: recommendation of Executive Committee (T. and L.C.), 644.

Ont.: amendment to Public Health Act *re* medical, surgical and hospital care and treatment of employees in lumbering, mining and railway construction camps, 1695.

Sask.: provisions of orders under Health Services Act, 356; replacement of Health Services Act by new statute, 889; payroll deduction plan for collection of hospitalization taxes, urged by Federation of Labour (C.C. of L.), 44.

U.S.A.: G.M.-U.A.W. agreement—*re* medical-hospital benefits under five-year contract, 990-91.

**Medicine:**

Canada—

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2026.

**Memorial Periods:**

U.S.A.—

duration of strikes to mark mine disasters—provision of agreement reached between U.M.W.A. and soft coal operators, 437.

**Men's and Boys' Clothing:**

See Clothing.

**Mercentile Industry:**

See Hours of Work; Shops.

**Merchandise:**

Canada—

co-operative sales in 1949, 1655.

**Merchant Marine:**

U.S.A.—

development and maintenance of adequate service, requested by C.I.O., 52.

**Merchant Seamen:**

Canada—

Merchant Seamen Vocational Training Order providing training for certain unemployed merchant seamen, 354.

**Merchant Seamen Compensation Act:**

transfer of administration, 429, 1919.

**Metal Mining:**

Canada—

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2025.

**Metal Trades:**

meeting (third session) of I.L.O. Metal Trades Committee, 319.

Canada—

*Sheet Metal Worker*—occupational monograph issued by Department of Labour, 610.

B.C.: accident prevention regulations under Workmen's Compensation Act, 2090.

Man.: revised rules under Apprenticeship Act, 225.

**Metal Workers' Federation:**

application of U.A.W., U.S.W., and T.A.M., 304-5.



**Migration and Settlement:**

- technical assistance to emigration and immigration countries authorized by I.L.O. Governing Body at 112th session, 1657.
- inclusion of salaried employees and professional workers within scope of I.L.O. migration program, requested by Advisory Committee, 57.
- Canada—
- statistics, 124-25, 259-60, 386-87, 562-63, 753-54, 941-42, 1094-95, 1225-26, 1581-82, 1742-43, 1949-50, 2130-31.
  - employment of British immigrants as farm workers in Alberta and British Columbia, 196, 197.
  - number of workers and families brought to Canada during period June, 1947-June, 1950, 1627.
  - immigration to Canada in 1949, 296.
  - legislative jurisdiction *re* I.L.O. Conventions (No. 97) concerning migration for employment (Revised, 1949); Recommendation (No. 86) concerning migration for employment (Revised, 1949), 1658.
  - proceedings of quarterly meeting of N.E.C., 2104.
  - recommendation of Canadian Construction Association, 295.
  - recommendation of C.C.C.L., 468; reply of Prime Minister, 470.
  - recommendation of C.C. of L. *re* emigration of doctors and surgeons from Europe, 1823; other recommendations, 639.
  - recommendations of R.T.B., 643.
  - legislative proposal of T. and L.C., 462; resolution adopted, 1805.
- Alta.: number of British immigrants employed on farms, 196.
- B.C.: employment of British immigrants urged by provincial director of farm labour, 197.
- Que.: recommendation of C.C.C.L., 479.
- U.S.A.: Displaced Persons Bill provides increased quota of displaced persons, 1138; conditions among migratory workers to be studied by five-man commission, 1139.
- See also* monthly summaries of current labour conditions.

**Migratory Workers:**

*See* Migration and Settlement.

**Military Training:**

- Canada—
- views of C.C.C.L., 468; reply of Prime Minister, 470.

**Millworkers:**

*See* Sawmills.

**Mine, Mill and Smelter Workers, International Union of:**

- Canada—
- jurisdiction in mining and smelting industry granted to U.S.W.A. by C.C. of L., 163.
  - conciliation proceedings, 199, 202, 683, 825, 1039.
  - legal decision, 223.
  - collective agreements, 692, 1672, 1674, 2060.
- U.S.A.: expelled by C.I.O. as Communist-dominated, 438; *re* Communism and C.I.O., 51.

**Mines and Resources, Department of:**

government expenditure *re* Indian Affairs in 1948-49, 161.

**Minimum Age for Employment:**

*See* Employment; Juvenile Employment.

**Minimum Call Pay:**

*See* Guaranteed Wages.

**Minimum Wages:**

- application, by Government, of equal pay principle where wage rates determined under public authority, suggested in I.L.O. report on equal pay for work of equal value, 188.
  - resolution on minimum wages in agriculture adopted at thirty-third session of the I.L.O., 1155.
  - clauses of resolution adopted by I.L.O. Metal Trades Committee, 319, 320.
- Canada—
- minimum hourly rate of 75 cents for all workers requested by C.C.C.L., 1835.
  - resolution adopted by T. and L.C., 1804.
- Alta.: Labour Act—amended provisions, 2082; Order No. 20, Hours of Work and Minimum Wage Order (trucking industry), 1921.
- B.C.: annual report of Board of Industrial Relations, Department of Labour (1948), 328; recommendations of Executive (T. and L.C.), 471.

**Female Minimum Wage Act—**

Order No. 6A (parts department, automotive repair and gasoline service-station industry), 1192; Order No. 9B (road transport), 1922; Order No. 11A (exemption of licentiates in pharmacy from Order No. 11 governing rest periods for women workers), 2089; Order No. 16 (hospital institutions), 85; Order No. 24 (mercantile industry), 86; Order No. 59 (mercantile industry), 86; Order No. 67A (motion picture projectionists), 1066.

**Male Minimum Wage Act—**

Order No. 6A (parts department, automotive repair and gasoline service-station industry), 1192; Order No. 9B (road transport), 1922; Order No. 15 (workers in undertaking establishments including funeral attendants and chauffeurs), 526; Order No. 16 (hospital institutions), 85; Order No. 24 (mercantile industry), 86; Order No. 59 (mercantile industry), 86; Order No. 67A (motion picture projectionists), 1066.

Man.: schedule of rates of wages and maximum hours for certain public and private construction works, 1067; recommendation of C.C. of L. unions *re* enforcement of Minimum Wage Act, 472; amendments to Minimum Wage Act requested by Executive Committee (T. and L.C.), 473, seeks 75-cent minimum hourly wage, 645.

**Minimum Wages—Con.**

- N.B.: new regulation under Minimum Wage Act, 1922; provisions of new Orders under Act, 87; *Minimum Wage Board* order governing male employees producing pulpwood, pitprops or logs, 1070, 1707; general order governing certain female employees, 1707.
- Nfld.: provisions of Minimum Wage Act, 2079.
- N.S.: annual report of Minimum Wage Board (1948), 333.
- Ont.: violation of Minimum Wage Act in 1949, 2099; bill seeking to establish minimum wage of 75 cents under Act, not passed, 1695.
- Que.: Montreal firm ordered to pay wages required under minimum wage ordinances. Charges of invalidity dismissed, 353; recommendations of C.C.C.L., 478; criticism of Act by Provincial Federation of Labour (T. and L.C.), 1666, urges amendments to Act, 475.

**Orders under Minimum Wage Act—**

- No. 2 (overtime), 893.
- No. 3 (holidays with pay), 87, 893.
- No. 3A (holidays with pay in construction industry, Montreal and vicinity), 87; (building construction industry), 700.
- No. 4 (general order—amendments—renewal), 892.
- No. 5 (silk textiles), 893.
- No. 8 (cotton textiles), 893.
- No. 11 (charitable institutions), 893.
- No. 14 (real estate undertakings), 893.
- No. 19 (full-fashioned hosiery), 893.
- No. 23 (taverns in Montreal), 893.
- No. 26A (taxicabs in Montreal), 893.
- No. 29 (taxicabs in Quebec), 893.
- No. 37 (manufacturing of glass containers), 893.
- No. 39 (forest operations), 893.
- Sask.: amendments to Minimum Wage Act, 887; annual report of Department of Labour (1949), 1709; recommendations of Federation of Labour (C.C. of L.), 43; recommendations of Provincial Executive Committee (T. and L.C.) *re* Minimum Wage Board, 45.

**Orders of Minimum Wage Board—**

- Nos. 1-3 (educational institutions, hospitals, nursing homes, hotels and restaurants), 1193.
- No. 11 (lumbering industry), 1192.
- France: guaranteed minimum wage regulations, 1140.
- India: report of Committee on Fair Wages, 441.
- U.S.A.: amendments to Fair Labour Standards Act (1949), 1632; enforcement of new minimum hourly wage of 75 cents, urged by A.F. of L., 49; amendments to Fair Labour Standards Act urged by C.I.O., 52.

*see also* provisions of collective agreements summarized in monthly reports on *Collective Agreements and Wage Schedules*.

**Mining:**

model code of safety regulations for underground work in coal mines, approved by I.L.O. tripartite technical conference, 53.

recommendation of I.L.O. Governing Body *re* employment of young persons in underground work in coal mines, 1657.

**Canada—**

improved productivity in coal mines in 1948—annual survey of operating costs and revenues by Dominion Coal Board, 13.

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2025.

index numbers of wage rates (1948-1950), 1780.

increase in wage rates in 1949, 790.

trade union membership (1949), 1636.

number of labour-management production committees as at September 30, 1949, 323.

C.C. of L. grants U.S.W.A. jurisdiction formerly held by I.U.M.M.S.W. in mining and smelting industry, 163; recommendation *re* Canadian markets for Canadian coal, 640.

Alta.: limitation of hours of labour of coal miners above ground—provisions of Order 17 under Labour Act, 1063; provisions of Hours of Work Order (No. 14), under Labour Act, governing coal mines, 85.

Nfld.: hard-rock miners transferred to North-western Ontario and Manitoba, 1132.

N.S.: revised regulations under Mines Act, 2087.

Ont.: amendment to Public Health Act *re* medical, surgical and hospital care and treatment of employees in lumbering, mining and railway construction camps, 1695.

Que.: regulations under Mining Act for protection of workmen in dust exposure occupations, 1071.

United Kingdom: decline in labour force in coal mining in 1949, 1997; annual report of National Coal Board (1949), 1631; 27th Annual Report on Safety in Mines Research, 1631; resolution adopted by T.U.C. *re* financial structure of, 2038.

U.S.A.: settlement of coal strike—provisions of agreement reached between U.M.W.A. and soft coal operators, 437.

**Ministry of Labour and National Service:**

*See* Labour and National Service, British Ministry of.

**Minors:**

*See* Juvenile Employment.

**Mitchell, Hon. Humphrey, Minister of Labour:**

death of, 1128.

reply to legislative proposals of C.C. of L., 641.

New Year's message, 6.

extracts from address at meeting of Vocational Training Advisory Council, 29.

**statements, etc.—**

Federal Government expenditures on social services (1948-49), 161.

employment and unemployment, 160.

ratification by Canada of I.L.O. Convention No. 88—Organization of the Employment Service, 1158.

**Mitchell, Hon. Humphrey—Con.***Statements, etc.—Con.*

- placement of handicapped workers, 1132.
- transference of Newfoundland miners to Northwestern Ontario and Manitoba, 1132.
- operation of supplementary unemployment insurance benefits program, 790.
- amendments to Unemployment Insurance Act, 791-92.
- changes in employment conditions of prevailing rate employees, 429.
- authorization for vocational training agreement with Newfoundland, 295.
- safety competition won by Department of Labour film, produced by N.F.B., 609.
- campaign to place university graduates and undergraduates in employment, 12.
- 1950 engineering graduating class, 11.
- distribution of counselling booklets on skilled construction trades, 162.
- publication of occupational monographs—Sheet Metal Worker, 610; electrician's trade, 792.

**Monographs:**

*See Occupational Monographs.*

**Morse, David A., Director-General, International Labour Organization:**

- annual report, 664.
- report submitted at thirty-third session of International Labour Conference, 1153.

**Mosher, A. R., President, Canadian Congress of Labour:**

- address at convention of C.C. of L., 1307.
- remarks at presentation of Dominion legislative program of C.C. of L., 642.
- signs joint letter, with Percy Bengough, President, T. and L.C., requesting Government action on unemployment, 160.
- extracts from New Year's message, 7; from Labour Day message, 1553.
- statement on Labour's support of U.N. stand in Korea, 1625.
- text of letter to Prime Minister from C.C. of L. and T. and L.C. *re* amendments to B.N.A. Act, 1991-92.
- statement on new jurisdiction of U.S.W.A. in mining and smelting industry, 163.
- statement on acceptance of I.U.E.R.M.W., by C.C. of L., 8-9.

**Mother and Child:**

- protection of mother and child—principles enumerated in resolution adopted by International Social Security Association, 58.

**Mothers' Allowances:**

## Canada—

- administration during 1948, 299.
- recommendation of C.C.C.L., 1834.
- T. and L.C. requests substantial increase in allowance, 462.
- Nfld.: regulations under Act, 699, 883, 1070.
- N.S.: amended provisions of Act, 2087.
- Ont.: bill to amend Act, not passed, 1696.
- Sask.: amended regulations under Social Aid Act, 1923.

**Motor Coach Workers' Union:**

- Canada—
- agreements, 343.

**Motor Vehicles:**

- Canada—
- recommendation of C.C.C.L. *re* insurance, 1834.
- N.S.: amended provisions of Motor Vehicle Act, 2087.
- See also Vehicles.*

**Moulders and Foundry Workers' Union of North America, International:**

- Canada—
- collective agreement, 869.

**Municipal Corporations:**

- Que.—
- recommendation of Provincial Federation of Labour (T. and L.C.), 475; amendment to Act Respecting Municipal and School Corporations, 1696; amendments to Municipal and School Corporations and their Employees Act, requested by C.C.C.L., 479.

**Municipal Employees:**

- N.B.—
- provisions of Municipal Employees Pension Act, 1697.
- Que.: amendment to Act Respecting Municipal and School Corporations, 1696; amendments to Municipal and School Corporations and their Employees Act, requested by C.C.C.L., 479.

**Municipalities:**

- Alta.—
- provisions of Self-Liquidating Projects Act, 2086.
- B.C.: amended provisions of Municipal Superannuation Act, 1061.
- Ont.: amendment to Labour Relations Act urged by Provincial Federation (T. and L.C.), 650.
- Que.: amendment to Municipal Code recommended by C.C.C.L., 478.
- Sask.: revision of Rural Municipality Act, 890.

**Murray, Philip, President, Congress of Industrial Organizations:**

- extracts from address at convention of C.I.O., 50.
- letter proposing "unity of action" sent to labour organizations, 614.

**Museums:**

- See National Museum of Canada.*

**National Association of Marine Engineers of Canada:**

- conciliation proceedings, 1556, 1668, 1669, 2050.
- collective agreements, 343, 1677.

**National Bill of Rights:**

- See Bill of Rights.*

**National Brewery Workers' Union:**

- collective agreement, 1047.



- National Brotherhood of Electrical Workers:**  
re formation of union in Newfoundland, 165.
- National Catholic Brotherhood of Quebec Transport Employees, Inc.:**  
conciliation proceedings, 339, 675.
- National Catholic Federation of Textile Workers:**  
membership in primary textile industry, 619.
- National Catholic Syndicate of Longshoremen of Sorel, Inc.:**  
conciliation proceedings, 62, 509, 674, 675, 1038, 1043, 1167, 1172.
- National Coal Board (United Kingdom):**  
annual report (1949), 1631.
- National Council of Canadian Labour:**  
trade union membership, 1948 and 1949, 1635.
- National Defence:**  
*Statement of Principles for Economic Co-operation* between Canada and the United States, 1988.  
Canada—  
preparedness program—enactment of Canadian Forces Act (1950), 1919; Essential Material (Defence) Act, 1919; Consumer Credit (Temporary Provisions) Act, 1920.  
measures adopted by special Session of Parliament, 1624.  
*Statement of Principles for Economic Co-operation* between Canada and the United States, 1988.  
U.S.A.: effects of expanding defence program on manpower situation, 2001; mediation priority for disputes in defence plants, 2003; *Statement of Principles for Economic Co-operation* between Canada and the United States, 1988.
- National Defence Act:**  
amended by Canadian Forces Act, 1919.
- National Employment Committee (U.I.C.):**  
meetings, 34, 716, 2104.  
annual report of U.I.C. (1949-1950), 1929.  
requests study of seasonal unemployment, 791.
- National Employment Service:**  
*See* Employment Services.
- National Federation of Pulp and Paper Mill Workers:**  
unionization in pulp and paper industry, 813.
- National Federation of Unemployed Workers:**  
functions of C.C. of L. union, 794.
- National Film Board:**  
recommendations submitted to Royal Commission on National Development in the Arts, Letters and Sciences, by certain labour bodies, 1003.  
*Date of Birth*—film on problems of older workers, 1627.  
recommendations of C.C. of L., 640, 1823.
- National Gallery of Canada:**  
recommendations submitted to Royal Commission on National Development in the Arts, Letters and Sciences, by certain labour bodies, 1003.
- National Health and Welfare, Department of:**  
report of Industrial Health Division's activities, 1948-49, 297.  
formation of radiological health program, 610.  
report on administration of mothers' allowances in 1948, 299.  
re expansion of silicosis and TB x-ray services for industrial workers in Ontario, 610.
- National Health Insurance:**  
*See* Health Insurance.
- National Housing Act:**  
amendments, 11, 1915.
- National Income:**  
*See* Income.
- National Insurance:**  
*See* Health Insurance.
- National Labour Code:**  
*See* Labour Code.
- National Labour Relations Board (U.S.A.):**  
cost of meals in company-operated dining rooms held mandatory bargaining issue, 170.
- National Maritime Union:**  
U.S.A.—  
hiring halls ruled illegal under Taft-Hartley Act, 799.  
re A.F. of L.-C.I.O. unity, 1632.
- National Museum of Canada:**  
recommendations submitted to Royal Commission on National Development in the Arts, Letters and Sciences, by certain labour bodies, 1003.
- National Organization of Civic, Utility and Electrical Workers:**  
collective agreement, 1676.
- National Planning Association (U.S.A.):**  
issues pamphlet on *The Development of a Policy for Industrial Peace in Atomic Energy*, 2041.  
case studies into causes of industrial peace, 306, 438, 2045.
- National Revenue, Department of:**  
*Taxation Statistics 1949*—annual report of Taxation Division, 298.
- National Seamen's Association of Canada:**  
conciliation proceedings, 1669.
- National Syndicate of Asbestos Workers:**  
collective agreements, 511, 512.
- National Trade Union Film Committee:**  
organization, 1628.
- National Union of Marine Cooks and Stewards:**  
U.S.A.—  
re Communism and C.I.O., 51.

- National Union of Operating Engineers of Canada:**  
conciliation proceedings, 1556, 1891.
- National Union of Pottery Workers:**  
collective agreement, 74.
- National Union of Woodworkers:**  
collective agreement, 514.
- National Unity:**  
reply of Prime Minister to legislative proposals of C.C.C.L., 470.  
*See also* Labour Unity.
- National War Labour Board (U.S.A.):**  
foreman's duty to plant held paramount to own interest—decision of trial examiner of Board *re* striking supervisors and guards at coke plant (U.S.W.A.), 2003.
- National Women's Trade Union League (U.S.A.):**  
operations discontinued, 1789.
- Natural Gas:**  
Alta.—  
recommendations of Federation of Labour *re* export of, 198, 326.
- Natural Resources:**  
Ont.—  
resolution adopted by Provincial Federation of Labour (T. and L.C.), 324.
- Negroes:**  
U.S.A.—  
railroad employees may apply for injunction against racial discrimination by unions in violation of Railway Labour Act, 171.
- Netherlands:**  
trade union membership, 993.
- New Brunswick:**  
*See* various subject headings.
- New Brunswick Federation of Labour (C.C. of L.):**  
legislative proposals, 645.
- Newfoundland:**  
*See* various subject headings.
- Newfoundland Federation of Labour:**  
provincial legislative proposals, 646; submits brief to Royal Commission on Cost of Living, 647; *re* annual convention, 165.
- Night Work:**  
U.S.A.—  
night work for women—survey conducted by Women's Bureau of Department of Labour, 798.
- "No-Raiding" Agreements:**  
U.S.A.—  
agreement between International Association of Machinists and United Automobile Workers, 436.
- Non-Manufacturing Industries:**  
U.S.A.—  
percentage of workers receiving wage increases in 1950, 2001.
- Non-Metallic Mineral Products:**  
Canada—  
numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2026.
- Non-Wage Payments:**  
*See* Wages.
- North Atlantic Security Pact:**  
Government support commended by T. and L.C., 460.
- Norway:**  
ratification of Freedom of Association and Protection of the Right to Organize Convention, 1948 (I.L.O. Convention No. 87) by the United Kingdom and Norway, 59; of Employment Service Convention, 1948 (I.L.O. Convention No. 88) by the United Kingdom and Norway, 59; and of Labour Inspection Convention, 1947 (I.L.O. Convention No. 81) by Norway and India, 59.
- Nova Scotia:**  
*See* various subject headings.
- Nova Scotia Federation of Labour (C.C. of L.):**  
legislative proposals, 647.
- Nova Scotia Provincial Executive (T. and L.C.):**  
legislative proposals, 648.
- Nurses:**  
Ont.—  
persons under Nurses Act (1947) excepted from application of Hours of Work and Vacations With Pay Act, 1701.
- Nurses' Aides:**  
Canada—  
training provided under C.V.T. agreements, 1031.  
Alta.: revised regulations under Nursing Aides Act, 1921.
- Occupational Classifications:**  
Canada—  
*Taxation Statistics 1949*—tabular classification of taxpayers by occupation, 298.  
occupational pattern of Canadian labour force, 23-24.
- Occupational Diseases:**  
Canada—  
*A Guide to the Diagnosis of Occupational Diseases*, 164.

**Occupational Monographs:**

- Canada—  
 reports presented at meeting of C.V.T. Advisory Council, 32, 1031.  
 occupational monographs issued by Department of Labour—*Electrician*, 792; *Sheet Metal Worker*, 610.

**Occupational Publications:**

- Canada—  
 counselling booklets on skilled construction trades, issued by Department of Labour, 162.

**O'Donoghue, Daniel:**

re, 1133.

**Oil and Gas Wells:**

- Canada—  
 numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2025.

**Old Age and Survivors' Insurance:**

- U.S.A.—  
 amended provisions of Social Security Act, 990, 2004; federal protection against wage-loss resulting from old age, 990.

**Old Age Pensions:**

See Pensions.

**Old Age Security:**

- Canada—  
*Joint Committee of the Senate and House of Commons on Old Age Security*—  
 appointment, 428.  
 summary of report, 1142-47.  
 brief submitted to Committee by Deputy Minister of Labour, 987.  
 summary of briefs submitted to Committee by T. and L.C., 1011; C.C. of L., 1012.  
 U.S.A.: provisions of bill on social security approved by Senate, 1138.

**Oldenbroek, Jacob, General Secretary, International Confederation of Free Trade Unions:**

re appointment, 8, 172.  
 message to Convention of T. and L.C., 1799.  
 discusses work of I.C.F.T.U. at dinner given by A.F. of L. and C.I.O., 615.

**Older Workers:**

- Canada—  
 summary of report of Joint Committee of the Senate and House of Commons on Old Age Security, 1142-47.  
 older workers in the Civil Service—resolution adopted by N.E.C., 35.  
*Date of Birth*—film on problems of older workers, 1627.  
 resolution adopted by C.C. of L., 1823.  
 France: increase in proportion of older persons in industrial population, 1135.  
 U.S.A.: older workers: industrial aspects of ageing, 1161; National Conference on Ageing—proceedings, recommendations, etc., 1790; legislation to prevent employment discrimination against older workers, under study in New York State, 614.

**One Day's Rest in Seven:**

- Sask.—  
 provisions of Act, 888; annual report of Department of Labour (1949), 1709.

**Ontario:**

See various subject headings.

**Ontario Federation of Labour (C.C. of L.):**

- legislative proposals, 649.  
 recommendations contained in brief submitted to court of inquiry appointed to review workmen's compensation legislation, 39.  
 re organization of unemployed, 163.  
 issues *Stewards' Handbook on Labour Legislation*, 1630.

**Ontario Northland Railway:**

- railway strike of 1950—1638-54; negotiations, 1639; provisions of The Maintenance of Railway Operation Act, 1653.

**Ontario Provincial Federation (T. and L.C.):**

- legislative proposals, 649.  
 fourth annual convention, 323.  
 amendments in Workmen's Compensation Act recommended in brief presented before Inquiry Commissioner, 325.

**Operating Engineers:**

- Ont.—  
 violations of Operating Engineers Act in 1949, 2099.  
 activities of Board of Examiners of Operating Engineers in 1949, 2100.

**Operating Engineers, International Union of:**

- U.S.A.—  
 re causes of industrial peace, 438.

**Order of Railroad Telegraphers:**

- Canada—  
 re nation-wide railway strike, 1654.  
 conciliation proceedings, 826, 1891.

**Order of Railway Conductors:**

- Canada—  
 conciliation proceedings, 675, 824, 1040, 1044.

**Orders in Council:**

- O. Reg. 7/50 (workmen's compensation), 355.  
 O.C. 55/50 (Saskatchewan Health Services Act), 357.  
 O. Reg. 154/50 (consolidation and revision of regulations under Ontario Workmen's Compensation Act), 1701.  
 No. 828 (special regulations under Industrial and Commercial Establishments Act, Quebec), 1702.  
 O.C. 1143/49 (regulations under Alberta Public Service Vehicles Act), 225.  
 P.C. 583 (pilotage by-law for Bras d'Or Lakes district), 891.  
 P.C. 744 (transfer of administration of Merchant Seamen Compensation Act), 1919.  
 P.C. 918/50 (Quarries Regulation Act), 1699.



**Orders in Council—Con.**

- P.C. 1317 (renewal of Dominion-Provincial farm labour agreements), 608.  
 P.C. 1377 (pilotage by-law for district of Sydney), 890.  
 P.C. 1378 (pilotage by-law for district of Saint John), 890.  
 P.C. 1501 (amendments to Prevailing Rate Employees General Regulations), 891.  
 P.C. 1547 (amendments to Rules of Procedure of Canada Labour Relations Board), 673.  
 P.C. 1547 (new section (Sec. 18) added to Rules of Procedure of Canada Labour Relations Board), 891.  
 P.C. 1795 (amendments to Prevailing Rate Employees General Regulations), 891.  
 P.C. 2028 (pilotage by-law for district of New Westminster), 891.  
 P.C. 2299 (Prevailing Rate Employees General Regulations), 1062.  
 P.C. 2606 (changes in unemployment insurance regulations), 1077.  
 P.C. 3206 (pilotage by-laws, district of Montreal), 1698.  
 P.C. 4614 (application of Reinstatement in Civil Employment Act to all persons enrolled in special armed forces), 1920.  
 P.C. 5547 (Fair Wages Policy), 10, 85.  
 P.C. 5760 (pilotage by-laws for Pilotage District of Prince Edward Island), 224.  
 P.C. 5840 (validity of Federal rent control), 294.  
 P.C. 6126 (Unemployment Insurance Commission Regulations, 1949), 230.  
 P.C. 6190 (prevailing rates employees), 224.  
 P.C. 6221 (workmen's compensation for handicapped veterans), 355.  
 P.C. 6227 (Merchant Seamen Vocational Training Order), 354.  
 P.C. 6470 (transfer of administration of Government Employees Compensation Act), 1919.

**Orphans' Benefit:****Eire—**

- benefits under proposed social security plan, 311.

**Overtime:****Canada—**

- recommendations of T. and L.C. *re* employees in Postal Department and U.I.C., 462.  
*overtime rates of pay in certain industries—*  
 chemical products, 2107.  
 clothing industry—dress industry, 361; women's and misses' suits and coats industry, 363.  
 clothing industry—men's and boys' suits and overcoats, 235; work clothing, 237; men's shirts, 242.  
 food and beverages—meat products, dairy products, canning and preserving, grain mill products, bakery products, 1717.  
 iron and its products, 1198.  
 lumber and its products, 91—sawmill products, 92; planing mill, sash and door, 98; wooden furniture, 100; basket and wooden box, 103.  
 manufacturing industries in Halifax, Montreal, Toronto, Winnipeg and Vancouver, October (1949), 1016-17.  
 manufacturing industries, 1848.  
 meat packing, 2012.  
 paper products, 906; pulp and paper, 907; paper box, 908.

**Overtime—Con.****Canada—Con.**

- primary textile industry, 624, 633.  
 primary textiles, 719-39—cotton yarn and cloth, 725; woollen yarn and cloth, 727; knitting, 729; rayon yarn and fabric, 731.  
 rubber products, 541.  
 textiles, 719-39—cotton yarn and cloth, 725; woollen yarn and cloth, 727; knitting, 729; rayon yarn and fabric, 731.

Alta.: recommendation of Federation of Labour (T. and L.C.) *re* provincial civil service, 326.

B.C.: orders under Minimum Wage Act and Hours of Work Act governing overtime in mercantile industry during Christmas season, 86.

Man.: collection of overtime wages by Labour Board requested by Executive Committee (T. and L.C.), 645.

Ont.: annual report of Factory Inspection Branch, Department of Labour (1949), 2099; amendments to Hours of Work and Vacations With Pay Act requested by Provincial Federation (T. and L.C.), 650.

Sask.: amended provisions of Hours of Work Act *re* payment of overtime, 887; Order No. 18—amended regulation under Hours of Work Act governing certain employees of city-operated swimming pools in Regina, 1071.

Finland: domestic workers—provisions of Act governing conditions of employment, 310-11.

*See also* provisions of collective agreements summarized in monthly reports on *Collective Agreements and Wage Schedules*.

**Painters:****Canada—**

- occupational counselling booklets on skilled construction trades, issued by Department of Labour, 162.  
 numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2026.

**Panama:**

- I.L.O. report on employment conditions on Panama ships, 2048.

**Paper Box Industry:****Canada—**

- hours and working conditions in the paper products industry, 908.

**Paper Makers, International Brotherhood of:****Canada—**

- unionization in pulp and paper industry, 813.

collective agreements, 72, 1180, 1897.

U.S.A.: case studies of causes of industrial peace under collective bargaining, 2045.

**Paper Products:****Canada—**

- numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2026.

hours and working conditions in the paper products industry, 904.

**Part-time Employment:**

United Kingdom—  
welfare writer urges part-time work for tuberculous during period of rehabilitation, 167.

**Passenger Elevators:**

See Elevators.

**Pastoral Letter:**

summary of letter issued by Roman Catholic Episcopate on "The Problem of the Worker in the Light of the Social Doctrine of the Church", 652.

Pastoral Letter on Labour issued by Quebec Roman Catholic Bishops, 499.

**Payment by Results:**

re appointment of committee on *Systems of Payment by Results*, by I.L.O. Governing Body, 1657.

recommendation of I.L.O. Metal Trades Committee, 320.

**Payrolls:**

Canada—

*Annual Survey of Employment and Payrolls in Canada, 1948*—issued by D.B. of S., 111.

B.C.: provincial payroll total for 1948 as shown in annual report of Department of Labour, 328.

**Peace:**

Canada—

statement on foreign relations adopted at convention of T. and L.C., 1800.

**Pearson, Hon. L. B., Secretary of State for External Affairs:**

on Canada's contribution to technical aid programs, 1133.

**Penitentiaries:**

Canada—

vocational training in penitentiaries, 32, 1031.

**Pensions:**

Canada—

*Joint Committee of the Senate and the House of Commons on Old Age Security*—

appointment, 428.

summary of report, 1142-47.

brief submitted to Committee by Deputy Minister of Labour, 987.

summary of briefs submitted to Committee by T. and L.C., 1011; C.C. of L., 1012.

application of Pensions Act to members of special Canadian forces on active service, 1624.

old age, blind and veterans pensions paid during 1948-49—statement on Federal Government expenditures on social services, 161.

Government contribution to Superannuation Fund in 1948-49, 161.

industrial pension plans in Canadian industry, 443-53—growth, 443; administration, 446; financing, 447; sample plans, 448-9; benefits, 450; eligibility, 451; cost, 452; advantages and disadvantages, 452-53.

**Pensions—Con.**

Canada—Con.

types of pension and retirement plans in Canadian industry—summary of paper issued by D.B. of S. 191.

company-financed pension plan for employees—settlement reached in dispute between Ford Motor Company of Canada Limited and U.A.W. concerning adoption of plan, 611.

terms of agreement between General Motors Corporation of Canada and employees, 988.

amendment to Pension Fund Societies Act, 1915.

recommendations of C.C.C.L., re old age pensions, 468; recommendations concerning old age and retirement pensions, approved at convention, 1827.

abolition of means test for old age pensions, urged by C.C. of L., 639; remarks of Prime Minister, 641; of Minister of National Health and Welfare, 642; resolution on old age security adopted at convention, 1820.

recommendations of R.T.B., 642-43.

amendments to Old Age Pensions Act recommended by T. and L.C., 1804; recommendation re old age pensions, 461-62; reply of Rt. Hon. Louis St. Laurent, Prime Minister, 464.

**Domestic Old Age Pensions Act—**

statistics concerning old age and blind pensioners, 14, 1134, 1783.

Alta.: provisions of Act to amend Old Age Pensions Act, 531, 2086; recommendations of Federation of Labour (T. and L.C.), 326.

B.C.: provisions of Pension Fund Societies Act, 1061; amended provisions of Municipal Superannuation Act, 1061; amendments to Old Age Pensions Act urged by Executive (T. and L.C.), 470.

Man.: repeal of Act to Provide Special Assistance to Municipalities for Old Age and Blind Pensioners, 1571; recommendations of provincial legislature, 1572; Executive Committee (T. and L.C.)—recommends retirement pension without means test, 644, requests \$10 monthly increase in old age pensions, 645, seeks changes in Workmen's Compensation Act, 473, other recommendation re old age pensions, 473.

N.B.: new section under Co-operative Associations Act re employees' pension plan, 1698; provisions of Municipal Employees Pension Act, 1697.

Nfld.: amended provisions of Old Age and Blind Persons Pension Act, 884.

N.S.: recommendations of Federation of Labour (C.C. of L.), 648; of Provincial Executive (T. and L.C.), 649.

Ont.: amendments to Fire Departments Act and Police Act, 1694; amendment to Public Schools Act, 1695; old-age pension plan without means test recommended by Federation of Labour (C.C. of L.), 649; proposals of Provincial Federation (T. and L.C.), 650.

Que.: provisions of Social Welfare Act, 1696.

Sask.: amendments to Old Age Pensions Act requested by Provincial Executive Committee (T. and L.C.), 45.

Eire: retirement pensions and widows' pensions—benefits under proposed social security plan, 311.

**Pensions—Con.**

U.S.A.: Old Age and Survivors' Insurance—amended provisions of Social Security Act, 2004; area-wide pension plan designed to cover small employers with highly mobile work force, in automotive industry, 1138; provisions of agreement reached between U.M.W.A. and soft coal operators *re* miners' welfare and retirement fund, 437; G.M.-I.U.E. agreement—\$100-plus pensions provided in five-year contract between General Motors Corporation and International Union of Electrical, Radio and Machine Workers, 991; G.M.-U.A.W. agreement—provision for company-financed pension plan under five-year contract between General Motors Corporation and United Automobile Workers, 990; pension plan for bricklayers in New York city, 798; C.I.O. policy on pensions and social security, 52.

*See also* provisions of collective agreements summarized in monthly reports on *Collective Agreements and Wage Schedules*.

**Performers' Rights:**

resolution adopted by I.L.O. Advisory Committee on Salaried Employees and Professional Workers, 57.

**Permits:**

Canada—

T. and L.C. resolution *re* issuance of permits to American contractors operating in Canada, 1805.

B.C.: regulations under Electrical Energy Inspection Act, 1700.

Ont.: annual report of Factory Inspection Branch, Department of Labour (1949), 2099.

**Personnel Management:**

United Kingdom—

functions of Personnel Management Advisory Service, 16.

**Petroleum:**

*re* meeting of I.L.O. industrial committee, 1657.

**Pharmacy:**

B.C.—

exclusion of women licentiates in pharmacy from Order under Female Minimum Wage Act governing rest periods for women workers, 2089.

**Photo-Engravers' Union of North America, International:**

Canada—

collective agreement, 2062.

U.S.A.: *re* causes of industrial peace, 438.

**Physically Handicapped:**

*See* Handicapped Persons.

**Picard, Gerard, President, Canadian and Catholic Confederation of Labour:**

presents Dominion legislative proposals of C.C.C.L., 466.

presidential report at 29th annual convention, 1827.

extracts from Labour Day message, 1554; from New Year's message, 7.

remarks at convention of Industrial Relations Department, Laval University, 818.

**Picketing:**

Canada—

prohibition of picketing sought in resolution adopted by C.C.C.L., 1831.

recommendation of C.C. of L., 640.

B.C.: picketing of ss. *Seaboard Star* by C.S.U. members held illegal—application to dissolve injunction dismissed, 221; Court interprets union's picketing rights under Trade-unions Act, 2093.

**Pipe Lines:**

Alta.—

regulations under Labour Act governing hours of work of employees on Inter-provincial Pipe Line, 1063.

**Pipe Mechanics:**

Que.—

amended regulations under Pipe Mechanics' Act, 1192.

**Placements:**

Canada—

employment service statistics, 135, 136, 138, 270, 271, 273, 400, 401, 403, 404, 572, 573, 575, 764, 765, 767, 957, 958, 960-61, 1105, 1106, 1108, 1236, 1237, 1239, 1594, 1595, 1597, 1598, 1753, 1754, 1756, 1963, 1964, 1966, 2141, 2142, 2144, 2145.

number of physically disabled persons placed in employment by Special Placements Division, N.E.S. during five-month period December, 1949—May, 1950, 1132.

functions of Special Placements Division *re* "first jobbers" and handicapped persons, 801.

placement of displaced and handicapped persons in 1949-50—annual report of U.I.C., 1928.

number of jobs found and filled through N.E.S. during 9-year period July 1, 1941-June 29, 1950, 1625.

placement of unemployed, unemployables, and displaced persons, discussed at meeting of N.E.C., 35.

placement of university graduates in 1950, by Executive and Professional Division, N.E.S., 1626.

campaign to find employment for university graduates and undergraduates, 12.

United Kingdom: employment office activities in 1949, 1997.

India: 1949-50 report of Ministry of Labour, 1791.

Italy: new procedures for placement of applicants—reorganization of public employment service, 171.

**Planing Mill, Sash and Door Industry:**

Canada—

wages, hours and working conditions, 97.



**Plant Votes:**

*See* Voting.

**Plantations:**

*re* meeting of I.L.O. industrial committee, 1657.

**Plasterers:**

Canada—  
occupational counselling booklets on skilled construction trades, issued by Department of Labour, 162.

**Plumbing and Steamfitting:**

B.C.—  
Executive (T. and L.C.) recommends establishment of plumbing code, 471.  
N.B.: new schedule under Industrial Standards Act, 1707.  
*See also* Legal Decisions.

**Pneumoconiosis:**

model code of safety regulations for underground work in coal mines, approved by I.L.O. tripartite technical conference, 56-57.

**Police:**

Man.—  
amendment to Labour Relations Code *re* organization of, recommended by C.C. of L. unions, 471; recommendation of Executive Committee (T. and L.C.) *re* organization of, 472.  
Ont.: amendments to Police Act, 1694.  
Que.: provisions of Act Respecting Public Order *re* firemen's and policemen's unions, 1696.

**Polish Combatants Association of Canada:**

placement of Polish veterans on Quebec farms, 195.

**Polish Veterans:**

Canada—  
reports of provincial directors of farm labour; Prince Edward Island, 194; Nova Scotia, 194; Quebec, 195; Ontario, 195; Saskatchewan, 196; Alberta, 196.

**Political Action:**

Canada—  
policy of C.C. of L., 1823.  
U.S.A.: political action by organized labour—report on proceedings of annual convention of A.F. of L., 46, 48.

**Population:**

Canada—  
quarterly estimate of population as at March 1, 1950, reported by D.B. of S., 793.  
Australia: population at end of 1948, 799.

**Postal Workers:**

Canada—  
recommendations of T. and L.C. *re* payment of overtime, 462.

**Potato Pickers:**

Canada—  
farm labour program (1949), 194, 195.

**Power Presses:**

United Kingdom—  
safety in the use of power presses—Report of the Joint Standing Committee issued by Factory Department, Ministry of Labour and National Service, 1999.

**Prairie Farm Assistance Act:**

payments under Act in 1949, 165

**Prairie Farm Emergency Fund:**

amount transferred to meet deficit in Fund during 1948-49—statement on Federal Government expenditures on social services, 161.

**Pre-Employment Training:**

Sask.—  
amendment to Dominion-Provincial Apprenticeship Agreement *re* tradesmen's qualifications, 1709-10.

**Preparedness:**

Canada—  
industrial co-operation urged by Prime Minister in address before Canadian Industrial Preparedness Association, 1990.  
U.S.A.: economic preparedness program—labour's participation; manpower situation; Defence Production Bill; Economic Stabilization Agency, 1661-63.

**Presses:**

*See* Power Presses.

**Pressure Vessels:**

B.C.—  
amended provisions of Boiler and Pressure Vessel Act, 1058-59.  
Nfld.: provisions of Boiler and Pressure Vessel Act, 881.  
N.S.: Steam Boiler and Pressure Vessel Inspection Act (1949), 2097.  
Que.: new section under Stationary Engine-ment Act, 528.  
Sask.: regulations under Boiler and Pressure Vessel Act (1948), 701.

**Prevailing Rate Employees:**

Canada—  
changes in Government policy, *re*, 429.  
general regulations, 224; amendments, 891, 1062.

**Price Control:**

Canada—  
criticism by C.C. of L., 639; resolution adopted at convention, 1815.  
re-imposition of price controls urged by C.C. of L. and T. and L.C., 1628.  
recommendation of R.T.B., 643.  
re-establishment of price control recommended by T. and L.C., 462; resolution adopted by, 1805.  
N.B.: recommendations of Federation of Labour (T. and L.C.), 646.  
Ont.: recommendations of Provincial Federation (T. and L.C.), 651.  
United Kingdom: resolution adopted by T.U.C., 2037.  
U.S.A.: price control policy under Defence Production Act—appointment of Administrator of Economic Stabilization and Director of Price Administration, 2004.

**Prices:**

- world price movement in first six months of 1949, 252.
- recommendations contained in report on visit of British trade unionists to study American productivity, 1998.
- Canada—
  - statistics, 142-53, 277-88, 409-20, 579-90, 771-82, 967-78, 1113-24, 1244-55, 1603-14, 1761-72, 1970-81, 2151-62.
  - monthly reports on prices and the cost of living, 115, 250, 374, 554, 745, 930, 1086, 1215, 1574, 1735, 1941, 2118.
  - world price movement in first six months of 1949, 252.
  - arbitration policy of C.C.C.L., 1829.
  - resolution adopted at convention of C.C. of L., 1815.
  - recommendation of R.T.B., 643.
- Other Countries: statistics, 153, 287, 420, 590, 782, 978, 1124, 1255, 1614, 1772, 1981, 2162; world price movement in first six months of 1949, 252.
- Australia: indices for period 1938-50, 2005-6.
- United Kingdom: recommendations contained in report on visit of British trade unionists to study American productivity, 1998; government inquiry into relation between production costs and retail prices requested by T.U.C., 2037; T.U.C. appeals to affiliates to postpone wage claims while price index remains below 118, 16.
- U.S.A.: recommendations contained in report on visit of British trade unionists to study American productivity, 1998; pegged consumer prices sought by A.F. of L., 992; report of Executive Council at annual convention of A.F. of L., 47.

**Primary Textile Industry:**

- Canada—
  - analysis of collective agreements in primary textile industry—coverage of collective bargaining agreements, 620; union-management relationships, 621; working conditions, 623; administration of agreements, 630; examples of clauses found in collective bargaining agreements, 631-36.
  - wages, hours and working conditions in the primary textiles industry (1949), 719-39—cotton yarn and cloth, 724; woollen yarn and cloth, 726; knitting, 728; rayon yarn and fabric, 730.

**Prince Edward Island:**

*See* various subject headings.

**Princeton University:**

- Transmitting Information Through Management and Union Channels*—report on importance of effective methods of communications to good industrial relations, 169.
- Lay-off Policies and Practices*—study published by Industrial Relations Section, 2005.

**Printing:**

- Canada—
  - numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2026.

**Printing Pressmen and Assistants' Union of North America, International:**

- Canada—
  - collective agreement, 1673.
- U.S.A.: *re* causes of industrial peace, 438.

**Private Enterprise:**

*See* Free Enterprise.

**Private Investment:**

*See* Investment.

**Production Committees:**

*See* Labour-Management Production Committees.

**Productivity:**

- recommendation of I.L.O. Governing Body *re* reduction of working hours as a result of increased productivity, 1657.
- I.L.O. proposals on labour productivity—summary of report of Director-General of I.L.O., 664.
- report of Director-General at thirty-third session of the I.L.O., 1153; remarks of Paul Goulet, Canadian Government delegate, 1154.
- Trade Unions and Productivity*—report of visit of British trade unionists to study American productivity, 1998.
- European industrial teams study United States production technique, 612.
- Canada—
  - meeting of government inter-departmental committee established to investigate research in productivity, 1785.
  - high average of production in 1949—(D.B.S.) general index, 430.
  - improved productivity in coal mines in 1948—annual survey of operating costs and revenues by Dominion Coal Board, 13.
  - Preliminary Statement of Manufactures in Canada, 1949*, issued by D.B.S., 1993.
  - National Accounts, Income and Expenditure, Preliminary, 1949*—report issued by D.B. of S., 610.
  - increased productivity at Winnipeg plant of Burns and Company, Limited, 809.
- United Kingdom: increase in industrial production in October (1949), 989; productivity and output in coal industry in 1949—annual report of National Coal Board, 1631; *Steel Founding*—report of British Productivity Team on visit to U.S.A. under auspices of Anglo-American Council on Productivity, 434; *Trade Unions and Productivity*—report of visit of British trade unionists to study American productivity, 1998; British cotton mills team reports on high U.S. productivity, 1137; psychological approach to higher industrial production, 435.
- France: increase in proportion of older persons in industrial population, 1135.
- U.S.A.: provisions of Defence Production Bill, 1662; State of the Union and Economic Reports of President Truman to Congress, 302; recommendations of National Conference on Ageing, 1790;

**Productivity—Con.**

*Job Modifications under Collective Bargaining*—experience of companies and unions in handling job modifications made necessary by changes in production methods, 798; British cotton mills team reports on high U.S. productivity, 1137; *Trade Unions and Productivity*—report of visit of British trade unionists to study American productivity, 1998; international reduction of working hours as result of rising labour productivity sought by A.F. of L., 304.

**Professional Association of Industrialists (Quebec):**

fifth annual congress, 166.  
sixth convention, 1994.

**Professional Associations:**

Que.—  
co-operative institutions—extracts from pastoral letter issued by Roman Catholic Episcopate, 654.

**Professional Establishments:**

Canada—  
numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2027.

**Professional Syndicates Act (Quebec):**

amendments requested by C.C.C.L., 478.

**Professional Technicians:**

*See* Technicians.

**Professional Workers:**

I.L.O. Advisory Committee on Salaried Employees and Professional Workers, study problems of white collar workers, 57.

Canada—  
executive and professional employment in 1949-50—annual report of U.I.C., 1928.

**Profit Controls:**

United Kingdom—  
resolution adopted by T.U.C., 2037.

**Profit-Sharing:**

proceedings of regional conference of the Council of Profit-Sharing Industries, 1995.

amendment to Income Tax Act *re* employees' profit-sharing plans, 1918.

proposed amendment ("Employee Profit-Sharing Plan") to Income Tax Act *re* taxing of profit-sharing schemes, 792.

U.S.A.: reports of Council of Profit-Sharing Industries, 168, 1995.

**Profits:**

recommendations contained in report on visit of British trade unionists to study American productivity, 1998.

**Property:**

Canada—  
report submitted to Senate Committee on Human Rights and Fundamental Freedoms by T. and L.C., 1007.

**Prosecutions:**

Canada—  
amendment to Combines Investigation Act, 1915.

**Protection of Mother and Child:**

principles enumerated in resolution adopted by International Social Security Association, 58.

**Protection of Right to Organize:**

ratification of Freedom of Association and Protection of the Right to Organize Convention, 1948 (I.L.O. Convention No. 87) by the United Kingdom and Norway, 59.

**Provincial Labour Standards:**

*See* Labour Standards.

**Psychology:**

United Kingdom—  
psychological approach to higher industrial production, 435.

**Public Accountancy:**

*See* Accountancy.

**Public Commercial Vehicles:**

*See* Commercial Vehicles.

**Public Contracts:**

Government application of equal pay principle to work executed under public contract, suggested in report of I.L.O., 189.

Canada—

legislative jurisdiction *re* I.L.O. Convention (No. 94) concerning labour clauses in public contracts; Recommendation (No. 84) concerning labour clauses in public contracts, 1658.

**Public Contracts (Walsh-Healey) Act:**

*re* principle of equal pay, 189.

**Public Control of Industry:**

United Kingdom—  
report of General Council adopted at convention of T.U.C., 2037.

**Public Employment Service:**

*See* Employment Services.

**Public Health:**

*See* Health.

**Public Holidays:**

*See* Holidays.

**Public Investment:**

*See* Investment.

**Public Ownership:**

application, by Government, of equal pay principle in undertakings and industries under public control or ownership, suggested in report of I.L.O., 188.

Canada—

recommendation of R.T.B. *re* radio broadcasting, 643.



**Public Schools:**

*See* Schools.

**Public Service:**

Canada—

amendment to Government Employees Compensation Act, 1915; transfer of administration, 1919.

regulations governing prevailing rates employees, 224.

Alta.: regulations (R5-49) under Public Service Vehicles Act, 225; recommendation of Federation of Labour (T. and L.C.) *re* holidays with pay, 326.

Que.: bargaining rights restored to teachers' union, 1787.

**Public Utilities:**

Canada —

trade union membership (1949), 1636.

resolution adopted by T. and L.C., 1805.

**Public Vehicles:**

Ont.—

regulations under Public Vehicle Act, 700.

**Public Works:**

Canada—

recommendations of C.C. of L., 638; remarks of Prime Minister, 640.

recommendations of T. and L.C., 1805.

Man.: public works projects to relieve unemployment urged by Executive Committee (T. and L.C.), 645.

N.B.: program to relieve unemployment recommended by Federation of Labour (T. and L.C.), 646.

N.S.: public works program to relieve unemployment, requested by Federation of Labour (C.C. of L.), 647; by Provincial Executive (T. and L.C.), 649.

Ont.: projects to relieve unemployment urged by Federation of Labour (C.C. of L.), 649; by Provincial Federation of Labour (T. and L.C.), 324.

**Publications:**

Canada—

publications in Library of Federal Department of Labour: 118, 254, 379, 558, 748, 934, 1089, 1218, 1738, 1944, 2122.

*See also* various subject headings.

**Publicity:**

Canada —

report of C.C. of L. Convention Publicity Committee, 1822.

**Puerto Rico:**

affiliation of General Confederation of Workers of Puerto Rico with C.I.O., 800.

**Pulp and Paper Industry:**

Canada—

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2026.

hours and working conditions, 906.

number of labour-management production committees—problems of production studied by committees, 815.

*Industrial Relations in the Pulp and Paper Industry*—partial text of paper by T. H. Robinson, Canadian International Paper Company, 811.

**Pulp and Paper Research Institute of Canada:**

*re* industrial relations in pulp and paper industry, 811.

**Pulp, Sulphite and Paper Mill Workers, International Brotherhood of:**

Canada—

unionization in pulp and paper industry, 813.

collective agreements, 72, 1180, 1896, 1897.

U.S.A.: case studies of causes of industrial peace under collective bargaining, 438, 2045.

**Pulpwood:**

*See* Minimum Wages.

**Purchase Tax:**

United Kingdom—

resolution adopted by T.U.C., 2037.

**Quarrying:**

Canada—

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2025.

Alta.: regulations under Quarries Regulation Act, 1699, 2085.

**Quebec:**

*See* various subject headings.

**Quebec Provincial Federation of Labour (T. and L.C.):**

legislative proposals, 474; annual convention, 1663.

**Quebec Statistical Year Book:**

1949 edition, 1631.

**Queen's University:**

*The Conciliation and Arbitration of Labour Disputes in Canada*, bulletin issued by Department of Industrial Relations, 12.

**Racial Discrimination:**

*See* Discrimination.

**Racial Tolerance:**

Canada—

Labour Committee for Racial Tolerance—proceedings of conference endorsed by racial tolerance committees of T. and L.C. and C.C. of L., 794.

resolution adopted by C.C. of L., 1823.

**Radio Broadcasting:**

*See* Broadcasting.

**Radio Licences:**

Alta.—

increase in fees opposed by Federation of Labour, 198.

**Radio Stations:**

U.S.A.—

union radio stations to broadcast Kaiser-Frazier programs, 170.

**Radioactive Materials:**

Canada—  
formation of radiological health program,  
610.

**Railway Crossings:**

Canada—  
recommendation of R.T.B. *re* dangerous  
crossings, 643.

**Railway Transportation Brotherhoods:**

Dominion legislative program, 642.

**Railways:**

Canada—  
provisions of The Maintenance of Railway  
Operation Act, 1654.

railway strike of 1950—1638-54; text of  
The Maintenance of Railway Operation  
Act, 1653; appointment of Industrial  
Inquiry Commissioner, 1642; report of  
Commissioner, 1643; companies affected  
and their subsidiaries, 1654; unions  
involved, 1654.

third (special) session of Twenty-first Par-  
liament—enactment of Maintenance of  
Railway Operation Act, 1919.

Privy Council holds regulation of hours of  
Empress Hotel employees within juris-  
diction of B.C. legislature—C.P.R.  
appeal dismissed, 217.

railway repair shops at car repair points  
for all railways, recommended by T.  
and L.C., 463.

recommendations of R.T.B. *re* railway cross-  
ings, 642, 643.

B.C.: Privy Council holds regulation of hours  
of Empress Hotel employees within  
jurisdiction of B.C. legislature—C.P.R.  
appeal dismissed, 217.

Man.: recommendation of Executive Com-  
mittee (T. and L.C.) *re* safety devices,  
474.

Ont.: amendment to Public Health Act *re*  
medical, surgical and hospital care and  
treatment of employees in lumbering,  
mining and railway construction camps,  
1695.

U.S.A.: railroad employees may apply for  
injunction against racial discrimination  
by unions in violation of Railway  
Labour Act, 171.

*See also* Electric Railways; Steam Rail-  
ways.

**Rayon Yarn and Fabric Industry:**

Canada—  
wages, hours and working conditions (1949),  
730.

**Real Estate:**

Canada—  
legislation banning restrictive real estate  
covenants, recommended by T. and  
L.C., 1802.

**Rearrangement and Transfer of Duties Act:**

transfer of administration, 1919.

**Reconstruction:**

training program of International Bank of  
Reconstruction and Development, 311.

**Recreation:**

meeting of I.L.O. Committee on Workers'  
Recreation—agenda, resolutions adop-  
ted, etc., 57.

U.S.A.: survey of employee recreation pro-  
grams, 1659.

**Recruitment:**

Que.—

recruiting drive among non-unionized labour  
by Provincial Federation of Labour,  
1665.

**Red Cross:**

Canada—

resolution adopted by C.C. of L., 1823.

**Re-establishment Credits:**

Canada—

government expenditures in 1948-49, 161.

**Refrigeration:**

B.C.—

inclusion as trade under Apprenticeship  
Act, 1701.

**Refugees:**

resettlement of "new refugees"—action of  
General Council of the United Nations  
International Refugee Organization,  
2006.

statement on International Refugee Organ-  
ization, 197.

**Regional Employment Committees:**

*See* Employment Committees.

**Regional Machinery:**

establishment of regional machinery to  
administer I.C.F.T.U., 181.

**Registrations:**

Canada—

unemployment insurance statistics, 139, 274,  
406, 576, 768, 963, 1109, 1240, 1600,  
1757, 1967, 2147.

number of registrations under Dominion-  
provincial agreements at close of 1949,  
298.

registration in engineering at universities  
—report of Bureau of Technical Per-  
sonnel on supply and demand of  
engineers, 299.

**Regulations Act:**

provisions, 1918.

**Rehabilitation:**

Canada—

application of Veterans Rehabilitation Act  
to members of special Canadian forces  
on active service, 1624.

post-discharge rehabilitation benefits pay-  
ments in 1948-49—statement on Fed-  
eral Government expenditures on social  
services, 161.

*re* Dominion-Provincial Conference on Re-  
habilitation of Handicapped Persons,  
428, 793, 1990.

United Kingdom: welfare writer urges part-  
time work for tuberculous during period  
of rehabilitation, 167.

U.S.A.: National Conference on Workmen's  
Compensation and Rehabilitation, 1140.

**Reinstatement in Civil Employment Act:**

provisions—application of Act to all persons enrolled in special armed forces, 1624, 1782, 1920.

Bill to amend I.R.D.I. Act, not passed, 1919.

**Relief:**

Que.—

trade union relief fund, Rimouski and Cabano, 1664.

*See also* Unemployment.

**Religion:**

Que.—

religion and the worker—summary of letter issued by Roman Catholic Episcopate on "The Problem of the Worker in the Light of the Social Doctrine of the Church", 652.

**Religious Persecution:**

Canada—

legislative recommendation of C.C.C.L., 468.

**Rent Control:**

Canada—

continuance of controls until April 30, 1951, 608.

validity of Federal control over rentals upheld by Supreme Court of Canada, 294.

reply of Prime Minister to criticism of C.C.C.L., 469.

legislative recommendations of C.C. of L., 639; remarks of Prime Minister, 641; resolution adopted at convention, 1815-16.

recommendation of R.T.B., 643.

recommendation of T. and L.C., 462.

Alta.: provisions of Rent Control Act, 2086.

Man.: requested by Executive Committee (T. and L.C.), 645.

Que.: Provincial Federation of Labour urges maintenance of rent control, 1664; other recommendation, 474.

Sask.: recommendation of Provincial Executive Committee (T. and L.C.), 45; provisions of Leasehold Regulation Act, 890.

U.S.A.: retention of rent control requested by President Truman in Economic Report to Congress, 303; continuance of rent controls urged by A.F. of L., 49; extension of controls for period of housing shortage, requested by C.I.O., 52.

**Rentals:**

Canada—

Supreme Court judgment on wartime leasehold regulations, 710.

U.S.A.: support of low-rent public housing reaffirmed by A.F. of L., 2041.

**Reports:**

*See* Annual Reports; various subject headings.

**Research:**

Que.—

Provincial Federation of Labour authorizes establishment of education and research service, 1664.

United Kingdom: 27th Annual Report on Safety in Mines Research, 1631.

U.S.A.: establishment and functions of Industrial Relations Research Association, 303, meeting, 992.

**Rest Periods:**

resolutions concerning daily and weekly rest in commerce and offices adopted by I.L.O. Advisory Committee on Salaried Employees and Professional Workers, 57.

Canada—

provisions of collective agreements in primary textile industry, 626, 634.

B.C.: exclusion of women licentiates in pharmacy from Order under Female Minimum Wage Act governing rest periods for women workers, 2089.

**Restaurant Employees' International Union:**

agreements, 344.

**Retail Clerks International Association:**

Canada—

*re* formation of union in Newfoundland, 165.

**Retail Trade:**

Canada—

co-operative retail sales, 1655.

number of labour-management production committee as at September 30, 1949, 323.

*See also* monthly summaries of current labour conditions.

**Retail, Wholesale and Department Store Union:**

Canada—

legal decision, 2093.

*re* committee on co-operatives, 613.

**Retirement:**

U.S.A.—

recommendations of National Conference on Ageing, 1790.

*See also* Pensions.

**Rhine Boatmen:**

conditions of Rhine boatmen—provisions of I.L.O. draft agreements on social security and working conditions, 321.

**Right to Organize:**

r ratification of Freedom of Association and Protection of the Right to Organize Convention, 1948 (I.L.O. Convention No. 87) by the United Kingdom and Norway, 59.

Que.: recommendations of Provincial Federation of Labour concerning fire departments, 475.

United Kingdom: ratification of Freedom of Association and Protection of the Right to Organize Convention, 1948 (I.L.O. Convention No. 87) by the United Kingdom and Norway, 59.

Japan: amended provisions of Trade Union Act, 441.

Norway: ratification of Freedom of Association and Protection of the Right to Organize Convention, 1948 (I.L.O. Convention No. 87) by the United Kingdom and Norway, 59.

*See also* Freedom of Association.

**Rights of Labour:**

Ont.—

amendment to Act, 1693.



**Roebuck, Hon. Senator Arthur:**

motion *re* formation of Special Senate Committee on Human Rights and Fundamental Freedoms, 2028.

**Roll-Call Votes:**

*See* Elections.

**Roman Catholic Episcopate:**

summary of pastoral letter "The Problem of the Worker in the Light of the Social Doctrine of the Church", 652.

**Royal Canadian Air Force Special Force:**

application of Reinstatement in Civil Employment Act (1946), 1782.

**Royal Canadian Navy Special Force:**

application of Reinstatement in Civil Employment Act (1946), 1782.

**Royal Commission on Equal Pay (United Kingdom):**

*re*, 188, 190.

**Royal Commission on National Development in the Arts, Letters and Sciences:**

recommendations contained in briefs submitted by T. and L.C., C.C. of L., and C.C.C.L., 1000.

**Royal Commission on the Cost of Living:**

brief submitted by Newfoundland Federation of Labour (T. and L.C.), 647.

**Rubber Products Industry:**

Canada—

wage rates, hours and working conditions in the rubber products industry, October (1948), 539.

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2025.

**Rural Municipalities:**

*See* Municipalities.

**Safety:**

*Industrial Safety Survey* issued by I.L.O.—

"Electricity in Factories under Conditions of Special Flammability"; "Safety Institutions, Associations and Museums"; "Laws and Regulations, Safety Codes", 442.

model code of safety regulations for underground work in coal mines, approved by I.L.O. tripartite technical conference, 53.

safety and hours of workers discussed at second session of Chemical Industries Committee of I.L.O. in Geneva, Switzerland, 1884.

measures to abolish dangers in use of sand blasting recommended in resolution adopted by I.L.O. Metal Trades Committee, 321.

*re* appointment of committee on Industrial Safety and Health by I.L.O. Governing Body, 1657.

**Safety—Con.**

Canada—

provision of collective agreements in primary textile industry, 630, 635.

Department of Labour safety film, produced by National Film Board, wins safety competition, 609.

functions of labour-management production committees in pulp and paper industry, 815.

recommendation of R.T.B. *re* railway-highway crossings, 643.

Alta.: provisions of Quarries Regulation Act, 2085; use of flares on all vehicles recommended by Federation of Labour (T. and L.C.), 198; other recommendations, 326.

B.C.: revised and consolidated accident prevention regulations issued by Workmen's Compensation Board, 2089; annual report of Factory Inspection Branch, Department of Labour (1948), 330; of Safety Branch, 331.

Man.: recommendations of Executive Committee, (T. and L.C.) *re* highways and railways, 474.

N.B.: report of Factory Inspection Branch, Department of Labour (1949), 1707.

N.S.: safety education program of Department of Labour, 334; annual report of Department of Labour (1948), 333-34.

P.E.I.: provisions of Workmen's Compensation Act, 355; amended provisions, 2088.

Que.: special regulations under Industrial and Commercial Establishments Act *re* construction yards, 1702.

Sask.: recommendations of Federation of Labour (C.C. of L.), 44; of Provincial Executive Committee (T. and L.C.), 46.

United Kingdom: 27th Annual Report on Safety in Mines Research, 1631; functions of Safety Committee outlined in annual report (1948) of Chief Inspector of Factories, 661; pamphlets issued by Ministry of Labour and National Service—safety in the use of power presses, 1999, electric arc welding, drilling machines, chains and other lifting gear, 1999, safety in the use of derrick cranes, 302.

U.S.A.: Industrial Safety Conference—remarks of President Truman, etc., 1788; *re* safeguards in household employment, 440; *Safety Code for Manlifts*, 614. *Teach Them to Lift*—safety pamphlet issued by Department of Labour for industrial supervisors and foremen, 18.

**St. Laurent, Rt. Hon. Louis, Prime Minister of Canada:**

attends second session of Constitutional Conference of Federal and Provincial Governments, 1781.

introduces The Maintenance of Railway Operation Act, in House of Commons—special legislation dealing with national emergency—nation-wide railway strike, 1638, 1645.

text of letter received from C.C. of L. and T. and L.C. *re* amendments to B.N.A. Act, 1991-92.

*re*ply to submissions of delegations from labour organizations: C.C.C.L., 468; C.C. of L., 640; T. and L.C., 463.

**St. Laurent, Rt. Hon. Louis—*Con.***

extracts from address before Canadian Industrial Preparedness Association, 1990.  
 remarks at meeting of Canadian Construction Association, 295.

**St. Lawrence Waterways:**

R.T.B. reaffirm opposition to project, 642.  
 Seaway and Power project approved by C.I.O., 52.

**Salaries:**

I.L.O. Advisory Committee on Salaried Employees and Professional Workers, study problems of white collar workers, 57.

**Canada—**

monthly tabular reports on employment, hours and earnings: 127-33, 262-68, 389-95, 564-70, 756-62, 944-52, 1097-1103, 1228-34, 1584-91, 1745-51, 1952-58, 2133-39.

weekly salaries, wages and earnings in 1948—*Annual Survey of Employment and Payrolls in Canada, 1948*, issued by D.B. of S., 111, 112.

in publicly controlled schools—salary rates for teachers in eight provinces (1948), 795.

salaries and wages in manufacturing industries in 1949, 1993; in 1948, 1035; in 1947-48, 1937.

Nfld.: weekly salaries and wages as at June 1, 1950, 1994.

U.S.A.: analysis of salaries of women in Civil Service, 1633; numbers of salaried and clerical employees receiving wage increases in 1950, 2002.

**Sales Tax:****Canada—**

removal of all sales taxes requested by T. and L.C., 463.

N.B.: imposition opposed by Federation of Labour (T. and L.C.), 646.

Que.: abolition requested by C.C.C.L., 479.

**Sandblasting:**

safety measures recommended in resolution adopted by I.L.O. Metal Trades Committee, 321.

**Saskatchewan:**

*See* various subject headings.

**Saskatchewan Federation of Labour:**

legislative proposals, 43.  
 recommendations contained in brief submitted to court of inquiry appointed to review workmen's compensation legislation, 40.  
 urges 40-hour week, 988.

**Saskatchewan Provincial Executive Committee (T. and L.C.):**

legislative proposals, 44.

**Saskatchewan Trades and Labour Councils:**

recommendations contained in brief presented to Workmen's Compensation Board requesting various changes in Act, 42.

**Savings:****U.S.A.—**

consumer income, saving and spending, 1945-49, 308.

**Sawmills:****Canada—**

wages, hours and working conditions in the sawmill products industry, 91.

**Scalers:**

*See* Timber Scalers.

**Scholarships:****Canada—**

recommendations submitted to Royal Commission on National Development in the Arts, Letters and Sciences, by certain labour bodies, 1000.

Que.: resolution adopted by Provincial Federation of Labour *re* workers' children, 1665.

**School Attendance:****Ont.—**

violations of Adolescent School Attendance Act in 1949, 2099.

**School for Workers:**

*See* Workers' Education.

**Schools:**

opportunity for Government action in applying principles of equal pay for work of equal value, suggested in report of I.L.O., 188.

**Canada—**

report of D.B. of S.—salary rates, number of teachers, proportion of men and women teachers, and proportion of teachers who are university graduates, in 1948, 795.

reports on vocational schools, 31, 32.

Man.: school-leaving age raised by amendment to School Attendance Act, 1570.

Ont.: amendment to Public Schools Act *re* pensions, 1695.

Que.: amendment to Act Respecting Municipal and School Corporations, 1696; non-discrimination provisions of Labour Relations Act held to apply to school commissions, 2096; School for Workers opened in Montreal, 1997; recommendation of Provincial Federation of Labour (T. and L.C.), 475.

*See also* Vocational Schools.

**Science:****Canada—**

recommendations contained in briefs submitted to Royal Commission on National Development in the Arts, Letters and Sciences, by T. and L.C., C.C. of L., and C.C.C.L., 1000.

**Seafarers' International Union of North America:****Canada—**

conciliation proceedings, 824, 825, 1038, 1041, 1044, 1173, 1555, 1557, 1667, 1669, 1670.

**Seamen:**

- Canada—  
 legislative jurisdiction *re* I.L.O. Conventions (No. 91) concerning vacation holidays with pay for seafarers (Revised, 1949); (No. 92) concerning crew accommodation on board ship (Revised, 1949); (No. 93) concerning wages, hours of work on board ship and manning (Revised, 1949), 1658.  
 amendments to Canada Shipping Act *re* International Convention for the Safety of Life at Sea, 1948 and its Regulations, 1918.  
 administration of Merchant Seamen Compensation Act by Department of Labour, 429, 1919.  
 recommendations of T. and L.C., 463; remarks of Minister of Transport, 465.

**Seasonal Employment:**

- Canada—  
 analytical report on composition of labour force, 28.  
 amended regulations of U.I.C. concerning seasonal workers, 1989.  
 unemployment insurance—provisions of revised seasonal regulations, 231.  
 seasonal regulations under Unemployment Insurance Act—annual report of U.I.C. (1949-50), 1927.  
 changes in existing seasonal employment regulations recommended by Unemployment Insurance Advisory Committee, 1713.  
 study of seasonal unemployment requested by N.E.C., 791.

**Secretariats:**

- See* International Trade Secretariats.

**Senate and House of Commons Committee on Old Age Security:**

- See* Joint Committee of the Senate and House of Commons on Old Age Security.

**Senate Committee on Human Rights and Fundamental Freedoms:**

- report tabled in Senate, 2028.  
 report of Special Committee, 1629.  
 briefs submitted to Special Committee by T. and L.C. and C.C. of L. 1004.  
 adoption of Declaration of Human Rights as interim measure recommended by T. and L.C. 1802.  
*See also* Human Rights.

**Seniority:**

- Canada—  
 seniority provisions in meat packing agreements, 2014.  
 provisions of collective agreements in primary textile industry, 626, 634.  
*See also* provisions of collective agreements summarized in monthly reports on *Collective Agreements and Wage Schedules*.

**Separations:**

- See* Hirings and Separations.

**Servants:**

- See* Domestic Workers; Masters and Servants.

**Service Stations:**

- Nfld.: amendment to Garage and Service Station (Sunday Closing) Act (1943), 2081.

**Service Tradesmen:**

- See* Trades.

**Services:**

- Canada—  
 numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2027.  
 number and membership of service co-operatives in 1949, 1656.  
 trade union membership (1949), 1636.  
 number of labour-management production committees as at September 30, (1949), 323.  
 index numbers of wage rates in service (laundries, 1948-1950), 1780; in 1949, 790.

**Severance Pay:**

- See* Wages.

**Sheet Metal Workers:**

- Canada—  
*Sheet Metal Worker*—occupational monograph issued by Department of Labour, 610.  
 Man.: revised rules under Apprenticeship Act, 225.

**Sheet Metal Workers' International Association:**

- Canada—  
 collective agreement, 75.

**Shift Bonuses:**

- See* Bonuses.

**Shifts:**

- Canada—  
 provisions of collective agreements in primary textile industry, 626, 634.  
*shift work in certain industries*—  
 lumber and its products—sawmill products, 96.  
 rubber products, 544.  
 Alta.: split shifts of employees in summer resorts and provincial and national parks—Hours of Work Orders (Nos 19 and 21) under Labour Act, 1921; recommendation of Federation of Labour (T. and L.C.) *re* split shifts, 326.  
 B.C.: Regulation 34E under Hours of Work Act *re* bartenders, waiters and utility men, 1701.  
 Ont.: amendments to Hours of Work and Vacations With Pay Act requested by Provincial Federation (T. and L.C.), 650.

- See also* Labour Turn-over.



**Shipbuilding:**

- N.S.—  
recommendation of Federation of Labour (C.C. of L.), 648.

**Shipping:**

- Canada—  
Canadian ships operating between foreign ports—provisions of unemployment insurance coverage regulations, 230.  
amendments to Canada Shipping Act *re* International Convention for the Safety of Life at Sea, 1948 and its Regulations, 1918.  
legislative jurisdiction *re* I.L.O. Conventions (No. 91) concerning vacation holidays with pay for seafarers (Revised, 1949); (No. 92) concerning crew accommodation on board ship (Revised, 1949); (No. 93) concerning wages, hours of work on board ship and manning (Revised, 1949), 1658.  
recommendations of T. and L.C., 463; remarks of Minister of Transport, 465.

**Shipping Federation of British Columbia:**

- conciliation proceedings, 2053.

**Shirts:**

- See* Clothing.

**Shoe Manufacturing:**

- See* Boot and Shoe Industry.

**Shops:**

- B.C.—  
provisions of Male and Female Minimum Wage Acts *re* mercantile industry, 86; public holidays under Shops Regulation and Weekly Holiday Act, 85; amended provisions of Act, 1059.  
N.B.: provisions of Early Closing Act, 1697.  
Nfld.: shop-closing regulations under Shops Act, 1922.  
N.S.: employment of young persons in shops—amended provision of Child Welfare Act, 2087.

**Sick Benefits:**

- Australia—  
number receiving benefit in 1948-49, 2005-6.  
U.S.A.: Disability Benefits law of New York state, 310.

**Sick Leave:**

- Canada—  
regulations governing prevailing rates employees, 224, 225; changes in government policy, 429.  
*sick leave with pay in certain industries*—  
clothing industry—dress industry, 361; women's and misses' suits and coats industry, 364.  
clothing industry—men's and boys' suits and overcoats, 237; work clothing, 240; men's shirts, 243.  
iron and its products, 1199.  
lumber and its products—sawmill products, 96; planing mill, sash and door, 98; wooden furniture, 100; basket and wooden box, 103.

**Sick Leave—Con.**

## Canada—Con.

- manufacturing industries in Halifax, Montreal, Toronto, Winnipeg and Vancouver, October (1949), 1018.  
paper products, 906; pulp and paper, 907; paper box, 908.  
primary textiles, 719-39—cotton yarn and cloth, 726; woollen yarn and cloth, 728; knitting, 730; rayon yarn and fabric, 731.  
rubber products, 544.  
textiles, 719-39—cotton yarn and cloth, 726; woollen yarn and cloth, 728; knitting, 730; rayon yarn and fabric, 731.

## Ont.: amendment to Public Schools Act, 1695.

*See also* provisions of collective agreements summarized in monthly reports on *Collective Agreements and Wage Schedules*.

**Silicosis:**

- model code of safety regulations for underground work in coal mines approved by I.L.O. tripartite technical conference, 56-57.  
Ont.: provisions of Silicosis Act, 1694; *re* expansion of silicosis and TB x-ray services for industrial workers, 610.

**Skilled Labour:**

## Canada—

- skilled tradesmen employed on farms—provisions of unemployment insurance coverage regulations, 230.  
occupational booklets on skilled construction trades, issued by Department of Labour, 162.

## N.B.: lack of skill in person "employed to do carpentry" does not exempt him from carpentry trade schedule under Industrial Standards Act, 352.

## India: establishment of technical and vocational training scheme for adult civilians to ensure supply of skilled industrial workers, 2006.

**Smelting Industry:**

## Canada—

- C.C. of L. grants U.S.W.A. jurisdiction formerly held by I.U.M.M.S.W., 163.

**Social Aid:**

## Sask.—

- amended regulations under Act, 890, 1923.

**Social Conditions:**

- I.L.O. report on equal pay for work of equal value, 190.

**Social Insurance:**

## U.S.A.—

- re* programs under Social Security Act, 990.

**Social Security:**

- reciprocal social security in Western Union countries—signing of two Conventions and Supplementary Agreement *re* exchange of student-employees, frontier workers, and social and medical assistance, 1136.  
meeting of Committee of Social Security Experts of I.L.O. to formulate standards of social security, 668.

**Social Security—Con.**

- Committee on Conditions of Work and Social Policy established by Brussels Treaty Organization to study conventions adopted by International Labour Conference, 669.
- protection of mother and child—principles of resolution adopted by International Social Security Association, 58.
- conditions of Rhine boatmen—provisions of I.L.O. draft agreements, 321.
- Canada—  
*Joint Committee of the Senate and the House of Commons on Old Age Security*—  
 appointment, 428.  
 summary of report, 1142-47.  
 brief submitted by Deputy Minister of Labour, 987.  
 summary of briefs submitted by T. and L.C., 1011; by C.C. of L., 1012.  
 achievement of security in the pulp and paper industry, 813.  
 extension of benefits to farm workers advocated by Deputy Minister of Labour in address before Dominion-Provincial Agricultural Conference, 9.  
 terms of agreement reached in dispute between Chrysler Corporation and employees at Windsor plant, 987.  
 recommendations concerning old age and retirement pensions, approved at convention of C.C.C.L., 1827.  
 adoption of national program urged by C.C. of L., 639; remarks of Prime Minister, 641; of Minister of National Health and Welfare, 642; resolution on old age security adopted at convention, 1820.  
 recommendations of R.T.B., 642.  
 recommendations of T. and L.C., 461-62; remarks of Prime Minister, 464; of Minister of National Health and Welfare, 465; resolution adopted at Convention, 1804.
- Man.: enactment of legislation recommended by C.C. of L. unions, 472; recommendations of Executive Committee (T. and L.C.), 472, 644.
- N.B.: implementation of nation-wide plan requested by Federation of Labour (C.C. of L.), 645.
- N.S.: recommendations of Federation of Labour (C.C. of L.), 648; of Provincial Executive (T. and L.C.), 649.
- Ont.: recommendations of Federation of Labour (C.C. of L.), 649; proposals of Provincial Federation (T. and L.C.) *re*, 650.
- Que.: resolution on "Economic and Social Security" adopted by Professional Association of Industrialists, 1994-95; recommendation of C.C.C.L., 478.
- Eire: review of White Paper on *Social Security*, 311.
- U.S.A.: amendments to Act *re*—Old Age and Survivors' Insurance; assistance to disabled individuals; grants administered by the Children's Bureau; federal government contributions to state unemployment insurance funds, 2004-5; provisions of bill on social security approved by Senate, 1138; *re* provisions of Act, 990; amendments to Act requested by A.F. of L., 49; report of Executive Council at annual convention of A.F. of L., 47; C.I.O. policy on social security, 52.

**Social Security Association:**

*See* International Social Security Association.

**Social Services:**

Canada—

Federal Government expenditures on social services (1948-49)—statement of Minister of Labour, 161.

**Social Welfare:**

Que.—

provisions of Act, 1696.

**Soft Coal:**

*See* Coal.

**Special Aptitudes:**

United Kingdom—

"Special Aptitudes" scheme provides vocational training grants for youth, 1085.

**Special Committee of the Senate on Human Rights and Fundamental Freedoms:**

*See* Senate Committee on Human Rights and Fundamental Freedoms.

**Special Forces:**

*See* Armed Forces.

**Special Placements:**

*See* Placements.

**Split Shifts:**

*See* Shifts.

**Stabilization:**

United Kingdom—

wage stabilization policy of T.U.C. endorsed by small majority at conference of trade union executives, 301.

U.S.A.: establishment of Economic Stabilization Agency, 1663.

*See also* Price Control; Wage Control.

**Standard of Living:**

Committee on Conditions of Work and Social Policy established by Brussels Treaty Organization to study conventions adopted by International Labour Conference, 669.

Canada—

policy of Canadian Chamber of Commerce, 1990-91.

Asia: Federation of Labour seeks to raise living standards by raising national incomes, 18.

India: inquiry into living and working conditions of agricultural workers, 171.

**Standards:**

Canada—

institution of Dominion Standards Division recommended by C.C. of L., 1823.

**Stationary Enginemen:**

Que.—

new section under Stationary Enginemen Act, 528.

**Statistics:**

resolution adopted at meeting of Iron and Steel Committee of I.L.O., 506.

## Canada—

labour statistics, 122, 257, 382, 560, 751, 937, 1092, 1223, 1577, 1740, 1947, 2126.  
statistics reflecting industrial conditions in Canada, 123, 258, 383, 561, 752, 938, 1093, 1224, 1578, 1741, 1948, 2127.

*Taxation Statistics 1949*—annual report of Department of National Revenue, 298.

Alta.: more accurate system *re* compilation of cost-of-living index by D.B. of S., urged by Federation of Labour, 198.

Nfld.: provisions of Industrial Statistics Act, 882.

N.S.: annual report of Statistics Branch, Department of Labour (1948), 332.

Que.: 1949 edition of Statistical Year Book, 1630; establishment of Provincial Bureau of Statistics recommended by C.C.C.L., 479.

Australia: *Quarterly Summary of Australian Statistics*—statistics concerning employment, unemployment, wages, prices, etc., 2005.

U.S.A.: statistics of industrial disputes fail to give balanced picture of progress of industrial relations, 305.

*See also* monthly summaries of current labour statistics.

**Statistics, Dominion Bureau of:**

increase in non-resident investments in Canada and Canadian direct investments in other countries, 796, 1783.

general index of production in 1949, 430.  
weekly salaries, wages and hours in non-agricultural industries as at June 1, 1950, 1994.

earnings and hours of male and female wage-earners and salaried employees in manufacturing (1948), 1034.

salary rates, number of teachers, proportion of men and women teachers, and proportion of teachers university graduates, in 1948, 795.

commodity trade between Canada and the United Kingdom, U.S.A. and other countries, 793.

study of family budgets, 11.

residential construction in 1950, 1133.

housing construction in 1949, 613.

quarterly estimate of population, as at March 1, 1950, 793.

farm cash income during first six months of 1950, 1783; in 1949, 165, 797.

farm wage rates, 1132.

more accurate system *re* compilation of cost-of-living index, urged by Alberta Federation of Labour, 198.

*Publications and Reports—*

Employees' Pension and Retirement Plans, 191.

National Accounts, Income and Expenditure, Preliminary, 1949, 611.

Annual Survey of Employment and Payrolls in Canada, 1948, 111.

Preliminary Statement of Manufactures in Canada, 1949, 1993.

Hiring and Separation Rates in Certain Industries, 1996.

**Steam Boilers:**

*See* Boilers.

**Steam Railways:**

## Canada—

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2027.

**Steel Industry:**

third session of Iron and Steel Committee of I.L.O. in Geneva, Switzerland, 502.

N.S.: development of steel industry to alleviate unemployment urged by Federation of Labour (C.C. of L.), 647.

United Kingdom: *Steel Founding*—report of British Productivity Team on visit to U.S.A., under auspices of Anglo-American Council on Productivity, 434.

**Stereotypers' and Electrotypers' Union of North America, International:**

## U.S.A.—

*re* causes of industrial peace, 438.

**Stevedores:**

## Canada—

casual stevedoring in Northwest Territories excepted employment under special order of U.I.C., 1629.

**Stewards:**

*See* Trade Unions.

**Stock Salesmen:**

## Alta.—

exemption from provisions of *Holidays With Pay Order* (No. 5) under Labour Act, 1921.

**Stone Masons:**

## Canada—

occupational booklets on skilled construction trades, issued by Department of Labour, 162.

**Street-Car Fares:**

*See* Fares.

**Strike Votes:**

## Canada—

Canadian Chamber of Commerce urges amendment to I.R.D.I. Act *re* secret strike ballot, 1991.

B.C.: suggested amendments to Industrial Conciliation and Arbitration Act, presented to Minister of Labour by Provincial Executive (T. and L.C.), 327.

*See also* Legal Decisions.

**Strikes and Lockouts:**

I.L.O. study on comparative statistics for time lost through strikes and lockouts in certain countries during war and post-war years, 15.

## Canada—

clauses in collective agreements prohibit strikes and lockouts in primary textile industry, 623, 633.

monthly summary of strikes and lockouts in Canada: 117, 252, 377, 556, 747, 932, 1088, 1217, 1575, 1737, 1942, 2120.

**Statutory Holidays:**

*See* Holidays.



**Strikes and Lockouts—Con.**Canada—*Con.*

- statistics: 154, 288, 421, 591, 783, 979, 1125, 1256, 1615, 1773, 1982, 2163.
- railway strike of 1950, 1638-54—text of *The Maintenance of Railway Operation Act*, 1653; appointment of Industrial Inquiry Commissioner, 1642; report of Commissioner, 1643; companies affected and their subsidiaries, 1654; unions involved, 1654.
- strikes and lockouts in Canada in 1949, and 1939-1949 (Supplement, L.G., April, 1950), 480.
- chart showing number of workers involved in strikes and number of workers covered by collective agreements compared with union membership (1946-1949), 2024.
- methods of settlement in meat packing industry, 2020.
- re* asbestos miners and mill workers in Quebec, 429.
- settlement reached in threatened strike of employees of Chrysler Corporation, Windsor, 987.
- Canadian Chamber of Commerce urges amendment to I.R.D.I. Act *re* secret strike ballot, 1991.
- resolution adopted by C.C.C.L. concerning prohibition of picketing and violence during strikes, 1831; report on strike at Clason Knitting Mills in Sherbrooke, given at convention, 1832.
- Alta.: amended provisions of Labour Act, 2084; recommendation of Federation of Labour (T. and L.C.) *re* fire fighters, 326.
- B.C.: suggested amendments to Industrial Conciliation and Arbitration Act, presented to Minister of Labour by Provincial Executive (T. and L.C.), 327.
- N.B.: annual report of Department of Labour (1949), 1707.
- N.S.: annual report of Department of Labour (1948), 332.
- Ont.: provisions of Labour Relations Act (1950), 1692; provisions of proposed Act *re* unlawful strikes, 529.
- Que.: *re* asbestos miners and mill workers, 429; report on strike at Clason Knitting Mills in Sherbrooke, given at convention of C.C.C.L., 1832; opposition to government seizure of strike-bound plants, expressed by Professional Association of Industrialists, 1994; other resolutions adopted, 1994, 1995.
- Sask.: annual report of Department of Labour (1949), 1708-9.
- Other Countries: monthly summary of strikes and lockouts in other countries: 117, 253, 377, 556, 747, 932, 1088, 1217, 1737, 1943, 2120.
- United Kingdom: *Review of the British Dock Strikes, 1949*—summary of White Paper on activities of C.S.U. and resulting London dock strike, 435; report of National Coal Board (1949), 1631.

**Strikes and Lockouts—Con.**

- U.S.A.: settlement of coal strike—provisions of agreement reached between U.M.W.A. and soft coal operators, 437; United Mine Workers' union not guilty of contempt charges. Government's contention that union did not take appropriate action to stop strike held unproved, 708; progress in industrial relations, 305; foreman's duty to plant held paramount to own interest—decision of trial examiner of N.W.L.B. *re* striking supervisors and guards at coke plant (U.S.W.A.), 2003; *The Development of a Policy for Industrial Peace in Atomic Energy*—pamphlet issued by National Planning Association, 2041.
- See also* monthly summaries of current labour conditions.

**CLASSIFICATION BY INDUSTRIES:**

- Construction—buildings and structures—**  
bricklayers, masons and plasterers, Saint John, 1259.  
building trades workers, Calgary, 1619.  
carpenters, Victoria, 156, 1619, 1774.  
carpenters and labourers, Lachute, 1127.  
electricians, Windsor, 1775.  
painters and decorators, Regina, 1259; Toronto, 1619; Windsor, 1127.  
plumbers, Ottawa, 290.  
plumbers, steamfitters, and helpers, Ottawa, 422, 592, 784, 980.  
sheet metal workers, Toronto, 1619.
- Fishing and Trapping—**  
fishermen, Burin, Nfld., 290, 422.
- Logging—**  
pulpwood cutters, St. Fereol, P.Q., 2164.
- Manufacturing—animal foods—**  
meat packing plant workers, Hamilton, 155, 289; Windsor, 156, 289.
- Manufacturing—boots and shoes (leather)—**  
shoe factory workers, Richmond, 593, 784, 980; Vancouver, 2165.
- Manufacturing—fur and leather products—**  
fur dressers and dyers, Toronto, 1258, 1616.  
leather goods factory workers, Montreal, 981, 1125.  
luggage factory workers, Amherst, 1984.
- Manufacturing—metal products—**  
aluminum foundry workers, Etobicoke (Toronto), 1259, 1616, 1774, 1983, 2164.  
auto electric parts factory workers, Sarnia, 1127.  
automotive parts factory workers, Oshawa, 981.  
automotive parts foundry workers, Sarnia, 2165.  
boiler and tank factory workers, New Westminster, 1258.  
brass products factory workers, Galt, 1258, 1616, 1774, 1983, 2164.  
can and canning equipment factory workers, Toronto and New Toronto, 1618, 1774.  
die casting and electro-plating factory workers, Wallaceburg, 1984.  
electrical apparatus factory workers, Montreal, 1984; Peterborough, 593; Toronto, 981, 1258, 2165; Vancouver, 1127, 1257, 1616, 1774, 1983.  
electrical apparatus factory workers (welders), Peterborough, 1618.

**Strikes and Lockouts—Con.***Manufacturing—metal products—Con.*

- foundry workers (moulders), Sackville, 1618.  
 hardware factory workers, Peterborough, 1127, 1257.  
 laundry machinery factory workers, Toronto, 1259, 1616, 1774, 1983, 2164.  
 metal factory workers, Fort Erie, 1984, 2164; Galt, 156; Hamilton, 1775.  
 motor vehicle factory workers, Oshawa, 155; Windsor, 1984, 2165.  
 motor vehicle factory workers (spray painters), Windsor, 1127.  
 plumbing supplies factory workers, London, 1127, 1257, 1616.  
 radiator factory workers, Windsor, 1258.  
 radiator foundry workers, Plessisville, 155.  
 small arms factory workers, Long Branch, Ont., 2165.  
 steel mill ironworkers and pipefitters, Sault Ste. Marie, 1618.  
 steel products factory workers, London, Toronto and Montreal, 785; Montreal, 2165.  
 structural steel fabricators, Windsor, 1619.  
 truck and trailer body factory workers, Brantford, 2165.  
 washing machine factory workers, Amherst, 981, 1126, 1257, 1616.  
 wire rope and cable factory workers, Lachine, 1984, 2164.

*Manufacturing—miscellaneous products—*

- neon sign factory workers, installers, etc., Vancouver, 785, 980, 1126.

*Manufacturing—miscellaneous wood products—*

- basket factory workers, Grimsby, 1984.  
 boat factory workers, Niagara-on-the-Lake, 981.  
 furniture factory workers, Chesley, 1258, 1616; Nicolet, 1618.  
 lumber and plywood factory workers, Port Albemi, 785.  
 lumber mill workers, Kiosk, 1127; Mesachie Lake, 1127.  
 planing mill workers, Campbellton, 1258, 1616, 1774.  
 plywood factory workers, New Westminster, 785, 981.  
 sawmill workers, Nanaimo, 1618.  
 shingle mill workers, New Westminster, 1618.  
 wood cabinet factory workers, Owen Sound, 981, 1126.  
 wood products factory workers, Megantic, 156, 289; Oakville, 1775, 1983.

*Manufacturing—non-metallic minerals, chemicals, etc.—*

- automotive parts factory workers (asbestos), Peterborough, 156.  
 chemical factory office workers, Windsor, 1619.  
 match factory workers, Mission, 1259, 1617.

*Manufacturing—printing and publishing—*

- lithographers, London, Hamilton, Ottawa, Toronto, Montreal, 155, 289.  
 printers, St. John's, Nfld., 1126, 1257.  
 web pressmen, Toronto, 155.

*Manufacturing—pulp, paper and paper products—*

- paper box factory workers, Toronto, 785.  
 paper products factory workers, Montreal, 156.

81795—7½

**Strikes and Lockouts—Con.***Manufacturing—rubber and its products—*

- rubber factory workers, Toronto, 154, 289.  
 rubber products factory workers, Drummondville, 156, 289.  
 tire factory workers, Kitchener, 1984.  
 tire factory workers (curers and builders), New Toronto, 1618.  
 tire factory workers (wire wrappers), Kitchener, 1258.

*Manufacturing—shipbuilding—*

- shipyard workers, Vancouver, 2165.

*Manufacturing—textiles, clothing, etc—*

- cotton and rayon underwear factory workers, Sherbrooke, 1126, 1257, 1616, 1774, 1983, 2164.  
 cotton factory workers, Welland, 593.  
 cotton factory workers (weavers), Milltown, 785.  
 hosiery and clothing factory workers, Guelph, 593, 784.  
 knitting factory workers, St. Jerome, 1618, 1774, 1983.  
 ladies' dress factory workers, Montreal, 422.  
 men's clothing factory workers, Montreal, 593, 784.  
 men's work clothing factory workers, Bedford, 422.  
 shirt factory workers, Hamilton, 290; Montreal, 981.  
 sportswear factory workers, Toronto, 593, 784.  
 weavers and spinners, Grand'Mere, 2165.  
 worsted textile factory workers, Trenton, 290, 422, 592, 784, 980, 1125, 1257.

*Manufacturing—tobacco and liquors—*

- brewery workers, Regina, 155.  
 soft drink factory workers, Windsor, 154, 289.

*Manufacturing—vegetable foods, etc.—*

- canning factory workers, Chatham, 1258.

*Mining—*

- coal miners, Cambria, 592; Canmore, 785; Drumbheller, 155; Glace Bay, 592; Lethbridge, 2164; Nacmine, 1258; Springhill, 1618; Sydney Mines, 592.  
 firebosses, Bellevue, Blairmore, Cadomin Canmore, Coleman, Gregg River, Luscar, Alta., 422, 592, 784.  
 gold miners and millworkers, South Porcupine, 1775.  
 iron ore miners, Bell Island, Nfld., 422, 1126.

*Service—business and personal—*

- beverage room tapmen, waiters and glass washers, Calgary, 593, 784.  
 cleaners and dyers, Toronto, 2165.  
 garage mechanics, greasers, etc., Toronto, 786, 980.  
 hotel employees, Cornwall, 786, 980, 1126, 1257, 1617.  
 sanitarium employees, Guelph, 1984.  
 waitresses, Victoria, 981, 1126.  
 waitresses and dishwashers, Sudbury, 1127, 1257, 1617, 1775.

*Service—public administration—*

- civic employees, Hamilton, 1776, 1983.  
 township employees, York township, 981.

*Service—recreation—*

- moving picture projectionists, Calgary, 290.



**Strikes and Lockouts—Con.***Trade—*

- brewery warehouse workers, Windsor, 2165.
- building supplies workers, Victoria, 786, 980, 1126.
- department store clerks, New Westminster, 155, 289, 422, 592, 784, 980, 1126, 1257, 1617.
- grocery store employees, Montreal, 422, 592.
- grocery warehousemen and truck drivers, Sault Ste. Marie, 1984, 2164.
- junk yard workers, Vancouver, 786, 980.
- wholesale grocery workers, Calgary, 786, 980.

*Transportation and Public Utilities—electric railways and local bus lines—*

- bus drivers, mechanics, etc., St. John's, Nfld., 155.
- street railway motormen and conductors, Montreal, 1984.

*Transportation and Public Utilities—electricity and gas—*

- electric power production and distribution workers, Orillia, 1619; Regina, 1619, 1774.

*Transportation and Public Utilities—other local and highway—*

- bus drivers, mechanics, etc., Oshawa, 1775.
- taxi drivers, Sudbury, 785; Toronto, 156.

*Transportation and Public Utilities—steam railways—*

- non-operating railway workers, hotel employees, etc., Canada, 1775.
- switchmen, Vancouver, 1259, 1617.

*Transportation and Public Utilities—telegraph and telephone—*

- telephone linemen, cablemen, installers, etc., Manitoba, 1259.

*Transportation and Public Utilities—water—*

- seamen, Botwood, Nfld., 1127.
- seamen, British Columbia Ports, 1776, 1983.

**Students:**

- exchange of student-employees—convention signed by five Western Union countries, 1136.

## Canada—

- problem of "student aid"—recommendations of Committee appointed to study, 32.
- campaign to find employment for university graduates and undergraduates, 12.
- student aid and youth training under C.V.T. agreements, 1031.

## B.C.: regulation under Hospital Insurance Act, 225.

**Study Grants:**

- I.L.O. program of fellowships and study grants, 318.

**Subversive Control Act (U.S.A.):**

- provisions, 1788.

**Sugar Industry:**

## Canada—

- numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2025.

**Sugar Beet Industry:**

## Canada—

- farm labour program (1949), 196.

**Sugar Refinery Workers' Federal Union:**

## Canada—

- collective agreement, 689.

**Suits and Coats Industry:**

## Canada—

- wage rates, hours and working conditions, 361.

**Summer Resorts:**

- See Hours of Work.

**Sunday Labour:**

## Canada—

- payment for work on Sundays in manufacturing industries in 1949, 1856.

**Sunday Observance:**

## Canada—

- recommendation of C.C.C.L., 1834.
- Nfld.: amendment to Garage and Service Station (Sunday Closing) Act, 1943, 2081.

**Superannuation:**

## Canada—

- Government contribution to Superannuation Fund in 1948-49, 161.
- B.C.: amended provisions of Municipal Superannuation Act, 1061.

**Superior Labour Council:**

- See Labour Councils.

**Supervisors:**

## U.S.A.—

- Teach Them to Lift*—safety pamphlet issued by Department of Labour for industrial supervisors, 18.
- See also Strikes and Lockouts.

**Supervisory Training:**

- See Vocational Training.

**Supplementary Benefits:**

- See Benefits; Unemployment Insurance.

**Supreme Court of Canada:**

- upholds validity of rent control, 294.
- Supreme Court judgment on wartime leasehold regulations, 710.
- amendment to Supreme Court Act abolishes appeals to Judicial Committee of the Privy Council, 1914.
- judgment upheld by Privy Council that regulation of hours of Empress Hotel employees within jurisdiction of B.C. legislature—C.P.R. appeal dismissed, 217.

**Survivors' Insurance:**

- See Insurance.

**Sweden:**

- decline of Communist strength in trade unions, 1791.



**Taft-Hartley Act (U.S.A.):**

- validity of non-Communist affidavit required of union officers under Act, upheld by Supreme Court, 992, 1072.
- National Maritime Union hiring halls ruled illegal under Act, 799.
- cost of meals in company-operated dining rooms held mandatory bargaining issue under Act, 170.
- repeal of Act requested by President Truman in Economic Report to Congress, 303.
- repeal of Act urged at convention of A.F. of L., 46, 47, 48; Harry S. Truman, President of the United States, renews pledge to fight for repeal of Act, 48.
- resolution adopted at convention of A.F. of L., 49.
- repeal of Taft-Hartley Act and re-enactment of amended Wagner Act, urged by C.I.O., 52.

**Take-Home Pay:**

- Canada—
  - five-day, forty-hour week without reduction in take-home pay, for all workers—resolution adopted by T. and L.C., 1804.
- Ont.: resolution adopted by Provincial Federation of Labour (T. and L.C.), 324.

**Taxation:**

- Canada—
  - Taxation Statistics 1949*—annual report of Department of National Revenue, 298.
  - reply of Prime Minister to legislative proposals of C.C.C.L. *re* tax on capital profits, 470.
  - recommendations of T. and L.C. *re* income tax, sales tax, and union dues, 463.
- Ont.: resolution adopted by Provincial Federation of Labour, 324.
- Sask.: recommendation of Federation of Labour (C.C. of L.) *re* hospitalization taxes, 44; recommendation of Provincial Executive Committee (T. and L.C.) *re* education tax, 46.
- United Kingdom: resolution adopted by T.U.C. *re* removal of purchase tax, 2037.
- See also* Sales Tax.

**Teachers:**

- opportunity for Government action in applying principle of equal pay for work of equal value, suggested in I.L.O. report, 188.
- Canada—
  - formation of world-wide teachers' organization, 1630.
  - report of D.B. of S.—salary rates, number of teachers, proportion of men and women teachers, and proportion of teachers university graduates, in 1948, 795.
  - vocational teacher training under C.V.T., 1033.
- Ont.: persons under Teaching Profession Act (1944) excepted from application of Hours of Work and Vacations With Pay Act, 1701.
- Que.: bargaining rights restored to teachers' union, 1787; recommendation of C.C.C.L., *re* freedom of association, 477.

**Technical Aid:**

- U.N. program of Technical Aid to Underdeveloped Countries, 312—Canadian participation in program, 314, 316; I.L.O. and Technical Assistance Program, 315; Technical Assistance Conference, 316.
- appointment of Dr. Hugh L. Keenleyside as Director-General of U.N. Technical Assistance Administration, 1782.
- technical assistance for underdeveloped countries—resolution adopted by I.L.O. Metal Trades Committee, 321.
- participation of I.L.O. in U.N. Technical Aid program for economic development of underdeveloped areas, 2046.
- recommendations of I.L.O. Governing Body at 112th session, 1657.
- Canada's contribution to technical aid programs, 1133.

**Technical Personnel:**

- Canada—
  - report of supervisor of technical training, at meeting of Vocational Training Advisory Council, 32.
  - reports of Bureau of Technical Personnel—supply and demand for engineers, 299, downward trend in university enrollments for 1950-51, 1780.
- India: establishment of technical and vocational training scheme for adult civilians, 2006.

**Technicians:**

- B.C.—
  - regulation under Hospital Insurance Act *re* professional technicians, 225.

**Teen-Age:**

- See* Youth Employment and Training.

**Telegraph Systems:**

- Canada—
  - numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2027.

**Telephone:**

- Canada—
  - numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2027.

**Television:**

- resolution concerning performers' rights adopted by I.L.O. Advisory Committee on Salaried Employees and Professional Workers, 57.

**Canada—**

- recommendations submitted to Royal Commission on National Development in the Arts, Letters and Sciences, by certain labour bodies, 1003.

**Termination of Employment:**

- See* Employment.

**Textile Industry:**

- re* meeting of I.L.O. industrial committee, 1657.
- Canada—
  - analysis of collective agreements in primary textile industry—coverage of collective bargaining agreements, 620; union-

**Textile Industry—Con.**Canada—*Con.*

management relationships, 621; working conditions, 623; administration of agreements, 630; examples of clauses found in collective bargaining agreements, 631-36.

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2025.  
wages, hours and working conditions in the primary textiles industry (1949), 719-39—cotton yarn and cloth, 724; woollen yarn and cloth, 726; knitting, 728; rayon yarn and fabric, 730.

United Kingdom: increased labour force in textile industries in 1949, 1997.

**Textile Workers' Union of America:**

## Canada—

membership in primary textile industry, 619.

re organization of unemployed, 163.  
agreements, 341, 868.

U.S.A.: re A.F. of L.—C.I.O. unity, 1632.

**Textiles:**

See also Cotton Mills.

**Theatres:**

## Sask.—

inspections under Theatres and Cinematographs Act in 1949, 1710.

**Thompson, R. F., Director, Canadian Vocational Training, Department of Labour:**

reports to meeting of Canadian Vocational Training Advisory Council, 30, 1030.

**Timber:**

## U.S.A.—

resolution adopted by C.I.O., 52.

**Timber Scalers:**

## N.S.—

amendment to Scalers' Act re licensing of workers, 2087.

**Time-Loss:**

I.L.O. study on comparative statistics for time lost through strikes and lockouts in various countries during war and post-war years, 15.

## Canada—

number of working days lost through strikes and lockouts in 1949, 1946-1949 and 1939-1949, 480.

N.B.: time-loss through strikes in 1949, 1707.

Sask.: time-loss through strikes in 1949—annual report of Department of Labour, 1708-9.

Australia: time-loss through industrial disputes in 1949, 2005-6.

**Tobacco:**

## Canada—

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2025.

**Tobin, Hon. M. J., United States Secretary of Labour:**

extracts from address at 68th annual convention of A.F. of L., 48; at convention of C.I.O., 50-51.

**Tourists:**

## Nfld.—

Tourist Establishments Act (1950), 2080, 2092.

**Trade:**

## Canada—

amendment to Combines Investigation Act, 1915.

Canada's foreign commodity trade in 1949, 297.

commodity trade with the United Kingdom, U.S.A. and other countries, as reported by D.B. of S., 793.

domestic exports to the United States and other countries (1949-50), 376.

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2027.

trade union membership (1949), 1636.

number of labour-management production committees as at September 30, 1949, 323.

*Expand With Canada and Canadian Industrial Development Manual*—pamphlets on services to industries issued by Department of Trade and Commerce, 796.

protection of Canadian industry requested by C.C.C.L., 468; reply of Prime Minister, 469.

resolution of C.C. of L., 637; remarks of Prime Minister, 640.

See also Foreign Trade; monthly summaries of current labour conditions.

**Trade and Commerce, Department of:**

issues reports on *Private and Public Investment in Canada: Outlook, 1950 and Supply of Building Materials in Canada*, 807-8; pamphlets on services to industries—*Expand With Canada and Canadian Industrial Development Manual*, 796.

**Trade Disputes:**

See Industrial Disputes.

**Trade Schools:**

## B.C.—

regulations under Trade-Schools Regulation Act governing barbering and hair-dressing schools, 526.

**Trade Secretariats:**

See International Trade Secretariats.

**Trade Union Membership:**

## Canada—

union membership (1949), 1634-36—classified by affiliation, 1635; by industrial groups, 1636.

C.C.C.L., membership as reported at 29th annual convention, 1830, 1831.

chart showing number of workers covered by collective agreements compared with union membership, and number of workers involved in strikes (1946-1949), 2024.

**Trade Union Membership—Con.**Canada—*Con.*

- union membership provisions of meat packing agreements, 2020.
- organization of primary textile industry, 619.
- compulsory membership provisions of collective agreements in primary textile industry, 621, 632.
- B.C.: total membership of employees' organizations in 1948, 330; Court dismisses appeal against judgment awarding damages for wrongful expulsion from union membership, 1704, 1705.
- Sask.: union membership in 1949—annual report of Department of Labour, 1709.
- Australia: membership in 1939, 1947 and 1948, 799, 2005-6.
- United Kingdom: membership in 1948 as reported by Ministry of Labour and National Service, 300.
- India: membership of registered trade unions as at March 31, 1948, 18.
- Netherlands: statistics *re*, 993.
- U.S.A.: paid-up membership of A.F. of L., as at August 31, 1949, 49; membership drive by A.F. of L. to commemorate 100th birthday of Samuel Gompers, founder of the A.F. of L., 49.

**Trade Unions:**

- Canadian Seamen's Union expelled by International Transport Workers' Federation at convention in Stuttgart, Germany, 1790.
- International Union of Electrical, Radio and Machine Workers chartered by C.I.O. and accepted by C.C. of L., 8.
- proceedings of conference of the Council of Profit-Sharing Industries, 1995.
- affiliation of U.A.W., U.S.W. and I.A.M. with International Metalworkers' Federation, 304-5
- Trade Unions and Productivity*—report of visit of British trade unionists to study American productivity, 1998.
- labour officers from India to train in United Kingdom, 799.
- International Confederation of Free Trade Unions*—
  - establishment and constitution, 8.
  - proceedings of first free World Labour Congress, 172.
  - accorded consultative status with I.L.O., 668.
  - re* admission of Christian trade unions to membership, 175.
  - executive meeting in Brussels, 1136, 1996; Canadian delegation, 1137.
  - plans world conference for white collar workers, 2007.
  - training college for Asian trade unionists planned, 615.
  - publication of monthly journal, *Free Labour World*, 1791.

**Trade Unions—Con.***International Labour Organization—*

- proceedings of Commonwealth Trade Union Conference held during 33rd session of International Labour Conference, 1134.
- International Commission on Trade Union Rights—establishment authorized by I.L.O. as international fact-finding and conciliation commission on freedom of association, 317, 666.
- report on co-operation between public authorities and employers' and workers' organizations, 499.
- report on freedom of association and conditions of work in Venezuela, 1247.
- World Federation of Trade Unions*—
  - report of Executive Council of A.F. of L., 47.
  - withdrawal of Colombia, Finland, Israel and Australia, 1137.

## Canada—

- legislative jurisdiction *re* I.L.O. Convention (No. 98) concerning the application of the principles of the right to organize and to bargain collectively, 1658.
- railway strike of 1950, 1638-54; text of The Maintenance of Railway Operation Act, 1653; appointment of Industrial Inquiry Commissioner, 1642; report of Commissioner, 1643; companies affected and their subsidiaries, 1654; unions involved, 1654.
- trade union membership (1949), 1634-36—classified by affiliation, 1635; by industrial groups, 1636.
- unemployment in trade unions as at December 31, 1949, 373; March 31, 1950, 929; June 30, 1950, 1936.
- unemployment in trade unions in 1949, 553.
- statistics *re* unemployment in trade unions, 396, 953, 1959.
- legal decisions in union expulsion case (Myron Kuzych), 219, 896, 1704, 1705, 1786, 1822.
- numbers of workers affected by collective agreements in 1949, by industry, with comparable figures for 1946 and 1948, 2023.
- collective bargaining contracts in meat packing industry, 2008-22.
- organized workers in primary textile industry, 619, 632.
- unionization in pulp and paper industry, 812-13.
- trade union affiliations of labour-management production committees, 323, 986.
- 60th anniversary of Vancouver and New Westminster District Trades and Labour Council, 164.
- organization of National Trade Union Film Committee, 1628.
- proceedings of conference of the Council of Profit-Sharing Industries, 1995.
- Government action on unemployment requested by C.C. of L. and T. and L.C. in joint letter to Prime Minister and Cabinet—text of factual statement *re* employment and unemployment issued by Minister of Labour, 160.
- Dominion legislative proposals of labour organizations*: C.C.C.L., 466; C.C. of L., 637; R.T.B., 642; T. and L.C., 460.



**Trade Unions—Con.**

- Provincial legislative proposals of labour organizations:* British Columbia Executive (T. and L.C.), 470; Manitoba (C.C. of L. unions), 471; Manitoba Executive Committee (T. and L.C.), 472, 644; New Brunswick Federation of Labour (T. and L.C.), 645; Newfoundland Federation of Labour, 646; Nova Scotia Federation of Labour (C.C. of L.), 647; Nova Scotia Provincial Executive (T. and L.C.), 648; Ontario Federation of Labour (C.C. of L.), 649; Ontario Provincial Federation (T. and L.C.), 649; Quebec (C.C.C.L.), 476; Quebec Provincial Federation of Labour (T. and L.C.), 474.
- Annual conventions of labour organizations:* T. and L.C., 1793; C.C. of L., 1807; C.C.C.L., 1824; Ontario Provincial Federation of Labour (T. and L.C.), 323; Quebec Provincial Federation of Labour (T. and L.C.), 1663.
- labour backs U.N. stand in Korea—text of joint statement issued by T. and L.C. and C.C. of L., 1625.
- incorporation of Bill of Rights into Canadian Constitution requested by C.C. of L. and T. and L.C. in briefs submitted to Senate Committee on Human Rights and Fundamental Freedoms, 1004-5, 1006, 1007-8.
- Labour Committee for Racial Tolerance—proceedings of conference endorsed by racial tolerance committee of T. and L.C. and C.C. of L., 794.
- text of letter to Prime Minister from C.C. of L. and T. and L.C. re amendments to B.N.A. Act, 1991.
- report of Executive Bureau at convention of C.C.C.L., 1828.
- Canadian Congress of Labour—*
- re organization of union for unemployed, 163.
  - functions of union, National Federation of Unemployed Workers, 794.
  - report of Convention Committee on Organization, 1822.
- number of labour-management production committees by union affiliation, 323, 986.
- number of affiliated unions in pulp and paper industry, 812.
- affiliation of Canadian locals of new C.I.O. International Union of Electrical Radio and Machine Workers, 8-9.
- grants U.S.W.A. jurisdiction formerly held by I.U.M.M.S.W. in mining and smelting industry, 163.
- I.U.E.R.M.W. chartered by C.I.O. and accepted by C.C. of L., 8
- Trades and Labour Congress of Canada—*
- history of the T and L.C. and the Labour Movement in Canada, written by the T. and L.C., 14, 1133.
  - members accused of Communist activity expelled by labour bodies (T. and L.C.), 1781.
- Alta.: provisions of Bill to amend Labour Act, 530-31; amended provisions of Act, 2083; Federation of Labour (T. and L.C.)—provincial legislative proposals, 326; convention of Federation of Labour, 197.

**Trade Unions—Con.**

- B.C.: legal decisions in union expulsion case (Myron Kuzyeh), 219, 896, 1704, 1705, 1786, 1822; legislative proposals of British Columbia Executive (T. and L.C.), 470; picketing of ss. *Seaboard Star* by C.S.U. members held illegal—application to dissolve injunction dismissed, 221; Court interprets union's picketing rights under Trade-unions Act, 2093; suggested amendments to Industrial Conciliation and Arbitration Act presented to Minister of Labour by Provincial Executive (T. and L.C.), 327; 60th anniversary of Vancouver, New Westminster and District Trades and Labour Council, 164.
- Man.: amended provisions of Labour Relations Act, 1568; legislative proposals of Winnipeg Labour Council, Brandon Labour Council, and C.C. of L., 471; recommendations and legislative proposals of Executive Committee (T. and L.C.), 472, 644; amendment to Labour Relations Code re policemen, recommended by C.C. of L. unions, 471.
- N.B.: amendment to Labour Relations Act urged by Federation of Labour (T. and L.C.), 645; other legislative proposals, 645.
- Nfld.: provisions of Trade Union Act (1950), 2075; formation of three new unions of aviation employees, retail clerks and electrical workers, 165; Newfoundland Federation of Labour—provincial legislative proposals, 646; submits brief to Royal Commission on Cost of Living, 647; requests changes in Trade Union Act, 646.
- N.S.: amendments to Trade Union Act, 2097; number of applications under Trade Union Act received by Labour Relations Board in 1949, 2097; annual report of Labour Relations Board (1948), 333; legislative proposals of Provincial Executive (T. and L.C.), 648; legislative proposals of Federation of Labour (C.C. of L.), 647.
- Ont.: provisions of proposed Labour Relations Act, 528; *Stewards' Handbook on Labour Legislation* issued by Ontario Federation of Labour, 1630; Ontario Provincial Federation of Labour (T. and L.C.)—fourth annual convention, 323, legislative proposals, 649; Federation of Labour (C.C. of L.)—legislative proposals, 649.
- Que.: provincial legislative proposals of C.C.C.L., 476; Provincial Federation of Labour (T. and L.C.)—legislative proposals, 474, annual convention, 1663, recruiting drive among non-unionized labour, 1665, recommendations concerning fire departments, 475; non-discrimination provisions of Labour Relations Act held to apply to school commissions, 2096; bargaining rights restored to teachers' union, 1787; union's right to negotiate under Collective Agreement Act, 1630; School for Workers opened in Montreal, 1997; provisions of Act Respecting Public Order re firemen's and policemen's unions, 1696; right of association, co-operative institutions—extracts from pastoral letter issued by Roman Catholic Episcopate,

**Trade Unions—Con.****Que.—Con.**

654; support of C.C.C.L. urged by Roman Catholic Bishops in Pastoral Letter on Labour, 499.

**Sask.:** activities of Labour Relations Board in 1949—annual report of Department of Labour, 1708-9; amended regulations under Trade Union Act, governing Labour Relations Board, 886; Court finds that Labour Relations Board failed to take proper steps to determine majority support of union seeking certification—Board order quashed, 706; amended regulations under Act *re* collective agreements and collective bargaining, 886-87; Federation of Labour (C.C. of L.)—legislative proposals, 43, requests prohibition of injunctions in industrial disputes, 43; Provincial Executive Committee (T. and L.C.)—legislative proposals, 44, requests amendments to Trade Union Act, 44.

**Australia:** unemployment in trade unions (1939, 1949 and 1950), 2005-6; *re* Australian Workers' Union, 1141.

**United Kingdom:** *Trade Unions and Productivity*—report of visit of British trade unionists to study American productivity, 1998; function of management associations sponsored by British Institute of Management, 1997; joint consultation in industry enters new stage of development, 612; *British Trades Union Congress*—eighty-second annual meeting, 2035, special conference of trade union executives endorses wage stabilization policy by small majority, 301, appeals to affiliates to postpone wage claims, 16, bans communists as trades council delegates, 431, aid for Commonwealth and colonial unions, 2000, resolution adopted *re* financial structure of, 2038.

**Asia:** formation of Asian Federation of Labour, 18.

**India:** number of registered trade unions (with membership) as at March 31, 1948, 18; practical aid program of British Trades Union Congress, 2000.

**France:** forming of collective agreements under Government supervision—study prepared by French Information Service, 36.

**Japan:** amended provisions of Trade Union Act encourage free collective bargaining, 441.

**Pakistan:** practical aid program of British Trades Union Congress, 2000.

**Puerto Rico:** affiliation of General Confederation of Workers of Puerto Rico with C.I.O., 800.

**Sweden:** decline of Communist strength in Swedish trade unions, 1791.

**U.S.A.:** analysis of collective agreements in force in 1949, 1789; causes of industrial peace under collective bargaining—studies of plants having satisfactory labour-management relations, issued by National Planning Association, 306, 438, 2045; validity of non-Communist affidavit required of union officers under Taft-Hartley Act, upheld by Supreme Court, 992; National Maritime Union hiring halls ruled illegal under Taft-Hartley Act, 799; attempts

**Trade Unions—Con.****U.S.A.—Con.**

by A.F. of L. and C.I.O. to achieve labour unity, 436, 614; proceedings of conference of the Council of Profit-Sharing Industries, 1995; settlement of coal strike—provisions of agreement reached between U.M.W.A. and soft coal operators, 437; U.M.W. union not guilty of contempt charges. Government's contention that union did not take appropriate action to stop strike held unproved, 708; foreman's duty to plant held paramount to own interest—decision of trial examiner of N.W.L.B. *re* striking supervisors and guards at coke plant (U.S.W.A.), 2003; closing of women's trade union league in Washington, 1789; administration of employee recreation programs, 1660; "no-raiding" agreement between International Association of Machinists and United Automobile Workers, 436; local of International Association of Machinists advertise in radio and press to sell company's products, 170; *Job Modifications under Collective Bargaining*—experience of companies and unions in handling job modifications made necessary by changes in production methods, 798; union radio stations to broadcast Kaiser-Frazer programs, 170; *Trade Unions and Productivity*—report of visit of British trade unionists to study American productivity, 1998; pension plan for bricklayers in New York City, 798; *American Federation of Labour*—sixty-eighth annual convention, 46, sixty-ninth annual convention, 2038, seeks formation of community full employment committees, 615; *Congress of Industrial Organizations*—eleventh annual convention, 49, expels four unions as Communist-dominated, 438, expels International Longshoremen's and Warehousemen's Union and Marine Cooks' and Stewards' Union, for Communist activity, 1788, I.U.E.-R.M.W. chartered by C.I.O. and accepted by C.C. of L., 8, *The C.I.O.—What it is and what it does*—pamphlet explains government and finances of unions, 17.

*See also* Legal Decisions; various subject headings.

**Trades:****Canada—**

training service tradesmen under C.V.T. agreements, 1031.

occupational monographs issued by Department of Labour—Sheet Metal Worker, 610; Electrician, 792.

**Man.:** revised regulations under Apprenticeship Act, governing automobile repair and internal combustion engine mechanics' trades, 527.

**Que.:** recommendations of C.C.C.L. *re* trade qualification cards, 478.

*See also* Carpentry; Metal Trades.

**Trades and Labour Congress of Canada:**

proceedings of 65th annual convention, 1793. Dominion legislative program, 460.

annual conventions—Alberta Federation of Labour, 197; Ontario Provincial Federation of Labour, 323; Quebec Federation of Labour, 1663.



**Trades and Labour Congress—Con.**

- provincial legislative proposals of Alberta Federation of Labour, 326; British Columbia Executive Committee, 470; Manitoba Executive Committee, 472, 644; Newfoundland Federation of Labour, 646; Nova Scotia Provincial Executive, 648; Ontario Federation, 649; Quebec Provincial Federation of Labour, 474; Saskatchewan Federation of Labour, 44.
- history of, 14, 1133.
- trade union membership, 1634-35—affiliation of union members in Canada in 1948 and 1949, 1635.
- labour backs U.N. stand in Korea—text of joint statement issued by T. and L.C. and C.C. of L., 1625.
- urges reimposition of price controls, 1628.
- old age security—summary of brief submitted to Joint Committee of the Senate and the House of Commons on Old Age Security, 1011.
- brief submitted to Senate Committee on Human Rights and Fundamental Freedoms, 1004, 1006.
- recommendations submitted to Royal Commission on National Development in the Arts, Letters and Sciences, 1000.
- requests Government action on unemployment—text of letter to Prime Minister and Cabinet, 160.
- participation in formation of I.C.F.T.U.—delegation, 173; representation on working committees, 174; remarks of Percy R. Bengough, President, 174, 177.
- representation at Conference convened in London, England, to establish I.C.F.T.U. 8.
- representation at Executive meeting of I.C.F.T.U. in Brussels, Belgium, 1996.
- racial tolerance committee endorses conference held by Labour Committee for Racial Tolerance, 794.
- labour-management production committees affiliated with T. and L.C., 323, 986.
- number of affiliated unions in pulp and paper industry, 812.
- text of letter to Prime Minister from T. and L.C. and C.C. of L. *re* amendments to B.N.A. Act, 1991.
- extracts from President's Labour Day message, 1553; from New Year's message, 7.
- fraternal message of delegate to convention of British Trades Union Congress, 2037.
- address of fraternal delegate to convention of A.F. of L., 48, 2039.
- suggested amendments to Industrial Conciliation and Arbitration Act, presented to Minister of Labour, British Columbia, by Provincial Executive (T. and L.C.), 327.
- amendments to Workmen's Compensation Act recommended by Ontario Provincial Federation of Labour in brief presented before Inquiry Commissioner, 325.
- members accused of Communist activity expelled by Toronto District Labour Council (T. and L.C.), 1781.
- recommendations contained in brief presented to Workmen's Compensation Board by Saskatchewan Trades and Labour Councils, 42.

*See also* various subject headings.

**Trades Union Congress:**

*See* British Trades Union Congress.

**Tradesmen:****Canada—**

tradesmen employed on farms—provisions of unemployment insurance coverage regulations, 230.

**Tradesmen's Qualifications:****Sask.—**

amendment to Dominion-Provincial Apprenticeship Agreement, 1709-10; provisions of Apprenticeship and Tradesmen's Qualification Act, 888.

**Training:**

resolution concerning vocational training and promotion adopted by I.L.O. Metal Trades Committee, 320-21.

training program of international Bank of Reconstruction and Development, 311.

recommendations contained in report on visit of British trade unionists to study American productivity, 1998.

labour officers from India to train in United Kingdom, 799.

**Canada—**

vocational training of veterans, service tradesmen, apprentices, unemployed workers, youth, students, prisoners, and nurses' aides, 1031, 1032.

**Sask.:** amendment to Dominion-Provincial Apprenticeship Agreement *re* tradesmen's qualifications, 1709-10.

**India:** I.L.O. "training within industry" scheme, 1633.

**United Kingdom:** recommendations contained in report on visit of British trade unionists to study American productivity, 1998.

**U.S.A.:** *Teach Them to Lift*—safety pamphlet issued by Department of Labour for use of supervisors and foremen in training workers, 18; recommendations contained in report on visit of British trade unionists to study American productivity, 1998.

*See also* Military Training; Vocational Training.

**Trans-Canada Highway:**

recommendation of R.T.B. *re* railway-highway crossings, 643.

**Transferred Workers:**

*See* Labour Transference.

**Transport:**

*re* meeting of I.L.O. industrial committee on inland transport, 1657.

**United Kingdom:** resolution adopted by T.U.C. *re* financial structure of, 2038.

**Transport, Department of:**

orders under Rearrangement and Transfer of Duties Act, 1919.

workmen's compensation payments in 1948-49, 161.

administration of Government Employees' Compensation Act and Merchant Seamen Compensation Act transferred to Department of Labour, 429, 1919.



**Transport and Other Workers' Union:**

Canada—  
*re* industrial disputes in Newfoundland, 164.

**Transport Drivers, Warehousemen and Helpers' Union:**

certification proceedings, 675.

**Transportation:**

Canada—  
 index numbers of wage rates (1948-1950), 1780.

increase in wage rates in 1949, 790.

trade union membership (1949), 1636.

number of labour-management production committees as at September 30, 1949, 323.

recommendation of R.T.B. *re* national policy, 642.

Alta.: recommendations of Federation of Labour (T. and L.C.), 326.

Nfld.: *re* bus drivers' industrial dispute, 164.

**Transportation and Communication:**

Canada—  
 numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2027.

**Trapping:**

Canada—  
 numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2025.

**Trucking:**

*See* Cartage and Trucking.

**Truman, Harry S., President of the United States:**

on economic preparedness measures, 1661.  
 State of the Union and Economic Reports to Congress, 302.

specific objections to enactment of Subversive Control Act, 1788.

appoints five-man commission to study conditions among migratory workers, 1139.

on strike of soft coal operators, 437.

extracts from address at National Conference on Ageing, 1790.

on "National Employ the Physically Handicapped Week", 1789.

remarks at Conference on Industrial Safety, 1788.

signs Displaced Persons Bill providing increased quota of displaced persons, 1138.

renews pledge to fight for repeal of Taft-Hartley Act in message to 68th annual convention of A.F. of L., 48.

message to 69th annual convention of A.F. of L., 2039.

extracts from message to convention of C.I.O., 50.

**Tuberculosis:**

Ont.—

*re* expansion of silicosis and TB X-ray services for industrial workers, 610.

United Kingdom: welfare writer urges part-time work for tuberculosis during period of rehabilitation, 167.

*See also* Diseases, Industrial.

**Turn-over:**

*See* Labour Turn-over.

**Underdeveloped Countries:**

Canada—

Canada's contribution to technical aid programs, 314, 316, 1133.

U.N. program of Technical Aid to Underdeveloped Countries, 312—Canadian participation in program, 314, 316; I.L.O. and Technical Assistance Program, 315; Technical Assistance Conference, 316.

participation of I.L.O. in U.N. Technical Aid program for economic development of underdeveloped areas, 2046.

problem of raising living standards in less developed countries—summary of annual report of Director-General of I.L.O., 665.

*Action Against Unemployment*—I.L.O. survey of world unemployment conditions and proposed program to avoid depression, 1148.

technical assistance for underdeveloped countries—resolution adopted by I.L.O. Metal Trades Committee, 321.

report on "general economic survey" by Preparatory Committee of I.C.F.T.U., 179.

**Undertaking Establishments:**

Canada—

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2027.

**Unemployables:**

*See* Handicapped Workers.

**Unemployment:**

*Action Against Unemployment*—I.L.O. survey of world unemployment conditions and proposed program to avoid depression, 1148.

report of Committee of the Conference at thirty-third session of the I.L.O., 1157.

international full employment program adopted by United Nations Economic and Social Council, 1874.

Canada—

unemployment in trade unions as at December 31, 1949, 373; as at March 31, 1950, 929; as at June 30, 1950, 1936.

statistics *re* unemployment in trade unions, 396, 953, 1959.

unemployment in trade unions in 1949, 553.  
 Government policy in regard to employment problems—statement of Minister of Finance, 609.

Government action on unemployment requested by C.C. of L. and T. and L.C., in joint letter to Prime Minister and Cabinet—text of factual statement *re* employment and unemployment, issued by Minister of Labour, 160.

functions of National Federation of Unemployed Workers—C.C. of L. union, 163, 794.

benefit payable while on relief—provision of unemployment insurance benefit regulation, 231.

Merchant Seamen Vocational Training Order providing training for certain unemployed merchant seamen, 354.

**Unemployment—Con.**Canada—*Con.*

- problems of unemployables—report of sub-committee at meeting of N.E.C., 35; requests study of seasonal unemployment, 791.
- training unemployed workers under C.V.T. agreements, 31, 1031, 1888.
- seasonal unemployment on farms discussed at Dominion-Provincial Farm Labour Conference, 194, 195.
- C.C.C.L.*—Dominion legislative proposals, 467; reply of Prime Minister, 469.
- C.C. of L.*—organization of union for unemployed, 163, 794; legislative proposals, 638, remarks of Prime Minister, 640.
- T. and L.C.*—problem of unemployment stressed in Dominion legislative program, 460; reply of Prime Minister, 464; other recommendation, 1805.
- Man.: seasonal study of unemployment recommended by C.C. of L. unions, 472; recommendation of Executive Committee (*T. and L.C.*) *re* pensions, 473; urges public works projects to relieve unemployment, 645.
- N.B.: early and effective action to provide employment urged by Federation of Labour (*T. and L.C.*), 646.
- N.S.: unemployment in 1948—annual report of Department of Labour, 332; recommendations of Federation of Labour (*C.C. of L.*) to alleviate unemployment, 647.
- Ont.: public work projects to relieve unemployment urged by Federation of Labour (*C.C. of L.*), 649; recommendations of Provincial Federation (*T. and L.C.*), 324, 650.
- Que.: annual brief of *C.C.C.L.* presented to provincial government, 477; legislative proposals of Provincial Federation of Labour (*T. and L.C.*), 474.
- Australia: *Quarterly Summary of Australian Statistics*, 2005-6.
- United Kingdom: unemployment benefit and National Assistance grants paid in 1949, 1997.
- Italy: revised legislation designed to benefit unemployed—public employment offices, vocational and apprentice training, and unemployment insurance benefits, 171.
- U.S.A.: number of persons exhausting right to unemployment benefits, 167; progress report on federal aid to depressed industrial areas, 167; federal state aid to low-income-families and unemployed, 990; unemployment among teen-aged (1947-49), 309; report of Executive Council at annual convention of A.F. of L., 47; formation of community full employment committees sought by A.F. of L., 615; *Lay-off Policies and Practices*—study published by Princeton University Industrial Relations Section, 2005.
- See also* Full Employment; monthly summaries of current labour conditions.

**Unemployment Insurance:**

## Canada—

- monthly reports on unemployment insurance statistics, 90, 231, 358, 537, 717, 903, 1078, 1195, 1712, 1926, 2103.

**Unemployment Insurance—Con.**Canada—*Con.*

- tabular reports, 139-41, 274-76, 406, 576, 768, 963, 1109, 1240, 1600, 1757, 1967, 2147.
- selected decisions of umpire under Unemployment Insurance Act, 88, 228, 356, 534, 712, 898, 1075, 1193, 1572, 1711, 1924, 2101.
- benefits of Unemployment Insurance Act extended to members of special Canadian forces on active service, 1624, 1919.
- ninth annual report of U.I.C. (1949-50), 1927; eighth annual report, 13.
- scope of unemployment insurance to be widened—extracts from Throne Speech at opening of Twenty-first Parliament, 294.
- prosecutions for violations of the Act may be commenced at any time within one year of the day the Commission has sufficient evidence to warrant proceedings, 2093.
- relation of Act to old age security—brief submitted by Deputy Minister of Labour to Joint Committee on Old Age Security, 987.
- extension of benefits to farm workers advocated by Deputy Minister of Labour in address before Dominion-Provincial Agricultural Conference, 9.
- annual summary of Decisions of Umpire under Unemployment Insurance Act, 712.
- appeals to Umpire—annual report of U.I.C. (1949-50), 1929.
- meetings of N.E.C., 34, 2104.
- appointment of new members of Unemployment Insurance Advisory Committee, 792.
- policy of U.I.C. against employment discrimination, 1637.
- total insured population as at November 20, 1948, 14.
- casual stevedoring in Northwest Territories excepted employment under special order of U.I.C., 1629.
- Hiring and Separation Rates in Certain Industries*—report issued by D.B. of S., 1996.
- Regulations and Amendments*—
- supplementary benefits: contribution rates; changes in eligibility; regular benefits; non-compensable day rule, waiting days, and permissible earnings; increased coverage, regulations *re* married women; other changes, 1916-17.
- payment of supplementary benefit during winter months; contribution rates; changes in coverage; changes in contribution and benefit rates; earnings while drawing benefit; non-compensable days; persons under 16 years of age, contributions required for benefit; married women; Unemployment Insurance Advisory Committee, 532-34.
- ceiling on insurability for salaried employees raised from \$3,120 to \$4,800 a year by amendment to Act, 791-92.
- Regulations (1949)—revised coverage, contribution and benefit regulations, 230-31.
- changes in regulations governing coverage, contributions, benefit and employments, 791, 1077.

**Unemployment Insurance—Con.**Canada—*Con.*

regulations governing claims of married women, 1988.  
amendments to Act reviewed in annual report of U.I.C. (1949-50), 1927.

*Supplementary Benefit—*

how the program worked in 1950, how it will work in 1951, 2031.  
first month of operation, 790.  
new section added to Act, 1916.  
seasonal regulations during supplementary benefit periods—provisions of amended regulations under Act, 716.

*Unemployment Insurance Fund—*

annual report on financial condition of, 1713.  
government contribution to Fund and administration cost of U.I.C. in 1948-49—statement on Federal Government expenditures on social services, 161.  
balance as at March 31, 1949—annual report of U.I.C. (1949-50), 1927.

*Seasonal Workers—*

amended regulations concerning, 716, 1989.  
seasonal regulations—annual report of U.I.C. (1949-50), 1927.

*C.C.C.L.—*recommendations, 1834.*C.C. of L.—*

legislative recommendations, 639; remarks of Prime Minister, 640; of Minister of Labour, 641.  
recommends amendments to Act, 1821.

*R.T.B.—*

seeks clarification of recent amendments to Act, 643.

*T. and L.C.—*

recommendations, 462; remarks of Prime Minister, 464.  
recommendation *re* payment of overtime to employees of U.I.C., 462.  
other recommendations, 1806.

Alta.: recommendation of Federation of Labour (T. and L.C.) *re* temporary employees in provincial civil service, 326.

Nfld.: annual report of U.I.C., 1929.

Que.: prosecutions for violations of the Act may be commenced at any time within one year of the day the Commission has sufficient evidence to warrant proceedings, 2093; resolution adopted by Provincial Federation of Labour, 1665.

Sask.: recommendation of Federation of Labour (C.C. of L.), 44.

Italy: increased unemployment benefits—revised legislation designed to benefit unemployed, 171; farm workers included under extended coverage, 441.

U.S.A.: number of government employees covered by unemployment insurance, 990; amended provisions of Social Security Act *re* federal government contributions to unemployment insurance funds, 2004-5.

See *also* monthly summaries of current labour statistics.

**Unfair Labour Practices:**

## Canada—

recommendation of C.C. of L. *re* older workers, 1823.

**Unfair Labour Practices—Con.**

Ont.: provisions of Labour Relations Act (1950), 1693; activities of Conciliation Branch, Department of Labour (1949) *re* discrimination and unfair labour practices, 2100.

Sask.: legal decision *re*, 2094; activities of Labour Relations Board in 1949—annual report of Department of Labour, 1708-9.

**Union Affiliates:**

## Canada—

number of labour-management production committees by union affiliation, 323.

**Union Dues:**

## Canada—

Bill to amend I.R.D.I. Act, not passed, 1916, 1919.

report of Executive Bureau at convention of C.C.C.L., 1830.

recommendation of R.T.B. *re* income tax, 643.

T. and L.C. urges provision for check-off of union dues under I.R.D.I. Act, 461; requests exemption of union dues from income tax, 463.

Alta.: provisions of Bill to amend Labour Act, 531.

Man.: recommendations of Executive Committee (T. and L.C.), 472, 473.

Ont.: in case of split in certified union, group remaining in original union, even if minority, held to be entitled to union dues, 223.

**Union Label:**

## Canada—

resolution adopted at convention of C.C. of L., 1821.

establishment of Union Label Department in Canada, recommended by T. and L.C., 1807, other recommendation, 463.

**Union-Management Consultation:**

## Canada—

union status provisions of collective agreements in primary textile industry, 621, 633.

**Union Security:**

## Canada—

recommendations of T. and L.C. and C.C. of L. in briefs submitted to Senate Committee on Human Rights and Fundamental Freedoms, 1006.

Alta.: resolution adopted at convention of Federation of Labour (T. and L.C.), 197, recommendation of, 326.

B.C.: suggested amendments to Industrial Conciliation and Arbitration Act, presented to Minister of Labour by Provincial Executive (T. and L.C.), 327.

Man.: C.C. of L. unions recommend amendments to Labour Relations Code, 471.

U.S.A.: analysis of collective agreements in force in 1949, 1789.

See *also* Check-off; provisions of collective agreements summarized in monthly reports on *Collective Agreements and Wage Schedules*.



**Union Shop:**

## Canada—

provisions of collective agreements in primary textile industry, 621, 632.

Alta.: resolution adopted at convention of Federation of Labour, 197.

Ont.: amendment to Labour Relations Act urged by Provincial Federation of Labour (T. and L.C.), 650.

U.S.A.: analysis of collective agreements in force in 1949, 1789; provision of G.M.-I.U.E. agreement, 991; provisions of G.M.-U.A.W. agreement, 990-91; provision of agreement reached between U.M.W.A. and soft coal operators, 437.

**Union Status:**

## Canada—

provisions of collective agreements in primary textile industry, 621, 632.

**Union Steamships Limited:**

conciliation proceedings, 825, 1044, 1173, 1557, 1669.

**Union Stewards:**

See Trade Unions.

**Unionization:**

See Trade Unions.

**United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada:**

## Canada—

collective agreements, 871, 1048, 1182, 1183, 1901.

re legal decision, 893.

**United Automobile Workers:**

affiliation with International Metalworkers' Federation, 304-5.

## Canada—

terms of agreement reached in dispute between Chrysler Corporation and employees at Windsor plant, 987.

company-financed pension plan for employees—settlement reached in dispute between U.A.W. and Ford Motor Company of Canada Limited, concerning adoption of plan, 611.

terms of agreement between General Motors Corporation of Canada, and employees, 988.

report of Board dealing with dispute between Ford Motor Company of Canada and employees (Local 200), 454.

re wage increases, (1787)

re committee on co-operatives, 613.

re resolution on wage control adopted at convention of C.C. of L., (1815)

U.S.A.: wage rates at General Motors Corporation reduced under cost-of-living agreement, (439); re wage increases, (1787); G.M.-U.A.W. agreement—terms of five-year contract between General Motors Corporation and employees, (990); "no-raiding" agreement between I.A.M. and U.A.W., (436); first area-wide pension plan, 1138; re union radio stations, 170; re A.F. of L.-C.I.O. unity, (1632); re C.I.O. Executive Board, 50, 51

**United Brotherhood of Carpenters and Joiners of America:**

## Canada—

collective agreements, 340, 870, 1048, 1182, 1896, 1900, 1901, 2064.

re industrial dispute in Newfoundland, 164.

**United Electrical, Radio and Machine Workers of America:**

## Canada—

re expulsion from C.C. of L., 1811, 1819.

U.S.A.: expulsion by C.I.O. Executive Board, for Communist activities, 50, 51.

**United Farm Equipment and Metal Workers of America:**

## U.S.A.—

expulsion by C.I.O. Executive Board, 50, 51.

**United Fishermen and Allied Workers' Union:**

## Canada —

collective agreements, 1716.

B.C.: re resolution on foreign trade adopted at convention of T. and L.C., 1799-1800.

**United Furniture Workers of America:**

## U.S.A.—

re Communism and C.I.O., 51.

**United Gas, Coke and Chemical Workers of America:**

## Canada—

conciliation proceedings, 507, 683, 684, 820.

**United Hatters, Cap and Millinery Workers' International Union:**

## Canada—

collective agreements, 341, 2061.

**United Kingdom:**

See various subject headings.

**United Mineworkers of America:**

participation in formation of I.C.F.T.U., 173.

## Canada—

membership in primary textile industry, 619.

conciliation proceedings, 2054.

collective agreements, 206, 207, 513, 1181, 2060.

U.S.A.: settlement of coal strike—provisions of agreement reached between U.M.W.A. and soft coal operators, 437; U.M.W. union not guilty of contempt charges. Government's contention that union did not take appropriate action to stop strike held unproved. 708; re labour unity, 614.

**United Nations:**

appointment of Dr. Hugh L. Keenleyside as Director-General of U.N. Technical Assistance Administration, 1782.

U.N. program of Technical Aid to Underdeveloped Countries, 312—Canadian participation in program, 314, 316; I.L.O. and Technical Assistance Program, 315; Technical Assistance Conference, 316.

**United Nations—Con.**

- participation of I.L.O. in U.N. Technical Aid program for economic development of underdeveloped areas, 2046.
- report on *National and International Measures for Full Employment*—results of study undertaken by economists from France, England, Australia and the United States, 994.
- resolution on full employment adopted by General Assembly, 15.
- international full employment program adopted by Economic and Social Council, 1874.
- resettlement of "new refugees"—action of General Council of the U.N. International Refugee Organization, 2006.
- labour supports decisions and actions of United Nations Security Council to meet Korean situation, 1625.
- A.F. of L. seeks international reduction of working hours as result of rising labour productivity, 304.
- Canada—
  - report of Special Senate Committee on Human Rights and Fundamental Freedoms, 2029.
  - Canada resumes membership in Economic and Social Council of the United Nations—Canadian delegation to 10th Session of Council, 160.
  - contribution to technical aid programs, 1133.
  - action in Korea—resolution adopted at convention of C.C. of L., 1816.
  - Government support commended by T. and L.C., 460; recommends ratification by Canada of U.N. convention on "the prevention and punishment of the crime of genocide", 1802.

**U.N.E.S.C.O.—**

- Canada—U.N.E.S.C.O. fellowships, 430.

**United Garment Workers:**

- Canada—
  - expulsion of president, accused of Communist activity, 1781.

**United Office and Professional Workers of America:**

- U.S.A.—
  - re Communism and C.I.O., 51; expelled by C.I.O. as Communist-dominated, 438.

**United Oil Workers:**

- Canada—
  - re organization of unemployed, 163.

**United Packinghouse Workers of America:**

- Canada—
  - collective agreements, 1716, 2061.
  - conciliation proceedings, 62.
  - collective bargaining contracts in meat packing industry, 2008.
  - re labour-management co-operation at Winnipeg plant of Burns and Company, Limited, 809.

**United Public Workers of America:**

- U.S.A.—
  - re Communism and C.I.O., 51; expelled by C.I.O. as Communist-dominated, 438.

**United Rubber, Cork, Linoleum and Plastic Workers of America:**

- Canada—
  - collective agreements, 690, 1179.

**United States Defence Production Act:**

- See Defence Production Act.

**United Steelworkers of America:**

- affiliation with International Metalworkers' Federation, 304-5.
- Canada—
  - collective agreements, 73, 203, 205, 342, 514, 690, 692, 1181, 1673.
  - re organization of unemployed, 163.
  - granted jurisdiction formerly held by I.U.M.M.S.W. in mining and smelting industry, by C.C. of L., 163.
  - re working agreement in Newfoundland, 165.

**United Textile Workers of America:**

- Canada—
  - collective agreements, 341, 868.
  - establishment of board of inquiry into charges of Communism against Canadian leaders of U.T.W.A., 1781.
  - membership in primary textile industry, 619.
  - message of fraternal delegate to convention of T. and L.C., 1796.

**Unity:**

- See Labour Unity.

**Universal Declaration of Human Rights:**

- See Human Rights.

**Universities:**

- Canada—
  - downward trend in enrolments for 1950-51, 1780.
  - campaign for placement of university graduates and undergraduates, 12.
  - placement of university graduates in 1950, by Executive and Professional Division, N.E.S., 1626.
  - recommendations submitted to Royal Commission on National Development in the Arts, Letters and Sciences, by certain labour bodies, 1002.
  - registration in engineering at universities, 299.
  - 1950 graduating class of engineers largest in history, 11.
  - convention of Industrial Relations Department, Laval University, 817.
  - conference of Industrial Relations Centre, McGill University, 819.
  - formation of Institute of Business Administration and dissolution of Institution of Industrial Relations at University of Toronto, 1784.

**University of Toronto:**

- formation of Institute of Business Administration and dissolution of Institution of Industrial Relations, 1784.

**Unskilled Workers:**

- U.S.A.—
  - long-term decline in job opportunities for labourers (1910-1948), 17.

**U.S.S.R.:**

- number of women in employment—I.L.O. report on equal pay for work of equal value, 183.

**Vacations With Pay:**

## Canada—

- legislative jurisdiction *re* I.L.O. Convention (No. 91) concerning vacation holidays with pay for seafarers (Revised, 1949), 1658.
- regulations governing prevailing rates employees, 225; changes in government policy *re* employment conditions, 429.
- paid vacations in manufacturing industries in 1949, 1856.
- provisions of collective agreements in primary textile industry, 629, 635.
- terms of agreement between General Motors Corporation of Canada and employees, 988.
- vacations with pay in certain industries*—
- chemical products, 2107.
  - clothing industry—dress industry, 361; women's and misses' suits and coats industry, 364.
  - clothing industry—men's and boys' suits and overcoats, 235; work clothing, 237; men's shirts, 242.
  - food and beverages—meat products, dairy products, canning and preserving, grain mill products, bakery products, 1718.
  - iron and its products, 1198.
  - lumber and its products, 91—sawmill products, 96; planing mill, sash and door, 98; wooden furniture, 100; basket and wooden box, 103.
  - manufacturing industries in Halifax, Montreal, Toronto, Winnipeg and Vancouver, October (1949), 1017.
  - meat packing, 2019.
  - paper products, 906: pulp and paper, 907; paper box, 908.
  - primary textiles, 719-39—cotton yarn and cloth, 725; woollen yarn and cloth, 728; knitting, 729; rayon yarn and fabric, 731.
  - rubber products, 542.
  - textiles, 719-39—cotton yarn and cloth, 725; woollen yarn and cloth, 728; knitting, 729; rayon yarn and fabric, 731.
- Alta.: amended provisions of Labour Act, 1921, 2082; provisions of Bill to amend Labour Act, 531; *re* holiday pay for construction workers, 198; recommendation of Federation of Labour (T. and L.C.), 326.
- B.C.: amended provisions of Annual Holidays Act, 1058; recommendations of Executive (T. and L.C.), 471.
- Man.: amendment to Vacations With Pay Act (1947), 1570; amendments to Act recommended by C.C. of L. unions, 472; recommendations of Executive Committee (T. and L.C.), 473, 645.
- Ont.: amended regulations under Hours of Work and Vacations With Pay Act, 1701; bills to amend Hours of Work and Vacations With Pay Act, not passed, 1695; amendments to Hours of Work and Vacations With Pay Act requested by Provincial Federation (T. and L.C.), 650.
- Que.: provisions of Orders under Minimum Wage Act governing workers in building construction industry, 87, 700.
- Sask.: adoption of holiday-with-pay stamp system recommended by Provincial Executive Committee (T. and L.C.), 45.

**Vacations With Pay—Con.**

U.S.A.: trend for longer paid vacations shown in survey, 168.

*See also* Holidays; provisions of collective agreements summarized in monthly reports on *Collective Agreements and Wage Schedules*.

**Valente, Anthony, International President, United Textile Workers of America:**

extracts from address, as fraternal delegate from A.F. of L. to convention of T. and L.C., 1796.

**Vancouver, New Westminster and District Trades and Labour Council:**

sixtieth anniversary, 164.

**Varnishes:**

## Canada—

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2026.

**Vatican:**

appointment of Canadian Ambassador to Vatican requested by C.C.C.L., 468; reply of Prime Minister, 470.

**Vegetable Foods:**

## Canada—

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2025.

**Vehicles:**

## Alta.—

regulations (R5-49) under Public Service Vehicles Act, 225; recommendation of Federation of Labour (T. and L.C.) *re* safety devices, 198, 326.

Ont.: regulations under Public Vehicle Act, 700.

*See also* Commercial Vehicles; Motor Vehicles.

**Venezuela:**

I.L.O. report on freedom of association and conditions of work, 2047.

**Veterans:**

## Canada—

veterans benefits—provisions of Canadian Forces Act (1950), 1919.

measures required by Korean war (special forces) adopted by special session of Parliament, 1624.

payments made in 1948-49 *re* pensions, allowances, post-discharge rehabilitation benefits, re-establishment credits, treatment services and miscellaneous grants, 161.

workmen's compensation for industrial accidents to handicapped veterans, 355.

Merchant Seamen Vocational Training Order providing training for certain unemployed merchant seamen, 354.

report of Director of C.V.T. at meeting of Vocational Training Advisory Council, 30.



**Veterans—Con.**Canada—*Con.*

- veterans training under C.V.T. agreements, 1031.
- training of discharged members of armed forces under C.V.T. in 1949-50, 1888.
- U.S.A.: financing of veterans' housing, 2005.
- See also* Polish Veterans.

**Veterans' Allowances:**

## Canada—

- veterans' allowances and family allowances paid during 1948-49—statement on Federal Government expenditures on social services, 161.

**Veterans Business and Professional Loans Act:**

- application of Act to members of special Canadian forces on active service, 1624.

**Veterans Insurance Act:**

- benefits of Act extended to members of special Canadian forces on active service, 1624.

**Veterans Land Act:**

- benefits of Act extended to members of special Canadian forces on active service, 1624.

**Veterans Rehabilitation Act:**

- benefits of Act extended to members of special Canadian forces on active service, 1624.

**Vocational Correspondence Courses:**

## Canada—

- report of Supervisor of Technical Training, Department of Labour, 32.

**Vocational Education:**

- See* Vocational Training.

**Vocational Guidance:**

- resolution adopted by I.L.O. Metal Trades Committee, 320-21.

## Canada—

- legislative jurisdiction *re* I.L.O. Recommendation (No. 87) concerning vocational guidance, 1658.
- formation of additional guidance and placement councils, recommended by Vocational Training Advisory Council, 31.

**Vocational Schools:**

## Canada—

- reports on vocational schools, 32, 33.
- annual report on Canadian Vocational Training (1949-50), 1887, 1889.
- vocational schools assistance—report of Director of C.V.T., 1031, 1032; school enrolments and costs, 1033.

**Vocational Training.**

- report of Committee of the Conference at thirty-third session of the I.L.O., 1155.
- resolution adopted at meeting of Iron and Steel Committee of I.L.O., 506.
- resolution adopted by I.L.O. Metal Trades Committee, 320-21.
- vocational training of adults including disabled persons to be studied at 33rd session of International Labour Conference, 500.

**Vocational Training—Con.**

## Canada—

- annual report (1949-50), 1887-89—Federal Government appropriations, 1887; enrolment, 1888; youth training, 1888; supervisory training, 1888; training of discharged members of armed forces, 1888; training of armed forces personnel, 1888; apprentice training, 1888; training of unemployed persons, 1888; vocational schools assistance, 1889; vocational correspondence courses, 1889; Newfoundland, 1889; Advisory Council, 1889.
- semi-annual meetings of Vocational Training Advisory Council, 29, 1030.
- Merchant Seamen Vocational Training Order providing training for certain unemployed merchant seamen, 354.
- authorization for training agreement with Newfoundland, 295.
- cost of vocational (and veterans') training during 1948-49—statement on Federal Government expenditures on social services, 161.
- N.B.: provisions of Vocational Education Act, 1697.
- Nfld.: Dominion training agreement, 295; report of Deputy Minister of Education to C.V.T. Advisory Council, 1033.
- N.S.: Dominion-provincial agreement, 334; amended provisions of Vocational Education Act, 2087.
- United Kingdom: "Special Aptitudes" scheme provides vocational training grants for youth, 1085.
- India: establishment of technical and vocational training scheme for adult civilians, 2006.
- Italy: expanded vocational training facilities—revised legislation designed to benefit unemployed, 171.

**Vocational Training Advisory Council:**

- semi-annual meetings—thirteenth, 29; fourteenth, 1030.

**Voting:**

## Canada—

- extension of franchise to all citizens over age of 18 years, requested by T. and L.C., 463.
- B.C.: Executive (T. and L.C.) recommends reduction of voting age to 18 years, 471.
- Man.: C.C. of L. unions recommend amendments to Labour Relations Code, 471.
- Ont.: activities of Conciliation Branch, Department of Labour (1949) *re* plant votes, 2100.
- Sask.: recommendation of Provincial Executive Committee (T. and L.C.), 45.
- See also* Elections; Strike Votes.

**Voting Lists:**

## Sask.—

- amendment to City Act urged by Federation of Labour (C.C. of L.), 44.

**Wage Calculation:**

- systems of wage calculation—clauses of resolution adopted by I.L.O. Metal Trades Committee, 319, 320.

**Wage Control:**

- Canada—  
 resolution adopted at convention of C.C. of L., 1815.
- U.S.A.: wage control policy under Defence Production Act—appointment of Administrator of Economic Stabilization and Wage Stabilization Board, 2004.
- See also Stabilization.

**Wages:**

application, by Government, of equal pay principle where wage rates determined under public authority, suggested in I.L.O. report on equal pay for work of equal value, 188.

guaranteed wages in iron and steel industry—resolution adopted by subcommittee at meeting of Iron and Steel Committee of I.L.O., 503-4.

## Canada—

monthly tabular reports on employment, hours and earnings, 127-33, 262-68, 389-95, 564-70, 756-62, 944-52, 1097-1103, 1228-34, 1584-91, 1745-51, 1952-58, 2133-39.

half-yearly index of wage rates in industry, 1780.

increase in wage rates in main industrial groups (1949), 790.

wages and salaries paid in manufacturing industries in 1949, 1993; in 1948, 1034, 1937.

wage rates in the construction industry (1949), 545.

farm wage rates at May 15, 1950, as reported by D.B. of S., 1132.

amendments to Prevailing Rate Employees General Regulations, 429, 891.

provisions of collective agreements in primary textile industry, 623, 633-35—week-end wage premiums, 624, 634; severance pay, 625, 634.

railway strike of 1950—1638-54; negotiations, 1639; provisions of The Maintenance of Railway Operation Act, 1653.

legislative jurisdiction *re* I.L.O. Conventions (No. 93) concerning wages, hours of work on board ship and manning (Revised, 1949); (No. 95) concerning the protection of wages; Recommendation (No. 85) concerning the Protection of Wages, 1658.

wage ceiling clause in unemployment insurance coverage regulations, 230.

statement of wage policy for 1950, of Canadian Construction Association, 295.

in publicly controlled schools—salary rates for teachers in eight provinces (1948), 795.

weekly salaries, wages and earnings in 1948—*Annual Survey of Employment and Payrolls in Canada, 1948*, issued by D.B. of S., 111, 112.

resolution adopted at meeting of National Employment Committee *re* Corps of Commissionaires, 2104.

resolution adopted by T. and L.C., 1804.

wage structure—proceedings of convention of Industrial Relations Department, Laval University, 817.

*wage increases*—terms of agreement reached in dispute between Chrysler Corporation and employees at Windsor plant, 987; Chrysler Corporation of Canada

**Wages—Con.**Canada—*Con.*

grants "voluntary" wage raise to employees in Chatham and Windsor, 1787; terms of agreement between General Motors Corporation of Canada and employees, 988; resolution adopted by T. and L.C., 1805.

*wage rates in certain industries—*

clothing industry, 359—dress industry, 359; women's and misses' suits and coats industry, 361.

clothing industry—men's and boys' suits and overcoats. 233; work clothing, 237; men's shirts, 240.

lumber and its products, 92.

meat packing, 2011.

primary textiles, 719-39—cotton yarn and cloth, 724; woollen yarn and cloth, 726; knitting, 728; rayon yarn and fabric, 730.

rubber products, 539.

textiles, 719-39—cotton yarn and cloth, 724; woollen yarn and cloth, 726; knitting, 728; rayon yarn and fabric, 730.

Alta.: amendments to Industrial Wages Security Act, 2084.

B.C.: average weekly wage in 1948 as shown in annual report of Department of Labour, 328.

Man.: C.C. of L. unions recommend amendments to Labour Relations Code, 471.

Nfld.: weekly wages and salaries as at June 1, 1950, 1994.

N.S.: average weekly wage in 1948—annual report of Department of Labour, 332.

Ont.: resolution on unemployment adopted by Provincial Federation of Labour (T. and L.C.), 324.

Que.: Court rules workman paid by the hour entitled to a week's notice of dismissal, 1072.

Sask.: provisions of Hours of Work Act, 887; annual report of Department of Labour (1949), 1709.

Australia: average weekly wage as at March 31, 1950, 2005-6.

United Kingdom: increase in earnings in British industry in October (1949), 989; wage incentives—report of British Productivity Team on visit to U.S.A.: under auspices of Anglo-American Council on Productivity, 434; *wage increases*—claims settled through conciliation and arbitration in 1949, 1997; Trades Union Congress—appeals to affiliates to postpone wage claims, 16, relaxes wage restraint policy, 1135, stabilization policy endorsed by small majority at conference of trade union executives, 301, adopts resolution on wages, prices and profits, 2037.

France: right to bargain on wages restored under Bill passed by French National Assembly, 441.

India: report of Committee on Fair Wages, 441.

U.S.A.: analysis of salaries of women in Civil Service, 1633; survey of non-wage labour costs to industry, 2002; wage rates at General Motors Corporation reduced under cost-of-living agreement, 439; settlement of coal strike—provisions of agreement reached between U.M.W.A. and soft coal operators, 437; higher wages and pegged consumer

**Wages—Con.****U.S.A.—Con.**

prices, sought by A.F. of L., 992; report of Executive Council at annual convention of A.F. of L., 47; resolutions adopted at convention of C.I.O., 52; government study on employment problems of "teen-agers" in Louisville, 1162; wages of household (domestic) workers in New York state, 440; *vacation pay*—provisions of G.M.-U.A.W. agreement, 990-91; *wage increases*—cycle of wage changes in industry, 1787, voluntary wage increases in 1950-51—cost-of-living adjustments and escalator clauses provided in collective agreements, 2001, numbers of salaried and clerical employees receiving wage increases in 1950, 2002, G.M.-I.U.E. agreement: guaranteed annual pay increases provided in five-year contract between General Motors Corporation and I.U.E.R.M.W., 991, G.M.-U.A.W. agreement: guaranteed annual wage increase of four cents per hour provided under five-year contract between General Motors Corporation and U.A.W., 990-91.

*See also* Monthly summaries of current labour conditions; Overtime; Payment by Results; Stabilization; Provisions of Collective Agreements Summarized in Monthly Reports on *Collective Agreements and Wage Schedules*.

**Wagner Act (U.S.A.):**

re-enactment of Act with improving amendments urged by C.I.O., 52.

**Walsh-Healey Act:**

*re* principle of equal pay, 189.

**War:****Canada—**

The Roman Catholic Church and War—discussion at convention of C.C.C.L., 1833.

U.S.A.: economic preparedness program—labour's participation; manpower situation; Defence Production Bill; Economic Stabilization Agency, 1661-63.

*See also* Korea.

**War Service Grants Act:**

benefits of Act extended to members of special Canadian forces on active service, 1624.

**War Veterans:**

*See* Veterans.

**War Veterans Allowance Act:**

applications of Act to members of special Canadian forces on active service, 1624.

**Water Supply:****Canada—**

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2027.

**Water Transportation:****Canada—**

numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2027.

**Weekly Rest-day:**

*See* One Day's Rest in Seven.

**Welfare:**

*See* Industrial Welfare; Pensions.

**West Coast Seamen's Union (Canada):**

conciliation proceedings, 509, 674, 824, 1041, 1169, 1556, 1668, 1891.  
collective agreement, 1049.

**Wheat:****Canada—**

participation payments of Canadian Wheat Board, 165.

**White Collar Workers:**

problems of white collar workers studied by I.L.O. Advisory Committee on Salaried Employees and Professional Workers, 57.

world conference planned by I.C.F.T.U., 2007.

U.S.A.: gains in employment from 1910 to 1948, 17.

**White Papers:****United Kingdom—**

*Review of the British Dock Strikes, 1949*—summary of White Paper on activities of C.S.U. and resulting London dock strike, 435.

Eire: *Social Security*, 311.

**Wholesale Trade:****Canada—**

co-operative wholesaling in 1949, 1655.

number of labour-management production committees as at September 30, 1949, 323.

**Widows' Allowances:****Canada—**

T. and L.C. requests substantial increase in allowance, 462.

**Widows' Pensions:**

*See* Pensions.

**Winnipeg Grain Exchange:**

abolition requested by Saskatchewan Provincial Federation of Labour (C.C. of L.), 44.

**Winters, Hon. R. H., Minister of Reconstruction and Supply:**

announces amendments to National Housing Act, 11.



**Women in Employment:**

- I.L.O. report on equal pay for work of equal value—number of women in employment in France, the United Kingdom, the United States, and the U.S.S.R., 183.
- Canada—  
analytical report on composition of labour force, 27.  
trends in employment of women during 1948—*Annual Survey of Employment and Payrolls in Canada, 1948*, issued by D.B. of S., 111.  
proportion of men and women teachers in eight provinces in 1948, 795.  
earnings and hours of work of wage-earners and salaried employees in manufacturing (1948), 1034.
- Alta.: regulations under Liquor Control Act, 1698; recommendation of Federation of Labour (T. and L.C.) re female workers in hospitals and nursing homes, 326.
- B.C.: annual report of Board of Industrial Relations. Department of Labour (1948), 329.
- N.B.: provisions of new Order under Minimum Wage Act, 87.
- N.S.: annual report of Minimum Wage Board (1948), 333.
- United Kingdom: trade union membership in 1948, 300.
- U.S.A.: analysis of salaries of women in Civil Service, 1633; movement towards equal pay for equal work—review of publications issued by Department of Labour, 2002; number of women in employment (1910-1948), 17; closing of women's trade union league in Washington, 1789; night work for women—survey conducted by Women's Bureau of Department of Labour, 798.

**Wood Products:**

- Canada—  
numbers of workers affected by collective agreements in 1946, 1948 and 1949, 2026.

**Wooden Box Industry:**

- Canada—  
wages, hours and working conditions in basket and wooden box industry, 102.

**Wooden Furniture Industry:**

- Canada—  
wages, hours and working conditions, 98.

**Woolen Yarn and Cloth Industry:**

- Canada—  
wages, hours and working conditions (1949), 726.

**Work Clothing Industry:**

*See* Clothing.

**Work Stoppages:**

*See* Industrial Disputes; Strikes and Lock-outs.

**Workers' Education:**

- resolution adopted by I.L.O. Committee on Workers' Recreation, 57-58.
- Canada—  
recommendations submitted to Royal Commission on National Development in the Arts, Letters and Sciences, by certain labour bodies, 1000.  
report of Director of Educational Service, at convention of C.C.C.L., 1831.  
report of Standing Committee on Education presented at convention of C.C. of L., 1821.
- Que.: School for Workers opened in Montreal, 1997.
- United Kingdom: Workers' Educational Association—report on activities in 1948-49, 301.
- U.S.A.: labour college established by I.L.G.-W.U., 309.

**Workers' Efficiency:**

*See* Employment Conditions.

**Workers' Organizations:**

*See* Trade Unions.

**Workers' Problems:**

*See* Employment Conditions.

**Working Conditions:**

*See* Employment Conditions.

**Working Hours:**

*See* Hours of Work.

**Working Parties:**

I.L.O. report on co-operation between public authorities and employers' and workers' organizations, 499.

**Workmen's Compensation:**

- Canada—  
briefs submitted to courts of inquiry, appointed to review legislation in Ontario, Saskatchewan and British Columbia, 39.  
statistical report on workmen's compensation benefits and industrial accidents during 1949, 988.  
amendment to Government Employees Compensation Act, 1915.  
Government employees, injured during employment, awarded damages from Federal Government in addition to workmen's compensation, 351.  
workmen's compensation for industrial accidents to handicapped veterans, 355.  
Government payments during 1948-49, 161.  
*Workmen's Compensation in Canada, A Comparison of Provincial Laws—1949* edition of bulletin issued by Department of Labour, 13.  
extension of benefits to farm workers advocated by Deputy Minister of Labour in address before Dominion-Provincial Agricultural Conference, 9.  
accident compensation provision in collective agreement, 74.  
resolution adopted by C.C.C.L., 1834.  
resolution adopted by T. and L.C., 1806.

**Workmen's Compensation—Con.**

- Alta.: statistical report on workmen's compensation benefits and industrial accidents during 1949, 988; recommendations of Federation of Labour (T. and L.C.), 326.
- B.C.: revised and consolidated accident prevention regulations issued by Workmen's Compensation Board, 2089; accident prevention regulations for grain elevators, under Workmen's Compensation Act, 1066; amendments to Hospital Insurance Act *re* payment of benefits, 699; new Order under Act *re* tuberculosis, 1701; additional compensable diseases under Act, 699; statistical report on workmen's compensation benefits and industrial accidents during 1949, 988; brief submitted to court of inquiry appointed to review provincial legislation—recommendations of Federation of Labour (C.C. of L.), 41.
- Man.: amended provisions of Workmen's Compensation Act, 1569; statistical report on workmen's compensation benefits and industrial accidents during 1949, 988; C.C. of L. unions recommend amendments in Workmen's Compensation Act, 472; recommendations of Executive Committee (T. and L.C.), 472, 645.
- N.B.: statistical report on workmen's compensation benefits and industrial accidents during 1949, 988.
- Nfld.: provisions of Workmen's Compensation Act, 2076; provisions of Blind Workmen's Compensation Act, 2079.
- N.S.: amendments to Workmen's Compensation Act, 2086, 2097; statistical report on workmen's compensation benefits and industrial accidents during 1949, 988; recommendations of Federation of Labour (C.C. of L.), 648; amendments to Act recommended by Provincial Executive (T. and L.C.), 648.
- Ont.: amendments to Act, 1693; consolidation and revision of regulations under Act, 1701; statistical report on workmen's compensation benefits and industrial accidents during 1949, 988; additional compensable disease under Workmen's Compensation Act, 355; brief submitted to court of inquiry appointed to review provincial legislation—recommendations of Federation of Labour (C.C. of L.), 39; amendments to Act recommended by Provincial Federation of Labour (T. and L.C.) in brief presented to Inquiry Commissioner, 325; recommendations of Federation of Labour (C.C. of L.), 649; amendments to Act requested by Provincial Federation (T. and L.C.), 651.
- P.E.I.: provisions of Act, 355; amended provisions of Act, 2088; statistical report on workmen's compensation benefits and industrial accidents during 1949, 988.
- Que.: statistical report on workmen's compensation benefits and industrial accidents during 1949, 988; amendments to Act recommended by C.C.C.L., 478; amendments to Act sought by Provincial Federation of Labour, 1664, 1666; amendments recommended by Provincial Federation of Labour (T. and L.C.), 475.

**Workmen's Compensation—Con.**

- Sask.: regulations under Workmen's Compensation (Accident Fund) Act, 1703; amended provisions of Act, 227, 885; statistical report on workmen's compensation benefits and industrial accidents during 1949, 988; brief submitted to court of inquiry appointed to review provincial legislation—recommendations of Federation of Labour (C.C. of L.), 40; certain changes in Act requested by Trades and Labour Councils (T. and L.C.) in brief submitted to Workmen's Compensation Board, 42; *re*, 43.
- U.S.A.: legislation (1949), 1632; National Conference on Workmen's Compensation and Rehabilitation, 1140.

*See also* Legal Decisions.

**World Calendar:**

- Canada—  
recommendation of T. and L.C., 1807.

**World Confederation of the Teaching Profession:**

- re* organization, 1630.

**World Conference of Free Trade Unions:**

- report of Executive Bureau at convention of C.C.C.L., 1828.

**World Federation of Trade Unions:**

- representation at meeting (third session) of I.L.O. Metal Trades Committee, 321.  
withdrawal of Colombia, Finland, Israel and Australia, 1137.  
report of Executive Council at annual convention of A.F. of L., 47.

**World Health Organization:**

- international study of industrial health—recommendations of committee on industrial hygiene appointed by I.L.O. and W.H.O., 1658.

**World Labour Congress:**

- authority in interpretation of constitution, determination of policy and program of I.C.F.T.U., 180.

**World Organization of the Teaching Profession:**

- formation of world-wide teachers' organization, 1630.

**X-Ray Services**

- Ont.—  
*re* expansion of silicosis and TB x-ray services for industrial workers, 610.

**Year Books:**

- See* Canada Year Book; Quebec Statistical Year Book.

**Youth Employment and Training:**

- recommendation of I.L.O. Governing Body  
*re* employment of young persons in  
 underground work in coal mines, 1657.  
 resolution concerning age of admission of  
 young persons to non-industrial occupa-  
 tions, adopted by I.L.O. Advisory Com-  
 mittee on Salaried Employees and Pro-  
 fessional Workers, 57.
- Canada—  
 activities of Youth Training division of  
 Vocational Training Agreement in 1949-  
 50, 1888.  
 youth training and student aid under C.V.T.  
 agreements, 1031.  
 recommendations of C.V.T. committee on  
 problem of "student aid", 32.  
 resolution adopted by C.C.C.L., 1835.
- Nfld.: provision under Alcoholic Liquors Act  
*re* employment of minors, 883.

**Youth Employment and Training—Con.**

- N.S.: amended provision of Child Welfare  
 Act *re* employment in shops, 2087.
- United Kingdom: activities under Youth  
 Employment Service (1949), 1997;  
 "Special Aptitudes" scheme provides  
 vocational training grants for youth,  
 1085.
- U.S.A.: teen-age youth in the labour market  
 —government study on employment  
 problems of "teen-agers" in Louisville,  
 1162; unemployment among teen-aged  
 (1947-49), 309.

**Youth Organizations:**

- Canada—  
 plan to co-ordinate civic and national youth  
 agencies, 429.



# THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Humphrey Mitchell, Minister

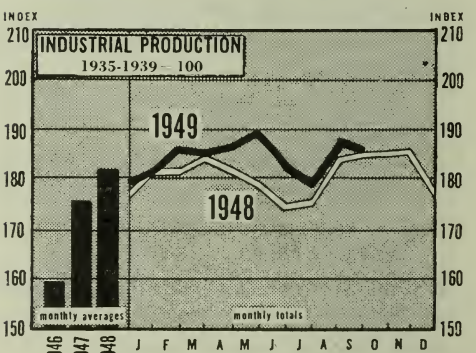
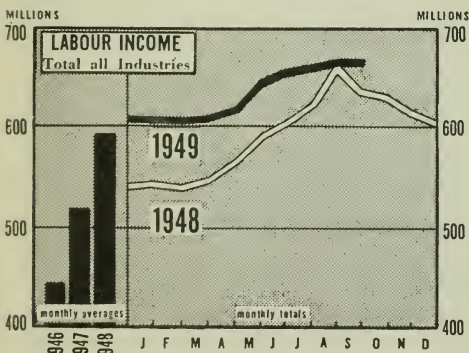
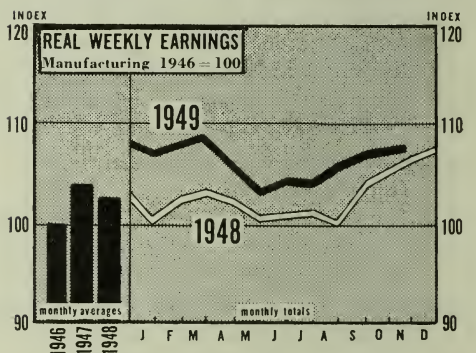
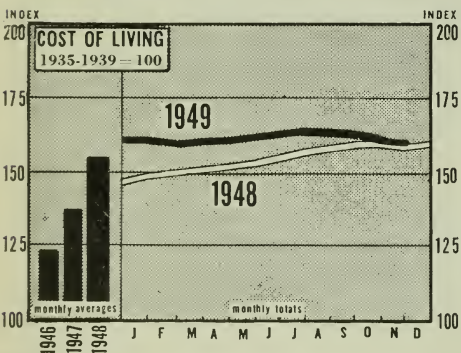
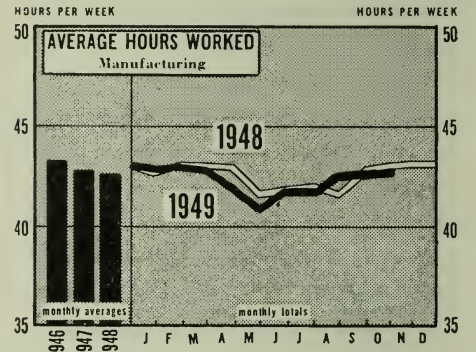
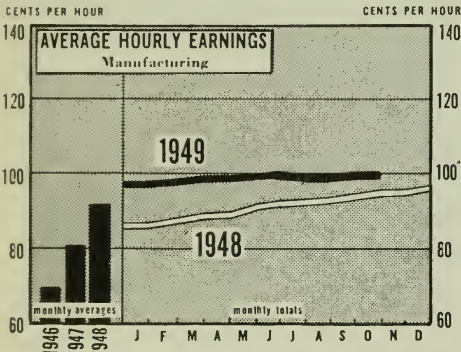
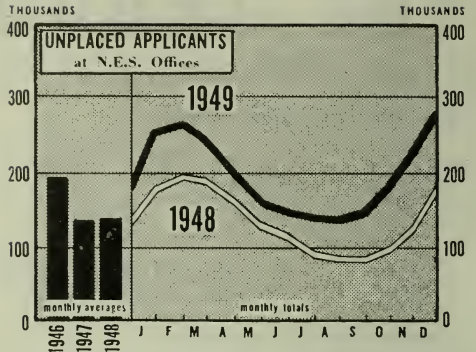
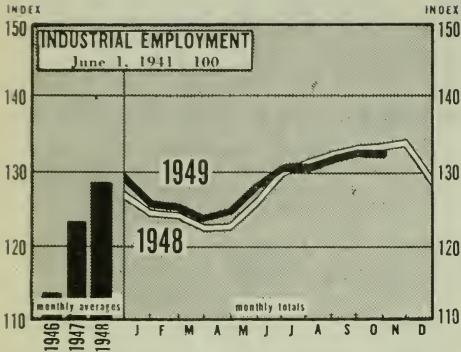
Arthur MacNamara, C.M.G., LL.D., Deputy Minister

VOLUME L. NUMBER 1

JANUARY, 1950

## PRINCIPAL CONTENTS OF THIS ISSUE

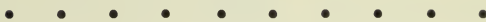
	PAGE
<i>Current Labour Conditions</i> .....	3
<i>New Year's Messages</i> .....	6
<i>Notes of Current Interest</i> .....	8
<i>The Canadian Labour Force</i> .....	19
<i>Semi-Annual Meeting of Vocational Training Advisory Council</i> .....	29
<i>National Employment Committee Meets in Halifax</i> .....	34
<i>Collective Agreements in France</i> .....	36
<i>Workmen's Compensation Under Review in Three Provinces</i> .....	39
<i>Legislative Proposals of Labour Organizations in Saskatchewan</i> .....	43
<i>AFL and CIO Hold Annual Conventions</i> .....	46
<b>International Labour Organization:</b>	
Model Code of Safety Regulations for Underground Work in Coal Mines.....	53
Problems of "White Collar" Workers Studied by Advisory Committee.....	57
Committee on Workers' Recreation.....	57
International Social Security Association Seeks Protection of Mother and Child.....	58
Co-operative Movement Studied by ILO.....	58
Three Recent ILO Conventions Come into Force.....	59
<b>Industrial Relations and Conciliation:</b>	
Introduction .....	60
Certification and Other Proceedings Before the Canada Labour Relations Board.....	62
Conciliation and Other Proceedings Before the Minister of Labour.....	67
Recent Decisions of Canadian Railway Board of Adjustment No. 1.....	67
<b>Collective Agreements and Wage Schedules:</b>	
Recent Collective Agreements.....	71
Collective Agreement Act, Quebec.....	76
<i>Fair Wages Conditions in Dominion Government Contracts</i> .....	81
<b>Labour Law:</b>	
Recent Regulations Under Dominion and Provincial Legislation.....	85
<b>Unemployment Insurance:</b>	
Selected Decisions of Umpire Under the Unemployment Insurance Act.....	88
Unemployment Insurance Statistics, October, 1949.....	90
<i>Wages, Hours and Working Conditions in the Lumber and its Products Industry, October, 1948</i> .....	91
<i>Employment Conditions during November, 1949</i> .....	106
Employment and Payrolls in Canada, 1948.....	111
<i>Prices and the Cost of Living</i> .....	115
<i>Strikes and Lockouts</i> .....	117
<i>Selected Publications Received in Library of the Department of Labour</i> .....	118
<i>Labour Statistics</i> .....	122







## CURRENT LABOUR CONDITIONS



*This article summarizes the latest employment and labour information available at January 10, as the LABOUR GAZETTE went to press. It was prepared by the Economics and Research Branch, Department of Labour.*

**I**N spite of the larger number of job seekers registering in the National Employment Service offices during November and December, employment continued high. Seasonal increases in unemployment, intensified by the growth in the labour force and by the special employment problems of some industries and areas, resulted in a total of 274,000 unplaced applicants at the first of the new year. The most recent surveys of the Canadian labour force estimated employment at just under five million, some 2 per cent above that of last year. Total labour income in October was \$663,000,000; by November, average weekly salaries and wages in leading Canadian industries had reached an all-time peak of \$43.78, and in manufacturing had risen to \$45.07.

Among the factors responsible for the current high levels of employment and income is the continuance of heavy investment expenditures. There is less spending on new plants and new machinery in manufacturing, but more on housing and public utilities. The construction industry completed one of its most successful years. With the volume of business well above that of 1948, and contracts awarded for the first ten months totalling \$900 million, this industry provided employment for over 350,000 workers at its seasonal peak.

Consumer demand in general continues sufficiently strong to absorb most goods currently being produced. Retail sales in the first eleven months of 1949 were 6.1 per cent above those in the same period a year ago. Motor vehicle sales in October showed an increase of over 14 per cent above the same month last year, and demand is expected to continue at the present level well into 1950.

During November, the total value of exports was close to the peacetime record of November, 1948. Exports to the United States increased some \$8 million during November to reach an all-time high of \$173 million.

Nevertheless, the efforts of overseas countries to solve their exchange problems have resulted in marked decline in exports of such commodities as secondary agricultural products and lumber; trade in basic commodities like wheat has been little affected. The lumber industry, however, is able to find alternative markets at home, and in the United States.



On balance, therefore, the increase in job seekers by the first of the new year can hardly be said to reflect a general decline in the economy. It is usual for unemployment to increase during November and December, as agriculture and construction release a substantial number of workers during this period of reduced activity. But this year, the logging industry, which normally absorbs a large portion of these workers, has reduced its labour requirements by an estimated 35,000 men. There are several factors responsible for these lower requirements. Among them are the large inventories of logs built up during recent years, increased mechanization of cutting operations, and a reduction of exports in some areas.

The unemployment totals have been increased by layoffs in a few industries. Among these are primary textiles, which have to meet increased British competition at a time when the domestic market is less active. The Canadian merchant marine, already hard hit by falling ocean freight rates, is faced with further problems as a result of devaluation.

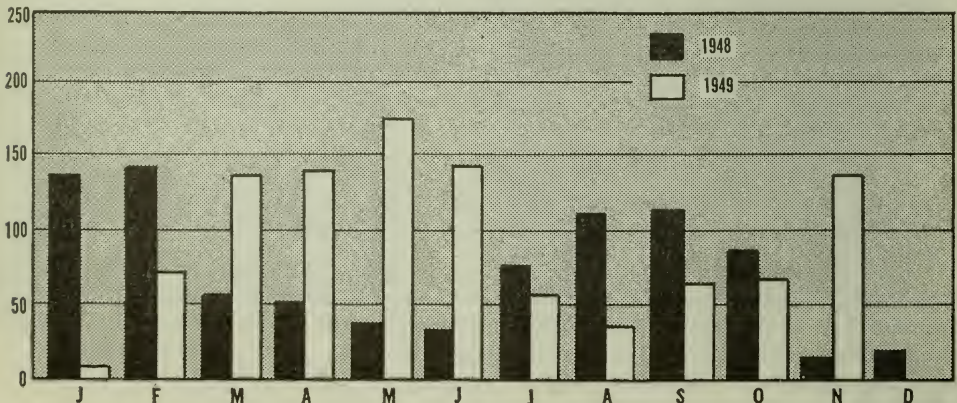
At this season of the year, new entrants to the labour force are not readily absorbed by Canadian industry. Between November, 1948 and November, 1949, it is estimated that the labour force increased by some 236,000, with Newfoundland contributing some 114,000. Over the same period, the number employed increased by 195,000, again including Newfoundland. As a result, workers have found it more difficult to obtain jobs, and employers, after years of labour shortages, are being more selective in their hiring.

The existence of special problems in different industries and regions throughout Canada means that unemployment is distributed unevenly throughout the country. The Maritime region is probably facing the most serious employment adjustments. In Quebec, the scarcity of jobs in the woods, and lower employment in the textiles and leather products industries have been important factors in the recent increases in unemployment in many of the rural areas and some urban centres. In Ontario and the Prairie region, the employment situation is generally good, except for those areas such as the Head of the Lakes district, which depend to a large extent on the logging industry. In the Pacific region, recent storms have disrupted logging and construction in certain districts. But with the new British

(Continued on page 33)

## WORKING DAYS LOST THROUGH STRIKES AND LOCKOUTS

Thousands



# CURRENT LABOUR STATISTICS

(Latest available statistics as of January 10, 1950)

Principal Items	Latest Data		Percentage change from	
	Date	Amount	Previous month	Same date previous year
<b>Manpower—</b>				
Total civilian labour force (a).....	Nov. 1	5,200,000	—	+2.5(c)
Persons with jobs (a).....	Nov. 1	5,053,000	—	+2.0(c)
Persons without jobs and seeking work (a).....	Nov. 1	147,000	—	+25.5(c)
Registered for work, NES (b)—				
Maritime Region.....	Jan. 1	40,036	+20.5	+94.2
Quebec Region.....	Jan. 1	88,255	+31.1	+57.8
Ontario Region.....	Jan. 1	65,825	+15.0	+43.0
Prairie Region.....	Jan. 1	37,396	+26.8	+38.0
Pacific Region.....	Jan. 1	42,514	+26.9	+14.2
Total, all regions.....	Jan. 1	274,026	+24.0	+46.7
Claims for unemployment insurance benefit (ordinary).....				
Amount of benefit payments.....	Dec. 1	152,269	+43.7	+82.0
	Nov.	\$5,048,373	+31.3	+121.1
Index of employment (June, 1941=100) (eight leading industries).....				
	Nov. 1	132.2	-0.1	-0.8
Immigration.....	Oct.	7,552	—	(-19.8)(d)
<b>Industrial Relations—</b>				
Strikes and lockouts—days lost.....	Dec.	23,667	—	(+19.7)(d)
Number of workers involved.....	Dec.	3,041	—	(+12.0)(d)
Number of strikes.....	Dec.	13	—	(-17.5)(d)
<b>Earnings and Income—</b>				
Average weekly salaries and wages (eight leading industries).....	Nov. 1	\$43.78	+0.4	+3.9
Average hourly earnings (manufacturing).....	Nov. 1	.995	+0.2	+4.2
Average hours per week (manufacturing).....	Nov. 1	42.8	+0.2	-0.7
Average weekly earnings (manufacturing).....	Nov. 1	\$42.59	+0.4	+3.5
Cost-of-living index (Average 1935-39=100).....	Dec. 1	161.5	-0.1	+1.6
Real weekly earnings (mfg. Av. 1946=100).....	Nov. 1	107.7	+0.7	+2.1
Total labour income.....	Nov. 4	\$633,000,000	+0.2	+4.7
<b>Industrial Production—</b>				
Total (Average 1935-39=100).....	Nov. 1	184.3	-0.7	-0.4
Manufacturing.....	Nov. 1	192.9	-0.6	-2.2
Non-durables.....	Nov. 1	183.8	+1.2	+0.9
Durables.....	Nov. 1	208.4	-3.2	-6.6
<b>Trade—</b>				
Retail trade.....	Nov.	\$661,340,000	-5.1	+1.7
Exports.....	Nov.	\$292,300,000	+8.6	-0.6
Imports.....	Nov.	\$239,600,000	+2.3	+0.6

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

(b) Some of these "unplaced applicants" registered at the National Employment Service Offices are persons with a job who are seeking other work. On the other hand, there are persons without jobs and seeking work who do not come to the NES offices.

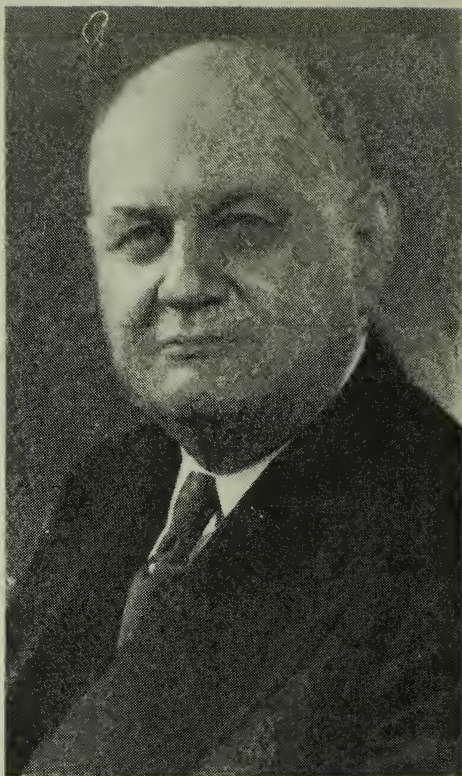
(c) These percentages calculated on basis of 1949 figures excluding Newfoundland.

(d) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Mines and Resources, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the Labour Statistics section of the LABOUR GAZETTE.



**NEW YEAR'S  
MESSAGE  
OF  
THE HONOURABLE  
HUMPHREY  
MITCHELL  
MINISTER  
OF LABOUR**



As we enter another New Year, I extend warmest greetings to the workers of Canada.

We can look back on 1949 with thankful hearts. For the third successive year, employment topped the five million mark and, at the peak period in September, stood at five and one-quarter million. Export demands and domestic needs sustained the general level of production. Actually the physical volume of production exceeded the previous year by about three per cent.

One of the most important factors supporting a high level of production and employment was the absence of serious industrial strikes. Both labour and management are to be

congratulated for settling their problems in the common interest.

In addition, Canadians in all walks of life are indebted to responsible trade unionism for the step taken to deal with Communistic elements.

Predicting what the future has in store for us is always difficult but, when we consider the tremendous world consumer demand still unsatisfied and relate this to the productive capacity of Canada, we should be optimistic. This is a grand country in which we live. Let us do everything we can in 1950 to maintain our progress.

My earnest hope is that the New Year will be a happy one for all our people.



# NEW YEAR'S MESSAGES OF LABOUR LEADERS

During the holiday season, New Year's messages were issued to the people of Canada by the leaders of the three major Canadian labour organizations.

## **Percy R. Bengough** **Trades and Labour Congress of Canada**

Mr. Percy Bengough, President of the Trades and Labour Congress gave assurance in his message that Canadian workers would co-operate fully with government and industry in making 1950 a productive year. He pointed out, however, that fear of unemployment is still a disturbing factor in some sections of Canada and that "organized labour cannot do its full share in establishing industrial peace and stability unless gainful employment is available for all who are able and willing to work."

Mr. Bengough declared that the objectives of the Trades and Labour Congress of Canada were "for full social security on a contributory basis . . . protection for all against unemployment, sickness and old age. . . ." He drew attention to "the plight of our aged citizens on fixed pensions" and deplored the fact that to qualify "for the sub-standard allowance, known as the old-age pension, the applicant must prove first that he is a pauper in a land of plenty." He urged that Governments should abolish the means test for applicants for old age pensions early in 1950.

The Trades and Labour Congress, he said, desired "to improve the conditions of the workers through the orderly processes of negotiating and reaching mutual agreements between employees and employers" and in international relationships, the Congress will continue to direct its efforts to "the strengthening of true democracy and world peace."

## **A. R. Mosher** **Canadian Congress of Labour**

Mr. A. R. Mosher, President of the Canadian Congress of Labour in his New Year's message stressed "the menace of Communism." He pointed out that "one of the chief fields of activity of the Communists has been the labour movement" and that "in many countries both individual unions and national centres are controlled by Communists." He declared that during the past year Communism has suffered severe setbacks in both the national

and international fields. "Quite apart from the attacks and exposures of Communism made at meetings of the United Nations, the most noteworthy event of the year (1949) was the withdrawal of the labour movements in most of the free countries from the Communist-dominated World Federation of Trade Unions and the establishment of . . . the International Confederation of Free Trade Unions." In Canada and the United States "there can be no question as to the determination of the vast majority of Canadian and American workers to destroy the influence of Communism in their ranks."

Discussing Canadian economic conditions, Mr. Mosher criticized the Government, for taking off rent controls and devaluing the dollar; and also called for steps to remedy the housing situation and to increase old age pensions without a means test.

While there had not been any serious stoppage of production as a result of labour disputes in 1949, Mr. Mosher asserted that there had been "a very definite opposition on the part of certain groups of employers to granting increases in wages and improvements in working conditions." He believed, however, that "essentially, there is no reason why, in a country so richly endowed as Canada, the various economic groups should not learn to work together, each contributing its share towards producing the goods and services which are necessary to the well-being of the people as a whole."

## **Gérard Picard** **Canadian and Catholic** **Confederation of Labour**

Mr. Gérard Picard, President of the Canadian and Catholic Confederation of Labour, recalled that the year 1949 had been an eventful one for the CCCL. He looked forward hopefully to 1950, which had been "proclaimed a Holy Year", during which all men of goodwill would have opportunities for reflection that would enable them to approach, and to find proper solutions, for the perplexing problems of the day.

It was his earnest wish that the New Year would witness a re-awakening of productive peace in all relationships; that it would mark the beginning of an era in which, "enlightened by conquering Christianity," men would devote their energies to building a better society and restore harmony among all classes.

# NOTES OF CURRENT INTEREST

## **New world labour organization established**

Early in 1949, several of the world's free trade unions, including the British Trades Union Congress, the U.S. Congress of Industrial Organizations and the Canadian Congress of Labour, withdrew from the Communist-dominated World Federation of Trade Unions.

In June, labour delegates from 33 countries, who were attending a meeting of the International Labour Organization at Geneva, took the initial steps to create a new world labour body, to be entirely free from totalitarian pressures and influence. A preparatory committee was set up to make preliminary arrangements for a general meeting in London, England, late in November and to draft a constitution for the new body.

Invitations to the London conference were issued to 63 national centres, 43 other national organizations and 18 international trade secretariats, making in all 124 organizations in 55 countries and 19 colonies.

More than 260 representatives of almost 50,000,000 workers in 53 countries attended the London meeting from November 28 to December 9, and formally established a new organization to be known as the International Confederation of Free Trade Unions. At the request of the Preparatory Committee the British Trades Union Congress acted as conveners of the conference and Mr. H. L. Bullock, Chairman of the TUC General Council presided. Delegations were present from the American Federation of Labour (which had remained aloof from the World Federation of Trade Unions), the Congress of Industrial Organizations, the Trades and Labour Congress of Canada (which had also remained aloof from the WFTU) and the Canadian Congress of Labour.

The TLC was represented by: President Percy Bengough; Vice-President Claude Jodoin; Sam Finlay, Vice-President of the International Brotherhood of Boilermakers; and George Erasmusson of the International Chemical Workers' Union.

The CCL representatives were: Secretary-Treasurer Pat Conroy; Fred Dowling, District Director, United Packinghouse Workers' Union; J. E. McGuire, Secretary, Canadian Brotherhood of Railway Employees and Other Transport Workers; and Sam Baron, Canadian Director, Textile Workers' Union of America.

Presidents William Green (AFL), Philip Murray (CIO), and Percy Bengough (TLC) and Secretary-Treasurer Pat Conroy (CCL)

were elected to the executive of the new body. Permanent headquarters will be in Brussels and the first President is Paul Finet of Belgium.

The new General Secretary chosen by the Confederation is Jacob Oldenbroek of the Netherlands who for some years has been the General Secretary of the International Transport Workers' Federation, the most powerful of the international trade union secretariats which will become an affiliate of the new Confederation.

According to newspaper reports the constitution pledged the Confederation to: (1) co-ordinate the defence of free trade unions against any campaign "aiming at their destruction or at the restriction of their rights . . . by totalitarian or other anti-labour forces;" (2) "enhance the dignity of labour;" (3) assist in developing the growth of trade unions in economically and socially under-developed countries; (4) aid the economic, social and cultural interests of countries suffering from the aftermath of war; (5) protect the system of free labour and "eliminate forced labour" throughout the world; (6) work for a world system of collective security and, through the medium of the United Nations Organization, support all measures for assuring the defence of world democracy against any totalitarian aggression.

A fuller report of the Conference will be published in a subsequent issue of the **LABOUR GAZETTE**.

**CCL accepts new union of electrical workers** Suspension of District 5, United Electrical, Radio and Machine Workers of America, for non-payment of per capita dues, was announced on December 5 by the President of the Canadian Congress of Labour, Mr. A. R. Mosher. The suspension became effective December 1.

The Executive Council of the Congress, in July last, took disciplinary action against the union's five top officers, for statements considered to be a reflection on the officers of the Ontario Federation of Labour. This action was approved by the annual convention of the Congress in October (L.G., Nov., 1949, p. 1367).

At the annual convention of the Congress of Industrial Organizations, held at Cleveland, Ohio, on October 31-November 4 last, the United Electrical Radio and Machine Workers of America were expelled from the Congress on the charge of following the Communist party line in detriment to its members. (See p. 49 of this issue.)



Following this action, the CIO Executive Board chartered a new union to organize workers in the jurisdictional field formerly allotted to the UE. The union is known as the International Union of Electrical, Radio and Machine Workers.

The union held its first convention at Philadelphia on November 28-December 1, under the chairmanship of the CIO's secretary-treasurer, Mr. James B. Carey, who is chairman of the IUE's administrative committee. Over 400 delegates, from 133 locals and representing 220,000 members, attended the four-day convention, according to the *CIO News*.

"The convention adopted, section by section, a constitution framed to provide maximum protection of the membership's democratic rights," the *CIO News* reports. "But it held off election of officers until a future convention, when the union is 'over the hump' of organizing, Labour Board elections and legal tests." Meanwhile, the union will function under the leadership of an administrative committee, headed by Mr. James B. Carey.

The IUE, it is stated, has set itself a double task—"the 'negative' job of ridding the industry of Communist union leadership, and the positive goal of winning wage and security advances for its members." The union will seek adjustments to bring up the pay of electrical union workers to the status of those in steel, auto and aircraft; a minimum pension of \$100 a month for workers over 65 who have 25 years of service; severance pay for those leaving jobs; death benefits for widows and other survivors; and a system of medical care benefits.

In his statement on the Canadian situation, Mr. Mosher said the Canadian Congress of Labour has affiliated the Canadian locals of the new CIO International Union of Electrical Workers. "The leadership of this union is above suspicion," he declared, adding that he "has been informed that the new union is rapidly taking over former UE locals in Canada whose membership have no sympathy with the policy which UE has been following in recent years."

**Social  
security  
benefits  
for farm  
workers  
advocated**

Extension of workmen's compensation and unemployment insurance benefits to agricultural workers was advocated by the Deputy Minister of Labour, Dr. A. MacNamara, in an address before the Dominion-Provincial Agricultural Conference at Ottawa on December 12. Working conditions in agriculture must be improved if

youth and experienced workers are to be kept on the farm, he told the convention.

"If working conditions on farms are so unattractive that the farmers' sons leave, how can we expect the paid workers to stay with the work?" he said. Is it not uneconomic, as well as a definite handicap to agriculture to keep pumping in relatively inexperienced workers, while well-skilled and enterprising workers are leaving?"

With farm wage rates at about three times what they were in 1940, it is not so much a difference in wage rates that makes urban industry more attractive than agriculture to many people, Dr. MacNamara stated, "it is rather the other conditions which often prevail in agriculture—the lack of adequate housing, long hours of work, seasonality of employment, and the absence of social security measures." Some of these conditions can only be properly met by action on the part of the farmer himself, he said, "but there is also a considerable field in which governments will have to co-operate."

The problem of off-season unemployment is becoming increasingly serious, the Deputy Minister said. In many other industries, with the exception of mining and construction, employment is more stabilized than formerly, and openings for seasonal workers are fewer. In the logging camps—the traditional source of supplementary income for the farm workers—jobs are fewer than formerly, and the average duration of employment may be shorter. "Farmers should be thinking about this fact and be giving consideration to it. If the farmer wants paid labour in the future he will need to carry men on a less intermittent basis than heretofore."

Speaking on government co-operation in dealing with this problem, Dr. MacNamara said, "I do not know of any insurmountable reason why farm workers should not have the protection of unemployment insurance. I advocate unemployment insurance for farm workers because one of the most difficult problems demanding some solution is that of the seasonality of employment on farms."

Workmen's compensation should also be available to farm workers, just the same as in other industry, he said. "When a man is hurt on a farm, what a relief it would be to the farmer and to everyone if it were known that the injured would have adequate care."

While the improvement in working conditions of farm labour since the depression years must not be lost sight of, "right now is the time to work for continued improvement," the Deputy Minister declared. "Only



by a recognition of the problems of this group by the employer and by government, and by complete co-operation of these groups, can we hope to raise the standards of this large segment of the Canadian labour force."

In reviewing the achievements of the past year, Dr. MacNamara referred to the entry of Newfoundland into Confederation, and welcomed the Newfoundland delegates.

The total Canadian labour force has been increasing since the war by about 100,000 annually, he said. With the inclusion of Newfoundland, the total labour force reached almost 5,400,000 in August, 1949. Nearly one-quarter of this number were employed in agriculture.

In line with the general tendency towards equilibrium, the supply of farm labour has come into better balance with demand, Dr. MacNamara stated. Even at the peak season no shortages occurred, nor were any large surpluses experienced. This has resulted in a stabilization of farm wage rates, he said, which showed less seasonal increase in August, 1949, than at the same time in 1948, although they were higher for the year as a whole.

#### **Annual Report of Dominion Department of Labour**

The Annual Report of the Federal Department of Labour covering the fiscal year ending March 31, 1949, was issued early in December.

A concise summary of the administrative functions of the Department is given in the first section of the report. The remaining sections provide more detailed descriptions of the work performed by the several branches of the Department during the fiscal year. These include: Industrial Relations (industrial conciliation proceedings, statistics of strikes and lockouts, fair wages and labour-management co-operation); Canada Labour Relations Board; the Unemployment Insurance Commission and National Employment Service; Canadian Vocational Training; Government Annuities; Agriculture, Forestry and Placement of Immigrant Workers; Technical Personnel Division; Research and Statistics; Special Services (including the LABOUR GAZETTE, Information Branch, Labour Legislation Branch and the Departmental Library); Re-establishment of Ex-Service Personnel; Re-establishment of Japanese in Canada; International Labour Organization.

During the fiscal year the Department administered the following statutes: the Industrial Relations and Disputes Investigation Act; Conciliation and Labour Act; the Fair Wages and Hours of Labour Act;

Government Annuities Act; the vocational Training Co-ordination Act, 1942; and the Reinstatement in Civil Employment Act. The Fair Wages Orders in Council relating to Government contracts for equipment and supplies were enforced by the Department, which was also responsible for the administration of a number of other measures.

#### **Canada's fair wages policy**

Canada's Fair Wages Policy originated in March, 1900, when the House of Commons passed a resolution which, in later years, was

amended and expanded by various Orders in Council. These were all consolidated into P.C. 1206 of June 7, 1922. This consolidated Fair Wages Policy was divided into two parts. The "A" conditions were to be observed on all forms of construction and made provision for a schedule of current fair wages to be inserted into the contract setting forth the hours of labour fixed by the custom of the trade in the district. The "B" conditions were to be observed in contracts for the manufacture and supply of fittings and equipment and required the payment of current wages, or if there be none, then fair and reasonable rates; and also required the customary or fair and reasonable hours in the district.

P.C. 605 of April 9, 1924, amended the Fair Wages Policy by enlarging the "A" conditions to take care of special circumstances, repayments and to void certain powers of the Minister where there is a collective agreement. P.C. 3271 of December 31, 1934, amended the "B" conditions by providing minimum rates of 30 cents for males and 20 cents for females.

Parliament then passed the Fair Wages and Hours of Labour Act, 1935, which repealed an earlier statute, the Fair Wages and Eight-Hour Day Act, 1930. The new statute required that on all contracts for construction, remodelling, repair or demolition all persons engaged on the project shall be paid fair wages and the working hours shall not exceed 8 hours per day nor 44 in the week.

The Act and the Policy were brought into conformity by P.C. 1272 of May 2, 1949, which amended the "A" conditions by making them subject to the provisions of the Fair Wages and Hours of Labour Act 1935; and amended the "B" conditions by removing the schedule of minimum rates, but provided that in no event shall the wages be less than those established by statute or regulation of the province in which the work is being performed.

P.C. 5547 of November 3, 1949, is a consolidation of the foregoing Orders in Council.

**Commons  
passes  
amendments  
to Housing  
Act of 1949**

construction and Supply.

In addition to the three major changes in the National Housing Act of 1944 which Mr. Winters discussed in his earlier statement (L.G., Nov., 1949, p. 1334), the new legislation also increases the amount of the loan that may be guaranteed for home improvement or home extension purposes by 25 per cent over the amount specified in the Act prior to amendment.

**Study of  
family  
budgets  
in Canada**

In the Fall of 1948, the Dominion Bureau of Statistics conducted a survey of family expenditures which covered a cross-section of Canadian families and single individuals. Detailed information about income and expenditure in the 12 months ending August 31, 1948, was collected from approximately 6,000 families and single persons across Canada.

During November and December, 1949, the Bureau issued preliminary summary figures on family budgets in five Canadian cities (Montreal, Halifax, Toronto, Winnipeg and Vancouver). These preliminary figures show the average income of the families and their average expenditure on food, housing, clothing and other items.

At a later date, when a more complete tabulation of the results of the survey is available, it is planned to publish an analysis of the findings in the *LABOUR GAZETTE*.

**1950 class  
of engineers  
will be  
largest in  
history**

Mr. Mitchell stated that the 3,500 new engineers who would be available to employers next spring would allow many employers to carry out plans for recruitment which had previously been restricted by the inadequate supply of graduates.

He explained that the 3,200 engineering graduates in 1949 had gone far towards taking up a backlog of openings, but that the needs of many employers had still not been met, especially in the smaller firms, many of whom were only now considering the possibility of using engineering graduates on their staffs.

Mr. Mitchell reported that a survey, made in 1946, had produced the information that an estimated 2,000 new engineering graduates in each of the five years from 1947 to 1951 inclusive would be required to meet the demand by Canadian industry for engineers. These estimates were being reviewed with the same employers, with particular reference to prospective needs in 1950 and 1951. While all of these employers have not yet been covered, the net results to date showed an increase of slightly more than 10 per cent in the combined estimates made three years ago.

In both 1947 and 1948, the actual demand for engineering graduates was between 2,000 and 2,200, while graduating classes in these two years amounted to 1,100 and 1,700 respectively. Thus, there was a considerable backlog of openings to add to the normal demand of 1949. This backlog was partially taken care of by the graduating class of 1949, which numbered about 3,200.

There were special factors which facilitated the placement of the class of 1949. One was a number of large scale employers who had restricted their recruiting programs in 1947 and 1948 in anticipation of a better supply of graduates in 1949. Another was a substantial number of "company undergraduates", these being students who were attending university on leave-of-absence from their regular employment. A third factor was a recruiting program for the Armed Services which accounted for more than 200, a large proportion of whom were engineering graduates.

The Minister explained that the bulk of the employment available for new engineering graduates had always been concentrated in the establishments of a relatively small number of large employers. Surveys on which estimates could be based were necessarily made almost entirely through these larger employers. Employment officials believed, however, that there was a substantial latent demand among medium-sized and smaller employers. Even if this prospective field of employment averaged only one graduate per company, the demand for engineering graduates would be increased by several hundreds.

In former years, the Minister said, shortage of supply had been mainly responsible for the rapid absorption of inexperienced graduates into the more widely publicized openings where there had been well organized recruiting programs. In 1950, it would be rather a case of seeking out the openings, including the substantial number believed to exist in smaller operations.



**Campaign to find jobs for university graduates and students**

Hon. Humphrey Mitchell, Minister of Labour, announced early in December that questionnaires had been forwarded to about 10,000 employers in Canada

in an effort to uncover permanent job openings for university graduates and temporary summer employment for undergraduates in the spring of 1950.

Mr. Mitchell stated that it was necessary to undertake this campaign early since, although many war veteran students had already graduated, there would still be exceptionally large classes in 1950 and 1951, due to the numbers of veterans taking university training. (For example, as noted above, the engineering class will be the largest in Canadian history.)

The Minister explained that the job involved several months' work, and that the full resources of the Department of Labour and the National Employment Service would be used to assist in filling employers' requirements and finding positions for the students. He stated that a large proportion of the jobs needed would be turned up by the questionnaire, but these would be supplemented by the openings uncovered by the direct efforts of employer relations personnel of the National Employment Service. At the prairie universities full time NES offices are operated on the campuses throughout the academic year, while at other universities the NES liaison officers work in co-operation with university staffs to provide a liaison service between students and employers.

Mr. Mitchell stated that in all probability the university graduate would experience a little more difficulty next spring in obtaining employment than in the spring of 1949. In 1949 a backlog of openings was in existence. This backlog did not exist to the same extent now, but he stated placement officials were optimistic regarding next year's classes due to the fact that a great number of small firms had still to recruit university personnel valuable to their enterprises. He urged the smaller firms, which might not receive a copy of their questionnaire, to bring their openings to the attention of the National Employment Service as soon as possible.

**Conciliation and arbitration in Canada**

A bulletin of 68 pages entitled "The Conciliation and Arbitration of Labour Disputes in Canada", another in the series of studies published by the

Department of Industrial Relations of Queen's University, has recently been issued. This bulletin (No. 13) is a study of the

procedures which are commonly used to settle disputes between employers and employees.

The first chapter traces the development of public policy regarding labour disputes in Great Britain, United States and Canada. It is noted that Canada has gone much farther than either Great Britain or the United States in requiring the use of conciliation and arbitration and in limiting the right to strike.

Pointing out that disputes between employers and their employees fall into two broad categories, "contract-negotiation disputes" and "contract-observance disputes", the bulletin devotes a chapter to each type of dispute and discusses the use of conciliation and arbitration as methods of settlement.

With respect to contract-negotiation disputes, the bulletin discusses the nature of conciliation, sets out the statutory requirements and practice regarding conciliation, and outlines several criticisms of the conciliation system as it stands today.

This section concludes with the statement,

In spite of the fact that there is some valid criticism of the conciliation systems administered in this country at both federal and provincial levels of government, the work of Conciliation Officers and Conciliation Boards has been outstanding. Their services have been recognized not only in Canada, but in the United States and Great Britain as among the most effective and successful in existence.

The brochure deals similarly with arbitration in the settlement of contract-observance disputes, pointing out its characteristics and the situations in which it may appropriately be used.

After discussing the whole process of grievance procedure and arbitration, the author states that it is difficult to reach any conclusion regarding the arbitration process as a practical solution of labour-management disputes. The greater part of Canadian industry, where collective bargaining is a comparatively new process, has not developed permanent arbitration facilities. In a few instances arbitration procedures have been in effect for a number of years, notably on the railways, in the garment trades, in the printing trades and in some firms in the automobile industry. The author asserts that

it would be impossible to support the view that arbitration is *the* way to settle disputes in Canada. Experience, generally, is too limited to warrant any such sweeping conclusion. However, there is the strong presumption that arbitration is a desirable procedure in that it can effect settlements without the loss of production to the employer or wages to the employee; that arbitration is therefore at least worth a trial.



In conclusion, it is stated that conciliation and arbitration provide the best devices so far devised to reach settlements. "If better are found . . . they will be developed by those who would use and need them. The first step in the direction of improvement is an understanding and an effective use of the processes now available."

**Comparison of workmen's compensation laws**

The 1949 edition of the bulletin, *Workmen's Compensation in Canada, A Comparison of Provincial Laws*, is now available. This pamphlet, which is revised annually by the Department of Labour, shows the legislative changes made in 1949. These include the enactment of a new Workmen's Compensation Act in Prince Edward Island, effective July 1, 1949, and amendments to the Acts of Nova Scotia, Ontario, Quebec and Saskatchewan. The Newfoundland Workmen's Compensation Act is summarized.

It is pointed out in the introduction that in all Canadian provinces there is now a law providing compensation for industrial accidents, but that the Newfoundland Act is unlike that of the other provinces in that it makes employers individually liable for injuries to their workmen occurring in the course of employment. In the other provinces, the statute is of the collective liability type.

Under the new Prince Edward Island Act, benefits for disability are two-thirds of earnings and the maximum earnings on which compensation is reckoned are \$2,500 a year. A widow is entitled to receive \$40 a month, with \$10 a month for each child under 16.

Provision was made during the year for the payment of increased amounts of compensation in cases of total disability in Saskatchewan. Children's benefits were raised in Nova Scotia, and the maximum annual earnings on which compensation is reckoned were raised from \$2,000 to \$2,500.

In Ontario, from January 1, 1950, the basic rate of compensation for disability was increased from 66 $\frac{2}{3}$  to 75 per cent of average earnings, and the maximum yearly earnings on which compensation is reckoned from \$2,500 to \$3,000. By an amendment effective from July 1, 1948, the monthly compensation payable in death cases, exclusive of burial expenses and the lump sum of \$100, may not exceed the workman's average earnings, instead of two-thirds of such earnings, as formerly. Where the total sum payable would exceed average earnings, the compensation must be reduced but the reduction is not to affect the payment of

\$50 to a widow, with \$12 to each child or \$20 to each orphan child, unless the total benefits to such dependants exceed \$100 a month.

The list of industrial diseases to be compensated was greatly extended by regulation in British Columbia.

Copies of the bulletin may be obtained from the Legislation Branch, Department of Labour, Ottawa.

**Improved productivity in Canadian coal mines**

Productivity improved in all coal mining areas in Canada during 1948, according to the annual survey of operating costs and revenues of Canadian coal mines conducted by the Dominion Coal Board.

For the first time in the 18 years during which the survey has been conducted, a profit was made in all coal mining areas, the average being 38 cents per net ton.

While total production costs have risen from the low point in 1940 of \$3.40 per net ton to a high in 1948 of \$5.71, total revenues have similarly increased from the low of \$3.43 in 1936 to the highest point on record of \$6.09 per net ton in 1948.

Increases in total revenues over those reported in 1947 ranged from 12 cents per net ton for Saskatchewan to 95 cents per ton for British Columbia.

Nova Scotia showed the most noteworthy change; from a loss of 49 cents in 1947 to a profit of 34 cents per net ton this year. The 1947 result in Nova Scotia was probably influenced by the strike in that area.

The main element of cost remains that of labour which, at \$3.47 per net ton, increased 33 cents over the 1947 cost, total labour costs being \$60,460,000. Labour costs per ton ranged from a high of \$4.72 in Nova Scotia to 71 cents in Saskatchewan, where 97 per cent of the production consists of strip mined coal.

Production per man-day showed improvement in all areas, the greatest increases over 1947 being: British Columbia 19 per cent, Alberta (subbituminous) 15 per cent and New Brunswick 12 per cent.

**Eighth Report Unemployment Insurance Commission**

"Definite progress in a widening field of activity" was noted by the Unemployment Insurance Commission in its Eighth Annual Report covering the fiscal year ending March 31, 1949.

During the fiscal year, 1948-49 revenue from contributions by employers, employees and government totalled \$119,505,573.69.

Interest on investments and other miscellaneous items increased the total revenue to \$131,627,250.33. Unemployment insurance benefit paid totalled \$49,826,752.16, leaving a net balance in the fund at March 31, of \$529,535,437.38.

The raising of the limit of insurability from \$2,000 to \$3,120 in 1948, coupled with a general increase in wages during previous years, disturbed the overall balance between employer and employee contributions which were intended to be approximately equal. Accordingly, the contribution rates were readjusted late in 1948 to restore approximate parity to employer and employee contributions. In addition, another class was added to the contribution schedule to provide for insurable persons in the higher income group.

The report indicates that "the addition of a new contribution class automatically resulted in a higher maximum rate of benefit for persons in the top earnings bracket". For a claimant with a dependent, the maximum weekly amount was raised from \$14.40 to \$18.30. For a claimant without dependents the maximum weekly amount was raised from \$12.30 to \$14.40.

The total Canadian labour force was estimated to number 4,964,000 at November 20, 1948, including both employed and unemployed persons, but excluding persons keeping house, attending school, or too old or infirm to work. The total insured population was estimated at 2,447,000, or almost 50 per cent of the total of gainfully employed persons.

During the later months of the fiscal year the Commission made arrangements for insuring workers in Newfoundland, following the entrance of the new province into Confederation on April 1, 1949. Offices were opened at St. John's, Grand Falls and Corner Brook. These offices were placed under the Maritime region. It was estimated that of a working force of approximately 112,000 in Newfoundland, rather more than 40,000 were in insurable employment.

In accordance with the policy of the Commission to extend coverage to previously uninsured groups of workers as circumstances made that possible, employment in the lumbering and logging industries in British Columbia and employment in stevedoring were brought under the Act during the year.

The Commission administered 295 insurance and employment offices scattered across Canada in 1948-49. In August, 1948, a branch of the National Employment Service was opened in London, England, staffed by employees of the Commission.

To this office, the report states, was extended the Canadian clearance system, thus making it possible for a Canadian employer desiring to obtain workers from the United Kingdom, to place his order with a local office of the Commission in Canada and have it filled.

The National Employment Service continued to play an important part in youth employment and vocational guidance, vocational training for unemployed persons, the employment of older workers, the placement of handicapped workers, war veterans and displaced persons from Europe. Improvements were made during the year in the machinery for the placement of applicants in technical, scientific, professional and business categories. This work was done largely in the five regional offices, but closer co-operation was established with the universities in all provinces.

The National Employment Committee held four regular meetings during the year and the five regional committees, whose work is co-ordinated by the national body, were reported to have functioned successfully. Regional and local employment committees dealt with matters and made studies referred to them by the National Committee, as well as having contributed valuable recommendations of their own.

The report states that "unemployment insurance is now generally accepted in Canada as an important and beneficial social security plan." Not only the general public, but employers and labour unions "have shown growing interest" in the provisions of the Act. "Both in its insurance and employment phases (the Commission), has become an essential part of Canadian economy."

#### **TLC writes history of labour movement in Canada**

A history of the Trades and Labour Congress of Canada and of the Labour Movement in the Dominion is appearing currently in serial form in the Trades and Labour Congress Journal. The first instalments were published in the September and November issues of the Journal and the history is to be continued in subsequent issues.

It is being written by Mr. L. E. Wismer, TLC's Director of Publicity and Research.

#### **Old age and blind pensioners in Canada**

The number of persons receiving old age pensions in Canada increased from 257,485 at June 30, 1949 to 265,372 as at the end of the quarter September 30, 1949.

The Federal Government's contributions under the Federal-Provincial scheme totalled

\$22,618,926.50 for the quarter ended September 30, 1949, as compared with \$18,190,538.31 in the preceding quarter. Since the inception of the Act the Federal Government has contributed \$585,896,316.93.

As at September 30, 1949, all provinces had not completed the review of pensioners' files in order to make adjustments under the amendments to the Act increasing the maximum pension to which the Government of Canada would contribute from \$30 to \$40 a month. There was, therefore, considerable variation in the average pension paid in the different provinces. In only three provinces was the number of pensioners higher than three per cent of the total population.

In addition to the above, pensions were being paid to 9,948 blind persons as at September 30, 1949, as compared with 9,743 at June 30, 1949.

The cost of pensions in respect of blindness to the Federal Government was \$939,125.49 for the quarter ended September 30, 1949, and \$727,727.17 in the preceding quarter. Since the inception of the Act, Federal payments have totalled \$17,154,986.09. The average monthly pension was between \$37.87 and \$39.09 in nine provinces. In Newfoundland, where the maximum pension payable is \$30 the average was \$29.33.

**ILO study on strike statistics**

The International Labour Office announced in November that time lost by strikes and lockouts has increased sharply since the war but is still "almost negligible" by comparison with normal unemployment. A study published in the *International Labour Review* gives comparative statistics for time lost in certain industries in a number of countries during the war and post-war years. The industries covered are mining, manufacturing, construction and transport.

The statistics, therefore, are not complete and do not represent the situation for all non-agricultural industries as a whole, or in relation to other countries. In Canada, for example, most of the time lost during the survey period was recorded in these four industries (1945-1947, 94 per cent) although they employed only slightly more than one-half of all wage and salary earners. When account is taken of workers in all industries, the average number of man-days lost annually in Canada through all disputes was about 197 days per thousand workers in the period 1940 to 1944, and 920 days during the period 1945 to 1947.

According to the ILO release the average number of man-days lost annually by industrial disputes per thousand workers varied as follows:—

	1940-1944	1946-1947
Canada .....	313	1,477
United States.....	509	2,899
India .....	337	601
Denmark .....	47	1,062
Hungary .....	94	46
Ireland .....	288	669
Sweden .....	108	3,685
Switzerland .....	12	123
United Kingdom....	179	228
Australia .....	922	1,563
New Zealand.....	135	228

The statistics for some countries include persons who were made idle by strikes and lockouts in the same establishments but who were not actually on strike themselves. In the case of the United Kingdom, over a 21-year period, it was found that this group accounted for about one-fifth of the lost man-days.

The study concluded:—

"From the figures of the table, it is clear that the loss from disputes is of very minor importance in relation to the total time worked. A rate of 1,000 days lost per 1,000 employees per year means one day per employee per year or, if the year comprises 300 working days, only one-third of one per cent of the year's working time.

"Only four countries had time-loss rates from strikes and lockouts as high as this figure. On an average, the time-loss from strikes and lockouts is half a day per employee per year, or less than two-tenths of one per cent. In comparison with unemployment, therefore, for which a rate of three per cent is low and one of ten per cent not unusual, the loss from industrial disputes appears almost negligible."

**United Nations sponsors study on employment**

Problems of employment and economic stability were discussed recently by the United Nations General Assembly, and on November 25 a resolution on full employment was adopted.

The resolution begins by approving the action of Secretary-General Trygve Lie in inviting a group of experts to report on national and international measures required to achieve and maintain full employment. (This action was taken in accordance with a resolution of the Economic and Social Council. Those participating in the study are: E. Ronald Walker, from Australia; Pierre Uri, of the General Commissariat of the Economic Plan for France; Nicholas Kaldor, from Cambridge University, United



Kingdom; and two United States economists, J. M. Clark, from Columbia University, and Arthur Smithies, from Harvard University.)

Continuing, the General Assembly Resolution expresses its belief that national and international action to promote and maintain full employment is a basic requirement for the achievement of a stable and expanding world economy.

It notes with satisfaction that the plans of various governments for increasing purchasing power and for promoting full employment include such measures as the extension of unemployment insurance, the expansion of social services generally, public works programs including low-cost housing and natural resources development projects, measures affecting the level and methods of taxation, and incentives for the encouragement of private capital investment.

It recommends "that each Government consider, as a matter of urgency, its international responsibility under Articles 55 and 56 of the Charter to take action, as the need arises, designed to promote and maintain full and productive employment, through measures appropriate to its political, economic and social institutions."

(A survey of the plans formulated by various nations to maintain full employment appeared on page 1228 of the October LABOUR GAZETTE.)

### **TUC appeals to affiliates to postpone wage claims**

The General Council of the Trades Union Congress, on November 23, called on all affiliated unions to postpone until January 1, 1951, claims for higher wages as

long as the price index remains below 118. At the time of the TUC's announcement the index stood at 112.

The TUC's statement followed nearly two months of discussion between labour and Government leaders. The problem has been made more difficult because of a large number of "important and justifiable" claims for wage increases pending by individual unions, the United Kingdom Information Office bulletin *Economic Record*, states.

"In addition," the report continues, "there is the problem of the unions whose contracts have a sliding-scale arrangement based on the cost-of-living index. If their wages rose automatically through an increase in the cost of living, the other unions could hardly be expected to hold back. Finally, there is the problem in wages of encouraging increases for higher output while keeping wage rates stable."

Although recognizing the problem of the lowest paid workers, the TUC urged the

necessity of "rigorous restraint" even in these cases, and recommended that "incentive plans" should be developed for raising earnings that are too low.

In return for recommending acceptance of an increase in prices up to five per cent, without asking for more pay, the General Council has been assured by the Government that the unions will not be expected to accept any wage reductions should prices fall within the limit of five per cent.

The General Council can only recommend, it is pointed out. "While it is the responsibility of unions themselves to operate the wages policy, unions nevertheless must pay regard to the realities of the economic situation in framing their policy, and act loyally in conformity with the policy now recommended by the General Council," the TUC recommendation states.

The Council pledged itself to "intensify" its campaign for increased productivity and greater efficiency, and recommended study in each industry with a view to extending the "system of payment by results."

The TUC announcement followed the Government's decision last September to devalue the pound. "The dangerous inflationary tendencies which devaluation inevitably intensifies must be counteracted by rigorous restraints upon all increases of wages, salaries and dividends," it states.

### **British personnel management advisory service**

One of the specialized services provided by the Ministry of Labour and National Service in the United Kingdom is to help firms in working out a progressive personnel policy.

The purpose is to stimulate attention to the human relationships in industry; and an account of the functions of the Personnel Management Advisory Service appears in the October issue of the British *Ministry of Labour Gazette*.

The Service seeks to foster an attitude on the part of management towards its employees which, the article states, might be expressed as follows:—

"It is the objective of this company to establish such relationships with its employees of all ranks as will encourage them to feel a satisfaction in their employment and so enable them to collaborate to the full in promoting the company's efficiency and prosperity. In pursuance of this objective, the company will maintain constantly under review:—

Its methods of recruitment, selection, training, education and promotion;

Its administration of industrial agreements relating to its terms of employment, methods and standards of remuneration, and working conditions;

Its provisions for workshop amenities and employees' services;

Its facilities for consultation on all appropriate matters with its employees and with their trade union representatives; and

Its procedures for the settlement of differences and the avoidance of disputes."

The article goes on to point out that the implementation in practice of such a declaration of policy would involve, among other things:—

The use of adequate and objective methods of selection for engagement;

The placing of employees in the available work most suited to their abilities;

The provision of training and educative facilities to enable employees to perform their duties competently and to fit them for promotion as opportunity offers;

The consideration of the employee, as well as of the company, before transferring him from one job to another;

The filling of vacancies from within the company, so long as suitable candidates are available;

The development and maintenance of methods for the regular assessment of employees' qualities and services and the use of these recorded assessments as a means of selecting employees for promotion;

The recognition of the right of the employees, assisted if they so wish, by their union representative, to examine and check methods and calculations on which payment by results proposals are based; and

The maintenance of the highest practicable standard of workshop conditions and amenities, regarding statutory legislation on the subject merely as a minimum.

The article states that the Advisory Service helps firms to apply these various points in their day-to-day administration. It does so by direct advice, or by putting the firms into touch with an appropriate specialist organization.

The handicap under which so many firms are suffering, the article continues, is the dearth of trained personnel officers to put in charge of the administration of their personnel policies and to advise them in general on those policies. "One of the most important functions of the Advisory Service is to help untrained or inexperienced personnel officers both directly and by arranging lecture courses in co-operation with the educational authorities and the Institute of Personnel Management. These Courses have proved of great advantage both to the individuals and to the firms by which they are employed.

"The Advisory Service does not, of course, restrict its activities to the larger firms which can establish special personnel departments and employ specialist personnel officers. Much of the Advisers' work is with the small firm which, despite its smallness, wants to put its personnel

management on a sound footing but obviously cannot justify a specialist department. The Advisers explain how the job can be done in those cases, by allocating the various personnel functions to appropriate members of the existing staff.

Another of the functions of the Advisory Service is to organize or help in organizing conferences of employers on personnel management so that advantage can be gained from the pooling of experience."

### **Long-term decline in jobs for unskilled workers**

A long-term decline in the number of job opportunities available for labourers, coupled with an increase in jobs for skilled workers, was noted in a study of employment by industry and occupations

conducted by the University of Pennsylvania and summarized in the *New York Times*.

Whereas non-farm labourers were 11.3 per cent of the total persons employed in all occupations in 1910 they accounted for only 5.6 per cent in 1948, according to the report.

Under high level employment, however, jobs for craftsmen increased relative to the population. Gains in employment by "white collar" workers relative to the population were substantial from 1910 to 1940 and were even greater in the period to 1948, particularly for clerical workers. Relatively smaller increases were made by non-farm proprietors, managers and officials, operatives and service workers. By 1948 the number of women in jobs was double that of 1910, and, relative to population, it had increased 47 per cent, the survey found.

### **CIO pamphlet explains government and finances of unions**

A pamphlet entitled, *The CIO—What it is and what it does*, has recently been issued by the Research and Education Department of the CIO at Washington.

Its purpose is to make available to the public accurate and up-to-date information concerning the practices and background of the CIO and "in the light of the present disputes between unions and industry in this country . . . to give a better understanding of the total picture."

The pamphlet contains a brief history of the organization from the time of its inception up to the present, an analysis of its present program, and information concerning the financial practices and government of CIO unions, together with a chart showing the structure of the CIO.



### **Training workers to lift**

*Teach Them To Lift* is the title of a bulletin (No. 110) which was issued recently by the Bureau of Labour Standards of the United States Department of Labour for the use of supervisors and foremen in training workers in the safe lifting and carrying of heavy objects. This is the second in a new series of safety pamphlets for industrial supervisors.

The bulletin emphasizes the supervisor's responsibility for safe production and suggests how he can help workers to prevent the large number of injuries, such as hernias, sprains and strains, which result annually from faulty lifting habits. By training workers in *safe lifting*, the bulletin states, the supervisor or foreman is making an improvement in work methods beneficial to both his workers and his employers.

It is recommended that mechanical devices should be substituted, wherever possible, for manual lifting. Where such mechanical aids are not practical or suitable, however, the supervisor is advised, before assigning workers to lifting or carrying jobs, to determine from physical examination records the physical condition of the workers, especially of women. The strain of lifting is dangerous to workers who are underweight or overweight and to persons with deformities of the spine, arthritis, weak hearts, high blood pressure and lung diseases.

It is suggested also that the foreman be familiar with any State regulation there may be limiting the amount of weight that women workers are permitted to lift or carry, the usual limitation being 25 pounds for lifting and 15 pounds for carrying.

Where the load or material is too much for one person to handle safely, the foreman is advised to train workers in team lifting. More effective training will result, it is stated, from an analysis of the various lifting or carrying jobs to determine which workers need instruction. A number of rules are enumerated to aid the foreman in demonstrating the proper way to lift. Cartoons illustrate the application of these rules.

### **Formation of Asian labour federation**

In an effort to produce an effective counter-balance to the activities of the World Federation of Trade Unions in the Eastern hemisphere, labour representatives from a number of Asiatic countries recently established the Asian Federation of Labour.

The October issue of *Labour Abroad*, issued by the United States Bureau of Labour Statistics states that the Federation was conceived by Asian trade union dele-

gates, in particular those representing the Indian National Trade Union Congress, to the June, 1948, International Labour Conference in San Francisco. With the appointment of a preparatory committee at a meeting of the Indian labour body in December, 1948, the proposed organization entered its first stage of formation.

Organizational meetings were held in Geneva in June, 1949, at the time of the 32nd ILO Conference, and were attended by delegates representing labour groups from India, China, Iran, Indonesia, the Philippines, Thailand and Lebanon. Pakistan delegates participated in the initial meetings but later withdrew. Turkey, Japan, Australia and the United States were invited to send observers.

At the Geneva gathering, a constitution and four-point program were adopted and a provisional committee was created. The executive committee was to be composed of two representatives from India, two from China, two from Pakistan and one from each of the other affiliating countries. The four-point program outlines plans for concerted action by Asian workers to "(1) prevent the return of foreign exploitation; (2) raise living standards by raising national incomes; (3) fight the Communist menace; and (4) make the voice of Asian workers heard at international conferences."

*Labour Abroad* further states that the first plenary session of the Federation is scheduled to take place in Colombo, Ceylon, in January, 1950, at the time of the ILO's First Asian Regional Conference.

### **Trade unionism in India**

Registered trade unions in India continue to increase. The *Indian Labour Gazette* reports that at the end of March, 1948, there were 2,766 trade unions on the registers—more than half as much again as for the previous year. This does not include unregistered unions, as registration is not compulsory.

Membership reported by 1,628 unions reached a record total of 1,662,929 at the end of the year. Of this, 102,299, or 6.2 per cent, were women.

Union federation made considerable advance also. Seventeen federations were registered during the year, as compared with seven in the previous year.

The large increase in the number of unions is attributed mainly to "the desire on the part of the workers to organize themselves with a view to securing improvement in their working conditions, wages and general standard of living." Mentioned as a further cause is "the enactment of labour laws conferring special privileges on registered unions."





# THE CANADIAN LABOUR FORCE

*The labour force is constantly changing, as new workers enter and old ones leave. Moreover, economic and social trends make constant new demands on the worker, changing the skills required, and forcing shifts between occupations, industries, and regions.*

*The following article<sup>1</sup> analyses the broad composition of the Canadian labour force, and indicates some of the factors influencing its structure, and the special problems applying to some large groups.*

All problems of labour, welfare, or economic security are closely related to some part, or the whole, of the labour force. In order to measure the relative importance of these problems, and to see the relationship of each of them to the economy as a whole, it is therefore helpful to study the labour force, its size, its component parts, and the effects upon it of economic and social changes.

First of all it is important to state what is meant by the term "labour force". Then, we shall endeavour to present a brief picture of the broad composition of the labour force as it is at present. This will be followed by a short discussion of the

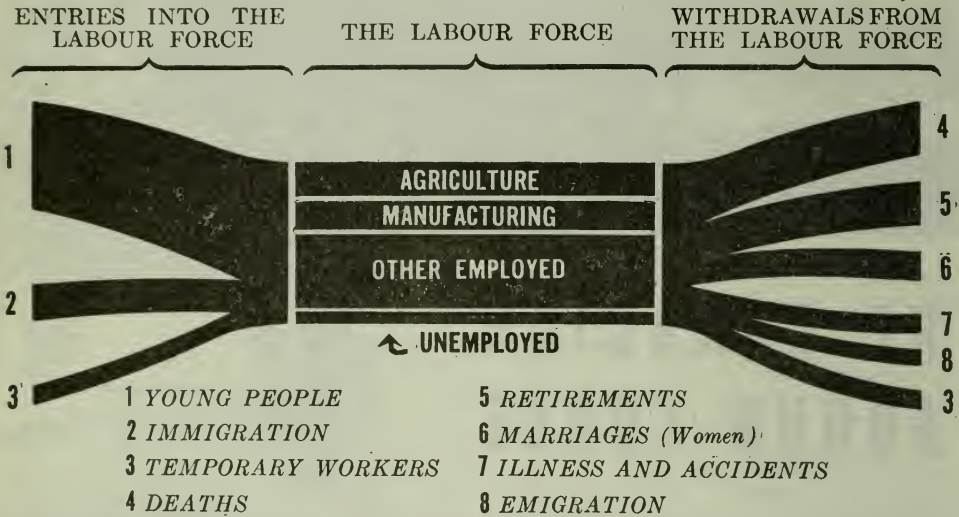
principal economic and social trends which affect the labour force mainly from without. The discussion will then turn to a consideration of the chief shifts in its internal structure. The last main section will deal with a number of special groups within the labour force. Throughout, an attempt will be made to focus attention on the labour force itself.

<sup>1</sup> This article, by George V. Haythorne, Director, Economics and Research Branch, Department of Labour, was presented in a substantially similar form as a paper at the Round Table on Economic Security at the University of Toronto, May 23 to 30, 1949. Assistance in preparing the article has been given by F. W. Burton, J. T. Montague and other officials of the Economic and Research Branch.

# THE CANADIAN LABOUR FORCE

## SCHEMATIC PRESENTATION OF ENTRIES AND WITHDRAWALS

The labour force consists of persons at work or available for work. . . . It is not a fixed body of persons; there is a constant flow into and out of the labour force.



N.B.—THE PROPORTIONS SHOWN ARE NOT BASED ON ACTUAL STATISTICS OWING TO THE ABSENCE OF COMPLETE INFORMATION.

Here and there special labour problems will be mentioned, although our main purpose is rather to help give a broad background for a consideration of such problems generally.

### The Labour Force Defined

There are many ways of defining the labour force. For present purposes, we may define it as the total of those people at work plus those available for work. "Work" in this sense means types of effort for which economic remuneration is normally received. Thus, a coal miner or a shopkeeper is considered to be in the labour force, but a housewife or a student is not.

"Those available for work" is a vague phrase, but it is intentionally so, since no hard and fast limit can be placed on this category. For statistical purposes, the category is usually limited to those persons actively seeking employment. There are no doubt many other persons not actively seeking employment who would nevertheless accept suitable jobs if they were offered, and who may be considered, at least, potentially in the labour force.

Although our Canadian statistics on the labour force have improved during recent years, since a quarterly survey was begun by the Dominion Bureau of Statistics, it is

not easy, owing to such circumstances as are mentioned above, to obtain adequate data on all parts of the labour force. In fact, it can be seen that practically every adult in the country may become a member of the labour force at one time or another during his life. The labour force is, therefore, not a fixed body of persons. Rather, it is a stream through which most individuals flow for a longer or shorter period. This dynamic concept is illustrated in Chart 1, which shows the principal tributary streams by which people enter the labour force, and the principal streams by which they leave it.

This flow into and out of the labour force is well illustrated by our wartime experience. What happened is shown in a broad way in Chart 2.<sup>2</sup> It will be seen that the increase in total employment, including both civilian workers and the armed services, was out of proportion to the increase in population. Where did these additional workers come from? They came from two sources: first, from the unemployed; second, from those not previously in the labour force. Many in this second group would, in normal times, have continued in their existing

<sup>2</sup> Data from Special Surveys Division, Dominion Bureau of Statistics.



status as housewives, students, or retired workers. In other words, there was at this time a great expansion in the stream of "temporary workers" shown in Chart 1, under "entries into the labour force".

### Present Composition of Labour Force

At the present time the Canadian labour force numbers about five million people, or approximately forty per cent of the population.<sup>3</sup> About four workers out of five are male. Almost half of the labour force are aged 25 to 44 years inclusive. The average female worker is considerably younger than the average male worker, as is shown in Chart 3.<sup>4</sup> Occupationally, one worker out of five is in agriculture.

Geographically, three out of five members of the labour force live in Ontario or Quebec. The percentage of the total population included in the labour force is lower in Quebec and in the Maritime Provinces than in the rest of the country. This is particularly true for females.

It is difficult to divide the labour force precisely into groups based on the degree of skill, but according to Census definitions, almost one-third of the labour force is at present included in unskilled occupations.

<sup>3</sup> Data in this section from Labour Force Survey, Dominion Bureau of Statistics.

<sup>4</sup> Data for Chart 3 from 1941 Census.

Members of the labour force who are actually employed can be divided by occupational status, into paid workers, employers, own-account workers, and unpaid family workers. The distribution of total employed between these categories is not the same for women as for men, nor the same in agriculture as in other industries.

In non-agricultural industries, which employ nearly four million people, of whom almost one-quarter are women, about 80 per cent of the men and about 90 per cent of the women are paid employees.

In agriculture, on the other hand, which employs about one million workers, paid employees form a relatively small element, including hardly more than one worker in eight even at the harvest season. Farmers without paid workers make up over 50 per cent of the agricultural labour force. Unpaid family workers make up about 30 per cent.

There are today in Canada about four million people, 14 years of age and over, who are not included in the labour force. This means that for every 5 persons in the labour force, there are 4 outside; of the latter group about five out of every six are women and of these close to 85 per cent are keeping house. Students number about 600,000, and about the same number of people are too old to work, or voluntarily idle. Except for housekeepers, all these classes are about equally divided between males and females.

Chart 2

## WARTIME CHANGES IN THE CANADIAN LABOUR FORCE

(as at June 1 each year)

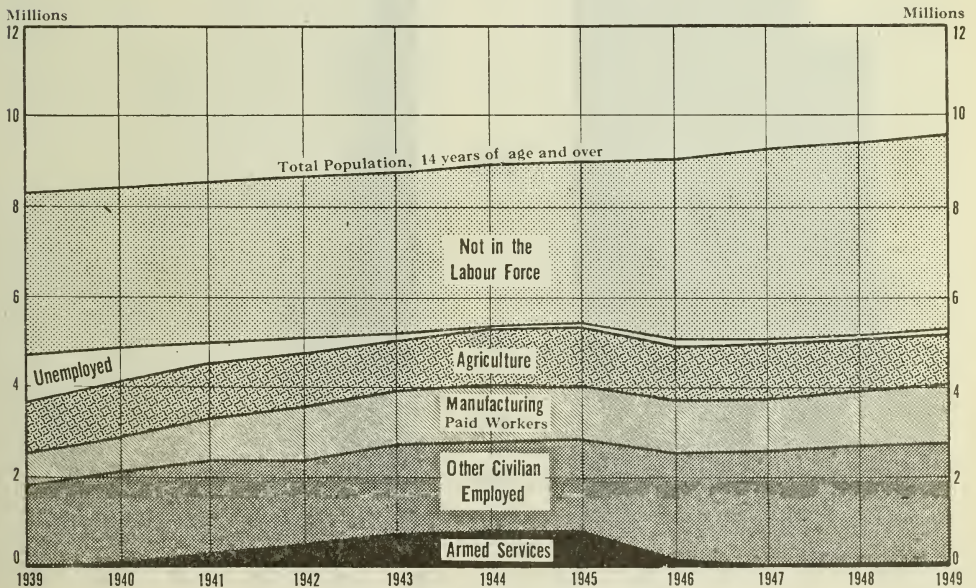




Chart 3

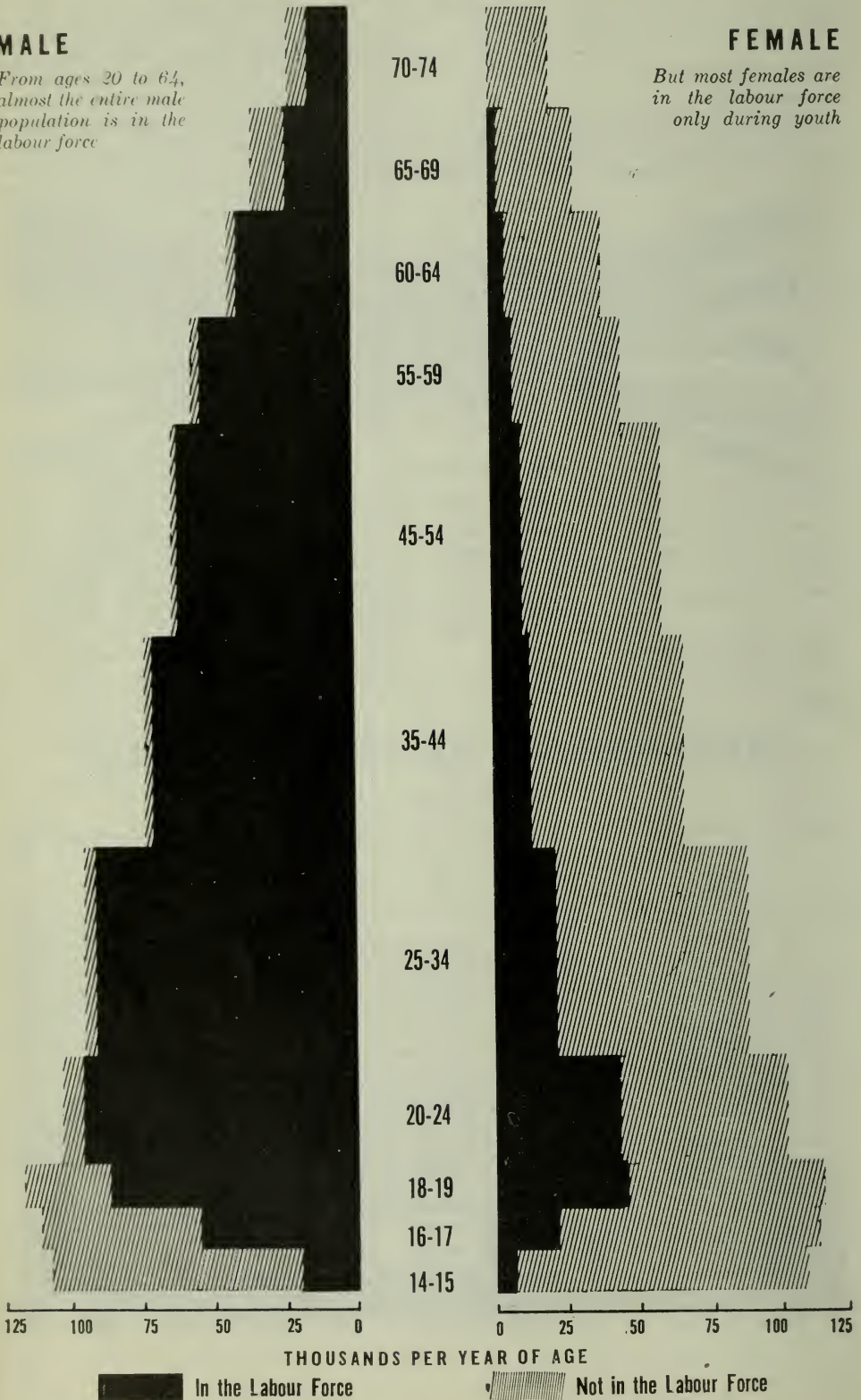
# AGE AND SEX COMPOSITION OF THE LABOUR FORCE, 1941, CENSUS

## MALE

*From ages 20 to 64, almost the entire male population is in the labour force*

## FEMALE

*But most females are in the labour force only during youth*



## Economic and Social Trends Affecting the Labour Force

In examining the nature and composition of the labour force, it is helpful to keep in mind the principal economic and social trends which are constantly changing the environment in which the people of Canada, and of other countries, must live and work. Economic and social changes, as we all know, have been extensive during the past forty or fifty years.

Technological progress, including the mechanization of production, is obviously among the most fundamental causes of these changes. It has been accompanied by profound changes in the structure of our economy, including the labour force. It is easy to think of examples, such as the introduction of electric power, with all its effects on industry and labour.

Another important development in Canada, closely connected with technological progress, has been the rapid opening of new territories and the utilization of new natural resources. A third influence has been the widening and narrowing, at different times, of the streams of international trade.

These economic changes and others have not only altered the conditions under which the labour force must work but have had important effects on the character of the labour force itself. Moreover, these changes are still in progress and their results have become so much of a commonplace, that sometimes we fail to give them the consideration they deserve. One result, for example, has been the steady rise, over the last century, in real income of the average worker. Another result is that the types of work required of the members of the labour force have been greatly altered, and, in particular, there has been a rapid growth of secondary industries, in comparison with the slower growth of the primary or extractive industries.

These trends which have been mentioned are economic. In addition, there have been other trends, parallel and related to the preceding, which are social. Examples are the growth of the modern business corporation and of large trade unions. Other rather different examples are the emancipation of women, the decline in the birth rate, and the development of our modern educational system. We cannot measure the effects of each of these trends in any precise way, nor can we discuss them fully here, but we do know that they have important influences upon the labour force, upon its total size and its composition, upon its wages and its general welfare, and upon its own quality and its efficiency.

## Shifts Within the Labour Force

One of the principal responses by members of the labour force to economic and social trends, is to be seen in the shifting structure and composition of the labour force itself. These shifts are chiefly of three types: occupational, industrial, and geographic. They are all closely linked with economic security or insecurity.

### Occupational Shifts

Occupational shifts are of two main types: they may involve a change in the nature of the job itself, or the worker may move from one occupation to another.

With reference to the first type it is sometimes said that increased mechanization of production has diminished the amount of skill demanded of the worker. This has no doubt occurred in some cases, but in many others our more complicated productive processes have demanded new kinds of skill. In place of the old handicraft skills, the emphasis now lies on familiarity with the machines and with the materials handled. Today greater skill and adaptability are demanded than in the past of entrants to many occupations, including those of professional rank and the higher types of manual work. Census data indicate a substantial increase over the last thirty years in the number of skilled tradesmen. The information on the relative degrees of skill of all members of the labour force, however, is incomplete, and it is therefore impossible to determine at present whether the increase of skilled workers over this period has been greater or less than that of unskilled workers.

One of the main economic security problems posed by this trend towards more complicated and varied skills required of workers is the provision of adequate training and vocational guidance. Although the average worker nowadays has had more years of formal education than his predecessors, he is not always better equipped for his work, especially in the case of skilled manual labour.

Turning now to the second type of occupational change, namely, movements of workers, younger persons are again usually most affected. While in the process of training, they are seeking out the most advantageous fields of work. On the other hand, older workers, once in the labour force, build up vested interests in their occupations, as a result of familiarity, or through seniority or other institutional ties. The longer one has followed a certain occupation, the more reluctant one is to move. From the limited information available it appears that when older workers





## Geographic Shifts

The third important change within the labour force has been the geographic movement of workers. This type of shift raises greater problems in Canada than in many other countries, owing to the distances involved. These migrations of workers are due chiefly to two causes: first, the development of new natural resources, and second, the differing rates of growth of the industries predominating in various areas.

In addition to the large rural-urban migration, already mentioned, there are migrations between rural areas of different types. There are also of course migrations for many reasons between different urban areas. While the greater part of these geographic migrations in Canada take place within a single province, interprovincial movements are also important. The most obvious example of interprovincial migration in Canada has been the shift following Confederation into the Canadian West. Large numbers of these workers left farms in the Maritime and Central provinces. More recently, especially during the drought years of the thirties there has been a movement from the Prairies to Eastern Canada, mainly Ontario, and to British Columbia.

While more data regarding these movements are available today than earlier we still do not have a complete picture of their character and extent. An over-all estimate from census data places the number of Canadians who move from the locality of their birth at around one-third of the total.

The movements of workers into and out of Canada are basically similar to those which we have just discussed. Immigrants come chiefly from Europe, while emigrants go chiefly to the United States. Both these streams tend to increase in periods of prosperity and to decrease in periods of depression, but the stream into Canada appears to vary much more than the other. For example, in 1946, immigrants into Canada numbered 72,000, and there were 28,000 recorded emigrants to the United States. But in 1936, relatively a year of depression, immigrants to Canada were only 12,000, one-sixth the 1946 figure, and slightly below the number of emigrants to the United States in the same year.<sup>7</sup>

## Those Who Do Not Shift

Up to this point our attention has been focussed primarily on those workers who participate in these various movements. Many of the problems of economic security, however, are more closely connected with those workers who do not move. In spite of greater economic opportunities elsewhere, many workers feel bound to a particular locality or to a particular type of work by family or community ties, by language or culture, by preference for a special way of life, by specialized skills, or lack of skill, or by plain inertia.

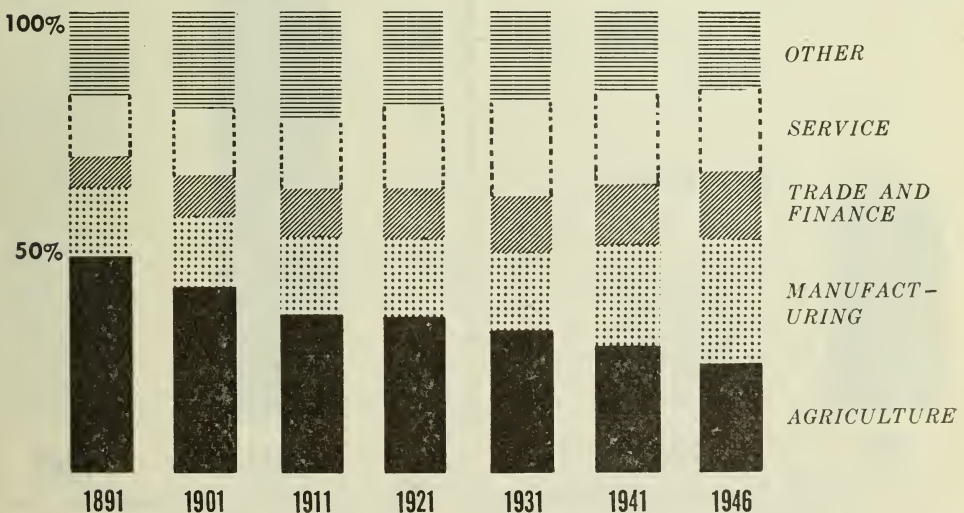
As a result, certain groups of workers may be left in occupational, industrial or geographic backwaters, even though there

<sup>7</sup> Canada Year Book.

Chart 5

## INDUSTRIAL DISTRIBUTION OF THE LABOUR FORCE, 1891-1946

A half century's census figures illustrate the changing industrial structure of the labour force, showing the movement of workers from primary to secondary industries.



may be prosperity elsewhere. One of the largest of these groups consists of persons on subsistence farms. At our last decennial census there were over 200,000 farms which sold either less or only slightly more than one-half of their produce. When allowance is made for the families of these subsistence farmers, it will be realized that the total number of persons in this "backwater" group approximates one million. There are several other such groups of which perhaps the most important are the casual unskilled workers and the seasonal workers in the fishing areas. These groups suffer from low incomes, and frequently from unemployment or underemployment. In time of depression, the burden has usually fallen more heavily upon them than upon others.

### Special Groups in the Labour Force

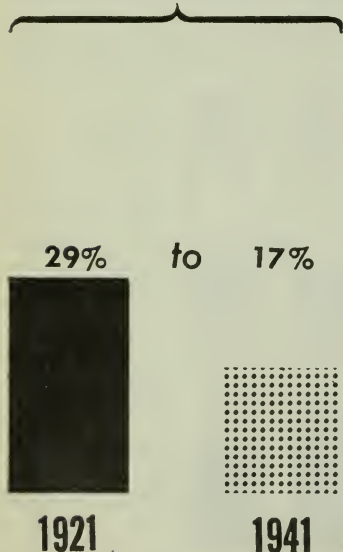
So far we have described the broad outline of the labour force, spoken of some of the trends within the economy which have an effect on the labour force, and have discussed some of the significant shifts within the labour force. Now we shall discuss certain groups within the labour force which warrant special treatment. These groups are: younger workers, older workers, women, and seasonal workers.

Chart 6

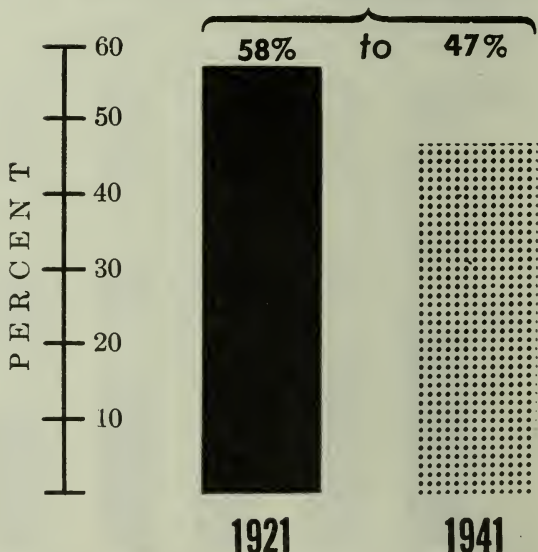
## CHANGING AGE PATTERNS IN THE LABOUR FORCE

On the average, persons now enter the labour force at a later age than formerly and retire younger. Census figures show that between 1921 and 1941 . . .

*The percentage of boys aged 14-15 who were gainfully employed declined from*



*While the percentage of men aged over 65 who were gainfully employed declined from*



thus, although the average length of life of the population is increasing, the percentage gainfully employed is diminishing at both ends of the age scale.

### Younger and Older Workers

Both younger and older workers constitute significant segments of the labour force. There are today close to 1,300,000 or about one-quarter of the labour force in the younger group, from 14 to 24 years. Slightly more, roughly 1,500,000 or one-third of the labour force are in the older group, 45 years and over. These proportions are shown in Chart 3.

As is well known, in recent generations the birth rate has fallen and average life expectancy has risen. The average age of the population is therefore tending to increase, although the tendency may be interrupted by heavy immigration or a rise in the birth rate.

Partly as a consequence of these factors there is a long-run downward trend in the proportion of younger workers in the labour force.<sup>8</sup> The gradual increase in the age at which young people leave school has contributed to this trend. For example, of all boys aged 14 and 15, 29 out of every hundred were gainfully occupied in 1921, while in 1941 only 17 out of one hundred were gainfully occupied.<sup>9</sup>

<sup>8</sup> See Chart 6.

At the other end of the age scale, among people of 65 and over, the percentage at work has been reduced in recent years by a trend toward earlier retirement. Of males in this age-group, 58.4 per cent were gainfully occupied at the time of the 1921 census, but this had fallen to 47.4 per cent by 1941. For females, there was a decline from 6.3 to 5.6 per cent during the same period. However, owing to the great increase in the total number of older people, the absolute number gainfully occupied increased by about 50 per cent, both for men and for women, between these two dates.<sup>9</sup>

Summing up these broad trends, it seems clear, that while the average age of the population is increasing, the percentage gainfully employed is diminishing at both ends of the age scale. The labour force, in other words, is composed more and more of people aged from 18 to 64 years. The task of supporting the whole community, in other ways, is falling to a larger extent on these "middle" aged workers.

Looked at from the standpoint of economic security, the youth group is important, not only in numbers, but also because every worker passes through this group in the earliest and most critical stage of his working career. This period is a critical one because it is at this time that the young worker, who frequently has had little opportunity for training, practical experience, or even vocational guidance, faces serious problems of adjustment to his employment. It is perhaps to be expected that over 40 per cent of the unemployed in March, 1949, were under 25 years of age.<sup>10</sup>

From the long term point of view, the problem of the older worker is less critical than that of the younger worker. If the problems of youth can be alleviated, so that most people get a good start in life, the problems of all other age groups should be greatly diminished. This, however, is not to minimize the special problems of the older members of the labour force.

Unemployment among older workers has a different significance from that among younger workers. The younger worker, due to lack of experience and seniority, is more likely to lose his job, but his chance of obtaining a new job is constantly improving. The older worker is less likely to lose his job, but his chance of obtaining a new job is poorer and constantly becoming worse.

Another matter of peculiar importance to older workers and to the community as a whole is that of retirement. There is likely

to be a decrease in the labour force as a result of any extension of the present compulsory retirement plans, for example the railway plans effective at age 65, or as a result of the lowering of the age requirement of the present general old-age pension scheme from 70 years. Indications are that the number of workers covered by pension plans in Canada is increasing. Already, it is estimated, close to 1,000,000 workers are covered by such plans. This means that by about 1965, more workers in the older age group will be eligible for pensions and may therefore be less interested in steady employment than is the case today. On the other hand, with shorter hours per day and fewer days per week in many industries, and with increased mechanization, employment may in the future be more attractive to older workers.

### Women Workers

Women workers today make up about 21 per cent of the labour force. This proportion, which is shown in Chart III, has increased gradually since the beginning of the century, when it was around 13 per cent. During the war, of course, the proportion of women employees in manufacturing increased rapidly, but it has now reverted approximately to the pre-war level.<sup>11</sup>

As might be expected, most of the women in the labour force are young. Over 40 per cent of the employed women in June, 1949, were under 25 years of age; almost double the similar proportion for men. It is of interest to note that during the post-war years the proportion of married women to single women in the labour force has increased moderately. In June, 1946, there were, according to the Labour Force Survey, in non-agricultural employment, 597,000 single women and 199,000 married women. At the same date in 1949, there were 627,000 single and 243,000 married.

It is well known that the average earnings of female workers are considerably lower than the average earnings of males. This may be only a minor problem to many women who marry and thereafter remain outside the labour force, but it is important to women who never marry, and to those who have to return to work after marriage. It is especially important to women who support dependants.

The lower level of female earnings is accounted for partly by the lower average age of female workers in comparison with male workers. Being younger, female

<sup>9</sup> Census of Canada, Occupations, 1921 and 1941.

<sup>10</sup> Quarterly Labour Force Survey, Dominion Bureau of Statistics.

<sup>11</sup> Census of Canada, 1901-1941; Census of Industry, 1939-1945; Annual Review of Employment and Payrolls, 1945-1948; Labour Force Survey, 1945-1949; all from Dominion Bureau of Statistics.



workers are also, on the average, less skilled than males. The difference in earnings between male and female workers of equal skill is therefore less than the difference in earnings between the average male and the average female worker.

It is also true that women have not generally entered some highly-paid occupations, especially many types of skilled manual labour. Consequently, a large percentage of the total female labour force is crowded into a relatively narrow range of lower-paid occupations, of which leading examples may be found in personal service, in retail trade, in clerical work, or in the textile and clothing industries. The total number of women in the professions, according to census figures, appears impressive, until one discovers that school teachers and nurses make up approximately 80 per cent of this total.<sup>12</sup> This lack of alternative opportunities is one of the chief factors depressing women's earnings.

### Seasonal Workers

The fourth group in the labour force which deserves special attention is that composed of seasonal workers. It is difficult to determine the size of this group, partly because it contains many part-time workers who move in and out of the labour force, but mainly because no complete record is maintained of those persons who shift from seasonal jobs in one industry to those in another. The best figure we have been able to arrive at, and it is at most only an estimate, is that, of the total Canadian labour force, some 16 per cent are seasonal workers.

The largest groups of seasonal workers are to be found in the primary industries and in the secondary industries associated with them. There are, however, other important smaller groups located in various types of manufacturing, for example, automobiles and textiles, construction, transportation and the service industries.

Seasonal workers do not form a homogeneous group. Many of them enter the labour force only for a part of the year, such as the summer holidays or perhaps only the harvest season, and are occupied for the rest of the year as students, as housewives, or as retired persons. Others, probably equally or more numerous,<sup>13</sup> are

permanent members of the labour force and they and their families are dependent upon their ability to find a succession of suitable seasonal jobs at the various seasons of the year. Examples of this second group are the men who work in agriculture or fishing in the summer, and in logging or elsewhere in the winter. It is in connection with the second group that serious problems arise.

One economic security problem for many of these seasonal workers is the almost inevitable loss of time involved between jobs. This is particularly serious, of course, for workers who depend entirely on a sequence of such jobs for their livelihood.

Another problem is the uncertainty of employment which accompanies this work. There is nearly always a risk involved as to whether or not a job will be available at the end of the season. Changes in employment, even though they are of a recurring nature, make it more difficult for workers to become highly proficient in one occupation. There is also the necessity still in many cases for the worker to be away from his family for extended periods.

### Conclusion

There are two final comments which might be made. Both of these are of a general nature. In the first place, it seems clear from this analysis that there is something to be gained from examining the labour force from the standpoint of the whole economy as well as from the standpoint of each part of the economy separately. By obtaining this total picture first, one is more apt to see the various segments in their proper perspective.

Secondly, it is important also to discuss economic security problems from the standpoint of society as a whole as well as from the standpoint of individual workers, or groups of workers. If steps are taken to encourage a proper balance of manpower between essential industries, if the skills of workers are well developed and if measures are taken to maintain employment at a high level, economic security problems are likely to be at a minimum. There will always be certain groups in society requiring special economic security measures to supplement their income but such measures should be seen in this broader setting so that they will help rather than hinder the development of a healthy economy and the achievement of improved economic security for all.

<sup>12</sup> Census of Canada, 1941, Vol. VII.

<sup>13</sup> For estimates, see "Seasonality of Employment in Canada", (L.G., Oct. 1949, p. 1210) where the following approximate figures are given: Seasonal workers not full-time members of labour force... about 350,000; seasonal workers who are full-time members of labour force... about 500,000.

# SEMI-ANNUAL MEETING OF VOCATIONAL TRAINING ADVISORY COUNCIL

*The thirteenth semi-annual meeting of the Vocational Training Advisory Council devoted much of its time to the study of apprentice training, youth training and student aid, the peace-time programs in vocational schools, and the continuance of Dominion-provincial co-operation in the extension of vocational training privileges to an ever-widening circle of Canadian youth.*

Educationists from every province in Canada, including Newfoundland, attended the thirteenth semi-annual meeting of the Vocational Training Advisory Council, held in Ottawa, November 15 and 16, 1949.

The agenda for the meeting covered studies of the problems connected with vocational training for unemployed workers, youth and apprentice training, student aid, vocational correspondence courses and vocational training for inmates of penal institutions. Reports were received with respect to vocational training for discharged members of the Armed Services, and the erection and equipment of new vocational schools in some of the provinces. Recommendations were made regarding the continuance of federal aid to promote vocational education in the several provinces, as well as the organization of additional guidance and placement councils in centres across Canada.

The Vocational Training Advisory Council includes in its membership representatives of employers, labour, war veterans, women's organizations and vocational authorities. Its function is to assist the Federal Minister of Labour in formulating the policy and administrative procedure in the promotion of vocational education in Canada.

The following members were present: Dr. G. Fred McNally (Chairman), Edmonton; Mr. T. D. Anderson, General Secretary of the Canadian Legion, British Empire Service League, Dominion Command, Ottawa; Mr. L. S. Beattie, Director of Vocational Education for Ontario, Toronto; Dr. F. T. Fairey, Deputy Minister of Education for British Columbia, Victoria; Mr. E. K. Ford, Director of Vocational Education for Nova Scotia, Halifax; Mr. E. V. Gage, President, Byers Construction Co., Montreal; Captain H. G. Gonthier, Past President, Quebec Command, British Empire Service League, St. Lambert; Miss Marion Graham, Saskatoon; Mr. N. C. MacKay, Director of Extension, Department of Agriculture for Manitoba, Winnipeg; Mrs. R. J. Marshall, President of the National Council of Women, Agincourt, Ont.; Mr. G. Poisson,

Deputy Minister, Department of Youth and Welfare, Quebec; Dr. L. W. Shaw, Director of Education for Prince Edward Island, Charlottetown.

Others present included: Mr. J. W. McNutt, Regional Director, CVT, Fredericton; Mr. W. A. Ross, Regional Director, CVT, Regina; Dr. G. A. Frecker, Deputy Minister of Education for Newfoundland, St. John's; Mr. A. W. Crawford, Director of Training and Counselling, Department of Veterans Affairs, Ottawa; Mr. H. W. Jamieson, Superintendent of Educational Training, DVA; Mr. J. A. McLaughlin, Assistant Commissioner of Penitentiaries, Department of Justice, Ottawa; Mr. G. G. Cushing, General Secretary, Trades and Labour Congress of Canada, Ottawa; Mr. H. C. Hudson, Special Placements Officer, National Employment Service, Ottawa; Dr. G. V. Haythorne, Director, Economics and Research Branch, Department of Labour, Ottawa; Mr. R. F. Thompson, Director of Training, Department of Labour, Ottawa; Brigadier J. E. Lyon, Assistant Director of Training, Department of Labour; Mr. C. R. Ford, Supervisor of Technical Training, Department of Labour, Ottawa; Dr. J. E. Robbins, Dominion Bureau of Statistics, Ottawa; Major A. E. Wood, Unemployment Insurance Commission, Ottawa; Dr. MacGregor Easson, Ottawa, and Messrs. J. M. Wyatt and H. O. Gudgin, Department of Labour, Ottawa.

## **Comments by the Minister of Labour**

In a brief address at the opening session of the meeting, Hon. Humphrey Mitchell, Minister of Labour said that he thought that the economy of the country depended to a great extent upon men and women who had been vocationally trained and were skilled in the use of their hands as well as their heads. He felt that Canada must provide training for its artisans, inasmuch as the country could not count greatly on an adequate supply of skilled workers



through immigration in the future. For the same reason, he was anxious to see the development of apprenticeship. He stressed the value and importance of co-operation between the Dominion and the provinces in promoting vocational training programs and stated that, as long as he continued to be Minister of Labour, he would take an active and sympathetic interest in the work of the Vocational Training Advisory Council.

## Report of the Director of Training

Mr. R. F. Thompson, Director of Training, stated that a total of 134,570 veterans of the Armed Services had enrolled in vocational training courses up to the end of September, 1949. At that date, 195 veterans were still under training, all of them in provincially-operated schools. It is the intention at present, Mr. Thompson said,

### EXPANSION OF VOCATIONAL EDUCATION

Vocational education, in the sense of technical and practical training as a basis for gainful employment, is an institution of comparatively recent growth in Canada, and it is still not equally available in all parts of the country.

Under the constitution education is within the jurisdiction of the provinces. The Dominion Government, however, has the responsibility to the country as a whole of ensuring an adequate supply of workers to maintain and increase the output of our industries. This, coupled with a vital interest in furthering equality of opportunity for everyone, regardless of the province in which they live, suggested contributions of Dominion funds to the establishment and upkeep of vocational schools on the general basis of the distribution of the youthful population.

Dominion assistance has been provided under a series of Federal Acts, the first of which was passed in 1913. The latest and most comprehensive of these is the Vocational Training Co-ordination Act, passed in 1942 and amended in 1948. Among its provisions is one authorizing the Minister of Labour to enter into an agreement with any province to provide financial assistance for the development of vocational training up to the secondary school level. Under this section of the Act the provinces and the Dominion entered into Vocational Schools Assistance Agreements in 1945, by which the Dominion was to provide the sum of \$30,000,000, over ten years, for vocational education.

This sum is being distributed in three ways—as an outright grant of \$10,000 annually to each province, as an annual

allotment of \$1,910,000, divided among the provinces in proportion to the size of their populations in the 15-19 age group, and as a special allotment of \$10,000,000 for capital expenditures on buildings and equipment. All expenditures except the outright grant are matched dollar-for-dollar by the provinces.

During the five years they have been in effect, these Agreements have given a marked impetus to the development of vocational school facilities. Projects have been approved for 34 new buildings and for 71 building extensions, while under the annual allotment of the Agreement contributions are being made to 190 vocational schools—37 in British Columbia, 3 in Alberta, 21 in Saskatchewan, 7 in Manitoba, 49 in Ontario, 56 in Quebec, 15 in New Brunswick and one in each of Nova Scotia and Prince Edward Island.

At the beginning of October the total enrolment in Canada in day vocational schools was about 60,000 and in evening classes about 65,000, and both totals are increasing rapidly as new schools are opened. Subjects are taught in about sixty fields, ranging from aeronautics to upholstery and including the building trades, agriculture, commercial work, home economics and service occupations. The funds from the annual allotment are generally used for operating costs such as teachers' salaries, expendable items of equipment and vocational supplies, administrative costs and bursaries to students.

The Vocational Training Advisory Council meets semi-annually to review the progress of vocational education in Canada; and an account of its most recent meeting appears in these pages.



for CVT to pay school charges on behalf of veterans up to June, 1950, after which the Department of Veterans Affairs would probably take over all further payments.

**Service Personnel.**—The cost of training service personnel (active forces) was being met by refunds from the Department of National Defence on a per capita per diem basis. From the beginning, 892 trainees have been enrolled in these courses, the Director said, and on September 30, 1949, 109 were still under training in New Brunswick, Ontario, Manitoba and Saskatchewan.

Brigadier Lyon, Assistant Director, stated that during the past 12 months, training of service personnel had been carried out only for the Army. Training was given in various building trades and in such army trade classifications as driver mechanic, vehicle mechanic, draughtsman, clerk administrative, radio mechanic, stationary engine mechanic, shoemaker and kitchen organizer. Recently a course in English for French-speaking soldiers had been approved, to commence in the technical school in Three Rivers at the end of November and will continue for 16 weeks. It was stated that the Army was in the process of organizing courses of its own and it seemed probable that the training of service personnel by CVT will end during the summer of 1950.

Mr. Thompson presented a final report on Dominion-owned vocational training equipment which showed that out of total purchases of approximately \$4,000,000, all equipment, with the exception of some \$58,000 had been accounted for. He commended the school administrative officials and the teachers for the manner in which they had taken care of the equipment that had been supplied to them.

**New Schools.**—It was reported that gratifying progress was being made in the construction of new vocational schools and additions to older ones. The total Dominion payments for the construction and equipment of such schools have been:—

Capital fund for buildings....	\$ 3,715,903.84
Capital fund for equipment....	880,626.55
Annual allotment .....	6,868,311.32
<b>Total .....</b>	<b>\$11,464,841.71</b>

**Unemployed Workers.**—Classes for unemployed workers have been in operation in Nova Scotia, New Brunswick and the four western provinces, Mr. Thompson said. However, the enrolment had been small, the total up to the end of September being 1,872, of whom 424 were in training at that date.

**Apprentice Training.**—Mr. Thompson reported that there was a growing interest in all the provinces in the training of apprentices, both practical and technical. Pre-employment classes for apprentices had been started in Nova Scotia, New Brunswick, Manitoba and Alberta. The total number of apprentices registered at the end of September, 1949 was given as 10,575 as compared with 10,686 at June 30, 1949.

**Apprentice Agreements.**—Amendments to the Apprenticeship Training agreement covering pre-employment training had been accepted by seven of the provinces, but pre-employment training so far had been developed only in the building trades, "where great shortages exist, particularly in the trowel and painting trades," Mr. Thompson said. It was stated that the number of apprentices who failed to complete their training had been discouraging. Some of the reasons for this that were suggested were the low wages paid apprentices as compared with helpers and journeymen, the long periods of apprenticeship required for many of the trades, and the probable need for a better screening of apprentices before indentureship.

It was revealed that pre-employment training had been recognized in Ontario and that this training should be extended in a number of vocational schools in the province for the building trades. In Quebec all the arts and crafts schools are available for apprentice training and apprentices are indentured to the union instead of the employer in that province.

The following statement with respect to the registration of apprentices was presented to the Council:—

	March 31, 1948	March 31, 1949	Sept. 30, 1949*
<b>Building trades:</b>			
Veterans ....	3,866	2,646	1,862
Civilians ....	2,424	3,039	3,401
<b>Motor mechanics:</b>			
Veterans ....	2,456	1,772	1,510
Civilians ....	1,623	2,278	2,631
<b>Other trades:</b>			
Veterans ....	363	265	241
Civilians ....	1,159	956	930
<b>All trades:</b>			
Veterans ....	6,685	4,683	3,613
Civilians ....	5,206	6,273	6,962

\* Saskatchewan registrations are for June 30, 1949.

**Guidance Councils.**—The CVT Advisory Council approved a resolution recommending to the Minister of Labour that he request the provincial Ministers of Education to lend their support and leadership to the formation of additional guidance and placement councils, wherever they may be required.

## Occupational Monographs

Dr. G. V. Haythorne, Acting Director of the Economics and Research Branch of the Department of Labour presented a progress report on the production of occupational monographs, for the use of counsellors in advising students and other young persons in their choices of vocations. Monographs entitled "Careers in the Natural Sciences and Engineering" and "Carpenters" have already been given wide circulation and others on some of the building trades were being prepared, Dr. Haythorne said. The members of the Council were of the opinion that the monographs would prove very useful to counsellors and students alike. It was suggested that monographs on the radio trades and motor mechanics and related trades would be equally useful. It was revealed that the Canadian Manufacturers' Association was interested in having published a job manual covering industrial trades. The Council suggested that Dr. Haythorne investigate the CMA proposal and, if possible, take necessary action.

## Youth Training

Dr. L. W. Shaw presented a report for the committee appointed by the Council to study the problem of "student aid". The committee made the following recommendations:—

- (1) that the committee place itself on record as being in favour of the establishment of a revolving loan trust fund at the earliest possible moment in each of the provinces which want it;
- (2) that in view of the fact that the Royal Commission on Arts and Letters is now giving consideration to the whole matter of Dominion-provincial aid to students, the committee recommend that the present agreement (on Student Aid between the Dominion and the provinces) be renewed for a further period of three years.

The Chairman of Council asked Dr. J. E. Robbins, a member of the Royal Commission, to comment on the resolution. Dr. Robbins stated that he did not think the Commission's draft report on student aid would be ready before March, 1950. He thought it would be unfortunate if the present student aid program was interrupted to await the Royal Commission's report.

Dr. Shaw's resolution was approved by the Council.

## Vocational Correspondence Courses

Mr. C. R. Ford, Supervisor of Technical Training, Department of Labour, presented the report of the Correspondence Course

Committee which met in Ottawa in September with provincially-appointed representatives from eight provinces in attendance.

The committee suggested that the Advisory Council recommend to the Minister of Labour that special provision be made to assist the provinces financially in preparing new courses or in the revision of existing ones. The Council so recommended. The Council agreed upon the terms that would apply to the reciprocal use of courses that originated in any of the provinces.

## Report on Vocational Schools

In a report on vocational schools, Mr. C. R. Ford stated that during the past summer 16 building projects had been completed, class-rooms equipped and training programs started. In addition, three other buildings were completed, wherein it had not yet been possible to start vocational programs. Six other buildings were under construction. He pointed out however, that the emphasis was gradually shifting from construction work "to the business of getting vocational programs into operation at new centres".

Mr. Ford made reference to certain "vocational experiments" of interest, such as the three-semester plan that is being tried out by the composite school at Red Deer, Alberta; the attempt to establish vocational agricultural instruction at Kindersley, Saskatchewan, along lines similar to those in operation in some of the schools in New Brunswick. Under this plan, students meet in classes for about five months. They then return to their homes and carry on some form of agricultural project during the next seven months, under the supervision of their instructors. It was announced too, that the Alberta Department of Education had authorized a vocational course in mining to be used in a limited number of high schools.

## Vocational Training in Penitentiaries

Mr. J. A. McLaughlin, Assistant Commissioner of Penitentiaries, Department of Justice, presented to the Advisory Council a progress report on the vocational training provided for prisoners in Canadian penitentiaries (L.G., Dec., 1948, p. 1391 and July, 1949, p. 855). The project was undertaken experimentally in two institutions late in 1947. The results obtained in reclaiming prisoners have warranted the extension of the program to other provincial penitentiaries as well as providing instruction in several additional trades.

Mr. McLaughlin was careful to explain, however, that "the penitentiary training program is still in its infancy." Consequently, only a relatively small number of trainees had, so far, been "released into the stream of employment." The total number of graduate trainees, both those released and those still serving sentences up to the end of October, 1949, was 102. Of these 64 were released and of this number 38 were placed in employment in the trade in which training had been given in the penitentiary, eight found other employment, eight did not accept help in getting employment and seven were known to have reverted to crime. This, he pointed out, indicated that some 89 per cent of those trained "have resisted the pull of former criminal ways."

Mr. McLaughlin asserted that "if there are grounds for optimism in the early statistics, then a major share of the credit is due to the placement assistance which has developed with welfare societies, National Employment Service, Directors of Apprenticeship and Apprenticeship Commissions, unions and others interested in the rehabilitation of convicts." He referred specifically to the John Howard Society in

Montreal, the Prisoners Aid Society and the Société d'Orientation et Réhabilitation Sociale and NES, as being "first in the field" and as "doing yeoman service."

In conclusion, Mr. McLaughlin declared that "the job has only started but each year we have gained new friends and supporters whose aid has lightened our task. With their continued help, we are confident of a marked degree of success in our rehabilitative efforts."

### Special Reports

Reports were presented to the Advisory Council by Mr. J. W. McNutt, Regional Director, CVT, on Vocational Education in New Brunswick; Dr. L. W. Shaw, Director of Education, Prince Edward Island; describing the vocational school at Charlottetown; Mr. Gustave Poisson, on the General Organization of Specialized Schools in the Province of Quebec; and by Col. F. T. Fahey, Deputy Minister of Education for British Columbia, with respect to the new Vancouver Vocational Institute, its cost, form of administration and the scope of its work.

The Council decided to hold its next meeting in Ottawa on May 22, 1950.

---

## CURRENT LABOUR CONDITIONS Concluded

lumber contract and continuing favourable markets for lumber in the United States, the general employment level in the logging industry in this region is not expected to be markedly below that of last year.

Although the steel strike in the United States resulted in some temporary layoffs in the automobile industry, only a small part of the unemployment recorded in recent months can be traced to Canadian strikes. Preliminary reports indicate that during December relatively little time was lost through industrial disputes. No significant strikes likely to involve a substantial number of workers began during the month, and some lengthy disputes were ended.

Three strikes which had accounted for over four-fifths of the total time lost during November were settled by the end of December. Automobile workers in Oshawa, rubber factory workers in Toronto, and lithographers in all but five Toronto firms had returned to work.

Two federal conciliation boards have been appointed in the current railroad dispute. The most important issues are a five-day, forty-hour week, with no reduction in take-home pay, and wage increases ranging from seven to ten cents an hour.

## IN BRIEF

Largely as a result of sharply lower prices for eggs, and slight decreases in the price of meat, the cost-of-living index declined fractionally from 161.7 at November 1, to 161.5 at December 1. This marked the fourth successive fractional decline from the August peak of 162.8. . . . For the first 10 months of 1949, immigration was 19.8 per cent below the total for the corresponding period in 1948.



# NATIONAL EMPLOYMENT COMMITTEE MEETS IN HALIFAX

*Consisting of representatives of employers, workers and other groups, the National Employment Committee reviewed the current employment situation and the work of the National Employment Service, and held a discussion of the functions of employment committees.*

In accordance with its practice of holding joint meetings from time to time with one or another of the five Regional Employment Committees, the National Employment Committee met in association with the Maritime Regional Committee at Halifax, October 27 and 28, 1949.

The agenda covered many phases of the current activities of the National Employment Service of the Unemployment Insurance Commission, discussed measures designed to make the work of the Committee more effective, received reports on industrial and employment conditions and dealt with a wide range of resolutions and recommendations sent forward by Regional and Local Employment Committees.

## **Organization and Duties of Committees**

The functions of the National Employment Committee as defined in Section 90 of the Unemployment Insurance Act are to advise and assist the Unemployment Insurance Commission in carrying out the purposes of the Employment Service. The Committee includes in its membership representatives of employers and labour, chosen after consultation with their respective organizations and, in addition, representatives of agricultural interests, women's organizations and welfare groups.

In like manner and for like purposes, a regional committee is established in each of the regions into which the country has been divided for purposes of administering the Unemployment Insurance Act, namely, the Maritimes, Quebec, Ontario, Prairies (with which is included a portion of north-western Ontario) and British Columbia (including the western portion of the Northwest Territories and the Yukon). Where considered advisable by the Unemployment Insurance Commission and when requested by local groups, local committees have been established at centres where there are local unemployment insurance offices.

## **Attendance Register**

The following members of the National Committee attended the meeting in Halifax: Judge W. J. Lindal, Winnipeg (Chairman); Mr. T. D. Anderson, General Secretary, Dominion Command, Canadian Legion, Ottawa (Vice-Chairman); Mrs. G. D. Finlayson, Corresponding Secretary, National Council of Women, Ottawa; Mr. A. R. Mosher, President, Canadian Congress of Labour, Ottawa; Mr. Carl Berg, M.B.E., Vice-President, Trades and Labour Congress of Canada, Edmonton; Mr. J. B. White, Vice-President, The Aluminum Company of Canada, Montreal; Mr. G. S. Hougham, General Manager, Canadian Retail Federation, Toronto; Mr. R. E. G. Davis, Executive Director, Canadian Welfare Council, Ottawa; Mr. Roy Grant, Moncton (proxy for Mr. R. A. Stewart, Executive Member, Canadian Federation of Agriculture); Mr. Ward Stewart, Moncton (proxy for Mr. A. L. Lott, Director, Industrial Relations, Steel Company of Canada), and Mr. E. Norman Mitchell, Secretary, National Employment Committee, Ottawa.

Members of the Maritime Regional Committee who were present included: Judge W. F. Lane, Moncton (Chairman); Miss Leslie Pickett, Coverdale, N.B.; Messrs. R. A. Macaulay and Angus MacLeod, Saint John, N.B.; Messrs. H. Adamson, G. W. R. Myles and Major T. O'Brien, Moncton, N.B.; Mr. J. R. MacDonald, Glace Bay, N.S.; and Mr. J. J. Trainor, Bedford, P.E.I.

Among others who attended were: Mr. C. A. L. Murchison, Unemployment Insurance Commissioner and Mr. W. K. Rutherford, Director, National Employment Service, Ottawa; Mr. R. P. Hartley, Superintendent, Maritime Region, Unemployment Insurance Commission, Moncton; and a number of representatives of the Halifax Local Employment Committee and Regional and Local officers of the Unemployment Insurance Commission.

## Preliminary Statements

In a brief introductory address, the Chairman, Judge W. J. Lindal, welcomed the members. He expressed his regret that there was no representative from Newfoundland present and hoped that the matter of representation from Canada's newest province would be dealt with in the near future.

Judge Lane and other members of the Maritime Regional Committee reviewed the work of their committee during recent months and presented brief statements covering the economic, industrial and employment conditions in the Maritimes.

Following a lengthy discussion of the functions of the National, Regional and Local Employment Committees the meeting passed a resolution recommending certain modifications in the functions of the Committees for the consideration of the Minister of Labour.

## Older Workers in the Civil Service

Correspondence with the Civil Service Commission concerning age limits applicable to the employment of older workers in the Civil Service was presented to the meeting. It was agreed that the Civil Service Commission was endeavouring in many instances to extend the age limit for entrance to employment in the Civil Service.

After some discussion, a resolution was adopted for presentation to the Civil Service Commission, commending the Commission on the action it had taken in recent months with respect to age limits for persons desiring to enter the Civil Service. The National Employment Committee was of the opinion, however, that there were other categories of employment in the Government that could accept older workers. It was held that the Civil Service Commission was thus in an excellent position to show an example to other employers in the matter of employing older workers.

## Problems of Unemployables

A report of the sub-committee on "unemployables" was presented by Mr. R. E. G. Davis, Executive Director of the Canadian Welfare Council. He stated that local employment offices across Canada had reported to the Special Placements Division

of the National Employment Service over 8,000 unplaced, handicapped applicants registered. Of this number only 306 were considered to be unemployable.

Of the latter group, 181 were found to be unemployable because of advanced age, coupled with ill-health or disability. A study of these cases led to the conclusion that very little could be done to obtain employment for them. The Advisory Committee was of the opinion that the small number of unemployables that had reported to local employment offices could not be considered as sufficient to determine the extent of the problem created by them. It was suggested that possibly a survey made by public welfare agencies might give a better indication of the actual number of unemployables. This, however, was considered to be beyond the purview of the National Employment Service.

## Moulding Public Opinion

The Chairman, Judge Lindal, expressed the opinion that the Unemployment Insurance Commission had a responsibility in finding jobs for the unemployed and, in some degree, for creating employment where necessary. He stressed the value of the National Employment Committee in creating public opinion favourable to the creation of employment-making projects. While it was admitted that the Unemployment Insurance Commission "cannot manufacture jobs", it can assist by recommending certain action to the government and this can be supported by not only the National Committee, but by the Regional and Local Committees as well.

## Technically Qualified DP's

The question of the part that might be played by the National Employment Service in the placement of technically qualified displaced persons from Europe was discussed. The Chairman outlined some of the difficulties that had been encountered in overcoming the objections of professional organizations to the granting of recognition in Canada to qualifications obtained in certain foreign institutions of learning. Some progress has been made, it was stated, but it was decided to defer making definite recommendations until the next meeting of the National Employment Committee, which will be held in Ottawa late in January, 1950.

# COLLECTIVE AGREEMENTS IN FRANCE

*During recent months one of the factors threatening political stability in France has been the demands of organized labour. French workers have asked the Government to remove wage control, to raise minimum wages and cost-of-living bonuses, and to permit a return to the free negotiation of collective agreements. The Government has been disinclined to grant these requests, citing the danger of a new inflationary cycle.*

*The following study of the system of forming collective agreements in France under Government supervision has been supplied by the French Information Service, and will help readers of the LABOUR GAZETTE in following recent political developments in France.*

The collective agreement is of relatively recent origin, and has undergone, in France, several phases of evolution.

It originated with simple wage schedules, applying to employers in specific trades and particular districts. However, the subject matter of the agreement tended to expand; and at the time of the Second Republic (1848), a real blossoming forth of agreements occurred, specifying various working conditions in addition to wages.

Among these early agreements were the settlements reached between the contractors and the cab-drivers of the City of Paris the agreements concerning the printers of Lyons and Marseilles and those relating to pavers, longshoremen, zinc-workers and stone-cutters.

These agreements, however, were short-lived, and it was not until the end of the 19th century that collective agreements were found again—in the most diverse industries: mines, weaving, metallurgy, docks. The best known were the Arras Conventions, which dominated the history of the coal mines in the Departments of Nord and Pas de Calais for many years.

Prior to 1919 the validity of the collective agreement was not contested, but it was still without legal status. It was then that the legislator made his first appearance, with an Act, dated March 25, 1919.

## **Act of 1919:**

### **Contractual Nature of Agreements**

This Act upholds the contractual nature of agreements relating to working conditions. In principle, an agreement applies only to those who have accepted it voluntarily, i.e., in actual fact, to the signatories, or, where the signatory is a duly authorized

organization, to its members. However, the legislator is already departing, to a certain extent, from the field of individual right. Indeed, he presupposes the application of the clauses of the agreement to the existing relations between a party bound by it and a third party.

This mild innovation was insufficient to satisfy the interested parties. Employers bound by agreements complained of being placed at a disadvantage as compared with those who had retained their freedom. Wage-earners, on the other hand, wanted the terms of the agreement applied to all employers who might hire them. Employers and wage-earners, in effect, concurred in their demand for agreements that would be binding on all parties. Considerable progress was made towards this end through an Act adopted on June 24, 1936.

## **Act of June 24, 1936:**

### **Legislative Extension of Agreements**

This Act upholds the Act of March 25, 1919, but provides a new type of agreement subject to application, through legislation, to those concerned who are not parties to it.

Under its terms, agreements are drafted by joint committees called together through the Minister of Labour or his representative, at the request of an interested union, employer or labour organization. The joint committee is made up of delegates of union, employer or labour organizations which are the most representative of the branch of industry or business for the area concerned. The agreements concerned are subject to legislative extension only if they include a certain number of required clauses concerning the following:—



- (1) Freedom of association and freedom of opinion on the part of the workers;
- (2) Appointment of shop stewards in all establishments employing more than 10 persons;
- (3) Minimum wages by occupation and area;
- (4) Notice of termination;
- (5) Organization of apprenticeship;
- (6) (Act of March 4, 1938.) Conciliation and arbitration proceedings for settling all disputes which may arise between persons who are subject to the terms of an agreement;
- (7) Procedures for the revising and amending of agreements;
- (8) Determination of the time allowed for settling labour disputes;
- (9) (Act of October 11, 1940.) Conditions for applying the prohibition of "black labour".

The Act stipulates that agreements may contain provisions that are more advantageous than those prescribed by current legislation.

The prescribed rule for the extension of agreements consists of an Order issued by the Minister of Labour following the fulfilment of various formalities, and more especially following an advice from the National Economic Council. The Order makes the provisions of the agreement binding on all employers and employees of all occupations and areas under the coverage of the agreement. The extension is made for the duration of the agreement and according to the provisions thereof.

Thus employers' objections based on unfair competition fell through and agreements increased in numbers. From June, 1936, to August, 1939, 5,620 agreements were registered with the Department of Labour. There is no doubt that agreements actually signed were much more numerous. Of the number mentioned above, close to seven hundred agreements were the subject of extension decrees published in the *Journal Officiel*.

During the war, the provisions of collective agreements in force on September 1, 1939, were continued applicable. However, it must be noted that wages, which constitute the fundamental issue of the agreements concerned, were the subject of special legislation under the terms of Orders in Council of November 12, 1938, October 27 and November 10, 1939. The last mentioned, while freezing wages at their level of September 1, 1939, suspended all action on the subject by the interested parties: wage rates could henceforth be modified only through legislation.

## The Post-War Situation

The policy of collective labour agreements was completely revised by an Act of December 23, 1946.

From the beginning of hostilities (1939), wages and working conditions were determined by order of the Minister of Labour by virtue of powers conferred upon him for the duration by the Order in Council of November 10, 1939. This policy, after being extended several times after the Liberation, was due to expire on December 31, 1946. A new policy was consequently necessary under which working conditions and wages could henceforth be discussed and determined.

What were the needs facing the legislators in this respect?

On the one hand, the advisability of reverting to free negotiation of collective agreements between the most representative organizations of employers and wage-earners could not be questioned, and this would symbolize in a way, the return to freedom after the Liberation. Besides, conscious of their responsibilities and the part they were called upon to play in the nation's recovery, the trade unions were calling for a return to free negotiation of working conditions and wages between the parties concerned.

On the other hand, however, the requirements of economic recovery and the application of the modernization and equipment plan appeared to require the State to direct, for years to come, the essential working of the economy.

Faced with a necessary price control policy, it did not seem advisable to the legislator to allow wages to find their own level freely in terms of the labour market and the classic interplay of economic forces. In fact, in an economic system where price control had been insufficiently effective, the rise in wages would have brought to labour only an illusion of nominally high wages, which would have been quickly dispelled by a greater rise in the cost of living, itself, engendering further inflation.

It was likewise advisable to maintain a sound relation between the wage scales of various occupations so as to prevent labour from being attracted to non-essential occupations with more favourable economic conditions, at a time when labour shortage was one of the most serious impediments to the carrying out of the modernization and equipment plan. In order to control wages, the State therefore resolved to remain in control of the distribution of the labour force, which can be attracted with certain concessions to sectors of the economy considered essential at a given time.

## Act of December 23, 1946: Government Supervision of Agreements

In view of these various considerations, it was decided to adopt a new procedure for the negotiation and ratification of collective agreements and to set two periods of transition intended to ensure the changeover from wartime policy to normal peacetime policy while taking into consideration general economic conditions. The first of these two transition periods is over, and the second period is still in effect.

1. During the first period, subject to their containing no provision on wages or minor wage benefits, collective agreements could become effective immediately.

Wage orders continued in force. However, all new wage orders issued by the Minister of Labour must be referred to a Superior Board of Collective Agreements established by the same Act.

2. During the second period of transition, to be terminated by legislation, wages are fixed by orders adopted on the proposal of the Minister of Labour and the Minister of National Economy, after advice from the Superior Board of Collective Agreements. These orders establish:—

- (a) The minimum wage applicable to the lowest paid wage-earning or salaried employee of normal capacity;
- (b) The rules governing the grading of occupational categories;
- (c) The conditions for fixing maximum average wage rates for the purpose of fixing prices.

Collective agreements must conform, as regards wages, to these orders. Only when this second period of transition has expired may collective agreements again set labour and wage conditions without limitation.

However, considering the changes in the very structure and operation of the national economy since the war, the legislator has intended to build a more methodical collective agreement system, one which will, in fact, result in the establishment of real occupational codes.

To this end, he has repealed the provisions of the 1919 Collective Agreement Act, and has provided that no regional, local or company collective agreements may come into being until national collective agreements have been signed and put into effect, and that their provisions shall not run counter to those of the national collective agreements.

Furthermore, due to the increasingly statutory nature of the new collective agreements, which will apply to all establishments in a given profession or industry, they may henceforth come into effect only after approval by the Minister of Labour.

The procedure for drawing up national agreements is through joint committees, which are convened by the Minister of Labour. The joint committee is made up of delegates from organizations of employers and employees which are the most representative of the branch of industry concerned and of the whole area. If the committee fails to agree, the Minister must intervene, upon request of one of the parties, in order to help towards the settlement of the dispute. When conciliation appears to be impossible, an order under the form of a public administration ruling, issued after consultation with the employer and employee organizations, temporarily sets the wage rates and working conditions of the branch of industry concerned.

National agreements must carry clauses concerning: freedom of association and freedom of opinion; hiring and dismissal conditions; notice of termination and vocational training. They may also carry optional provisions concerning: staff delegates, production committees, general conditions with regard to the payment of piece-work, premiums for seniority and attendance, for risks and unhealthy working conditions, compensation for transfers and paid holidays.

Regional or local agreements are signed with a view to adopting the national agreement to the particular working conditions of the region or locality. They can only be negotiated following previous intervention of the national agreement for the relevant industry; they are also drawn up in joint committees, but the representative character of the signing organizations is not, in this case, the whole of a territory, but simply the area or locality concerned.

Company agreements are limited in scope to one or more establishments; they may be signed between an employer or a group of employers, on the one hand, and delegates from the unions which are the most representative of the establishment or establishments concerned, on the other hand. These agreements set, within the limits prescribed by national, regional or local agreements, the working conditions of the establishment, and more particularly the conditions of hiring and dismissal, the definitions and classifications of the occupations peculiar to the establishment concerned, the conditions for assigning and the method of calculating individual and collective incentive bonuses.

The Act achieves an innovation with the question of a Superior Board of Collective Agreements. This Board is called upon to give its advice to the Minister of Labour concerning the collective agreements which are submitted for its approval, considering



in particular whether they are compatible with the prices policy, and it may suggest to the Government any measure tending to increase purchasing power within the limits of this Governmental policy.

Such are the essential characteristics of the present Act concerning collective labour agreements, which proposes to take into account at the same time social and economic requirements and the reconstruction of the economy, and to permit an increase in the real purchasing power of the workers by giving them every possible benefit from reviving production.

To summarize, the Act of December 23, 1946, brings, on the one hand, a return to the free determination of working conditions by representative organizations and, on the other hand, the repeal of the wartime system which was exclusively State-controlled and which had been in force since 1939. However, the Act keeps the important question of wages outside the scope of the Act for the time being. Wages will still be controlled as during the war, in accordance with the provisions of the Order dated November 10, 1939, and subsequent documents, that is through Orders in Council.

### **Conclusion**

The progressive decontrol of prices has created in the country a parallel tendency in favour of a return to the free determination of wages, that is, a return to the possibility of determining wages as before

the war, by collective agreements. The question is being brought to the attention of the public by labour organizations and political parties. Draft bills have been tabled in Parliament promoting, under various forms, a revision of the stipulations of the Act of December 23, 1946, and more particularly the ending of the transition period.

The system of graded agreements under the Act of 1946 (national, regional and local) is also being questioned in some quarters.

The drafting of elaborate national agreements to serve as a basis for the whole structure planned by the legislator has proven to be a heavy task. As the various difficulties encountered automatically affect the whole nation, they are obviously harder to solve than those that may be encountered in the drafting of a local agreement. The number of agreements and of additions thereto which have so far been approved by Order in Council, under the Act now in force, is very small.

The question arises whether trade organizations should not be again allowed to conclude local agreements in a specified occupation even before the national agreement in that occupation has been concluded.

The question of collective agreements, with regard to their general status and the method under which they are drafted as well as the subjects they may deal with, especially wages, is therefore more than ever a question of present interest.

---

## **WORKMEN'S COMPENSATION UNDER REVIEW IN THREE PROVINCES**

Workmen's compensation legislation has been the subject of inquiry in three provinces during the autumn.

Hon. W. D. Roach of the Supreme Court of Ontario and Chief Justice Gordon M. Sloan of British Columbia were appointed special Commissioners in their respective provinces to conduct inquiries and to make recommendations with respect to the revision of the two provincial Acts.

In Saskatchewan, an amendment to the Compensation Act of that province, passed more than three years ago, provided for the naming of a Committee of Review to study matters pertaining to the Act and its regulations every four years. This year the Committee of seven members met for the first time under the Chairmanship of Mr. O. W. Valleau.

Briefs were submitted to these courts of inquiry in each of the three provinces by the respective Provincial Federations of Labour (CCL) requesting various changes designed to "liberalize the Acts." The *LABOUR GAZETTE* has also received information concerning a brief presented to the Saskatchewan Committee by a group of TLC labour councils.

### **Ontario Federation of Labour (CCL)**

The Ontario Federation, in its submission to the Commissioner, Justice W. D. Roach, made the claim that "there are certain limitations (in the Ontario Compensation Act) that should be removed," as for example, florists, wholesale and retail mercantile business, junk yards and busi-



nesses with fewer than six workmen in some cases, or fewer than four workmen in others. It was urged that "all employers, regardless of size," including farm hands and domestics, be brought under the Act.

Referring to the matter of compensation, it was held that neither sixty-six and two-thirds per cent of average earnings at present used as a base, nor the proposed seventy-five per cent were adequate. The claim was made that under the present plan an injured workman was forced to accept a reduced income at the very time, more income, rather than less, is needed. It was claimed further that "the employer is responsible for whatever happens to his employees." For these reasons, "the request of labour for one hundred per cent compensation for time lost due to accidents and industrial diseases is reasonable and necessary." It was urged, too, that the maximum rate of average earnings on which compensation payments are computed cause injustices to workers in the higher wage brackets. "The complete abolition of any ceiling on the amount of wages on which compensation is payable," and also of the initial "waiting period", was recommended.

A plea was made for an upward revision of pensions that have been awarded to disability pensioners, in view of the increase in the cost of living in recent years. In addition, it was suggested that such pensions should be adjusted periodically, so as to keep them "in line with broad changes in living standards in the Province."

Recommendations covering other features in workmen's compensation legislation included:—

(1) pension payments to widows and foster mothers "in the same manner as are total disability payments. . . .";

(2) increases in compensation benefits payable to dependent children;

(3) proof that a worker's injury was due to his "wilful and intentional action" before compensation is denied;

(4) making obligatory the payment of "the whole cost of the accident or illness at double the rate" in the case of minors who have been illegally employed;

(5) retention in the present Act of the provision that "deals with the compensation for accidents occurring beyond the borders of this Province (Ontario), but in the course of usual employment;"

(6) opposing the inclusion in the Act of a "merit rating" for employers;

(7) that benefit claims be computed on average earnings for the four weeks immediately preceding the accident;

(8) prevention of the practice of some employers in compelling injured workers

who are not confined to bed to report for work, "especially when reporting to the plant may aggravate their injuries;"

(9) making it compulsory to conduct chest examinations of workmen "in all industrial plants" at least once in every two years and at the employers' expense, to check on dust exposure and as a preventive of silicosis;

(10) the inclusion of a clause in the Act providing for an increase in number of factory and mine inspectors, and a general tightening up of the inspection system;

(11) opposing appeals to the Courts from the decisions of the Compensation Board;

(12) opposing any increase in the number of medical members on the Board;

(13) amalgamation of Schedule 1 (covering private business undertakings) and Schedule 2 (covering public and semi-public enterprises).

## Saskatchewan Federation of Labour (CCL)

The Saskatchewan Federation of Labour (CCL) in its brief submitted to the 1949 Committee of Review, stressed labour's demands for 100 per cent compensation, increased pensions for the dependents of workmen who had been fatally injured, the extension of coverage to include "all possible groups" of workers and the perfecting of measures for the prevention of accidents.

The brief cited many reasons why an injured workman's income should be at least as high as "when he is well and working on the job." It was urged, therefore, that the present 75 per cent level of compensation should be increased to 100 per cent of the injured workman's wage rate, and that the restriction on the payment of compensation to workers disabled for three consecutive days or less should be removed. For similar reasons, it was claimed that 100 per cent compensation should be provided for injuries resulting in completely permanent, or partly permanent incapacity. In support of the claim in the latter case several "hypothetical examples" were given to illustrate the alleged insufficiency of the pensions paid.

With respect to the monthly pension payments to widows and dependents the "CCL unions believe that the floor of \$50 for widows' pensions should be raised to \$75 per month, with a further payment of \$25 per month for each child up to three in a family." The children's pensions, it was held, should be continued until they reached their majority and not discontinued at age 16.

While admitting that progress had been made in recent years in the extension of coverage for more classes of workers, it was felt that "coverage should be as universal in Saskatchewan as it is possible to make it."

It was suggested that compensation be paid workers injured while going to, or returning from work. This was, it was asserted, especially necessary for workers in the transportation business.

The schedule of occupational diseases for which compensation was made was, it was asserted, too restricted, and should include any illness traceable to working conditions. If the Committee of Review decided that it could not recommend so general a coverage, it was requested that the Compensation Board be given greater discretionary powers in the adjustment of such cases.

The brief declared that the Federation heartily supported "genuine measures which will reduce accidents," such as a more efficient inspection service, "to root out accident hazards and create safety in industry." Changes were suggested in the methods followed in setting up advisory committees in industry with a view to obtaining better co-operation between employers and employees.

It was urged that the word "disability," replace the word "accident" wherever the latter is used in the Act, inasmuch as "disability" included not only accidents, but ailments and disabilities "which cannot actually be called accidents."

The suggestion was made that the Act be amended to provide for the replacement of workers' glasses, glass eyes, etc., which were broken or lost in accidents.

## **British Columbia Federation of Labour (CCL)**

The British Columbia Federation of Labour (CCL) in its memorandum submitted to Commissioner Mr. Justice G. M. Sloan, registered several complaints concerning the administration of the Workmen's Compensation Act in that province.

In the first place attention was drawn to the alleged lack of comforts and conveniences for injured workmen and women at the Compensation Board headquarters. It was suggested that new, properly equipped quarters be arranged for as soon as possible.

Complaint was made of the procedure followed in the presentation of grievances. It was asserted that at present, claimants who feel that they have a grievance, present their cases in person, or with the assistance

of union officials, to a single member of the Board who relays the grievance to the full Board. It was urged that in the event of an adverse decision, the claimant should be given the right to present his case to the full Board and to hear the evidence against his claim.

It was asserted that there were too many delays in the payment of compensation claims, the reason being attributed generally to the failure of medical men to submit reports regularly. The suggestion was made that the Compensation Board devise ways and means of penalizing physicians who offend in this regard. It was urged, too, that when an injured workman required treatment by a specialist, the workman should have the right to choose the specialist and not be compelled to accept treatment from the Board's appointee.

In view of "the rapid increase in the cost of living since the lifting of wartime controls," the Federation asked that special consideration be given to wholly and partly disabled workmen's compensation pensioners whose pensions had been awarded prior to 1946. This consideration, it was claimed, was especially needed by such of these pensioners as were unable to supplement their incomes and by orphan children of industrial fatalities.

It was proposed that pensions paid to permanently and totally disabled workmen should be 100 per cent of their average earnings, instead of the present rate of sixty-six and two-thirds per cent, with the minimum compensation being fixed at \$25 per week, instead of \$12.50 as at present. In addition, the Federation believed it advisable to eliminate the ceiling of \$2,500 upon which maximum pensions were based, as such a restriction placed a hardship on workmen, who through their superior skill and experience, had been receiving wages in excess of the ceiling.

It was suggested that the monthly payment made to a dependent widow, or an invalid widower, with or without children, should be increased from \$50 to \$100. Further, the allowance for children under 18 years in such cases should be increased from \$12.50 to \$17.50 per month, to be continued after age 18 for children desiring to complete their education. This was justified, it was asserted, by the increase in the cost of living, increased productivity of workmen and greater financial returns obtained by industry.



The daily subsistence allowance to injured workmen undergoing treatment "in a place other than the place wherein he resides" should be increased from \$3.50 to \$4.50, the Federation claimed.

In cases of permanent partial disability, it was suggested that compensation to the injured workman should be increased to 100 per cent of the difference between his average earnings before the accident and the average amount which he earns, or may be able to earn, in suitable employment after the accident.

The deletion from the Act of the six weeks' limit on the payment of compensation following operations for hernia, was urged, inasmuch as "few workmen, particularly those employed in heavy labour, are fit to return (to work) within six weeks."

The Federation recommended that the Act be amended "to include blanket coverage of all accidents and all industrial diseases for all workmen." It was suggested further that the Safety Inspection staff be strengthened and that the use of safety devices and conditions in all industries be strictly enforced.

## **Saskatchewan Trades and Labour Councils (TLC)**

On behalf of the Trades and Labour Councils (TLC) of Regina, Moose Jaw, Saskatoon and Prince Albert, officers of the Regina Council presented a brief to the Workmen's Compensation Board of Saskatchewan early in November.

At the outset, the delegation declared that the Workmen's Compensation Act was designed to recompense workmen injured in industrial accidents for loss of wages and medical and other expenses incurred to bring about full recovery. In the event of the recovery being incomplete, compensation should be provided to enable the injured worker to maintain his customary standard of living. Should death follow as the result of an accident, a monthly pension should be paid to dependents of the worker.

The delegation requested that the basis of compensation should be increased from 75 per cent of the injured worker's average income to 100 per cent. This, it was asserted, was necessary inasmuch as the injured worker's expenses would probably be heavier following his injury and, too, it would be impossible for him to meet any financial obligations he might have assumed

before his injury, if his income was cut by 25 per cent. Consequently, payment of full compensation was urged until such time as full employment could be resumed in his regular occupation.

The practice in many instances of having medical officers certify that convalescing workmen were fit for light work, so as to have the compensation reduced, was viewed with disfavour by the delegation. It was asserted that in the majority of cases lighter work was not available. If, however, lighter work was obtained that the worker was able to do, it was held that sufficient compensation should be paid to maintain the worker's income at the pre-accident level. The suggestion was made that no individual should receive less compensation than the amount provided by workers under minimum wage legislation.

Referring to the question of coverage, the delegation asked that the Act be extended to cover all workers from the time they left their homes for work until they returned to their homes, and also for all of the time they were working with property belonging to their employer. In the case of a minor who sustained a permanent, or partly permanent, disability his compensation should be revised when he became of age to a basis paid in similar cases to older workers.

The delegation requested that in all cases where an unmarried son or daughter was killed in industry, a sum of at least \$1,500 should be paid into a fund for the benefit of the parents, whether or not the parents were dependent on the deceased son or daughter at the time of the accident. Should the parents, or other relatives, be dependent the money should be paid to them at once.

It was pointed out that workers incapacitated through the loss of an eye were often unable to obtain employment, as employers feared such workers would be more likely to meet with an accident. It was suggested, therefore, that in the event of a worker losing one eye, the Government should relieve the employer by paying all costs over \$50 and thus make it easier for such a worker to obtain employment.

Among other things, the delegation asked that the word "injury" be substituted for the word "accident" wherever the latter appears in the Act; that there be an upward revision of the monthly payments to widows; that there be increased allowances for funeral expenses; and that compensation payments by the Board at regular intervals be made compulsory.



# LEGISLATIVE PROPOSALS OF LABOUR ORGANIZATIONS IN SASKATCHEWAN

*Late in November, delegations representing unions affiliated with the Canadian Congress of Labour and the Trades and Labour Congress of Canada, presented their legislative proposals to the Government of Saskatchewan. Summaries of these proposals appear below.*

## Saskatchewan Federation of Labour (CCL)

Extensive changes in provincial legislation affecting labour were requested by a deputation from the Saskatchewan Federation of Labour (CCL) in its annual presentation to the Government of the province on November 29, 1949.

Before proceeding with its submission, the deputation reminded the Government that a total of 81 unions and labour councils in Saskatchewan were affiliated with the Federation. These, it was stated, had a total membership of roughly 10,000 and were bargaining agents for employees in a wide variety of trades and industries. It was further explained that the requests to be made were based on resolutions passed at the provincial convention of the Federation held earlier in the month.

### **Hours of Work Act and 40-Hour Week.**

—It was held that a number of exemptions under the Hours of Work Act should be eliminated. "Especially in the 83 town areas," it was urged, "that the usual requirements in the Hours of Work Act, namely, time and one-half payment for overtime beyond eight hours per day and 44 hours per week, be instituted immediately."

The deputation reiterated a previous request that the application of labour regulations covering hours of work should be made uniform throughout the province. It was claimed that the present lack of uniformity not only discriminated against and caused hardship to a large number of urban businesses in the province, but also failed to protect labour in a considerable number of communities. It was submitted that the need for the 40-hour week with no deductions in take-home pay "was becoming more apparent than ever" and should be initiated "in a time of relative prosperity in order to avoid the worst effects of depression." If, however, the Government considered the present time inopportune for bringing in the 40-hour week, it was urged that enabling legislation be enacted to make it possible for the Government to implement the reduction in

hours of work whenever economic conditions warranted such action.

**Minimum Wage Act and Orders.**—The Federation commended the Minimum Wage Board for extending its Orders "to a further 83 towns and villages in the Province," but expressed the hope that the Government and the Board would decide upon a general application of the Regulations in 1950.

Asserting that the expressed object of the Minimum Wage Act was to provide wage rates "to furnish the necessary cost-of-living to employees," the Federation was of the opinion that a minimum wage rate of 75 cents an hour should be established throughout the province. The Government was requested to set up a Committee to study the Act with a view to "plugging the loopholes," which, it was alleged had been taken advantage of by "certain employers and their hirelings."

The deputation suggested that "a committee of the Federation meet with a committee chosen by the Government" for the purpose of detailed study of alleged defects in the Minimum Wage Act.

**Legal Injunctions.**—It was claimed that certain employers had continued "to use injunctions as a weapon against trade unions on strike." The Government was asked, therefore, "to broaden the 1949 amendment to the King's Bench Act by terminating the jurisdiction of the Courts to grant an injunction, whether interim or permanent, and secured *ex parte* or otherwise, against a trade union or employee in any dispute involving an employer and one or more of his employees, or a trade union representing such employees."

**Workmen's Compensation Act and Regulations.**—The Federation repeated requests it had already submitted to the Workmen's Compensation Board (see p. 40).

**Fair Wage Act.**—The enactment of a provincial Fair Wage Act was asked for, to be administered by a Board having equal

employer-employee representation. The proposed Board, it was suggested would (1) create "fair wage floors" in the trades and industries; (2) assist in stopping unfair business competition resulting from low wages; (3) prevent sub-standard wage rates.

**Hospitalization and Medical Care.**—The delegation urged that legislation be provided for the collection of hospitalization taxes (or assessments) on a payroll deduction plan, "similar to the method employed by the Federal Government for the payment of income tax."

**Housing.**—The provincial Government was requested "to explore the amendments to appropriate legislation respecting federal housing, with a view to making more homes available to the citizens of this province. . . ."

**Government Contracts.**—It was asked that "in future all Government contracts and work be handled by existing bureaus or corporations wherever possible and the present method of tendering this work be abolished."

**Enumeration—City Act.**—Weaknesses were claimed for current methods of compiling municipal voting lists and the Government was urged to amend the City Act to provide for regular door-to-door enumeration of voters at the expense of the municipalities.

## Provincial Executive Committee (TLC)

Led by Chairman W. Browne and other members of the Provincial Executive Committee (TLC), a large delegation from international unions and members of trades and labour councils in the province, presented a legislative memorandum to the Government of Saskatchewan on November 30.

The following members of the Cabinet received the delegation: Hon. C. M. Fines, Acting Premier; Hon. C. C. Williams, Minister of Labour; Hon. J. W. Corman, K.C., Attorney-General; Hon. J. A. Darling, Minister of Public Works; Hon. W. S. Lloyd, Minister of Education; Hon. J. H. Sturdy, Minister of Social Welfare; and Hon. L. F. McIntosh, Minister of Municipal Affairs.

The delegation commended the Government for amending the Trade Union Act and for the inauguration of health services that it was felt would be an important step in social progress.

Appreciation was also expressed with respect to the Government's policy requiring all Provincial Government Departments and Crown corporations in the

**Highways.**—The Federation favoured an extension of the program providing for the hard-surfacing of main roads from the United States border and connecting the main cities of the province.

The Government was urged to inaugurate a general safety program to prevent traffic accidents. Among the "obvious measures" which, it was suggested might be included in such a program were: (1) providing driving tests to prove that applicants for drivers' licences were properly qualified drivers and had no physical defects that would interfere with safe driving; (2) the use of safety-demonstration vehicles; (3) the adoption of uniform traffic regulations throughout the province.

**Other Suggestions.**—Other matters presented by the deputation were considered to be mainly under the administrative jurisdiction of the Federal Government, but the provincial Government was urged to give its support to the Federation in obtaining the desired action. These included: unemployment relief; works projects; extending the coverage and increasing the benefit payable under the Unemployment Insurance Act; the abolition of the Winnipeg Grain Exchange; and keeping a close watch on the effects of currency devaluation, "with a view to taking all possible action in overcoming any adverse effects occasioned by it."

province to purchase goods and engage services from establishments having collective bargaining agreements with *bona fide* trade unions; and also that all contracts for services, etc., shall stipulate that only Union labour shall be employed and Union conditions of employment prevail.

**Trade Union Act.**—Although certain objectionable features in the Trade Union Act had been corrected, still further amendments were again requested. In the first place, it was asked that the employment of legal counsel should not be permitted by either party to collective bargaining negotiations or for making representations before the Labour Relations Board, except when agreed to by both parties. It was asked too, that "employee" be defined in the Act as "one employed to do skilled, or unskilled, manual or clerical or technical work, but does not include any other person who, in the opinion of the (Labour Relations) Board is employed in a confidential capacity in matters relating to labour relations."

The delegation requested that provision be made in the Trade Union Act covering



cases in which a business or an industry is sold, leased or transferred, requiring that the sale, lease or transfer be made subject to the terms of any collective agreement that is in force at the time of the transaction.

**Minimum Wage Board.**—Discussing orders of the Minimum Wage Board, the delegation reiterated previous requests that split-shifts be abolished and that the spread where eight hours are worked be not more than ten hours. It was also asked that the public holiday clause in all orders of the Minimum Wage Board be made applicable to all employees on the same basis, namely, time and one-half. Other requests included provision that no employee shall be charged for breakages or replacements and that the Flin Flon area of Saskatchewan be included in Minimum Wage Board Orders.

**Fair Wage Act.**—The delegation contended that the time was opportune for the Government to consider the enactment of a Fair Wage Act to replace the present Minimum Wage Act and Orders thereunder. It was held that such an Act should make provision for (1) fair wages in industries and trades; (2) the granting of authority to set such wages after consideration of all representations made by those concerned; and (3) that the Board set up to administer the proposed Act should be composed of five members—two representing employers, two representing employees and a neutral chairman.

**Hours of Work Act.**—It was requested that all workers in Saskatchewan be brought under the provisions of the Hours of Work Act; that the 40-hour week be instituted, with no exemptions for such workers as milk-delivery salesmen, lay employees in hospitals and fire fighters not covered by the three-platoon system; and further, that the Act be made applicable to all communities with populations in excess of 300.

**Holidays-with-Pay Act.**—The delegation asserted that experience with the Holidays-with-Pay Act in Saskatchewan had shown that the present system of collection of holiday funds from employers had not been satisfactory and that the main purposes of the Act were being held in check in many cases. It was recommended, therefore, that a holiday-with-pay stamp system be instituted similar to that in force in some of the other provinces.

**Old Age Pensions.**—The following amendments to the Old Age Pensions Act were requested: (1) that the pension age be reduced to 65 years for male persons and to 60 years for female persons; (2) that the Act be made applicable to all citizens

on a contributory basis; (3) that the only residential qualification necessary be 15 years' residence in Canada; (4) that no deduction be made on account of other income; (5) that the same pensions be made available to the blind at 18 years of age and also to the totally disabled; (6) that the practice of combining the Old Age Pensions Act and the Parents' Maintenance Act be discontinued; (7) that the placing of liens on the homes of pensioners be discontinued; (8) that pensions be increased to \$60 per month; (9) that the means test be abolished; (10) that community homes for the aged be established with adequate provision for married couples to live together. It was held that these community homes should be under Federal supervision and that hospital facilities and full medical care be included.

**Housing and Rent Control.**—The delegates asked that the Government use whatever powers it had under provincial legislation to control rentals in the best interests of the people of the province. If the Government considered it necessary, a fact-finding board, made up of representatives of labour, management and the Government, should be appointed at once to make a study of the problem of rentals in the province, the Board's findings to form the basis of Government action. It was recommended too, that the provincial Government co-operate actively with the Dominion on the low-rental housing plan formulated by the Federal Minister of Reconstruction.

**Apprenticeship.**—The delegation claimed that the administration of the Apprenticeship Act, as presently constituted, was inadequate. It was requested that the Apprenticeship Board be composed of five members, two of whom were representatives of employers, two of employees and a chairman, all members to be qualified tradesmen. This Board, it was suggested, should have authority to set up examining boards in designated trades. Each of the examining boards should be made up of five members who should also be qualified tradesmen and should be empowered to set examinations and issue certificates of classification and qualification.

**Other Suggestions.**—Among other recommendations and suggestions made by the delegation were the following: (1) that the Flin Flon-Nipawin highway be completed immediately, as a "most necessary public work;" (2) that the City Act be amended to provide that a ballot cast by a voter in a civic election should be valid if the voter marks his ballot for at least one of



the candidates, but not in excess of the number of vacancies, and that civic employees be not barred from running for any elective office; (3) that the Government increase the number of free scholarships for deserving students and that the education tax be removed; (4) that the Government amend the Hospital Act, so as to relieve disabled industrial pensioners and their families receiving less than \$60 a

month, of certain specified hospitalization fees; (5) that in the interests of public safety, special legislation be enacted covering hours of work, mileage, wages and physical examinations of truck and taxi drivers; (6) that the Industrial Standards Act be amended to provide that if a majority in any trade shall make application to come under the Act, the application shall be granted.

## **AFL AND CIO HOLD ANNUAL CONVENTIONS**

*During the fall of 1949, the American Federation of Labour and the Congress of Industrial Organizations held their annual conventions, meeting at St. Paul and Cleveland respectively. The CIO took determined action against Communism among certain of its affiliated unions; the AFL, which has long maintained an anti-Communist position, renewed its opposition to Communism at home and abroad. Both organizations passed a series of resolutions setting forth their policy on various topics of labour interest. The CIO's action in expelling the United Electrical Workers has already been paralleled in Canada by the Canadian Congress of Labour, which had previously taken disciplinary action against the UE.*

### **American Federation of Labour**

More than 600 delegates, representing 93 national and international unions, four departments, 44 state branches, 130 central bodies and 57 local trade and federal unions, reported as having a combined paid-up membership in excess of 7,200,000. attended the 68th Annual Convention of the American Federation of Labour at St. Paul, Minnesota, October 3 to 10, 1949.

Political action by organized labour in the United States was a dominant theme considered by the Convention. This was revealed in recurring demands for the repeal of the Taft-Hartley Act, in pointed references to the 1950 Congressional elections, in frequent hostile references to Communism, both at home and abroad, and in the appeals and counter appeals with respect to the union of national labour organizations designed to further labour's political and legislative program.

#### **Presidential Address**

President William Green, in his keynote address, called for united action to elect "a liberal Congress which will repeal the Taft-Hartley Act." He pledged a con-

tinuing fight against Communism, full AFL support for a new world labour organization "free of domination by any government," and policies to get additional social legislation passed at the next session of the United States Congress. Mr. Green asserted that one of the problems of the convention was "to determine how our Labour's League for Political Education can develop strength and administrative ability," so as "to elect our friends to the Congress of the United States and bring about an early repeal of that reprehensible law." He declared that the AFL will never "waive our right to demand increases in wages for the workers of the nation" and the restoration of full rights to engage in collective bargaining, "without any restrictions of any kind whatsoever."

To the four freedoms—speech, assembly, religion and press—Mr. Green added "the freedom of contract, to sell across the table all we have to sell . . . under the most advantageous circumstances and the best conditions obtainable." He declared that this freedom of contract is closely inter-related with the economic philosophy of

the AFL. He said that the AFL stands "an uncompromising force around, behind and beside this government against the threat at home and abroad from ideological experimentations. . . . We shall reaffirm our former position of standing steadfastly against the invasion and infiltration of those who represent those 'isms' that mean governmental control and governmental domination of the lives of the individual". . . . "What we want," he said, "is less of government, freedom from government control, freedom to act, freedom to organize, the right to enjoy the liberties to which we are entitled."

Reverting to the workers' right to demand increases in wages, Mr. Green said: "We have never in any official statement said that we had reached the point where we will waive our right to demand increases in wages for the workers of the nation and we are not going to do that. . . . We don't want government boards. . . . We are opposed to government boards setting our wage standards anywhere or any place." The AFL, he declared, "is united as we have never been before. . . . There is no left wing and right wing. We think as one, we walk as one, and we act as one."

### Report of Executive Council

Reviewing economic developments during the past year, the report of the Executive Council asserted that the recent business slump in the United States "has been a corrective process, not an industrial depression." It conceded, however, that "for more than four million workers (in USA) it has meant unemployment, and several hundred thousand of them have been out of work longer than the unemployment benefit period, so that their benefits have been exhausted. . . . For business, the recession has meant a 14 per cent reduction in total profits (after taxes) for the second quarter of 1949, compared to the peak 1948 levels, and an 80 per cent increase in business failures."

**National Problems.**—In a survey of national and international problems during the preceding year the Executive Council stated that "at home, labour's major struggle has been to repeal the Taft-Hartley Act with its un-American discrimination against wage-earners as a group of citizens and its restrictions upon their right to free contract to promote their economic welfare." It declared that "our economy is only now adjusting to more normal production orders with competition developing in buyers' markets. . . . The process of reducing costs to facilitate price declines makes for better management and

more economical production with co-operation between management and labour." It asserted, however, that "profits are still at high levels, some prices have dropped, wage rates and earnings have remained at high levels and the employed labour force (in the United States) is still close to 60,000,000."

It was claimed, however, that "important progress has been made in correcting these maladjustments." Besides a "general downward price adjustment," inventories were in much better balance and production was reported to be rising until it was "close to normal." Worker's "real wages" were more nearly in line with commodity prices and it was recognized that "the corrective process now going on is essential to restore economic health. . . ."

The Executive Council called for a quickening of "devotion and dedication to the cause of labour" as the best defence against "the twin evils" of totalitarian communism and regimentation of the lives of individuals.

**World Trade Unions.**—In reviewing the past year's activities in the international field, the Council referred to "the relentless fight waged by the AFL against the creation, organization and continuation of the World Federation of Trade Unions," branding it as "the Kremlin's monstrous military espionage agency." The AFL was "highly gratified" that the free trade union organizations "are now ready for a fundamental and sound re-alignment leading to the organization of a genuine world organization of the *bona fide* trade unions," for which the groundwork was laid at a preliminary conference in Geneva in June, attended by 119 delegates representing "some 47,000,000 workers throughout the free world."

**Wages, Prices and Security.**—The Council held that the time had arrived to campaign for a shorter standard work day and work week. It asserted that a cut in working time "may very well be desirable" as an alternative to higher income, unless both are obtainable through collective bargaining. While admitting that a cut in hours without a reduction in take-home pay would raise unit costs, the Council declared that it was striving for a share in the rising rate of productivity and did not want to cause higher prices. It contended that the wage increases won by affiliated unions in 1949, while possibly smaller than in previous post-war years, brought more benefit to union workers because they had not been offset by price rises.

It was claimed that the benefits provided under existing social security laws were too small and coverage too limited. In regard to health insurance the Federation reaffirmed its support for "a national compulsory health insurance program as the only practical means of meeting the health needs of wage-earners and others in the middle income groups."

### **Political Action by Labour**

Political action by labour was a recurring theme during the Convention. President Truman, in his message to the delegates renewed his pledge to fight for the repeal of the Taft-Hartley Act. He declared that "many additional Americans need the protection of adequate minimum wages, of agricultural price supports, of more and better housing and of greater educational opportunities. . . . Be assured your unions and all progressive Americans will have my full support in rounding out much-needed programs to insure the Fair Deal goal for the benefit of all the people of our nation."

### **Address by Hon. M. J. Tobin**

Secretary of Labour for the United States, Hon. Maurice J. Tobin, predicted at the outset of his address that "if not in the 81st, positively in the early days of the 82nd Congress, there will be a repeal of the Taft-Hartley law." He was confident "that when we have written into the laws of this country a just, a fair and an equitable labour-management law we will then see greater and better labour-management relations than we have seen for quite some time in the past." He thought that "there is a need in the United States of America for a unification of every segment of American labour. I am not going to propose to you any definite recommendation or plan, but I merely say to you that I believe that all labour should band together for the purpose of selling to the American people the contribution that has been made by organized labour down through the years." But "there are many problems yet to be solved in this country," he said. Among those that he enumerated were "a sound health program," the development of the country's natural resources to the fullest possible extent, "the strengthening of the free nations on this side of the 'Iron Curtain'" and "the elevation of the living standards of those in the low living standard areas of the world." In the solution of each of these problems, he asserted, the AFL "can be very helpful."

### **Senator Humphrey Urges Political Action**

Senator Hubert H. Humphrey of Minnesota urged Labour's League for Political Action to intensify its work. He said that effective political participation must go hand in hand with the growth and maintenance of a strong labour movement. "The acid test of its effectiveness will be in the election year of 1950. . . . If the Fair Deal program is to be passed, if the Taft-Hartley Act is to be repealed, if the people of this country are to get the legislation that they were promised, it is the responsibility of the labour movement, of every liberal and democratic group, to forget personal pride and petty differences and to unite behind candidates and around a program between now and 1950," the Senator declared.

### **Labour and the Marshall Plan**

Hon. Paul G. Hoffman, Administrator, Economic Co-operation Administration, paid tribute to the AFL as "one of the very first organizations to understand the vital part the Marshall Plan could play in the winning of an enduring peace." He expressed his gratitude for the support he had received from AFL officials who had been appointed as his advisers in labour matters connected with the European Recovery Program, and presented "a very quick progress report" on the work of his administration in "the development of international peace and security throughout the world."

### **Addresses by Fraternal Delegates**

The fraternal delegate from the Trades and Labour Congress of Canada was Mr. Robert Rintoul, Vice-President of the Calgary Trades and Labour Council and President of the Calgary Civic Employees' Association. In addition to conveying a message of goodwill to the convention, Mr. Rintoul described in some detail the objectives and achievements of the TLC.

Canada's federal labour code, he said, has been copied in some of the provinces, and in other provinces there are "laws governing union recognition and collective bargaining. . . . None of these laws is perfect, but none is repressive. . . . the fundamental rights of unions and union members are, to a large extent protected in all of these laws. It is no small satisfaction to our officers and members to hear Ministers of the Crown reiterate the statement that no Taft-Hartley law will be enacted in Canada," he declared.



Mr. Lincoln Evans, Honorary Secretary of the British section of the International Metal Workers' Federation and Mr. Tom Williamson, M.P., a member of the Anglo-American Council on Productivity brought greetings from the British Trades Union Congress. They sketched in some detail the economic, social and political problems which confront Great Britain and expressed appreciation and gratitude for American assistance in carrying out the austere measures necessary for their solution. In a brief concluding reference to trade unionism Mr. Williamson said: "The free trade union world is faced with a powerful Communist-dominated organization which is committed to propagate an ideological philosophy repulsive and repugnant to those who believe in freedom and democracy. The World Trade Union Organization, launched with sincere enthusiasm four years ago, has failed. . . . Free trade unions, with all their glorious traditions cannot live in the stifling atmosphere of totalitarian confinement. Great responsibility, therefore, rests on the American and British trade unions to rally and organize free trade unions everywhere and in this task our two great organizations will not fail."

### Other Guest Speakers

Among the other special speakers who addressed the Convention were: Mr. David A. Morse, Director-General, International Labour Office; Hon. Louis A. Johnson, Secretary of Defence; Mr. Jerry Voorhis, Executive Secretary of the Co-operative League; Oscar R. Ewing, U.S. Federal Security Administrator; U.S. Senators James E. Murray of Montana, George W. Malone of Nevada and John J. Sparkman of Alabama and Mr. Boris Shishkin, Director, European Labour Division, Economic Co-operation Administration.

### Resolutions Approved

The resolutions presented to the convention covered a wide range of international and national, social, economic and political problems. Among them were the following:—

## Congress of Industrial Organizations

Over 600 delegates representing more than 300 affiliated international, national and state labour union bodies reported as having a combined membership of more than 6,000,000 workers, attended the eleventh annual meeting of the Congress of Industrial Organizations at Cleveland, Ohio, October 31 to November 4, 1949.

Preparations for an all-out battle for the repeal of the Taft-Hartley Act, the issue to be taken to the electors during the election of members for the United States Congress in 1950, if the present Congress failed to take action in the meantime;

Setting the stage for a nation-wide "register-and-vote" campaign for the 1950 Congressional election;

Making preparations for a drive to be launched early in 1950 to obtain 1,000,000 new members to commemorate the 100th birthday of the late Samuel Gompers, one of the founders and the first President of AFL;

Urging the U.S. Federal Government to provide the Department of Labour with adequate funds to enforce the new minimum wage at 75 cents an hour;

Pledging full moral and material support in making the new international organization of free trade unions "a most powerful force for peaceful social progress, social justice, human freedom and lasting peace";

Re-affirming the Federations's reliance on collective bargaining as an agency to serve effectively "alike the interests of management, the workers and the public";

Opposing any health legislation that requires the means test in any form;

Urging a continuance of rent controls until the supply of low-priced houses equalizes the demand;

Demanding that the Social Security Act (U.S.) be amended to (a) increase the present contributions of both employers and workers from one per cent to five per cent; (b) include all workers under the Act; (c) lower the age of eligibility from 65 to 60 for both male and female workers; (d) provide minimum benefits of 75 dollars a month;

Promising active support for President Truman's Civil Rights report and program;

Ratifying the Executive Council's action in arranging for regular weekly labour broadcasts over a national radio system.

The paid-up membership of the Federation, as of August 31, 1949, was stated to be 7,241,290 and actual membership approximately 8,000,000.

### Election of Officers

President William Green was re-elected for his twenty-sixth consecutive term. Secretary-Treasurer, George Meaney and the entire group of thirteen Vice-Presidents were also re-elected.

The outstanding feature of the Convention was the determined action taken against Communism. This included three important constitutional changes:—

(1) To bar "Communists, Fascists, or their consistent followers" from holding the post of officer or Executive Board member in the CIO;

(2) To give the Executive Board power, by a two-thirds vote, to remove any officer or Board member who follows the Communist party line;

(3) To allow the Board to expel any union for pro-Communist actions.

In accordance with the authority thus granted to it, the CIO Executive Board met during the course of the Convention and expelled the United Electrical, Radio and Machine Workers of America, which was charged with following the Communist Party line in detriment to its members. The Board chartered a new union, the International Union of Electrical, Radio and Machine Workers, to organize workers in the jurisdictional field formerly allotted to the UE. (Expulsion of the UE has had repercussions in Canada—see p. 8 of this issue.)

The CIO Board also expelled the United Farm Equipment and Metal Workers of America, which had earlier in the year refused to obey an order to merge with the United Automobile Workers and had instead voted to merge with UE.

Finally, it set up trial boards to try nine Board members and ten unions on charges of having consistently followed the Communist Party line.

By resolution, the Convention expressed its support for the Marshall Plan and the Atlantic Pact, and its opposition to aggression, wherever it occurs.

The Convention also pledged the active assistance of the CIO in the formation of a new international federation of free trade unions to replace the World Federation of Trade Unions.

On domestic issues the Convention adopted a series of resolutions calling for improved social security and other legislation, and repeal of the Taft-Hartley Act.

## Presidential Address

In his annual report to the Convention, President Philip Murray re-asserted the CIO's interest in the economic, legislative and political progress of the United States, "developed through the democratic process." He attacked Communist leaders in the CIO and charged that the "left-wing program" was promoted by a party interested in the "establishment of a retrogressive dictatorship in our life." He asserted that the CIO's left wing, which "speaks for less than ten per cent of the organization's membership," had "created a dangerous division," which "no self-respecting organization can long tolerate. . . . The CIO has the power to confer affiliation upon labour unions which wish to join our organization; it obviously has the power of disaffiliation of those organizations whose

leaders' policies, statement and actions demonstrate their contempt and their hostility toward our general policies," he declared.

Turning to legislative problems, Mr. Murray expressed approval of legislative advances made by the U.S. Congress, but claimed that greater progress would have been made had it not been for reactionary elements in the Government. He praised the work of the CIO Political Action Committee and predicted that it would play an important role in the Congressional elections to be held in 1950.

President Murray pledged continued support for the European recovery program and criticized "certain American economic interests" for alleged interference in the policies of democratic labour union groups in England, France and other countries. He gave his approval to the new international labour federation to be formally established in London at the end of November. "It offers," he said, "a practical basis for working toward solution of the many problems that confront workers in every section of the world." He expressed his satisfaction that the CIO had been able to have "friendly and harmonious working relations" with representatives of the AFL in establishing the new international labour body.

In an analysis of current economic conditions, President Murray emphasized that "we must refuse to accept unemployment and lost production and, above all, the loss of human dignity as permanent features of our society. . . . We must master the intricacies of the business cycle and build permanent and lasting prosperity for all American people."

## President Truman's Message

In a written message to the Convention, President Harry S. Truman declared that the working men and women of the United States have shown "that they place the national interest above any particular interest, even their own." He felt confident that the CIO "will continue to be . . . a dynamic and constructive element in our national life, and that it will co-operate with other groups and citizens and the Government in formulating and supporting farseeing liberal measures to promote the general welfare of all the American people."

## Secretary of Labour

Hon. Maurice Tobin, Secretary of Labour, warned the Convention that "organized labour will have to be more active than ever on the political front." He urged labour to get away from factionalism on



State and local levels, so that they could co-operate politically. It was his opinion that "labour united must see to it that the promise to repeal the Taft-Hartley Act . . . will be regarded as a binding commitment by a majority of both houses of Congress."

Mr. Tobin gave credit to labour for its share in having the Fair Labour Standards Act amended to raise the minimum wage to 75 cents an hour. He asserted that this amendment "is a godsend to 'little people' among our wage-earners," as well as being "a bulwark for unions affected by cut-throat competition which comes from plants with low wages" and that it "protects and benefits honest an enlightened management." In conclusion, he said that "American trade unions are their own masters, but only as long as they speak for their members and so long as their members put ahead of all else their support of American institutions."

### **Address by Hon. Dean Acheson**

The Secretary of State, Hon. Dean Acheson, addressed the Convention on the foreign policy of the United States and the contributions that American labour had made to that policy. He pointed out that labour had supplied able personnel from its ranks to assist the Government and that "all of these contributions have been vital to the promotion of our interests."

He described in detail the maladjusted conditions in under-developed countries and the steps that the American Government was taking to raise living standards in such countries. "In the age-old struggle of man with nature for daily bread," Mr. Acheson said "there are many places where the battle is going against him," so that he has "no time or energy to develop the things of the mind and the spirit." It was the purpose of the Government "to aid these people in winning that struggle . . . that they may be free men and not slaves of the State. . . ."

Mr. Acheson contrasted this plan with "the Communist talk of organizing great masses of people in five-year plans. . . . They promise the hungry, distressed people food and material comforts, if only they will accept slavery to the state in return." And to people who have always been miserable "who have never known the protection of a Bill of Rights, these spurious promises sound real," Mr. Acheson asserted.

### **Other Guest Speakers**

A number of other high government officials and leading citizens addressed the Convention, including U.S. Federal Security Commissioner Oscar Ewing; General Omar

Bradley, Chief of the United States armed services; Murray T. Lincoln, of the Ohio Farm Bureau Federation, and Roy Wilkins of the National Association for the Advancement of Coloured People.

### **Canadian Fraternal Delegate**

Bringing greetings from CIO members in Canada, Secretary-Treasurer Pat Conroy of the Canadian Congress of Labour said that Canadian organized labour believed that merely achieving economic security was not enough. "Side by side with the establishment of material progress, we must insist on maintaining the spiritual and individual freedom of every human being," he said. Conversely, he held "that it was not enough to have spiritual, political and individual freedom," if the physical requirements of human beings are not supplied also. Each of these factors must be had in due proportion to lay the foundation for "a healthy community, a healthy country, and a healthy world."

### **Action Against Communism**

The action taken by the Convention against Communism was bitterly opposed by a small minority. However the United Electrical Workers' delegation was absent on the second day of the Convention, and announced that it was withholding per capita tax from the CIO. The Farm Equipment union sent no delegation.

Speaking in support of the Constitution Committee's recommendations regarding Communism, Walter Reuther, President of the United Automobile Workers, declared: "I say brothers, this is a matter of simple decency. You cannot work with people who are dishonest, who are devoid of the elemental simple elements of decency and integrity, and these people by the record prove that they are bankrupt morally and that they are not interested in working honestly and sincerely and constructively with other decent trade union elements.

"We have no choice."

Following is a list of the unions and individuals charged with following the Communist Party Line: International Longshoremen's and Warehousemen's Union and President Harry Bridges; National Union of Marine Cooks and Stewards and President Hugh Bryson; International Fishermen and Allied Workers of America and President J. F. Jurich; Food, Tobacco, Agricultural and Allied Workers Union of America and President Donald Henderson; American Communications Association and President Joseph Selly; United Furniture Workers of America and President Morris Pizer; United Public Workers of America and



President Abram Flaxer; International Union of Mine, Mill and Smelter Workers and President John Clark; United Office and Professional Workers of America and President James Durkin; International Fur and Leather Workers Union (in the last case, the President, Ben Gold, was declared to be ineligible for a seat on the Board as he was an avowed Communist).

### **Policy on Social Security and Pensions**

Two resolutions—one dealing with wages and security, the other with security and other collective bargaining objectives—called attention to the necessity for constant improvements in these factors as part of a full employment program “designed to prevent serious recessions and depressions.” It was held that wage increases and improved security benefits “can and must be paid by corporations without increasing prices.”

Further, the claim was made that “a disproportionately larger share of our national income has been and is going to corporations and business and professional people and a lesser share to wage and salary earners.”

It was stated in the preamble to one of the resolutions that “pensions and health and welfare benefits must be considered an integral part of operating costs solely financed by the employer.” It was resolved, therefore, that such non-contributory programs should be sought by unions in collective bargaining.

On the other hand the Convention also adopted a resolution calling for improved social security to be achieved by amendment of existing legislation.

### **Taft-Hartley Act**

Repeal of the Taft-Hartley Act continued as one of the CIO's major objectives. A resolution was adopted calling for repeal of this legislation and re-enactment of the Wagner Act with improving amendments. “We stand solidly against any

provisions which would impose the use of injunctions to break strikes or which would impinge on other basic principles.”

### **Other Resolutions**

The Convention asked that the U.S. Federal Department of Labour be given a larger appropriation and greater authority in the settlement of labour disputes, manpower problems, unemployment compensation, the setting up of standards of safety and occupational health, guidance of the respective State Departments of Labour, immigration and naturalization and other problems affecting labour.

The Convention urged the support of all CIO affiliates for the Council of Co-operative Development to co-ordinate the efforts of the Co-operative League of the USA and the American labour movement in developing co-operative enterprises.

Other resolutions included demands for:—

- the passage of a Fair Employment Practices Bill;

- legislation that would outlaw poll taxes and other restrictions on the right to vote;
- the setting up by government action of industrial councils “for the application of economic democracy;”

- the enactment of safeguards against racial discrimination in federal appropriations for State aid;

- the extension of rent controls for the period of housing shortage;

- improvements in the Fair Labour Standards Act to provide a minimum wage of at least one dollar an hour;

- loans to housing co-operatives;

- a national unified health insurance plan;

- federal aids for education;

- the extension of the Government's displaced persons' program;

- direct federal regulation of timber cutting on all timberlands;

- farm credits, soil conservation and improvement of rural living standards;

- approval of the St. Lawrence Seaway and Power project;

- the development and maintenance of an adequate United States merchant marine service.

### **Election of Officers**

President Philip Murray and Secretary-Treasurer James B. Carey were re-elected.

# INTERNATIONAL LABOUR ORGANIZATION

*Of particular interest among the accomplishments of a series of recent ILO meetings, is the adoption of a Model Code of Safety Regulations for Underground Work in Coal Mines, by a tripartite technical conference.*

*This Code is not a binding document, and does not require the ratification of member governments; it is intended to serve as a guide to those who are working to reduce the heavy toll of accidents in the coal mines of the world.*

*Problems of "white collar" workers, facilities for workers' recreation, and the protection of mother and child through social security measures, are among other matters dealt with recently by the ILO.*

*The structure of international standards for labour, built up at ILO Conferences during the past thirty years, will shortly be strengthened by the coming into force—through ratification by member countries—of three recent International Labour Conventions, thus raising to 59 the total of ILO Conventions that are in force.*

## Model Code of Safety Regulations for Underground Work in Coal Mines

A model code of safety regulations for underground coal mining was approved in September by a tripartite technical conference convened by the ILO.

The code consists of twenty-four chapters and close to a hundred regulations. It is not a binding document, and does not require ratification by governments as do ILO Conventions. It is "designed to be of service to all who are working to reduce the heavy toll of accidents in the coal mines of the world".

Following its submission to the ILO Governing Body, it will be distributed throughout the world for the guidance of governments and the coal mining industry in the framing of safety measures.

The project of preparing a safety code for coal mines was originally undertaken by the ILO in 1938, but was interrupted by the war. It was resumed early in 1949 by a committee of experts nominated by seven governments. This committee, on which Canada was represented by Mr. John Crawford, Chief Inspector of Mines for Alberta, reached agreement on most provisions for inclusion in the code, and thus made it ready for submission to the tripartite technical conference. Subsequently a small group of specialists qualified to deal with electrical questions revised the electrical provisions of the code.

More than 60 government, worker and employer delegates attended the tripartite technical conference, representing the following fifteen countries: Belgium, Canada, Chile, China, Czechoslovakia, France, India, Italy, Mexico, Netherlands, Norway, Poland, Turkey, the United Kingdom and the United States.

The Canadian Government representative was Mr. J. F. MacKinnon, of the London, England, office of the Department of Labour, while Mr. W. A. MacIsaac of Glace Bay, N.S., Provincial Inspector of Electricity for the Nova Scotia Department of Mines, was his technical adviser.

Mr. F. W. Gray of Victoria, B.C., formerly of the Dominion Steel and Coal Corporation, represented employers; while Mr. Freeman Jenkins of Glace Bay, N.S., President of District 26 of the United Mine Workers of America, was the workers' representative.

Mr. A. M. Bryan, Chief Inspector of Mines of the United Kingdom and also the Government delegate for U.K., was unanimously chosen Chairman of the Conference acting in that capacity competently and with general acclaim. Mr. Bryan had been a member of the Committee of Experts which met in January.

## Commentary on the Model Code

The need for an international model code of safety regulations in coal mines is set forth by the International Labour Office in its commentary on the draft of the code.

"It is a well-known fact," the Office points out, "that in all countries with a coal-mining industry the accident risk in the coal mines is far higher than in any other major industry. That this should be so is not surprising in view of the conditions under which coal mining has to be carried on. Unlike nearly all other industries, the coal-mining industry has to contend with a series of natural phenomena, such as the occurrence of harmful and explosive gases, falls of ground, inrushes of water, etc., that are extremely difficult to guard against.

"Moreover, accident risks in coal mines are exceedingly numerous and spring from an immense variety of sources. An explosion, for instance, may be caused by sparks produced by picks or coal-cutters striking pyritic enclosures in the coal, by a badly fired shot, a defective flame-proof enclosure, a broken lamp, spontaneous combustion of the coal; a man may be killed or injured by falling rock or coal, by runaway tubs, collapsing props, a descending cage and so on.

"It is no wonder, therefore, that coal-mining safety regulations are found everywhere to be both voluminous and minutely detailed. In spite of their bulk and complexity, however, they do cover much the same ground. This similarity of range can be explained by the fact that, while physical and technical conditions differ from country to country, from district to district, and even from mine to mine, the main groups of accident causes are seen to be everywhere the same—falls of ground, haulage, firedamp and coal-dust explosions, falls of persons and objects, etc. Thus all regulations contain provisions respecting ventilation, explosives and shotfiring, haulage, travel, winding, gases, lighting and electricity, to give a few examples.

"In fact, the regulations in force in the various coal-producing countries differ not so much in their scope as in what might be called their make-up. Some contain detailed and up-to-date provisions on certain matters, and others on other matters, according perhaps to the particular conditions prevailing in each country when the regulations were drafted and also to the views taken by the experts responsible for their preparation.

"On the whole, there may be held to be a sufficient degree of uniformity in these various national regulations to justify an

attempt to improve them by a combined effort on the part of the countries concerned through the International Labour Organization."

The code is intended, the Office explains, not as "a mere catalogue of abstract principles," but as far as possible as a set of practical working rules. Having regard, however, to the "very wide diversity of conditions and practice prevailing in different countries and districts, and even in different mines in one and the same district," it was considered inadvisable to regulate in great detail every one of several hundred points.

"While, therefore, the essential requirements of safety are set out explicitly, in many instances the actual means of achieving safety are left to the discretion of the countries concerned."

It was decided that a code applicable to all coal-producing countries must to some extent be a compromise between the essential minimum and the conceivable maximum of safety regulations. "It may be expected," the Office says, "that in many cases the national authorities will be able to go beyond the minimum requirements laid down in the code, if, indeed, they have not already done so."

The code deals with every aspect of underground coal mining under the following chapter headings: general provisions; means of access and egress; maps and plans; explosives; shotfiring; supports; haulage of material; travel and transportation of workers on roads and inclines; winding of men and materials; ventilation; precautions against firedamp; precautions against coal dust; miners' lamps; precautions against inrushes of water; prevention and extinction of mine fires; shaft sinking or deepening; electricity; machinery and plant; qualifications and duties of managing officials, supervisory officials and miners; notification, investigation and recording of accidents and dangerous occurrences; first aid and rescue; general inspections by managers and supervisory officials; safety organization; miscellaneous.

Following the conclusion of the Conference, Mr. MacIsaac has informed the Labour Department that the standards of Canadian regulations "are equal to, if not superior to, the Model Code".

## Problems Considered by the Conference

The Canadian Employers' Delegate, Mr. Gray, has submitted to the Labour Department an interesting account of some of the points of interest dealt with at the Conference.





The ILO Model Code of Safety Regulations for Underground Mining sets international standards for the protection of workers in this hazardous industry. Shown above, a coal miners' rescue team at Coal Creek, B.C., equipped with oxygen masks and tanks, goggles, Wolfe safety lamps and ropes, rehearses artificial respiration.

Mr. Gray notes that the work of the Conference was limited to dealing with underground conditions in coal mines.

"This limitation," he says, "raised some difficulties where the distinction between underground and surface operations is hard to make, as in the elaborate provisions of surface works serving the deep mines of Holland, Belgium and Northern France: in the combination of underground and surface mining operations in 'mountain' coal mines in Canada and the United States along the Rockies, and in the combined surface

and underground authority given to coal mine certificated managers in the United Kingdom, Canada and other countries of the British Commonwealth, based upon and in the main following the provisions of the Coal Mines Regulation Act of the United Kingdom. It is probable that the code will be enlarged to include surface operations, for the reasons adduced.

"The position of Canada is a minor one in respect to magnitude of coal production as will be gathered from the following approximation:—

	Annual Production Millions of Tons	Millions Population	Production Per Capita
Canada .....	18	14	1.3 tons
U.S.A. ....	600	120	5.0 tons
United Kingdom .....	200	50	4.0 tons



"In annual fatality rate, the United Kingdom is the lowest, Canada coming next and the U.S.A. is high. While in the Conference no reference was made to statistics of this kind, attention being paid solely to the practical problems of underground safety in coal mines; the delegates were fully aware of the lower fatality rates in Britain and the still lower rates attained in France, Belgium and Holland. The hazards of coal mining employment may be related in the main to two causes: first to the physical conditions of coal mining, chiefly geological conditions of depth, seam-inclination and gaseous emission, and to the adequacy of the safety regulatory laws to which, of course, must be added the extent to which these laws are observed. The Conference, constituted as it was, stuck firmly to its task of framing regulatory provisions which all who participated in the discussions recognized provided only for minimum care, reasonable care that is, knowing well that perfection of safety regulation is but an ideal and secondary in beneficial results to the spread of a desire among all groups concerned for safety. The inculcation of such a desire, of a spirit of enthusiasm, not less, is the chief benefit hoped for from the free and earnest discussion of ways and means of achieving safety in underground work that took place at the Conference.

"The Canadian and American viewpoint of statutory coal mine regulation is necessarily similar inasmuch as the form of government is federal in each case and there is not a single national authority such as obtained in Britain, France and the Low Countries. The Coal Mines Regulation Acts of British Columbia, Alberta, Saskatchewan, New Brunswick and Nova Scotia, all modelled on the British Act, differ in detail but not in general principle. Such difference as exists between them is in process of being minimized by the annual Conferences of Provincial Ministers of Mines and their staffs now held annually for several years past. These Conferences, while uniformity of regulation has been sought, have had as a main object the advantages accruing from exchange of views and of operating experiences as guides to achievement of a common standard of excellence in mine safety legislation. No provision in the 'Model Code' preserved at Geneva was considered by the Canadian delegation as higher than the standard set in the several provincial coal mining regulation acts now in the Statutes.

"The onus of enforcing statutory safety regulations in Canada, as in the majority of countries represented at the Conference, rests on the Mines Inspectorate appointed

by and reporting to the 'competent authority' under 'national laws or regulations'. The existence of such an authority is assumed, and the provisions of the code do not deal with authority higher than the Mine Manager and supervisory officials reporting to and under his sole authority. The 'competent authority' in Canada is the Provincial government in question. . . .

"One result of the Conference was a widening of the knowledge of the delegates as to mine techniques in various parts of the world, and a clearer appreciation of technical attainments leading to a greater respect for the other fellow's achievements, especially, it may be noted, for the deep mining technique of Northern France and the Low Countries.

"One notable achievement of the Conference, was the formulation—involving re-writing of the Draft of the chapter on 'Electricity', unanimously adopted by the Conference. The use of electricity in coal mines, especially at the coal-face, is not yet 50 years old. It is a much debated matter, and national practice varies between the extended usage of electricity in the United States, the conservative attitude of the United Kingdom, and the middle ground taken in Canada. Particularly in respect to locomotive haulage is there divergence in national practice. In Britain trolley locomotive haulage is not permitted underground under existing regulations, but diesel locomotives are favoured. In the United States, electric trolley-locomotive haulage is employed on the greatest scale anywhere, but diesel locomotives are not used. This curiously contrasted attitude is probably founded on pre-judgment and one-sided actual experience. Canada employs both electric locomotive haulage and diesel locomotives. The Conference attempted no judgment on this controversial matter, except to recommend that permission of the 'competent authority' be obtained, as is Canadian procedure.

"The problems of coal dust in coal mines, the behaviour in the presence of inflammable gases, the use of stone dust as a means of limiting by dilution, the inflammability of coal dust accumulations, especially in blasting operations, received the detailed consideration the gravity of these problems demands.

"The definitions of 'dangerous coal dust;' the percentage of stone dust required for effective neutralization of coal dust and the renewal of stone dust, were left to the discretion of the 'competent authorities' to determine and legislate upon, but the text of the code indicates the importance of the coal dust problem as seen by the Conference.

"The British Workers group brought up the serious inroads of silicosis into coal mine labour, especially in South Wales and the Chairman announced the probability of a Conference being called in 1950 at the instance of the British authorities to consider all questions arising out of inhalation of dust in coal mines, coming under the blanket term of pneumoconiosis. Mr. Bryson proposed that the Conference should be composed of technical mining men (not including doctors) whose task would be prevention of the forming of dusts of injurious nature in coal mines. . . .

## Problems of "White Collar" Workers Studied by Advisory Committee

The basis of a program of international action to improve the working conditions of "white collar" workers was laid down at a meeting of the ILO Advisory Committee on Salaried Employees and Professional Workers, held at Geneva from October 24 to 29. This meeting was the first to be held by the Advisory Committee, which was reconstituted recently to replace two expert committees which functioned before the war.

The member countries of the Committee include: Brazil, China, Czechoslovakia, Egypt, France, India, Italy, Peru, Poland, Sweden, the United Kingdom, the United States, and Uruguay. The Chairman for the first session was Niilo A. Mannio, Secretary-General of the Finnish Ministry of Social Affairs, who represented the ILO Governing Body at the meeting.

The committee adopted eleven resolutions, including three on weekly and daily rest periods in commerce and offices and the rights of performers in broadcasting, television and the mechanical reproduction of sound.

Two resolutions asked that the questions of daily and weekly rest in commerce and offices be placed on the agenda of an early session of the International Labour Conference with a view to the adoption of international conventions or recommendations. They also requested the ILO to continue

"Of interest to all concerned with coal mine regulations is the systematic grouping of the provisions. The Commentary stated that an ideal system of grouping with a subject so complex as safety in coal mines, was impossible to devise. But the draftees made a good attempt. A *de novo* arrangement by a group of technical experts is bound to produce a more logical arrangement of provisions than the addition of annual legislative amendments to Coal Mines Regulation Acts, and the subject index of the code as it will shortly be published is worthy of attention."

its study of the questions and to consult governments on a series of specific points.

The resolution on performers' rights proposed that the ILO enter into consultation with the International Union for the Protection of Literary and Artistic Workers and other appropriate international organizations to secure the adequate protection of performers' rights. It also asked that the entire problem be reviewed at the next session of the committee.

Additional resolutions asked the ILO Governing Body (1) to invite States Members to report on the position of the law and practice in regard to unratified conventions on the age of admission of young persons to non-industrial occupations; (2) to ask the Office to examine means to aid the study of unemployed professional workers and students; (3) to include within the scope of the ILO's migration program salaried employees and professional workers; (4) to study the rights of the employed inventor; and (5) to study the question of extending the scope of the ILO convention on maternity protection to cover salaried employees and intellectual workers in commerce and offices.

Other resolutions asked that more comprehensive statistical and other studies be undertaken on employment conditions and work for salaried employees and professional workers.

## Committee on Workers' Recreation

Fourteen experts from various countries attended the meeting of the ILO Committee on Workers' Recreation, held at Geneva from October 31 to November 3.

The agenda was composed of two points: (a) the present situation and most important problems in the field of leisure time activities; and (b) facilities for the leisure time

activities of young persons, including holiday camps for young workers.

On point (a) the Committee adopted four resolutions. One of them requests the ILO Governing Body to have the Office make a thorough study of the following questions with a view to their inclusion in the agenda of future meetings of the Com-



mittee: workers' education, especially with regard to education for industrial relations; training of organizers and recreation leaders; popular travel, especially on an international basis; organization of national and international festivals of the arts; recreation for rural workers; industrial recreation; promotion of games and sports, also on the international level; promotion of facilities for the prevention of illness, especially industrial diseases.

Another resolution states the principle that "all organizational activities in the field of recreation should respect the complete freedom of the individual who desires to benefit from the facilities which may be available." The Committee also stresses the usefulness of recreation activities as a way for the development of family life, and

recommends that the organization of such activities should be co-ordinated closely with programs of health, education and welfare for the workers.

On point (b) the Committee decided that the beneficial utilization of leisure time of young persons depends upon favourable conditions of work and life, liberty of the individual and adequate leadership by qualified persons. It also recommends that the public authorities should provide adequate accommodation and facilities for leisure time activities of young persons.

It recommends finally that attention should be given to the needs of special groups of young persons, such as the unemployed, rural workers, domestic workers and others.

## **International Social Security Association Seeks Protection of Mother and Child**

The protection of mother and child through social security measures was one of the main topics discussed at the ninth general assembly of the International Social Security Association, which met at Rome from October 3 to 8. The meeting adopted a series of recommendations designed, according to the Association's objectives, to "strengthen efforts toward the extension, the protection, technical and administrative improvement of social security."

The assembly was attended by 140 delegates and observers representing social security institutions and government departments of 24 countries. It was held under the auspices of the International Labour Office, which provides the Association's secretariat.

The discussions were held on the basis of four technical reports which were prepared by experts of the Association, and which will be published.

In a unanimously-approved resolution, the Association recommended to its members that they take or promote appropriate action with a view to bringing their social security schemes into accordance with a series of principles governing the protection of mother and child through social security.

Among the principles enumerated in the resolution were:—

1. Measures for the protection of mother and child should be applied to all potential beneficiaries under a social security scheme.

2. Social security schemes should guarantee an appropriate livelihood to working women during an effective rest period of at least six weeks before and six weeks after confinement.

The assembly also agreed that the Association should promote further the exchange of information concerning the operation of the systems of collecting social security contributions adopted by various countries. It decided further that the ISSA should encourage the exchange of information on the financing of social security in various countries and promote the establishment of international statistics to facilitate an international comparison of social security costs.

The meeting was held under the chairmanship of P. J. Keady, chairman of the Irish National Health Insurance Society.

At a meeting of the Association's executive, it was decided to hold the next general assembly in Austria in 1951.

Renato Morelli, president of the Accident Insurance Institute of Italy, was elected chairman of the Association for a two-year term, and Edgardo Rebagliati, general director of the Peruvian Social Insurance Institute, and Friis Olsen, director of the Danish Federation of Sickness Funds were named vice-chairmen.

## **Co-operative Movement Studied by ILO**

The ILO Advisory Committee on Co-operation, meeting at Geneva from October 17 to 22, adopted a series of recommenda-

tions designed to further collaboration between the co-operative movement and the ILO in promoting their common objectives.

The Committee's conclusions on the four questions on its agenda were embodied in five resolutions.

One resolution suggested a number of points for consideration by the ILO's Governing Body in developing ILO programs to enlist the aid of the co-operatives in providing technical assistance for under-developed countries.

The resolution said the co-operative movement was capable of "taking a most effective part in the preparation and application of plans for national economic development". It added that co-operative institutions could play a useful part in the organization and full development of manpower for productive purposes, and was a valuable means of disseminating knowledge and inculcating new methods of work and production in less developed economies.

Another resolution proposed a number of points as a basis for a program which would seek the extension of social security measures generally and of insurance for

independent workers in particular. The resolution said that co-operative organization offered "an element of practical value" which countries might use in developing social security and protection against the special risks of these workers.

The Committee also suggested a number of points as a basis for joint action between the ILO and the co-operative movement in furthering the development of vocational training throughout the world.

It decided, in addition, to establish a working party to study the development of relations between different forms of co-operation.

The meeting was held under the chairmanship of T. H. Gill of the United Kingdom, president of the International Co-operative Alliance. The Committee is composed of a delegation of the ILO's Governing Body, sixteen co-operative experts, and a representative of the Food and Agriculture Organization.

## Three Recent ILO Conventions Come into Force

Three important Conventions adopted at recent ILO Conferences will come into force shortly as a result of ratifications by certain member countries of the ILO.

The Conventions deal with freedom of association, employment service organization, and labour inspection. The first two were adopted at the 31st Session of the International Labour Conference, held in San Francisco in 1948 (L.G., Sept., 1948, p. 972) and the third at the Thirtieth Session, held at Geneva in 1947 (L.G., Nov., 1947, p. 1592).

Under the ILO Constitution, the adoption of a Convention at the International Labour Conference entails on member countries the obligation of bringing the Convention before the appropriate national authorities with a view to possible ratification. A Convention becomes binding only on such countries as ratify it.

All three of the above-mentioned Conventions contain a clause providing that they shall come into force twelve months after the date on which the ratifications of two member countries have been registered.

The Freedom of Association and Protection of the Right to Organize Convention, 1948 (Convention No. 87) has been ratified

by the United Kingdom and Norway. Their ratifications were registered on June 27 and July 4, 1949, respectively. The Convention will accordingly come into force for these countries on July 4, 1950.

Ratifications of the Employment Service Convention, 1948 (Convention No. 88) were registered by Norway on July 4 and by the United Kingdom on August 10, 1949. The Convention will accordingly come into effect for these countries on August 10, 1950.

Ratifications of the Labour Inspection Convention, 1947 (Convention No. 81) were registered by Norway and India on January 5 and April 7, 1949, respectively; and the Convention will therefore come into force for these countries on April 7, 1950.

Of the 98 Conventions that have so far been adopted at the 32 Sessions of the International Labour Conference held since 1919, 56 are now in force; the three which will come into force next year will raise the total to 59.

During the months of June, July and August, 29 ratifications, applying to 20 Conventions, were registered with the ILO. This brings to 1,040 the total number of ratifications of ILO Conventions.

This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

## INDUSTRIAL RELATIONS AND CONCILIATION

*Boards of Conciliation were fully constituted during November to deal with disputes affecting various railways and railway labour organizations.*

*The Canada Labour Relations Board issued Reasons for Judgment rejecting an application for the provision of arbitration procedure in disputes between the Brotherhood of Locomotive Engineers and the Canadian Pacific Railway Company on the ground that an adequate procedure already existed.*

### Introduction

On December 9 the Hon. Humphrey Mitchell, Minister of Labour, announced the personnel of the Conciliation Boards which had previously been established to deal with disputes between a number of Canadian railways and two groups of international and national railway labour organizations.

The Hon. Mr. Justice J. O. Wilson, of the Supreme Court of British Columbia, was appointed as Chairman of each of the Conciliation Boards. The Chairman was appointed by the Minister in the absence of joint recommendations from the other members of the two Boards.

In the dispute affecting the group of twelve international unions representing non-operating railway workers and the Canadian National Railways, Canadian Pacific Railway Company, Ontario Northland Railway and the Toronto, Hamilton and Buffalo Railway Company, the Minister stated that he had appointed Mr. Isaac Pitblado, K.C., of Winnipeg, and Mr. Alfred J. Wickens, K.C., of Moose Jaw, upon the nominations of the employers and unions respectively.

In the dispute affecting the two major railway systems and the Ontario Northland Railway and the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Brotherhood of Express Employees, the members appointed to

represent the parties were Mr. T. R. Meighen, K.C., and Mr. J. A. Coote, both of Montreal, who were nominated by the employers and unions respectively.

At its session on November 15, the Canada Labour Relations Board approved Reasons for Judgment denying a request that the Board prescribe a provision for the final settlement of differences concerning the meaning or violation of the collective agreement between the Brotherhood of Locomotive Engineers and the Canadian Pacific Railway Company. The Board's Reasons for Judgment are reproduced elsewhere in this section.

In rejecting the application, the Board found that there was a subsisting agreement between the Railway Association of Canada, of which the Canadian Pacific Railway Company is a member, and six railway unions, of which the Brotherhood of Locomotive Engineers is one, which is binding on both the applicant union and the respondent company and which provides for the establishment of the joint board known as Canadian Railway Board of Adjustment No. 1. The Canada Labour Relations Board found that the functions of Canadian Railway Board of Adjustment No. 1 for the settlement of disputes arising out of wage agreements between the parties were adequate and that no additional arbitration procedure needed to be established.



The Brotherhood of Locomotive Firemen and Enginemen intervened in the case, which was of widespread interest to employees engaged in the running trades of the various Canadian railways.

In the December issue of the *LABOUR GAZETTE* (p. 1551) it was reported that the Canada Labour Relations Board in October rejected an application from the Canadian Brotherhood of Railway Employees and Other Transport Workers for certification as the bargaining agent for a unit of employees of the Canadian National Railways employed in the Regional Staff Record

Bureau of the company at Winnipeg. At the November sitting of the Board, the four members representing organized labour tabled a dissenting opinion, which is reproduced below. The dissenting opinion took issue with the decision of the majority of the Board that clerical employees engaged in the handling of staff records are employed in a confidential capacity in matters relating to labour relations. The dissenting members indicated that they believed the principle involved was of such importance as to justify the filing of a dissenting opinion.

***The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act.***

Conciliation services under the Industrial Relations and Disputes Investigation Act and under the Conciliation and Labour 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 under the former Act.

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 succeeded by the Wartime Regulations in 1944.

Proceedings begun under the Wartime Regulations are continued in so far as the services involved in such proceedings are authorized under the new Act. Likewise, decisions, orders and certifications given by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the new Act.

The Act applies to industries within Dominion 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 Dominion 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, Industrial Inquiry Commissions, for the consideration of complaints that the Act has been violated or that a party has failed to bargain collectively, and of 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 and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Conciliation services are also provided by the Industrial Relations Branch under the provisions of the Conciliation and Labour Act. This statute empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or arbitrator when requested by the parties concerned.

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. From time to time, as required, a third article under this section will cover Conciliation Proceedings under the Conciliation and Labour Act.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the province of Quebec, and two officers resident in Fredericton 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.

# Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during the month of November. During the month the Board received eight applications for certification, held one hearing, issued two certificates designating bargaining agents, allowed the withdrawal of two applications, and refused two requests for the consent of the Board to make application for certification before the expiry of ten months of the terms of existing collective agreements.

## Applications for certification Granted

1. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees for a unit of employees of the Canadian Pacific Railway Company, comprising clerical employees in the office of the District Accountant, Calgary, Alta. (L.G., Dec., 1949, p. 1552).

2. Local 342, United Packinghouse Workers of America, for a unit of employees of Robin Hood Flour Mills, Limited, comprising hourly-paid employees of the company in its plant at Saskatoon, Sask. (L.G., Dec., 1949, p. 1552).

## Applications for Certification Withdrawn

1. Local 987, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and Dench of Canada, Limited (Trucking Operations in Alberta and British Columbia) (L.G., Oct., 1949, p. 1234). The Board allowed the withdrawal of the application on the request of the applicant union at the public hearing conducted by the Board.

2. The Canadian Brotherhood of Railway Employees and Other Transport Workers and Dench of Canada, Limited (Trucking Operations in Saskatchewan, Alberta, and British Columbia) (L.G., Nov., 1949, p. 1402).

## Requests Under Section 7 (4) of Act Refused

During the month the Board refused requests for consent to make applications for certification as bargaining agents before the expiry of ten months of the terms of existing collective agreements in the following cases:—

1. The National Catholic Syndicate of Longshoremen of Sorel, Inc., for longshoremen employed by ten employers at Sorel, P.Q.

2. The Brotherhood of Locomotive Firemen and Enginemen for a unit of employees of the Canadian National Railways (Newfoundland District, Atlantic Region).

Both requests were refused for the reason that no special circumstances existed which would warrant the granting of consent by the Board.

## Application Under Section 19 of Act Rejected

The Board rejected an application made by the Brotherhood of Locomotive Engineers for the prescription of a provision for the final settlement without stoppage of work of differences between the Brotherhood and the Canadian Pacific Railway Company concerning the meaning or violation of their collective agreement. (See Reasons for Judgment below.)

## Applications for Certification Received

1. The Hull City Transport Employees' Syndicate on behalf of garage employees and bus drivers employed by Hull City Transport, Limited, Hull, P.Q. (Investigating Officer: R. H. Taber.)

2. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of crew clerks, elevator operator, and red caps employed by the Canadian Pacific Railway Company at its Winnipeg Depot. (Investigating Officer: R. H. Hooper.)

3. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of clerical employees employed by the Canadian Pacific Railway Company in the office of the District Accountant, Vancouver. (Investigating Officer: G. R. Currie.)

4. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of red cap porters employed by the Canadian Pacific Railway Company at its Vancouver Depot. (Investigating Officer: D. S. Tysoe.)

5. Regional Council No. 2, International Brotherhood of Electrical Workers on behalf of employees of the Canadian National Railways employed on the electrical staffs of the m/v *Abegweit* and the m/v *Prince Edward Island*, operating on the Ferry Service between New Brunswick and Prince Edward Island. (Investigating Officer: L. Pepin.)



6. Division 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America for a unit of employees of the Ottawa Transportation Commission, comprising foremen, dispatchers, amusement park superintendent, barn clerks, and store clerks. (Investigating Officer: N. G. Price.)

7. The Canadian Brotherhood of Railway Employees and Other Transport Workers on behalf of unlicensed personnel

employed by the Canadian National Railways on ships in its Newfoundland Steamship Service. (Investigating Officer: B. H. Hardie.)

8. The Canadian Brotherhood of Railway Employees and Other Transport Workers on behalf of mates employed by the Canadian National Railways on ships in its Newfoundland Steamship Service. (Investigating Officer: B. H. Hardie.)

## REASONS FOR JUDGMENT

**Brotherhood of Locomotive Engineers, *Applicant,*  
and  
Canadian Pacific Railway Company, *Respondent,*  
and  
Brotherhood of Locomotive Firemen and Enginemen, *Intervener.***

This is an application made under the provisions of Section 19 (2) of the Industrial Relations and Disputes Investigation Act (hereinafter referred to as "the Act"), requesting this Board to prescribe a provision for the final settlement without stoppage of work of all differences between the Applicant and the Respondent and the employees covered thereby concerning the meaning or violation of a collective agreement to which the Applicant and the Respondent are parties.

This collective agreement governing rates of pay and working conditions for locomotive engineers on Eastern lines of the Respondent was signed on February 6, 1929, and has been subsequently amended from time to time as to rates of pay and rules. The agreement is of indefinite duration, and is subject to change on thirty days' notice.

The Applicant alleges in its application that "there presently exists a dispute between the parties to the agreement relating to the methods employed in compiling the engineers' seniority lists, and general grievances concerning the meaning or violation of Article 3 of the said agreement." The Applicant further states that the agreement does not contain a provision for the final settlement of differences concerning the meaning or violation of the agreement, as required by Section 19 (1) of the Act.

The Respondent in opposing the application states that in addition to the collective agreement referred to above, there is a subsisting agreement between the Railway Association of Canada, of which the Respondent is a member, and six railway unions, of which the Applicant is one, dated August 7, 1918, and amended by a further agreement dated April 15, 1921, hereinafter referred to as the "Board of Adjustment agreement", and binding on

The Board consisted of Messrs. Best, Complin, D'Aoust, Deschamps, Mosher, Picard and Taylor. The judgment of the Board was delivered by the Vice-Chairman as Acting Chairman of the Board.

both Applicant and Respondent, which provided for the establishment of a joint board of adjustment, known as the Railway Board of Adjustment No. 1, consisting of six members selected by the Railway Association of Canada and six members selected by the executive officers of the employee organizations who are parties to the agreement. The functions of this board of adjustment are set out in Section 8 of the Board of Adjustment agreement, as follows:—

"8. All disputes, including personal grievances, or controversies arising or pending under interpretation of wage agreements between officials of a railway and its employees covered by this agreement are to be handled in the usual manner by general committees of the employees up to and including the chief operating officer of the railway (or someone officially designated by him), when if an agreement be not reached, the Chairman of the general committee of employees may refer the matter to the executive officer of the organization concerned, and if the contention of the employees' committee is approved by such executive officer, then the chief operating officer of the railway and the executive officer of the organization shall refer the matter with all the supporting papers to the Board, which shall promptly hear and decide the case, giving due notice to the chief operating officer of



the railway and to the executive officer of the organization of the time set for hearing.”

Sections 13 and 14 thereof are:—

“13. All decisions of the Board shall be approved by a majority vote of all members of the Board, except that in the event of a member of the Board presenting a case, such member shall not vote upon the decision of the case, and in order that the voting strength of each side may be equal, a member of the opposite side of the Board shall refrain from voting.”

“14. After a matter has been considered by the Board, in the event a majority vote cannot be obtained, any six members of the Board may elect to refer the matter upon which no decision has been reached to a referee to be unanimously agreed upon by the Board, and in case of failure to agree, application shall be made to the Minister of Labour of the Dominion of Canada for appointment of a referee.”

The Respondent claims that the provisions of the Board of Adjustment agreement and the collective agreement between the Applicant and the Respondent of February 6, 1929, are complementary. The Respondent submits that the provision for the reference of disputes arising out of the wage agreement to the Board of Adjustment provides a procedure for the final settlement of differences between the Applicant and the Respondent and employees covered by the collective agreement arising out of the meaning or violation of the collective agreement of February 6, 1929, as fully and effectively as though this procedure was in fact written in as a term of the collective agreement of February 6, 1929, itself. The Respondent, therefore, asks for the dismissal of the application.

At the hearing before the Board, the Applicant's representatives agreed that disputes arising out of the collective agreement of 1929 have under past practice been referred to and dealt with by the Board of Adjustment No. 1 in accordance with the provisions of the Board of Adjustment agreement. The Applicant's representatives nevertheless contended that the procedure established by the Board of Adjustment agreement does not constitute a procedure for final settlement of differences between the parties to the agreement as required by Section 19 (1) of the Act. The Applicant pointed out that, where a dispute which has not been settled is sent forward by the Chairman of the General Committee of Employees to the Executive Officer of the employees' organization for submission to the Board of Adjustment, if the Executive Officer does not approve of the contention of the Committee of Employees, the Execu-

tive Officer may refuse to send it forward to the Board of Adjustment. Applicant's representative contended that the discretion thus vested in the Executive Officer of the union destroyed the effectiveness of the procedure as a provision for final settlement of differences.

The Applicant illustrates this objection by reference to a specific grievance relating to the seniority of an employee covered by the agreement which was pending at the time this application was made, arising out of the application of Section 3 of the collective agreement. Applicant's representative stated that this grievance had not been sent forward to the Board of Adjustment and had not, therefore, been disposed of because the Chief Executive Officer of the Applicant had refused to send that grievance forward to the Board of Adjustment for disposition. Applicant's representatives further indicated at the hearing that the Applicant would be quite satisfied if this Board established a procedure to dispose of this specific outstanding grievance, and that if this were done the Applicant would not press for the establishment of a general grievance procedure.

Subsections (1) and (2) of Section 19 of the Act are as follows:—

“19. (1) Every collective agreement entered into after the commencement of this Act shall contain a provision for final settlement without stoppage of work, by arbitration or otherwise, of all differences between the parties to or persons bound by the agreement or on whose behalf it was entered into, concerning its meaning or violation.”

“(2) Where a collective agreement, whether entered into before or after the commencement of this Act, does not contain a provision as required by this section, the Board shall, upon application of either party to the agreement, by order, prescribe a provision for such purpose and a provision so prescribed shall be deemed to be a term of the collective agreement and binding on the parties to and all persons bound by the agreement and all persons on whose behalf the agreement was entered into.”

It will be observed that the effect of subsection (1) of Section 19 is to place upon the parties to the completion of a collective agreement the duty to include therein a provision for final settlement of all differences between the parties concerning its meaning or violation. The necessity for such provision will be recognized in view of the provisions of Section 22 of the Act, which prohibit strikes or lockouts while a collective agreement is in effect.

It is only where there has been a failure to include in a collective agreement the

provision required by subsection (1) of Section 19 that the Board is authorized by subsection (2) of that section to prescribe a provision for this purpose upon the application of a party to the agreement.

Subsection (2) of Section 19 gives this Board no authority to prescribe a provision in substitution of an existing provision which is in compliance with the requirements of subsection (1). If that existing provision is unsatisfactory to either or both parties, the matter rests with the party or parties to move for appropriate revision of the same in accordance with the provisions of the agreement which are applicable to the opening of the agreement for the revision of the grievance procedure.

In the present instance the Board is of opinion that the provision in the Board of Adjustment agreement for settlement of disputes arising out of wage agreements between the parties to that agreement or any of them has application to the settlement of differences of the parties to the collective agreement between the Applicant and Respondent of February 6, 1929, as amended, as fully as though incorporated in the latter agreement. Both parties in the Board of Adjustment agreement stipulate that it shall so apply, and have in the administration of the agreement so applied it.

The Board is unable to agree with the contention of the Applicant that the procedure provided by Section 8 of the Board of Adjustment agreement is not a provision for final settlement of differences arising under the collective agreement of February 6, 1929, within the meaning of subsection (1) of Section 19 because it leaves discretion to the Chief Executive Officer of the employee organization, which has brought forward an employee grievance, to refuse to refer that grievance to the Board of Adjustment, where he does not approve of the contention of the Committee of Employees.

An employee grievance may be disposed of by (a) a settlement thereof by agreement between the employee representatives and the railway representatives; (b) by withdrawal of the grievance from negotiation or the dropping of the grievance by the employee representatives; or (c) by referral to and disposition by the Board of Adjustment in accordance with the provisions prescribed in the Board of Adjustment agreement.

Even if the Board had authority to prescribe a provision under subsection (2)

of Section 19 for final settlement of differences under this collective agreement, it would be difficult to envisage a situation which would warrant the Board in prescribing a procedure which would deprive the employee representatives responsible for bringing forward employee grievances of the exercise of a discretion to withdraw or drop any such grievance at any stage of the grievance procedure prior to the submission thereof to final arbitration.

With regard to the proposals put forward by the Applicant at the hearing for the establishment of a procedure for final arbitration of a specific pending grievance, it is pointed out that this Board has no authority under Section 19 of the Act to prescribe such a procedure. The Board's authority under Section 19 (2) extends solely to the establishment of a provision having general application for settlement of all differences between parties to an agreement or persons bound thereby concerning its meaning or violation.

The Applicant in its submission made reference to a decision of the Wartime Labour Relations Board establishing provision for settlement of differences arising under a collective agreement between the Wabash Railway and certain railway unions (DLS 7-624) as a precedent supporting the present application. The Wabash Railway was not a party to the Board of Adjustment agreement. In consequence, the provisions of that agreement for disposition of grievances did not apply to the collective agreements between the Wabash Railway and the applicant unions in that case. As there was no provision in the Wabash agreement for settlement of differences, the Board prescribed one. The decision in that case is therefore not relevant to the disposition of the present application.

For the above reasons, the application is rejected.

(Sgd.) A. H. BROWN,  
Vice-Chairman  
and Acting Chairman  
for the Board.

U. W. CARPENTER, Esq.,  
H. E. CAMPBELL, Esq.,  
for the Applicant.

J. R. KIMPTON, Esq.,  
for the Respondent.

W. G. GRAHAM, Esq.,  
T. RICHMOND, Esq.,  
for the Intervener.

Dated at Ottawa, October 13, 1949.



## Dissenting Opinion

### Canadian Brotherhood of Railway Employees and Other Transport Workers, *Applicant*, and Canadian National Railways, *Respondent*.

This is an application by the Canadian Brotherhood of Railway Employees and Other Transport Workers for certification of a group of employees of the Staff Record Bureau employed by the Canadian National Railways at Winnipeg, Manitoba.

Several objections were raised by the company against the certification of the Brotherhood as bargaining agent for the employees affected by this application, but, as we see it, the principal objection is that the proposed unit is not appropriate for certification on the ground that the employees involved are employed in a confidential capacity in matters relating to labour relations. At any rate, this is the decision of the majority of the Board. We regret that we cannot concur in this decision, and we wish to state our reasons therefor, as we regard this as of considerable importance.

Section 2 (1) (i) defines an employee as "A person employed to do skilled or unskilled manual, *clerical* or technical work, but does not include a manager or superintendent, or any other person who in the opinion of the Board exercises management functions or is employed in a confidential capacity in matters relating to labour relations."

The company contends that the employees in question are "employed in a confidential capacity in matters relating to labour relations." Both the company and the Brotherhood agree that the employees in question perform *clerical* functions only. The parties also agree that the employees in question are employed on the *administrative* branch of the company's functions rather than on the *policy* branch. Their work savours as being "confidential" only in the sense that at the time that an employee is taken on, or in the event of any subsequent change in his status, he must complete certain forms which reveal certain confidential information about the man, such as age, legitimacy of birth, or otherwise, etc. The most that can be said for the company's argument is that these employees have access to information concerning the background of the company's employees which are personal to the employees. It is a fact, however, that none of this information enters into the picture in any sense whatever in formulation of labour relations policy. In fact, the labour relations policy of the company has nothing whatever to

On October 13, 1949, the Canada Labour Relations Board rejected an application from the Canadian Brotherhood of Railway Employees and Other Transport Workers for certification as bargaining agent for a unit of employees of the Canadian National Railways employed in the Regional Staff Record Bureau at Winnipeg (L.G., Dec., 1949, p. 1551). The application was rejected for the reason that the bargaining unit proposed in the application was inappropriate. The Board did not issue written Reasons for Judgment, but at the next meeting of the Board, held on November 15, 1949, four members of the Board tabled the Dissenting Opinion which is reproduced herewith.

do with these records. This is a finding of fact based upon the evidence at the hearing. It is indisputable.

It is important to study the context of the exclusionary portion of the definition of "employee". The definition after including a broad and wide gamut of employable persons excludes "a manager, superintendent, or any other person who, in the opinion of the Board, exercises management functions or is employed in a confidential capacity in matters relating to labour relations." A study of the above exclusions indicates that Parliament intended clearly to exclude employees who have supervisory or management functions and in deciding whether or not a person is employed in a confidential capacity in matters relating to labour relations, his position in respect of the supervisory or management aspect of the business is wholly relevant. We believe that the expression "employed in a confidential capacity in matters relating to labour relations" must be read together with the preceding words in the exclusionary portion of the subsection.

This Board, in our opinion, must move very carefully before depriving any employee from the benefits of this Act. These employees do not have *anything whatever* to do with labour relations of the company, that is to say, with the relationship between the company and the employees. The clerks in question are employees of the company and are entitled to the benefits and privileges of the Act.



As they do not have the remotest connection with labour relations matters in the Canadian National Railways, which is handled by a separate department entirely, and which deals with matters that are entirely foreign to the work of the unit of employees in question, we cannot see how this Board can possibly regard them as being "confidential employees in matters relating to labour relations". Their work has nothing to do whatever with negotiation of collective agreements; their records have never been consulted in the past in relation to the formation of collective agreements. If one of these employees should betray his trust and divulge confidential information, the company clearly can dismiss him; membership in a labour union does not conflict, in any conceivable manner, with an employee's duties or responsibilities to his employer.

Many other employees of the company, who are members of the Brotherhood and on whose behalf collective agreements have

been concluded for many years, handle information on behalf of the Canadian National Railways which is extremely confidential. Such information may not have anything to do with employees, but it is, nevertheless, of equal importance to the Company. The simple fact of the matter is that these employees do work of a clerical, mechanical, administrative type, and it is stretching the meaning of the exclusionary provision of the Act completely beyond its context to suggest that these employees are employed in a confidential capacity in matters relating to labour relations. We believe that this was never intended by Parliament.

We dissent, therefore, from the majority decision and are of the opinion that this application should have been allowed.

(Sgd.) A. R. MOSHER.

(Sgd.) W. L. BEST.

(Sgd.) J. A. D'AROUS.

(Sgd.) GÉRARD PICARD.

Dated at Ottawa, October 13, 1949.

## Conciliation and Other Proceedings Before the Minister of Labour

### Conciliation Officer Appointed

On November 25, 1949, the Minister of Labour appointed a Conciliation Officer to deal with a dispute between the Railway Express Agency, Inc., New York, N.Y., and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, affecting employees of the company in Canada. (Conciliation Officer: R. Trépanier.)

### Agreement Facilitated by Conciliation Officer

On November 21, 1949, the Minister of Labour received a report from G. R. Currie, Conciliation Officer, indicating the settlement of matters in dispute between the British Columbia Towboat Owners'

Association, Vancouver, and the Canadian Merchant Service Guild, Inc. (L.G., Dec., 1949, p. 1554).

### Conciliation Board Appointed

On November 24, 1949, the Minister of Labour appointed a Board of Conciliation and Investigation to deal with a dispute between the National Harbours Board and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, affecting employees in the general maintenance forces and grain elevator system of the Board at Quebec, P.Q. The Conciliation Board was appointed following receipt of the report of R. Trépanier, Conciliation Officer (L.G., Dec., 1949, p. 1554). Constitution of the Board had not been completed at the end of the month.

## Recent Decisions of Canadian Railway Board of Adjustment No. 1

The Canadian Railway Board of Adjustment No. 1 has released its findings in cases heard on August 9 and September 13, 1949.

**Case No. 582.**—Canadian National Railways (Atlantic Region), *ex parte*, versus the Order of Railway Conductors and the Brotherhood of Railroad Trainmen, *ex*

*parte*, with respect to the assessment of discipline against a conductor, baggageman, brakeman and flagman, members of the crew of a passenger pool train operating between Campbellton and Moncton, which was involved in a head-on collision with a light engine at Barnaby River, roughly ten miles from Newcastle, on July 26, 1948.

The company contended that these members of the train crew were discharged from the service because of "pronounced carelessness, lack of interest, and rule violations, in the handling of this important train" in that they failed (1) to obey a "run-late order" handed to the conductor at Newcastle on the morning of the accident; (2) the conductor neglected to have the other crew members read the orders; (3) each of the four men were careless in comparing their watches with the standard clock at Campbellton (there was a variation of two minutes and two seconds between the clock and the conductor's watch; he had registered his watch as correct at the beginning of the run); (4) the conductor, the baggageman and the flagman took no action to ascertain if the train was approaching or passing Barnaby River ahead of time; (5) the brakeman failed to observe the rule under which "he should have taken precautions for the train's protection."

The employees in presenting their case referred to certain incidents that occurred on the train, notably between Newcastle and Barnaby River, which had diverted the attention of the conductor and his assistant a few minutes before the collision occurred. These incidents, it was claimed, should lessen the blame for the infraction of some of the rules.

"The accident," they asserted, "was definitely the result of an oversight." They contended that "having regard for their many long years of faithful service with the railway and their previous good records, the permanent discharge of these four employees with the loss of retiring allowances . . . is entirely too severe a penalty for their part in the accident. . . ." They asked to be reinstated in their former positions with full seniority rights.

Both parties to the dispute submitted further oral and written evidence to the Board.

The decision of the Board was that the contention of the employees was not sustained. However, the Board strongly recommended that the case be further considered by the railway with a view to the reinstatement of the men in some capacity in train or yard service.

**Case No. 583.**—Concerning National Railways (Western Region), *ex parte*, and the Brotherhood of Locomotive Engineers, the Brotherhood of Railroad Trainmen, the Order of Railway Conductors of America and the Brotherhood of Locomotive Firemen and Enginemen, *ex parte*, in a dispute with respect to the assessment of discipline assessed train and engine crew of passenger

train No. 3 as the result of a head-on collision at Zelma, Sask., on August 17, 1948.

According to the company's statement to the Board, "the accident was thoroughly investigated after which the men involved were properly dismissed." The employees took exception to the finality of the discipline assessed, but not to its quality; "in other words, their submission is simply a plea for leniency." The company claimed further, "that the assessing or withdrawing of employees' discipline is a matter that should rest solely with the railway. . . ."

The employees contended that "one reason for the mishap appears to have been partial confusion in the minds of members of the crew as to the requirements for the proper movement of their train at Zelma in accordance with the rules and orders held." There were indications, it was held, that some members of the crew were convinced that the other train involved in the accident had right over all trains except No. 3, which they were operating; while others interpreted the signals displayed as indicating "a change of meet" between the two trains.

In requesting leniency, the representatives of the employees stated that "personal injury and property damage resulting from the collision was not excessive" and the employees concerned all had excellent records with the railway, were men of outstanding character and "would prove to be valuable employees if given further opportunity for service." They pointed out that as a result of the discipline they had already lost approximately one year's earnings with the railway, had suffered "great mental distress", and the continuance of their dismissal would cause "further hardship to them and their dependents in the curtailment of all future right or benefit in pension. . . ."

The parties to the dispute presented further written and oral evidence.

In its decision the Board disclaimed any desire or intention of overruling the administration of discipline based upon a proper and complete investigation by the company. While not sustaining the contention of the employees, the Board felt that having regard to all the circumstances, the time out of service already sustained was adequate discipline in this case and recommended that the railway give consideration to the reinstatement of the men, effective on or before August 16, 1949.

**Case No. 584.**—Concerning the Canadian National Railways (Atlantic Region) and the Brotherhoods of Locomotive Engineers, *ex parte*, in connection with the discharge



of a locomotive engineer following a head-on collision near Bic Station on September 7, 1947.

The accident occurred on Rimouski S.D., extending between Rivière du Loup and Mont Joli, P.Q., 83.44 miles, a single track line, over which trains are operated by timetable and train orders. Train 2/744, engine 6103, in charge of the engineer in the case, collided head-on with freight extra 6132 west, resulting in injury to three employees, demolition of engines 6103 and 6132, derailment of 13 cars on 2/744 and four on extra 6132 west, and damage to track, rendering it impassable for over 22 hours.

Following investigation, the engineman was discharged for "failure to have his brakeman and fireman read aloud and know the contents of the train orders, in accordance with Rule 214, his serious exceeding of speed restrictions by a wide margin, and his approaching Bic, where yard limits are in effect, without train under control."

The employees on several occasions requested the Railway to consider reinstatement of the engineer but the Railway declined to do so. The discharge was "warranted and justified," it claimed, contending that the accident was "purely the result of flagrant disobedience to the rules," and that the engineer did not "merit consideration for re-employment with the Railway as engineman or in any other capacity."

The employees contended that the engineer "got confused in the orders which he held," and that the accident was "purely a mistake, not being done deliberately." He was a young engineer with limited experience, they stated, and if given a further opportunity would "prove himself worthy." They felt that under the circumstances the penalty imposed was excessive, and requested the Board's "favourable consideration towards his reinstatement."

The Board ruled that the "contention of the employees be not sustained," but recommended that the Railway give further consideration to the reinstatement of the employee in engine service.

**Case No. 585.**—The Canadian National Railway (Central Region) versus the Brotherhood of Locomotive Engineers, *ex parte*, concerning the discharge of a locomotive engineer.

In the "statement of fact" submitted to the Board by the Railway, it was stated that an "extra" collided with a yard engine in the Mimico terminal on June 13, 1948. The engineman of the "extra" was discharged from the service for his responsibility in connection with the accident and for violation of rules 93, 501 (d) and 504.

These rules cover certain of the detailed instructions for trainmen handling trains moving in multiple-track terminals.

The Railway in its argument to the Board explained that the "extra" was a train consisting of 63 loads, 19 empties, 4,597 tons, drawn by a diesel locomotive, Belleville to Mimico. The claim was made that the engineer in charge approached the end terminal at too great a speed and in partial disregard of the signals displayed. As a result, he was unable to stop the train before passing a "stop and proceed" signal.

The Railway pointed out further that the engineer of the "extra" had received an intensive course of training in the operation of diesel locomotives, which, coupled with 27 years experience as an engineer in charge of steam locomotives, qualified him to operate diesel locomotives safely. It was shown also that the engineer had signed "the appearance sheet certifying his knowledge of the road, that he had had sufficient rest and that he was in every way fit for duty." Finally, the Railway quoted the rules governing appeals from disciplinary decisions requiring that such appeals be made within 15 days of the receipt of the decision. It was claimed that in this case the first request for a reconsideration was not received until nearly three months later, and that it did not suggest that the discharge of the engineman was not justified, but asked that he be given another chance and reinstated in the service.

The statement presented by the Brotherhood claimed that "some delay" had been caused by brake trouble while the extra was en route to Mimico; that the engineer had followed the instructions of the diesel engine instructor in controlling the speed of the train, and that the brakes did not hold the train sufficiently to stop the train before it passed the "stop and proceed" signal.

The Brotherhood contended that the engineer had not had previous experience on diesels drawing heavy trains and that it was reasonable to assume that he misjudged the speed of his train. It was pointed out too, that the engineer had entered the service of the railway in 1916 as a fireman, had been promoted to engineer in 1921 and that his service previous to the accident had been satisfactory. He was now 60 years of age and unsuited for other types of employment. His reinstatement into the service effective so as to restore his former service for pension purposes was, therefore, requested.

The parties to the dispute presented additional oral evidence to the Board.



The Board decided that the contention of the employee was not sustained, but strongly recommended reinstatement of this engineer in some capacity in engine service.

**Case No. 586.**—Concerning the Canadian National Railways (Western Region) and the Brotherhood of Railroad Trainmen in a dispute regarding the discharge of a trainman in connection with a rear-end collision.

The "joint statement of facts" explained that the lead train involved in the collision was running approximately nine hours late on July 3, 1948. It was stopped in emergency on account of the engine breaking away from the train. This involved a further loss of time of more than an hour while repairs were being made. Engine whistle signal had sounded calling in trainman (flagman). While he was returning to his train another freight train collided with the rear end of the standing train.

An investigation of the accident resulted in the assessment of discipline against various employees, and the trainman (flagman) of the standing train was discharged for failure to provide rear protection for his train, as required by the rules.

The Brotherhood contended that the trainman (flagman) had performed his duties as prescribed by the rules and that this was proved by statements made by other crew members involved. The request was made that the discharged flagman be reinstated in the company's service with full seniority rights unimpaired, and that he be paid for all time out of service subsequent to the accident.

The Railway held that the full investigation had indicated that the trainman (flagman) had not provided full protection for the rear of his train and, consequently, had been discharged.

Both parties to the dispute presented additional evidence to the Board.

The Board decided that the trainman be reinstated in the service with seniority rights unimpaired, but without pay for time out of service.

**Case No. 587.**—Canadian Pacific Railway Company (Pacific Region) versus the Brotherhood of Railroad Trainmen concerning a dispute relative to compensation applicable to passenger crews who were required to handle carload lots on certain trains between Vancouver and Nelson.

The "joint statement of facts" stated that since October, 1946, the company had handled continuously carload lots of l.c.l. freight under car movement waybills (slip bills) on certain trains running between Vancouver and points in the interior of British Columbia. Passenger crews on these trains claimed freight rates for handling these cars on regular passenger trains.

The employees contended that trains handling a combination of freight and passenger traffic came under the category of mixed train service and, consequently, the train crews that handled such trains should be compensated at mixed train rates, retroactive to October, 1946.

The company claimed that the crews operating such trains were not entitled to freight rates inasmuch as the cars in which these freight shipments were handled were equipped for passenger train service and were handled on passenger train schedules. Moreover, waybills were forwarded under cover direct to destination, the cars moving on slip bills, and the crews were not required to handle the contents of the cars in any manner.

The parties in the dispute appeared before the Board and presented additional evidence.

The Board decided that the employee's contention was not sustained.

# COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

## Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and from the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

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

### Manufacturing

#### Vegetable Foods

TORONTO, ONT.—CHRISTIE, BROWN AND COMPANY LIMITED AND CHRISTIE'S BREAD LIMITED AND THE BAKERY AND CONFECTIONARY WORKERS' INTERNATIONAL UNION OF AMERICA, FACTORY BAKERS' LOCAL 264.

Agreement to be in effect from May 1, 1949, to April 30, 1950, and thereafter from year to year until a new agreement has been signed or until this agreement has been cancelled or terminated by either party upon 30 days' notice. The company recognizes the union as the sole collective bargaining agent for all eligible employees. There shall be no discrimination, interference, restraint or coercion exercised or practiced by either of the parties in respect to the employees' right to membership or non-membership in the union.

*Check-off:* the parties agree to establish a voluntary revocable check-off for the collection of union dues.

*Hours of work:* biscuit department—9 hours per day Monday through Friday, a 45-hour week; cake department—8½ hours per day Monday through Friday, 5½ on Saturday, a 48-hour week; bread department—8 hours per day Sunday through Friday, a 48-hour week; biscuit department shipping—8 hours per day Monday through Friday, a 40-hour week; bread and cake shipping—8 hours per day, 6 days a week; bread—Sunday through Friday, cake—Monday through Saturday. *Overtime:* time and one-half shall be paid for all time worked in excess of the regular daily or weekly hours, "whichever is greater, but not both", and for all work performed above 40 hours in the bread and cake departments and above 36 hours in the biscuit department during a week in which either one of the 8 *paid holidays occurs*. Any employees working two hours or more overtime on any day shall be allowed a paid lunch period not to exceed 20 minutes; if not advised of such overtime the previous day the employee shall be entitled to a lunch ticket of 45 cents. All overtime shall be on a voluntary basis. *Rest periods:* all employees will be granted a rest period of 15 minutes for each 4 or 4½ hour shift.

The company will provide at least two new *uniforms* for each employee per year, the uniforms to be paid for and maintained by the company.

*Jury duty pay:* the company agrees to pay a full days' pay at straight time for each working day an employee serves on any jury, but the employee will be required to turn in to the company the jury fees.

*Vacations with pay:* one week for employees with one years' service, two weeks for employees with three or more years' service, and three weeks for employees with 20 or more years' service.

*Hourly wage rates* for certain classes: biscuit department—girls (new) 59 cents, boys (new) 68 cents, men (new) 78 cents; soda bakeshop, mixing—dough mixer \$1, helper 95 cents; baking—machine captain; bakers \$1.03, peelers, extra oven men 98 cents, drawmen, sweeper 93 cents, rollerman 90 cents, stackers 88 cents; soda packing (female)—66 to 69 cents; sweet bakeshop, mixing-head mixer \$1.08, mixer 98 cents, flat brakemen and mixer 95 cents, flour dumper 96 cents, Ritz mixer 93 cents, baking—machine captain, baker (gas oven) 98 cents, upright and flat brakeman, pan feeders, oven feeders, oven take out 90 cents, oven feeders (Ritz), pan greaser 93 cents; sandwich and enrobing department, female—s and w i c h machine operator 74 cents, assistant 72 cents, sandwich packers 69 cents, bundlers, service and supply, carton formers (hand) 66 cents, truckers 78 cents; male—icing and marshmallow mixer, enrober man 98 cents, floormen 88 cents; maintenance department—electrician \$1.30, helper \$1.05, apprentices 86 cents; painters \$1.05, helpers 98 cents, engineers third class \$1.15, fourth class \$1.05, carpenters \$1.15; cake department, assembly—assemblymen 93 cents, assembly helpers 88 cents; fruit cleaning (male) 83 cents; (female) 66 cents; mixers 95 cents; scalers, bakers, icing mixers 93 cents, donut machine operator \$1.03, cleaners 92 cents, wrapping belt feeders 78 cents; icing—belt feeder and take off 66 cents, icing machine operator, hand icers 68 cents, cake decorators 70 cents; jam room—jam makers 95 cents, helpers 91 cents; bread department—girls (new) 61 cents, boys (new) 71 cents, men (new) 81 cents; dough mixers \$1.03, helpers \$1 and 98 cents; sponge mixer \$1, assembly man, divider operators, moulder operators, wrapper operators first 98 cents; wrapper operators second, bakers' helpers 96 cents; dough panners 90 cents, oven supervisors \$1.03, checkers 93 cents, wrapper feeders, conveyor men, cleaners 92 cents, relief man \$1.01; females doing light men's work 83 cents, carton formers, wrappers and packers 73 cents. For most classifications the above rates represent a 5 cent per hour increase over the previous rates.

New, inexperienced employees will be advanced 3 cents per hour every month until they reach the maximum of their classification not later than 3 months from the date of their employment.

Provision is made for *seniority rights, grievance procedure, and safety and health.*



VERNON, B.C.—BULMANS LIMITED AND FRUIT AND VEGETABLE WORKERS' UNION, LOCAL 6.

Agreement to be in effect from August 14, 1949, to August 13, 1950, and thereafter from year to year, subject to notice. The employer recognizes the union as the sole collective bargaining agency for all eligible employees.

**Union security:** the employer will give preference to members of the union in good standing for continued employment, promotion, and transfer and in the hiring of new employees. No union member may be laid off until all non-members have been laid off and no non-members may be re-employed until all competent members of the union have been offered re-employment. This provision shall not apply to employees listed on seniority lists, prior to August 14, 1949. Any employee who at the date of this agreement is, or who hereafter during the life of this agreement becomes, a member of the union shall, as a condition of continued employment, maintain membership in good standing during the life of this agreement, provided that he may withdraw from the union between July 15 and August 14 of any year, that this agreement is in force.

**Check-off:** the "Rand Formula" is part of the agreement.

**Hours of work:** from June 1 to November 30, any 8 or any 9 hours between 7 a.m. and 6 p.m. for a day shift and between 7 p.m. and 5 a.m. for a night shift. **Overtime:** between June 1 and November 30 all overtime in excess of 9 hours shall be paid for at the rate of time and one-half, and all time in excess of 11 hours at double time; between December 1 and May 31 all overtime in excess of 8 hours in any one day or 44 hours in any one week shall be paid for at the rate of time and one-half and all time worked in excess of 10 hours at double time; time and one-half will be paid for work on Sundays and on 7 specified holidays. **Rest period:** optionally at the request of the company, an individual or collective 10 minutes' rest period, morning and afternoon, with pay for all workers except those engaged in piece work, shall be allowed.

**Vacation with pay:** permanent employees shall qualify for one week after working for one year (not less than 250 days); seasonal employees shall qualify for vacation, or pay in lieu of vacation, on completing 6 days work, pay in lieu of vacation to be computed at the rate of one-eighth of a days pay for each week worked.

**Hourly wage rates: male**—scaleman or receiver 87 to 94 cents, mechanics 87 to 98 cents; mechanics helpers, dumpers, pulp makers, ketchup makers, retort man, tunnel man, label machine operator, fireman, truck drivers 82 to 87 cents; canco man (certified) 87 to 93 cents, line man 93 to 98 cents, warehouseman and shipper 82, to 94 cents, engineers third class and millwrights \$1.01 to \$1.07, engineers fourth class 96 cents to \$1.01, mobilift drivers 82 to 90 cents, general labour 74 to 82 cents, labour under 18, 61 to 67 cents; female—ticket punchers and inspectors, mould counters 72 cents, canco operators 66 to 82 cents, tray spreaders 66 to 72 cents, general help 66 cents, new help —2 weeks 60 cents, filling machine operators 66 cents; machine operators, apples—peeling and coring 66 cents, tomatoes 9 cents per pan. With one exception, the rates are the same as in the previous agreement. All female workers placed on any job or any

classification usually occupied by a male worker, must receive the rate for the male classification, provided she renders equal service. **Night shift bonus:** a premium of 3 cents per hour shall be paid to all workers on a night shift; 5 cents extra will be paid for working in freezing temperatures for 3 hours or more continuously. First-aid workers with an unexpired industrial certificate shall be employed when necessary and paid 5 cents per hour over their regular rate of pay.

Provision is made for *grievance procedure, seniority rights and safety and health.*

### Pulp, Paper and Paper Products

QUEBEC, P.Q.—ANGLO-CANADIAN PULP AND PAPER MILLS, LIMITED, AND THE QUEBEC PROVINCIAL COUNCIL OF PAPER MILLS UNION, THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS, AND THE INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS.

Agreement to be in effect from May 1, 1949, to April 30, 1950, and thereafter from year to year, subject to notice. The company recognizes the unions as the sole bargaining agencies for all employees that come under their jurisdiction. New employees shall become members of the union within 30 days and all employees shall, as a condition of continued employment, maintain such membership in good standing.

**Hours of work:** 8 per day, a 48-hour week for both day and shift workers. **Overtime:** day workers—time and one-half for work performed between 5 p.m. and 8 p.m. (except when stagger crews are formed for special jobs), on Sundays and when called in for work on their day off; in the latter case and in the case where an employee, after having completed his shift and punched out, is called in for repair work between 5 p.m. and 6.30 a.m., they will receive a minimum of 4 hours' time. Four workers—time and one-half for Sunday work and if, after completing their shift and having been replaced by their mate, they are asked to work overtime on work other than regular shift work. When ordered to report for work and then sent home they are to receive not less than 2 hours pay. All hourly paid employees obliged to work on 4 specified *paid holidays* will be entitled to time and one-half for the time worked on such holiday and to one day off with pay for 8 hours.

**Vacations with pay:** one week after one year's service, two weeks after 5 years' service and three weeks after 20 years' service; the provision for an additional week after 20 or more years' service is a new one.

**Sick leave with pay:** after one year's service 6 days per year at equivalent of group insurance benefits, less normal income tax deductions, if sick for not less than 12 consecutive working days.

**Hourly wage rates for certain classes:** paper mill department—machine tender \$2.33, back tender \$2.13, third hand \$1.74, fourth hand \$1.35, fifth hand \$1.25, sixth hand \$1.08, rewinder man \$1.35; control department—newsprint moisture tester, newsprint quality tester, pulp quality tester \$1.11, consistency tester \$1.04, sulphite moisture tester \$1.08, freeness tester \$1.06; stores department—electric trucker, general helper \$1.01, truck driver \$62.50 per week; mixing



room department—meter man \$1.09, beater man \$1.01; steam plant department—heating and ventilating man \$1.27, turbine room operator \$1.22, electric boiler operator \$1.14, others \$1.01 to \$1.09; news sheet cutter operator department—operators, inspectors \$1.12, others \$1.01 to \$1.07; wood handling department—\$1 to \$1.05; sulphite mill—cooks \$1.49, stock runner \$1.27, helpers \$1.01 to \$1.24, blow pit man \$1.07, limestone and sulphur man \$1.04, others \$1 and \$1.01; yard department—loco engineer \$1.22, brakeman \$1.09, labourers \$1; electrical department—electricians \$1.28 to \$1.50, winderman \$1.37, sub-station operator \$1.23; mechanical departments—machinists \$1.21 to \$1.37, paper mill millwrights \$1.24 to \$1.43; other millwrights, welders, blacksmiths, pipefitters \$1.21 to \$1.31; tinmiths \$1.21 to \$1.35; carpenters, riggers \$1.21 to \$1.29; pipecoverers \$1.29 and \$1.31; painters \$1.05 to \$1.15, painter helpers \$1.02; other helpers \$1.13; apprentices \$1.02; oiler millwrights \$1.12 to \$1.27, inside labourers \$1.01. Some of the above rates represent an increase of from 1 to 3 cents per hour over the rates previously in effect. A premium of 5 cents per hour will be paid for handling dry sulphur by hand in the hold of a vessel or in a railway car to bulk storage.

Provision is made for *seniority rights* and *grievance adjustments*.

### **Non-Metallic Minerals, Chemicals, etc.**

NEW GLASGOW, N.S.—STANDARD CLAY PRODUCTS LIMITED AND UNITED STEELWORKERS OF AMERICA, LOCAL 1231.

Agreement to be in effect from August 8, 1949, to August 7, 1950, and thereafter from year to year, subject to 30 days' notice. The company recognizes the union as the sole collective bargaining agency for those employees of the company who are members of the union. The company and the union agree that there shall be no discrimination, interference, intimidation or coercion because of membership or non-membership in the union.

*Check-off:* the company shall deduct union dues weekly from the pay of all union members and remit same to the union.

*Hours of work:* the standard working time shall be 8 hours per day Monday through Friday, 5 hours on Saturday, a 45-hour week; for shift workers—8 hours per shift, 6 days a week. *Overtime* at the rate of time and one-half shall be paid for work in excess of the standard working time and for work on Sundays and 8 specified statutory holidays (except to kiln burners, watchmen and contract workers), provided that continuous shift employees shall be paid at overtime rates only for the hours worked in excess of 6 standard shifts in any one week; in the case of those who are regularly paid for more than 8 hours per shift the time credited shall be 8 hours for the day that is paid at the rate of time and one-half.

*Vacation with pay:* the plant will be closed down for a period of one week during the summer months and employees with over 6 months' service prior to June 30 will be granted vacation with pay, the pay to equal 2 per cent of their earnings for the calendar year ending December 31 of the preceding year. Employees with seniority of 5 years or more will be paid 3 per cent of their earnings.

*Hourly wage rates:* dryers 72 to 76 cents; man clinking kilns, man unloading boiler

coal, elevator operator 71½ cents; first dry pan, moulder, night watchman, boiler firemen, men pipe turners, men pipe setters, men pipe finishers, truck drivers 76 cents; engineer, first wet pans 80 cents; second wet pans 73½ cents; repairman 84 cents; carpenter 82 cents; kilns: draw 4½ hours, set 5½ hours, 85 cents to \$1.02; kiln firemen 79 cents; man greaser 78 cents; men lifting off at press 73 cents; yard men 72 cents; tractor operator 85 cents; labour 71 cents; unloading fire-brick \$1.22 per M. The above rates are 3 cents per hour higher than in the previous agreement.

An employee may have deductions made for payment to a doctor of his own choosing, provided that at least 10 employees choose the same doctor and that the doctor has signed an agreement with the union stating the services to be rendered.

Provision is made for *seniority rights* and *grievance procedure*.

NIAGARA FALLS, ONT.—LIONITE ABRASIVES LIMITED AND INTERNATIONAL CHEMICAL WORKERS' UNION, LOCAL 175-F.

Agreement to be in effect from June 26, 1949, to December 15, 1950, and thereafter from year to year, subject to notice, except that the question of wage rates may be re-opened again after the original term of this agreement shall have been in effect for a period of nine months and after five months of any renewal period of one year shall have elapsed. The company recognizes the union as the exclusive collective bargaining agency for all eligible employees. There shall be no discrimination, intimidation, restraint or coercion because of membership or non-membership in the union.

*Check-off:* the company agrees to deduct union dues from the pay of all employees and to remit same to the union. Each new employee hired after the date of this agreement shall authorize such deduction in writing as a condition of employment and deductions shall commence within eight weeks of the starting date.

*Hours:* the standard work week shall be an average of 42 hours for all employees, to be worked on such days and between such hours as the company shall, from time to time, appoint. A 15 minute *rest period* at 11 a.m. 6 p.m. and 2 a.m. for all employees shall be continued.

*Overtime:* time and one-half shall be paid (a) for all hours worked in excess of 8 hours in any day or 42 hours in any week; weekly overtime for all employees, other than maintenance department, will apply to all hours worked in excess of 40 for three-quarters of the weeks and 48 for one-quarter of the weeks and the schedule of the work crew in which the employee finishes the payroll week shall govern; (b) for all hours worked by a day worker on payroll days starting on Sunday; (c) for all hours worked by a shift worker on the seventh consecutive payroll day, worked by an individual in a payroll week. Double time will be paid for all work performed on 7 specified *paid holidays*.

*Vacation with pay:* one week to employees with one year's seniority, 2 weeks to employees with 3 years' seniority and 3 weeks to employees with 15 years' seniority prior to September 15 in the current year, with pay equal to 2 per cent, 4 per cent and 6 per cent respectively of the employees' gross earnings during 52 weeks ending immediately before April 1 of the current year.

*Hourly wage rates* for certain classes: general labour \$1.06 to \$1.10; lionite plant—abrasive selectors \$1.10 to \$1.20; furnace preparation man, feed man \$1.13; screen man \$1.10; crusher operator \$1.12; crane man \$1.18; mix man \$1.14; ingot breaker \$1.16; furnace operator \$1.21; carbonite plant—furnace attendant \$1.21; mix man, drier operator \$1.15; car loader and unloader \$1.12; helpers \$1.10; crane man \$1.18; electricians, mechanics, machinists and welders—mechanical leader \$1.36, class A \$1.31, class B \$1.22; class C \$1.13, helper \$1.10, helper and storekeeper \$1.12. An *off-shift premium* of 5 cents per hour will be paid for the first 8 hours of work started between 12 noon and 7.59 p.m., and of 7 cents per hour for the first 8 hours of work started between 8 p.m. and 3.59 a.m.

Provision is made for *seniority rights* and *grievance procedure*.

**HAMILTON, ONT.—THE SOVEREIGN POTTERS LIMITED AND NATIONAL UNION OF POTTERY WORKERS, LOCAL 4 (CCL).**

Agreement to be in effect from May 1, 1949, to April 30, 1950, and thereafter from year to year, subject to notice. *Union shop*: effective 30 days after signing this agreement or, in the case of new employees, after being employed for 30 days all employees are required to become members of the union and to remain in good standing for the duration of this agreement as a condition of employment.

*Check-off*: the company agrees to a compulsory irrevocable dues-deduction arrangement and all union initiation fees, monthly dues, assessments or levies shall be deducted monthly from the first pay of all eligible employees.

*Hours*: 9 per day, 5 days a week, a 45-hour week, except in the case of boilermakers, decorating kiln, kiln firemen, etc., when the hours of work shall be 8 per shift, 6 shifts a week. *Overtime*: all time worked in excess of standard working hours in any one shift and on Saturdays (except in the case of watchmen, boilermakers and continuous shifts) shall be paid for at the rate of time and one-half for the first four hours and at double time thereafter. All time worked on Sundays (except in the case of watchmen, etc.) and on 8 *paid statutory holidays* shall be paid for at the rates of double time and double time and one-half respectively. Overtime shall be optional with the employee unless given 24 hours' notice. On statutory holidays it shall be entirely at the option of the employee (except in the case of watchmen, etc.). All employees required to work two hours or more overtime before or after completing a standard work shift shall be given a meal allowance. There shall be a 10 minute *rest period* in the first and last half of all shifts.

*Vacations with pay*: one week to employees with less than 2 years' service as of June 30, two weeks to employees with 2 or more years' service, with pay equal to 2 per cent and 4 per cent respectively of gross annual earnings.

*Hourly wage rates*: minimum hiring rate for all male employees 93 cents, for female employees 72 cents; minimum after completion of probationary period for male employees \$1, for female employees 80 cents; charge hands 10 cents above maximum rate for class of work under his direction. A *shift bonus* of 5 cents and 7 cents per hour

shall be paid for time worked on afternoon and night shifts respectively. The principle of equal pay for equal work shall apply, regardless of sex or age.

*Accident compensation*: when an employee is injured in the performance of duties during working hours, the company shall pay such employee the difference between the Workmen's Compensation Board payment and his regular wage rate.

A *group retirement plan* is part of this agreement. The costs of this plan are to be shared between the employer and the employee. The normal retirement age is 60 for females and from 65 to 70 for males. Males become eligible after 3 years of service and age 25 or over, females after 5 years of service and age 25 or over. A *life insurance and health plan* shall become part of this agreement. Its cost is to be borne jointly by the employees and the employer. The plan includes: (a) *Group Life Insurance* covering death and permanent disability prior to age 60. In the event of leaving employment an individual life or endowment contract may be obtained within 31 days without medical examination; (b) *Sickness and Accident Insurance*: Weekly Income Benefit provides a weekly income to employees unable to work because of accident or sickness, provided they are under the care of a legally licensed physician or surgeon. Hospital, Surgical and Medical Benefits for employees and their dependents provide for reimbursement within specified limits, for charges made by the hospital, for fees charged for surgical operations and for medical treatment.

Provision is made for *seniority rights*, *grievance procedure* and *health and safety*.

**ST. MARY'S, ONT.—ST. MARY'S CEMENT COMPANY LIMITED AND THE AMALGAMATED BUILDING AND CONSTRUCTION WORKERS OF CANADA, LOCAL 15.**

Agreement to be in effect from August 1, 1949, to July 31, 1950, and thereafter from year to year, subject to notice. The company recognizes the union as the exclusive bargaining agency of all eligible employees.

*Union security*: all present members and all new employees who may become members of the union shall, as a condition of employment, maintain their membership during the life of this agreement. There will be no discrimination, intimidation, interference, restraint or coercion either by the company or the union because of membership or non-membership in the union.

*Check-off*: the company agrees to deduct union dues from the pay cheque of union members, who authorize the company to do so during the life of this agreement, and to remit same to the union.

*Hours*: for day workers—from May 1 to October 31, 9 hours per day Monday through Thursday, 8 hours on Friday and 4 hours on Saturday; from November 1 to April 30, 8 hours per day Monday through Saturday, for shift workers—8 continuous hours per day, eating their lunch when they may; a 48-hour week in either case. *Overtime*: time and one-half shall be paid for all work in excess of 48 hours a week and for all work on 5 specified statutory holidays, provided that an employee will forfeit his right to overtime rates of pay for one statutory holiday for each day or part thereof which he is absent without authorization in excess of two days a year.



**Vacation with pay:** one week to employees with one year's service; employees with 5 or more years' service shall have the choice of taking either one week between April 1 and November 30, or two weeks between December 1 and March 31. The company may direct that all vacation be taken during a shut down period between May 1 and October 30. Vacation pay for employees entitled to one week's vacation will be equal to 2 per cent, and for employees with over 5 years' service to 4 per cent of their earnings for the 12 months preceding their vacation.

The company agrees that seniority will be given due consideration in making promotions, lay-offs and rehiring, together with the relative skill, merit and ability of the employee concerned.

**Hourly wage rates and differentials:** new employees 80½ cents, basic rate 83 cents, shift worker (unclassified) 85½ (5) cents, mill operator 88 (5) cents, kiln burner \$1.01 (5), brusher 94 cents, drills and hoists 88 cents; electric shovel, big \$1.12, small \$1.05; Diesel shovel \$1.05, dozer Diesel 93 cents, trucks Diesel 88 cents, trucks petrol 85½ cents, sub. foreman repairs 93 cents, repairman 88 (5) cents, repair helper 83 cents; sub station—operators 90½ (5) cents; repairs first class 95 (5) cents, second class 90½ (5) cents, third class 84 (5) cents; motor cleaner 83 cents; machine shop—sub. foreman \$1; machinist first class 95½ cents, second class 88 cents; welder first class 98 cents, second class 88 cents; blacksmith 93 cents; carpenter first class \$1.03, second class 93 cents; painter 88 cents. **Cost of living bonus:** to the above basic rates will be added one-half cent per hour for every increase of one point which the Dominion Bureau of Statistics "Cost of Living Index" rises above 154 and similarly for every point decrease in the "Cost-of-Living Index" one-half cent per hour will be deducted, but deductions will not move below 154 during the life of this agreement.

Provision is made for *grievance procedure*.

## Construction

VANCOUVER, B.C.—CERTAIN SHEET METAL AND ROOFING FIRMS OF THE CITY OF VANCOUVER AND THE SHEET METAL WORKERS INTERNATIONAL ASSOCIATION, LOCAL 280.

Agreement to be in effect from September 1, 1949, to August 31, 1950, and thereafter from year to year, subject to 90 days' notice. The contractors agree to employ union members when available and the union agrees to work only for firms who agree to comply with the working rules and wage scales as set out in this agreement. The contractors will not request members of the union to install any material that is considered unfair unless same is covered by patent rights.

**Hours:** 8 hours per day between 8 a.m. and 5 p.m. Monday through Friday, a 40-hour week. No work shall be performed between 5 p.m. Friday and 8 a.m. Monday, except in case of emergency. **Overtime:** time and one-half for the first 4 hours immediately following the regular quitting time, and double time thereafter; time and one-half for work done on Saturday morning and double time for work done on Saturday afternoon, Sunday and 9 specified legal holidays. However, for domestic automatic heating equipment, one man in each shop may work on service calls Saturday morning at straight

time. In special cases a night shift may be worked at straight time, provided that it is continued for three consecutive working days or more, and that it is paid for at the rate of 8 hours' pay for 7½ hours work. If a third shift is necessary it shall be arranged with the business representative.

**Vacation with pay:** one week as provided by provincial law. It shall be a violation of union rules for an employee to forego this vacation or to work for wages during the vacation period.

**Wage rates:** commencing October 1, 1949, the minimum rate of wages for journeymen shall be \$1.70 per hour. This is an increase of 5 cents per hour over the previous rate.

**Out-of-town jobs:** all employees required on out-of-town jobs shall receive transportation to and from the job and board and lodging at the usual standard rates shall be paid. Standard meals while travelling shall be paid and in the case of night travel, sleeper shall be provided. Travelling time shall be paid but not more than 8 hours in a 24-hour day. On any job over 90 days' duration the contractor shall provide first class transportation to the city every 3 months. Where an employee is requested to use his own car to and from the job the contractor shall provide the necessary protective insurance and pay mileage at the rate of 10 cents per mile.

**Apprentices:** all apprentices shall be employed in accordance with the provisions of the British Columbia Apprenticeship Act. Each contractor shall be allowed one apprentice for the shop and one additional apprentice for each four qualified journeymen regularly employed. For the first four years all apprentices shall be under the supervision of journeymen on all work outside the shop.

Provision is made for *grievance procedure*.

## Transportation and Public Utilities

### Electricity and Gas

TORONTO, ONT.—THE CONSUMERS' GAS COMPANY OF TORONTO AND THE INTERNATIONAL CHEMICAL WORKERS' UNION, LOCAL 161.

Agreement to be in effect from July 8, 1949, to July 7, 1951, and thereafter subject to notice. The company recognizes the union as the sole collective bargaining agency for all eligible employees.

**Union security:** all employees who are members of the union as of February 1, 1949, or who become members thereafter, must, as a condition of employment, remain members in good standing. New employees who enter the company's service on or after February 1, 1949, shall, as a condition of continued employment, become members of the union on the completion of 3 months' employment. There shall be no discrimination, intimidation, or coercion by the company or the union because of membership or non-membership in the union.

**Check-off:** the company agrees to deduct union dues weekly from the wages of all union members and to remit same to the union. It also agrees to deduct an initiation fee from the wages of all new employees and one special assessment during the term of this agreement.

**Hours:** with a few exceptions, employees are to work a basic 42-hour week, a reduction of 2 hours from the previous agreement. The hours of work vary with the



different departments: in some, employees work rotating 8-hour shifts averaging 42 hours per week in each 8-week period, in others they work alternating 5 and 6 days per week averaging 42 hours per week in each 4 week period, etc. Hours of work may be changed by mutual agreement. Sixty days prior to the expiration of the first year of this agreement the union may require the company to establish a 40-hour week at the same basic hourly rate.

**Overtime:** time and one-half for work beyond the regularly assigned hours in any one day or in any one week, except in the case of employees in the meter reading division and the fitting department emergency crew who will be paid straight time for such extra time. An employee who has to work on his regular day off will be given equivalent time off without pay in lieu thereof. Employees called upon to change their day or night off on less than 48 hours' notice shall receive double time for that day or night. Except for work regularly performed on Saturdays, Sundays and holidays, all work on these days is to be paid for at time and one-half. Employees required to work 3 or more hours of overtime, continuous with their regular working days will be paid a meal allowance. Eight specified *paid holidays* (or alternative days) will be granted to employees with 3 or more months' service.

**Vacation with pay:** one week after one year's service, two weeks after 2 years' service, 3 weeks after 25 years' service. One day's leave with pay will be granted to an employee in case of a death in his immediate family.

**Basic hourly wage rates** for certain classes: Fitting Department—special fitters \$1.27, fitters \$1.10 to \$1.22, helpers 80 cents to \$1.05, emergency crew fitters \$53.34 per week, emergency crew drivers \$51.24 per week. Meter Repair Department—meter repairers and testers \$1.10 to \$1.27, helpers 80 cents to \$1.05, meter preparers and painters \$1.15. Stores Department—stock-keepers, appliance adjusters and testers, yard man \$1.16, truck drivers \$1.13, helpers \$1.08. Mechanical Department—carpenters, painters, automobile mechanics \$1.20 to \$1.30, plumber, blacksmith \$1.30, tire man \$1.25, welder \$1.35, general utility man \$1.16, watchmen \$44.78 per week (48 hours). Street Department—syphon men \$51.45 per week, night repairmen \$1.22, gasmen \$1.17 to \$1.30, labourers \$1.03. Meter Reading

Department—meter readers \$42.66 to \$48.30 per week. Manufacturing Department—retort house operators \$1.23, main cleaners, flue cleaners \$1.18, cesspool cleaners \$1.13, tar mains cleaner \$1.16; retort house cleaners, washroom attendant \$1.08; water gas makers \$1.23, helpers \$1.16; water gas rake-out men \$1.13. Engine and Boiler Rooms—engineers \$1.20 to \$1.35, valve house booster operators, firemen and oilers (no certificate) \$1.18, trimmers and ashmen \$1.13, condensing house operators \$1.24, helpers \$1.15; boiler maintenance men \$1.20, helpers \$1.08. Yard Department—\$1.03 to \$1.18. Distribution Division maintenance men when working on mains suspended under bridges will be paid at the rate of time and one-half. With a few exceptions the above basic rates are 6 cents per hour higher than the basic rates previously in effect (the cost-of-living bonus granted under the terms of the previous agreement amounted to 6 cents per hour as of August 1, 1948). The company will pay a *cost-of-living bonus* of 3 cents per hour effective from February 1, 1949. This bonus will be automatically increased or decreased by 1½ cents per hour for each rise or fall of 2 points in the official cost-of-living index, the adjustments to be measured from the index figure of 159.5.

**Sick benefits:** an employee who is absent from work on account of illness for not less than 3 work days shall be paid half his basic pay for a period of not more than 8 weeks for any one illness, or in each 12 months' period of the term of this agreement. For employees with more than 10 years' continuous service this payment will be extended to a maximum of 13 weeks in each 12 months' period. When a veteran is called before a medical board by the Department of Veterans Affairs he shall receive the difference in pay between that which is paid him by the DVA and his regular pay for the day of absence. If an employee receives benefits under the Workmen's Compensation Act or the Post Discharge Re-establishment Order of 1941, as amended, benefits will not be paid him under the company plan. However, if his absence is too short to entitle him to benefits under the Act or Order he will be granted sick pay under the plan. Eligible employees living in the area supplied with gas by the company, shall be entitled to medical attention by a doctor appointed by the company in consultation with the union.

Provision is made for *seniority rights and grievance procedure*.

## Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,\* include the extension of one first and one new agreement and the amendment of ten others. In addition to those summarized below, they include: the amendment of the agreement for grocers and butchers at Joliette published in the *Quebec Official Gazette*, issue of November 5.

\* In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which

concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Requests for amendments to the agreements for the sheet metal manufacturing industry at Montreal and for the building trades at Sherbrooke were gazetted October 22; requests for the amendment of the agreements for garages and service stations at Montreal, for wholesale food stores at Quebec and for tannery employees for the province were gazetted October 29. Requests for amendments to the agreements for the wholesale fur industry and for building trades, both at Montreal, for retail stores at Granby, at Richmond and Melbourne and at Windsor, for the building materials industry for the province, for barbers and hairdressers at Quebec and Sherbrooke and requests for new agreements for bakers, pastry-workers and salesmen at Granby and for the printing trades at Chicoutimi, were published in the *Quebec Official Gazette*, issue of November 12.

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

## Manufacturing

### *Fur and Leather Products*

#### SHOE INDUSTRY, PROVINCE OF QUEBEC.

Orders in Council, dated October 27, and gazetted October 29 and November 5, amend the previous Orders in Council for this industry (L.G., Jan.-Feb., 1948, p. 50, April, p. 331, Nov., p. 1245; Jan., 1949, p. 65, and previous issues).

This agreement is to remain in effect until September 1, 1950, and thereafter from year to year, subject to notice.

The description of operations and classifications is amended by the addition of several new operations.

*Vacation:* the method of computing the 2 weeks vacation with pay for all employees with one year's service is changed.

There are also new provisions governing claims and readjustments in wages.

### *Textiles and Clothing*

#### LADIES' CLOAK AND SUIT INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated October 13, and gazetted October 22, amends the previous Orders in Council for this industry (L.G., Jan., 1947, p. 48; June, 1948, p. 619; Aug., 1949, p. 987, and previous issues).

*Holidays:* two additional holidays with pay, Good Friday and Dominion Day, increasing the number of specified legal paid holidays to 5.

Provisions governing the contracting system have been instituted whereby in cases where work is sent out to be done by outside shops, contractors, etc., the employer who sends out such work shall supply to the Joint Committees of the Ladies' Cloak and Suit Industry, not later than the day it is sent out, information covering the quantity of

garments sent, style numbers of each, date on which the work is sent, the name of the person or persons to whom it is sent, the price per each garment and the prevailing rates of pay for comparable garments made in the employer's shop.

All piece-work prices and rates and all week work wages and rates paid by the outside shops, contractors, etc. shall not be lower than those paid by the employer who sends out such work.

#### DRESS MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated October 27, and gazetted November 5, amends the previous Orders in Council for this industry (L.G., May, 1946, p. 627, July, p. 930, Sept., p. 1249, Nov., p. 1583; April, 1948, p. 332; May, 1949, p. 604, and previous issues).

*Vacation:* employees who have not completed one year's continuous service are entitled to a continuous annual vacation with pay, having a minimum duration of as many 5-12's of working days as the number of calendar months during which they have been continuously employed.

This amendment also effects certain changes in the regulations relative to necessary information with which the employers and homeworkers must furnish the "Joint Commission" for the Dress Industry for the Province of Quebec.

#### FASHION ACCESSORIES INDUSTRY, MONTREAL.

An Order in Council, dated October 27, and gazetted November 5, amends the previous Order in Council for this industry (L.G., April, 1948, p. 332).

In this amendment the words "Fashion Accessories Industry" are substituted for the words "Embroidery Industry" wherever the latter are mentioned in the agreement and its amendments for this industry.

*Minimum hourly wage rate* for apprentice Bonnaz operators is increased by 5 cents to 35 cents per hour during the first 6 months and by 10 cents to 85 cents per hour during eighth 6 months; apprentice frozen handle Bonnaz operators receive 35 cents per hour during the first 6 months to 53 cents per hour during the fourth 6 months after which period they shall be considered skilled operators and receive a minimum rate of 60 cents per hour.

*Vacation:* the vacation period for this industry is specified as the first 2 weeks in July and all employees with one year of continuous service are entitled to 7 days vacation with pay.

### *Metal Products*

#### MECHANICAL CONSTRUCTION AND REPAIR INDUSTRY, QUEBEC DISTRICT.

An Order in Council, dated October 27, and gazetted November 5, amends the previous Orders in Council for this industry (L.G., Nov., 1948, p. 1247; Jan., 1949, p. 67, Oct., p. 1247).

Apprenticeship regulations are amended by providing that at the end of his apprenticeship period every apprentice is entitled to a 10 per cent increase on the wages of a fourth year apprentice and to a second 10 per cent increase after an additional period of not less than 6 months. According to the result of an examination held at that time and which may be repeated if necessary after



each additional apprenticeship period of one year, an apprentice is classified as journeyman or remains fourth class apprentice, second 10 per cent.

#### GARAGES AND SERVICE STATIONS, RIMOUSKI.

An Order in Council, dated November 10, and gazetted November 19, makes obligatory the terms of a new agreement between The Retail Merchants of Canada (Quebec), "Section de l'Auto-Voiture, Succursale de Rimouski" and "Le Syndicat Catholique des Employés de Garages de Rimouski inc."

This agreement to be in effect from November 19, 1949, until August 31, 1950, and thereafter from year to year, subject to notice.

The agreement governs employers, professional employers, artisans and employees of garages, service stations, parking grounds, scrapping yards, machine shops and automobile parts or accessories establishments. It does not cover industrial establishments operating accessorially a garage, machine shop, a service station or a gasoline station, inasmuch as they limit exclusively their services to their own needs and do no work for public customers.

*Territorial jurisdiction* comprises the town of Rimouski and within a radius of 3 miles from its limits.

*Hours*: 10 per day, 6 days in a week. Working hours to be distributed between the hours of 7 a.m. and 11 p.m., Monday to Friday inclusive and on Saturday between 7 a.m. and 6 p.m.

*Overtime*: all work in excess of 60 hours in any one week shall be paid for at the rate of time and one-half. For work on Sunday, double time, in accordance with provisions of the Weekly Day of Rest Act, to all employees except service men who shall receive their regular rate increased by 10 per cent.

*Specified holidays*: all employees shall be granted 2 specified holidays with pay, St. John the Baptist Day and Labour Day. Provision is made for 6 other specified holidays without pay.

*Minimum hourly wage rates*: mechanic, fitter, machinist, electrician, body-man, wheelwright, welder, painter, upholsterer, glazier and vulcanizer class "A" 95 cents, class "B" 80 cents and class "C" 65 cents; service man from 35 cents per hour during first year to 60 cents during the fourth year; stock room clerk during first year 28 cents per hour to 34 cents per hour in the second year, class "A" 68 cents per hour, class "B" 54 cents per hour and class "C" 44 cents per hour; apprentices from 35 cents per hour during first year to 60 cents per hour during fourth year.

In the case of the second shift, from 7 p.m. to 7 a.m., the regular day rate shall be increased by 10 per cent. Work commenced before 6 p.m. which must not be interrupted, may be performed at the regular rate until 7 p.m.

*Vacation*: employees with one continuous year's service are entitled to 7 days, comprising 6 working days, vacation with pay. This vacation may consist of 6 non-consecutive working days upon mutual consent of the employer and employee.

*Special provisions*: any employee called to work less than the regular working day shall be entitled to 4 hours pay per call at the regular rate; when called for a given time

and required to wait to be put to work he shall be paid at the regular rate for such waiting time.

No employee in the trades of the automobile industry shall ply his trade in an establishment other than those defined in this agreement.

Any employee working on Sunday is entitled to a complete day of rest during 6 days preceding or following such Sunday.

Provision is made for apprenticeship regulations.

#### Non-Metallic Minerals and Chemicals

##### PAINT MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated October 27, and gazetted November 12, amends the previous Order in Council for this industry (L.G., Oct., 1948, p. 1127).

This amendment deletes the provision governing minimum wage rate for female employees in all factory departments and substitutes the following in its place.

*Minimum hourly wage rate* for boys under 18 in all factory departments is set at 50 cents per hour.

The number of boys shall not exceed 1 to every 8 employees in each plant.

#### Construction

##### MECHANICAL CONSTRUCTION AND REPAIR INDUSTRY, QUEBEC DISTRICT.

See above, under "Manufacturing: Metal Products".

##### BUILDING TRADES, SOREL.

An Order in Council, dated November 2, and gazetted November 12, amends the previous Orders in Council for this industry (L.G., Oct., 1946, p. 1446, Dec., p. 1773; April, 1947, p. 544, Dec., p. 1804, Jan.-Feb., 1948, p. 51, and previous issues).

*Territorial jurisdiction*: the town of Boceïl is not governed by the provisions of the present agreement in so far as repair or maintenance work on its own buildings, construction, rebuilding and maintenance on aqueducts, sewers, etc. are concerned unless such operations are carried out by contractors or sub-contractors under control of or by contract for said town.

##### BUILDING TRADES, HULL.

An Order in Council, dated November 10, and published in the *Quebec Official Gazette*, issue of November 12, makes obligatory the terms of a new agreement between "L'Association des Entrepreneurs du District de Hull, inc.," and certain other employers and "Le Conseil des Métiers de la Construction du diocèse d'Ottawa, inc."

This agreement becomes effective November 12, 1949, and shall remain in force for one year, and thereafter from year to year, subject to notice.

It applies to all construction, engineering construction and building operations, demolitions and repairs excepting such operations performed by municipal and railway employees.

*Territorial jurisdiction* comprises the county of Hull and cities and towns in the counties of Gatineau, Papineau, Pontiac, Labelle and Temiscamingue. This area is divided into



two zones: zone I, the city of Hull and territory included in a 10 mile radius from its limits; zone II comprises the balance of the territorial jurisdiction.

**Hours:** for qualified tradesmen, 8 per day, 4 on Saturday, a 44 hour week; for labourers 9 per day, 5 on Saturday, a 50 hour week. In zone II duration of labour is 55 hours per week, 10 per day and 5 on Saturday. In both zones 2 or more shifts may be allowed provided each shift works 7 or more hours per day.

**Overtime:** time and one-half until midnight, thereafter and for all work on Sundays and 9 specified legal holidays including church holy days, double time.

**Vacation:** employees continuously in the service of one employer during vacation-with-pay credit period, May 1 of one year to April 30 of next, are entitled to 7 consecutive days vacation. All employees are to receive credit for vacation pay equal to 2 per cent of their wages during the year, which is redeemable from the Commission after April 30 each year.

Minimum Hourly Wage Rates for the Building Trades, Hull

	Rates per hour	
	Zone I	Zone II
Bricklayer .....	\$1.55	\$1.10
Caulker .....	.75	.65
Carpenter-joiner and millwright. 1.30	1.30	1.05
Truck driver—construction.....	.75	.70
Tractor operator .....	.90	.90
Bulldozer operator .....	1.25	1.10
Fireman (construction) .....	.85	.70
Roofer (asbestos, slate and tile) .90	.90	.70
Roofer (composition) .....	.90	.70
Electrician .....	1.05	1.00
Cement finisher .....	.85	.80
Mastic floor finisher.....	.85	.70
Driller and breaker.....	.80	.70
Blacksmith .....	.90	.85
Blacksmith (drill sharpener)..	.95	.95
Rigger .....	.80	.80
Oiler .....	.75	.70
Kettleman .....	.75	.70
Mason .....	1.55	1.10
Labourer, common worker:		
Until January 1, 1950.....	.75	.65
After January 1, 1950.....	.80	.65
Mechanic-construction .....	.95	.90
Concrete steel or rod reinforcing worker .....	.85	.70
Sheet metal worker (erection)...	1.40	1.00
Painter, decorator .....	1.10	.90
Painter, pneumatic machine....	1.20	1.00
Plasterer .....	1.30	1.00
Divers .....	2.25	2.25
Screen (wood or metal), sash, window, steel partitions erector .....	1.30	1.05
Weatherstripper .....	1.30	1.05
Lather (wood) .....	1.30	.70
Lather (metal) .....	1.30	.85
Marble layer.....	1.00	.90
Mastic floor layer.....	.85	.70
Terrazzo setter.....	.80	.70
Tile layer.....	.90	.80
Freight elevator operator.....	.90	.80
Mixer operator.....	.85	.70
Compressor operator.....	.85	.70
Cribman .....	1.00	.95
Crane operator.....	1.15	1.15
Shovel operator.....	1.40	1.25
Pump operator.....	.85	.80
Terrazzo polishing machine operator (dry polishing)....	.75	.70

	Rates per hour	
	Zone I	Zone II
Terrazzo polishing machine operator (wet polishing)...	.75	.65
Welder .....	.95	.95
Stonemason .....	1.55	1.00
Ornamental iron worker.....	.85	.85
Glazier .....	1.10	.90
Painter (structural steel)....	1.25	1.25
Structural steel erector and welder (all categories)....	1.35	1.35
Construction boiler maker, steam generator erector and mechanics and welder <sup>1</sup> ....	1.35	1.35
Helper to construction boiler maker, steam generator erector and mechanics and welder .....	1.00	1.00

<sup>1</sup> Workers installing stokers in furnaces with a horizontal heating surface of 20 feet or less work 55 hours per week and are paid a minimum of \$1.05 per hour and their helpers a minimum of 80 cents per hour.

Wage rates shown for lathers (wood) and stonemasons are increased by 50 cents per hour in zone I and by 10 cents per hour in zone II; lathers, metal, by 40 cents per hour in zone I and by 10 cents in zone II; bricklayers, masons, and sheet metal workers (erection) by 30 cents per hour in zone I and all 3 classifications by 10 cents in zone II; bulldozer operators, divers, screen (wood and metal), sash, window, steel partitions erectors, weatherstrippers and painters (structural steel) by 25 cents per hour in zones I and II excepting bulldozer operators, whose rate in zone II is increased by 10 cents per hour; structural steel erectors and welders (all categories), construction boiler makers, steam generator mechanics and welders by 24 cents per hour in both zones. All other classifications are increased from 5 cents to 16 cents per hour in zone I (predominant increase 5 cents), while in zone II rates for all other classifications are increased by from 5 cents to 15 cents per hour (predominant increase 10 cents per hour); weekly wage rates for watchmen are increased by \$5 per week to \$30; monthly wage rates for material checker and time-keeper by \$10 to \$125 per month.

Maintenance repair work done in buildings by journeymen painters, carpenter-joiners and plasterers not requiring more than one 8-hour day are exempted from the provisions of this agreement. All urgent or special work which, for sufficient reason cannot be performed during regular working periods may be done at other periods of the day; such work to be paid at the regular hourly rates increased by 10 cents per hour. Carpenter-joiners, bricklayers, masons, plasterers, painters, concrete steel or rod reinforcing workers and common labourers usually dwelling in zone I, shall be paid the rate fixed for this zone, if they are hired to perform work in zone II.

**Apprenticeship:** one apprentice is allowed to every 6 journeymen for most trades; however, for bricklayers the number of apprentices is restricted to one for each 3 journeymen and for the structural steel trade the quota is one apprentice to each 5 mechanics; in zone II the percentage shall be one apprentice to each 2 journeyman or fraction thereof. The period of apprenticeship for most trades is 4 years but for

cement finishers and wood lathers it is 3 years and for ornamental iron workers 2 years.

*Apprentices' wages* are based on a percentage of the journeymen's minimum wages: in zone I, from 30 per cent of journeymen's rate for first year, in those trades with an apprenticeship of 4 years, from 45 per cent, for first year, for those with a 3 year apprenticeship to 75 per cent of journeymen's rate for last year of apprenticeship; in zone II, the percentages are 10 per cent higher in all instances cited above; for structural steel workers 70 per cent of journeymen's rate in the first year and 85 per cent in the second year.

*Maintenance workers:* this section of the agreement applies to all maintenance men permanently employed in churches, colleges, convents, hospitals, etc., or in public or office buildings, dwellings, hotels, manufacturing establishments or stores.

*Hours:* 48 per week with no daily limitation.

*Overtime:* all such work shall be paid in accordance with the hourly rate specified in

the particular classification concerned; the exceptions are maintenance men whose yearly salary is \$1,560 or over, such workers need not be paid overtime for emergency calls.

*Minimum weekly wage rates* for tradesmen in zone I, \$24.40, for labourers \$19.40 per week; in zone II, \$22.40 for tradesmen and \$17.40 per week for labourers. These rates remain unchanged in both zones.

## Trade

### HARDWARE AND PAINT STORES, QUEBEC.

An Order in Council, dated October 27, and gazetted November 12, amends the previous Orders in Council for this industry (L.G., July, 1946, p. 931; Jan., 1947, p. 50, Sept., p. 1308; April, 1948, p. 335, Nov., p. 1248; Dec., 1949, p. 1559, and previous issues).

*Overtime* for all work on Saturday after 1 p.m., from June 15 to September 15, is increased from time and one-half to double time.

# FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

## Schedules Prepared and Contracts Awarded During October

### (1) *Works of Construction, Remodelling, Repair or Demolition.*

During the month of October the Department of Labour prepared 151 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 98 construction contracts was awarded by the various Government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

### (2) *Contracts for the Manufacture of Supplies and Equipment.*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Agriculture. . . . .	1	\$ 90,399.00
Canadian Commercial Corporation. . . . .	6,279	6,301,868.79
Post Office. . . . .	14	54,090.62
Public Works. . . . .	3	80,315.23
R.C.M.P. . . . .	6	129,402.00



**CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING OCTOBER**

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Minnedosa, Man.	Construction of the Minnedosa Dam.	Stratton Engineering Co. Ltd., Winnipeg, Man.	\$ 91,118 70	April 1, 1949
Rose Valley, B.C.	Division works from Bear Creek into Rose Valley, B.C. (Westbank Project).	Interior Contracting Co. Ltd., Penticton, B.C.	146,954 25	June 14, 1949
Cardston, Alta.	Construction of a weir on the Belly River near Cardston.	Remington Brothers, Cardston, Alta.	35,376 55	March 23, 1949
<b>Canadian Commercial Corporation</b>				
Greenwood, N.S.	Landscapeing at Permanent Married Quarters, R.C.A.F. Station.	Municipal Spraying & Contracting Ltd., Halifax, N.S.	\$ 22,040 00	Aug. 11, 1949
Halifax, N.S.	Replanking of a portion of Jetty No. 0, H.M.C. Dockyard.	Walker & Hall, Halifax, N.S.	5,850 00	Nov. 8, 1949
Halifax, N.S.	Returfing of building No. 41, Garrison Barracks.	Douglas Bros. Ltd., Montreal, 16 P.Q.	6,497 60	Oct. 26, 1949
Halifax, N.S.	Improvement to Parade Square, Garrison Barracks.	Municipal Spraying & Contracting Ltd., Halifax, N.S.	5,654 00	Oct. 26, 1949
Chatham, N.B.	Structural alterations, partitioning, additions, shelving, plumbing, heating, electrical work and installation of new equipment in nine buildings and three new small buildings and the installation of petroleum storage and fire alarm systems at the R.C.A.F. Station.	John Flood & Sons Ltd., Saint John, N.B.	160,000 00	Nov. 2, 1949
Bouchard, P.Q.	Asphalt spraying of gravel roads, No. 34 O.A.D.	Charles Duranceau Ltd., Montreal, P.Q.	2,775 00	July 26, 1949
Bouchard, P.Q.	Construction of concrete foundations for two apartment blocks, No. 34 O.A.D.	Alexandre Duranceau, Montreal, P.Q.	6,500 00	July 19, 1949
Montreal, P.Q.	Asphalt resurfacing of parade ground, No. 25 Central Ordnance Depot.	Charles Duranceau, Ltd., Montreal, P.Q.	5,640 00	Oct. 21, 1949
Quebec, P.Q.	Asphalt paving at the Citadelle.	Union Quarries & Paving Ltd., Quebec, P.Q.	23,560 00	Oct. 7, 1949
Quebec, P.Q.	Installation of a new heating system, Grande Allee Armoury.	J. A. Y. Bouchard, Inc, Quebec, P.Q.	32,565 00	May 17, 1949
St. Johns, P.Q.	Repair and renewal of sidewalks, St. Johns Barracks.	Lemieux & Frere, St. Johns, P.Q.	5,455 00	July 5, 1949
Rock Island, P.Q.	Revering of Armoury.	Donahue Electric Reg'd, Sherbrooke, P.Q.	4,400 00	Aug. 3, 1949
Sherbrooke, P.Q.	Installation of a low pressure steam heating system and the construction of a boiler room and chimney, Armoury.	L. Massicotte & Carreau Ltee., Cap de la Madeleine, P.Q.	12,975 00	June 28, 1949
Valcartier, P.Q.	Construction of a 6" water main, Canadian Armament Research and Development Establishment.	Magloire Cauchon Ltee., Quebec, P.Q.	9,100 00	Nov. 1, 1949
Barricfield, Ont.	Construction of an "Other Ranks" mess R.C.E.M.E. School.	Schuett Construction Ltd., Kingston, Ont.	133,594 00	Nov. 15, 1949
Camp Borden, Ont.	Interior painting of building P. 65, R.C.A.S.C.	National Painting & Decorating Ltd., Toronto, Ont.	3,610 00	June 27, 1949
Kingston, Ont.	Installation of a new heating system in the Stone Frigate Building at the Royal Military College.	Williams Bros., Ottawa, Ont.	7,400 00	Oct. 7, 1949
London, Ont.	Asphaltic surfacing of floors in buildings Nos. 9, 10, 11 and 12, Central Ordnance Depot.	London Sand and Stone Ltd., London, Ont.	14,400 00	Oct. 7, 1949
London, Ont.	Construction of a boiler house and installation of a heating system in the Erie Building, Wolsely Barracks.	Rhame Bros. Ltd., London, Ont.	9,779 60	Oct. 27, 1949
Ottawa, Ont.	Laying a suitable surface over the existing concrete floor in the Beach Building.	Garla Flooring & Supply Co. Ltd., Toronto, Ont.	6,934 00	Nov. 10, 1949
Ottawa, Ont.	Construction of a chain link and ornamental fence, Beaver Barracks.	Prest Steel and Wire Co. Ltd., Montreal, P.Q.	2,626 65	June 13, 1949
Sault Ste. Marie, Ont.	Construction of an Armoury.	Piggott Construction Company Ltd., Hamilton, Ont.	890,096 00	Nov. 10, 1949
Trenton, Ont.	Construction and rehabilitation of Turret Bomber Range, R.C.A.F. Station.	H.J. McFarland Construction Company, Ltd., Picton, Ont.	29,346 29	Nov. 16, 1949
Wallaceburg, Ont.	Repairs and alterations to a factory building to provide suitable Armoury accommodation.	-Mac Construction Co., Wallaceburg, Ont.	17,807 00	Nov. 4, 1949
Weston, Ont.	Improvement of drainage and surfacing of roads, No. 1 Supply Depot.	Scott-Jackson Construction Ltd., New Toronto, Ont.	7,277 00	July 22, 1949
Winona, Ont.	Construction of three permeable groynes, Rifle Range.	Stuart MacKenzie, Toronto, Ont.	17,262 00	Nov. 4, 1949
Camp Shilo, Man.	Replacement of 50,000 gallon wood water tank with a steel tank of the same capacity and repairs to existing 50,000 gallon hemispherical bottom tank.	Horton Steel Works Ltd., Toronto, Ont.	28,455 00	Oct. 7, 1949

Fort Churchill, Man.	Erection of a D./F. Station.	The Foundation Company of Canada Ltd., Montreal, P.Q.	\$ 11,982 00	Nov. 5, 1949
Winnipeg, Man.	Construction of a remote receiver building and the installation of the remote services (plumbing and drainage, heating, ventilating and air conditioning, electrical, diesel engines and generators) at the R.C.A.F. Station.	Commonwealth Construction Co. Ltd., Winnipeg, Man.	184,229 00	Nov. 8, 1949
Winnipeg, Man.	Construction of a Transmitter Station, R.C.A.F. Station.	Claydon Company Ltd., Winnipeg, Man.	241,500 00	July 13, 1949
Suffield, Alta.	Construction of an extension and alterations to the existing power line at the Department of National Defence (Defence Research Board) Experimental Station.	Ness Electric Co., Medicine Hat, Alta.	15,780 00	Nov. 1, 1949
Wainwright, Alta.	Erection of one Domex building.	Disher Steel Construction Co. Ltd., Toronto, Ont.	39,000 00	Nov. 1, 1949
Beatson River, B.C.	Painting and repairs to buildings Nos. 1, 2, 3, 4, 5 and 6 at R.C.A.F. Detachment.	W. T. Lambly, Fort St. John, B.C.	3,676 44	Sept. 17, 1949
Fort Nelson, B.C.	Raising, reinforcing and repairing of front trusses and door guides of hangars, R.C.A.F. Station.	Poole Construction Company Ltd., Edmonton, Alta.	9,300 00	Oct. 24, 1949
Fort St. John, B.C.	Raising, reinforcing and repairing of front trusses and door guides of hangars, R.C.A.F. Station.	Poole Construction Company Ltd., Edmonton, Alta.	7,100 00	Oct. 22, 1949
Yellowknife, N.W.T.	Erection and painting of two 300-ft. towers and the installation of antenna system.	The Canadian Bridge Company Ltd., Walkerville, Ont.	34,000 00	June 3, 1949
Dawson, Y.T.	Construction of a residence for the Commissioner of the Yukon Territory.	Poole Construction Company Ltd., Edmonton, Alta.	45,000 00	Oct. 13, 1949
Watson Lake, Y.T.	Raising, reinforcing and repairing of front trusses and door guides of hangars, R.C.A.F. Station.	Poole Construction Company Ltd., Edmonton, Alta.	5,300 00	Oct. 24, 1949
<b>Central Mortgage and Housing Corporation</b>				
Albro Lake, N.S.	Installation of sewers and water mains.	Municipal Construction Paving, Halifax, N.S.	\$ 39,365 25	Oct. 25, 1949
Halifax, N.S.	Construction of 66 new veterans' rental houses.	Eastern Woodworkers, New Glasgow, N.S.	433,422 00	June 14, 1949
Ajax, Ont.	Installation of 125 foundations at Project No. 1.	Albert Loisselle & Fils, Valleyfield, P.Q.	87,600 00	June 14, 1949
Barrie, Ont.	Construction of 213 D.N.D. (Army) non-urban houses.	Russell Construction Co., Ltd., Toronto, Ont.	1,292,518 00	Aug. 30, 1949
Brantford, Ont.	Installation of sewers and water mains.	T. D. K. Rooney Construction Co., Kingston, Ont.	139,702 65	Aug. 30, 1949
Brantford, Ont.	Installation of 25 additional foundations.	Albert Loisselle & Fils, Valleyfield, P.Q.	17,000 00	May 11, 1949
Dryden, Ont.	Insulation of 50 houses at Project No. 1-48.	Canadian General Construction Company, Port Arthur, Ont.	11,675 00	Sept. 29, 1949
Gloucester, Ont.	Construction of 12 houses and ground services at D.N.D. non-urban (Navy) Project No. 1-49.	E. R. Tremblay, Aylmer East, P.Q.	83,274 25	Sept. 30, 1949
Rockcliffe, Ont.	Installation of sewers and water mains.	H. M. Grant & Co., Ottawa, Ont.	43,589 36	May 27, 1949
Windsor, Ont.	Installation of 500 foundations and dividing and releveling of existing double woodsheds. Projects Nos. 1, 2, 3, 4, 5, and 7.	Albert Loisselle & Fils, Valleyfield, P.Q.	351,000 00	Sept. 9, 1949
Shilo, Man.	Installation of sewers and water mains at Canadian Service College.	Midwest Engineering Co., Winnipeg, Man.	106,013 37	Sept. 25, 1949
Esquimalt, B.C.	Installation of sewers and water mains.	Premier Construction Company, Vancouver, B.C.	13,277 70	Sept. 29, 1949
Esquimalt, B.C.	Installation of sewers and water mains at H.M.C.S. "Naden".	Premier Construction Company, Vancouver, B.C.	15,062 90	Sept. 29, 1949
Esquimalt, B.C.	Installation of sewers and water mains at McCleary Pt.	Copely Bros., Victoria, B.C.	26,214 20	Sept. 29, 1949
Vancouver, B.C.	Street paving of Project 5T at Renfrew Heights.	General Construction Company, Ltd., Vancouver, B.C.	97,800 00	Sept. 28, 1949
<b>Department of Mines and Resources</b>				
Banff, Alta.	Installation of a storm drainage system in Banff townsite, Banff National Park.	Fred Mannix & Company Ltd., Calgary, Alta.	\$ 42,000 00	Sept. 19, 1949
Alert Bay, B.C.	Repairs to Indian Residential School.	J. T. Devlin & Company, Vancouver, B.C.	4,400 00	Sept. 12, 1949
Cranbrook, B.C.	Diamond and churn drilling operations at potential dam sites, Columbia River Basin, Kootenay River.	Western Water Wells Ltd., Calgary, Alta.	25,500 00	July 18, 1949
<b>Department of Public Works</b>				
Ballantyne's Cove, N.S.	Breakwater repairs.	F. W. Digdon, Mulgrave, N.S.	\$ 37,180 00	July 22, 1949
Halifax, N.S.	Repairs to main building—Eastern Air Command.	Fundy Construction Company, Ltd., Halifax, N.S.	10,500 00	Oct. 18, 1949
Kings Bay, N.S.	Breakwater replacement.	Barney Mosher & Son, Liverpool, N.S.	60,647 20	July 29, 1949
Little Judique Ponds, N.S.	Breakwater repairs.	Freeman Wolfe Digdon, Mulgrave, N.S.	14,065 00	July 22, 1949
Louisburg, N.S.	Repairs and renovations to Museum and Carpenters' Quarters, National Historic Park.	Melbourne R. Chappel, Sydney, N.S.	5,176 00	Sept. 28, 1949

**CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING OCTOBER**

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
<b>Department of Public Works</b>				
Oxford, N.S.	Repairs and improvements to public building.	W. R. McDonald, Salfspring, N.S.	\$ 4,000 00	Oct. 18, 1949
Saint John, N.B.	Addition to public building.	Acme Construction Company, Ltd., Saint John, N.B.	887,397 00	Aug. 29, 1949
Saint John, N.B.	Extension to Pavilion Annex, Lancaster Hospital.	Acme Construction Company, Ltd., Saint John, N.B.	18,997 00	Sept. 21, 1949
Ferme Neuve, P.Q.	Construction of a wharf.	Emilien & Paul Lefortme, Joliette, P.Q.	6,720 00	Sept. 6, 1949
Matane, P.Q.	Alterations and addition to public building.	Messrs. Poudrier and Boutet Ltd., Quebec, P.Q.	138,449 00	Oct. 18, 1949
Quebec, P.Q.	Construction of (phase 2) foundations, tunnel, first floor slab, etc., Veterans' Hospital, Ste. Foy.	Messrs. Magloire Cauchon Ltd., Quebec, P.Q.	193,600 00	Oct. 8, 1949
Quebec West, P.Q.	Construction of chain link fencing, Immigration Hospital.	Adelard Marchand Sr., Quebec, P.Q.	11,054 10	Sept. 26, 1949
Sorel, P.Q.	Harbour repairs and improvements (Morgan Wharf).	J. Elzeur Cournoyer, St. Joseph de Sorel, P.Q.	16,935 00	July 19, 1949
Sorel, P.Q.	Harbour repairs and improvements (Dock No. 2).	Armand Sicotte & Sons, Montreal, P.Q.	1,201,648 00	Aug. 29, 1949
Fort William, Ont.	Construction of wharf.	Thunder Bay Harbour Improvements Ltd., Port Arthur, Ont.	18,540 00	July 20, 1949
Ottawa, Ont.	Improvements to lighting, portions of 1st, 2nd, 3rd and 6th floors, Woods Building.	Messrs. J. C. Robinson & Sons Ltd., Ottawa, Ont.	5,790 00	Oct. 3, 1949
Ottawa, Ont.	Exterior painting of Temporary Bldg. No. 7 and Annex to Bureau of Statistics.	Mr. Robert Straug, Ottawa, Ont.	2,250 00	Oct. 3, 1949
Ottawa, Ont.	Exterior painting of Temporary Bldg. No. 6 and Justice Building Annex.	Mr. Alfred Grodce, Ottawa, Ont.	5,200 00	Oct. 3, 1949
Ottawa, Ont.	Exterior painting of Temporary Bldgs. Nos. 4 and 5.	Mr. Robert Straug, Ottawa, Ont.	3,994 00	Oct. 3, 1949
Ottawa, Ont.	Exterior painting of Temporary Bldgs. Nos. 1, 2 and 3.	Messrs. Thos. J. Gregoire and D. Reschini, Ottawa, Ont.	4,800 00	Oct. 3, 1949
Ottawa, Ont.	Repairs to existing greenhouse, Department of Agriculture, Division of Horticulture, Experimental Farm.	Lord & Burnham Co. Ltd., St. Catharines, Ont.	6,950 00	Aug. 29, 1949
Ottawa, Ont.	Interior painting, Taxation Division premises, Temporary Bldgs. Nos. 6 and 9.	Modern Decoration (Moderne), Hull, P.Q.	8,568 00	Oct. 6, 1949
Port Bruce, Ont.	Reconstruction of pier.	Birmingham Construction Ltd., Hamilton, Ont.	26,305 00	Aug. 8, 1949
Regina, Sask.	Interior painting, Post Office Bldg.	W. R. Falbot & Company, Regina, Sask.	9,887 00	Oct. 14, 1949
Regina, Sask.	Bituminous surfacing at R.C.M.P. Barracks.	Bird Construction Co. Ltd., Regina, Sask.	11,413 75	Sept. 3, 1949
Edmonton, Alta.	Construction of a central heating plant, Charles Camshell Hospital.	Poole Construction Company Ltd., Edmonton, Alta.	109,375 00	June 29, 1949
Qualicum Beach, B.C.	Construction of a boat harbour.	Coast Quarries Limited, Vancouver, B.C.	62,190 00	July 29, 1949
Malagaash, N.S.	Dredging.	Diamond Construction Co., Ltd., Fredericton, N.B.	11,941 00	*
Owen Sound, Ont.	Dredging.	McNamara Construction Co., Ltd., Toronto, Ont.	33,900 00	*
Nipigon, Ont.	Dredging a channel in Nipigon River.	Consolidated Dredging Ltd., Toronto, Ont.	33,525 00	*
Port Rowan, Ont.	Dredging.	McNamara Construction Co., Ltd., Toronto, Ont.	24,840 00	*
St. Williams, Ont.	Dredging.	McNamara Construction Co., Ltd., Toronto, Ont.	12,760 00	*
Lake Winnipeg, Man.	Steel hull for dipper dredge for service on Lake Winnipeg.	Russel Brothers Limited, Owen Sound, Ont.	63,640 00	*
<b>Department of Transport</b>				
Torbay, Nfld.	Additional airport development.	Concrete Products (Nfld.) Ltd., St. John's, Nfld.	\$ 6,760 00	Oct. 19, 1949
Cap Brule, P.Q.	Construction of single dwelling.	Aristide Maltais, La Malbaie, P.Q.	9,700 00	July 5, 1949
Cape Gaspe, P.Q.	Construction of reinforced concrete tower.	Deschenes & Bernier Ltee, Matane, P.Q.	7,637 19	July 5, 1949
Dorval, P.Q.	Alterations and additions to Trans-Air Terminal for air cargo facilities.	John Caron, Montreal, P.Q.	9,150 00	July 27, 1949
Saskatoon, Sask.	Additional airport development.	Erabant Brothers, St. Boniface, Man.	181,756 25	Aug. 16, 1949
Patricia Bay, B.C.	Road diversion at Patricia Bay Airport.	Premier Construction Co. Ltd., Vancouver, B.C.	29,822 25	Sept. 1, 1949

\*The labour conditions of these contracts contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.



# LABOUR LAW

## Recent Regulations Under Dominion and Provincial Legislation

*In British Columbia and New Brunswick, several new groups of workers are covered by Minimum Wage Orders. In New Brunswick, the first Order to be made for men fixes a daily minimum of \$4.50 for workers producing pulpwood, pitprops and logs. A general Order for women establishes a weekly rate of \$14.40 in factories, offices and certain other workplaces. In British Columbia, hospital workers of both sexes must be paid at least \$20 a week. Men and women in shops are now covered by a single Order which sets a minimum of \$18 a week. ¶Holidays with pay by means of a stamp system are now provided for construction workers in the Montreal district. ¶The Order limiting hours of work in Alberta coal mines to 40 in a week has been rescinded.*

### DOMINION

#### Fair Wages and Hours of Labour Act

##### *Fair Wages Policy*

A consolidation of the Orders in Council setting forth the Fair Wages Policy of the Government of Canada with respect to Government contracts, P.C. 5547, was issued on November 3, and gazetted November 23. The original Order in Council embodying the Fair Wages Policy, P.C. 1206 of June 7, 1922, and subsequent amendments are rescinded.

### PROVINCIAL

#### Alberta Labour Act

##### *Hours of Work in Coal Mines*

The Hours of Work Order (No. 14) made on August 4, 1949, which limited hours in or about coal mines to eight in a day and 40 in a five-day week until March 31, 1950 (L.G., Nov., 1949, p. 1438) has been rescinded by an Order in Council (O.C. 1245/49) made on October 24, gazetted November 15.

#### British Columbia Factories Act and Shops Regulation and Weekly Holiday Act

Proclamations declaring Monday, December 26; Tuesday, December 27; and Monday, January 2, 1950, public holidays for the purposes of the Factories Act and

the Shops Regulation and Weekly Holiday Act were issued on September 27, and gazetted October 6.

#### British Columbia Male and Female Minimum Wage Acts

##### *Hospitals*

For the first time men and women employed in hospital institutions are covered by a Minimum Wage Order (No. 16). The new Order, made on November 4, became effective when gazetted on November 10. Graduate nurses, student nurses in an approved school of nursing, and employees who perform professional, supervisory or managerial duties are exempted. For the purpose of this Order, "hospital institutions" are defined as those designated by the Lieutenant-Governor in Council as hospitals required to furnish general hospital services under the Hospital Insurance Act.

The minimum rate is \$20 for both male and female workers working 40 hours or more a week. Part-time workers, whose work-week consists of less than 40 hours, must be paid 50 cents an hour. Unless the Board permits otherwise, workers must receive at least two hours' pay in any day on which they are called to work if no work is provided, and four hours' pay when they are put to work.

Lower rates are fixed for three two-month learning periods for workers for whom a permit has been issued by the Board. For full-time learners the rates are \$14 a week for the first two months, \$16 for the second

and \$18 for the third, and for those who work part time the rates are 35, 40 and 45 cents an hour.

No deductions may be made from wages for accidental breakages of articles belonging to the employer.

For all time worked after eight hours in a day and 44 in a week a permit must be obtained from the Board and time and one-half the worker's regular rate must be paid.

A weekly rest of 32 consecutive hours must be given to every employee except in cases where this is unsuitable and other arrangements have been approved by the Board.

Suitable restroom, lunchroom, toilet and wash-room facilities must be provided for the use of employees. Where these are not provided, the Board, after investigation, may notify the employer in writing setting out in detail the necessary changes and fixing a time limit for these to be made.

The usual provisions regarding semi-monthly payment of wages, posting of orders and keeping of records are included in the new Order.

### *Shops*

The Board of Industrial Relations has issued a Minimum Wage Order (No. 24) covering both men and women employed in the mercantile industry. Order 24, which was made on November 4, and gazetted December 1, will take effect on January 1, 1950. This Order replaces No. 59 (1938) for men and No. 24 (1946) for women (L.G., 1938, p. 1235; 1946, p. 1104).

The minimum rate now fixed for both sexes is \$18 a week, which represents an increase of \$1 a week for women but is the same as before for men. The new \$18 rate applies to a work-week of from 39 to 44 hours.

Workers whose work-week consists of less than 39 hours must be paid at least 47 cents an hour and, except with the written permission of the Board, they must receive not less than four hours' pay at the regular rate in any one day. This represents an increase of two cents an hour over the former rate for women. The part-time rate for men since July 1, 1946, has been 48 cents an hour.

Learners working full-time must receive \$12, \$14 and \$16 weekly for three successive two-month learning periods. Inexperienced workers working part-time must be paid 32, 37 and 42 cents an hour, respectively, for the same three periods. The increase over the former learners' rate for women is \$1 a week or for hourly paid workers two cents an hour. Rates for inexperienced male workers were formerly fixed according to age groups.

For bicycle-riders and foot-messengers employed exclusively on delivery, a minimum rate of 35 cents an hour is fixed. In addition, where the employee provides his own bicycle, all reasonable costs in connection with its upkeep must be borne by the employer.

Time and one-half the regular rate must be paid for all hours worked beyond eight and 44. For overtime a permit from the Board is required.

All employees are now entitled to a weekly rest of 32 consecutive hours. The rest period granted under the earlier Order for men was 24 hours. Provision is made, as in other Orders, for different arrangements with respect to the weekly rest, on the approval of the Board.

The Order also contains the usual provision with regard to the daily guarantee. An employee who reports for work on the call of the employer must be paid at the regular rate for the entire period spent at the place of work, with a minimum of two hours' pay if there is no work and of four hours' pay if he is put to work.

### **British Columbia Minimum Wage Acts and Hours of Work Act**

The annual permission for overtime in the mercantile industry during the Christmas season has been granted by Orders issued on October 26, gazetted November 3.

In the Hours of Work Order, the city of New Westminster has this year been added to the list of larger cities and towns, namely Vancouver and district, Victoria, Esquimalt, Oak Bay and Saanich, in which workers in retail stores may work two hours in excess of the statutory eight on both December 22 and December 23. Elsewhere in the Province shop workers may work two extra hours on December 23 only. The annual supplementary Orders under the Minimum Wage Acts (Nos. 59 and 24) require time and one-half to be paid for the hours worked in excess of eight on December 22 and 23 in the places specified above, and on December 23 in the remainder of the Province.

For temporary workers taken on between December 5 and December 31, inclusive, special rates are fixed. No male worker may be paid less than 45 cents an hour, and no woman working 39 hours or more in a week may be paid less than \$17, or less than 45 cents an hour if she works less than 39 hours in a week. The regular daily guarantee of four hours' pay to both men and women workers is removed during this period.

## New Brunswick Minimum Wage Act

Two new Orders have been issued by the Minimum Wage Board, one governing male workers engaged in forest operations, the first Order for males in the Province, and the other a general Order for women workers fixing a minimum wage in factories, offices and certain other workplaces of \$14.40 a week. This rate is the same as that already established for women in wholesale and retail stores.

Effective from October 24, 1949, to April 30, 1950, male workers employed in the production of pulpwood, pitprops and logs, excluding those engaged in transporting these products, must receive at least \$4.50 a day. For workers handicapped by old age or loss of a limb, and for chore-boys and cookees a minimum rate of \$3.50 a day is set. An employer may charge \$1.05 a day if he furnishes board and lodging.

Effective December 1, 1949, a minimum wage of \$14.40 for a week of 48 hours or less is fixed for female workers in the Province *except* (1) those covered by two earlier Orders, that is, workers in wholesale and retail stores, hotels, restaurants and other places of public accommodation where meals are served (L.G., 1948, pp. 492, 1137); and (2) those employed in hospitals, nursing homes, and religious, charitable or educational institutions. Also excluded are apprentices, persons employed in a confidential capacity and those employed in domestic service, in agriculture or by the Crown. Overtime in excess of 48 hours a week must be paid for at the rate of 45 cents an hour. Part-time workers who regularly work less than 30 hours a week must receive at least 30 cents an hour.

## Quebec Minimum Wage Act

### *Holidays with Pay in the Construction Industry*

A stamp system of holiday with pay credits for workers in the construction industry in Montreal and vicinity was approved by Order 3A (O.C. 1161), gazetted October 29 and effective from that date until May 1, 1951. This system is already in effect for construction workers in Alberta, Manitoba (Greater Winnipeg) and Ontario. Because of the usually short duration of employment with one firm, construction workers were specifically excluded from Order 3 which provides for an annual holiday with pay of one week after one year's employment for most workers in Quebec (L.G., 1946, pp. 1105, 1464; 1947, p. 380).

The new regulations apply to workers governed by the Minimum Wage Act who are employed by employers carrying out

building construction work or having a place of business on the Island of Montreal or within a fifteen-mile radius, excluding the counties of St. John and Iberville. The Order does not cover workers who are governed by collective agreements or those whose habitual occupation is not connected with the building construction industry.

The Order provides that a workman whose employment with one employer is *not* continuous throughout the vacation-with-pay credit period, that is, from May 1 to April 30, is entitled to a vacation-with-pay credit of 2 per cent of his earnings from each employer, and requires the employer to affix credit stamps on each pay day in the workman's vacation-with-pay stamp book.

Stamps and stamp books are to be purchased by the employer from the Minimum Wage Commission before the beginning of a vacation-with-pay period. The employer may deduct 25 cents from the workman's wages to cover the cost of his stamp book. At the end of the vacation-with-pay period the workman is to receive from the Commission the value of the stamps affixed to his stamp book.

A vacation of at least one week with pay must be granted to a worker whose employment with one employer is continuous throughout the vacation-with-pay period. The holiday must be given within 12 months from the end of the vacation-with-pay period.

The Order prohibits any agreement for the purpose of granting to an employee less favourable conditions.

An amendment to the general Annual Vacation with Pay Order (No. 3), 1946, permits the stamp system to be used by agreement between the employer and the employee to pay the remuneration or vacation indemnity provided for by with pay under Order 3. This amendment was approved by an Order in Council (O.C. 1162) made and gazetted on the same dates as No. 3A.

## Saskatchewan Electrical Inspection and Licensing Act

The first regulations under the Electrical Inspection and Licensing Act, 1949 (L.G., 1949, p. 742), were made by an Order in Council (O.C. 2017/49) on October 28, gazetted November 5. These regulations, which are effective from December 1, 1949, set out a schedule of fees for the inspection of all types of electrical installations and electrical equipment installed by electrical contractors, employers and other persons. Schedule B sets out the fees to be paid for restricted journeymen's, contractors' and



supply house licences. All these fees are the same as before. A fee of \$10 has now been set for an employer's licence which is a new requirement laid down in the Act. All regulations made under the former Act are rescinded.

Other provisions of the regulations are unchanged. These include the stipulation that the Chief Inspector may decide not to accept the approval of the Canadian Standards Association as regards any specific type of electrical equipment. The Electrical Inspection Branch may inspect all electrical wiring and installations whenso-

ever done or made. Installations must conform to the latest authorized edition of the Canadian Electrical Code but the Code is to be interpreted as specifying minimum safety standards and the Branch may require that higher standards than those specified in the Code be imposed in the interest of safety. If, on inspection, the Branch finds that existing conductors and accessories are not of sufficient capacity for the current which they must carry, it may, by written order, require the owner or occupier of the premises to make the necessary changes.

## UNEMPLOYMENT INSURANCE

### Selected Decisions of Umpire Under the Unemployment Insurance Act

*Digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act. Published in two series (1) Benefit cases, designated CU-B, and (2) Coverage cases, CU-C.*

**Held that the claimant voluntarily left employment without just cause but that she was available for work within the meaning of the Act.—CU-B 433 (May 11, 1949).**

#### MATERIAL FACTS OF CASE:

The claimant, married, 46 years of age, registered for work as a winder and spooler, was employed as a winder by a textile manufacturer from 1943 until November 12, 1948. She made claim for benefit on November 17, 1948, and gave as her reason for separation that she had been working part-time from 7:00 p.m. to 12:00 p.m. and had been laid off, but was on call. The employer reported that when she was asked to work full shift, she left of her own accord, as she could not arrange to work from 3:30 p.m. to 12:00 p.m. The Insurance Officer disqualified the claimant for non-availability (27 (1) (b) of the Act), and also imposed a disqualification for a period of six weeks under the provisions of Section 41 (1) of the Act.

In her appeal to the Court of Referees, the claimant contended that the reason for her discharge was that the employer had brought displaced persons into the mill. Subsequently she declared that she could not accept work for a full shift because she had to be home to prepare a main dinner for the men in her family, although

she was willing to accept any textile work at a rate of pay not under 60 cents an hour provided the shift was from 8:00 a.m. to 3:00 p.m. or from 7:00 p.m. to 12:00 p.m. The Local Office commented that these hours were not presently available in the textile industry and that the rate for beginners was 54 cents an hour.

The union's representative gave evidence at the hearing to the effect that the claimant did not leave her employment voluntarily but rather that she was forced to do so because the company was unable to employ her during the hours she had worked since 1945. The employer's representative, on the other hand, stated that it was the company's policy to hire employees on a full-time basis, that since the beginning of her employment the claimant had been given the opportunity of working full time but had always refused; in October, 1948, the claimant, with ten others, was formally requested to accept full-time work, but she along with three others refused.

Considering that the claimant should have arranged her domestic responsibilities so as to enable her to accept full-time employment, the Court, in accordance with CU-B 247, confirmed the Insurance Officer's disqualification imposed under the provisions of Section 41 (1). The Court was also of the opinion that, since the claimant had unduly restricted her availability, the

Insurance Officer's disqualification imposed under the provisions of Section 27 (1) (b) should also be confirmed.

From the unanimous decision of the Court of Referees, the union of which the claimant is a member appealed to the Umpire.

#### DECISION:

The evidence indicates that the claimant refused to continue her employment with the ..... Cotton Company on revised terms. There can be no doubt therefore, that her separation from the employ of that company was of a voluntary nature.

Has the claimant shown just cause for having voluntarily left her employment within the meaning of Section 41 (1) of the Act?

After a careful study of all the facts and submissions of the case, I consider that the Court of Referees has rightly applied decision CU-B 247 to the present case. The following quotation from that decision is material to the present issue:—

"Had any unemployed person been offered employment of the same kind as that held by the claimant at the (Textile Company) and under the circumstances had refused, she would have been deemed to have refused suitable employment within the meaning of the Unemployment Insurance Act."

The claimant, therefore, has not shown just cause for having voluntarily left her employment.

Has the claimant proved that she was available for work within the meaning of Section 27 (1) (b) of the Act?

As I pointed out in a recent case, availability for work is primarily a subjective matter which must be considered in the light of a claimant's intention and mental attitude towards accepting employment. Viewed objectively, it might be determined by a claimant's prospects of employment in relation to a certain set of circumstances beyond his control or which he has deliberately created.

The evidence indicates that the claimant has been employed as a part-time worker for several years. It further indicates that she has to work "due to financial trouble". Under the circumstances, I consider that when she filed her claim for benefit on November 17, 1948, she was available for work and should have been given a reasonable period of time to find work of a pattern to which she had been accustomed.

For these reasons, the finding of the Court of Referees, under Section 41 (1) of the Act is upheld but their finding under Section 27 (1) (b) is reversed.

**Held that the claimant was not available for work within the meaning of the Act.**  
—CU-B 435 (May 11, 1949).

#### MATERIAL FACTS OF CASE:

The claimant, married, aged 26 years, was employed as a marker by a variety store from June, 1944, until July 31, 1948. Upon termination of employment, her salary was \$22 a week. She made claim for benefit on August 4, 1948, declaring that she had left her employment voluntarily because the atmosphere of the basement in which she worked was "too damp and smelly".

On October 14, 1948, the Local Office notified her of permanent employment as a packer with a candle manufacturer. The salary offered was \$16 for a 40-hour week, the prevailing rate of pay for that type of work in the district. The claimant refused to apply and gave as her reasons: "I do not want packing, I want to mark the same as the job before". The Insurance Officer disqualified her for a period of six weeks under the provisions of Section 40 (1) (a) of the Act in regard to her refusal and also imposed a disqualification for non-availability (Section 27 (1) (b)) because she had unduly restricted the type of employment which she would accept.

The claimant appealed to the Court of Referees on the grounds that the salary offered was \$20 a month less than that which she had earned in her previous occupation and that the type of work was different and would give her no chance of advancement in her usual line of work. The Court of Referees unanimously maintained both decisions.

The Chairman refused the claimant leave to appeal from the decision under the provisions of Section 40 (1) (a) of the Act, but granted leave to appeal from the decision on the question of availability.

#### DECISION:

According to the evidence, the claimant, on October 14, 1948, refused employment as a packer at the prevailing rate of pay in the district for that type of work because she did not want to accept employment other than in her usual occupation as a marker and at a salary corresponding to that which she had previously received with the ..... Company. Furthermore, she specified that she would not work "in a basement".

The records also reveal that the claimant, on September 21, 1948, refused three offers of employment, one of which was in her own line of work, stating that the salaries were too low and "the hours of work were such as to interfere with her domestic life".



Taking into consideration all the facts and submissions before me, I find that the Court of Referees, in upholding the disqualification imposed by the Insurance Officer under Section 27 (1) (b), has rendered a decision which is in accordance with the meaning of the Act and previous decisions of the Canadian Umpire.

Notwithstanding that the only question I had to decide in this case is that of the claimant's availability for work, I wish, in view of the claimant's apparent misapprehension of the term "suitable employment" under the Act, to draw her attention to the following comments of the Umpire in decision CU-B 59:—

"Employment (in a claimant's usual occupation) may be suitable employment even though the wages are less than the claimant has recently been receiving if the wages offered are in line with those observed by agreement between employers

and employees or than those recognized by good employers."

As to the claimant's reference to paragraph (c) of subsection (2) of Section 40 of the Act, I would like to point out that that paragraph is qualified by subsection (3) of the same section, which reads as follows:—

"After a lapse of such an interval from the date on which an insured person becomes unemployed as, in the circumstances of the case, is reasonable, employment shall not be deemed to be not suitable by reason only that it is employment of a kind other than employment in the usual occupation of the insured person, if it is employment at a rate of wages not lower and on conditions not less favourable than those observed by agreement between employees and employers or, failing any such agreement, than those recognized by good employers. For these reasons, the appeal is dismissed.

## Unemployment Insurance Statistics October, 1949\*

The monthly report prepared by the Dominion Bureau of Statistics on the operation of the Unemployment Insurance Act states that during October, 1949, a total of 77,091 claims for Unemployment Insurance benefit was filed in local offices of the Unemployment Insurance Commission as compared to 59,080 in September and 43,620 during October, 1948. Included in these are 7,742 revised claims (that is, reconsiderations of existing claims) during October, 1949, 7,145 in September, and 5,516 in October last year. Initial and renewal claims, representing mainly new cases of recorded unemployment among insured persons, totalled 69,349 in October, 1949, 51,935 in September, 1949, and 38,104 in October, 1948.

At October 31, 1949, ordinary claims on the live unemployment register numbered 105,934 (76,464 male and 29,473 female) as against 83,525 (59,567 male and 23,958 female) at September 30 and 55,384 (36,881 male and 18,503 female) at October 31, 1948. In addition to ordinary claims there were at October 31, 9,492 (7,078 male and 2,414 female) other claims, that is, mainly claims registered by persons working on short time, compared with 11,570 (9,116 male and 2,454 female) at September 30, 1949 and 4,460 (3,487 male and 973 female) at October 31, 1948.

Claimants on the live unemployment register at October 31, are classified according to the number of days they have been

continuously on the register since the last initial or renewal claim was filed in each case. For purposes of establishing the number of days on the register, only days of proven unemployment are counted.

During October, 1949, of 71,459 claims handled at adjudicating centres 56,827 claims were allowed, 14,240 were disallowed and 392 special requests were not granted. In addition, 802 claims were referred to Courts of Referees and the Umpire. Chief reasons for non-entitlement to benefit in order of number of cases were: "insufficient contributions while in insurable employment" 5,685 cases, "voluntarily leaving employment without just cause" 4,035 cases, and "refusal of offer of work and neglect of opportunity to work" 918 cases.

The number of persons receiving benefit, number of benefit days paid and amount of benefit paid by province for the week of October 15 to 21, inclusive, are presented in Table E-6. A total of 41,811 persons commenced receipt of benefit during October, 1949 as compared to 34,414 in September and 21,331 in October, 1948. In October, 1949, benefit payments amounted to \$3,845,541 for 1,675,017 compensated unemployed days as against \$3,671,773 for 1,611,461 days in September and \$1,763,559 for 878,430 days during October last year.

During the week of October 15 to 21, 1949, 71,838 persons received benefit for 400,350 days in respect of which \$921,686 were paid, as compared to 65,443 persons receiving

\* See Tables E-1 to E-7.



benefit for 372,196 days in the amount of \$848,957 during the week of September 10 to 16. The average duration of benefit for persons receiving benefit during the week of October 15 to 21, was 5.6 days as compared to 5.7 days for the week of September 10 to 16. The average amount of benefit per day for the former period was \$2.30 as compared to \$2.28 for the latter. During the two weekly periods mentioned the average amount of benefit paid was \$12.83 and \$12.97, respectively.

## Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending October 31, 1949, showed 3,594,352 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1949, an increase of 73,757 since September 30, 1949.

As at October 31, 1949, 223,457 employers were registered representing an increase of 271 since September 30, 1949.

# WAGES, HOURS AND WORKING CONDITIONS IN THE LUMBER AND ITS PRODUCTS INDUSTRY, OCTOBER 1948\*

*There were 48,100 mill or factory workers and 3,000 office workers reported employed in the 628 establishments whose returns are analysed in this article. Fifty-seven per cent of the workers were affected by collective agreements. The five-day week was reported in less than one-third of the establishments but they included one-half the workers. Time and one-half was the most common overtime rate. Forty-five per cent of the workers were in 187 establishments which gave a vacation of two weeks, mainly after five years. Ninety-seven per cent of the workers were in establishments observing statutory holidays and 24 per cent received pay for some or all of those observed.*

In making this analysis, the industry was divided into four parts, namely Sawmill Products; the Planing Mill, Sash and Door Industry; Wooden Furniture; and Baskets and Wooden Boxes. Each section will be dealt with separately.

Index numbers of wage rates for the industries shown on p. 92 are based on comparable rates in 1939 and indicate that in all but the Planing Mill, Sash and Door Industry, average rates had more than doubled by 1948.

## The Sawmill Products Industry

Returns from 228 sawmills throughout Canada employing 24,000 mill and 1,000 office workers were used in analysing this industry (Table 1). Thirty per cent of the workers were in 164 mills employing less than 100 workers, 22 per cent were in 38 mills employing between 100 and 200, another 22 per cent were in 18 mills with 200 to 400 workers and the remaining eight mills, employing more than 400, averaged 757 workers each.

*Collective Agreements.*—Collective agreements in writing were reported by 105 mills employing 16,900 workers. The great majority of workers were under agreement with the International Woodworkers of

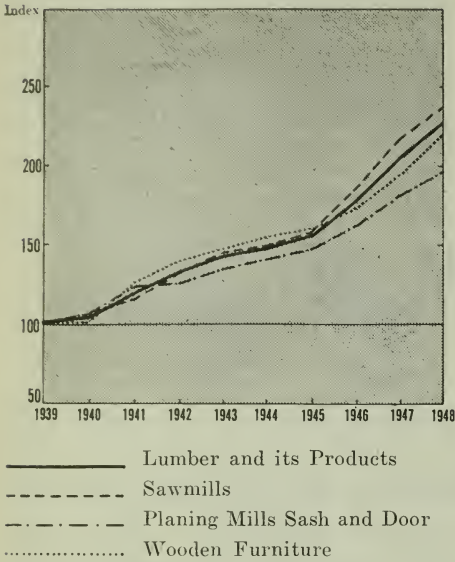
\* Information in this article was prepared from data obtained in the general annual survey of wage rates and hours of labour for 1948 made by the Economics and Research Branch of the Department of Labour. Employers were asked to report on certain conditions of work as well as to give, by occupation, their straight-time earnings of employees on piece work during the last pay period preceding October 1, 1948. Information on wage rates for 1948 in Logging and Construction was published in the April Labour Gazette and for Civic Employees in the May issue. Information comparable with this article dealing with other industries for 1948 has been published monthly since the June 1949 issue of the Labour Gazette.

For information on wage rates in the industry, see Report No. 31 "Wage Rates and Hours of Labour in Canada, 1948", issued by the Department as a supplement to the November Labour Gazette.

For a summary of provincial legislation on working conditions see *Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation*, an annual publication of the Department of Labour.

# INDEX NUMBERS OF WAGE RATES IN THE LUMBER AND ITS PRODUCTS INDUSTRY, 1939-1948

(Base 1939 = 100)



America (CIO-CCL) and the remainder reported agreements with other international or with national unions.

*Standard Weekly Hours of Work, Table 2.*—Weekly hours of work ranged from 40 to 60. Seventy-one per cent of the workers were in 142 mills operating on a 40, 44 or 48-hour week and the remainder worked longer than 48 hours.

The five-day week was reported by 74 mills employing more than half the total number of workers. They were all located in Ontario and British Columbia with hours reported for Ontario either 48 or 50 and for British Columbia, 40 or 44 with 52 per cent of all workers on a five-day 40-hour week.

*Overtime Rates of Pay, Table 3.*—All but two of the mills which paid an overtime rate providing premium pay reported a rate of time and one-half for overtime, either after daily or weekly hours had been worked. The two exceptions reported either time and one-half after a specified number of hours of work per month or a premium of ten cents per hour after weekly hours had been worked.

For work on Sunday and statutory holidays, time and one-half was the most

Year	Lumber and its Products*	Sawmills	Planing Mills Sash and Door	Wooden Furniture
1939.....	100.0	100.0	100.0	100.0
1940.....	104.4	105.0	105.0	101.7
1941.....	117.7	115.0	120.0	125.0
1942.....	131.0	130.7	123.7	139.0
1943.....	142.9	143.8	134.9	147.6
1944.....	148.2	148.7	139.4	154.8
1945.....	156.1	157.5	147.2	159.5
1946.....	178.3	184.8	161.2	171.7
1947.....	205.2	215.7	180.2	192.6
1948.....	226.2	236.5	195.9	218.8

\* Does not include the Basket and Wooden Box industry.

**TABLE 1.—DISTRIBUTION OF MILLS AND EMPLOYEES IN THE SAWMILL PRODUCTS INDUSTRY, 1948**

	Canada	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Alberta	British Columbia
Number of Mills.....	228	9	21	33	44	3	9	109
Employees in Mill—								
Male.....	23,660	279	1,279	3,155	3,681	164	524	14,578
Female.....	294	2	5	36	40	2	13	202
Total.....	23,954	281	1,284	3,185	3,721	166	537	14,780
In Office.....	1,009	10	36	116	168	11	18	650
Total.....	24,963	291	1,320	3,301	3,889	177	555	15,430







**TABLE 2.—STANDARD WEEKLY HOURS FOR MILL WORKERS IN THE SAWMILL PRODUCTS INDUSTRY, 1948**

Standard Weekly Hours		Canada		Nova Scotia		New Brunswick		Quebec	
		Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>On a Five-Day Week</i>									
40	.....	67	12,430						
44	.....	4	153						
48	.....	1	45						
50	.....	2	95						
Total		74	12,723						
<i>On a Six-Day Week</i>									
44	.....	37	2,065						
48	.....	23	2,288						
49	.....	2	73						
50	.....	9	715			1	10		
54	.....	28	1,879	5	150	12	831	2	218
55	.....	6	730					2	395
Over 55 and under 60	.....	14	738	3	90	4	208	4	247
60	.....	35	2,743	1	41	4	235	25	2,325
Total		154	11,231	9	281	21	1,284	33	3,185
<i>Total</i>									
40	.....	67	12,430						
44	.....	41	2,218						
48	.....	24	2,333						
49	.....	2	73						
50	.....	11	810			1	10		
54	.....	28	1,879	5	150	12	831	2	218
55	.....	6	730					2	395
Over 55 and under 60	.....	14	738	3	90	4	208	4	247
60	.....	35	2,743	1	41	4	235	25	2,325
Total		228	23,954	9	281	21	1,284	33	3,185

Standard Weekly Hours		Ontario		Manitoba		Alberta		British Columbia	
		Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>On a Five-Day Week</i>									
40	.....							67	12,430
44	.....							4	153
48	.....	1	45						
50	.....	2	95						
Total		3	140					71	12,583
<i>On a Six-Day Week</i>									
44	.....	14	1,679	3	166	5	311	37	2,065
48	.....	2	73					1	132
49	.....	8	705						
50	.....	5	454			4	226		
54	.....	4	335						
Over 55 and under 60	.....	3	193						
60	.....	5	142						
Total		41	3,581	3	166	9	537	38	2,197
<i>Total</i>									
40	.....							67	12,430
44	.....							41	2,218
48	.....	15	1,724	3	166	5	311	1	132
49	.....	2	73						
50	.....	10	800						
54	.....	5	454			4	226		
55	.....	4	335						
Over 55 and under 60	.....	3	193						
60	.....	5	142						
Total		44	3,721	3	166	9	537	109	14,780

**TABLE 3.—OVERTIME RATES OF PAY FOR MILL WORKERS IN THE SAWMILL PRODUCTS INDUSTRY, 1948**

NOTE.—One mill (17 workers) paid a premium rate of ten cents per hour after weekly hours had been worked.

Overtime Rates by Region	After Daily Hours		Only After Weekly Hours		Sundays		Holidays	
	Monday to Saturday		Mills	Workers	Mills	Workers	Mills	Workers
	Mills	Workers						
Total Mills and Workers.....	178	18,355	49	5,582	227	23,937	227	23,937
<i>Time and One-Half</i>								
Canada.....	(1)85	13,291	49	5,582	109	14,951	(2)97	14,357
New Brunswick.....					1	23		
Quebec.....	12	2,269	3	149	5	567	2	60
Ontario.....	9	1,314	3	387	10	836	5	280
Manitoba.....			1	130	1	130		
Alberta.....	3	146	2	124	3	143	1	193
British Columbia.....	61	9,562	40	4,792	89	13,252	89	13,914
<i>Double Time(3)</i>								
Canada.....					13	2,469	12	2,486
Quebec.....					6	1,479	5	1,441
Ontario.....					2	789	2	789
British Columbia.....					5	201	5	256
<i>No Premium Pay(4)</i>								
Canada.....	(5)93	5,064			105	6,517	118	7,034

(1) One mill (84 workers) paid overtime on a monthly basis after 208 hours had been worked.

(2) Includes one mill (942 workers) paying regular rates for two of the nine holidays observed.

(3) Includes one mill (98 workers) paying double time and one half.

(4) Includes mills paying straight time or having no overtime policy.

(5) Two mills (149 workers) paid time and one half for overtime on Saturday.

**TABLE 4.—VACATIONS WITH PAY FOR MILL WORKERS IN THE SAWMILL PRODUCTS INDUSTRY, 1948**

NOTE.—Sixty-three mills (2,759 workers) gave no information on vacations

Length of Service Required	Initial Vacation		Maximum Vacation			
	One Week		One Week		Two Weeks	
	Mills	Workers	Mills	Workers	Mills	Workers
<i>Under One Year</i>						
Canada.....	42	4,362	21	1,132		
Quebec.....	2	163	2	163		
Ontario.....	7	1,066	2	254		
Manitoba.....	1	130				
Alberta.....	1	143				
British Columbia.....	31	2,860	17	715		
<i>One Year</i>						
Canada.....	123	16,833	65	6,226	(1)9	1,240
Nova Scotia.....	1	17	1	17		
New Brunswick.....	2	274	2	274		
Quebec.....	15	2,425	15	2,425		
Ontario.....	30	2,330	28	2,238	4	771
Manitoba.....					1	130
Alberta.....	5	318			1	143
British Columbia.....	70	11,469	19	1,272	3	196
<i>Two and Three Years</i>						
Canada.....					9	655
Ontario.....					1	21
Alberta.....					5	318
British Columbia.....					3	316
<i>Five Years</i>						
Canada (British Columbia Only).....					59	11,830
Total Mills and Workers.....	165	21,195	86	7,358	(2)79	13,837

(1) Includes one mill (53 workers) giving an additional week after eighteen months of service.

(2) Includes one mill (71 workers) giving two weeks and another (41 workers), three weeks vacation after twenty-five years' service.

common rate. However, some 2,400 workers received double time and in one case double time and one-half was reported.

*Vacations with Pay, Table 4.*—Of the 228 mills covered in this survey, 165 employing 89 per cent of the workers, reported giving a vacation with pay of at least one week after a year or less of service. Fifty-seven per cent of the workers were in 77 mills reporting a maximum vacation of two weeks after one to five years of service, mainly after five years. Two mills gave three weeks, after 18 months in one case and after 25 years in the other.

*Statutory Holidays, Table 5.*—Eighteen mills reported observing no holidays and of the 210 mills which reported observing some statutory holidays, 190 employing 84 per

cent of the workers, did not pay for any of the holidays observed. Payment was made for one holiday in seven mills, two to four holidays in eight mills and the other five mills paid for five to eight holidays.

*Shift work, Table 6.*—Some 3,400 workers were reported on shift work in this industry during the survey period with 83 per cent of these receiving a wage differential of four, five, six or 14 cents per hour, most of the workers receiving six cents.

*Sick Leave with Pay.*—Sick leave with pay was negligible in this industry with only 17 mills reporting a sick leave policy. Thirteen of these mills employing 2,141 workers had a group insurance or sick benefit plan and the remainder reported varying provisions covering paid sick leave.

**TABLE 5.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE SAWMILL PRODUCTS INDUSTRY, 1948**

NOTE.—Eighteen mills (1,145 workers) gave no information on holidays.

	Number of Holidays Observed by Mills									Total	
	Days									Mills	Workers Affected
	1 to 3	4	5	6	7	8	9	10 to 13			
Paying for											
1 Holiday .....		2	2	1	1			1		7	628
2 Holidays .....								3		3	888
3 " .....				2						2	165
4 " .....			2				1			3	565
5 to 7 " .....				1	1	1				3	340
8 " .....							2			2	85
Total Mills Paying for one or more Holidays .....	2	4	4	2	1	3	4			20	2,671
Total Mills not Paying for Holidays .....	22	6	17	23	43	32	29	18		190	20,138
Total Mills Observing Holidays .....	24	10	21	25	44	35	33	18		210	22,809

**TABLE 6.—SHIFT WORK IN THE SAWMILL PRODUCTS INDUSTRY BY NUMBER OF MILL WORKERS, 1948**

Wage Rate Differentials	Two-Shift Operation	Three-Shift Operation		Total Workers On Shift Work
	2nd Shift	2nd Shift	3rd Shift	
Total Number of Workers .....	2,326	829	244	3,399
<i>No Differential</i>				
Canada .....	538	18	17	573
Quebec .....	122	2	1	125
Ontario .....	243			243
British Columbia .....	173	16	16	205
<i>Four and Five Cents</i>				
Canada (British Columbia only) .....	145			145
<i>Six Cents</i>				
Canada (British Columbia only) .....	1,550	811	227	2,588
<i>Fourteen Cents</i>				
Canada (British Columbia only) .....	93			93



## The Planing Mill, Sash and Door Industry

In analysing this industry, returns from 203 mills employing 9,800 mill workers and 1,300 office workers during the survey period were used (Table 7).

Of the 203 mills, 139 employed less than 50 workers each, averaging 27 workers per mill, and only two mills employed more than 200 workers.

*Collective Agreements.*—Of the 203 mills, 59 reported having collective agreements in writing covering 39 per cent of the workers.

Twenty-two per cent of the workers under agreement were in 35 mills reporting agreements with either the United Brotherhood of Carpenters and Joiners of America (AFL-TLC) or the International Woodworkers of America (CIO-CCL). Two mills reported employees' associations and the remainder reported agreements with either a national or international union.

*Standard Weekly Hours of Work, Table 8.*—Weekly hours ranged between 40 and 60 with the largest groups of workers including 22 per cent of the total number in mills reporting a 44-hour week and another 21 per cent in 36 mills reporting a 48-hour week.

**TABLE 7.—DISTRIBUTION OF MILLS AND EMPLOYEES IN THE PLANING MILL, SASH AND DOOR INDUSTRY, 1948**

	Canada	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
Number of Mills.....	203	17(1)	12	41	77	10	7	16	23
Employees In Mill									
Male.....	9,677	570	834	2,138	3,743	495	152	664	1,081
Female.....	140	10	2	11	63	3	2	37	12
Total.....	9,817	580	836	2,149	3,806	498	154	701	1,093
Employees In Office.....	1,278	96	90	234	593	48	21	56	140
Total.....	11,095	609	926	2,383	4,399	546	175	757	1,233

(1) Includes two mills (55 mill and 12 office workers) located in Prince Edward Island

**TABLE 8.—STANDARD WEEKLY HOURS OF WORK IN THE PLANING MILL, SASH AND DOOR INDUSTRY, 1948**

Standard Weekly Hours	By Mills								
	Canada	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
<i>On a Six-Day week</i>									
44.....	50	5		1	16	7	4	11	6
Over 45 and under 48.....	12			1	11				
48.....	29	2	3	1	18		1	4	
49.....	9	3		2	3	1			
50.....	28	3	1	15	9				
Over 50 and under 55.....	25	3	8	10	2	1		1	
55.....	6			6					
Over 55 and under 60.....	3			3					
60.....	6	1		2		1	2		
Total.....	168	17	12	41	59	10	7	16	6
	By Number of Mill Workers								
44.....	2,137	154		42	602	396	99	601	243
Over 45 and under 48.....	776			48	728				
48.....	1,678	145	278	54	1,096		21	84	
49.....	333	69		149	84	31			
50.....	938	67	180	525	166				
Over 50 and under 55.....	1,263	136	378	657	51	25		16	
55.....	437			437					
Over 55 and under 60.....	134			134					
60.....	192	9		103		46	34		
Total.....	7,888	580	836	2,149	2,727	498	154	701	243

### The Five-Day week

The five-day week was in effect in another 35 mills (1,929 workers). There were 17 British Columbia mills on a 40-hour week and the remaining mills operating five days per week were all located in Ontario. Eight mills (519 workers) reported a 45-hour week, three worked 47 or 47½ hours (157 workers) and seven (403 workers) were on a 48-hour work week.

The five-day week was reported by only 35 mills of which 19 were on a 40-hour week.

*Overtime Rates of Pay, Table 9.*—Time and one-half was the most common overtime rate providing premium pay which was reported. Sixty-four per cent of the workers received this rate after daily or weekly hours had been worked; for Sunday and Holiday work, more than one-third of the workers were eligible for this rate.

Double time was paid for Sunday work by 33 mills employing 20 per cent of the workers. For work on statutory holidays this same rate was paid in 38 mills employing 23 per cent of the workers; in two cases a rate of double time and one-half was reported.

*Vacations with Pay, Table 10.*—Of the 183 mills reporting information on vacations with pay, 160 employing 87 per cent of the workers reported an initial vacation of one week and another eight mills gave two weeks, in every case after one year of service.

One week was the longest vacation given by 128 mills, employing 6,300 workers. A vacation of two weeks was reported by 56 mills (2,900 workers) requiring from one to

20 years of service; 85 per cent of these workers were in mills requiring five years or less.

*Statutory Holidays, Table 11.*—Of the 201 mills which reported observing some statutory holidays, 80 employing more than one-third of the workers paid for one to 12 of those observed. Twenty-one of the mills, employing 32 per cent of the workers in those mills paying for some holidays, reported payment for two of those observed and another 40 per cent were in 37 mills which paid for six to eight.

*Sick Leave with Pay.*—Only 43 mills employing some 2,400 mill workers reported sick leave with pay. Twenty-five mills employing 1,600 workers reported a Group Insurance or Sick Benefit Plan. The remainder had various provisions, covering length of service, number of days allowed per year or in special cases only.

## The Wooden Furniture Industry

In analysing this industry returns from 147 factories employing 10,600 factory workers and an office staff of 1,000 were used (Table 12). One-half the workers were

**TABLE 9.—OVERTIME RATES OF PAY FOR MILL WORKERS IN THE PLANING MILL, SASH AND DOOR INDUSTRY, 1948**

Overtime Rates by Region	After Daily Hours				Only After Weekly Hours		Sunday		Holidays	
	Monday to Friday		Saturday		Mills	Workers	Mills	Workers	Mills	Workers
	Mills	Workers	Mills	Workers						
Total Mills and Mill Workers.....	151	6,806	151	6,806	52	3,011	203	9,817	203	9,817
<i>Time and One-Quarter</i>										
Canada (Ontario Only).....					2	46			2	46
<i>Time and One-Third</i>										
Canada (New Brunswick Only).....	1	72	1	72			1	72	1	72
<i>Time and One-Half (1)</i>										
Canada.....	55	3,398	54	3,378	50	2,965	46	3,302	51	3,368
Nova Scotia.....	2	97	2	97	1	48				
New Brunswick.....	4	390	4	390	2	213	5	305	3	220
Quebec.....	13	847	13	847	16	853	6	357	10	571
Ontario.....	10	798	10	798	15	1,085	17	1,481	16	1,299
Manitoba.....	3	99	3	99	2	215	1	200	2	244
Saskatchewan.....	4	99	3	79						
Alberta.....	6	372	6	372	6	190	5	275	7	314
British Columbia.....	13	696	13	696	8	361	12	684	13	720
<i>Double Time (2)</i>										
Canada.....			1	20			33	1,969	40	2,268
Nova Scotia.....							2	100	2	100
New Brunswick.....							2	318	3	383
Quebec.....							11	690	14	829
Ontario.....							3	203	5	283
Manitoba.....								81	2	52
Saskatchewan.....			1	20			3	79	4	99
Alberta.....							2	161	3	208
British Columbia.....							8	337	7	314
<i>No Premium Pay (3)</i>										
Canada.....	95	3,336	95	3,336			123	4,474	109	4,063

(1) One mill (24 workers) on a five-day week paid double time after the first three hours, from Monday to Friday and double time after eight hours on Saturday.

(2) Includes two mills (45 workers) paying double time and one-half for work on holidays.

(3) Includes mills paying straight time or having no overtime policy.

in 104 factories employing less than 100 workers. The remaining 33 factories employing more than 100 and less than 400 averaged 160 workers each.

*Collective Agreements.*—Of the 147 factories, 61 reported having collective agreements in writing affecting some 4,600 workers. The majority of workers were reported under agreement with either the International Woodworkers of America (CIO-CCL), the Upholsters' International Union of North America (AFL-TLC), the United Brotherhood of Carpenters and

Joiners (AFL-TLC), or unions affiliated with the Canadian Catholic Confederation of Labour.

*Standard Weekly Hours of Work, Table 13.*—Weekly hours ranged from 40 to 50 with 89 per cent of the workers in 116 mills operating either on a 40, 45, 49 or 50-hour week.

The five-day week was in effect in 105 of the 147 factories employing 75 per cent of the workers. Forty-four per cent of the total number of workers were on a five-day, 45-hour week.

**TABLE 10.—VACATIONS WITH PAY FOR MILL WORKERS IN THE PLANING MILL, SASH AND DOOR INDUSTRY, 1948**

NOTE.—Of the 203 mills covered in this survey 19 mills (613 workers) did not report any information on vacations with pay.

Length of Service Required	Initial Vacation				Maximum Vacation			
	One Week		Two Weeks		One Week		Two Weeks	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>No Specified Service</i>								
Canada.....	4	129			2	61		
Ontario.....	3	94			2	61		
Alberta.....	1	35						
<i>Six Months (1)</i>								
Canada.....	11	354			7	235		
Quebec.....	1	30			1	30		
Ontario.....	7	240			6	205		
Saskatchewan.....	2	58						
Alberta.....	1	26						
<i>One Year</i>								
Canada.....	160	8,539	8(2)	173	118	6,040	14	360
Nova Scotia.....	5	221	1	21	5	221	1	21
New Brunswick.....	8	687			8	687		
Quebec.....	38	2,089	1	8	35	1,987	1	8
Ontario.....	67	3,472			52	2,240	2	68
Manitoba.....	8	421			4	301		
Saskatchewan.....			4	75			6	133
Alberta.....	12	601	1	24			3	85
British Columbia.....	22	1,048	1	45	14	604	1	45
<i>Two Years</i>								
Canada.....	1	9			1	9	15	693
Nova Scotia.....	1	9			1	9		
Ontario.....							2	68
Manitoba.....							1	24
Alberta.....							12	601
<i>Three and Four Years</i>								
Canada.....							3	145
Ontario.....							2	124
British Columbia.....							1	21
<i>Five Years</i>								
Canada.....							20	1,373
Quebec.....							3	102
Ontario.....							8	796
Manitoba.....							2	52
British Columbia.....							7	423
<i>Ten and Twenty Years</i>								
Canada.....							4	288
Ontario.....							3	244
Manitoba.....							1	44
Total Mills and workers.....	176	9,031	8	173	128	6,345	56	2,859

(1) Includes one mill (49 workers) with a single provision of one week after three months of service.

(2) Includes three mills (54 workers) on seasonal work allowing 1/26 of total earnings.



*Overtime Rates of Pay, Table 14.*—Time and one-half was the only premium rate reported for the work week either after daily or weekly hours had been worked and the majority of workers received this same rate for Sunday and holiday work. Double time was paid in 17 and 20 instances respectively for Sunday and holiday work and in another three cases double time and one-half was reported for work on statutory holidays.

*Vacations with Pay, Table 15.*—Only two factories did not give any information on vacations with pay and all those reporting gave at least one week after a year or less of service.

One-third of the workers were in 38 factories which reported a maximum vacation of two weeks after a service requirement ranging from two to twenty years with

the great majority of workers in factories requiring five years. Two factories gave three weeks, after 25 years in one case, and after 30 years in the other.

*Statutory Holidays, Table 16.*—All the factories in this industry reported observing some statutory holidays and 53 of these, employing some 4,000 workers, paid for some or all of the holidays observed. Payment was made for four to six holidays in 44 factories employing 51 per cent of the workers receiving pay for some holidays.

*Sick Leave with Pay.*—Of the 33 factories reporting sick leave with pay, 28 employing some 2,800 workers had a group insurance plan and the remainder reported varying provisions, such as, "employees own fund", "part pay after six months"; another reported allowing sick leave with no definite policy.

**TABLE 11.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE PLANING MILL, SASH AND DOOR INDUSTRY, 1948**

NOTE.—Of the 203 mills covered in this Survey two (150 workers) did not observe any holidays.

	Number of Holidays observed by Mills										Total	
	Days										Mills	Workers Affected
	1 and 2	3 and 4	5	6	7	8	9	10	11 and 12	14 and 15		
Mills Paying For												
1 Holiday.....	1		1	1	2	2	1				8	281
2 Holidays.....	2				5		11	2		1	21	1,165
3 ".....			1								1	6
4 ".....		1			1	1	2		1		6	266
5 ".....				2			1				3	386
6 ".....					6	2	1				9	431
7 ".....						12 <sup>(1)</sup>	1	1			14	582
8 ".....						( <sup>2</sup> )14					14	465
9 to 12 ".....							1	1	2		4	114
Total Mills Paying for 1-12 Holidays.....	3	1	4	7	20	20	18	3	3	1	80	3,696
Total Mills not Paying for Holidays.....	3	5	4	7	22	29	( <sup>3</sup> )26	17	3	5	121	5,971
Total Mills Observing Holidays.....	6	6	8	14	42	49	44	20	6	6	201	9,667

(1) Includes one mill requiring an employment service of one year.

(2) Includes one mill requiring five years' service.

(3) One mill observed 9½ holidays.

**TABLE 12.—DISTRIBUTION OF FACTORIES AND EMPLOYEES IN THE WOODEN FURNITURE INDUSTRY, 1948**

	Canada	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Number of Factories.....	147	3	35	86	8	15
Employees In Factory						
Male.....	9,903	74	2,031	6,642	150	736
Female.....	704		97	417	16	174
Total.....	10,607	74	2,398	7,059	166	910
In Office.....	978	15	258	620	22	63
Total.....	11,585	89	2,656	7,679	188	973

**TABLE 13.—STANDARD WEEKLY HOURS FOR FACTORY WORKERS IN THE WOODEN FURNITURE INDUSTRY, 1948**

Standard Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario		Prairie Provinces		British Columbia	
	Factories	Workers	Factories	Workers	Factories	Workers	Factories	Workers	Factories	Workers	Factories	Workers
<i>On a Five-Day Week</i>												
40.....	27	1,806			3	217	12	751			12	838
Over 40 and under 44 .....	7	275			1	7	4	194	1	34	1	40
44.....	5	167			1	49	3	103			1	15
45.....	50	4,650			1	16	48	4,610	1	24		
Over 45 and under 48 .....	3	233			2	132	1	101				
48.....	2	76			1	49	1	27				
49.....	1	29			1	29						
50.....	10	708			9	668	1	40				
Total.....	105	7,944			19	1,167	70	5,826	2	58	14	833
<i>On a Six-Day Week</i>												
44.....	10	210	1	5			3	116	5	72	1	17
45.....	11	1,030					11	1,030				
Over 45 and under 48 .....	2	102					1	66	1	36		
48.....	2	73			1	52	1	21				
49.....	12	927			12	927						
50.....	5	321	2	69	3	252						
Total.....	42	2,663	3	74	16	1,231	16	1,233	6	108	1	17
<i>Total</i>												
40.....	27	1,806			3	217	12	751			12	838
Over 40 and under 44 .....	7	275			1	7	4	194	1	34	1	40
44.....	15	377	1	5	1	49	6	219	5	72	2	32
45.....	61	5,680			1	16	59	5,640	1	24		
Over 45 and under 48 .....	5	335			2	132	2	167	1	36		
48.....	4	149			2	101	2	48				
49.....	13	956			13	956						
50.....	15	1,029	2	69	12	920	1	40				
Total.....	147	10,607	3	74	35	2,398	86	7,059	8	166	15	910

**TABLE 14.—OVERTIME RATES OF PAY FOR FACTORY WORKERS IN THE WOODEN FURNITURE INDUSTRY, 1948**

Overtime Rates by Region	After Daily Hours		Only After Weekly Hours		Sunday		Holidays	
	Monday to Saturday		Factories	Workers	Factories	Workers	Factories	Workers
	Factories	Workers						
Total Factories and Workers...	(1)94	7,193	53	3,414	147	10,607	147	10,607
<i>Time and One-Half (2)</i>								
Canada.....	67	6,414	53	3,414	76	7,603	92	8,315
Maritime Provinces.....	1	5						
Quebec.....	20	1,752	10	538	13	1,389	19	1,672
Ontario.....	36	3,883	40	2,825	58	5,687	66	6,040
Prairie Provinces.....	2	29						
British Columbia.....	8	745	3	51	5	527	7	603
<i>Double Time</i>								
Canada.....					17	988	20	1,192
Maritime Provinces.....					1	5	1	5
Quebec.....					10	557	13	684
Ontario.....					3	218	4	310
Prairie Provinces.....					1	5		
British Columbia.....					2	203	2	193
<i>Double Time and One-Half</i>								
Canada (Ontario only).....							3	352
<i>No Premium Pay (3)</i>								
Canada.....	26	752			54	2,016	32	748

(1) Includes one factory (27 workers) reporting a flat rate providing a premium of five cents per hour.

(2) One factory (29 workers) reported double time for Saturday work and another (50 workers) gave its carpenters and painters double time for overtime during the week and on observed statutory holidays.

(3) Includes factories paying regular rates or having no overtime policy.

## The Basket and Wooden Box Industry, 1948

In analysing the industry, returns from 50 factories across Canada employing approximately 3,700 factory workers and 200 office employees were used (Table 17). Of the 50 factories, 38 employed less than 100 workers, averaging 43 workers per factory and only two employed more than 200 workers.

*Collective Agreements.*—Collective agreements in writing were reported by 21 factories, covering 54 per cent of the workers. The most prominent unions were the United Brotherhood of Carpenters and

Joiners of America (AFL-TLC) and the International Woodworkers of America (CIO-CCL). There were three other unions affiliated with the Canadian Catholic Confederation of Labour and another eight were under agreement with either an international union or an Employees' Association.

*Standard Weekly Hours of Work, Table 18.*—Weekly hours of work ranged between 40 and 60 with 71 per cent of the workers in 36 factories reporting either a 44, 45, 48 or 50-hour week. Twenty per cent of the workers were in the ten factories which reported working longer than 50 hours per week.

**TABLE 15.—VACATIONS WITH PAY FOR FACTORY WORKERS IN THE WOODEN FURNITURE INDUSTRY, 1948**

NOTE.—Four factories employing 123 workers gave no information on vacations.

Length of Service Required	Initial Vacation		Maximum Vacation			
	One Week		One Week		Two Weeks	
	Factories	Workers	Factories	Workers	Factories	Workers
<i>No Specified Service</i>						
Canada.....	8	484	8	484		
Quebec.....	2	82	2	82		
Ontario.....	5	375	5	375		
Prairie Provinces.....	1	27	1	27		
<i>Three and Six Months</i>						
Canada.....	14	1,161	6	329		
Quebec.....	4	180	3	65		
Ontario.....	10	981	3	264		
<i>One Year</i>						
Canada.....	121	8,839	87	5,841	2	132
Maritime Provinces.....	1	33	1	33		
Quebec.....	28	2,066	27	2,034		
Ontario.....	71	5,703	44	3,095	2	132
Prairie Provinces.....	7	139	5	79		
British Columbia.....	14	898	10	600		
<i>Two and Three Years</i>						
Canada.....					(1)10	373
Ontario.....					7	295
Prairie Provinces.....					2	60
British Columbia.....					1	18
<i>Five Years</i>						
Canada.....					(2)25	2,699
Quebec.....					2	147
Ontario.....					21	2,300
British Columbia.....					2	252
<i>Eight and Eleven Years</i>						
Canada (Ontario only).....					2	373
<i>Fifteen and Twenty Years</i>						
Canada.....					3	253
Ontario.....					2	225
British Columbia.....					1	28
Total Factories and Workers....	143	10,484	101	6,654	42	3,830

(1) One factory (75 workers) gave an additional week after thirty years' service.

(2) One factory (113 workers) gave an additional week after twenty-five years' service.



The five-day week, with hours varying between 40 and 50, was in effect in only 13 of the factories which employed 29 per cent of the workers.

*Overtime Rates of Pay, Table 19.*—More than half the factories reported paying a premium rate of time and one-half after either daily or weekly hours had been worked. Thirty-nine per cent of the workers received the same rate for Sunday work and 29 per cent received double time. For work on observed Statutory holidays nearly one-third of the factories, employing 40 per cent of the workers, reported paying a rate of time and one-half; double time was reported in 12 instances accounting for 16 per cent of the workers. The factories in Saskatchewan reported a rate of double time and one-half.

*Vacations with Pay, Table 20.*—All but four factories had some provision for paid vacations, reporting a vacation of at least

one week after six months or a year of service.

Sixteen factories, employing more than one-third of the workers, reported a maximum vacation of two weeks with a service requirement of from one to ten years; one of these gave three weeks after 18 months of service.

*Statutory Holidays.*—In this industry all the factories reported observing from two to 11 holidays, although only nine, employing one-quarter of the workers, paid for some or all of the holidays observed.

*Sick Leave with Pay.*—Of the 50 factories used, only seven with 585 workers reported giving sick leave. Four factories employing 77 per cent of these workers reported group insurance plans, one reported giving one-half day per month, another stated paid sick leave was at the discretion of the management and the remaining establishment did not give any details of its plan.

**TABLE 16.—STATUTORY HOLIDAYS FOR FACTORY WORKERS IN THE WOODEN FURNITURE INDUSTRY, 1948**

	Number of Holidays Observed by Factories								Total	
	Days								Factories	Workers Affected
	1 to 3	5	6	7	8	9	10	11 to 15		
Number of factories paying for:										
1 Holiday.....					3	2			5	255
2 ".....	1		2	3	2	2	1	1	12	579
3 ".....	1		1	1	4	1			8	419
4 ".....			1	2	4	1			8	700
5 ".....		1		1	1				3	157
6 ".....				1	3	3	1		8	1,191
7 ".....				1	1				2	336
8 ".....					4				4	296
9 ".....						3			3	54
Total factories paying for one or more holidays.....	2	1	4	9	22	12	2	1	53	3,987
Total factories not paying for holidays.....	1	2	5	16	37	18	7	8	94	6,620
Total factories observing holidays.....	3	3	9	25	59	30	9	9	147	10,607

**TABLE 17.—DISTRIBUTION OF FACTORIES AND EMPLOYEES IN THE BASKET AND WOODEN BOX INDUSTRY, 1948**

	Canada	Maritime Provinces	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
Number of Factories.....	50	5	11	19	3	2	4	6
Employees:								
In Factory								
Male.....	3,203	191	1,147	1,067	176	123	179	320
Female.....	479		141	292	3	5	9	29
Total.....	3,682	191	1,288	1,359	179	128	188	349
In Office.....	238	6	91	96	11	11	13	10
Total.....	3,920	197	1,379	1,455	190	139	201	356

**TABLE 18.—STANDARD WEEKLY HOURS OF WORK IN THE BASKET AND WOODEN BOX INDUSTRY, 1948**

NOTE.—Thirteen factories (1,080 workers) operated on a five-day week with hours ranging from 40 to 50

Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario	
	Fac-tories	Workers	Fac-tories	Workers	Fac-tories	Workers	Fac-tories	Workers
40.....	1	140						
44.....	9	380					2	43
45.....	5	482					2	289
Over 45 and under 48.....	2	102					1	72
48.....	12	658					9	514
49½.....	1	77					1	77
50.....	10	1,108	1	60	6	791	3	257
Over 50 and under 55.....	4	165	2	39	1	19	1	107
55.....	3	214	1	45	2	169		
56½.....	1	47	1	47				
60.....	2	309			2	309		
Total.....	50	3,682	5	191	11	1,288	19	1,359

Weekly Hours	Manitoba		Saskatchewan		Alberta		British Columbia	
	Fac-tories	Workers	Fac-tories	Workers	Fac-tories	Workers	Fac-tories	Workers
40.....							1	140
44.....			2	128			5	209
45.....	2	149			1	44		
Over 45 and under 48.....	1	30						
48.....					3	144		
49½.....								
50.....								
Over 50 and under 55.....								
55.....								
56½.....								
60.....								
Total.....	3	179	2	128	4	188	6	349

**TABLE 19.—OVERTIME RATES OF PAY FOR FACTORY WORKERS IN THE BASKET AND WOODEN BOX INDUSTRY, 1948**

Overtime Rates by Region	After Daily Hours				Only After Weekly Hours		Sunday		Holidays	
	Monday to Friday		Saturday		Fac-tories	Workers	Fac-tories	Workers	Fac-tories	Workers
	Fac-tories	Workers	Fac-tories	Workers						
Total Factories and Workers.....	35	2,564	35	2,564	15	1,118	50	3,682	50	3,682
<i>Time and One-Quarter</i>										
Canada (Ontario only).....					1	51	1	51		
<i>Time and One-Half</i>										
Canada.....	16	1,534	15	1,490	(1)13	1,029	14	1,428	16	1,490
Maritime Provinces.....	2	79	2	79						
Quebec.....	4	772	4	772	4	173	3	364	6	479
Ontario.....	3	220	3	220	4	592	5	715	4	662
Manitoba.....	1	100	1	100						
Saskatchewan.....	1	40	1	40	1	88				
Alberta.....	2	115	1	71	1	35				
British Columbia.....	3	208	3	208	3	141	6	349	6	349
<i>Double Time</i>										
Canada (2).....			1	44	1	38	12	1,144	10	734
Maritime Provinces.....							1	19	1	19
Quebec.....							3	647	2	309
Ontario.....							2	97	1	25
Manitoba.....							1	100	1	100
Saskatchewan.....							2	128	2	128
Alberta.....			1	44	1	38	3	153	3	153
<i>No Premium Pay</i>										
Canada.....	19	1,030	19	1,030			23	1,059	24	1,428

(1) Includes one factory (88 workers) paying double time after the first four hours of overtime.

(2) Includes one factory (88 workers) paying double time and one-half on Sundays and holidays and another (40 workers) paying this same rate for work on holidays.

**TABLE 20.—VACATIONS WITH PAY FOR FACTORY WORKERS IN THE BASKET AND WOODEN BOX INDUSTRY, 1948**

NOTE.—Of the 50 factories covered in this survey four (172 workers) did not report any information on vacations.

Length of Service Required	Initial Vacation Of one Week		MAXIMUM VACATION			
			One Week		Two Weeks	
	Factories	Workers	Factories	Workers	Factories	Workers
<i>Six Months</i>						
Canada.....	3	133				
Maritime Provinces.....	1	19				
Quebec.....	1	26				
Saskatchewan.....	1	88				
<i>One Year</i>						
Canada.....	(1)43	3,377	30	2,237	(2)4	173
Maritime Provinces.....					1	19
Quebec.....	10	1,262	8	866	1	26
Ontario.....	19	1,359	16	1,139		
Manitoba.....	3	179	2	79		
Saskatchewan.....	1	40			2	128
Alberta.....	4	188				
British Columbia.....	6	349	4	153		
<i>Two and Three Years</i>						
Canada.....					6	276
Ontario.....					2	88
Alberta.....					4	188
<i>Five Years (3)</i>						
Canada.....					6	824
Quebec.....					2	396
Ontario.....					1	132
Manitoba.....					1	100
British Columbia.....					2	196
<b>Total.....</b>	<b>46</b>	<b>3,510</b>	<b>30</b>	<b>2,237</b>	<b>16</b>	<b>1,273</b>

(1) Includes one factory (40 workers) giving an initial vacation of two weeks.  
 (2) One factory (88 workers) gave an additional week after 18 months' service.  
 (3) Includes one factory (338 workers) requiring ten years of service.



An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information. For a brief summary of more recent information, see the opening pages of this issue.

## EMPLOYMENT CONDITIONS DURING NOVEMBER, 1949

*Seasonal and other factors brought about an increase in unemployment during November. Employment was much lower in logging this year in most areas, but was at approximately the same level as last year in manufacturing. The Maritime region indicated several areas of considerable unemployment. Claims for unemployment insurance were increasing markedly.*

The arrival of winter weather in most parts of Canada during November meant that many workers became unemployed as their seasonal jobs terminated. Outdoor work in agriculture had drawn to a close in practically all areas. Construction activity had been curtailed and inland water transportation industries had released most of their workers. The number involved in these lay-offs was larger than in the past six or seven years when production in these industries was at its height. It indicated, in most cases, a return to the seasonal pattern of employment of the pre-war years. Probably about 200,000 workers will be released from the seasonal industries during the winter months.

As well as seasonal disturbances, changing market conditions were beginning to affect employment levels. The main development here was the loss of export markets and the most decided effect on employment to date was in the logging industry. In the Maritime and Quebec regions, particularly, sharp declines in woods employment were indicated and, as a result, unemployment in these regions was considerably higher than at this time last year. Loss of markets in some manufacturing industries, notably those producing aluminum and farm implements, had also brought about employment declines.

In addition to cut-backs in specific industries, there was a general tendency for employers to lay off extra or inefficient workers in order to cut costs and thus improve their position in the increasingly competitive domestic market. Highly skilled help was still being hired but most of the workers being released were not able to meet these qualifications. By December 8, some 234,000 applicants were looking for work at employment offices and registrations were expected to increase until the

spring. Despite these increases, however, unemployment is still at a relatively lower level than in the United States at the present time.

Most of these workers are protected during short periods of unemployment by unemployment insurance. Over two-thirds of all paid workers in Canada are insured. Those not insured are mostly in the service industries, where there is little unemployment, or are salaried workers being paid more than \$3,120 per annum. There are, however, some 225,000 to 250,000 paid workers in the primary industries who are not covered by unemployment insurance, although a number of these persons work in construction or other insured employment in the summer and thus may be able to draw some benefits during the winter. At the middle of November, 54 per cent of the unplaced applicants were in receipt of unemployment insurance benefits, and this percentage may increase as the winter progresses.

### Industrial Analysis

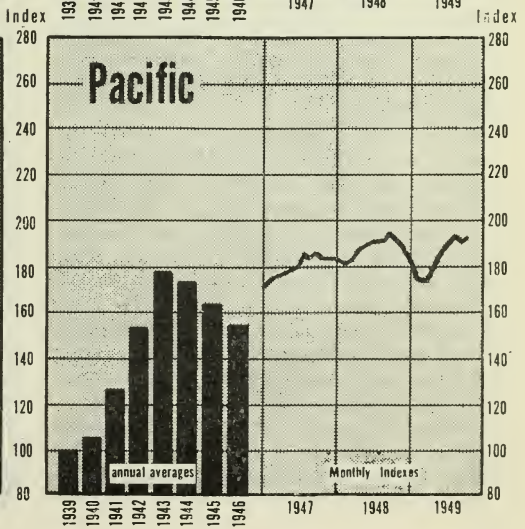
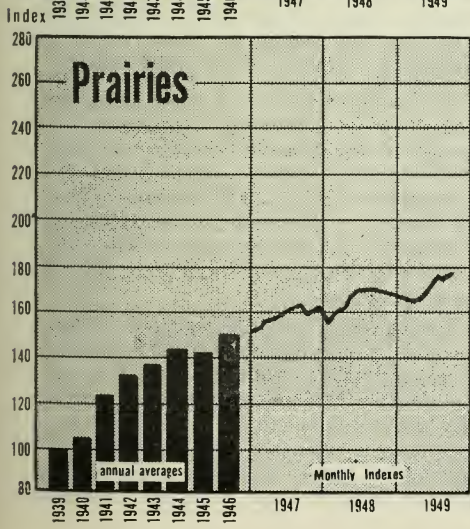
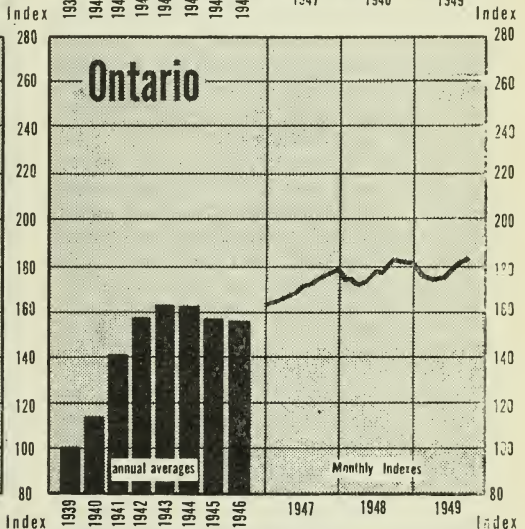
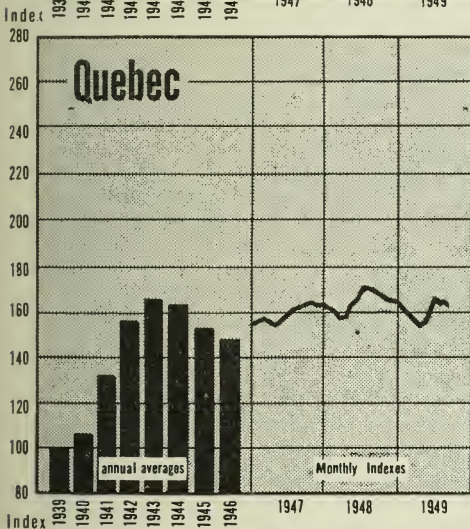
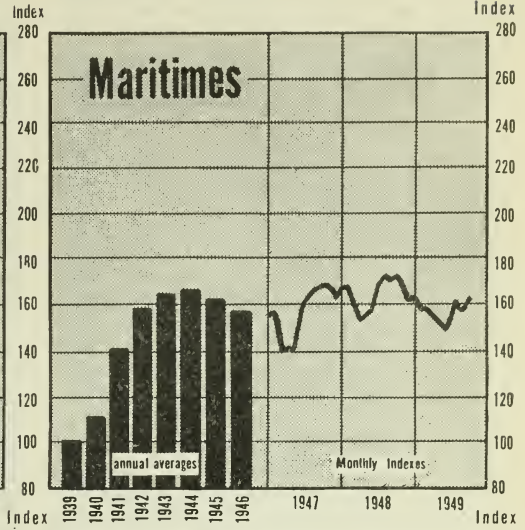
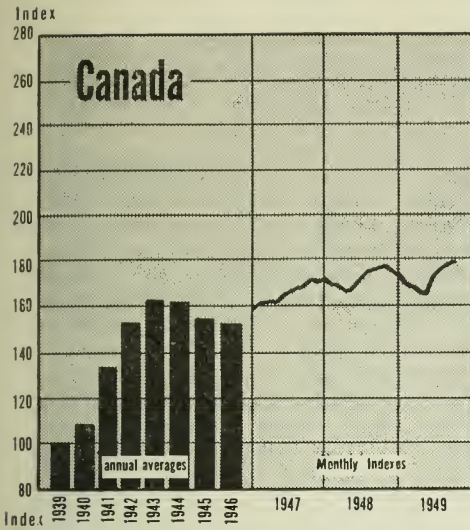
In **agriculture** the demand for workers was light during November as Fall work was finished on most farms. For the first time in several years, local help was reported as available for this type of work. The number of applicants was not large, but all vacancies were promptly filled.

The usual seasonal movement of workers out of the industry was under way during November, but it was reported that larger numbers of farmers were staying at home this winter, as employment opportunities in other industries were fewer. In fact, one or two areas reported that experienced farm workers were going back into agriculture after spending some time in industrial employment.

# REGIONAL EMPLOYMENT TRENDS

Average: 1939 = 100

Seasonally Adjusted





The demand for farm workers on the Prairies was cut down by the reduction in the number of livestock on farms. Mild weather during most of the month permitted farmers to keep their livestock outside. When feed hauling becomes necessary, an increase in the demand for farm workers was expected. Wages offered, reported as varying from \$40 to \$65 per month plus board, were not high enough to attract a surplus of workers to the industry.

**Logging** activity in the east was in full swing in November with conditions generally ideal for cutting. There had been considerable unemployment among loggers this year as requirements in most areas were well below the 1948-49 season. This was keenly felt by seasonal farm workers who count on woods work as a supplementary source of income.

It is expected that most of the cutting will be completed by the end of December this year. Many areas reported that 75 per cent of the cut had been finished early in December. Snow conditions indicated that hauling may start earlier this year, but the peak of these operations will not come until January. This will result in short lay-offs for some workers.

In British Columbia, rain and storms during the latter part of November washed out roads, culverts and bridges, making trucking impossible. Only a few camps were closed, however, and the larger operators were continuing with full crews.

Employment in the **manufacturing** industries remained at approximately the same level as in 1948, in spite of the effect of such adverse factors as a lower volume of export trade and a reduction in forward buying. Other factors, such as continued high consumer spending and capital investment, have been operating as sustaining factors on employment and production. Manufacturing remains the largest employer of labour among the major Canadian industries, with a paid-worker labour force of nearly 1,100,000.

Employment opportunities offered by manufacturing plants have been fewer in total during 1949, however. New industrial building has slowed down; the labour force has been more stable; new production methods and machinery have in some cases reduced labour requirements and short-time and lay-offs have become more prevalent. Job-seekers, as a result, have tended to be taken on in other expanding industries, such as construction, transportation and communications.

Toward the end of the year, an increasingly large number of workers in manufacturing were registered as unplaced applicants at local employment offices, most of

whom are claiming unemployment insurance. Unskilled workers have been especially hard hit by this periodic unemployment. At November 3, 1949, there were 15,000 persons registered under unskilled manufacturing occupations, with another 30,000 in unspecified unskilled occupations. There were considerable numbers of skilled workers registered: 7,000 in metalworking occupations; 4,000 in secondary textiles; 2,500 in primary textiles; 1,400 in leather and leather products; and about 1,000 in food products occupations. The duration of unemployment for many of these was short but on the whole an increase in seasonal unemployment among manufacturing employees occurred this Fall.

The Canadian **construction** industry completed its most successful year in history in 1949, during which it provided employment for over 350,000 workers. The volume of business was well above that of 1948, with contracts awarded for the first ten months totalling \$900 million, as compared to \$815 million during the same period in 1948.

The industry was quite active early in the month but gradually slackened off as weather conditions became increasingly unfavourable. Highway, bridge and street construction projects closed down early but inside work on housing and commercial and institutional building maintained employment. Large gangs were employed during the month on big projects such as railway track-laying and hydro construction.

Lay-offs which took place as the various projects were completed affected general labourers first. Most skilled workers, such as first-class carpenters and bricklayers, were still working at the end of the month. Employment offices reported large increases in the number of unemployment insurance claims from construction workers and expected that many of these would be carried on throughout the whole winter.

The labour market in **trade** establishments was slow during November with hirings in anticipation of Christmas sales being slightly below 1948 levels. The seasonal increase in sales was late in starting because of mild weather conditions but both mail order and store sales were reported as picking up rapidly in the last week of the month.

The supply of workers was ample to meet demands arising out of the Christmas rush. More applicants, both male and female, were available for sales work and employers were interested chiefly in experienced help. Considerable demand was reported from department stores in larger cities such as Toronto, Montreal and Winnipeg. Younger



men were being taken on in some cases, as trainees to be added to the permanent staffs. Most stores were reluctant to make estimates of their employment requirements for 1950 but indicated that there might be reductions in some cases of permanent staffs as well as the usual lay-offs of seasonal help.

## Regional Analysis

The decline of employment in the *Maritime* region during November was more than seasonal according to all indications, and the employment level was probably lower than last year at the same period.

Seasonal curtailment of activity in construction, agriculture and fishing had displaced thousands of workers, but the usual expansion in logging which absorbs many of them, had not occurred this year. The result had been a rapidly mounting labour surplus. However, although pulp and pitwood operations had been at a greatly reduced level so far, the long lumber industry was still hopeful of supplying a good proportion of the United Kingdom's softwood requirements for 1950. Negotiations for the new contracts had not yet started, but some operators were planning to open camps shortly. Orders for hardwood lumber had been placed by the United Kingdom both for delivery this year and in 1950.

The coal mining industry was maintaining a high level of production and prospects were that steady employment would continue throughout the winter. Employment in heavy manufacturing remained normal, but a slight decline was indicated in the next few months.

In northern New Brunswick, further unemployment may be expected as the short logging season draws to a close. A poor season for the trade and service industries was also indicated. In St. John's, Newfoundland, the provincial government announced that 4,829 men were employed throughout the province on public work projects. An average of two or three months' work for each man was indicated. In the Grand Falls area, the sharp reduction in logging operations had created considerable unemployment both in this industry and amongst pulp and paper workers.

Employment in the *Quebec* region has declined slightly from last year's high level according to all indications. Chief cause of the decline has been the reduction of logging operations and the effect of foreign competition on manufacturing production.

Seasonal unemployment mounted as construction activity tapered off—only

advanced construction with inside work will continue for the next few months. The transportation industry released workers as the port of Montreal closed. By the end of the month, unplaced applicants at Employment Service offices amounted to 67,300, about 29,000 more than at the same time in 1948.

Labour turnover in woods operations, contrary to expectations, has been heavy because of the lower wages being paid in some areas. Although this development will mean employment for a great number of workers, the average wage earned will be less. Furthermore, most operators plan to complete cutting schedules before the end of December, which will displace several thousand additional workers.

Activity in manufacturing industries decreased slightly during November. Pulp and paper production and clothing production were at a lower level than last month. The textile industry reported some loss of orders because of British competition.

The most significant feature of the *Ontario* regional economy is the wide diversification of its industry. This diversification had enabled the maintenance of a high level of employment in the face of adverse developments for several sectors of the economy. Thus in spite of the loss of certain export markets as a result of international exchange problems, and the shortages created by the United States steel strike, indications were that the level of employment has risen above the high level of last year.

During the month, employment in heavy manufacturing industries increased as a result of greater production in the automobile and agricultural implements industries. The construction industry continued active throughout November and new projects were still being started; thus the level of winter employment should be relatively high.

The wholesale and retail trade industry reported declines in sales and continued evidence of price consciousness, particularly in luxury and novelty goods.

Employment in the *Prairie* region is subject to wide seasonal fluctuations since primary industries are so important to the economy. Stormy weather and heavy snowfalls during early November speeded up the usual decline in many seasonal activities at this time of the year. Employment was still at approximately the same level as last year, however, according to all indications.

During the next few months as further declines occur in construction, transportation and logging, the number of unplaced applicants registering at employment offices

will undoubtedly increase. Basically, however, conditions in this region, especially in the western section, compared favourably with the other sections of the country.

The level of employment in the logging industry, which normally supports a major segment of total winter employment for the region, has been well below last year's. Furthermore, indications were in several areas that the cutting season would end before Christmas, instead of continuing well into the New Year, as usual.

On the other hand, the coal mining industry was in full operation in most areas since this is its seasonally active period. Similarly, meat packing plants were working at capacity; cattle and hog shipments were in good volume and prices were high owing to the favourable market in the U.S.

Employment conditions in the *Pacific* region during November followed the normal pattern until sudden stormy weather struck towards the end of the month. Heavy rains and flash floods hastened the usual seasonal decline in construction and disrupted logging employment.

In the logging industry, employment conditions were stable in all areas except Prince George, until the heavy rains halted some operations. Damage to roads and bridges was widespread. The worst impact was felt in the areas surrounding Nanaimo and Duncan, where approximately 2,000 workers were thrown out of work. With this disruption of activity and the nearness of the annual Christmas shut-down, the immediate outlook for the industry was clouded with uncertainty. Previous indications were that employment would continue at a good level until at least the end of January. From then on, it was hoped that new United Kingdom commitments would result in further improvement. Under present conditions, however, it would not be possible to determine trends until the middle of January.

Conditions in the sawmill industry were good and most mills were operating at capacity. Since devaluation, exports to the United States had increased considerably. Indications were that the level of operations would remain stable until January or February when the United Kingdom contract now open for tender would probably be settled. If a good part of any United Kingdom order goes to British Columbia producers, a further increase in mill employment can be expected.

### Employment Service Activities

Some 50,000 persons were added to the number unplaced during November. This was an unusually large increase for the time

of year. Starting about the middle of October, two weeks earlier than in 1948, the influx of applicants into employment offices began to quicken, with each week showing a larger rise than the week before. An advance of 11,000 over the previous week was registered in the last week in November; by the first week in December, 14,000 were being added in one week. The latest figure shows 234,000 unplaced applicants at employment offices at December 8.

When assessing these unplaced applicants as an indicator of employment conditions, however, it must be realized that the applicants' total includes a number of persons already employed who are seeking other work. On the other hand, there may be some unemployed who have not registered in National Employment Service offices and who, therefore, are not included.

The pattern which registrations were following are to some extent evident in the statistical information available for October. At the end of that month, over one-third of the applicants on file were registered in unskilled occupations, and the majority of these were looking for general labouring jobs. Most of the winter increase in unemployment occurs among this category of workers; this year, however, there is likely to be a sharper than usual increase in the number of skilled and semi-skilled workers seeking jobs. Already the proportion in this latter group is larger than at the same time last year (31 per cent of all applicants as compared with 26 per cent in 1948).

About one-half of all unplaced applicants were receiving unemployment insurance benefits at the middle of November. In addition, a number were putting in their nine days' waiting period required by the Act before payment can begin.

About 60 per cent of all applicants had signed the live unemployment register at the beginning of the month. The proportion seeking benefits is expected to increase steadily during the winter months, probably exceeding the 80 per cent who signed the register during February of last winter. Twenty to 25 per cent of those claiming may be disqualified because they cannot meet the necessary requirements laid down by the Act. The chief reason for non-entitlement will be insufficient contributions, although some will be disqualified because of not being unemployed, leaving work without just cause and other reasons. Generally, however, it would appear that relatively fewer workers are being disqualified this year from receiving benefits. About 79 per cent of all claims adjudicated in October, 1949, were allowed compared with 71 per cent in October, 1948.



The outlook for job possibilities during the coming winter months is not bright. Already vacancies registered are at a lower point than in the trough of the winter slump last year. Of the openings on file, over one-quarter are in the service industries. Hirings are currently being activated

by the Christmas trade and, while workers are still at a premium in the stenographic occupations and in some skilled trades, jobs for unskilled or semi-skilled workers, which account for the majority of unplaced applicants, will probably not be available in any number until the spring opening of activity.

## EMPLOYMENT AND PAYROLLS IN CANADA, 1948

*Industrial employment and payrolls reached record levels in 1948, according to the annual survey of the Dominion Bureau of Statistics. There was a falling-off in the proportion of women workers employed.*

Employment in Canada in 1948, as reported by leading establishments in the eight major industrial divisions, showed a further upward movement. The index number for the year exceeded the all-time maximum of 1947 by 4.2 per cent, and the wartime peak recorded in 1943 by 6.4 per cent. An even greater advance occurred in the weekly salaries and wages index, which rose by 15.6 per cent.

A detailed review of the situation in 1948 in the nine leading industrial groups—manufacturing, logging, mining, transportation, communications, construction and maintenance, services, trade, and finance—is presented in the *Annual Survey of Employment and Payrolls in Canada, 1948*, released recently by the Dominion Bureau of Statistics. The report also contains information relating to the distribution of employees, industrially and geographically, and by sex, and discusses the changes that have occurred in the employment of women.

### Employment

The higher level of industrial activity reported in 1948 brought the index of employment for the year to an all-time high of 195.8 per cent of the 1926 average. The previous maximum was in 1947, when the annual average reached 187.9.

At the beginning of 1948 the index number of employment was seven per cent higher than at January 1, 1947. As the year progressed the rate of increase diminished and by December 1, the index was only 2.4 per cent above that indicated at the same date in the preceding year.

Improvement recorded in 1948 was, as in 1947, generally greater in the non-manufacturing classes than in manufacturing, thus continuing a trend evident since the

termination of hostilities. There were two exceptions, logging and transportation. In the former, employment declined by seven per cent, as a result partly of unfavourable weather, and partly of export market conditions; apart from 1947, the average, however, was higher than in any earlier year.

Rather higher levels of industrial activity were indicated in all provinces in 1948 as compared with 1947. The increases in the index numbers of employment varied from 1.2 per cent in New Brunswick and 2.1 per cent in Saskatchewan, to 6.4 per cent in Alberta, 8.4 per cent in Nova Scotia, and 11.3 per cent in Prince Edward Island. The gains in Quebec, Ontario and British Columbia amounted to 3.2 per cent, 4.6 per cent, and 4.6 per cent, respectively.

### Trends in Employment of Women

Information available respecting sex distribution is of comparatively short duration, and relates to a period which has been affected by many unusual factors, it is explained, and it is not yet possible to determine the extent to which fluctuations in the employment of men and women result from seasonal or other causes.

During 1948, there was an increase of nearly three per cent in reported employment of women, while the reported number of men rose by 4.5 per cent. In large part, the disparities in the rates of gain resulted in variation in the level of employment in the different industries included in the surveys: considerable expansion, for instance, took place during the year in construction, in which the personnel is largely male. In several of the industrial groups the ratios of women were somewhat



lower than during 1947. As compared with the war years, declines in the proportions of women were indicated in practically all cases.

Month to month changes indicated for workers of both sexes in 1948 were on ten occasions in the same direction, although not necessarily of the same magnitude. At September 1 and again at December 1, the trends were at variance, the reported number of men declining and the number of women rising. Seasonable movements were largely responsible for these differences. In spite of the moderate advances in the employment of women in the year under review, there was a slight falling-off in their proportion per 1,000 workers of both sexes on the payrolls of leading establishments.

### Payrolls

The index number of weekly salaries and wages in the eight leading industries rose in 1948 by 15.6 per cent as compared with 1947, previously the maximum in the record dating from June 1, 1941. The rise in the index in 1948 as compared with earlier years was due to the payment of higher wage and salary rates in most branches of industry, together with a rather greater volume of employment than in 1947. The losses in employment, working hours and earnings as a result of industrial disputes in the year under review were less than in immediately preceding years, the

improvement in this respect being particularly marked as compared with 1947 and 1946. In the nine leading industries, including financial institutions, the general index of payrolls was 199.0, as compared with 172.5 in 1947, previously the maximum in the record.

In the period for which monthly statistics of weekly payrolls are available, the disbursements of the larger firms in the eight leading industries have mounted by 99.6 per cent; the accompanying increase in the index of employment in 1948 was 28.2 per cent. The following factors are cited as being mainly responsible for the materially larger advance in the index of aggregate payrolls: (1) the payment of higher wage-rates in very large numbers of industries and establishments, in addition to the general increases due to the mandatory payment of cost-of-living allowances during the war to the majority of workers; (2) the progressive up-grading of employees as they gained experience in their work; and (3) reductions in the proportions of women workers.

### Average Weekly Earnings

Weekly earnings of salaried employees and wage-earners on the staffs of leading employers in the eight major industrial groups averaged \$40.11 in 1948, before deductions for income tax, unemployment insurance contributions, etc., exceeding by 11 per cent the 1947 figure of \$36.15.



Highest averages were reported in steam railway operation (\$54.61), pulp and paper mills (\$54.24), and metallic ore mining (\$51.12). The average in automobile manufacturing was also high.

In the lower categories of earnings, computed from data furnished by the larger establishments, fell the hotel and restaurant, hosiery and knitting, laundry and dry-cleaning, leather footwear, and garment and personal furnishing divisions, in which per capita figures varied from \$24.43 in the first-named to \$29.86 in clothing factories. In these industries, the proportions of women workers are high, while the average hours worked are frequently below the general level. In the case of the hotels and restaurants group, board and lodging

are often provided the workers; no allowance is made in the current data for the value of such perquisites. This is also the case in the logging industry, in which the collection of material on employment and payrolls is unusually difficult, largely due to the methods of payment used in many camps.

### Average Work Week

Although the changes were not marked, there was a general trend in 1948 towards shorter hours in most industries. Reduction in the standard hours of work in some establishments was a factor, as was a diminution in the amount of overtime work in certain instances. These factors operated to a greater extent in the comparison

### INDEX NUMBERS OF EMPLOYMENT IN THE EIGHT MAJOR INDUSTRIAL GROUPS: ANNUAL AVERAGES

(1926=100)

Industrial Groups	1929	1933	1939	1943	1945	1946	1947	1948
Manufacturing.....	117.1	80.9	112.3	226.2	203.6	186.3	199.0	105.0
Logging.....	125.8	66.5	119.1	180.4	247.3	268.5	309.1	287.6
Mining.....	120.1	97.5	163.8	158.5	146.9	155.2	158.1	173.6
Communications.....	120.6	83.9	84.4	104.5	117.6	141.9	164.3	177.0
Transportation.....	109.7	79.0	85.6	114.4	124.5	128.4	136.9	140.5
Construction and Maintenance.....	129.7	74.6	113.0	129.8	109.1	129.6	152.9	168.6
Services.....	130.3	106.7	137.4	189.8	205.7	224.2	240.1	251.6
Trade.....	126.2	112.1	136.6	155.1	174.8	191.2	207.1	221.4
<b>Eight leading industries.....</b>	<b>119.0</b>	<b>83.4</b>	<b>113.9</b>	<b>184.1</b>	<b>175.1</b>	<b>173.2</b>	<b>187.9</b>	<b>195.8</b>

<sup>1</sup> Establishments having 15 or more employees.

### PERCENTAGE OF WOMEN WORKERS IN RECORDED EMPLOYMENT IN THE NINE MAJOR INDUSTRIAL GROUPS AS AT OCTOBER 1, 1942-1948

Industrial Group	1942	1943	1944	1945	1946	1947	1948
Manufacturing.....	25.7	27.9	28.3	26.0	24.1	22.9	22.6
Durable Goods <sup>1</sup> .....	15.3	19.1	18.8	13.8	11.7	10.9	10.5
Non-durable Goods.....	38.6	40.4	40.2	37.6	35.1	34.4	34.4
Electric Light and Power.....	11.2	12.5	13.0	12.6	10.6	10.6	11.7
Logging.....	1.8	2.4	1.9	1.9	1.8	1.8	1.7
Mining.....	2.0	3.1	3.3	2.8	2.4	2.1	2.2
Communications.....	47.7	52.6	55.5	55.8	54.7	52.8	52.3
Transportation.....	6.0	8.0	8.5	8.2	6.8	6.5	6.1
Construction and Maintenance.....	1.4	2.3	2.7	2.2	1.8	1.7	1.9
Services.....	51.6	58.0	58.2	57.6	54.4	53.6	51.5
Trade.....	45.3	49.1	49.3	46.8	41.9	40.2	39.0
<b>Eight leading industries.....</b>	<b>22.7</b>	<b>25.3</b>	<b>26.1</b>	<b>24.2</b>	<b>22.2</b>	<b>21.0</b>	<b>20.9</b>
Finance.....	44.9	50.8	53.9	53.3	46.7	47.1	46.9
<b>Total—All Industries.....</b>	<b>23.5</b>	<b>26.2</b>	<b>27.1</b>	<b>25.3</b>	<b>23.2</b>	<b>22.0</b>	<b>21.9</b>

<sup>1</sup> Comprises iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries with the exception of electric light and power.



with 1946 and 1945. Changes in the industrial distribution of the wage-earners reported in manufacturing also had an important effect in the comparison of the 1948 figures with those reported on the final year of the war and the immediate post-war period.

In some instances the averages were higher, largely due to the fact that, in general, the losses in working time in 1948 resulting from labour-management disputes were decidedly lower than in either 1946 or 1947. The higher average in building in 1948 was associated with continued improvement in the supply situation. In

the pulp and paper and dairy products industries, the averages of 49.0 and 47.0 respectively were considerably above the general averages. This was due in part to the fact that most establishments in these groups are situated in smaller centres, and that the staffs are largely male. Average hours, on the other hand, were relatively short in the garment and personal furnishings, fruit and vegetable preserving, and leather footwear plants, in which considerable numbers of women are employed. These are shown to be 36.6, 38.9 and 38.9 respectively.

**PER CAPITA WEEKLY EARNINGS OF PERSONS IN RECORDED EMPLOYMENT IN THE NINE MAJOR INDUSTRIAL GROUPS: ANNUAL AVERAGES**

(June 1, 1941=100)

Industrial Groups	1942	1945	1946	1947	1948
	\$	\$	\$	\$	\$
Manufacturing.....	29.17	32.65	32.51	36.57	40.91
Logging.....	20.34	26.89	29.03	35.42	39.11
Mining.....	34.79	38.60	39.21	43.03	48.77
Communications.....	28.13	31.48	32.76	34.42	37.66
Transportation.....	34.69	38.82	40.07	44.16	48.61
Construction and Maintenance.....	26.45	30.08	31.53	34.86	38.31
Services.....	17.37	19.87	21.06	23.48	25.87
Trade.....	24.07	26.85	28.45	31.29	34.38
<b>Eight leading industries.....</b>	<b>28.56</b>	<b>31.99</b>	<b>32.38</b>	<b>36.15</b>	<b>40.11</b>
Finance.....	30.20	33.51	34.85	37.09	38.80
<b>Nine leading industries.....</b>	<b>28.61</b>	<b>32.04</b>	<b>32.48</b>	<b>36.19</b>	<b>40.06</b>

**ANNUAL AVERAGES OF HOURS WORKED PER WEEK IN SPECIFIED INDUSTRIES, 1946-48**

Industries	1946	1947	1948
	Manufacturing.....	42.7	42.5
Durable goods.....	42.8	42.7	42.3
Non-durable goods.....	42.6	42.3	42.0
Mining.....	43.2	42.2	42.6
Local Transportation.....	46.3	45.6	45.1
Building Construction.....	38.7	39.2	39.9
Highway Construction.....	37.7	39.3	37.5
Services.....	43.2	42.5	42.3



# PRICES AND THE COST OF LIVING\*

## Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index receded 0.5 points to 161.7 between October 1 and November 1, 1949. This marked the third successive monthly decline and lowered the index 1.1 below the August peak of 162.8. Easier food quotations again were primarily responsible for the decrease, although the clothing index moved down fractionally.

The food index dropped 1.7 points to 203.3 during October, due mainly to seasonal weakness for meats coupled with lower prices for eggs and fresh and canned vegetables. These outweighed increases for oranges, lemons and coffee. Clothing, the only other group to register a decline, receded from 184.1 to 183.7 due mainly to decreases for men's overcoats and suits and women's topcoats. Higher quotations for coal and coke imported from the United States were reflected in a further advance in the fuel and light index from 134.1 to 135.1. Home furnishings and services moved up 0.2 to 167.4 when higher prices for certain furniture items overbalanced decreases for dishes and glassware. The group indexes for miscellaneous items at 130.2 and rentals at 123.9 remained unchanged.

From August, 1939 to November, 1949, the increase in the cost-of-living index was 60.4 per cent.

## Cost of Living in Eight Cities

Cost-of-living indexes for six of the eight regional centres moved lower during October, while two were higher. As in previous months, food changes were primarily responsible although clothing prices were easier at most cities. Home furnishings and services registered little change while miscellaneous items were steady; where United States coal prices were used the fuel and light index was firmer, while at other centres the index declined because of lower domestic fuel costs. Rents, which are based on quarterly surveys, remained unchanged.

Composite city index changes between October 1 and November 1 were as follows: Saint John -1.1 to 157.9; Montreal -1.1 to 164.3; Halifax -0.8 to 154.2; Toronto -0.7 to 157.2; Winnipeg -0.5 to 155.7; Vancouver -0.5 to 162.3; Saskatoon +0.4 to 162.8 and Edmonton +0.3 to 157.1.

## Wholesale Prices, October, 1949

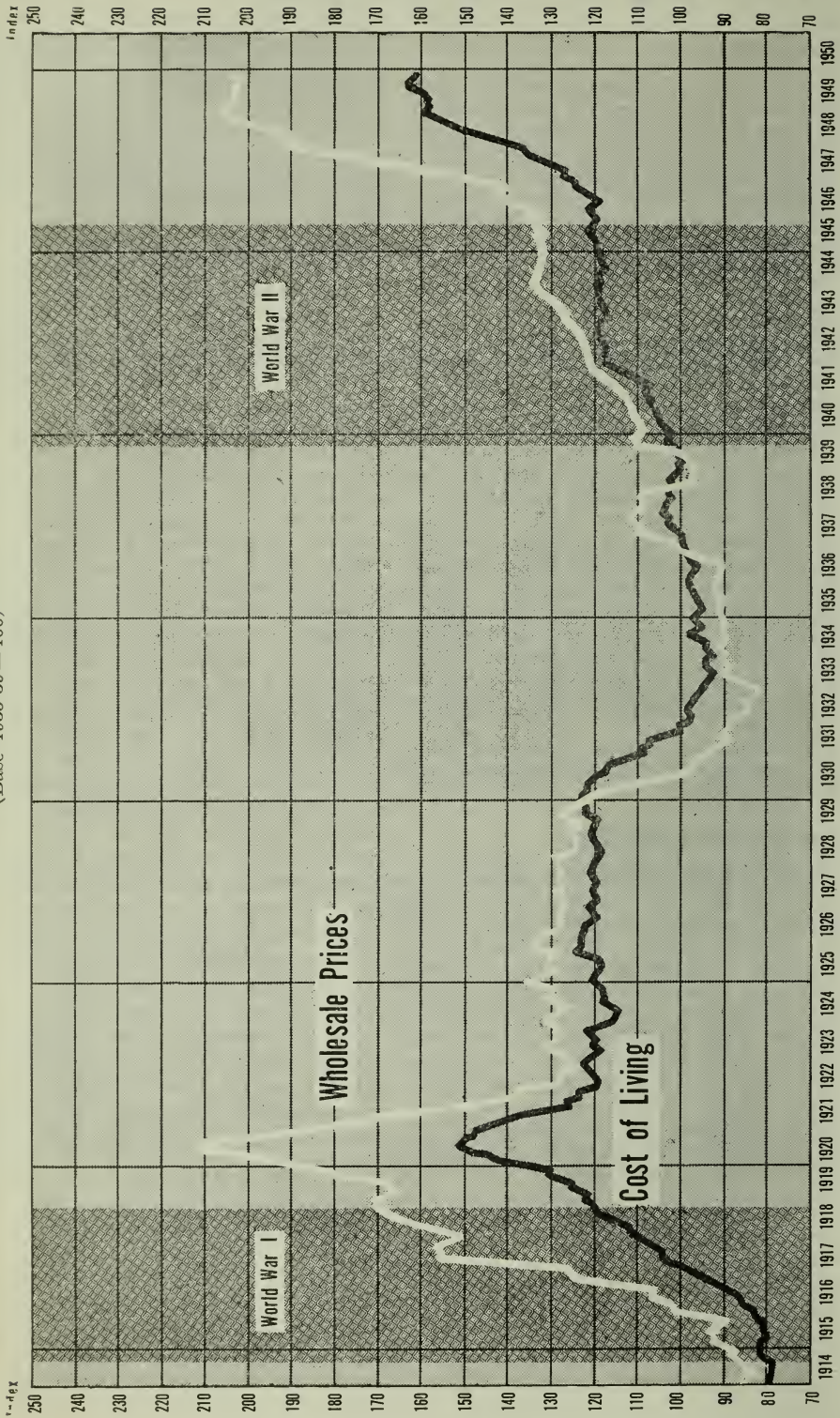
The general level of wholesale prices rose 1.7 points to 157.1 between September and October, 1949. When compared with October, 1948, a drop of 2.2 has occurred. Of the eight major groups, six were higher led by a gain of 6.4 points to 188.1 for wood, wood products and paper. Non-metallic minerals rose 4.9 to 138.9, while non-ferrous metals rose 2.9 to 141.2; iron products 1.7 to 173.5; chemical products 0.9 to 122.0, and vegetable products 0.7 to 142.6. Animal products dropped 2.3 to 164.5, while fibres, textiles and textile products remained unchanged at 158.9. Principal increases among individual commodities were as follows: steel scrap 25.0 per cent, corn meal 17.8 per cent, green coffee 15.1 per cent, fluid milk, Halifax 14.7 per cent, calf leather 12.9 per cent, western rye 10.9 per cent, sulphur 10.5 per cent, dyeing materials 10.1 per cent, red cedar shingles 10.0 per cent, newsprint 9.0 per cent. Among commodity decreases were quinine sulphate 23.8 per cent, molasses 19.6 per cent, ham, Montreal 17.5 per cent, canned corn 12.5 per cent, worsted cloth 10.3 per cent, zinc, sheet 9.3 per cent, cotton seed oil 8.7 per cent, canned peas 8.3 per cent, spruce lath 7.1 per cent.

The index of Canadian farm product prices at wholesale eased 0.7 to 145.0 between September and October. The decline was due entirely to weakness in animal product prices. An index for this series dropped 2.0 to 181.7. Field products were unchanged at 123.0.

\* See Tables F-1 to F-6.

# COST OF LIVING AND WHOLESALE PRICES IN CANADA FROM JANUARY 1914 TO DATE

(Base 1935-39=100)





# STRIKES AND LOCKOUTS\*

## Canada, November, 1949

The number of disputes between workers and employers which resulted in work stoppages was little changed from the previous month. The number of workers involved was substantially lower but the time loss increased sharply, being almost double that for October, 1949. Three strikes which accounted for 87 per cent of the total time loss were rubber factory workers at Toronto, Ont., lithographers at London, Hamilton, Ottawa, Toronto, Ont., and Montreal, P.Q., and motor vehicle factory workers at Oshawa, Ont. Preliminary figures for November, 1949, show 20 strikes and lockouts in existence, involving 8,904 workers, with a time loss of 135,526 man-working days, as compared with 19 strikes and lockouts in October, 1949, with 16,008 workers involved and a time loss of 69,479 days. In November, 1948, there were 21 strikes and lockouts, with 3,452 workers involved and a time loss of 17,000 days.

For the first eleven months of this year, preliminary figures show 122 strikes and lockouts, involving 47,362 workers, with a time loss of 1,036,671 man-working days. In the similar period in 1948 there were 150 strikes and lockouts, with 41,025 workers involved and a loss of 865,028 days.

Based on the number of wage and salary workers in Canada, the time lost in November, 1949, amounted to 0.17 per cent of the estimated working time, as compared with 0.09 per cent in October, 1949; 0.02

per cent for November, 1948; 0.12 per cent for the first eleven months of 1949; and 0.10 per cent for the first eleven months of 1948.

Of the 20 strikes and lockouts recorded for November, 1949, two were settled in favour of the workers, three in favour of the employers, two were compromise settlements and five were indefinite in result, work being resumed pending final settlement. At the end of the month eight strikes and lockouts were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: composers, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; coal miners, Edmonton district, Alta., January 13, 1948; optical lens factory workers at Edmonton, Alta., April 9, 1949; and textile products factory workers at St. Lambert, P.Q., August 29, 1949. As no reports have been received for some time on the strike of seamen, Great Lakes and St. Lawrence River, which commenced on June 6, 1948, it is considered to have lapsed.

## Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review, issued as a supplement to the *LABOUR GAZETTE* for April, 1949, and in this article are taken, as far as possible, from the government publications of the countries concerned.

### Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in September, 1949, was 133 and 12 were

still in progress from the previous month, making a total of 145 during the month. In all stoppages of work in progress in the period there were 34,600 workers involved and a time loss of 143,000 working days was caused.

Of the 133 disputes leading to stoppages of work which began in September, ten, directly involving 17,400 workers, arose out of demands for advances in wages, and 52, directly involving 3,700 workers, on other wage questions; two, directly involving 200 workers, on questions as to working hours; 23, directly involving 3,900 workers, on questions respecting the employment of particular classes or persons; 36, directly involving 1,800 workers, on other questions respecting working arrangements; and seven directly involving 1,200 workers, on ques-

\* See Tables G-1 and G-2.



tions of trade union principle. Three stoppages, directly involving 1,400 workers, were in support of workers involved in other disputes.

### New Zealand

For the second quarter of 1949, figures show 33 strikes, involving, directly and indirectly, 12,360 workers and causing a time loss of 124,869 man-days.

### United States

Preliminary figures for October, 1949, show 250 strikes and lockouts beginning in the month, in which 600,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 19,000,000 man-days. Corresponding figures for September, 1949, are 275 strikes and lockouts, involving 510,000 workers, with a time loss of 6,350,000 days.

## SELECTED PUBLICATIONS RECEIVED IN LIBRARY OF THE DEPARTMENT OF LABOUR, OTTAWA\*

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, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. Students should apply for material through their institutional library.

### Accident Prevention

1. INDUSTRIAL ACCIDENT PREVENTION ASSOCIATIONS. *Report of the 1949 Annual Meeting and Convention*. Toronto, 1949. Pp. 140.

2. INTERNATIONAL LABOUR OFFICE. *Safety in the Petroleum Industry*. Geneva, 1948. Pp. 18.

### Business

3. COMAN, EDWIN T. *Sources of Business Information*. New York, Prentice-Hall, 1949. Pp. 406.

4. DONALDSON, GORDON. *Government Regulations and Your Business*. Winnipeg, 1949. Pp. 23.

5. YOCUM, JAMES C. *Information Sources for Small Businesses; A Selected List of Sources of Information on Beginning and Operating a Small Business*, by James C. Yocum assisted by Marjorie Landaker. Columbus, Ohio State University, 1949. Pp. 94.

\* No. 22.

### Children—Employment

6. DILLON, HAROLD J. *Early School Leavers; A Major Educational Problem*. New York, National Child Labor Committee, 1949. Pp. 94.

7. INTERNATIONAL LABOUR OFFICE. *The Protection of Young Workers Employed Underground in Coal Mines*. Geneva, 1948. Pp. 40.

8. INTERNATIONAL LABOUR OFFICE. *Protection of Young Workers on Inland Waterways*. Geneva, 1949. Pp. 73.

### Collective Bargaining

9. SMYTH, RICHARD C. *Bargaining with Organized Labor*, by R. C. Smyth and M. J. Murphy. New York, Funk and Wagnalls Co., in association with Modern Industry Magazine, 1948. Pp. 302.

10. WEISS, ABRAHAM. *Collective Bargaining Provisions; Adjustment of Grievances*. Washington, 1949. Pp. 103.

### Co-operative Societies

11. PARKER, FLORENCE. *Developments in Consumers' Co-ops in 1948*. Washington, G.P.O., 1949. Pp. 15.

12. THOMSON, WATSON. *Pioneer in Community; Henri Lasserre's Contribution to the Fully Cooperative Society*. Toronto, The Ryerson Press, 1949. Pp. 123.

### Cost and Standard of Living

13. INTERNATIONAL LABOUR OFFICE. *Methods of Family Living Studies; Report prepared for the Seventh International Conference of Labour Statisticians (Geneva, September, 1949)*. Geneva, 1949. Pp. 63.

14. MARTIN, FRANCES H. *Retail Prices of Food, 1948*. Washington, G.P.O., 1949. Pp. 17.

15. U.S. BUREAU OF LABOR STATISTICS. *Wholesale Prices, 1947*. Washington, G.P.O., 1949. Pp. 66.

16. WORKERS' EDUCATIONAL ASSOCIATION (CANADA). *\$72.98 Per Week!*; Necessary for a Family of Four to Maintain itself on an Adequate Standard of Living. Toronto, 1948. Pp. 29.

### Education, Vocational

17. INTERNATIONAL LABOUR OFFICE. *Vocational Retraining of Disabled Miners*. Geneva, 1949. Pp. 103.

18. INTERNATIONAL LABOUR OFFICE. *Vocational Training and Promotion in the Metal Trades*. Geneva, 1949. Pp. 164.

19. INTERNATIONAL LABOUR OFFICE. *Vocational Training of Adults, Including Disabled Persons*. Geneva, 1949. Pp. 216.

### Employees—Selection

20. INTERNATIONAL LABOUR OFFICE. *Recruitment and Training in the Construction Industries*. Geneva, 1949. Pp. 56.

21. INTERNATIONAL LABOUR OFFICE. *Recruitment and Training in the Petroleum Industry*. Geneva, 1948. Pp. 73.

22. INTERNATIONAL LABOUR OFFICE. *Technical Methods of Selection of Workers for the Inland Transport Industry*. Geneva, 1949. Pp. 60.

### Employees' Benefit Plans

23. INTERNATIONAL LABOUR OFFICE. *Holidays with Pay in Agriculture*. Geneva, 1949. Pp. 58.

24. OLDFIELD, FRED E. *Industrial Welfare Officer*. Ealing, Institute of Welfare, 1949. Pp. 119.

25. U.S. BUREAU OF LABOR STATISTICS. *Employee-Benefit Provisions*; Selected Excerpts from Collective Bargaining Agreements. Washington, 1949. Pp. 74.

26. WEISS, ABRAHAM. *Collective Bargaining Provisions*; Employee-Benefit Plans, by Abraham Weiss and Thurza J. Brannon. Washington, 1949. 2 volumes.

Part 1—*Health, Welfare, and Insurance Plans*. Pp. 143.

Part 2—*Pension Plans*. Pp. 106.

### Employment

27. CROSBY, NORMAN. *Full Enjoyment*. London, Nicholson and Watson, 1948. Pp. 128.

28. INTERNATIONAL LABOUR OFFICE. *Employment in Inland Transport*. Geneva, 1947. Pp. 62.

29. INTERNATIONAL LABOUR OFFICE. *Employment Problems*; With Special Reference to Recruitment and Training in the Textile Industry. Geneva, 1948. Pp. 119.

30. INTERNATIONAL LABOUR OFFICE. *Regularisation of Protection and Employment at a High Level*. Geneva, 1947. Pp. 74.

31. INTERNATIONAL LABOUR OFFICE. *Regularisation of Production and Employment at a High Level in the Iron and Steel Industry*. Geneva, 1947. Pp. 73.

32. U.S. BUREAU OF LABOR STATISTICS. *Employment Outlook in the Building Trades*. Washington, G.P.O., 1949. Pp. 121.

### Industrial Relations

33. CALIFORNIA PERSONNEL MANAGEMENT ASSOCIATION. *Management Conference Report*; Stenographic Briefs of Addresses given before the California Personnel Management Association. San Francisco, 1948-49. 17 Pamphlets.

No.

2—*What to do in Industrial Relations in 1948*. Pp. 6.

5—*Personnel Job Today*. Pp. 16.

6—*Facing Plain Economic Facts in the Future*. Pp. 7.

7—*Law of Intelligent Action in Business Management*. Pp. 7.

10—*Where is the Taft-Hartley Law Leading Us?* Pp. 18.

11—*Current Trends in Personnel Management*. Pp. 10.

13—*Management Outlook in Labor Relations*. Pp. 12.

17—*What Facts need Facing in Industrial Relations*. Pp. 6.

18—*Our Wage and Salary Dilemma*. Pp. 10.

20—*Impact of Unionization on Sound Personnel Relations*. Pp. 8.

21—*Getting Down to Facts in Union Negotiations*. Pp. 6.

22—*Keeping the Management Team Fit*. Pp. 15.

23—*Facing Facts at the Management Level*. Pp. 8.

25—*Are Unions a Part of Your Business?* Pp. 10.

26—*What Psychology can do in the Selection of Men*. Pp. 8.

27—*Working Under the Wage-Hour Law*. Pp. 16.

28—*The Next Stage in Our National Labor Policy*. Pp. 9.

34. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Some Effects of the Taft-Hartley Act*, by Dale E. Good. Urbana, Illinois, 1949. Pp. 28.

35. INTERNATIONAL LABOUR OFFICE. *Industrial Relations in Inland Transport*. Montreal, 1947. Pp. 87.

36. INTERNATIONAL LABOUR OFFICE. *Industrial Relations in the Textile Industry*. Geneva, 1948. Pp. 79.

37. INTERNATIONAL LABOUR OFFICE. *Industrial Relations in the Construction Industries*. Geneva, 1948. Pp. 80.

38. INTERNATIONAL LABOUR OFFICE. *Industrial Relations in the Petroleum Industry*. Geneva, 1948. Pp. 42.

39. INTERNATIONAL LABOUR OFFICE. *Labour-Management Co-operation in the Iron and Steel Industry*. Geneva, 1947. Pp. 72.

40. INTERNATIONAL LABOUR OFFICE. *Labour-Management Co-operation in the Metal Trades*. Geneva, 1947. Pp. 99.

41. McCORMICK, CHARLES PERRY. *The Power of People; Multiple Management up to Date*. New York, Harper and Brothers, c1949. Pp. 136.

42. FIGORS, PAUL JOHN WILLIAM. *Effective Communication in Industry; What is its Basis*. New York, National Association of Manufacturers, 1949. Pp. 87.

43. REYNOLDS, LLOYD G. *Labor Economics and Labor Relations*. New York, Prentice-Hall, 1949. Pp. 552.

44. U.S. BUREAU OF LABOR STATISTICS. *Work Stoppages Caused by Labor-Management Disputes in 1948*. Washington, G.P.O., 1949. Pp. 26.

## Industry

45. BRIGHT, ARTHUR A. *The Electric-Lamp Industry; Technological Change and Economic Development from 1800 to 1947*. New York, The Macmillan Company, 1949. Pp. 526.

46. INTERNATIONAL LABOUR OFFICE. *General Report*, Coal Mines Committee, Second Session, Geneva, 1947. Pp. 83.

47. INTERNATIONAL LABOUR OFFICE. *Utilisation of the Resources of the Coal Mining Industry*. Geneva, 1947. Pp. 159.

## International Labour Office

See No's 7, 8, 13, 17, 18, 19, 20, 21, 22, 23, 28, 29, 30, 31, 35, 36, 37, 38, 39, 40, 46, 47, 54, 55, 56, 57, 58, 59, 60, 61.

## Labour and Labouring Classes

48. GALENSON, WALTER. *Labor in Norway*. (Wertheim Fellowship Publication), 1949. Pp. 373.

49. WEARMOUTH, ROBERT F. *Some Working-Class Movements of the Nineteenth Century*. London, The Epworth Press, 1948. Pp. 338.

## Labour Organization

50. BELL, J. D. M. *Industrial Unionism; A Critical Analysis*. Glasgow, McNaughtan and Gowanlock Limited, 1949. Pp. 28.

51. LASKI, HAROLD JOSEPH. *Trade Unions in the New Society*. New York, The Viking Press, 1949. Pp. 182.

52. LENS, SIDNEY. *Left, Right and Center; Conflicting Forces in American Labor*. Hinsdale, Illinois, Henry Regnery Company, 1949. Pp. 445.

53. NATIONAL INDUSTRIAL CONFERENCE BOARD. *White Collar Unionization; Union Strategy and Tactics, Analysis of Contracts, Problems after Unionization*, by James J. Bambrick and Harold Stieglitz. New York, 1949. Pp. 88.

## Wages and Hours

54. INTERNATIONAL LABOUR OFFICE. *Equal Remuneration for Men and Women Workers for Work of Equal Value*. Geneva, 1949. Pp. 125.

55. INTERNATIONAL LABOUR OFFICE. *Guaranteed Wages in the Iron and Steel Industry*. Geneva, 1949. Pp. 58.

56. INTERNATIONAL LABOUR OFFICE. *Hours of Work in Coal Mines*. Geneva, 1949. Pp. 58.

57. INTERNATIONAL LABOUR OFFICE. *Minimum Income Security; Annual and Other Wage Systems Designed to Provide Assured Earnings in the Metal Trades*. Geneva, 1947. Pp. 28.

58. INTERNATIONAL LABOUR OFFICE. *Minimum Income Security; Annual and Other Wage Systems Designed to Provide Assured Earnings in the Iron and Steel Industry*. Geneva, 1947. Pp. 96.

59. INTERNATIONAL LABOUR OFFICE. *Minimum Wage Fixing Machinery in Agriculture*. Geneva, 1949. Pp. 85.

60. INTERNATIONAL LABOUR OFFICE. *Protection of Wages*. Geneva, 1948. Pp. 40.

61. INTERNATIONAL LABOUR OFFICE. *Systems of Wage Calculation in the Metal Trades*. Geneva, 1949. Pp. 138.



62. NEW YORK (STATE). DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Wages and Hours in the Beauty Service Industry, New York State, 1947-48*. Albany, 1949. Pp. 32.

63. U.S. BUREAU OF LABOR STATISTICS. *Wage Chronology Series*. Washington, G.P.O., 1949. 2 volumes.

### Miscellaneous

64. APPLE, JAMES M. *Techniques in Plant Layout*. East Lansing, Michigan State College Press, 1948. Pp. 65.

65. EAST, WILLIAM NORWOOD. *Society and the Criminal*. London, H.M.S.O., 1949. Pp. 315.

66. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. *Origins and Purpose; A Handbook on the Commonwealth of Nations*. London, H.M.S.O., 1949. Pp. 168.

67. GREAT BRITAIN. COLONIAL OFFICE. *The Colonial Territories (1948-1949)*. London, H.M.S.O., 1949. Pp. 136.

68. GREAT BRITAIN. DEPARTMENT OF SCIENTIFIC AND INDUSTRIAL RESEARCH.

*Report for the Year 1947-48; With a Review of the Years 1938-48*. London, H.M.S.O., 1949. Pp. 103.

69. LASSER, J. K. *Money and You*, by J. K. Lasser and Sylvia F. Porter. Chicago, Science Research Associates, 1949. Pp. 48.

70. MENNINGER, WILLIAM C. *Understanding Yourself*. Chicago, Science Research Associates, 1948. Pp. 52.

71. MOHR, JENNIE. *The Industrial Nurse and the Woman Worker*. Washington, G.P.O., 1949. Pp. 48.

72. RINER, ELIZABETH. *Frontiers in Homemaking Education; Programs for Adults*. Washington, G.P.O., 1949. Pp. 63.

73. SCIENCE RESEARCH ASSOCIATES. *Personnel Adjustment in Old Age*, by Ruth Shonle Cavan and Others. Chicago, 1949. Pp. 204.

74. U.S. COMMISSION ON ORGANIZATION OF THE EXECUTIVE BRANCH OF THE GOVERNMENT. *The Hoover Commission Report on Organization of the Executive Branch of the Government*. New York, McGraw-Hill, 1949. Pp. 524.

# LABOUR STATISTICS

	PAGE
Table 1—Statistics Reflecting Industrial Conditions in Canada.....	123
<b>A—Labour Force</b>	
<i>Immigration Branch, Department of Mines and Resources</i>	
Table A-1—Immigration of Adult Males, Adult Females and Children to Canada.....	124
Table A-2—Distribution of All Immigration by Region.....	125
Table A-3—Distribution of Male Immigrants by Occupation.....	125
<b>B—Labour Income</b>	
<i>Dominion Bureau of Statistics: Monthly Estimates of Labour Income</i>	
Table B-1—Monthly Estimates of Canadian Labour Income.....	126
<b>C—Employment, Hours and Earnings</b>	
<i>Dominion Bureau of Statistics: The Employment Situation (as reported by employers having 15 or more employees)</i>	
Table C-1—Employment and Earnings by Province, City and Industry.....	127
Table C-2—Index Numbers of Employment and Earnings since 1941.....	128
Table C-3—Index Numbers of Employment by Provinces since 1933.....	128
Table C-4—Employment and Earnings by Industry.....	129
Table C-5—Sex Distribution of Employed Persons.....	130
<i>Dominion Bureau of Statistics: Hours and Earnings (as reported by employers having 15 or more employees)</i>	
Table C-6—Hours and Hourly Earnings in Manufacturing.....	131
Table C-7—Weekly Salaries and Wages in Manufacturing.....	131
Table C-8—Hours and Earnings in Manufacturing by Provinces and Cities.....	131
Table C-9—Hours and Earnings by Industry.....	132
<i>Economics and Research Branch, Department of Labour</i>	
Table C-10—Real Earnings in Manufacturing.....	133
<b>D—Employment Service Statistics</b>	
<i>Dominion Bureau of Statistics</i>	
Table D-1—Unfilled Vacancies and Unplaced Applicants as at First of Month.....	134
Table D-2—Unfilled Vacancies by Industry and by Sex.....	134
Table D-3—Unfilled Vacancies and Unplaced Applicants by Occupation and by Sex.....	135
Table D-4—Vacancies, Referrals and Placements (Weekly Average).....	135
Table D-5—Activities of National Employment Service Offices.....	136
Table D-6—Applications and Placements Since 1939.....	138
<b>E—Unemployment Insurance</b>	
<i>Unemployment Insurance Commission and Dominion Bureau of Statistics Report on the Operation of the Unemployment Insurance Act</i>	
Table E-1—Registration of Employers and Employees.....	139
Table E-2—Persons Signing the Live Unemployment Register by Number of Days Continuously on the Register.....	139
Table E-3—Claims for Benefit Since 1942.....	139
Table E-4—Claims for Benefit by Provinces and Disposal of Claims.....	140
Table E-5—Claimants not Entitled to Benefits with Reason for Non-Entitlement.....	140
Table E-6—Number Receiving Benefit with Amount Paid.....	140
Table E-7—Unemployment Insurance Fund.....	141
<b>F—Prices</b>	
<i>Dominion Bureau of Statistics</i>	
Table F-1—Index Numbers of the Cost of Living in Canada.....	142
Table F-2—Index Numbers of the Cost of Living for Eight Cities of Canada.....	143
Table F-3—Index Numbers of Staple Food Items.....	143
Table F-4—Retail Prices of Staple Foods, Coal and Rentals by Cities.....	144
Table F-5—Index Numbers of Wholesale Prices in Canada.....	152
Table F-6—Index Numbers for Canada and Other Countries.....	153
<b>G—Strikes and Lockouts</b>	
<i>Economics and Research Branch, Department of Labour</i>	
Table G-1—Strikes and Lockouts in Canada by Month.....	154
Table G-2—Strikes and Lockouts in Canada during November.....	154

TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

	1949		1948	1946	1943	1939
	Nov.	Oct.	Oct.	Oct.	Oct.	Oct.
<b>Labour Force—</b>						
Civilian labour force (1).....000		5,253	5,109	4,848	†	†
Employed (1).....000		5,155	5,042	4,733	†	†
Male (1).....000		4,012	3,932	3,700	†	†
Female (1).....000		1,143	1,110	1,033	†	†
Paid workers (1).....000		3,575	3,264	3,278	†	†
Unemployed (1).....000		98	67	115	†	†
Index of employment (2).....	201.9	202.2	203.3	178.1	187.5	121.7
Unemployment in trade unions (2).....%		2.2	1.0	1.0	0.3	9.1
Immigration.....No.		7,552	13,083	4,760	899	1,036
Adult males.....No.		2,831	4,920	869	196	318
<b>Earnings and Hours—</b>						
Total labour income.....\$000,000		663	633	471	†	†
Per capita weekly earnings.....\$	43.78	43.60	41.80	33.15	31.48	†
Average hourly earnings.....cents	99.5	99.3	94.6	71.4	†	†
Average hours worked per week.....	42.8	42.7	43.0	42.9	†	†
Average real weekly earnings, index (4).....	107.7	106.9	104.3	98.8	†	†
<b>National Employment Service—</b>						
Unplaced applicants (5).....000	164.0	172.4	87.3	142.2	†	†
Unfilled vacancies (5).....000	65.0	31.2	64.3	139.7	†	†
Placements, weekly average.....000	11.0	14.2	15.8	18.6	†	†
<b>Unemployment Insurance—</b>						
Claims.....000	105.9	83.5	44.8	57.7	1.0	†
Balance in fund.....\$000,000		576.9	499.8	343.9	157.1	†
<b>Price Indexes—</b>						
Wholesale (6).....	157.0	157.1	159.3	111.0	101.9	79.6
Cost of living (6).....	161.7	162.2	159.6	125.8	118.4	102.7
Residential building materials (6).....	226.3	227.0	288.9	156.3	(10) 139.1	(10) 102.3
<b>Production—</b>						
Industrial production index (6).....		185.9	185.4	157.6	197.1	117.8
Mineral production index (6).....		145.0	102.2	100.9	109.6	120.8
Manufacturing index (6).....		194.5	188.4	167.8	217.4	117.7
Electric power.....000,000 k. w. h.	3,914	3,975	3,774	3,550	3,459	2,590
Construction—						
Contracts awarded.....\$000,000	117.2	89.3	70.8	73.3	19.2	14.2
Dwelling units, started.....000		9.0	7.4	†	†	†
Completed.....000		9.1	8.2	(8)67.3	†	†
Under construction.....000		61.0	62.9	†	†	†
Pig iron.....000 tons		166.0	186.4	75.0	146.8	85.8
Steel ingots and castings.....000 tons		258.9	281.9	123.8	272.0	149.9
Inspected slaughterings, cattle.....000	168.5	155.6	165.3	208.6	97.7	98.4
Hogs.....000	537.8	418.1	321.2	379.3	644.7	425.9
Flour production.....000 bbl.	1.95	1.86	1.96	2.43	2.12	2.09
Newsprint.....000 tons		435.7	392.6	376.4	259.3	281.0
Cement, producers' shipments.....000,000 bbl.		1.5	1.4	1.2	0.8	0.7
Automobiles and trucks.....000	19.7	28.1	25.1	15.0	13.8	11.3
Gold.....000 fine oz		365.3	306.9	241.0	280.0	433.1
Copper.....000 tons		22.3	20.4	15.0	24.4	25.5
Lead.....000 tons		13.1	16.0	14.7	17.6	17.8
Nickel.....000 tons		10.7	10.3	8.7	11.5	9.4
Zinc.....000 tons		21.9	22.1	18.3	23.4	14.9
Coal.....000 tons	2,056	1,901	1,810	1,627	1,547	1,748
<b>Distribution—</b>						
Wholesale sales index, unadjusted (6).....		314.5	321.9	276.8	176.5	132.0
Retail sales.....\$000,000		696.4	681.6	†	†	†
Imports, excluding gold.....\$000,000	239.6	234.3	243.4	186.4	162.9	79.1
Exports, excluding gold.....\$000,000	292.3	269.1	307.0	204.2	259.8	90.4
<b>Railways—</b>						
Revenue freight, ton miles.....000,000		5,523	5,907	5,467	5,815	3,753
Car loadings, revenue freight.....000	327.1	341.4	358.0	331.3	290.5	250.5
<b>Banking and Finance—</b>						
Common stocks, index (6).....	118.2	114.3	116.4	101.8	86.4	96.6
Preferred stocks, index (6).....	150.0	145.1	143.7	153.6	118.2	107.4
Bond yields, Dominion, index (6).....	89.2	89.1	96.3	85.0	97.3	111.9
Cheques cashed, individual accounts.....\$000,000	8,540	8,328	7,654	6,313	4,654	2,899
Bank loans, current, public.....\$000,000		2,213	2,011	1,302	955	952
Money supply.....\$000,000		4,377	4,208	4,041	(9) 3,153	(9) 1,378
Circulating media in hands of public.....\$000,000		1,187	1,201	1,063	(9) 990	(9) 281
Deposits.....\$000,000		3,190	3,007	2,948	(9) 1,877	(9) 1,089

NOTE.—Many of the statistical data in this table are included in the *Canadian Statistical Review* issued by the Dominion Bureau of Statistics.

† Comparable statistics are not available. (1) Labour Force survey figures given are as of Aug. 20, 1949, Sept. 4, 1948 and Nov. 9, 1946. (2) Base 1926=100. (3) Figures are as at end of quarter ending Sept. 30, 1949, 1948, 1946, 1943 and 1939 respectively. (4) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average for 1946=100. (5) First of month. (6) Base 1935-1939=100. (7) Figures are for four week periods. (8) Annual figures; monthly not available. (9) Year-end figures. (10) Annual index.



## A—Labour Force

**TABLE A-1.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA**

(SOURCE: Department of Mines and Resources, Immigration Branch)

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1924-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
1945—Total.....	4,259	11,620	6,843	22,722
1946—Total.....	9,934	40,818	20,967	71,719
1947—				
January.....	809	1,443	508	2,760
February.....	831	1,257	489	2,577
March.....	947	1,212	513	2,672
April.....	1,112	1,295	509	2,916
May.....	1,626	2,073	889	4,588
June.....	1,989	2,456	1,455	5,900
July.....	2,291	1,876	942	5,109
August.....	3,014	2,220	1,052	6,286
September.....	3,739	2,151	1,339	7,229
October.....	4,264	3,200	1,477	8,941
November.....	3,635	2,734	1,241	7,610
December.....	3,024	2,870	1,645	7,539
Total.....	27,281	24,787	12,059	64,127
1948—				
January.....	2,986	2,794	1,468	7,248
February.....	2,234	1,904	1,071	5,209
March.....	4,184	3,963	2,472	10,619
April.....	4,630	3,008	1,778	9,416
May.....	4,141	3,076	2,243	9,460
June.....	7,382	4,747	3,194	15,323
July.....	4,770	4,004	2,329	11,103
August.....	4,995	3,616	2,347	10,958
September.....	4,383	4,755	2,733	11,871
October.....	4,920	5,405	2,758	13,083
November.....	4,473	4,238	2,418	11,129
December.....	3,888	3,681	2,426	9,995
Total.....	52,986	45,191	27,237	125,414
1949—				
January.....	2,884	2,845	1,720	7,449
February.....	2,797	2,342	1,509	6,648
March.....	3,690	3,104	2,374	9,168
April.....	4,242	2,910	1,940	9,092
May.....	3,987	2,963	2,234	9,184
June.....	5,012	3,770	3,185	11,967
July.....	4,455	3,543	2,618	10,616
August.....	3,057	2,855	1,939	7,851
September.....	1,706	1,494	974	4,174
October.....	2,831	2,907	1,814	7,552
Total (10 months 1949).....	34,661	28,733	20,307	83,701
Total (10 months 1948).....	44,625	37,272	22,393	104,290

**TABLE A-2.—DISTRIBUTION OF ALL IMMIGRATION BY REGION**

SOURCE: Department of Mines and Resources, Immigration Branch

Month	Mari- times	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—January.....	279	1,819	3,666	726	758	7,248
February.....	166	1,214	2,566	591	672	5,209
March.....	333	2,093	5,272	1,655	1,266	10,619
April.....	310	1,361	5,259	1,471	1,015	9,416
May.....	371	1,326	4,969	1,725	1,069	9,460
June.....	433	2,643	7,366	3,610	1,271	15,323
July.....	394	2,194	5,612	1,983	920	11,103
August.....	419	1,784	5,868	1,888	999	10,958
September.....	453	2,878	4,953	2,580	1,007	11,871
October.....	663	2,840	5,915	2,516	1,149	13,083
November.....	366	2,384	5,170	2,173	1,036	11,129
December.....	371	2,151	5,005	1,634	834	9,995
Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—January.....	211	1,542	3,770	1,319	607	7,449
February.....	183	1,167	3,983	823	492	6,648
March.....	243	1,475	4,669	2,090	691	9,168
April.....	202	1,576	4,569	2,071	674	9,092
May.....	306	1,936	4,653	1,464	825	9,184
June.....	354	1,907	6,088	2,636	982	11,967
July.....	318	2,104	5,457	1,890	847	10,616
August.....	212	1,657	3,846	1,436	700	7,851
September.....	145	1,083	1,937	625	384	4,174
October.....	259	1,479	3,654	1,501	659	7,552
Total (10 months 1949)...	2,433	15,926	42,626	15,855	6,861	83,701
Total (10 months 1948)...	3,821	20,152	51,446	18,745	10,126	104,290

**TABLE A-3.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION**

SOURCE: Department of Mines and Resources, Immigration Branch

Month	Agricul- ture	Unskilled and Semi- skilled	Skilled	Trading	Others Including Mining	Total
1946—Total.....	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total.....	4,174	7,363	8,546	4,211	2,987	27,281
1948—January.....	468	529	1,195	342	452	2,986
February.....	356	462	763	270	383	2,234
March.....	1,241	685	1,248	446	546	4,184
April.....	959	1,728	1,058	379	506	4,630
May.....	1,151	1,306	925	357	402	4,141
June.....	3,130	1,570	1,568	395	719	7,382
July.....	2,346	556	1,030	368	470	4,770
August.....	1,936	1,193	1,039	356	471	4,995
September.....	1,568	627	1,433	358	397	4,383
October.....	2,077	645	1,463	405	330	4,920
November.....	1,794	565	1,215	364	535	4,473
December.....	1,344	550	1,094	305	595	3,888
Total.....	18,370	10,416	14,031	4,345	5,824	52,986
1949—January.....	1,137	427	801	243	276	2,884
February.....	1,386	414	589	231	177	2,797
March.....	1,818	544	845	278	205	3,690
April.....	2,055	650	891	285	361	4,242
May.....	2,164	538	777	268	240	3,987
June.....	2,535	889	1,020	285	283	5,012
July.....	2,063	700	803	288	601	4,455
August.....	1,405	496	586	236	334	3,057
September.....	440	189	393	203	481	1,706
October.....	1,173	423	641	241	353	2,831
Total (10 months 1949)....	16,176	5,270	7,346	2,558	3,311	34,661
Total (10 months 1948)....	15,232	9,301	11,722	3,676	4,694	44,625

## B—Labour Income

### TABLE B-1.—MONTHLY ESTIMATES OF CANADIAN LABOUR INCOME

(\$ Millions)

	Agriculture, Logging, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Trans- portation, Communi- cation, Storage, Trade	Finance, Services (including Govern- ment)	Supple- mentary Labour Income	Total
1938—Average.....	22	59	9	56	59	5	209
1939—Average.....	23	62	8	57	59	5	215
1940—Average.....	27	77	11	63	62	5	245
1941—Average.....	29	107	16	73	67	8	299
1942—Average.....	30	143	18	80	73	10	354
1943—Average.....	31	169	18	86	78	13	395
1944—Average.....	33	172	13	95	83	13	409
1945—Average.....	35	156	15	101	90	13	410
1946—Average.....	42	146	24	114	103	14	443
1947—January.....	43	161	23	122	108	16	473
February.....	41	164	24	124	110	16	479
March.....	40	166	25	125	111	15	480
April.....	37	167	28	126	111	16	484
May.....	41	170	31	130	112	16	500
June.....	46	172	35	133	114	17	516
July.....	49	176	38	135	115	17	531
August.....	52	178	39	135	116	17	538
September.....	52	182	40	137	116	17	546
October.....	54	186	41	139	116	17	554
November.....	56	190	38	142	116	18	561
December.....	55	189	31	143	116	17	550
1948—January.....	52	187	30	139	119	18	543
February.....	52	193	29	139	116	18	548
March.....	47	189	28	140	120	19	544
April.....	43	194	34	142	121	18	551
May.....	47	195	37	147	125	18	570
June.....	51	201	43	150	130	20	595
July.....	53	201	48	153	130	20	606
August.....	55	204	48	157	130	20	614
September.....	57	220	48	185	130	22	663*
October.....	57	213	48	164	130	21	633
November.....	56	214	46	166	130	21	632
December.....	52	211	39	164	129	21	614
1949—January.....	49	211	35	159	133	20	607
February.....	47	213	34	159	131	20	605
March.....	42	214	35	161	134	20	606
April.....	40	213	39	163	134	19	610
May.....	46	209	42	166	138	20	622
June.....	51	216	46	170	141	20	645
July.....	51	214	49	172	142	21	649
August.....	55	218	51	172	139	23	658

\* Includes retroactive wage payments to railway system employees.

All totals are rounded to the nearest million independently. Therefore, the final total does not necessarily agree with the sum of the individual estimates.



## C—Employment, Hours and Earnings

### TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision)

SOURCE: *The Employment Situation, D.B.S.*

Tables C-1 to C-5 are based on reports from employers having 15 or more employees—At October 1, 20,572 employers in the eight leading industries reported a total employment of 2,106,724 and total payrolls of \$91,848,329

Geographical and Industrial Unit	Average Weekly Salaries and Wages			Index Numbers Based on June 1, 1941 as 100 p.c.							
				Employment			Payrolls				
	Oct. 1 1949	Sept. 1 1949	Oct. 1 1948	Oct. 1 1949	Sept. 1 1949	Oct. 1 1948	Oct. 1 1947	Oct. 1 1949	Sept. 1 1949	Oct. 1 1948	
	\$	\$	\$								
<b>(a) PROVINCES</b>											
<b>Maritime Provinces</b> .....	<b>37.60</b>	<b>37.58</b>	<b>37.16</b>	<b>124.1</b>	<b>124.9</b>	<b>126.5</b>	<b>123.5</b>	<b>213.4</b>	<b>211.1</b>	<b>214.9</b>	
Prince Edward Island.....	33.95	33.59	33.33	154.6	154.3	153.7	151.9	241.7	235.7	235.0	
Nova Scotia.....	37.79	37.63	37.13	121.6	122.5	122.5	117.0	202.9	203.5	201.6	
New Brunswick.....	37.54	37.75	37.42	127.7	127.6	131.9	132.8	230.1	231.4	237.1	
<b>Quebec</b> .....	<b>41.77</b>	<b>41.46</b>	<b>40.08</b>	<b>126.9</b>	<b>126.8</b>	<b>130.8</b>	<b>126.7</b>	<b>221.2</b>	<b>219.5</b>	<b>218.8</b>	
<b>Ontario</b> .....	<b>45.02</b>	<b>44.53</b>	<b>43.04</b>	<b>129.6</b>	<b>129.1</b>	<b>129.1</b>	<b>123.7</b>	<b>215.3</b>	<b>212.1</b>	<b>205.0</b>	
<b>Prairie Provinces</b> .....	<b>44.07</b>	<b>43.73</b>	<b>42.47</b>	<b>144.9</b>	<b>145.4</b>	<b>140.9</b>	<b>130.0</b>	<b>241.0</b>	<b>240.0</b>	<b>225.9</b>	
Manitoba.....	43.88	43.43	42.56	139.1	137.7	134.2	124.9	230.4	225.8	215.4	
Saskatchewan.....	42.54	42.40	40.44	134.2	133.4	134.3	128.0	219.8	217.6	209.4	
Alberta.....	45.10	44.75	43.45	159.6	163.6	154.3	138.4	268.5	273.1	250.4	
<b>British Columbia</b> .....	<b>46.41</b>	<b>46.61</b>	<b>44.28</b>	<b>157.3</b>	<b>159.5</b>	<b>159.2</b>	<b>152.7</b>	<b>256.2</b>	<b>269.7</b>	<b>247.4</b>	
<b>CANADA</b> .....	<b>43.60</b>	<b>43.27</b>	<b>41.80</b>	<b>132.3</b>	<b>132.4</b>	<b>133.1</b>	<b>127.6</b>	<b>223.6</b>	<b>222.0</b>	<b>215.7</b>	
<b>(b) CITIES</b>											
Montreal.....	42.49	41.97	40.59	136.1	134.8	133.6	128.6	225.7	220.7	209.8	
Quebec.....	36.31	35.92	34.77	122.9	124.5	124.3	121.9	216.4	216.8	205.0	
Toronto.....	44.75	44.22	42.60	134.1	133.1	130.6	124.7	224.0	219.7	207.6	
Ottawa.....	38.31	38.06	35.53	133.1	134.5	130.4	121.2	220.2	221.1	200.0	
Hamilton.....	47.36	46.72	44.12	125.3	125.2	122.5	116.0	215.0	212.1	196.8	
Windsor.....	52.28	51.52	51.90	130.4	129.2	127.0	121.7	183.2	179.0	177.0	
Winnipeg.....	39.85	39.71	38.56	139.5	138.1	134.9	125.9	218.1	215.1	203.8	
Vancouver.....	44.85	44.85	41.86	161.5	164.4	168.1	158.7	271.5	276.4	264.1	
Halifax.....	35.29	35.21	34.04	130.4	133.3	123.0	121.4	200.7	204.7	184.7	
Saint John.....	35.73	36.36	33.56	125.3	119.7	124.0	137.7	208.8	202.9	194.2	
Sherbrooke.....	37.35	36.01	34.57	115.0	116.2	117.0	113.3	207.0	201.5	194.7	
Three Rivers.....	42.09	41.27	41.24	136.8	142.5	141.2	141.5	222.0	226.6	224.4	
Brantford.....	42.75	41.75	41.75	.....	.....	.....	.....	.....	.....	.....	
Kitchener—Waterloo.....	41.64	41.08	39.80	139.5	138.9	131.6	131.7	256.4	251.7	231.1	
London.....	41.37	41.05	39.44	154.8	156.5	148.8	143.1	251.6	252.1	230.5	
Fort William—Port Arthur.....	46.66	44.99	45.66	81.9	82.9	90.3	85.9	144.6	141.1	155.2	
*St. Catharines.....	49.72	49.06	49.06	.....	.....	.....	.....	.....	.....	.....	
Regina.....	39.02	38.84	36.72	138.2	136.5	135.2	125.9	228.5	224.6	209.9	
Saskatoon.....	38.70	38.09	36.09	156.3	156.6	154.1	159.9	275.7	271.8	253.2	
Calgary.....	42.54	42.42	40.20	149.2	150.8	138.4	131.8	251.0	253.1	219.5	
Edmonton.....	41.60	41.46	39.81	182.4	184.2	173.5	140.7	306.2	308.2	277.5	
Victoria.....	42.91	42.74	39.16	152.2	155.2	146.5	155.2	258.4	262.4	228.6	
<b>(c) INDUSTRIES</b>											
<b>Manufacturing</b> .....	<b>44.82</b>	<b>44.20</b>	<b>42.85</b>	<b>124.1</b>	<b>124.5</b>	<b>125.0</b>	<b>121.2</b>	<b>214.3</b>	<b>212.1</b>	<b>206.3</b>	
Durable Goods <sup>1</sup> .....	48.18	47.35	46.12	116.0	116.5	119.4	117.3	199.0	196.5	195.3	
Non-Durable Goods.....	41.62	41.12	39.63	129.7	129.8	128.8	124.3	229.2	226.6	217.6	
Electric Light and Power.....	48.46	48.54	46.37	172.7	176.7	158.8	136.6	266.1	272.7	232.6	
Logging.....	39.32	43.13	38.46	113.2	101.6	169.1	180.7	221.2	217.9	326.1	
Mining.....	52.46	51.29	51.04	104.9	101.4	93.2	170.8	168.3	161.9	.....	
Communications.....	41.32	41.00	38.56	205.9	208.4	189.6	174.3	307.5	308.8	265.5	
Transportation.....	51.91	51.80	51.31	147.6	147.2	148.4	143.4	233.8	232.6	232.7	
Construction and Maintenance.....	42.26	42.02	40.35	144.5	147.9	141.9	129.8	265.0	269.7	248.3	
Services <sup>2</sup> .....	28.37	27.94	26.32	152.9	157.0	153.1	145.8	259.2	262.2	243.3	
Trade.....	37.31	37.34	35.30	148.9	145.4	143.4	135.0	233.0	227.6	212.6	
<b>Eight Leading Industries</b> .....	<b>43.60</b>	<b>43.27</b>	<b>41.80</b>	<b>132.3</b>	<b>132.4</b>	<b>133.1</b>	<b>127.6</b>	<b>223.6</b>	<b>222.0</b>	<b>215.7</b>	
Finance.....	41.20	41.55	38.99	147.8	145.2	142.7	136.2	209.9	207.9	191.5	
<b>Nine Leading Industries</b> .....	<b>43.50</b>	<b>43.20</b>	<b>41.69</b>	<b>132.9</b>	<b>132.8</b>	<b>133.5</b>	<b>128.0</b>	<b>223.1</b>	<b>221.4</b>	<b>214.7</b>	

<sup>1</sup> This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, as listed in Table C-4 with the exception of electric light and power.

<sup>2</sup> Mainly hotels and restaurants and laundry and dry-cleaning plants.

\* Includes Welland, Thorold and Merriton.

**TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941**

(Base: June 1, 1941=100)  
(The latest figures are subject to revision)

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of				Index Numbers of			
	Employment	Aggregate Weekly Payrolls	Average Salaries and Wages	Average Salaries and Wages	Employment	Aggregate Weekly Payrolls	Average Salaries and Wages	Average Salaries and Wages
			\$				\$	
June 1, 1941	100.0	100.0	100.0	25.25	100.0	100.0	100.0	25.57
Oct. 1, 1945	110.5	137.8	127.0	32.08	112.1	140.4	127.3	32.54
Oct. 1, 1946	116.6	149.8	131.3	33.15	112.1	143.0	129.8	33.18
Oct. 1, 1947	127.6	184.9	148.1	37.39	121.2	177.5	148.8	38.04
Oct. 1, 1948	133.1	215.7	165.5	41.80	125.0	206.3	167.6	42.85
Nov. 1, 1948	133.3	218.0	166.9	42.15	124.0	207.1	169.7	43.38
Dec. 1, 1948	133.8	219.0	167.2	42.23	123.8	208.3	171.0	43.72
Jan. 1, 1949	128.4	204.5	162.8	41.10	120.7	196.6	165.4	42.28
Feb. 1, 1949	124.8	207.6	170.0	42.92	120.6	205.3	172.7	44.17
Mar. 1, 1949	123.7	207.5	171.4	43.27	120.8	206.6	173.6	44.39
Apr. 1, 1949	122.9	206.5	171.7	43.35	120.8	207.4	174.2	44.50
May 1, 1949	123.8	207.3	171.0	43.19	121.0	207.1	173.8	44.45
June 1, 1949	127.4	209.0	167.6	42.32	122.1	203.7	169.4	43.31
July 1, 1949	130.5	217.6	170.1	42.96	123.5	209.8	172.4	44.09
Aug. 1, 1949	131.3	218.9	170.3	43.01	122.9	208.5	172.2	44.04
Sept. 1, 1949	132.4	222.0	171.4	43.27	124.5	212.1	172.9	44.20
Oct. 1, 1949	132.3	223.6	172.7	43.60	124.1	214.3	175.3	44.82

**TABLE C-3.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS**

(Average Calendar Year 1926=100)  
(The latest figures are subject to revision)

	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Oct. 1, 1933	90.4	90.9	.....	.....	.....	89.1	89.6	98.7	.....	.....	.....	85.6
Oct. 1, 1934	100.0	103.1	.....	.....	.....	96.0	104.8	95.7	.....	.....	.....	95.4
Oct. 1, 1935	106.1	112.9	.....	.....	.....	103.1	108.1	102.7	.....	.....	.....	106.0
Oct. 1, 1936	110.1	117.9	.....	.....	.....	106.0	112.6	108.6	.....	.....	.....	108.1
Oct. 1, 1937	125.7	134.9	100.6	132.7	159.5	127.3	130.4	107.6	99.2	120.4	112.2	117.9
Oct. 1, 1938	116.7	114.5	106.6	124.4	102.8	121.6	115.8	113.2	100.1	142.0	114.2	111.3
Oct. 1, 1939	121.7	117.9	103.2	130.5	130.4	126.4	121.4	116.4	104.9	134.7	121.8	118.7
Oct. 1, 1940	136.2	128.2	132.5	138.8	115.2	142.8	140.9	118.1	108.7	124.6	128.4	127.8
Oct. 1, 1941	165.8	175.4	121.1	194.8	154.6	173.9	172.2	134.3	129.2	124.7	146.1	149.4
Oct. 1, 1942	181.3	185.2	106.7	211.6	157.2	194.5	184.7	139.0	136.0	138.3	146.9	183.6
Oct. 1, 1943	187.5	190.8	125.5	218.4	159.8	203.0	187.2	146.4	139.2	137.1	163.5	197.4
Oct. 1, 1944	183.3	189.1	133.8	205.7	171.5	193.8	185.9	148.0	142.1	140.1	162.1	185.6
Oct. 1, 1945	168.7	170.5	124.2	185.7	153.9	175.0	169.6	147.4	141.1	142.6	160.2	174.2
Oct. 1, 1946	178.1	176.7	139.8	185.5	167.8	184.7	179.0	161.1	153.6	156.5	175.3	179.3
Oct. 1, 1947	194.8	188.2	162.7	196.5	179.2	199.3	199.6	166.8	155.7	163.1	186.1	206.0
Oct. 1, 1948	203.3	192.8	164.6	205.7	178.0	205.8	208.3	180.8	167.3	171.1	207.5	214.8
Nov. 1, 1948	203.6	194.9	160.4	207.7	180.8	207.1	208.6	180.3	168.6	167.9	206.1	212.2
Dec. 1, 1948	204.3	197.8	156.2	209.9	184.9	207.5	210.4	180.9	169.3	167.0	207.6	206.1
Jan. 1, 1949	196.0	177.2	151.8	178.2	177.6	198.2	206.1	173.9	162.4	158.0	201.8	192.4
Feb. 1, 1949	190.5	168.2	139.9	172.4	164.7	193.0	202.8	166.7	157.3	146.2	194.4	181.5
Mar. 1, 1949	188.9	167.1	139.1	170.3	164.8	190.2	201.8	165.6	156.4	145.9	192.3	179.6
Apr. 1, 1949	187.6	167.4	163.0	173.1	160.5	184.8	200.2	166.0	155.4	146.8	194.6	188.8
May 1, 1949	189.1	163.3	139.8	170.7	155.2	186.4	200.1	170.5	159.9	153.0	198.0	196.9
June 1, 1949	194.5	169.0	151.2	176.4	160.7	194.6	202.4	177.4	163.7	165.1	206.3	204.7
July 1, 1949	199.5	187.4	152.8	202.0	176.6	198.0	206.4	181.8	168.0	167.3	212.2	209.1
Aug. 1, 1949	200.5	188.9	157.6	203.8	171.7	199.4	205.5	185.6	170.7	169.7	218.6	212.6
Sept. 1, 1949	202.1	190.4	165.3	205.7	172.1	199.5	208.3	186.6	171.7	169.9	220.0	215.1
Oct. 1, 1949	202.0	189.6	165.6	204.2	172.2	199.6	209.1	185.9	173.4	171.0	214.6	212.2
Relative Weight of Employment by Provinces and Economic Areas as at October 1, 1949.....	100.0	7.1	0.2	4.2	2.7	28.8	42.0	12.4	5.5	2.4	4.5	9.7

NOTE:—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.



**TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY**

(The latest figures are subject to revision)  
 SOURCE: *The Employment Situation, D.B.S.*

Industries	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941 as 100 p.c.					
				Employment			Payrolls		
	Oct. 1 1949	Sept. 1 1949	Oct. 1 1948	Oct. 1 1949	Sept. 1 1949	Oct. 1 1948	Oct. 1 1949	Sept. 1 1949	Oct. 1 1948
	\$	\$	\$						
<b>Manufacturing</b> .....	44 82	44 20	42 85	124-1	124-5	125-0	214-3	212-1	206-3
Animal products—edible.....	43 25	42 25	40 12	143-8	150-3	142-6	244-7	249-8	229-2
Fur and products.....	42 76	41 12	40 79	139-5	135-5	141-5	223-0	208-3	215-7
Leather products.....	33 14	32 80	31 45	108-8	109-6	106-3	190-3	189-8	176-4
Boots and shoes.....	31 88	31 54	30 11	103-9	111-7	106-1	195-5	198-4	179-7
Lumber and its products.....	40 09	39 78	37 79	124-8	127-2	127-2	231-1	233-8	222-5
Rough and dressed lumber.....	41 27	41 03	38 93	120-6	124-9	123-6	233-8	240-7	227-1
Furniture.....	39 77	39 03	37 27	157-2	155-4	143-1	229-7	222-8	197-9
Other lumber products.....	36 21	36 10	34 66	113-2	113-9	130-2	222-4	222-2	238-6
Plant products—edible.....	35 55	35 33	33 73	172-9	172-4	176-1	272-0	269-6	263-1
Pulp and paper products.....	50 36	49 84	48 72	141-0	141-5	144-6	239-3	237-7	236-6
Pulp and paper.....	56 85	56 43	56 90	130-5	131-5	141-8	235-2	235-1	253-6
Paper products.....	41 16	40 58	38 45	173-2	171-7	164-3	294-2	287-5	261-7
Printing and publishing.....	47 51	46 83	43 52	142-0	142-8	141-0	226-1	224-1	205-8
Rubber products.....	44 87	44 91	44 53	127-6	127-6	126-3	244-2	236-8	247-2
Textile products.....	35 68	34 89	33 33	115-5	114-3	113-1	215-3	208-3	196-9
Thread, yarn and cloth.....	39 27	37 84	35 68	108-9	109-4	110-3	226-2	218-9	208-3
Cotton yarn and cloth.....	38 13	36 19	34 75	89-4	90-5	91-0	176-8	169-9	164-6
Woolen yarn and cloth.....	37 59	37 26	34 72	100-3	101-6	106-4	210-7	211-6	206-9
Synthetic silk and silk goods.....	41 98	40 44	37 33	150-3	148-4	145-7	341-2	324-5	293-4
Hosiery and knit goods.....	33 02	31 84	30 23	111-0	108-5	111-0	202-2	190-6	198-5
Garments and personal furnishings.....	32 87	32 62	31 62	131-4	128-6	119-0	223-3	216-9	195-5
Other textile products.....	37 69	37 40	35 79	95-5	94-9	96-9	177-9	175-4	166-7
Tobacco.....	42 30	41 77	39 09	114-9	113-3	115-4	270-5	263-4	251-4
Beverages.....	47 83	47 79	45 20	176-7	188-1	169-8	285-0	303-2	259-3
Chemicals and allied products.....	48 02	47 43	45 63	99-1	99-5	97-5	175-0	173-4	164-8
Clay, glass and stone products.....	46 44	45 28	43 70	147-3	149-3	147-7	278-1	274-8	257-6
Electric light and power.....	48 46	48 54	46 37	172-7	176-7	158-8	266-1	272-7	232-6
Electrical apparatus.....	48 62	48 01	45 37	164-9	163-7	163-8	300-3	294-2	278-2
Iron and steel products.....	50 33	49 33	48 63	107-2	107-4	110-8	177-3	174-1	176-9
Crude, rolled and forged products.....	53 11	53 03	51 22	137-3	139-0	145-7	197-8	200-0	201-8
Machinery (other than vehicles).....	48 12	47 59	45 87	110-1	111-1	116-8	185-0	184-6	187-5
Agricultural implements.....	48 83	44 65	48 46	166-9	178-3	206-2	301-5	294-6	377-9
Land vehicles and aircraft.....	52 27	51 07	50 97	103-9	102-7	99-2	167-3	161-5	155-6
Automobiles and parts.....	55 11	53 16	53 78	124-0	120-4	110-5	178-0	166-6	154-7
Steel shipbuilding and repairing.....	47 23	47 03	47 62	69-9	71-3	102-9	110-1	111-8	164-0
Heating appliances.....	45 43	44 42	42 76	154-1	151-1	146-5	264-9	253-9	237-2
Iron and steel fabrication (n.e.s.).....	50 12	49 04	47 37	103-4	103-1	102-0	217-6	212-4	199-2
Foundry and machine shop products.....	47 68	46 21	46 26	88-4	88-7	96-7	201-2	195-8	196-5
Other iron and steel products.....	47 31	46 87	44 97	98-9	99-1	100-3	170-9	169-7	166-0
Non-ferrous metal products.....	50 02	49 46	47 42	113-6	114-3	121-7	210-8	209-7	209-4
Non-metallic mineral products.....	53 47	53 37	52 77	128-0	127-6	124-0	234-1	232-9	224-4
Miscellaneous.....	38 47	37 91	35 53	163-4	158-9	140-2	280-4	268-7	254-6
<b>Logging</b> .....	39 32	43 13	38 46	113-2	101-6	169-1	221-2	217-9	326-1
<b>Mining</b> .....	52 46	51 29	51 04	104-0	104-9	101-4	170-8	168-3	161-9
Coal.....	50 92	49 56	50 14	96-7	96-0	98-4	193-5	187-2	193-7
Metallic ores.....	55 17	54 21	53 76	92-7	92-3	83-4	141-0	137-9	131-0
Non-metallic minerals (except coal).....	47 90	46 64	45 75	168-9	178-9	163-7	298-5	308-0	276-8
<b>Communications</b> .....	41 32	41 00	38 56	205-9	208-4	189-6	307-5	308-8	265-5
Telegraphs.....	45 05	45 16	45 23	126-1	130-5	127-9	223-1	231-2	227-1
Telephones.....	40 30	39 88	37 15	225-5	227-7	207-2	325-3	325-0	275-6
<b>Transportation</b> .....	51 91	51 80	51 31	147-6	147-2	148-4	233-8	232-6	232-7
Street railways, cartage and storage.....	46 39	46 91	44 17	162-3	159-7	153-1	258-1	256-9	239-6
Steam railway operations.....	58 05	57 62	58 34	137-6	137-7	138-9	220-5	219-0	223-7
Shipping and stevedoring.....	44 77	44 26	44 40	140-5	142-1	150-8	242-3	242-4	258-0
<b>Construction and Maintenance</b> .....	42 26	42 02	40 35	144-5	147-9	141-9	265-0	269-7	248-3
Building.....	46 15	45 27	44 03	187-9	188-2	170-4	303-2	297-9	260-1
Highway.....	37 17	37 19	35 31	130-0	133-9	137-0	250-4	258-2	250-6
Railway.....	41 63	43 06	42 19	95-3	102-7	102-5	200-2	223-0	217-9
<b>Services (as indicated below)</b> .....	28 37	27 94	26 32	152-9	157-0	153-1	259-2	262-2	243-3
Hotels and restaurants.....	26 19	25 84	24 83	159-4	166-2	164-3	276-4	284-1	269-6
Personal (chiefly laundries).....	28 84	28 42	29 35	130-2	130-8	134-9	211-8	209-5	207-9
<b>Trade</b> .....	37 31	37 34	35 30	148-9	145-4	143-4	233-0	227-6	212-6
Retail.....	34 89	34 99	33 00	144-6	140-8	139-2	230-5	225-0	210-1
Wholesale.....	43 20	43 02	40 87	163-9	161-2	157-9	238-0	233-0	217-9
<b>Eight Leading Industries</b> .....	43 60	43 27	41 80	132-3	132-4	133-1	223-6	222-0	215-7
<b>Finance</b> .....	41 20	41 55	38 99	147-8	145-2	142-7	209-9	207-9	191-5
Banks and trust companies.....	37 34	37 12	34 73	158-8	155-1	153-5	227-7	221-0	203-9
Brokerage and stock market.....	50 70	47 92	46 94	149-4	149-0	153-2	219-0	206-3	208-4
Insurance.....	45 96	47 36	44 43	133-6	132-2	128-3	191-0	194-9	177-4
<b>Nine Leading Industries</b> .....	43 50	43 20	41 69	132-9	132-8	133-5	223-1	221-4	214-7



**TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT**

 SOURCE: *The Employment Situation, D.B.S.*

Industries	Oct. 1, 1949				Sept. 1, 1949		Oct. 1, 1948	
	Men	Women	Men	Women	Men	Women	Men	Women
	no.	no.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.
<b>Manufacturing</b>	<b>834,804</b>	<b>251,574</b>	<b>75.8</b>	<b>23.2</b>	<b>77.2</b>	<b>22.8</b>	<b>77.4</b>	<b>22.6</b>
Animal products—edible	31,397	8,310	79.1	20.9	78.3	21.7	79.8	20.2
Fur and products	2,784	1,539	64.4	35.6	64.8	35.2	63.3	36.7
Leather and products	18,732	12,328	60.3	39.7	60.9	39.1	60.9	39.1
Boots and shoes	11,260	8,530	56.9	43.1	57.3	42.7	57.5	42.5
Lumber and products	77,229	6,599	92.1	7.9	92.3	7.7	91.8	8.2
Rough and dressed lumber	48,626	2,383	95.3	4.7	95.3	4.7	95.0	5.0
Furniture	16,666	2,101	88.8	11.2	89.1	10.9	87.7	12.3
Other lumber products	11,937	2,115	84.9	15.1	85.0	15.0	86.0	14.0
Plant products—edible	46,335	29,320	61.2	38.8	61.8	38.2	62.5	37.5
Pulp and paper products	91,865	22,659	80.2	19.8	80.2	19.8	80.8	19.2
Pulp and paper	47,182	2,601	94.8	5.2	94.7	5.3	95.2	4.8
Paper products	13,856	8,027	63.3	36.7	63.6	36.4	65.7	34.3
Printing and publishing	30,827	12,031	71.9	28.1	71.6	28.4	71.1	28.9
Rubber products	16,045	5,637	74.0	26.0	75.2	24.8	74.3	25.7
Textile products	74,189	87,729	45.8	54.2	46.2	53.8	45.6	54.4
Thread, yarn and cloth	37,063	20,676	64.2	35.8	64.3	35.7	62.2	37.8
Cotton yarn and cloth	13,456	8,596	61.0	39.0	61.6	38.4	59.8	40.2
Woolen yarn and cloth	7,974	5,758	58.1	41.9	58.6	41.4	57.6	42.4
Artificial silk and silk goods	11,733	4,998	70.1	29.9	69.9	30.1	67.5	32.5
Hosiery and knit goods	8,801	15,197	36.7	63.3	36.1	63.9	35.5	64.5
Garments and personal furnishings	19,329	44,040	30.5	69.5	30.9	69.1	30.9	69.1
Other textile products	8,996	7,816	53.5	46.5	54.0	46.0	54.0	46.0
Tobacco	4,478	5,735	43.8	56.2	41.8	58.2	42.8	57.2
Beverages	18,012	2,445	88.0	12.0	89.3	10.7	87.7	12.3
Chemicals and allied products	32,888	10,739	75.4	24.6	76.6	24.4	75.9	24.1
Clay, glass and stone products	19,962	2,439	89.1	10.9	88.9	11.1	88.0	12.0
Electric light and power	31,302	4,252	88.0	12.0	88.1	11.9	88.3	11.7
Electrical apparatus	37,832	14,537	72.2	27.8	72.7	27.3	72.4	27.6
Iron and steel products	265,159	22,121	92.3	7.7	92.3	7.7	92.6	7.4
Crude, rolled and forged products	35,692	1,673	95.5	4.5	95.6	4.4	95.8	4.2
Machinery (other than vehicles)	24,327	3,369	87.8	12.2	87.8	12.2	88.9	11.1
Agricultural implements	14,144	914	93.9	6.1	94.1	5.9	94.5	5.5
Land vehicles and aircraft	111,405	6,803	94.2	5.8	94.4	5.6	94.6	5.4
Automobiles and parts	43,536	5,080	89.6	10.4	89.5	10.5	89.5	10.5
Steel shipbuilding and repairing	12,306	501	96.4	3.6	96.3	3.7	96.9	3.1
Heating appliances	8,125	512	94.1	5.9	94.0	6.0	93.5	6.5
Iron and steel fabrication (n.e.s.)	10,750	925	92.1	7.9	92.4	7.6	92.2	7.8
Foundry and machine shop products	8,035	421	95.0	5.0	95.5	4.5	95.4	4.6
Other iron and steel products	39,375	7,003	84.9	15.1	84.5	15.5	84.7	15.3
Non-ferrous metal products	40,224	6,180	86.7	13.3	86.7	13.3	85.7	14.3
Non-metallic mineral products	14,713	1,472	90.9	9.1	91.0	9.0	91.6	8.4
Miscellaneous	11,658	7,533	60.7	39.3	62.3	37.7	63.8	36.2
<b>Logging</b>	<b>52,605</b>	<b>947</b>	<b>98.2</b>	<b>1.8</b>	<b>98.2</b>	<b>1.8</b>	<b>98.3</b>	<b>1.7</b>
<b>Mining</b>	<b>84,770</b>	<b>1,937</b>	<b>97.8</b>	<b>2.2</b>	<b>97.7</b>	<b>2.3</b>	<b>97.8</b>	<b>2.2</b>
Coal	24,171	228	99.1	0.9	99.0	1.0	99.0	1.0
Metallic ores	43,331	891	98.0	2.0	97.9	2.1	98.0	2.0
Non-metallic minerals (except coal)	17,268	818	95.5	4.5	95.3	4.7	95.4	4.6
<b>Communications</b>	<b>26,217</b>	<b>29,117</b>	<b>47.4</b>	<b>52.6</b>	<b>47.1</b>	<b>52.9</b>	<b>47.7</b>	<b>52.3</b>
Telegraphs	6,982	1,608	81.3	18.7	81.8	18.2	81.0	19.0
Telephones	17,213	26,701	39.2	60.8	39.3	60.7	40.0	60.0
<b>Transportation</b>	<b>178,334</b>	<b>11,618</b>	<b>93.9</b>	<b>6.1</b>	<b>93.8</b>	<b>6.2</b>	<b>93.9</b>	<b>6.1</b>
Street railways, cartage and storage	60,096	4,483	93.1	6.9	92.9	7.1	93.1	6.9
Steam railway operation	88,851	5,391	94.3	5.7	94.2	5.8	94.0	6.0
Shipping and stevedoring	29,387	1,744	94.4	5.6	94.4	5.6	95.1	4.9
<b>Construction and Maintenance</b>	<b>262,266</b>	<b>4,818</b>	<b>95.2</b>	<b>1.8</b>	<b>95.2</b>	<b>1.8</b>	<b>95.1</b>	<b>1.9</b>
Building	127,676	3,215	97.5	2.5	97.5	2.5	97.4	2.6
Highway	93,477	1,469	98.5	1.5	98.4	1.6	98.1	1.9
Railway	41,113	134	99.7	0.3	99.7	0.3	99.7	0.3
<b>Services (as specified below)</b>	<b>35,415</b>	<b>37,807</b>	<b>48.4</b>	<b>51.6</b>	<b>48.2</b>	<b>51.8</b>	<b>48.5</b>	<b>51.5</b>
Hotels and restaurants	23,687	23,846	49.8	50.2	49.6	50.4	50.7	49.3
Personal (chiefly laundries)	7,560	12,348	38.0	62.0	38.4	61.6	38.8	61.3
<b>Trade</b>	<b>182,319</b>	<b>112,176</b>	<b>61.9</b>	<b>38.1</b>	<b>62.6</b>	<b>37.4</b>	<b>61.0</b>	<b>39.0</b>
Retail	117,342	91,328	56.2	43.8	56.8	43.2	55.2	44.8
Wholesale	64,977	20,848	75.7	24.3	76.3	23.7	75.0	25.0
<b>Eight Leading Industries</b>	<b>1,656,730</b>	<b>449,994</b>	<b>78.6</b>	<b>21.4</b>	<b>78.9</b>	<b>21.1</b>	<b>79.1</b>	<b>20.9</b>
<b>Finance</b>	<b>47,590</b>	<b>43,084</b>	<b>52.5</b>	<b>47.5</b>	<b>52.8</b>	<b>47.2</b>	<b>53.1</b>	<b>46.9</b>
Banks and trust companies	25,479	26,490	49.0	51.0	49.3	50.7	49.8	50.2
Brokerage and stock market operations	2,272	1,223	65.0	35.0	65.1	34.9	65.4	34.6
Insurance	19,839	15,371	56.3	43.7	56.7	43.3	56.5	43.5
<b>All Industries</b>	<b>1,704,320</b>	<b>493,078</b>	<b>77.6</b>	<b>22.4</b>	<b>77.8</b>	<b>22.2</b>	<b>78.1</b>	<b>21.9</b>

**TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING**

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Tables C-6 to C-9 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-5. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-4 relate to salaried employees as well as to all wage-earners of the co-operating firms.

Week preceding	Average Hours Worked			Average Hourly Earnings		
	All Manufactures	Durable Goods	Non-Durable Goods	All Manufactures	Durable Goods	Non-Durable Goods
	No.	No.	No.	cts.	cts.	cts.
Oct. 1, 1945	44.7	45.0	44.5	67.6	75.4	60.4
Oct. 1, 1946	42.9	42.8	42.9	71.4	77.8	65.7
Oct. 1, 1947	43.1	43.5	42.6	83.4	90.6	76.2
Oct. 1, 1948	43.0	43.3	42.7	94.6	102.6	86.6
Nov. 1, 1948	43.1	43.2	43.1	95.5	103.4	87.6
Dec. 1, 1948	43.2	43.4	43.1	96.0	104.1	87.7
*Jan. 1, 1949	40.6	41.0	40.2	97.2	104.8	89.3
Feb. 1, 1949	42.9	43.2	42.7	97.2	105.0	89.3
Mar. 1, 1949	43.0	43.2	42.7	97.6	105.3	89.6
Apr. 1, 1949	42.9	43.2	42.6	98.2	105.7	90.3
May 1, 1949	42.5	42.7	42.3	98.6	106.2	90.7
June 1, 1949	40.8	41.1	40.5	99.1	106.5	91.5
July 1, 1949	41.8	42.4	41.2	99.1	106.7	91.3
Aug. 1, 1949	41.9	42.1	41.7	98.8	106.5	91.1
Sept. 1, 1949	42.4	42.5	42.2	98.4	106.6	90.4
Oct. 1, 1949	42.7	43.0	42.5	99.3	107.8	91.1

\* The averages at this date were affected by loss of working time at the year-end holidays.

**TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURING**

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Week Preceding	All Manufactures <sup>1</sup>		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly		Average Weekly		Average Weekly	
	Salaries and Wages	Wages	Salaries and Wages	Wages	Salaries and Wages	Wages
Oct. 1, 1945	\$ 32.45	\$ 30.31	\$ 35.57	\$ 33.93	\$ 29.61	\$ 26.88
Oct. 1, 1946	33.06	30.63	35.43	33.30	31.08	28.19
Oct. 1, 1947	37.94	35.95	40.94	39.41	35.21	32.46
Oct. 1, 1948	42.74	40.68	46.12	44.43	39.63	36.98
Nov. 1, 1948	43.28	41.16	46.43	44.67	40.36	37.76
Dec. 1, 1948	43.59	41.47	46.88	45.18	40.52	37.80
*Jan. 1, 1949	42.12	39.46	45.23	42.97	39.19	35.90
Feb. 1, 1949	44.04	41.70	47.17	45.36	41.12	38.13
Mar. 1, 1949	44.27	41.97	47.43	45.49	41.30	38.26
Apr. 1, 1949	44.27	42.13	47.43	45.66	41.30	38.47
May 1, 1949	44.31	41.91	47.30	45.35	41.49	38.37
June 1, 1949	43.16	40.43	46.00	43.77	40.49	37.06
July 1, 1949	43.95	41.42	47.26	45.24	40.90	37.62
Aug. 1, 1949	43.90	41.40	46.90	44.84	41.15	37.99
Sept. 1, 1949	44.05	41.72	47.35	45.31	41.12	38.15
Oct. 1, 1949	44.70	42.40	48.18	46.35	41.62	38.72

<sup>1</sup> Exclusive of electric light and power. \* See footnote to Table C-6.

**TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES**

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

	Average Hours Worked			Average Hourly Earnings		
	Oct. 1, 1949	Sept. 1, 1949	Oct. 1, 1948	Oct. 1, 1949	Sept. 1, 1949	Oct. 1, 1948
	Nova Scotia	43.5	42.9	43.6	90.9	90.7
New Brunswick	45.4	44.6	45.7	88.6	88.1	86.4
Quebec	44.4	43.8	45.0	90.1	89.5	85.9
Ontario	42.2	41.8	42.3	104.1	103.0	99.3
Manitoba	42.9	43.0	43.1	96.6	95.8	93.4
Saskatchewan	42.6	42.6	41.9	102.4	101.1	97.5
Alberta	42.2	42.9	41.6	100.8	99.1	95.3
British Columbia	38.1	38.2	38.9	118.0	116.9	111.3
Montreal	42.9	42.3	43.3	95.1	94.3	90.4
Toronto	41.1	40.6	41.1	102.8	102.1	99.3
Hamilton	41.9	41.4	42.1	113.2	112.4	104.5
Winnipeg	42.5	42.7	42.6	95.8	95.1	92.5
Vancouver	37.8	37.6	38.3	117.3	115.8	109.6

**TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages		
	Oct. 1 1949	Sept. 1 1949	Oct. 1 1948	Oct. 1 1949	Sept. 1 1949	Oct. 1 1948	Oct. 1 1949	Sept. 1 1949	Oct. 1 1948
	No.	No.	No.	cts.	cts.	cts.	\$	\$	\$
<b>Manufacturing</b>	42.7	42.4	43.0	99.3	98.4	94.6	42.40	41.72	40.68
• Durable manufactured goods	43.0	42.5	43.3	107.8	106.6	102.6	46.35	45.31	44.43
Non-durable manufactured goods	42.5	42.2	42.7	91.1	90.4	86.6	38.72	38.15	36.98
Animal products—edible	42.0	42.4	42.4	98.3	94.8	90.5	41.29	40.20	38.37
Dairy products	45.6	46.7	47.2	75.9	74.1	73.7	34.61	34.60	34.79
Meat products	42.7	42.7	42.1	109.2	104.5	100.0	46.63	44.62	42.10
Leather products	40.7	40.5	40.3	75.7	75.3	72.2	30.81	30.50	29.10
Leather boots and shoes	40.1	40.1	39.8	73.3	72.9	69.3	29.39	29.23	27.58
• Lumber products	42.2	42.3	42.2	90.8	90.1	86.2	38.32	38.11	36.38
Rough and dressed lumber	41.6	41.9	42.1	95.5	94.4	89.7	39.73	39.55	37.76
Containers	43.8	44.1	43.9	80.0	80.0	75.6	35.04	35.28	33.19
Furniture	43.2	42.7	42.1	86.7	86.3	83.6	37.45	36.85	35.26
• Musical instruments	45.5	43.4	44.7	85.2	83.0	81.9	38.77	36.02	36.61
Plant products—edible	41.9	42.6	42.1	76.5	75.3	72.1	32.05	32.08	30.35
Flour and other milled products	46.4	46.0	45.9	95.9	94.0	89.4	44.50	43.24	41.03
Fruit and vegetable preserving	39.0	40.9	40.4	73.0	70.2	68.1	28.47	28.71	27.51
Bread and bakery products	43.7	44.2	43.0	79.0	78.3	75.3	34.52	34.61	32.38
Chocolate and cocoa products	42.7	42.4	42.0	66.7	66.8	63.4	28.48	28.32	26.63
Pulp and paper products	45.1	44.7	45.5	108.5	108.1	105.1	48.93	48.32	47.82
Pulp and paper mills	47.9	47.6	49.1	113.8	113.7	112.4	54.51	54.12	55.19
Paper products	43.8	43.2	42.8	85.7	85.1	81.4	37.54	36.76	34.84
Printing and publishing	41.0	40.4	40.7	114.8	113.6	104.6	47.07	45.89	42.57
Rubber products	40.9	41.0	41.9	103.3	104.1	102.2	42.25	42.68	42.82
Textile—all branches	41.4	40.6	41.4	80.6	80.0	74.7	33.37	32.48	30.93
Thread, yarn and cloth	43.8	42.5	43.6	84.8	83.7	77.0	37.14	35.57	33.57
Cotton yarn and cloth	42.6	40.7	42.6	86.3	84.6	77.9	36.76	34.43	33.19
Woolen yarn and cloth	43.6	43.5	43.4	79.7	79.5	75.0	34.75	34.58	32.33
Synthetic silk and silk goods	45.6	44.2	45.1	86.7	85.8	77.7	39.54	37.92	35.28
Hosiery and knit goods	41.3	40.6	41.7	75.2	74.5	68.8	31.06	30.25	28.69
Garments and personal furnishings	38.3	37.8	38.2	77.0	77.0	73.5	29.49	29.11	28.08
Tobacco	43.6	43.5	43.0	89.3	88.8	83.7	38.93	38.63	35.99
Beverages	43.1	43.5	43.6	99.3	98.1	93.5	42.80	42.67	40.77
Distilled and malt liquor	42.0	42.6	42.9	105.3	105.2	99.0	44.23	44.32	42.47
Chemicals and allied products	43.7	43.1	43.9	99.2	99.9	94.5	43.35	42.63	41.49
Drugs and medicines	41.6	41.1	41.3	82.9	82.3	78.4	34.49	33.33	32.38
Clay, glass and stone products	45.8	44.7	45.4	98.1	97.3	93.0	44.93	43.49	42.22
Glass products	45.9	44.8	45.3	93.6	92.9	89.0	42.96	41.62	40.32
Lime, gypsum and cement products	47.5	45.7	46.8	99.2	98.6	92.8	47.12	45.06	43.43
• Electrical apparatus	41.8	41.1	41.1	109.5	109.3	103.8	45.77	44.92	42.66
Heavy electrical apparatus <sup>1</sup>	42.7	42.8	42.1	121.7	120.2	114.6	51.97	51.45	48.25
• Iron and steel products	43.1	42.5	43.8	113.5	112.1	107.9	48.92	47.64	47.26
Crude, rolled and forged products	43.2	43.9	45.5	119.9	117.8	109.9	51.80	51.71	50.00
Primary iron and steel	43.0	43.9	45.6	122.2	119.6	111.5	52.55	52.50	50.84
Machinery (other than vehicles)	43.5	43.2	44.4	104.9	104.6	99.3	45.63	45.19	44.09
Agricultural implements	41.1	37.3	42.1	113.8	112.3	112.3	46.77	41.89	47.28
Land vehicles and aircraft	43.4	42.5	43.4	118.6	116.7	115.3	51.47	49.60	50.04
Railway rolling stock	44.3	44.3	44.1	113.7	112.1	112.0	50.37	49.66	49.39
Automobiles and parts	42.4	40.7	42.1	125.5	123.8	122.9	53.21	50.39	51.74
Aeroplanes and parts	43.8	43.0	45.2	110.7	107.7	100.4	48.49	46.31	45.38
Steel shipbuilding and repairing	41.9	41.8	44.8	109.2	109.2	104.6	45.75	45.65	46.86
Iron and steel fabrication n.e.s.	42.7	42.2	43.0	108.5	106.5	102.0	46.33	44.94	43.86
Hardware, tools and cutlery	42.8	42.1	43.0	99.0	98.1	94.6	42.37	41.30	40.68
Foundry and machine shop products	42.3	40.9	43.6	110.8	109.8	104.5	46.87	44.91	45.56
Sheet metal work	42.8	43.5	42.9	102.3	102.4	96.4	43.78	44.54	41.36
• Non-ferrous metal products	43.5	43.4	43.5	108.9	107.6	103.7	47.37	46.70	45.11
Smelting and refining	44.4	45.1	44.1	118.1	115.6	117.4	52.44	52.14	51.77
Aluminum and its products	43.2	42.7	44.9	100.3	100.0	103.0	43.33	42.70	46.25
Brass and copper manufacturing	42.4	41.5	42.7	106.1	105.7	98.6	44.99	43.87	42.10
Non-metallic mineral products	42.1	41.9	43.3	118.9	118.2	112.5	50.06	49.53	48.71
Petroleum and its products	41.3	40.8	42.5	126.3	126.0	121.3	52.16	51.41	51.55
Miscellaneous manufactured products	42.1	41.1	41.7	86.1	86.1	82.0	36.25	35.39	34.19
<b>Mining</b>	43.7	42.9	43.4	116.8	115.8	114.8	51.04	49.68	49.82
Coal	39.4	38.4	39.0	127.7	126.9	126.8	50.31	48.73	49.45
Metallic ores	45.8	45.1	45.4	116.4	115.9	114.6	53.31	52.27	52.03
Non-metallic minerals (except coal)	44.9	43.6	44.7	102.5	101.0	98.5	46.02	44.04	44.03
<b>Local Transportation<sup>2</sup></b>	45.6	46.1	45.2	101.5	101.3	97.3	46.28	46.70	43.98
<b>Building Construction</b>	41.5	41.1	41.8	108.2	107.8	104.1	44.90	44.31	43.51
<b>Highway Construction</b>	38.9	39.4	39.2	85.0	85.1	80.3	33.07	33.53	31.48
<b>Services (as indicated below)</b>	42.0	42.5	42.2	64.6	63.0	60.4	27.13	26.78	25.49
Hotels and restaurants	42.5	43.4	42.7	63.4	61.6	59.7	26.95	26.73	25.49
Personal (chiefly laundries)	41.0	40.5	41.0	66.9	66.2	62.0	27.43	26.81	25.42

<sup>1</sup> Industries classed in the durable manufactured goods industries.

<sup>2</sup> Since 1941, the Dominion Bureau of Statistics has prepared current indexes of average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, as 100 p.c., the latest figures are as follows:—Aug. 1, 1949, 228.8; Sept. 1, 1949, 228.1; Oct. 1, 1949, 230.9; at Oct. 1, 1948, the index was 217.5.

<sup>3</sup> Chiefly street and electric railways.



**TABLE C-10.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

(SOURCE: Hours Worked and Hourly and Weekly Wages D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour.)

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946-100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
		cts.	\$			
Week preceding—						
January 1, 1945	46.1*	70.0	32.27*	106.8	96.0	111.3
February 1, 1945	45.4	70.1	31.83	105.3	96.0	109.7
March 1, 1945	45.8	70.1	32.11	106.3	96.0	110.7
April 1, 1945	45.6*	70.4	32.10*	106.2	96.0	110.6
May 1, 1945	45.5	70.5	32.08	106.2	96.3	110.3
June 1, 1945	44.3	70.3	31.14	103.0	96.8	106.4
July 1, 1945	44.3	70.1	31.05	102.7	97.3	105.5
August 1, 1945	44.3	69.5	30.79	101.9	97.5	104.5
September 1, 1945	44.1	69.2	30.52	101.9	97.0	104.1
October 1, 1945	44.7	67.8	30.31	100.3	96.8	103.6
November 1, 1945	44.9	67.5	30.31	100.3	97.0	103.4
December 1, 1945	44.8	67.0	30.02	99.3	97.2	102.2
January 1, 1946	44.2*	67.9	30.01*	99.3	97.0	102.4
February 1, 1946	44.1	68.1	30.03	99.4	97.0	102.5
March 1, 1946	44.0	67.9	29.88	98.9	97.2	101.7
April 1, 1946	44.4	68.4	30.37	100.5	97.7	102.9
May 1, 1946	43.0	68.9	29.63	98.0	98.7	99.3
June 1, 1946	42.0	69.1	29.02	96.0	100.0	96.0
July 1, 1946	42.4	70.0	29.68	98.2	101.2	97.0
August 1, 1946	43.0	70.0	30.10	99.6	101.6	98.0
September 1, 1946	42.7	70.6	30.15	99.8	101.5	98.3
October 1, 1946	42.9	71.4	30.63	101.4	102.6	98.8
November 1, 1946	42.4	72.9	30.91	102.3	102.8	99.5
December 1, 1946	43.2	74.5	32.18	106.5	102.8	103.6
January 1, 1947	42.7*	76.2	32.54*	107.7	102.8	104.8
February 1, 1947	43.1	76.3	32.89	108.8	103.4	105.2
March 1, 1947	43.4	77.1	33.46	110.7	104.3	106.1
April 1, 1947	43.2	77.6	33.52	110.9	105.7	104.9
May 1, 1947	43.2	78.3	33.53	111.9	107.7	105.9
June 1, 1947	42.9	79.9	34.28	113.4	109.1	105.9
July 1, 1947	42.0	80.8	33.94	112.3	110.0	102.1
August 1, 1947	42.5	81.3	34.55	114.3	110.5	103.4
September 1, 1947	42.3	82.2	34.77	115.1	112.8	102.0
October 1, 1947	43.1	83.4	35.95	119.0	115.0	103.5
November 1, 1947	42.9	84.7	36.34	120.3	116.2	103.5
December 1, 1947	43.5	85.6	37.24	123.2	118.1	104.3
January 1, 1948	43.2*	86.6	37.41*	123.8	120.0	103.2
February 1, 1948	42.8	86.6	37.06	122.6	121.4	101.0
March 1, 1948	43.2	88.0	38.02	125.8	122.0	103.1
April 1, 1948	43.2*	89.0	38.45*	127.2	122.7	103.7
May 1, 1948	43.1	89.4	38.53	127.5	124.0	102.8
June 1, 1948	41.7	91.4	38.11	126.1	124.8	101.0
July 1, 1948	42.0	92.3	38.77	128.3	126.9	101.1
August 1, 1948	42.1	92.7	39.03	129.2	127.4	101.4
September 1, 1948	41.7	93.4	38.95	128.9	128.6	100.2
October 1, 1948	43.0	94.6	40.68	134.6	129.1	104.3
November 1, 1948	43.1	95.5	41.16	136.2	129.1	105.5
December 1, 1948	43.2	96.0	41.47	137.2	128.6	106.7
January 1, 1949	43.2*	97.2	41.99*	138.9	129.1	107.6
February 1, 1949	42.9	97.2	41.70	138.0	129.0	107.0
March 1, 1949	43.0	97.6	41.97	138.9	128.8	107.8
April 1, 1949	42.9	98.2	42.13	139.4	128.9	108.1
May 1, 1949	41.8*	98.6	41.21*	136.4	129.0	105.7
June 1, 1949	40.8	99.1	40.43	133.8	129.9	103.0
July 1, 1949	41.8	99.1	41.42	137.1	131.1	104.6
August 1, 1949	41.9	98.8	41.40	137.0	131.7	104.0
September 1, 1949	42.4	98.4	41.72	138.1	131.3	105.2
October 1, 1949(1)	42.7	99.3	42.40	140.3	131.2	106.9

NOTE: Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946-100).

\* Figures adjusted for holidays. The actual figures are: January 1, 1945, 39.6 hours, \$27.72; April 1, 1945, 43.6 hours, \$30.69; January 1, 1946, 38.1 hours, \$25.87; January 1, 1947, 38.1 hours, \$29.03; January 1, 1948, 38.3 hours, \$33.17; April 1, 1948, 41.6 hours, \$37.02; January 1, 1949, 40.6 hours, \$39.46; May 1, 1949, 42.5 hours, \$41.91.

(1) Latest figures subject to revision.

## D—Employment Service Statistics

### TABLE D-1.—UNFILLED VACANCIES AND UNPLACED APPLICANTS AS AT FIRST OF MONTH

(SOURCE: Form U.I.C. 757)

Month	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
December 1945	66,008	26,865	92,873	141,673	38,038	179,711
December 1946	68,818	38,707	107,525	110,465	29,003	139,468
December 1947	35,947	22,325	58,272	82,990	33,584	116,574
December 1948	17,841	16,808	34,649	92,144	37,408	129,552
January 1949	11,996	13,063	25,059	50,474	36,185	186,659
February 1949	10,026	12,990	23,016	204,897	51,909	256,806
March 1949	10,187	13,544	23,731	209,866	51,898	261,764
April 1949	14,444	16,816	31,260	195,559	50,961	246,520
May 1949	21,673	21,840	43,513	158,794	44,932	203,726
June 1949	23,539	24,035	47,574	113,489	41,359	154,848
July 1949	20,679	21,775	42,454	103,275	44,216	147,491
August 1949	18,043	19,313	37,356	97,154	42,090	139,244
September 1949	19,940	22,620	42,560	97,684	39,667	137,351
October 1949	20,837	20,629	41,466	101,504	41,543	143,047
November 1949	14,535	15,200	29,735	122,664	49,702	172,366
December 1949 <sup>(1)</sup>	10,400	12,085	22,485	164,345	56,439	220,784

(1) Latest figures subject to revision.

### TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT NOVEMBER 3, 1949

(SOURCE: Form UIC 751)

Industry	Male	Female	Total	Change from September 29, 1949	
				Absolute	Percentage
<b>Agriculture, Fishing, Trapping</b> .....	<b>499</b>	<b>330</b>	<b>829</b>	<b>-1,141</b>	<b>-42.1</b>
<b>Logging</b> .....	<b>1,391</b>	<b>8</b>	<b>1,399</b>	<b>-276</b>	<b>-16.5</b>
Pulpwood.....	1,061	2	1,063	-42	-3.8
Lumber.....	303	6	309	-247	-44.4
Other logging.....	27	—	27	+13	+92.9
<b>Mining</b> .....	<b>525</b>	<b>12</b>	<b>537</b>	<b>-231</b>	<b>-30.1</b>
Coal.....	268	1	269	-8	-2.9
Metallic ores—					
Iron.....	16	—	16	-30	-65.2
Gold.....	132	8	140	-133	-48.7
Nickel.....	52	—	52	+16	+44.4
Other metallic ores and non-metallic minerals.....	38	1	39	-55	-58.5
Prospecting and oil producing.....	19	2	21	-21	-50.0
<b>Manufacturing</b> .....	<b>3,314</b>	<b>3,933</b>	<b>7,247</b>	<b>-3,424</b>	<b>-32.1</b>
Food and kindred products.....	401	373	774	-486	-38.6
Textiles, apparel, etc.....	330	2,333	2,663	-1,472	-35.6
Lumber and finished lumber products.....	447	64	511	-254	-33.2
Pulp and paper products and printing.....	455	202	657	-193	-22.7
Chemicals and allied products.....	125	114	239	-85	-26.2
Products of petroleum and coal.....	23	8	31	-22	-41.5
Rubber products.....	30	39	69	-112	-61.9
Leather and products.....	86	302	388	-130	-25.1
Stone, clay and glass products.....	101	14	115	-96	-45.5
Iron and steel products.....	273	53	326	-122	-27.2
Non-ferrous metals and products.....	207	79	286	-129	-31.1
Machinery.....	182	40	222	-48	-17.8
Electrical equipment and products.....	140	64	204	-135	-39.8
Transportation equipment and other manufacturing.....	514	248	762	-140	-15.5
<b>Construction</b> .....	<b>2,333</b>	<b>55</b>	<b>2,388</b>	<b>-1,498</b>	<b>-38.6</b>
<b>Transportation and Storage</b> .....	<b>615</b>	<b>60</b>	<b>675</b>	<b>-578</b>	<b>-46.1</b>
<b>Communications, and Other Public Utilities</b> .....	<b>221</b>	<b>225</b>	<b>446</b>	<b>-54</b>	<b>-10.8</b>
<b>Trade</b> .....	<b>2,054</b>	<b>2,172</b>	<b>4,226</b>	<b>-1,784</b>	<b>-29.7</b>
Wholesale.....	677	290	967	-371	-27.7
Retail.....	1,377	1,882	3,259	-1,413	-30.3
<b>Finance, Insurance, Real Estate</b> .....	<b>802</b>	<b>681</b>	<b>1,483</b>	<b>-362</b>	<b>-19.6</b>
<b>Service</b> .....	<b>2,780</b>	<b>7,723</b>	<b>10,503</b>	<b>-2,371</b>	<b>-18.4</b>
Public.....	1,119	391	1,510	+286	+23.4
Domestic.....	100	4,726	4,826	-496	-9.3
Personal.....	739	2,276	3,015	-1,864	-38.2
Other services.....	822	330	1,152	-297	-20.5
<b>All Industries</b> .....	<b>14,534</b>	<b>15,199</b>	<b>29,733</b>	<b>-11,719</b>	<b>-28.3</b>

**TABLE D-3.—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT NOVEMBER 3, 1949**

(Source: Form UIC 757)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	794	273	1,067	4,137	996	5,133
Clerical Workers.....	1,580	2,415	3,995	6,648	14,467	21,115
Sales Workers.....	1,687	1,140	2,827	3,560	6,892	10,452
Personal and Domestic Service Workers.....	710	7,080	7,790	11,748	8,916	20,664
Seamen.....	55	.....	55	1,794	6	1,800
Agriculture and Fishing.....	476	5	481	1,298	141	1,439
Skilled and Semiskilled Workers.....	6,729	2,807	9,536	44,341	8,764	53,105
Food and kindred products.....	127	57	184	794	415	1,209
Textiles, clothing, etc.....	167	2,144	2,311	1,658	5,010	6,668
Lumber and wood products.....	1,620	4	1,624	2,992	67	3,059
Pulp, paper and printing.....	217	51	268	621	312	933
Leather and products.....	64	200	264	856	553	1,409
Stone, clay and glass products.....	31	1	32	111	32	143
Metalworking.....	791	29	820	6,974	352	7,326
Electrical.....	97	20	117	960	254	1,214
Transportation equipment, n.e.c.....	7	.....	7	515	73	588
Mining.....	360	.....	360	498	.....	498
Construction.....	1,488	1	1,489	9,927	3	9,930
Transportation (except seamen).....	513	.....	513	7,250	32	7,282
Communications and public utility.....	21	.....	21	245	2	247
Trade and Service.....	181	169	350	1,092	663	1,755
Other skilled and semiskilled.....	884	96	980	6,823	799	7,622
Foremen.....	25	9	34	799	131	930
Apprentices.....	136	26	162	2,226	66	2,292
Unskilled Workers.....	2,504	1,480	3,984	49,138	9,520	58,658
Food and tobacco.....	74	230	304	1,054	1,475	2,529
Lumber and lumber products.....	103	9	112	2,044	297	2,341
Metalworking.....	83	43	126	2,594	165	2,759
Construction.....	738	.....	738	6,701	1	6,702
Other unskilled workers.....	1,506	1,198	2,704	36,745	7,582	44,327
<b>Total.....</b>	<b>14,535</b>	<b>15,200</b>	<b>29,735</b>	<b>122,664</b>	<b>49,702</b>	<b>172,366</b>

**TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF OCTOBER 1949**

(Source: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Place-ments
Agriculture, Fishing, Trapping.....	939	1,086	890
Logging.....	683	422	315
Mining.....	219	268	183
Manufacturing.....	4,719	4,917	3,249
Food and kindred products.....	775	839	549
Textiles, apparel, etc.....	847	775	484
Lumber and finished lumber products.....	553	584	423
Pulp and paper products and printing.....	413	418	267
Chemicals and allied products.....	192	228	131
Products of petroleum and coal.....	39	46	31
Rubber products.....	66	63	49
Leather and products.....	136	148	81
Stone, clay and glass products.....	137	162	108
Iron and steel and products.....	298	323	221
Non-ferrous metals and products.....	232	234	170
Machinery.....	218	241	150
Electrical equipment and products.....	202	240	143
Transportation equipment and other manufacturing.....	611	616	442
Construction.....	3,149	3,251	2,534
Transportation and Storage.....	939	1,032	779
Communications, and Other Public Utilities.....	182	169	102
Trade.....	3,090	3,444	2,070
Finance, Insurance, Real Estate.....	352	408	191
Service.....	5,677	5,580	3,892
<b>All Industries.....</b>	<b>19,949</b>	<b>20,577</b>	<b>14,205</b>



**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS, SEPTEMBER 30, TO NOVEMBER 3, 1949**

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
<b>Newfoundland</b> .....	<b>170</b>	<b>23</b>	<b>2,698</b>	<b>156</b>	<b>107</b>	<b>8</b>	<b>7,283</b>
Corner Brook.....	26	14	392	13	13		993
Grand Falls.....	3		329	3		3	580
St. John's.....	141	9	1,977	140	94	5	5,710
<b>Prince Edward Island</b> .....	<b>1,314</b>	<b>124</b>	<b>791</b>	<b>531</b>	<b>1,423</b>	<b>24</b>	<b>707</b>
Charlottetown.....	473	100	469	332	403	24	499
Summerside.....	841	24	322	199	1,020		208
<b>Nova Scotia</b> .....	<b>2,850</b>	<b>1,162</b>	<b>7,362</b>	<b>3,705</b>	<b>1,394</b>	<b>562</b>	<b>9,627</b>
Amherst.....	49		198	50	48	2	334
Bridgewater.....	53	25	238	59	24	5	350
Halifax.....	1,599	962	2,676	1,530	587	308	3,254
Inverness.....	10		93	63	10		123
Kentville.....	231	60	515	158	175	17	634
Liverpool.....	20	1	173	29	15	1	238
New Glasgow.....	344	17	915	522	263	91	1,014
Springhill.....	13	1	70	14	7	2	191
Sydney.....	366	57	1,539	1,046	186	127	2,119
Truro.....	149	39	439	185	63	8	514
Yarmouth-Shelburne.....	16		506	49	16		856
<b>New Brunswick</b> .....	<b>2,286</b>	<b>695</b>	<b>6,942</b>	<b>2,895</b>	<b>1,540</b>	<b>359</b>	<b>8,672</b>
Bathurst.....	12	7	321	58	1	4	548
Campbellton.....	171	19	405	207	88	36	533
Edmundston.....	43	2	501	59	40		607
Fredericton.....	203	108	471	193	107	38	602
Minto.....	51	34	196	75	55	1	271
Moncton.....	909	289	1,854	1,204	571	186	1,941
Newcastle.....	76	10	406	117	62		594
Saint John.....	590	192	2,200	677	371	68	2,674
St. Stephen.....	16	5	151	29	11	4	589
Sussex.....	63	24	137	55	31	7	151
Woodstock.....	152	5	300	221	203	15	162
<b>Quebec</b> .....	<b>19,124</b>	<b>7,315</b>	<b>42,908</b>	<b>18,695</b>	<b>10,732</b>	<b>1,306</b>	<b>52,047</b>
Asbestos.....	26	14	94	18	10	1	305
Beauharnois.....	35	12	163	47	19	1	268
Buckingham.....	89	45	223	107	73	8	340
Causapscal.....	24	3	196	29	21		408
Chandler.....	60	11	269	95	41	2	295
Chicoutimi.....	206	56	846	264	133	15	1,066
Dolbeau.....	8		155	12	9		241
Drummondville.....	163	39	546	164	96	6	1,258
Farnham.....	36	34	288	19	13		354
Granby.....	150	37	509	189	102	2	676
Hull.....	295	70	1,180	377	217	1	1,323
Joliette.....	128	75	477	200	63	4	665
Jonquière.....	82	23	583	85	63		852
Lachute.....	90	44	176	77	42	9	292
La Malbaie.....	9	3	222	4	2		350
La Tuque.....	461	11	549	280	349	4	335
Levis.....	129	30	847	187	102	1	1,768
Matane.....	324	285	237	50	39	2	300
Megantic.....	16	1	264	67	13		359
Mont Laurier.....	12		62	15	12		105
Montmagny.....	33	25	233	23	16		412
Montreal.....	11,184	4,815	17,887	9,881	6,231	696	17,257
Port Alfred.....	67	1	217	45	45		342
Quebec.....	1,651	527	5,199	2,244	868	256	6,502
Rimouski.....	13	3	196	17	15		438
Riviere du Loup.....	39	13	721	391	32		510
Rouyn.....	302	56	534	366	138	69	383
Ste. Agathe.....	103	22	199	91	65	6	143
Ste. Anne de Bellevue.....	85	31	176	82	58	1	140
Ste. Therese.....	126	26	315	126	83		375
St. Georges de Beauce.....	546	395	615	225	179	2	679
St. Hyacinthe.....	120	72	482	106	64	7	821
St. Jean.....	315	120	458	269	156		502
St. Jerome.....	202	43	608	233	186	3	633
St. Joseph d'Alma.....	20	7	218	21	16	1	410
Shawinigan Falls.....	119	18	1,124	260	105	3	1,940
Sherbrooke.....	670	89	1,744	790	383	141	2,385
Sorel.....	41	14	613	64	22	1	1,578
Thetford Mines.....	135	66	527	145	77	1	676
Three Rivers.....	516	99	1,731	497	250	24	2,718
Val d'Or.....	121	47	320	123	62	17	331
Valleyfield.....	164	26	464	184	134		707
Victoriaville.....	207	57	441	216	128	22	605

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS, SEPTEMBER 30, TO NOVEMBER 3, 1949—Con.**

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
<b>Ontario</b> .....	<b>41,739</b>	<b>15,340</b>	<b>65,274</b>	<b>44,071</b>	<b>24,731</b>	<b>5,831</b>	<b>48,303</b>
Amprior.....	153	23	139	154	131	2	66
Barrie.....	454	100	570	473	309	16	227
Belleville.....	195	27	444	209	162	.....	442
Bracebridge.....	98	47	195	80	38	4	178
Brampton.....	143	38	169	153	103	1	117
Brantford.....	512	130	1,324	479	319	33	1,655
Brockville.....	158	11	278	192	134	22	182
Carleton Place.....	54	4	163	68	53	.....	229
Chatham.....	532	64	842	548	287	155	352
Cobourg.....	224	25	327	250	178	7	227
Collingwood.....	206	22	394	236	193	.....	337
Cornwall.....	328	39	841	312	232	23	1,128
Fort Erie.....	230	18	317	241	171	38	214
Fort Frances.....	120	84	225	148	54	19	140
Fort William.....	549	385	799	324	252	36	840
Galt.....	245	87	587	192	158	.....	553
Gananoque.....	51	1	108	54	33	14	110
Goderich.....	246	125	111	116	96	4	52
Guelph.....	341	111	656	323	167	43	622
Hamilton.....	2,882	1,033	5,487	3,310	1,298	762	4,017
Hawkesbury.....	75	94	316	44	34	1	361
Ingersoll.....	230	68	315	214	84	89	120
Kapuskasung.....	31	3	77	37	28	.....	80
Kenora.....	87	65	218	61	57	.....	218
Kingston.....	684	115	1,101	896	498	104	757
Kirkland Lake.....	246	48	520	315	103	64	406
Kitchener-Waterloo.....	623	281	797	692	407	57	385
Leamington.....	197	19	457	181	169	6	294
Lindsay.....	189	17	278	259	166	22	177
Listowel.....	55	28	74	49	38	.....	66
London.....	3,251	1,367	3,212	3,103	1,554	286	1,226
Midland.....	113	21	327	156	96	8	329
Napanee.....	69	.....	127	77	57	2	137
New Toronto.....	732	194	871	579	392	2	582
Niagara Falls.....	284	58	688	273	152	23	678
North Bay.....	451	59	750	456	359	29	452
Orillia.....	226	5	438	253	168	53	439
Oshawa.....	2,052	95	1,935	1,126	840	25	1,520
Ottawa.....	9,009	699	3,316	1,860	1,049	369	2,579
Owen Sound.....	319	53	582	355	208	32	710
Parry Sound.....	115	3	259	123	96	9	184
Pembroke.....	348	43	512	383	273	7	296
Perth.....	72	27	152	75	48	11	148
Peterborough.....	419	25	823	476	369	3	890
Picton.....	29	10	232	41	24	2	225
Port Arthur.....	626	49	1,072	558	420	80	846
Port Colborne.....	105	11	256	120	63	22	414
Prescott.....	72	31	114	66	38	.....	115
Renfrew.....	108	30	246	112	56	20	213
St. Catharines.....	650	151	1,604	620	418	92	1,440
St. Thomas.....	557	83	782	652	439	32	416
Sarnia.....	440	69	717	603	349	14	457
Sault Ste. Marie.....	387	56	711	386	272	47	629
Simcoe.....	131	49	276	144	55	21	235
Sioux-Lookout.....	108	45	114	91	62	16	92
Smiths Falls.....	123	14	217	129	106	8	236
Stratford.....	233	59	314	319	135	35	238
Sturgeon Falls.....	96	7	217	122	100	12	230
Sudbury.....	1,232	437	1,358	946	578	240	626
Timmins.....	512	112	952	785	370	59	809
Toronto.....	16,851	7,860	17,090	15,038	7,993	2,058	10,279
Trenton.....	212	24	509	343	204	1	361
Walkerton.....	73	51	83	60	33	.....	157
Wallaceburg.....	213	17	334	231	157	37	195
Welland.....	340	68	867	286	158	49	1,273
Weston.....	311	139	469	358	190	.....	221
Windsor.....	1,628	114	4,271	1,953	789	597	3,614
Woodstock.....	204	93	348	203	109	8	260
<b>Manitoba</b> .....	<b>7,774</b>	<b>2,190</b>	<b>13,034</b>	<b>8,220</b>	<b>4,037</b>	<b>1,821</b>	<b>8,799</b>
Brandon.....	576	265	839	599	396	25	463
Dauphin.....	77	2	256	93	50	17	162
Flin Flon.....	135	28	429	220	115	26	211
Portage la Prairie.....	166	54	317	206	145	16	215
The Pas.....	114	74	43	15	75	1	41
Winnipeg.....	6,706	1,767	11,150	7,087	3,256	1,736	7,707

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS, SEPTEMBER 30, TO NOVEMBER 3, 1949—Con.**

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
<b>Saskatchewan</b> .....	<b>3,817</b>	<b>1,049</b>	<b>7,177</b>	<b>4,538</b>	<b>2,030</b>	<b>943</b>	<b>4,705</b>
Estevan.....	92	23	155	88	61	.....	87
Moose Jaw.....	357	132	795	422	182	62	682
North Battleford.....	161	39	248	176	107	10	233
Prince Albert.....	319	84	639	400	205	36	481
Regina.....	1,425	270	2,404	1,794	716	481	1,097
Saskatoon.....	1,040	338	2,075	1,251	499	312	1,466
Swift Current.....	55	54	202	58	39	.....	275
Weyburn.....	87	19	172	95	67	6	117
Yorkton.....	281	90	487	254	154	36	267
<b>Alberta</b> .....	<b>8,194</b>	<b>1,823</b>	<b>12,576</b>	<b>9,232</b>	<b>5,208</b>	<b>1,647</b>	<b>6,509</b>
Blairmore.....	102	76	121	70	87	.....	97
Calgary.....	2,862	529	4,713	3,392	1,834	630	2,703
Drumheller.....	110	19	160	93	109	.....	126
Edmonton.....	4,082	793	5,809	4,598	2,417	956	2,566
Edson.....	104	26	105	111	93	.....	65
Lethbridge.....	575	194	951	617	424	55	458
Medicine Hat.....	187	106	458	168	132	.....	368
Red Deer.....	172	80	259	183	112	6	126
<b>British Columbia</b> .....	<b>9,475</b>	<b>1,524</b>	<b>24,441</b>	<b>10,843</b>	<b>5,865</b>	<b>1,457</b>	<b>25,727</b>
Chilliwack.....	182	12	491	203	152	26	513
Courtenay.....	27	11	186	25	16	.....	268
Cranbrook.....	63	33	101	65	52	.....	97
Dawson Creek.....	83	24	114	86	72	.....	50
Duncan.....	233	54	437	306	184	14	252
Kamloops.....	204	28	313	188	161	.....	170
Kelowna.....	116	17	276	159	53	33	221
Nanaimo.....	153	24	394	179	106	34	470
Nelson.....	178	28	802	218	143	15	161
New Westminster.....	802	171	2,356	965	505	114	3,411
North Vancouver.....	387	28	888	401	143	88	962
Penticton.....	126	2	220	140	100	7	144
Port Alberni.....	197	25	320	195	124	.....	207
Prince George.....	437	37	783	540	375	54	402
Prince Rupert.....	187	20	363	157	175	6	244
Princeton.....	73	3	110	70	58	.....	61
Trail.....	208	26	365	298	159	30	271
Vancouver.....	4,623	711	13,784	5,282	2,483	741	15,332
Vernon.....	161	16	371	174	153	5	243
Victoria.....	918	228	2,038	1,085	558	194	2,039
Whitehorse.....	117	26	229	107	93	2	139
<b>Canada</b> .....	<b>99,743</b>	<b>31,245</b>	<b>183,203</b>	<b>102,886</b>	<b>57,067</b>	<b>13,958</b>	<b>172,379</b>
Males.....	65,428	15,542	129,260	67,437	40,709	8,317	122,677
Females.....	34,315	15,703	53,943	35,449	16,358	5,641	49,702

**TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES 1939-1949**

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1939.....	579,645	208,327	787,972	270,020	114,862	384,882
1940.....	653,445	235,150	888,595	336,507	138,599	475,106
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,181	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,649	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949 (44 weeks).....	1,039,097	411,362	1,450,459	404,369	185,775	590,144



## E—Unemployment Insurance

**TABLE E-1.—SUMMARY OF REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS FROM APRIL 1, 1948 TO OCTOBER 31, 1948 AND FROM APRIL 1, 1949 TO OCTOBER 31, 1949**

Region	1948		1949	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	15,709	248,398	18,627	303,767
Quebec.....	55,430	965,273	57,534	981,463
Ontario.....	75,675	1,338,251	80,331	1,415,811
Prairie.....	39,673	511,342	42,084	526,096
Pacific.....	23,920	360,206	24,881	366,615
Total for Canada.....	210,407	3,423,470	223,457	3,594,352

**TABLE E-2.—PERSONS SIGNING THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE, AS OF OCTOBER 31, 1949**

Province and Sex	TOTAL	6 days and over	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	61	14	10	5	10	9	13
Male.....	49	11	9	2	9	6	12
Female.....	12	3	1	3	1	3	1
(Male).....	(3,385)	(1,273)	(171)	(322)	(618)	(383)	(618)
(Female).....	(117)	(16)	(10)	(17)	(18)	(23)	(33)
Prince Edward Island.....	405	75	25	49	72	38	146
Male.....	264	57	14	33	43	22	95
Female.....	141	18	11	16	29	16	51
Nova Scotia.....	7,349	1,835	671	1,115	1,432	812	1,484
Male.....	6,163	1,599	567	942	1,182	688	1,185
Female.....	1,186	236	104	173	250	124	299
New Brunswick.....	6,382	1,661	504	798	1,129	615	1,675
Male.....	5,107	1,341	425	632	923	488	1,298
Female.....	1,275	320	79	166	206	127	377
Quebec.....	41,887	10,692	4,840	6,975	7,256	4,223	7,901
Male.....	30,711	8,322	3,676	5,220	5,246	2,968	5,279
Female.....	11,176	2,370	1,164	1,755	2,010	1,255	2,622
Ontario.....	31,235	9,831	3,352	4,716	4,662	2,643	6,031
Male.....	21,406	7,248	2,390	3,287	3,072	1,541	3,868
Female.....	9,829	2,583	962	1,429	1,590	1,102	2,163
Manitoba.....	4,773	1,660	463	615	646	359	1,030
Male.....	2,704	1,059	236	302	309	155	643
Female.....	2,069	601	227	313	337	204	387
Saskatchewan.....	2,247	839	229	281	324	164	410
Male.....	1,490	662	150	174	186	84	234
Female.....	757	177	79	107	138	80	176
Alberta.....	3,927	2,042	275	421	415	216	558
Male.....	2,902	1,665	177	265	246	134	415
Female.....	1,025	377	98	156	169	82	143
British Columbia.....	17,163	4,401	1,967	2,868	2,767	1,531	3,539
Male.....	12,746	3,384	1,501	2,098	2,070	1,052	2,641
Female.....	4,417	1,017	466	770	697	509	898
TOTAL.....	115,429	33,050	12,336	17,843	18,713	10,640	22,847
MALE.....	83,542	25,348	9,145	12,955	13,286	7,138	15,670
FEMALE.....	31,887	7,702	3,191	4,888	5,427	3,502	7,177

**TABLE E-3.—CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO OCTOBER, 1949**

—	1942	1943	1944	1945	1946	1947	1948 <sup>(1)</sup>	1949 <sup>(1)</sup>
January.....		4,637	11,751	20,412	71,932	63,681	109,311	140,305
February.....	663	4,822	12,284	14,990	59,098	47,141	88,016	108,759
March.....	4,124	5,046	10,667	13,307	50,706	43,675	76,248	103,402
April.....	2,925	3,953	6,463	8,430	35,781	35,859	53,265	68,979
May.....	2,799	2,027	4,654	8,825	34,777	27,603	42,257	63,692
June.....	4,629	1,772	3,226	10,857	30,646	21,365	39,644	53,114
July.....	2,668	1,087	3,106	10,886	27,576	20,034	38,790	49,586
August.....	1,855	1,370	3,241	20,557	25,115	17,281	32,182	57,750
September.....	1,118	1,013	3,715	40,473	28,555	25,847	33,036	59,080
October.....	1,058	1,475	6,222	36,717	34,891	34,743	43,620	77,091
November.....	1,748	2,896	11,798	53,325	37,111	47,372	73,119	.....
December.....	3,337	6,562	13,770	57,612	52,479	79,849	114,506	.....
Total.....	26,924	36,660	90,897	296,391	488,667	464,450	749,994	781,758

(1) Revised claims included. See Table E-4 for analysis of claims filed at local offices.

**TABLE E-4.—CLAIMS FOR BENEFIT BY PROVINCES, OCTOBER, 1949**

Province	Claims filed at Local Offices				Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Revised	Entitled to Benefit	Not Entitled to Benefit	Referred to Appeal	Pending
Newfoundland.....	53 (3,190)	43 (1,713)	6 (206)	4 (1,271)	26 (1,812)	25 (499)	1 (6)	25 (1,585)
Prince Edward Island.....	203	122	66	15	141	43	2	46
Nova Scotia.....	4,306	2,167	1,648	491	3,382	860	44	869
New Brunswick.....	3,697	1,807	1,602	288	2,677	570	14	931
Quebec.....	25,890	14,817	8,510	2,563	19,417	4,542	274	6,661
Ontario.....	23,475	13,533	7,361	2,581	17,202	4,690	274	5,146
Manitoba.....	3,390	1,914	1,118	358	2,302	628	66	803
Saskatchewan.....	1,698	1,039	508	151	1,119	277	23	446
Alberta.....	2,787	1,733	799	255	1,953	490	25	640
British Columbia.....	11,692	6,246	4,310	1,036	8,608	2,115	79	2,755
Total Canada, October, 1949...	77,091	43,421	25,928	7,742	56,827	14,240(1)	802	18,322
Total, Canada September, 1949	59,080	31,881	20,054	7,145	45,774	11,639(2)	878	13,492
Total Canada, October, 1948...	43,620	24,538	13,566	5,516	28,112	10,384(2)	983	12,023

(1) In addition, there were 392 special requests not granted.

(2) In addition, there were 352 special requests not granted.

(3) In addition, there were 181 special requests not granted.

N.B. Figures in parenthesis are for unemployment assistance in Newfoundland. They are not included in the totals.

**TABLE E-5.—CLAIMANTS NOT ENTITLED TO BENEFIT**

Chief Reasons for Non-Entitlement	Month of October 1948	Month of October 1949	Cumulative Total for Current Fiscal Year
Insufficient contributions while in insurable employment.....	3,120	5,685	35,203
Not unemployed.....	1,483	377	3,730
Not capable of and not available for work.....	564	828	5,896
Loss of work due to a labour dispute.....	40	418	1,921
Refused offer of work and neglected opportunity to work.....	1,274	918	9,721
Discharged for misconduct.....	448	709	4,455
Voluntarily left employment without just cause.....	2,813	4,035	23,708
Other reasons (1).....	642	1,270	7,534
Total.....	10,384	14,240	92,168

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

**TABLE E-6.—NUMBER OF PERSONS RECEIVING BENEFIT DURING WEEK OCTOBER 15 TO 21 INCLUSIVE, NUMBER COMMENCING BENEFIT, NUMBER OF DAYS BENEFIT PAID AND AMOUNT OF BENEFIT PAID BY PROVINCES, OCTOBER, 1949**

Province	Number Receiving Benefit During Week October 15-21 inclusive	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid (in dollars)
Newfoundland.....	41 (2,494)	17 (923)	1,102 (63,314)	2,795 (156,988)
Prince Edward Island.....	342	109	7,361	15,006
Nova Scotia.....	4,695	2,676	105,453	243,651
New Brunswick.....	3,800	1,896	87,023	200,584
Quebec.....	27,251	15,731	663,154	1,504,818
Ontario.....	19,520	11,405	442,935	1,025,444
Manitoba.....	2,832	1,507	65,744	141,579
Saskatchewan.....	1,252	725	28,651	62,602
Alberta.....	1,907	1,111	39,888	89,838
British Columbia.....	10,198	6,634	233,706	559,164
Total Canada, October, 1949.....	71,838	41,811	1,675,017	3,845,541
Total Canada, September, 1949.....	34,414	1,611,461	3,671,773	
Total Canada, October, 1948.....	21,331	878,430	1,763,559	

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 to OCTOBER 31, 1949

Fiscal Year Ended March 31	RECEIPTS										DISBURSEMENTS			Balance in Fund
	CONTRIBUTIONS (Gross less refunds)										Total Revenue	Benefit Payments	Interest on Investments and Profit on sale of Securities	
	Stamps	Meter	Bulk	Total Employer and Employee	Government	Fines	Total Revenue	Benefit Payments	Interest on Investments and Profit on sale of Securities					
1942	22,436,001 56	7,209,058 48	6,790,549 01	36,435,609 05	7,287,121 81			269,268 74	43,991,999 60	27,752 92	269,268 74	43,964,246 68		
1943	30,408,651 15	13,645,258 63	13,380,741 65	57,434,651 43	11,487,087 90	638 11		1,840,448 56	70,762,796 00	716,012 75	1,840,448 56	114,011,029 98		
1944	31,565,232 84	13,205,897 37	16,949,655 09	61,720,785 00	12,344,421 74	1,323 67		3,972,047 14	78,038,577 55	1,721,666 29	3,972,047 14	190,327,941 19		
1945	32,784,177 12	11,926,369 85	19,018,308 47	63,728,855 44	12,746,179 30	2,041 02		6,195,926 42	82,673,002 18	4,966,483 51	6,195,926 42	268,034,459 86		
1946	34,964,786 96	10,816,365 63	16,785,437 07	62,566,589 66	12,513,778 66	2,303 66		6,116,768 84	81,199,440 82	31,993,240 34	81,199,440 82	317,240,660 34		
1947	41,042,425 28	11,500,028 37	23,472,577 26	76,015,030 91	15,203,457 58	3,820 43		7,529,985 56	98,752,294 48	43,114,329 18	7,529,985 56	372,878,625 64		
1948	38,768,926 38	11,508,638 62	33,593,269 47	83,870,834 47	16,366,400 70	5,322 60		9,560,776 12	109,803,333 89	34,947,020 32	9,560,776 12	447,734,939 21		
1949	46,686,689 27	14,363,308 41	37,531,562 30	98,581,559 98	20,924,013 71	8,359 08		12,113,317 56	131,627,250 33	49,826,752 16	12,113,317 56	529,535,437 38		
April	4,659,575 10	1,397,731 77	2,729,335 56	8,786,642 43	959,568 37	1,190 00		1,078,855 51	10,826,256 31	7,944,066 04	1,078,855 51	532,417,627 65		
May	3,882,190 78	1,083,371 36	2,911,585 00	7,877,147 14	1,574,182 42	1,250 00		1,103,618 19	10,556,197 76	5,508,863 01	1,103,618 19	537,464,962 40		
June	4,142,564 77	1,172,772 22	3,044,609 46	8,359,946 45	1,671,443 95	1,454 00		1,119,134 83	11,151,979 23	4,109,708 12	1,119,134 83	544,507,233 51		
July	4,122,196 18	1,284,065 53	3,226,412 12	8,632,673 85	1,726,653 38	1,157 10		1,137,124 22	11,497,608 53	3,381,091 58	1,137,124 22	552,632,750 46		
August	4,208,807 86	1,104,055 98	3,252,116 82	8,564,980 66	1,713,434 31	1,113 55		1,156,157 96	11,435,686 48	3,713,885 12	1,156,157 96	560,345,551 82		
September	4,815,552 07	1,215,256 28	3,132,075 17	9,162,883 52	1,814,427 80	1,637 00		1,192,952 86	12,171,901 18	3,669,715 08	1,192,952 86	568,847,737 92		
October	4,489,028 31	1,176,699 41	3,207,662 10	8,873,384 82	1,794,089 38	2,021 50		1,205,270 78	11,934,766 48	3,841,811 48	1,205,270 78	576,940,692 92		
Sub Total	30,319,910 07	8,433,952 55	21,503,796 23	60,257,658 85	11,253,799 62	9,823 15		8,053,114 35	79,574,395 97	32,169,140 43	8,053,114 35	576,940,692 92		
GRAND TOTAL	308,976,800 33	102,608,877 91	189,025,896 55	600,611,574 79	120,126,231 02	33,631 72		55,651,653 29	776,423,099 82	199,485,397 90	55,651,653 29	576,940,692 92		

The column "Bulk" includes contributions for armed service \$45,443,362.06 and miscellaneous receipts \$2,148.06.



# F—Prices

## TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month  
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3	69.6		
1915.....		80.7	93.7	69.8	73.8	96.4	70.0		
1916.....		87.0	103.9	70.6	75.4	109.8	74.1		
1917.....		102.4	134.3	75.8	83.8	129.1	80.7		
1918.....		115.6	154.2	80.0	92.6	151.0	90.3		
1919.....		126.5	164.8	87.3	100.7	173.6	100.0		
1920.....		145.4	189.5	100.1	120.2	211.9	109.3		
1921.....		129.9	145.5	109.4	128.1	172.0	111.4		
1922.....		120.4	123.3	114.0	122.7	145.7	111.4		
1923.....		120.7	124.1	116.9	122.5	143.8	110.7		
1924.....		118.8	121.6	117.4	118.9	140.8	108.6		
1925.....		119.8	127.2	117.4	116.8	140.3	106.5		
1926.....		121.8	133.3	115.9	116.8	139.1	106.1		
1927.....		119.9	130.8	114.5	114.4	135.6	105.1		
1928.....		120.5	131.5	117.3	113.2	135.5	104.8		
1929.....		121.7	134.7	119.7	112.6	134.8	105.0		
1930.....		120.8	131.5	122.7	111.8	130.6	105.4		
1931.....		109.1	103.1	119.4	110.0	114.3	103.3		
1932.....		99.0	85.7	109.7	106.8	100.6	100.4		
1933.....		94.4	84.9	98.6	102.5	93.3	98.2		
1934.....		95.6	92.7	93.1	102.1	97.1	97.8		
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	
1940.....	4.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	
1941.....	10.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	
1942.....	16.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	
1943.....	17.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	
1944.....	18.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	
April.....	19.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	
July.....	21.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	
October.....	25.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	
1947									
January.....	25.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	
July.....	34.2	135.9	159.8	117.8	117.3	143.2	142.5	117.2	
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	
1948									
January.....	47.1	148.3	182.2	119.9	120.4	161.2	158.4	122.6	
February.....	48.9	150.1	186.1	119.9	120.1	165.1	159.9	122.8	
March.....	49.6	150.8	185.9	119.9	121.0	169.9	161.2	122.8	
April.....	50.4	151.6	186.8	119.9	121.3	172.9	161.9	122.9	
May.....	52.1	153.3	191.2	120.9	122.7	173.6	161.9	122.9	
June.....	53.1	154.3	193.9	120.9	124.3	174.8	162.0	122.7	
July.....	55.7	156.9	201.3	120.9	124.5	175.4	162.8	123.1	
August.....	56.3	157.5	202.6	120.9	127.7	175.9	161.4	123.4	
September.....	57.6	158.9	203.9	121.0	128.5	179.9	164.2	124.4	
October.....	53.3	159.6	205.4	121.0	128.8	181.0	165.1	124.4	
November.....	58.3	159.6	204.7	121.0	129.0	181.5	166.0	124.6	
December.....	57.6	158.9	202.0	121.7	129.1	181.5	166.2	124.6	
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	
April.....	58.0	159.3	198.5	122.4	131.0	183.2	168.0	128.4	
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	
August.....	61.6	162.8	209.2	123.4	129.5	183.2	167.4	128.9	
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	

\* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-1939=100.  
† Commodities in the cost-of-living index excluding rents and services.

**TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF NOVEMBER, 1949**

(BASE—August 1939=100)

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	Nov. 1, 1948	Oct. 1, 1949	Nov. 1, 1949						
Halifax.....	152.0	155.0	154.2	201.8	110.6	132.6	194.0	156.7	122.1
St. John.....	156.2	159.0	157.9	195.0	117.9	134.1	193.5	155.6	128.3
Montreal.....	162.5	165.4	164.3	209.9	119.9	133.2	176.8	172.0	128.7
Toronto.....	155.2	157.9	157.2	195.0	122.0	152.0	182.7	163.5	129.1
Winnipeg.....	153.0	156.2	155.7	201.3	119.0	121.5	177.1	171.3	123.1
Saskatoon.....	162.3	162.4	162.8	211.1	123.9	140.4	188.9	172.0	121.5
Edmonton.....	154.2	156.8	157.1	210.5	112.0	114.6	187.8	162.2	125.3
Vancouver.....	161.1	162.8	162.3	207.5	115.3	139.8	192.5	160.8	133.5

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

**TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS**

(BASE: August 1939=100)

(Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month)

Commodities*	Per	Dec. 1941	Aug. 1945	Dec. 1945	Sept. 1949	Oct. 1949	Nov. 1949	Price Nov. 1949
Beef, sirloin steak.....	lb.	120.7	154.8	154.8	258.1	255.2	250.5	69.9
Beef, round steak.....	lb.	125.7	167.9	167.9	287.3	284.4	279.3	66.2
Beef, rib roast.....	lb.	125.5	174.3	174.3	288.7	285.7	282.2	64.9
Beef, blade.....	lb.	132.7	161.6	162.3	306.9	303.1	297.5	47.3
Beef, stewing, boneless.....	lb.	136.7	168.3	168.3	342.7	339.7	335.3	45.8
Veal, front roll, boneless.....	lb.	139.3	174.0	174.0	314.2	311.8	312.4	52.8
Lamb, leg roast.....	lb.	109.9	164.4	152.8	248.6	242.3	240.5	68.3
Pork, fresh loins, centre cut.....	lb.	125.3	143.8	143.8	249.4	246.8	238.0	64.7
Pork, fresh shoulder, hock off.....	lb.	127.0	143.4	143.4	278.8	268.3	254.6	48.5
Bacon, side, fancy sliced, rind-on.....	lb.	132.3	141.5	142.5	236.1	235.5	233.9	74.6
Lard, pure.....	lb.	151.3	157.9	159.6	205.3	216.7	220.2	25.1
Shortening, vegetable.....	lb.	134.7	137.5	137.5	221.5	222.9	222.9	32.1
Eggs, grade "A", large.....	doz.	156.4	155.3	181.3	237.4	234.5	223.6	69.6
Milk.....	qt.	111.0	95.4	95.4	164.2	164.2	165.1	18.0
Butter, creamery, prints.....	lb.	140.5	144.3	148.0	230.8	232.2	233.3	63.7
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	164.4	165.4	226.7	226.7	226.0	30.2
Bread, plain, white, wrapped.....	lb.	106.5	106.3	106.3	165.1	165.1	165.1	10.4
Flour, first grade.....	lb.	127.3	124.2	124.2	221.2	221.2	221.2	7.3
Rolled Oats, package.....	lb.	112.0	114.0	114.0	155.2	156.7	156.7	9.9
Corn flakes, 8 oz.....	pkg.	101.1	100.0	100.0	163.0	163.0	163.0	15.0
Tomatoes, canned, 2 $\frac{1}{2}$ s.....	tin	129.9	137.7	137.7	190.6	189.6	186.8	19.8
Peas, canned, 2's.....	tin	117.5	121.7	121.7	146.7	146.7	147.5	17.7
Corn, canned 2's.....	tin	128.3	132.7	132.7	186.7	184.1	180.5	20.4
Beans, dry.....	lb.	129.4	133.3	133.3	264.7	262.7	256.9	13.1
Onions.....	lb.	108.2	142.9	126.5	163.3	159.2	163.3	8.0
Potatoes.....	10 lbs.	89.9	218.3	149.4	162.3	153.7	150.5	32.9
Prunes, bulk.....	lb.	115.8	120.2	120.2	189.5	190.3	193.9	22.1
Raisins, seedless, bulk.....	lb.	104.0	107.9	108.6	127.8	128.5	127.8	19.3
Oranges.....	doz.	132.5	154.6	154.3	130.0	124.6	137.3	37.9
Lemons.....	doz.	111.3	147.7	148.6	147.4	150.5	162.2	52.7
Jam, strawberry, 16 oz.....	jar	111.3	115.1	115.1	146.7	146.7	146.7	24.1
Peaches, 20 oz.....	tin	101.5	105.1	106.1	142.6	142.6	141.6	27.9
Marmalade, orange, 16 oz.....	jar	118.3	128.9	128.9	141.4	141.4	140.7	19.1
Corn syrup, 2 lb.....	tin	138.0	158.2	157.7	178.1	177.5	177.5	30.4
Sugar, granulated.....	lb.	132.3	132.3	132.3	150.8	150.8	150.8	9.8
Sugar, yellow.....	lb.	131.3	134.9	134.9	155.6	155.6	157.1	9.9
Coffee.....	lb.	141.6	131.4	131.7	189.6	195.3	208.9	70.6
Tea, black $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	131.6	176.9	176.9	176.9	52.0

\* Descriptions and units of sale apply to November, 1949 prices.

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-on, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
<b>P.E.I.—</b>										
1—Charlottetown.....	71.6	66.5	61.6	49.8	46.5	65.0	66.3	53.3	72.6	
<b>Nova Scotia—</b>										
2—Halifax.....	69.8	64.2	<sup>b</sup> 59.5	45.1	44.1	66.7	63.5	46.8	69.1	
3—New Glasgow.....	75.1	70.0	67.9	49.5	48.6	64.2	67.2	55.7	74.7	
4—Sydney.....	79.0	71.4	62.6	54.7	49.1	65.5	65.7	51.3	70.6	
5—Truro.....	69.3	63.2	.....	44.6	45.4	.....	65.3	49.0	73.7	
<b>New Brunswick—</b>										
6—Fredericton.....	72.1	64.3	62.3	44.2	41.7	52.5	63.4	59.7	72.7	
7—Moncton.....	72.1	67.7	67.2	46.6	43.1	.....	67.2	65.8	73.1	
8—Saint John.....	72.5	66.5	61.5	44.4	42.6	.....	67.7	64.9	71.5	
<b>Quebec—</b>										
9—Chicoutimi.....	76.6	72.7	64.7	48.8	40.0	.....	57.4	50.4	80.0	
10—Hull.....	65.1	63.7	59.7	46.4	43.6	48.2	60.5	45.1	67.6	
11—Montreal.....	75.0	70.5	68.3	44.5	40.9	49.2	68.7	58.9	70.6	
12—Quebec.....	72.5	67.8	63.9	42.0	39.5	58.1	66.4	52.9	65.4	
13—St. Hyacinthe.....	67.3	62.6	62.6	41.1	33.7	53.7	66.3	59.3	74.4	
14—St. Johns.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
15—Sherbrooke.....	78.9	71.7	66.7	46.9	38.2	56.0	67.7	59.7	70.0	
16—Sorel.....	68.8	65.4	65.0	39.0	40.4	.....	60.5	47.7	70.8	
17—Thetford Mines.....	.....	65.0	.....	.....	.....	.....	55.0	45.0	.....	
18—Three Rivers.....	78.6	69.9	61.9	43.4	38.5	.....	58.3	47.1	71.5	
<b>Ontario—</b>										
19—Belleville.....	69.5	69.0	67.5	50.3	47.0	70.0	63.3	47.4	69.4	
20—Brantford.....	69.9	66.8	65.1	50.9	46.4	52.3	68.0	43.6	70.9	
21—Brockville.....	74.0	71.1	68.0	48.3	49.4	.....	71.2	54.2	75.0	
22—Chatham.....	72.4	69.7	70.1	51.1	47.2	.....	70.7	55.3	72.3	
23—Cornwall.....	70.3	68.7	67.3	48.0	50.2	69.0	64.8	47.8	74.0	
24—Fort William.....	65.5	60.8	65.7	48.0	45.5	.....	68.3	56.3	78.8	
25—Galt.....	71.5	67.3	64.3	49.7	46.7	.....	67.3	48.3	72.0	
26—Guelph.....	71.7	68.7	67.6	52.6	49.7	55.6	71.4	42.7	69.5	
27—Hamilton.....	71.6	69.1	68.1	49.5	47.9	58.1	71.9	41.9	70.8	
28—Kingston.....	67.1	65.1	61.8	47.3	44.8	.....	66.2	41.2	68.9	
29—Kitchener.....	71.3	68.9	65.2	49.5	47.6	55.0	70.3	45.7	72.3	
30—London.....	70.1	69.2	65.2	49.5	46.8	52.0	71.2	43.2	71.3	
31—Niagara Falls.....	69.8	66.9	65.2	49.5	48.9	56.3	73.4	46.1	71.3	
32—North Bay.....	69.2	67.2	66.3	48.8	47.5	.....	68.3	44.7	72.0	
33—Oshawa.....	68.7	68.2	66.4	49.9	46.7	48.2	65.7	42.9	67.3	



COAL AND RENTALS BY CITIES, NOVEMBER, 1919

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>P.E.I.—</b>										
1—Charlottetown.....	25.5	32.6	72.9	16.0	64.9	33.3	10.7	7.7	9.8	16.3
<b>Nova Scotia—</b>										
2—Halifax.....	26.7	32.1	71.5	19.0	66.9	31.2	11.2	7.7	11.5	15.8
3—New Glasgow.....	25.1	31.9	73.7	19.0	65.9	32.4	12.0	.....	10.5	16.4
4—Sydney.....	24.7	30.7	77.9	20.0	65.6	32.1	10.0	7.2	10.3	16.4
5—Truro.....	25.5	31.7	70.9	18.0	66.0	33.1	12.0	7.7	9.8	15.5
<b>New Brunswick—</b>										
6—Fredericton.....	25.4	32.2	73.2	17.0	66.0	31.9	11.3	7.6	8.6	15.3
7—Moncton.....	26.7	32.4	76.9	17.0	65.4	31.0	11.3	7.8	10.5	15.7
8—Saint John.....	25.5	32.0	73.0	18.0	66.7	32.0	11.3	7.8	10.0	15.0
<b>Quebec—</b>										
9—Chicoutimi.....	24.8	34.3	71.3	17.0	62.4	32.0	9.3	7.8	.....	16.5
10—Hull.....	23.1	31.5	70.9	18.0	63.0	29.7	10.0	7.0	10.5	14.3
11—Montreal.....	24.1	32.7	69.3	17.5	63.1	29.8	10.0	7.0	10.5	14.8
12—Quebec.....	24.2	32.1	71.8	17.0	62.9	30.9	9.0	7.0	10.6	14.9
13—St. Hyacinthe.....	23.4	31.9	68.8	16.0	63.1	30.0	8.7	7.2	10.9	14.9
14—St. Johns.....	24.5	31.7	69.0	16.0	63.5	30.7	8.7	7.5	10.4	15.0
15—Sherbrooke.....	23.4	31.4	71.5	17.0	62.7	30.7	10.2	7.4	10.5	15.3
16—Sorel.....	23.6	31.5	70.0	16.0	62.6	29.7	8.7	7.3	10.9	15.0
17—Thetford Mines.....	26.6	31.7	72.0	16.0	62.4	30.7	9.3	7.9	10.3	15.5
18—Three Rivers.....	23.3	31.4	70.9	17.0	61.3	30.6	8.7	7.2	10.3	15.4
<b>Ontario—</b>										
19—Belleville.....	24.7	31.7	60.7	18.0	64.2	29.8	10.0	7.2	9.6	14.7
20—Brantford.....	24.2	31.7	66.7	18.0	63.2	28.8	10.0	7.1	9.7	14.5
21—Brockville.....	23.9	31.4	65.7	18.0	63.3	29.3	10.0	7.2	10.2	14.4
22—Chatham.....	24.2	32.3	60.6	18.0	64.0	29.6	10.0	7.1	10.5	14.7
23—Cornwall.....	24.2	31.0	70.4	18.0	63.4	29.0	10.0	7.1	9.4	13.9
24—Fort William.....	23.9	31.3	74.7	20.0	63.3	31.1	10.7	7.2	9.7	15.2
25—Galt.....	23.4	31.8	61.2	18.0	63.5	29.4	10.0	7.3	10.0	14.7
26—Guelph.....	24.4	32.0	66.1	18.0	63.5	28.6	10.0	7.0	10.4	14.5
27—Hamilton.....	24.2	32.1	67.2	19.0	63.5	29.2	10.0	7.1	10.4	14.7
28—Kingston.....	24.1	32.2	64.9	18.0	62.6	29.6	9.3	7.1	9.9	14.5
29—Kitchener.....	23.9	32.6	62.0	18.0	63.6	29.0	10.0	7.3	10.0	14.3
30—London.....	24.3	31.9	62.7	18.0	63.9	29.5	10.0	7.1	10.4	14.3
31—Niagara Falls.....	25.1	32.0	72.8	19.0	64.7	29.2	9.3	7.2	9.7	14.8
32—North Bay.....	25.8	33.4	74.3	18.0	66.0	30.2	10.3	7.5	10.9	15.6
33—Oshawa.....	23.8	31.5	66.6	18.0	63.3	28.7	10.0	7.1	9.8	15.0

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-on, per lb.
	Sirloin steak per lb.	Round steak per lb.	Rib, roast, prime, rolled, per lb.	Blade roast per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
34—Ottawa.....	69·1	67·0	66·7	48·0	45·2	50·8	70·1	64·7	50·4	74·4
35—Owen Sound.....	70·1	67·3	67·4	50·3	45·7	.....	67·7	66·1	49·9	68·9
36—Peterborough.....	72·4	70·6	67·9	51·4	48·7	.....	72·0	66·0	47·0	72·6
37—Port Arthur.....	62·4	59·3	59·4	45·4	45·1	.....	.....	63·1	50·3	77·3
38—St. Catharines.....	69·0	67·4	64·8	48·6	47·4	.....	.....	66·6	45·0	67·5
39—St. Thomas.....	69·3	68·5	65·4	50·1	45·7	51·0	68·0	64·9	46·5	71·5
40—Sarnia.....	68·7	67·0	64·0	49·3	47·0	.....	.....	66·3	46·6	69·2
41—Sault Ste. Marie.....	68·9	67·2	62·1	48·9	49·9	.....	.....	67·3	51·3	74·0
42—Stratford.....	67·4	67·4	65·2	47·0	46·2	.....	.....	65·6	43·7	72·1
43—Sudbury.....	69·9	69·1	64·4	49·6	49·1	.....	69·5	64·6	49·1	71·5
44—Timmins.....	68·1	66·8	62·9	47·6	47·2	52·4	68·5	64·4	47·8	68·3
45—Toronto.....	71·9	67·7	69·7	51·5	47·4	55·7	70·5	65·9	40·7	69·4
46—Welland.....	69·1	65·1	<sup>b</sup> 60·0	47·5	43·6	.....	.....	65·3	50·1	68·8
47—Windsor.....	68·7	64·8	63·6	47·4	48·4	.....	69·2	65·6	44·1	68·0
48—Woodstock.....	.....	67·3	65·3	47·7	.....	.....	.....	66·3	43·0	72·9
<b>Manitoba—</b>										
49—Brandon.....	60·0	55·7	.....	41·0	41·7	.....	66·7	64·3	.....	80·1
50—Winnipeg.....	62·5	55·7	<sup>b</sup> 56·1	41·8	42·0	46·3	60·2	62·0	48·6	77·8
<b>Saskatchewan—</b>										
51—Moose Jaw.....	64·2	61·7	63·7	46·0	47·6	.....	65·3	64·0	48·8	82·1
52—Prince Albert.....	61·2	56·2	58·0	40·3	43·3	49·0	67·5	62·8	49·3	79·0
53—Regina.....	62·0	58·7	59·2	43·0	44·3	52·6	64·6	63·5	49·2	80·9
54—Saskatoon.....	59·9	58·3	60·1	42·1	45·2	53·8	63·0	63·4	48·2	79·8
<b>Alberta—</b>										
55—Calgary.....	66·9	62·5	<sup>b</sup> 64·8	45·3	45·9	48·8	68·2	65·9	55·3	84·1
56—Drumheller.....	66·3	65·0	63·5	46·7	45·5	46·0	.....	70·0	56·0	87·5
57—Edmonton.....	64·1	59·4	61·2	42·6	43·9	52·1	62·4	62·7	48·7	82·1
58—Lethbridge.....	68·5	63·0	65·0	45·5	46·7	.....	69·0	64·3	50·3	86·8
<b>British Columbia—</b>										
59—Nanaimo.....	77·0	71·8	73·0	52·0	52·0	.....	71·0	66·8	56·3	87·7
60—New Westminster.....	70·4	65·1	66·3	48·3	48·6	52·7	67·2	66·0	50·5	84·2
61—Prince Rupert.....	75·0	68·8	73·3	47·6	47·5	.....	76·3	72·0	57·5	92·3
62—Trail.....	72·4	68·5	69·9	47·5	52·0	58·0	73·0	72·7	64·0	85·7
63—Vancouver.....	75·9	68·6	71·6	50·1	51·9	59·4	70·3	65·2	54·2	82·7
64—Victoria.....	76·6	69·7	70·8	50·3	51·0	57·7	71·8	67·6	51·6	83·9

**COAL AND RENTALS BY CITIES, NOVEMBER, 1949**

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A", large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	25-0	32-1	69-7	18-0	64-2	30-0	10-0	7-3	10-0	14-3
35—Owen Sound.....	23-9	32-0	64-4	18-0	63-7	28-9	10-0	7-3	9-5	14-8
36—Peterborough.....	23-5	31-5	65-2	18-0	63-0	29-4	10-0	7-3	10-2	14-1
37—Port Arthur.....	24-6	31-2	76-1	20-0	63-3	30-7	10-7	7-2	9-3	15-1
38—St. Catharines.....	23-8	31-4	72-8	19-0	64-3	29-1	9-3	7-0	10-0	14-3
39—St. Thomas.....	24-6	31-9	65-6	18-0	64-5	30-3	10-0	7-3	10-1	14-5
40—Sarnia.....	24-5	32-3	62-7	18-0	64-8	30-0	10-0	7-3	10-3	14-8
41—Sault Ste. Marie.....	23-4	30-9	76-3	20-0	64-4	30-1	10-7	7-3	10-3	14-7
42—Stratford.....	24-8	32-7	59-3	18-0	62-9	30-0	10-0	6-8	10-3	14-9
43—Sudbury.....	25-2	32-0	71-7	20-0	65-5	29-9	10-7	7-6	10-5	15-1
44—Timmins.....	25-5	32-4	72-7	20-0	63-9	29-9	11-3	7-6	10-5	15-0
45—Toronto.....	24-4	31-5	66-6	19-0	63-7	28-3	10-0	7-1	10-0	14-1
46—Welland.....	24-4	32-2	67-8	19-0	63-9	29-2	10-7	7-0	9-7	14-1
47—Windsor.....	23-9	31-7	65-4	19-0	63-6	29-3	10-0	7-2	10-2	14-6
48—Woodstock.....	24-4	31-6	59-2	18-0	64-0	29-6	10-0	6-6	9-4	14-9
<b>Manitoba—</b>										
49—Brandon.....	24-8	32-8	73-3	16-0	61-4	31-0	10-7	7-3	8-3	15-6
50—Winnipeg.....	23-9	31-9	73-2	17-0	62-6	30-1	11-0	7-0	9-5	14-9
<b>Saskatchewan—</b>										
51—Moose Jaw.....	25-9	32-6	.....	18-0	61-0	30-0	11-2	7-1	9-2	15-1
52—Prince Albert.....	26-4	33-1	72-8	17-0	61-7	29-7	9-6	7-3	8-7	14-7
53—Regina.....	25-9	34-3	69-6	17-0	60-1	30-3	11-2	7-3	8-7	15-1
54—Saskatoon.....	26-0	33-5	71-6	17-0	61-0	29-5	10-4	7-1	8-7	14-7
<b>Alberta—</b>										
55—Calgary.....	26-0	33-7	70-1	18-0	63-2	29-6	10-4	7-2	8-7	15-0
56—Drumheller.....	27-7	34-7	72-3	20-0	65-0	30-2	11-2	7-6	10-5	15-4
57—Edmonton.....	27-0	34-4	68-2	17-0	62-8	29-9	10-4	7-1	9-0	14-5
58—Lethbridge.....	26-6	34-3	72-4	18-0	62-9	30-7	11-2	7-4	9-3	14-7
<b>British Columbia—</b>										
59—Nanaimo.....	28-8	32-3	69-6	20-0	65-1	31-4	12-5	7-4	9-9	15-3
60—New Westminster.....	27-0	29-9	68-6	17-0	64-1	29-9	11-7	7-3	9-7	14-8
61—Prince Rupert.....	28-3	32-2	79-1	25-0	65-5	33-5	14-0	7-9	10-9	16-1
62—Trail.....	28-2	34-5	74-5	20-0	64-5	31-2	13-0	7-6	9-2	15-4
63—Vancouver.....	27-3	30-6	69-9	17-0	63-7	30-4	12-8	7-2	9-5	14-8
64—Victoria.....	28-8	30-6	72-4	19-0	64-3	30-6	12-8	7-6	9-7	15-1



TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans common dry white per lb.	Onions cooking per lb.	Potatoes per 10 lbs.	Prunes bulk per lb.	Raisins seedless bulk per lb.	Oranges per dozen	Lemons per dozen	Jam, strawberry per 32 oz. jar
	Tomatoes choice 2½ s (28 oz.) per tin	Peas choice per 20 oz. tin	Corn choice per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>P.E.I.—</b>											
1—Charlottetown.....	23.5	18.2	22.1	13.2	8.0	24.5	20.5	20.0	39.0	66.3	49.8
<b>Nova Scotia—</b>											
2—Halifax.....	22.9	18.3	.....	13.3	8.0	26.6	22.3	18.5	37.3	62.7	47.8
3—New Glasgow.....	23.6	16.6	21.7	12.3	8.3	27.8	21.7	.....	43.7	60.3	50.2
4—Sydney.....	20.9	18.3	22.0	12.8	8.6	28.1	21.2	19.8	37.0	58.0	47.3
5—Truro.....	22.2	16.7	20.8	12.6	8.1	24.7	23.4	20.7	35.8	64.9	50.2
<b>New Brunswick—</b>											
6—Fredericton.....	20.4	18.9	21.3	12.7	7.8	25.0	21.5	19.1	37.7	57.1	49.4
7—Moncton.....	21.0	19.5	21.5	12.7	8.4	26.5	21.3	20.5	40.3	56.7	49.6
8—Saint John.....	19.8	17.5	19.9	13.4	8.2	23.2	21.5	20.0	38.8	57.3	48.3
<b>Quebec—</b>											
9—Chicoutimi.....	17.6	20.1	21.1	12.9	9.5	32.4	.....	23.8	40.0	56.3	56.3
10—Hull.....	16.7	16.7	19.1	12.5	8.4	30.6	20.2	19.7	41.0	46.7	44.5
11—Montreal.....	15.9	16.4	18.5	12.6	7.8	26.9	22.6	20.2	36.5	44.9	45.6
12—Quebec.....	16.2	17.7	19.1	12.1	8.4	25.4	22.1	19.7	37.6	46.4	48.9
13—St. Hyacinthe.....	15.9	18.2	19.8	11.3	8.5	26.1	19.9	17.9	38.9	49.1	47.2
14—St. Johns.....	16.7	18.6	19.5	12.7	8.4	26.8	21.1	17.6	39.5	50.0	44.0
15—Sherbrooke.....	16.9	17.1	19.4	12.5	8.0	25.5	23.5	19.7	37.0	49.9	47.3
16—Sorel.....	17.7	17.8	20.6	11.9	9.7	28.7	21.4	20.5	36.0	47.5	45.6
17—Thetford Mines.....	17.6	17.3	20.7	12.7	8.0	25.6	22.6	18.3	43.0	48.6	48.9
18—Three Rivers.....	16.9	17.2	19.8	11.2	8.0	25.6	19.6	20.7	35.0	47.0	47.1
<b>Ontario—</b>											
19—Belleville.....	19.1	17.1	20.0	12.5	7.6	29.4	.....	18.4	35.0	44.7	46.2
20—Brantford.....	20.1	16.7	20.0	12.0	7.7	32.1	22.0	18.2	39.0	51.7	44.3
21—Brockville.....	18.7	17.7	21.1	13.7	8.2	32.3	.....	17.7	39.3	47.4	46.3
22—Chatham.....	19.7	17.0	19.9	11.0	7.3	28.1	21.7	18.8	36.7	43.7	46.8
23—Cornwall.....	18.5	16.5	19.4	12.1	8.7	30.3	20.0	19.0	39.5	45.5	47.6
24—Fort William.....	18.3	16.7	19.5	12.8	7.6	34.1	21.9	21.4	36.3	49.8	47.9
25—Galt.....	18.6	17.2	18.9	13.5	8.2	33.5	23.4	18.4	39.5	46.9	44.4
26—Guelph.....	19.9	16.3	19.6	12.6	6.9	34.3	23.4	18.2	37.6	50.7	44.9
27—Hamilton.....	19.4	16.4	19.2	13.4	7.9	33.5	24.0	18.9	39.0	52.2	44.5
28—Kingston.....	17.6	16.5	19.8	13.4	7.7	31.2	21.7	18.3	35.0	44.9	45.7
29—Kitchener.....	19.1	18.5	19.7	12.7	7.6	31.2	22.4	18.3	38.2	49.7	45.5
30—London.....	18.7	17.8	20.1	12.6	7.4	29.3	21.7	16.9	38.0	52.8	43.7
31—Niagara Falls.....	18.8	18.4	19.4	13.7	7.6	31.4	21.7	18.0	37.5	54.4	46.3
32—North Bay.....	19.5	17.3	20.7	12.6	8.1	37.4	21.3	20.7	38.0	46.8	49.6
33—Oshawa.....	17.5	17.5	20.0	12.4	7.5	28.0	.....	19.5	34.0	51.6	44.7

**COAL AND RENTALS BY CITIES, NOVEMBER, 1919**

Locality	Peaches choice per 20 oz. tin	Marmalade orange per 32 oz. jar	Corn syrup per 2 lb. tin	Sugar		Coffee medium per lb.	Tea black medium per ¼ lb. package	Coal		Rent (a)
				Granulated per lb.	Yellow per lb.			Anthracite per ton	Bituminous per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
<b>P. E. I.—</b>										
1—Charlottetown.....	27·8	39·2	35·8	9·6	9·4	77·7	50·2	.....	15·50	.....
<b>Nova Scotia—</b>										
2—Halifax.....	29·6	40·1	32·5	9·4	9·4	75·7	50·0	.....	16·75	29·00-33·00
3—New Glasgow.....	29·0	44·0	34·2	9·8	9·8	79·0	50·4	.....	.....	16·00-20·00
4—Sydney.....	29·1	42·1	32·2	10·1	10·0	76·0	50·8	.....	10·85	20·50-24·50
5—Truro.....	28·7	40·6	32·9	9·3	9·4	75·7	52·3	.....	<sup>c</sup> 15·45	.....
<b>New Brunswick—</b>										
6—Fredericton.....	28·8	43·3	32·6	9·7	9·6	75·3	50·0	.....	16·50	21·00-35·00
7—Moncton.....	29·1	42·5	31·6	9·9	9·9	73·1	50·0	.....	<sup>c</sup> 16·30	.....
8—Saint John.....	27·6	38·4	31·2	9·7	9·5	73·8	50·9	.....	<sup>c</sup> 16·93	22·50-26·50
<b>Quebec—</b>										
9—Chicoutimi.....	33·0	41·3	36·8	10·0	9·7	78·0	55·0	<sup>c</sup> 24·67	.....	.....
10—Hull.....	26·4	38·4	28·9	9·3	9·3	69·4	53·7	24·25	.....	.....
11—Montreal.....	27·2	39·4	28·7	9·0	9·4	74·2	53·1	25·25	.....	25·00-29·00
12—Quebec.....	28·7	42·0	30·7	9·0	9·0	73·1	53·5	<sup>c</sup> 22·75	.....	29·50-33·50
13—St. Hyacinthe.....	27·5	38·3	30·2	9·0	8·9	67·7	53·8	24·75	.....	.....
14—St. Johns.....	28·6	39·4	30·6	9·0	9·0	78·3	52·7	23·00	.....	.....
15—Sherbrooke.....	29·0	39·8	29·5	9·0	9·0	74·1	53·4	24·50	.....	22·50-26·50
16—Sorel.....	30·4	41·0	30·7	9·0	8·7	73·2	52·7	<sup>c</sup> 23·87	.....	.....
17—Thetford Mines.....	29·0	38·1	31·1	9·0	8·9	71·7	52·9	<sup>c</sup> 25·50	.....	.....
18—Three Rivers.....	26·1	39·0	30·5	9·1	8·9	72·3	53·3	<sup>c</sup> 24·00	.....	.....
<b>Ontario—</b>										
19—Belleville.....	28·5	34·6	28·4	9·7	9·6	70·8	52·7	23·50	.....	.....
20—Brantford.....	26·9	35·2	28·0	9·8	9·7	69·3	52·4	23·50	.....	23·50-27·50
21—Brockville.....	28·7	37·1	28·8	9·5	9·5	68·9	51·9	24·00	.....	.....
22—Chatham.....	28·0	37·0	28·6	9·7	9·9	69·3	53·5	24·00	.....	.....
23—Cornwall.....	29·6	39·3	28·7	9·3	9·3	69·0	51·7	25·25	.....	.....
24—Fort William.....	26·1	40·6	30·4	10·0	10·1	66·5	51·1	26·85	.....	29·50-33·50
25—Galt.....	25·7	32·4	27·8	9·9	9·8	69·5	53·7	24·00	.....	.....
26—Guelph.....	26·9	34·8	27·8	9·7	9·7	68·3	53·6	23·60	.....	.....
27—Hamilton.....	25·5	33·3	28·1	9·3	9·6	70·6	53·0	23·00	.....	30·50-34·50
28—Kingston.....	.....	36·4	28·6	9·3	9·2	71·8	52·4	24·00	.....	34·00-38·00
29—Kitchener.....	27·2	35·2	27·1	9·9	9·8	64·1	54·1	23·50	.....	31·00-35·00
30—London.....	27·4	33·4	28·2	9·8	9·6	68·7	52·4	24·00	.....	29·00-33·00
31—Niagara Falls.....	.....	36·2	27·9	9·6	9·6	66·1	53·2	23·00	.....	.....
32—North Bay.....	26·0	36·8	30·7	10·0	9·9	77·0	53·4	26·00	.....	.....
33—Oshawa.....	25·7	34·5	26·9	9·5	9·3	71·0	54·4	23·75	.....	.....

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans common dry white per lb.	Onions cooking per lb.	Potatoes per 10 lbs.	Prunes bulk per lb.	Raisins seedless bulk per lb.	Oranges per dozen	Lemons per dozen	Jam strawberry per 32 oz. jar
	Tomatoes choice 2½s (28 oz.) per tin	Peas choice per 20 oz. tin	Corn choice per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	16.9	17.7	19.7	12.2	8.2	30.7	23.3	20.4	.....	52.2	45.2
35—Owen Sound.....	19.9	16.1	20.4	13.1	6.3	31.5	19.0	18.4	32.5	47.9	45.9
36—Peterborough.....	17.7	16.4	18.9	12.8	8.0	30.1	22.2	18.2	36.0	44.7	47.1
37—Port Arthur.....	18.3	18.8	20.5	13.3	8.0	33.3	23.3	22.7	32.7	53.9	49.1
38—St. Catharines.....	19.0	16.9	19.3	12.7	7.4	30.1	27.0	17.5	36.0	54.3	45.0
39—St. Thomas.....	19.3	18.3	19.9	11.7	7.5	29.1	23.8	18.3	37.0	45.0	46.3
40—Sarnia.....	21.0	18.8	20.5	13.1	7.8	28.7	22.0	18.1	39.0	45.4	46.8
41—Sault Ste. Marie.....	19.6	16.8	19.7	12.4	7.8	33.6	22.8	20.1	30.8	44.6	47.4
42—Stratford.....	20.5	17.4	20.3	12.7	7.7	29.9	21.7	17.7	36.9	48.9	45.9
43—Sudbury.....	18.1	16.2	19.4	12.4	8.1	34.8	21.2	19.2	36.2	63.3	48.7
44—Timmins.....	18.5	15.9	19.7	13.9	8.1	36.5	21.9	20.6	42.2	53.4	47.9
45—Toronto.....	17.9	16.0	18.8	13.2	7.7	32.1	22.4	18.9	35.7	50.4	43.3
46—Welland.....	18.2	.....	19.1	13.0	7.4	31.4	21.7	18.1	34.0	49.7	45.6
47—Windsor.....	18.7	18.3	19.8	12.1	7.2	26.2	24.3	18.7	39.6	49.0	45.6
48—Woodstock.....	19.1	17.3	19.1	12.0	7.7	28.3	22.5	17.0	38.4	51.4	44.1
<b>Manitoba—</b>											
49—Brandon.....	21.5	19.3	20.1	15.5	8.4	37.5	20.5	19.4	42.0	60.4	.....
50—Winnipeg.....	19.6	18.6	20.0	14.3	6.5	33.8	21.9	20.0	41.9	62.8	57.2
<b>Saskatchewan—</b>											
51—Moose Jaw.....	21.9	19.2	21.1	14.6	8.0	41.6	22.4	19.6	47.0	54.8	.....
52—Prince Albert.....	23.7	18.8	21.6	14.6	9.0	39.5	21.8	20.2	43.4	63.4	.....
53—Regina.....	22.1	19.6	21.4	14.0	8.1	42.0	22.3	20.7	42.5	57.2	59.1
54—Saskatoon.....	22.0	17.3	20.6	13.3	8.2	35.1	23.2	20.0	45.5	66.7	.....
<b>Alberta—</b>											
55—Calgary.....	22.7	16.8	21.2	14.3	8.3	49.1	21.5	20.1	39.6	60.1	54.0
56—Drumheller.....	.....	17.6	21.0	14.4	8.4	47.8	21.5	20.9	34.3	65.2	56.2
57—Edmonton.....	23.1	18.2	21.7	14.0	8.3	47.7	21.4	19.8	36.7	57.7	54.8
58—Lethbridge.....	23.4	17.4	20.2	12.7	7.9	39.1	22.8	19.8	30.0	62.0	53.7
<b>British Columbia—</b>											
59—Nanaimo.....	23.5	18.7	23.5	15.5	8.2	45.1	23.1	17.5	37.3	49.5	.....
60—New Westminster.....	21.1	18.0	22.7	14.4	7.2	39.7	20.6	18.4	31.3	47.9	48.0
61—Prince Rupert.....	25.6	22.4	24.9	16.4	8.8	49.4	23.9	20.0	50.0	54.3	52.7
62—Trail.....	26.1	20.5	22.1	17.4	8.0	44.7	23.5	21.2	30.5	57.4	55.7
63—Vancouver.....	21.6	17.5	21.8	14.6	7.5	44.0	22.0	19.3	30.6	45.2	50.0
64—Victoria.....	23.7	19.1	22.7	14.5	8.3	46.1	21.5	19.9	42.5	51.0	50.0



**COAL AND RENTALS BY CITIES, NOVEMBER, 1949**

Locality	Peaches choice per 20 oz. tin	Marmalade orange per 32 oz. jar	Corn syrup per 2 lb. tin	Sugar		Coffee medium per lb.	Tea black medium per ½ lb. package	Coal		Rent (a)
				Granulated per lb.	Yellow per lb.			Anthracite per ton	Bituminous per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
34—Ottawa .....	26.5	37.6	28.3	9.2	9.3	66.8	52.3	24.25	.....	34.00-38.00
35—Owen Sound.....	27.8	33.7	28.8	9.9	9.9	76.9	52.9	24.00	.....	.....
36—Peterborough.....	27.8	36.6	27.4	9.5	9.4	68.6	52.0	24.25	.....	.....
37—Port Arthur.....	27.0	42.4	30.1	10.1	10.0	66.6	51.5	26.85	.....	25.00-29.00
38—St. Catharines.....	.....	32.4	27.0	9.5	9.2	67.0	52.7	23.75	.....	29.50-33.50
39—St. Thomas.....	28.6	38.4	28.8	9.9	9.9	72.3	53.6	24.00	.....	.....
40—Sarnia.....	28.2	37.9	29.1	10.1	10.1	71.4	52.9	23.50	.....	.....
41—Sault Ste. Marie.....	26.9	37.4	30.6	10.0	9.8	64.8	52.8	24.00	.....	.....
42—Stratford.....	28.6	35.7	29.6	9.9	9.9	72.7	52.6	23.50	.....	.....
43—Sudbury.....	28.4	37.9	30.6	10.0	9.9	67.9	53.0	24.75	.....	32.00-36.00
44—Timmins.....	27.8	39.9	31.1	10.3	10.2	65.9	52.6	26.50	.....	31.50-35.50
45—Toronto.....	26.4	35.9	26.6	9.4	9.4	70.5	52.1	22.65	.....	36.00-40.00
46—Welland.....	25.0	32.5	28.8	9.5	9.5	68.1	52.3	22.50	.....	.....
47—Windsor.....	26.2	34.1	28.7	9.8	9.8	69.8	52.3	23.50	.....	27.50-31.50
48—Woodstock.....	27.7	36.4	27.7	9.9	9.9	70.1	52.0	24.00	.....	.....
<b>Manitoba—</b>										
49—Brandon.....	29.7	41.7	32.7	11.2	11.2	69.7	51.3	.....	16.35	23.50-27.50
50—Winnipeg.....	27.3	40.2	29.7	10.7	10.7	62.2	49.9	.....	17.55	30.00-34.00
<b>Saskatchewan—</b>										
51—Moose Jaw.....	29.5	41.3	33.3	11.2	11.2	69.0	49.6	.....	14.60	.....
52—Prince Albert.....	28.8	44.0	33.0	11.5	11.3	71.0	51.3	.....	14.75	.....
53—Regina.....	27.7	41.5	32.6	10.9	11.7	72.4	54.3	.....	15.40	31.00-35.00
54—Saskatoon.....	28.4	42.4	33.0	10.9	11.6	67.5	50.6	.....	14.90	24.50-28.50
<b>Alberta—</b>										
55—Calgary.....	27.6	39.2	33.0	10.6	11.1	69.1	49.7	.....	12.40	28.50-32.50
56—Drumheller.....	30.7	45.7	35.4	11.0	11.6	72.0	49.8	.....	.....	23.50-27.50
57—Edmonton.....	27.3	39.3	31.5	10.7	11.4	69.5	50.1	.....	8.20	27.00-31.00
58—Lethbridge.....	27.8	42.3	32.4	10.2	10.9	66.2	51.0	.....	8.35	.....
<b>British Columbia—</b>										
59—Nanaimo.....	27.0	37.6	29.7	9.9	10.6	73.0	49.9	.....	.....	.....
60—New Westminster.....	25.7	33.0	30.0	9.1	9.3	64.5	50.3	.....	16.65	22.00-26.00
61—Prince Rupert.....	30.8	38.1	34.2	10.4	10.4	73.1	51.1	.....	18.00	21.00-25.00
62—Trail.....	29.5	40.8	33.1	10.0	10.4	69.1	51.1	.....	16.25	.....
63—Vancouver.....	27.0	33.1	29.3	9.3	9.3	65.8	49.5	.....	17.04	27.50-31.50
64—Victoria.....	28.2	36.4	30.0	10.0	10.0	68.5	50.5	.....	18.35	23.50-27.50

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time.

(a) Rental ranges shown above are indicative of prevailing rents being paid. They should not be used as a measure of change in rents paid for the same quality of living accommodation over long periods of time.

(b) Averages include prices for cuts with bone-in.

(c) Prices quoted since November 1, 1949, are not comparable with those shown previously, because of changes in description and sample size.

TABLE F-5.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(1926=100)

	1913	1918	1920	1922	1929	1933	1939	1941	1945	1947	1948	Oct. 1948	Aug. 1949	Sept. 1949	Oct. 1949
All commodities.....	64.0	127.4	155.9	97.3	95.6	67.1	75.4	90.0	103.6	129.1	153.4	159.3	155.5	155.4	157.1
Classified According to Chief Component Material—															
I. Vegetable Products.....	58.1	127.9	167.0	86.2	91.6	59.3	63.7	77.0	97.0	115.1	135.4	139.5	142.1	141.9	142.6
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	109.0	59.4	74.6	92.1	107.9	131.8	168.7	177.5	187.8	166.8	164.5
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	91.3	69.7	70.0	91.0	91.8	138.8	157.0	160.7	160.2	158.8	158.0
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	83.9	62.8	79.2	96.0	120.0	162.4	186.9	198.7	189.2	181.7	188.1
V. Iron and Its Products.....	68.9	156.9	165.4	104.6	93.7	85.4	98.5	111.3	117.1	137.0	156.2	165.3	176.9	171.6	178.5
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	99.2	64.3	71.3	77.7	79.8	134.4	149.6	157.7	134.2	133.8	141.2
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	92.9	84.4	85.3	95.2	102.6	114.5	133.9	137.3	133.6	134.0	138.9
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	95.4	81.3	79.8	98.9	99.4	107.9	120.1	126.1	122.2	121.1	122.0
Classified According to Purpose—															
I. Consumers' Goods.....	62.0	102.7	136.1	96.9	94.7	71.1	75.9	91.1	98.1	117.3	140.8	144.1	143.2	142.6	143.1
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	63.8	73.9	89.5	103.4	122.4	152.3	156.0	155.7	154.6	153.3
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	91.1	76.9	77.2	82.2	94.0	113.9	138.2	136.1	134.8	134.6	136.3
II. Producers' Goods.....	67.7	133.3	163.8	98.6	96.1	63.1	70.4	83.0	100.7	129.3	153.9	162.0	156.2	156.6	159.2
Producers' Equipment.....	55.1	81.9	103.8	103.1	86.1	66.0	65.4	109.7	119.1	133.1	158.7	161.9	156.1	156.1	162.2
Producers' Materials.....	69.1	130.0	171.0	98.2	94.3	69.5	67.1	81.1	98.7	128.9	153.0	162.0	156.2	156.6	158.9
Building and Construction Materials.....	67.0	109.7	144.0	108.7	99.0	78.3	89.7	107.3	127.3	166.4	198.7	205.9	198.1	197.0	199.3
Manufacturers' Materials.....	69.5	148.1	177.3	95.6	93.9	57.5	63.9	70.6	93.8	122.5	146.6	154.6	149.1	149.7	152.0
Classified According to Degree of Manufacture—															
I. All Raw (or partly manufactured).....	63.8	130.8	154.1	94.7	87.5	56.6	67.5	81.8	105.6	130.7	156.2	163.9	158.5	158.4	160.5
II. All Manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	117.4	140.3	144.1	142.3	141.8	142.9
*Canadian Farm Products—															
Field.....	56.4	132.0	166.5	81.4	93.8	45.8	54.2	59.0	110.1	126.4	133.0	126.9	123.0	123.0	123.0
Animal.....	77.0	133.6	150.8	99.0	112.5	59.7	81.2	95.9	123.0	143.9	177.6	186.8	184.5	181.7	181.7
Total.....	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	114.9	132.9	149.7	149.3	146.0	145.7	145.0

The indexes for 1949, are subject to revision.

TABLE F-6.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of index:	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living, Mexico City	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Cost of Living	Cost of Federal Labour Department	Cost of Living	Cost of Living, Census Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities:			Mexico City			Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base period:	1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914	June—Aug., 1939	1938	1936-39—1000	Dec. 1942—1000
	(a)	(b)		(g)	(l)			(k)	(c)	(m)		(d)	(e)
1913	79.1	70.7		100					100		81.4		628
1914	79.1	71.8		100							85.5		676
1915	80.7	72.5		100							90.8		724
1916	87.0	77.9		146							99.6		786
1917	102.4	91.6		176							107.4		850
1918	115.6	107.5		203					204		117.7		912
1919	126.5	123.8		215					222		125.4		1019
1920	145.4	143.0		249					224		145.8		1034
1921	129.9	127.7		226					200		132.0		952
1922	120.4	119.7		183	185				164	125	110.1		1010
1926	121.8	126.4		172	176				162	118	106.6		1004
1929	121.7	122.5		164	176				161	99	93.2		795
1933	94.4	92.4		140	151				131		106.6	1150	1000
1939	101.5	99.4		158	178	108			138	103	99.9	1029	1035
1940	105.6	100.2		184	205	129			151	113	103.4	1051	1073
1941	111.7	105.2		199	226	150			174	138	108.2	1111	
1942	117.0	116.5		200	250	175			193	184	117.6	1176	
1943	118.4	123.6		199	224	224			203	242	124.4	1267	1002
1944	118.9	125.5		201	295	285			207	279	128.8	1270	1003
1945	119.5	128.4		203	295	393			209	293	132.2	1270	1004
1946	123.6	139.3		203	291	645			208	287	134.1	1278	1008
1947	135.5	159.2		203		1030	4575		217	279	139.7	1309	1039
1948	155.0	171.2		108	99	1632	4847	172.4	224	281	147.8	1392	1105
1948—December	158.9	170.9		109		1928	4917	172.4	224	282	150.2	1512	1107
1949	159.6	171.9		103		1935	4985	175.2	225	282	151.2		
January	159.5	169.0		109		1857	4980	175.3	224	281	151.0		
February	159.5	169.5		109	99	1857	4980	175.3	223	280	151.2		
March	159.5	169.5		103		1757	5062	175.4	222	280	151.0		
April	159.3	169.7		103	99	1757	5062	175.5	222	279	151.2		
May	159.5	169.2		111		1715	4980	175.5	221	276	151.2		
June	160.5	168.6		111	99	1715	4980	175.5	222	276	151.2		
July	162.1	168.5		111		1752	4910	173.5	221		153.3		1002
August	162.8	168.8		111	100	1752	4910	173.5	222		153.3		
September	162.3	169.6		111					222				
October	162.8	168.5		112					221				
November	161.7	168.5							221				

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1914-42 on base 1936-39=1000. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914=100. 1947 average is for first half of year. (j) New series on June, 1947 base. (k) Revised index. (l) Annual averages are on base July, 1914=100. (m) Average June-December. (n) New index, base 1st quarter, 1949=1000.



## G.—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY—NOVEMBER, 1948—1949 †**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
<b>1949*</b>						
January.....	10†	10	1,811†	1,811	9,700	0·01
February.....	6	9	6,711	7,235	71,732	0·09
March.....	8	10	1,228	5,978	135,725	0·17
April.....	9	18	785	7,877	139,500	0·17
May.....	15	23	4,028	10,540	174,150	0·22
June.....	15	27	4,138	11,359	141,084	0·18
July.....	10	18	7,336	12,501	57,744	0·07
August.....	14	19	3,390	4,541	35,451	0·04
September.....	11	22	6,171	8,211	66,580	0·08
October.....	13	19	10,383	16,008	69,479	0·09
November.....	11	20	1,381	8,904	135,526	0·17
Cumulative totals.....	122		47,362		1,036,671	0·12
<b>1948</b>						
January.....	19†	19	12,729†	12,729	135,835	0·17
February.....	8	14	1,858	11,058	140,130	0·17
March.....	9	15	1,360	3,845	57,133	0·07
April.....	12	18	2,152	4,678	51,269	0·06
May.....	13	22	1,157	3,204	39,754	0·05
June.....	16	29	2,048	3,804	34,337	0·04
July.....	13	26	6,368	8,338	77,588	0·10
August.....	18	31	2,046	7,617	110,625	0·14
September.....	18	31	6,296	11,619	112,759	0·14
October.....	10	22	2,638	7,908	88,598	0·11
November.....	14	21	2,373	3,452	17,000	0·02
Cumulative totals.....	150		41,025		865,028	0·10

\* Preliminary figures.

† Strikes un-terminated at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, NOVEMBER, 1949 (1)**

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establish-ments	Workers		
<b>Strikes and Lockouts in Progress Prior to November, 1949</b>				
<i>MANUFACTURING— Tobacco and Liquors— Soft drink factory workers, Windsor, Ont.</i>	1	10	250	Commenced August 5; for a union agreement providing for increased wages, payment for empties, check-off, seniority, etc., following reference to conciliation board; un-terminated.
<i>Rubber and Its Products— Rubber factory workers, Toronto, Ont.</i>	1	925	20,000	Commenced October 12; for a new agreement providing for increased wages, Rand formula for union dues, pay for two additional statutory holidays (one retroactive), following reference to conciliation board; un-terminated.

**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, NOVEMBER, 1949 (1)**

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
<b>Strikes and Lockouts in Progress Prior to November, 1949</b>				
<i>Animal Foods—</i>				
Meat packing plant workers, Hamilton, Ont.	1	152	3,300	Commenced October 26; for a new agreement providing for certain changes in hours of work, seniority, payment for statutory holidays, etc., as recommended by conciliation board, and wage increase granted to be retroactive to Mar. 1-49; untermintated.
<i>Printing and Publishing—</i>				
Lithographers, London, Hamilton, Ottawa, Toronto, Ont., Montreal, P.Q.	41	(3) 859	(3) 18,000	Commenced June 29; for a new agreement providing for increased wages, reduced hours, insurance and welfare plan, etc., following reference to conciliation board; untermintated
Web pressmen, Toronto, Ont.	1	5	75	Commenced October 18; dispute over placement of pressmen on the day shift, following discontinuance of the night shift; terminated by November 24; replacement; in favour of employer.
<i>Metal Products—</i>				
Radiator foundry workers, Plessisville, P.Q.	1	33	500	Commenced October 21; for a new agreement and seniority in re-employment of workers, following alleged lockout; terminated November 21; negotiations; in favour of employer.
Motor vehicle factory workers, Oshawa, Ont.	1	5,400	80,000	Commenced October 21, 25, 26; against alleged speed-up and resulting dismissal of four workers following work stoppage on October 21; terminated November 21; negotiations; compromise, dismissals changed to suspensions.
<i>TRANSPORTATION—</i>				
<i>Electric Railways and Local Bus Lines—</i>				
Bus drivers, mechanics, etc., St. John's, Nfld.	1	80	160	Commenced September 23; for time and one-half for over-time and against dismissal of president of union; exclusive franchise of company terminated November 2; indefinite.
<i>TRADE—</i>				
Department store clerks, New Westminster, B.C.	1	59	1,400	Commenced August 27; for a union agreement providing for increased wages and other changes, as recommended by majority report of conciliation board; untermintated.
<b>Strikes and Lockouts Commencing During November, 1949</b>				
<i>MINING—</i>				
Coal miners, Drumheller, Alta.	1	140	140	Commenced November 1; protest against penalty deductions from wages of haulage workers for failure to complete an 8-hour shift; terminated November 1; return of workers; in favour of employer.
Coal miners, Drumheller, Alta.	1	85	255	Commenced November 1; to have "holiday lists" posted monthly instead of yearly; terminated November 3; negotiations; in favour of workers.
<i>MANUFACTURING—</i>				
<i>Tobacco and Liquors—</i>				
Brewery workers, Regina, Sask.	1	100	900	Commenced November 9; for a new agreement providing for increased wages; terminated November 19; negotiations; compromise.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, NOVEMBER, 1949 (1)

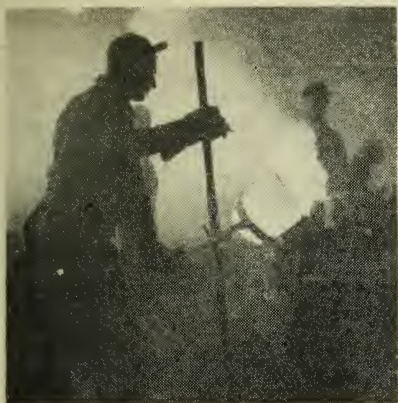
Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
<b>Strikes and Lockouts Commencing During November, 1949</b>				
<b>MANUFACTURING—</b>				
<i>Rubber and Its Products—</i>				
Rubber products factory workers, Drummondville, P.Q.	1	189	3,400	Commenced November 10; for a new agreement providing for increased wages retroactive to Apr. 23-49, two weeks' vacations with pay, and revision of hours of work; untermi- nated.
<i>Animal Foods—</i>				
Meat packing plant workers, Windsor, Ont.	1	(4) 38	300	Commenced November 18; for a union agreement providing for in- creased wages, reduced hours, and other changes, under consideration by conciliation board; untermi- nated.
<i>Pulp, Paper and Paper Prod- ucts—</i>				
Paper products factory workers, Montreal, P.Q.	1	42	700	Commenced November 1; for imple- mentation of award of arbitration board for increased wages retro- active to Jan. 1-49, in new agree- ment under negotiations; termi- nated November 21; conciliation, provincial; in favour of workers.
<i>Miscellaneous Wood Products—</i>				
Wood products factory workers, Megantic, P.Q.	1	202	5,000	Commenced November 2; for imple- mentation of award of arbitration board for increased wages, reduced hours, time and one-half for over- time, two weeks' vacations with pay, in new agreement under negotiations; untermi- nated.
<i>Metal Products—</i>				
Metal factory workers, Galt, Ont.	1	150	400	Commenced November 8; alleged infraction of seniority in dismissal of nine workers when staff reduced; terminated November 10; return of workers pending further negoti- ations; indefinite.
<i>Non-Metallic Minerals, Chemi- cals, etc.—</i>				
Automotive parts factory workers (asbestos), Peterborough, Ont.	1	120	66	Commenced November 4 and 10; refusal of union to accept recom- mendation of conciliation board against wage increase in new agree- ment under negotiations; termi- nated November 11; return of workers pending settlement; in- definite.
<b>CONSTRUCTION—</b>				
<i>Buildings and Structures—</i>				
Carpenters, Victoria, B.C.	1	15	80	Commenced November 17; juris- dictional dispute as to whether lathers or carpenters should instal wallboard; terminated November 24; return of workers pending reference to arbitration; indefinite.
<b>TRANSPORTATION—</b>				
<i>Other Local and Highway—</i>				
Taxi drivers, Toronto, Ont.	12	300	600	Commenced November 15; dispute over seniority of a worker reinstated after dismissal; terminated November 16; negotiations and return of workers pending reference to arbitration; indefinite.

(1) Preliminary data, based where possible on reports from parties concerned, in some cases incom-  
plete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of  
termination is the last day on which time was lost to an appreciable extent.

(3) Workers involved in Ontario—569, time loss 12,000 days; workers involved in Quebec—290,  
time loss 6,000 days. (4) 12 indirectly affected.





## CURRENT LABOUR CONDITIONS

• • • • •

*This article summarizes the latest employment and labour information available at February 10, as the LABOUR GAZETTE went to press. It was prepared by the Economics and Research Branch, Department of Labour.*

**B**Y THE last week in January, there were 362,000 job-seekers registered at National Employment Service offices. This total which amounted to 7 per cent of the labour force, was 88,000 higher than a month earlier.

A sharp increase in the number of jobless persons is usual in Canada during the winter when outdoor activity is curtailed. About one-third of the Canadian labour force is employed in industries, such as agriculture, transportation, and construction, where many of the jobs are seasonal. Most of these seasonal jobs terminate in the winter months and unemployment consequently rises. During January and early February, this increase is particularly marked as employment in the logging industry declines after the first of the year when cutting is completed and logging begins.

This winter unemployment has been more extensive than in recent years. Unfavourable weather has been in part responsible. In addition, some industries are returning to their pre-war practice of reducing operations in the winter. During the war the urgent demand for goods meant that production was maintained at capacity as far as possible throughout the whole year. However, recently there has been a reduction in forward buying, and an increasing concern with costs as markets have become more competitive.

The cumulative effect of a number of special developments has also had an important influence on employment in recent months. These special developments include the impact of devaluation on certain industries, readjustments of certain foreign market outlets and some decline in the domestic demand for many goods.

It should be emphasized that the impact of these developments has not been uniform across the country. As a result, there are important variations in the extent of unemployment between different areas. The proportion of job-seekers registered at National Employment Service offices to the labour force ranges from about 15 per cent in British Columbia to about 5 per cent in Ontario. On a local basis such variations are even wider.

During January, unfavourable weather conditions completely reversed expectations of a high level of employment in the British Columbia lumber industry. Although markets for British Columbia are excellent in both Canada and the United States, storms during January closed many of the logging camps and sawmills which usually operate throughout the winter. Thus unemployed loggers and sawmill workers moved into Vancouver and increased the total number of jobless workers in that city where unemployment was already high, due to the enforced suspension of construction activity.

In the industrial centres of Southern Ontario and Quebec, the effect of the special developments is indicated by divergent employment trends. Industries such as those producing food products, heavy electrical equipment and automobiles have increased their employment over last year. On the other hand, industries producing agricultural implements, machine tools and some textiles have been laying off workers.

Many important manufacturing industries are facing quite different market situations at present. The automobile industry, for example, is still producing at capacity levels because of the continuing strong demand. The agricultural implement industry, on the other hand, now is experiencing some decline in effective demand both in Canada and abroad. There is a definite possibility that declines in farm income as a result of the termination of some of the British food contracts and of lower prices at which others have been negotiated will further reduce the domestic demand for farm equipment.

In the iron and steel industry, the primary iron and steel producers continue to operate at a high level. Production in the machine tool industry has declined, however, largely as a result of the slackening in plant expansion. The producers of transportation equipment have reduced their staffs due to the drop in orders for railway rolling stock, both from foreign and Canadian

While the devaluation of the pound sterling has increased competition from British manufacturers in the case of several Canadian industries, this development has been felt particularly by certain sections of the primary textile industry as it came at a time when the domestic market itself was slackening.

Workers laid off this winter are finding it generally more difficult to find alternative jobs than at any time since the end of the war. Although employment remains high, labour demand is not very active. With staffs adequate to meet production schedules, and with a plentiful supply of labour, employers are being quite selective in their hirings. Increasingly severe competition in most industries has made employers very conscious of labour costs. Many are anxious to build up permanent staffs rather than to hire casual workers whom they will have to train and whose rate of turn-over is high. Thus, most job openings are for skilled workers rather than for the type of casual labour which is employed in seasonal industries.

No serious work stoppages have been caused as a result of Canadian strikes this month. The strike at the Chrysler Corporation in the United States, however, threatens to cause layoffs in that company's branch plants in Canada if it is not settled in the near future. The sporadic strikes in United States coal mines have already had some influence on the employment picture in Canada, especially in the case of railroads. The dispute between Canadian railways and their respective unions is still being considered by conciliation boards and no decision has yet been announced.

(Continued on page 198)

# CURRENT LABOUR STATISTICS

(Latest available statistics as of February 10, 1950)

Principal Items			Percentage change from	
	Date	Amount	Previous month	Same date previous year
<b>Manpower—</b>				
Total civilian labour force (a).....	Nov. 1	5,200,000	—	+2.5 (c)
Persons with jobs (a).....	Nov. 1	5,053,000	—	+2.0 (c)
Persons without jobs and seeking work (a).....	Nov. 1	147,000	—	+25.5 (c)
Registered for work, N.E.S. (b)				
Maritime Region.....	Jan. 26	52,900	+32.1	+89.8
Quebec “.....	Jan. 26	106,640	+20.8	+53.7
Ontario “.....	Jan. 26	87,518	+33.0	+33.7
Prairie “.....	Jan. 26	51,213	+36.9	+38.9
Pacific “.....	Jan. 26	63,998	+50.5	+30.7
Total, all regions.....	Jan. 26	362,269	+32.2	+45.8
Ordinary claims for				
Unemployment Insurance benefits.....	Jan. 1	222,064	+45.8	+54.1
Amount of benefit payments.....	Dec.	\$7,181,001	+42.2	+99.9
Index of employment (June, 1941=100)				
(Eight leading industries).....	Dec. 1	132.0	-0.2	-1.4
Immigration.....	Dec.	5,164	-18.7	(-24.1) (d)
<b>Industrial Relations—</b>				
Strikes and lockouts—days lost.....	Jan.	39,488	—	—
No. of workers involved.....	Jan.	2,456	—	—
No. of strikes.....	Jan.	9	—	—
<b>Earnings and Income—</b>				
Average weekly salaries and wages (eight leading industries).....	Dec. 1	\$43.82	0.0	+3.8
Average hourly earnings (manufacturing).....	Dec. 1	.999	+0.4	+4.1
Average hours per week (manufacturing).....	Dec. 1	42.9	+0.2	-0.7
Average weekly earnings (manufacturing).....	Dec. 1	\$42.86	+0.6	+3.4
Cost-of-living index (average 1935-39=100).....	Jan. 1	161.0	-0.3	+0.9
Real weekly earnings (mfg. Av. 1946=100).....	Dec. 1	108.5	+0.7	+1.7
Total labour income.....	Nov.	\$661,000,000	-0.3	-4.6
<b>Industrial Production—</b>				
Total (Average 1935-39=100).....	Nov.	184.5	-0.7	-0.4
Manufacturing.....	Nov.	192.9	-0.6	-2.2
Non-durables.....	Nov.	183.8	+1.2	+0.9
Durables.....	Nov.	208.4	-3.2	-6.6
<b>Trade—</b>				
Retail trade.....	Dec.	\$791,420,000	+19.7	+2.7
Exports.....	Dec.	\$285,550,000	-2.3	-9.8
Imports.....	Nov.	\$239,600,000	+2.3	+0.6

- (a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.
- (b) Some of these “unplaced applicants” registered at the National Employment Service Offices are persons with a jobs who are seeking other work. On the other hand, there are persons without jobs and seeking work who do not come to the N.E.S. offices.
- (c) These percentages calculated on basis of 1949 figures excluding Newfoundland.
- (d) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Mines and Resources, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.



# NOTES OF CURRENT INTEREST

**Dominion-Provincial Constitutional Conference** The Dominion-Provincial Constitutional Conference, which met for three days, January 10-12, achieved agreement in principle as regards methods of amending the Canadian Constitution.

The Conference agreed in the first place, that Canada should have power to amend the Constitution without going outside the country. It was decided that the provisions of the British North America Acts (1867-1949) and other constitutional measures, should be grouped under a series of headings. The most important features of this plan are: that certain constitutional matters, which are purely federal, would be amendable by the Parliament of Canada without reference to the provinces. Others could be amended by Parliament and a majority of the provinces; while certain provisions concerning fundamental rights should not be amended without the consent of Parliament and every one of the provinces.

A committee of the various delegations was assigned to meet within the next few months to decide under which of these categories each provision of the Constitution should be placed.

(Proposals calling for the amendment of the BNA Act in respect of the authority to legislate on certain labour and social matters have from time to time been made by Canadian labour organizations.)

**Canada resumes membership in ECOSOC** On January 1 Canada again became a member of the Economic and Social Council of the United Nations. The Council is composed of 18 countries elected by the General Assembly for a period of three years. Canada was one of the original members and served until the end of 1948. After an absence of one year, Canada now returns to the Council for a second three-year term ending December 31, 1952.

The 10th Session of the Council opened in New York on February 7. The Canadian Delegation was announced on January 19 by the Hon. Brooke Claxton, Acting Secretary of State for External Affairs, to be as follows:—

*Representative.*—Mr. Raymond Eudes, M.P.

*Alternate Representatives.*—Dr. George Davidson, Deputy Minister of Welfare, Department of National Health and Welfare; Mr. S. D. Pierce, Associate Deputy Minister, Department of Trade and Commerce.

*Principal Adviser.*—Mr. John W. Holmes, Head of the United Nations Division, Department of External Affairs.

**Labour bodies ask Government action on unemployment** Concern with regard to the unemployment situation was expressed by the heads of the two major Canadian labour organizations in a joint letter sent on December 30 to the Prime Minister and members of the Cabinet.

The letter was signed by Percy R. Bengough, President of the Trades and Labour Congress of Canada and by A. R. Mosher, President of the Canadian Congress of Labour. It urged that the Government "take appropriate steps to meet what has become a national emergency," and asserted that "on the basis of reports received by our respective headquarters, we have every reason to believe that over 300,000 workers are now unemployed in Canada, representing more than six per cent of the entire labour force.

"It is evident," the letter continued, "that certain Communist groups, following their usual destructive tactics, are endeavouring to exploit the situation. The fact that this is being done, however, does not in any way lessen the seriousness of the situation or justify any attempt to minimize it."

The letter requested that the Government put into effect its plans for taking care of any substantial increase in unemployment. It also asserted that certain information on the employment situation was being withheld from the public.

On January 7, the Hon. Humphrey Mitchell, Minister of Labour, issued a factual statement in respect to employment and unemployment in Canada. (A factual statement giving substantially the same information appeared in the article *Current Labour Conditions* of last month's **LABOUR GAZETTE**; while a statement based on information available at February 10 appears in the present issue, along with a considerable number of statistical tables.)

The Minister pointed out that the number of persons actually working in December

(estimated at just under five million) was the highest number of employed persons for December in the history of Canada.

Regarding the 261,000 persons who on December 22 were registered as looking for jobs with local offices of the National Employment Service, Mr. Mitchell's statement said:—

"Some of these are persons with jobs who would like to make a change, while others may be workers who have located jobs but who have not informed the local office. On the other hand, there are persons desiring work who do not come to the local National Employment Service offices. This occurs especially in rural areas where the coverage of unemployment insurance is not large. It might be added," the statement continued, "that the latest quarterly labour force sample survey conducted by the Dominion Bureau of Statistics indicated that there were around 150,000 persons in Canada early in November who were seeking regular jobs and who did no work during the survey week. At that same date the number of persons registered for jobs through local National Employment Service offices was around 170,000. These figures," the statement pointed out, "indicate that the reports from the National Employment Offices are not out of line.

"In addition to the usual seasonal influences and the special circumstances already mentioned, a considerable portion of the current unemployment results from the continuing growth of the Canadian labour force rather than from any decline in employ-

ment. Over the past year the growth of the total labour force has amounted to around 120,000, while the number actually at work has increased by close to 100,000.

"Many more Canadian workers are now eligible for unemployment insurance benefits," the statement noted, "than was the case a few years ago. As a result the percentage of workers seeking jobs through the National Employment Service, who are also claiming benefits, increased from 60 per cent at the beginning of December, 1948, to 71 per cent at the same date this winter. The actual number of ordinary claimants for benefits at December 1, 1948, was 84,000. This year the figure, including Newfoundland, was 157,000."

Following the publication of Mr. Mitchell's statement, the two labour leaders issued a further joint statement renewing their request that the Government take action to relieve the existing unemployment situation.

**Federal Government expenditures on social services, 1948-49**

The Federal Government in the fiscal year 1948-49 spent \$700 million on social services, the Minister of Labour, the Hon. Humphrey Mitchell, stated in the House of Commons during a debate on Labour Department estimates on December 3.

Later, when asked for details, Mr. Mitchell gave the following breakdown showing major expenditures which can come under the broad heading of social services:—

	Actual Expenditures Fiscal Year 1948-1949 (\$ millions)
<i>Department of Health and Welfare</i>	
Family allowances payments.....	270.9
Old age pensions and pensions for blind persons.....	66.8
Health grants .....	19.1
<i>Department of Veterans Affairs</i>	
Veterans' pensions .....	103.0
Veterans' allowances .....	19.7
Post-discharge rehabilitation benefits.....	44.8
Re-establishment credits .....	35.1
Treatment services .....	34.2
Miscellaneous grants .....	14.8
<i>Department of Labour</i>	
Government contribution to UIC Fund.....	20.1
Administration cost, UIC.....	19.0
Vocational training (including Veterans' Training).....	6.3
Government contribution to Annuities Fund to maintain reserve.....	11.4
<i>Department of Mines and Resources</i>	
Indian Affairs .....	10.3
<i>Department of Finance</i>	
Government contribution to Superannuation Fund.....	4.1
<i>Department of Agriculture</i>	
Amount transferred to meet deficit in Prairie Farm Emergency Fund.....	8.6
<i>Department of Transport</i>	
Workmen's Compensation Payments.....	.7
Total .....	688.9



The figures were derived from the Public Accounts of Canada. Costs of administration are excluded except in the case of the Unemployment Insurance Commission, whose functions—in particular, the National Employment Service—are in large measure a direct social security service, the Minister explained. The breakdown was not all-inclusive. There might be some question as to the inclusion of certain items, but the Minister felt that in all cases they bear a close relation to Social Security. Federal Government contributions for food subsidies or price stabilization measures had not been included.

### **Appeal in Empress Hotel case dismissed**

A Privy Council decision of November 21, 1949, upheld the judgment of the Supreme Court of Canada that regulation of the hours of work of employees of the Empress Hotel, operated by the Canadian Pacific Railway Company in Victoria, is within the exclusive jurisdiction of the provincial legislature. The argument hinged mainly on whether the Empress Hotel could be considered an integral part of the railway system, and within the definition of "railway" in the BNA Act and the Canadian Pacific Railway Act. Their Lordships held that it could not. The judgment is reported in full on p. 217 of this issue.

### **Counselling booklets on skilled construction trades**

The distribution of three new occupational publications, dealing with skilled construction trades, was announced recently by the Hon. Humphrey Mitchell, Minister of Labour. The crafts dealt with are those of Bricklayer and Stone-mason, Plasterer, and Painter.

Mr. Mitchell expressed himself as gratified by the reception of the first numbers in this series. The fact that the Department had received so many requests for both English and French editions of these publications, from all strata of Canadian economic life, necessitating an increase in the number of copies printed, is ample evidence that the demand for information on occupations is even greater than had been estimated, the Minister said.

Mr. Mitchell voiced his appreciation of the ready co-operation received from officers of the craft unions, and from the Canadian Construction Association, in reviewing manuscripts and contributing constructive suggestions.

The booklets in this occupational series are prepared by the Economics and Research Branch of the Department of Labour.

### **Chemical union locals asked to remove Communists**

An interesting feature of the November meeting of District Council 4 of the International Chemical Workers' Union (AFL-TLC) was an address by International President H. A. Bradley dealing with the subject of Communism within the ranks of the Canadian District of the Union.

Mr. Bradley's speech was printed in the *Canadian Chemical Worker*, which has resumed publication following a reconstitution of its editorial board.

Mr. Bradley said that in the last year "the thing that has caused the greatest disturbance in your ranks has been the question of Communism in Canada. Unfortunately, until this visit I have been in the position of trying to separate the goats from the sheep and trying to be fair with all persons involved. . . . I am here today informed beyond any reasonable doubt."

Mr. Bradley recalled that at the Calgary Convention of the TLC (L.G., Nov., 1949, p. 1350), a resolution was adopted calling on affiliated organizations to "purge from their ranks, and from within the local unions, all Commies. So I am reminding you that this is a policy of the Trades and Labour Congress and the International Union expects your compliance.

"The Vice-President of your District is evidently aware of the seriousness of your situation. I gain this from his report to you this morning, where he pointed out to you that the International Union is beyond question opposed to Communism in any form."

Mr. Bradley said further: "I certainly was amazed to learn that right here in Niagara Falls our office, was, until a recent date, used by the Communist party. Their mimeograph sheets were in our office, you could secure the Communist Manifesto by applying at our office, Communist books (a veritable library) were on the shelves in our office and the *Canadian Tribune* was shipped to our office in bundles for distribution. I certainly cannot understand how men who are, or were, on our payroll could have possibly been unaware of what was taking place. . . .

"Why am I so concerned?" Mr. Bradley continued. "I am concerned because I think by and large you are a mighty fine group of people, morally and otherwise. I do not think it is proper that so many people point fingers at us simply because we have a stinking, rotten apple in our midst. As I told the Trades and Labour Congress in Calgary, nine thousand, nine hundred and ninety of the approximate ten thousand



Canadian members are wonderful people and should not be smeared because of the ten others who are Communists. . . .

"I ask you now to clean out these few and I call upon you to exercise your autonomous right to throw them clear out."

**CCL plans to provide union for unemployed**

Action to provide an organization for Canadian unemployed was taken by the Executive Council of the Canadian Congress of Labour in mid-January. The

CCL Executive announced that it had appointed a committee to frame methods for the organization of unemployed and their direct affiliation with the recognized trade union movement. "This is the first time that an established labour organization in any country has taken such a step," the announcement said.

The committee is under the chairmanship of Sam Baron, Montreal, Canadian director of the Textile Workers Union of America; other members are: Alex McAuslane, Vancouver, United Oil Workers; Murray Cotterill, United Steelworkers; Joseph Mackenzie, Ontario Federation of Labour; and Donald MacDonald, Canadian Congress of Labour.

The announcement said that the Canadian Congress of Labour would seek co-operation from the Trades and Labour Congress of Canada, the Canadian and Catholic Confederation of Labour and "any other legitimate agency sincerely interested in the welfare of the unemployed."

**CCL seeks co-operation with farm groups**

The Executive Council of the Canadian Congress of Labour on January 19 directed its officers to hold consultations with appropriate agricultural bodies, as

a means of seeking closer co-operation with farm groups. It was proposed that there should be co-operation between labour and farmers in an effort to obtain adequate farm prices and wages.

The Congress Executive stated that both labour and farmers were experiencing the effects of current economic conditions. Their basic interests were common and close co-operation would be mutually beneficial.

The Executive decided that the 1950 convention of the Congress will be held in Winnipeg commencing September 25.

Support was voted to the United Nations International Children's Emergency Fund. Affiliated unions were also urged to assist European trade unionists by sending CARE parcels.

**CCL gives Steelworkers new jurisdiction**

The Executive Council of the Canadian Congress of Labour on January 19 granted the United Steelworkers of America the jurisdiction in Canada formerly held by the International Union of Mine, Mill and Smelter Workers in the mining and smelting industry. The Mine-Mill union was suspended by the Executive Council January 21, 1949, with a recommendation for expulsion. This action was upheld and the union was expelled at the CCL convention in Ottawa, October 7, 1949 (L.G., Nov., 1949, p. 1374).

Since that time a number of groups formerly under the jurisdiction of Mine-Mill have been chartered directly by the Canadian Congress of Labour.

In a statement explaining the action granting jurisdiction to the United Steelworkers, A. R. Mosher, President of the Congress, said: "It is the feeling of a large majority of our Executive that the United Steelworkers of America is the proper group to have this jurisdiction. At the time of the expulsion of the International Union of Mine, Mill and Smelter Workers it was decided that the jurisdiction should be held by the Congress itself pending a final decision. The time for that decision has now been reached.

"The change in jurisdiction is subject to confirmation by the membership of the locals affected.

"As part of the United Steelworkers of America the workers in the jurisdiction formerly held by the International Union of Mine, Mill and Smelter Workers will continue to have the full support of the Canadian Congress of Labour, as well as the support of the 950,000 members of the United Steelworkers in Canada and the United States.

"This is very important, particularly so far as workers in the Timmins area are concerned. The Timmins gold miners at one time were members of the International Union of Mine, Mill and Smelter Workers and enjoyed collective bargaining agreements. All of those agreements were subsequently lost. Since that time these miners have been organized by the Congress and they are now negotiating for new contracts. Although those concerned will, under today's decision, become part of the United Steelworkers, they will continue to have our fullest support.

"The Canadian Congress of Labour is confident that the United Steelworkers, as one of Canada's foremost unions, will provide strong and efficient service to the men in the mines, smelters and plants which were

at one time under the jurisdiction of the International Union of Mine, Mill and Smelter Workers."

**Policies of Canadian Chamber of Commerce**

*The Platform of the Canadian Chamber of Commerce* is the title of a booklet, issued by The Chamber's Policy Department late in the autumn. It presents in

concise form the policy declarations and resolutions approved by the twentieth annual meeting of the Chamber which was held in Montreal in October (L.G., Dec., 1949, p. 1526).

The declarations cover many phases of current business, commercial and social problems, ranging from Communism and freedom of enterprise to double taxation and the single alternative vote and from labour relations and immigration to international trade and the United Nations.

**B.C.'s oldest labour council marks 60th anniversary**

British Columbia's oldest labour council, the Vancouver, New Westminster and District Trades and Labour Council (AFL-TLC) celebrated its sixtieth anniversary on December 6.

The Council, which was organized by 14 men, held its charter meeting on December 5, 1889. Nine unions attended the first gathering. At the present time, 118 unions are affiliated with the Council.

Representatives of 32,000 trade unionists attended an anniversary banquet held in honour of the occasion. Among the guests invited to attend were Senator J. W. deB. Farris, first B.C. Minister of Labour, J. H. Cates, Minister of Labour, Premier Byron Johnson and Vancouver Mayor Charles Thompson.

**Guide to diagnosis of occupational diseases**

A reference manual on occupational diseases in Canada has recently been published. Compiled jointly by the staffs of the industrial health division of the

Department of National Health and Welfare and the division of industrial hygiene of the Ontario Department of Health, *A Guide to the Diagnosis of Occupational Diseases* is published by the King's Printer, Ottawa.

In recent years many new materials and processes which constitute sources of potential or actual health hazards for the worker have been added to industry. The control of the working environment and the supervision of workers' health call for a wider knowledge of the potential health hazards in all industries and for enhanced skill in recognizing occupational diseases. In addition

to the plant physician and nurse the modern industrial hygiene team includes many scientific and technical experts. The general medical practitioner is an important member of this team because many of his patients may be industrial workers.

This reference manual includes a list of occupations with their potential health hazards which serves as a reference key. Each health hazard is then separately described. Harmful chemicals are discussed under various headings. A brief discussion of occupational diseases and dermatoses and a summary of the various provincial workmen's compensation acts are also included.

It is expected that copies of the book can be distributed to all physicians in Canada interested in industrial medicine as well as to the teaching staffs of medical schools and all medical libraries. Other interested persons may obtain copies from the King's Printer at the price of \$1.

**Industrial relations in Newfoundland, quarter July-September**

The quarterly review of the Newfoundland Labour Relations Office, reports that in the three-month period July-September, 1949, seven labour disputes were recorded, five of which resulted in work stoppages.

The organization of three trade unions is reported, and there is a list of newly-completed working agreements.

The Bus Drivers' Unit of the Transport and Other Workers' Union was involved in three disputes, with work stoppages occurring in two cases. The first dispute arose out of a demand for wage increases and resulted in an Order prescribing minimum rates of pay for bus service employees in St. John's. This was the first Order to be made under the Labour (Minimum Wage) Act of Newfoundland (L.G., Nov., 1949, p. 1440). Another dispute arose over the union's claim that some of its members had been unfairly dismissed. A strike was called on September 23 and at the end of the quarter was still in progress.

Working hours and dismissals were causes of two disputes involving miners on Bell Island. After work stoppages lasting three days and one day respectively, settlement was reached, with the union demands being met.

A dispute over demands for a wage increase of 20 cents an hour for all classes of carpenters engaged in construction and shop work caused the United Brotherhood of Carpenters and Joiners of America, Local 579, to call a strike on August 31. Agreement was reached on September 21 with the granting of a general increase of ten cents an hour to all classes.



Discrimination in the matter of wages between local and non-resident workers was charged by members of the recently formed Association of Aviation Employees, employed by the various airlines operating at Gander. The union has applied for certification as bargaining agent for the employees under the Industrial Relations and Disputes Investigation Act (L.G., Dec., 1949, p. 1552) which became operative in Newfoundland on September 19 last.

Among the new working agreements reported is one entered into by the Buchans Workmen's Protective Union, No. 24521 (AFL), and the Buchans Mining Company in July, which provides that the wages question may be reopened every three months.

An increase of six cents an hour, retro-active to May 1, and an eight-hour day were features of an agreement negotiated in July between Local 4121 of the United Steel Workers of America at Bell Island and the Dominion Steel and Coal Corporation.

Rates for painters were increased to 85 cents an hour for Class A men, and 80 cents an hour for Class B men, with the completion of an agreement in August between Local 1679 of the International Brotherhood of Painters, Decorators and Paper Hangers of America and painting contractors in St. John's. Class C, which existed in previous agreements, was abolished. A 54-hour work week was also established, and a weekly half-holiday on Saturdays.

The Newfoundland Federation of Labour held its thirteenth annual convention at Corner Brook in August. The Federation, the report states, has submitted a draft of a new trade union act to the Government for consideration.

The formation of three new trade unions is reported: (1) the Association of Aviation Employees (AFL), an organization of employees of the various airline companies at Gander; (2) Local 1621 of the Retail Clerks International Association, at Bell Island—the membership of which is entirely female; (3) Local 1615 of the National Brotherhood of Electrical Workers, comprising employees of the Avalon Telephone Company and the United Towns Electric Company.

The Labour Legislation Advisory Committee, formed for the purpose of studying labour legislation and making recommendations for the consideration of the Minister of Labour, held its first sittings in July. According to the *Review*, it was expected that the Board would complete its recommendations in October.

The report also discusses in detail the current employment situation in Newfound-

land, and indicates that in many parts of the Province "a great scarcity of employment is being felt," particularly where fishing is the only source of income.

**Cash income of farmers slightly below 1948 peak**

Cash income of Canadian farmers from the sale of farm products in 1949 amounted to \$2,490,165,000, according to an advance preliminary estimate by the Dominion Bureau of Statistics. This figure is slightly below the 1948 peak of \$2,449,900,000, but substantially above the 1947 total of \$1,962,276,000.

The Bureau points out that Canadian Wheat Board participation payments to western producers on previous years' crops were substantially larger in 1948 and 1949 than in any year up to that time. Since August 1, 1949, western producers of coarse grains have received only an initial payment per bushel as provided under the terms of the compulsory coarse grain marketing scheme which entitles them to share in any surpluses accumulated by the Canadian Wheat Board through the sale of these grains.

In addition to the receipts in the first nine months of this year, supplementary payments amounting to \$17,628,000 were paid out under the provisions of the Prairie Farm Assistance Act, to farmers in the drought-stricken areas of the Prairie Provinces. This figure compares with totals of \$11,577,000 and \$20,746,000 paid out during 1947 and 1948.

The advance estimates of cash income indicate lower returns in 1949 than in 1948 in all provinces except Saskatchewan and Alberta. Ontario had the largest total of \$641,350,000 compared with \$668,353,000, followed by Saskatchewan at \$540,638,000 compared with \$520,563,000, Alberta at \$452,384,000 compared with \$448,997,000, and Quebec \$343,604,000 compared with \$352,153,000.

Manitoba was next with \$234,530,000 against \$242,882,000, British Columbia \$97,068,000 (\$101,144,000 in 1948), New Brunswick \$42,206,000 (\$44,905,000), Nova Scotia \$36,507,000 (\$36,626,000), and Prince Edward Island \$20,878,000 (\$22,505,000). Estimates for Newfoundland are not available.

**The Catholic Church and economic changes**

On November 21 and 22, 1949, at Montmorency Falls, near Quebec, the Faculty of Social Sciences of Laval University sponsored a round-table conference on "The Church and Economic Changes" for English speaking employers of the Province of Quebec. Eighty representatives of



the most important industries in the province were present. Industrial executives from other provinces also attended the meetings. The attendance was by special invitation only, and the press was not allowed.

The purpose of these closed meetings, according to the official Industrial Relations Bulletin of Laval University, "was to bring representatives of the important non-Catholic group of industrialists together with some teachers of the Catholic social doctrine to give these members of management an opportunity to learn the basic tenets of this social teaching and to clear away doubts and misunderstandings."

Rev. Gérard Dion, industrial relations department director at Laval University, who presided at the Conference, expressed the opinion that the Church considers all capital invested in the Province of Quebec, from whatever source it may come, local or foreign, as having a strict right to a just revenue in proportion to the services rendered and the risks involved.

"By the same principles," he said, "this capital must be subordinated to the requirements of natural morality, respect of the character of the institutions in this Province, and become an integral part of it.

"That is why the Church cannot approve or accept as normal that capitalists, wherever they may be, invest capital in the Province solely in the hope of finding here a docile and not-too-exacting labour force on which could be imposed unjust wages and working conditions inferior to the standards in the United States and other parts of Canada.

"Her principles do not allow the Church, either to admit the exploitation of the natural wealth of the country to the prejudice of the physical and moral well-being of the population.

"Finally, for the benefit of all those who desire to invest capital in the Province of Quebec, we believe we should like to point out a unique advantage.

"Because of the great number of her faithful and the institutions inspired by her," stated Rev. Dion, "the Catholic Church exercises a profound influence in the Province of Quebec. Now, wherever it is located, the Catholic Church is, in the eyes of all, the greatest moral force able to fight effectively against communist and socialist doctrines. We can therefore conclude that those who wish to invest capital in the Province of Quebec are assured of meeting more security and protection than in any other place in the world."

### **Annual meeting of Quebec industrialists**

The *Association Professionnelle des Industriels* (Professional Association of Industrialists) held its fifth annual congress in Quebec City on November

14 and 15, 1949. The association comprises executives of nearly 300 industries of the Province of Quebec.

The central theme studied during the congress was "The Employer and his Enterprise". Guest speaker was Dr. Vittorio Vaccari, of Rome, general secretary of the Christian Union of Employers of Italy, whose subject was the social directives of Pope Pius XII.

Addresses were delivered by Mr. Gilbert Ayers, of Lachute, on employer-employee co-operation, by Mgr. Maurice Roy, Archbishop of Quebec, on the social doctrine of the Church, by Father Louis Lachance, O.P., on the rights of ownership, by Mr. Marcel Clément on industrial organization and by Mr. François-Albert Angers on reforms of structure in the enterprise.

The Hon. Maurice Duplessis, Premier of the Province of Quebec, delivered the closing address.

Resolutions adopted by the Conference were as follows: —

*Strikes.*—That the necessary Dominion and Provincial legislation be adopted to provide that "no strike can be declared or effectuated unless a majority of the workers of the firm concerned have freely voted by secret ballot, under the surveillance of a representative of the State, and the motive or motives for the strike have been explained clearly and in detail to the workers concerned".

*Employer-employee collaboration.*—Expressing satisfaction with the progress so far made, and recommending joint committees as "an efficient means of realizing and intensifying this collaboration".

*Social Security.*—Recommending that social security plans "take account of the normal role which employers, employees, and the State respectively, should play in this sphere;" and asking governments and others concerned "to proceed with all necessary prudence in order not to undertake anything which could conduce directly or indirectly to collectivism".

*Collaboration with Italian Employers.*—Proposing the founding of an Italo-Canadian employers' association "which will have the task of developing social relations, of furnishing information—industrial and otherwise—and of establishing a closer collaboration between the two countries".

*International Affiliation.*—Reiterating the Association's "entire union with the *Union internationale des associations patronales catholiques*," and its desire of "collaborating with the other Christian employers of all countries toward the realization of Christian social doctrine," and expressing its entire adherence "to the directives of the Holy Father in his address to the employers of all countries which is considered the charter of Christian employers".

**Welfare  
writer urges  
part-time  
work for  
tuberculous**

Part-time employment during the period of rehabilitation is one of the most vital factors in complete recovery of the tuberculous, according to an article in November's *Industrial Welfare*, issued by the British organization, Industrial Welfare Society.

However light the work, the article states, sanatoria patients are not usually able to assume full-time employment after completion of treatment. Under ideal conditions, intensity of work would be increased gradually from a few hours a day to normal full-time employment. Unfortunately, the greatest placement difficulty is experienced during that period when part-time work is so vital to recovery.

At present, the British Government offers one scheme which provides this gradual process of employment. This is the sheltered workshop where the patients commence work in a suitable craft for four hours a day, complete training at a technical college and proceed to full-time employment.

A common difficulty encountered in placing the tuberculous is the prejudice of employers against part-time workers. While most employers are willing to provide suitable light work it is almost always on a full-time basis. Fellow workers remain aloof usually because of fear of infection. The writer here stresses the importance of sanatorium treatment which is designed to make the patient non-infectious and to discipline him in avoiding the infection of others.

A survey conducted in an industrial area of London where most employment required manual labour showed that the former employments of 50 persons treated for respiratory tuberculosis were unsuitable. Only three of the people covered in the survey returned to their old jobs, and of these one had to abandon it as it was "too heavy."

From experience in dealing with tuberculous patients, the writer concluded that part-time employment was the only method

which could bridge the transition period between clinic treatment and a full life. The part-time work must, however, give the worker a "pride of achievement and a sense of growing economic independence."

**Unemployment  
declines in  
U.S. areas  
receiving  
federal aid**

The first progress report concerning United States federal aid to depressed industrial areas states that successful efforts have been made in the initial alleviation of unemployment. Within three months this has been accomplished by channelling \$72,842,508 in federal purchases, construction contracts and business loans into 35 critical areas in 14 states.

Plans for federal assistance to areas of unemployment were first announced by President Truman in his mid-year economic report, and at first were to be confined to areas where unemployment had reached 12 per cent or more of the total labour force (L.G., Oct., 1949, p. 1204).

Dr. John R. Steelman, assistant to the President, submitted the progress report in which he pointed out that in September, at the close of the trial period, thirty of the thirty-five areas reported declines in unemployment and twenty-six actual employment increases. In eleven of these areas the increases were 3.5 to 14.3 per cent.

The report showed that during the corresponding period unemployment through the country fell off from an estimated peak of 4,095,000 during the week ending July 9 to 3,576,000 during the week ending October 8 as conditions in the labour market registered a general improvement.

The federal construction aid, amounting to \$47,960,058, combined with state contributions, went into projects which contributed \$65,404,070 to the assistance scheme. Procurement spending reached a total of \$22,787,550, and loans amounted to \$2,094,900.

**500,000 in  
U.S. exhaust  
right to  
unemployment  
benefits**

About 500,000 persons exhausted their right to further unemployment-compensation payments during the July-September quarterly period of 1949, according to figures compiled by the Bureau of Employment Security of the United States Labour Department, and released in December. The persons involved were still without employment after benefits were exhausted.

Unemployment in November was estimated by the Census Bureau at 3,409,000 compared with 1,831,000 in November, 1948.



The figures for exhausted benefits in 1948 were from 200,000 to 250,000 each quarter for the country as a whole. For 1939 they stood at 369,000 for the January-March quarter, 423,000 for the April-June and at 500,000 for the third quarter.

The duration of unemployment compensation benefits varies among the states. Some states provide payments having a uniform duration; in other words, the same fixed period of weeks for each claimant. Other states have variable benefit years determined on the basis of the individual's previous employment record. In this way, a worker who exhausts his maximum benefits in one year may be eligible for more benefits once a new benefit year starts.

The Labour Department had earlier announced its intention of seeking federal legislation in 1950 to require states to have minimum standards in amount and duration of benefits.

**Survey shows trend for longer vacations in U.S.A.** The liberalizing of terms in connection with paid vacations, one of the outstanding features in the development of labour-management relations in the last decade, has been made possible by greater efficiency, improved technology, and increased productivity of American industry, according to an article in the November edition of the U.S. *Monthly Labour Review*.

Maximum vacation periods of two weeks or more have become widely accepted, as indicated in a survey of collective bargaining agreements made by the United States Bureau of Labour Statistics. During the survey 1,473 agreements in effect in late 1948 or early 1949 were analyzed and of these 93 per cent or 1,374 granted workers some type of vacation with pay. Out of every ten agreements having vacation provisions, nine stipulated two weeks or more as the maximum time allowed and 30 per cent contained provisions for more than two weeks after specified periods of service.

Progress made in the sphere of paid-vacation benefits is brought into relief by contrasting this recent survey with an earlier study in 1944 which revealed that only 1.5 per cent of the unionized plants covered gave maximum vacations of over two weeks. The present survey showed that fewer than five per cent of the agreements provided maximum vacations of one week or less; in the earlier study, 63 per cent of the agreements contained such a provision.

In choosing the type of plan, employers and employees may agree upon the "graduated" type or as an alternative, the "uniform" type. The former provide for a varying number of days or weeks, depending on the individual worker's length of service. The latter provide "flat" or equal vacations of the same duration for all employees who qualify.

As a rule, employers and employees have tended to be more favourable to graduated vacations. Employers consider them to be one means of reducing turn-over in the plants and as a reward to those who remain in their employ over a longer period of time. For their part, unions regard this type of plan as a means of increasing the total vacation time which employers are willing to grant. The Bureau survey revealed that more than 80 out of every 100 agreements analyzed provided for graduated plans.

The length of service required for vacation granted was not tabulated for all agreements included in the survey. However, on the basis of a sample 100 contracts, it was learned that among the 87 agreements providing a maximum three-week vacation 37 required 15 years' service. In the remainder of agreements, 10 stipulated less than 15 years, 20 required 20 years and 20 required 25 years.

Four weeks of paid vacation was provided by 11 agreements, nine of which required 25 years' service for qualification and two of which required 20 years' service. Of the two agreements providing for less than three but more than two weeks maximum leave, one stipulated eight years of service, the other 13 years.

With regard to vacation leave below the maximum, 78 of the contracts required one year's service for one week, and 60 called for five years of service for two weeks.

Employees were not called upon in any of the 1,184 agreements involving graduated vacation periods to accept less compensation than their regular earnings. On the other hand, the article points out, 13 agreements provided for greater pay during holiday leave than during the equivalent working period. In the case of the 130 uniform plan contracts, 30 provided greater vacation pay than normal earnings.

**Profit sharing enlists further support in 1949** Evidence of greater interest in profit sharing in the United States was reported by the Council of Profit-Sharing Industries at its annual conference in

December, the largest held since its formation in 1947.



The Council is a national non-profit organization of companies that have or plan profit-sharing programs. Membership has shown substantial increases within the last year. In 1948, the Council reported only 90 members with 90,000 employees. This year it lists 155 members representing 240,000 employees.

*Business Week* (December 10, 1949), states that the history of profit sharing in the United States has been long but unspectacular. After a brief success about a generation ago it fell into decline, a process initiated by the depression and accelerated by the rise of trade unionism. Distrust for profit sharing developed early among unions which regarded it as paternalistic and anti-union.

Member companies of the Council state that profit sharing is an economically sound substitute for employer-financed pensions. These claims were directed to smaller firms which had expressed concern about company-paid pensions: (1) their lack of flexibility, so that even though business may decline the company must maintain its pension financing; (2) absence of a link between them and productivity.

Profit-sharing plans are flexible, the Council maintains, since they call for payments only when the employer shows a profit. Furthermore, the system provides for labour-management co-operation leading to increased productivity and greater cash return to workers.

Many employers find that profit sharing gives workers a new incentive to produce and that it is an effective weapon against socialism. The council, in addition, reports that only one profit-sharing company in the country has had a work stoppage in the last two years.

However, most firms warn that to be successful a plan should (1) include all workers in the company; (2) be "a real, honestly conceived plan (in which) the percentage of earnings to be distributed must be known and guaranteed at the start of a year;" and (3) give employees a feeling of sharing in management's functions too.

George Baldanzi, vice-president of the Textile Workers Union (CIO), who attended the meeting said that profit sharing could be considered acceptable to labour only in those unionized plants where basic wages and working conditions were satisfactory and where profit sharing was the result of negotiations between the employer and the union. He was of the belief that, in certain carefully controlled instances, the scheme might be one way by which industry could share some of its profits with the workers.

## **Studies of methods of communication in industry**

Recognition of the importance of effective methods of communications to good industrial relations has resulted in considerable attention being directed to this problem.

The Industrial Relations Section of the Department of Economics and Social Institutions, Princeton University, has recently completed two "on the spot" studies of the effectiveness of various methods, having particular regard to the functions of management and union in the total process of communications. The Section's findings are published in a report entitled, *Transmitting Information Through Management and Union Channels*.

The first case study was carried out in the New Brunswick, N.J., plant of Johnson and Johnson, large producers of surgical dressings and a variety of other products. The workers in this plant were represented by Local 630 of the Textile Workers' Union of America. The Bayway refinery of the Esso Standard Oil Company, with the Independent Petroleum Workers representing the employees, was selected for the second study.

"A study of two situations cannot pretend to offer a definitive answer to the question of what makes good communications," the report states, "nevertheless, the findings reveal certain elements common to successful efforts in communications." In both establishments the report notes the "efforts of all parties concerned to maintain peaceful and constructive union-management relations, and the recognition of the importance of satisfactory communications to the total operation of the plant or refinery."

In methods, the outstanding points in common were the use of the line organization as the core of communications and the acceptance of the union as of equal importance in getting certain types of information to and from the employees.

The communication systems of the two unions and managements revolved to a marked degree around meetings. Both companies have used printed media extensively and have issued periodically, or as occasion warranted, publications commonly considered to be the principal tools of an informational program—employee magazines, handbooks, annual reports, and supervisory manuals. But in spite of the fairly elaborate printed media, company executives stressed their greater reliance upon direct individual contact and meetings to gain understanding among management personnel, and upon personal relationships

among the first-line supervisors, union representatives, and the employees to gain understanding among the rank and file.

The two unions, with limited funds for printed materials, put even more stress upon person-to-person contacts.

The two studies, it is stated in the conclusion, "highlight the need for more careful consideration of methods of communications which can, in the process of communicating, test the degree to which the recipient understands what he is being told." In particular, they point up "the need of bringing the lowest levels of the management and the union more fully into the series of meetings which have proved to be an effective means of communication among upper management and union executive personnel."

An interesting article on the subject of informational programs for employers appeared in the November 5 issue of *Business Week* under the heading, "Safeguard against Rumours: Information." It tells of the steps taken by the Ford Motor Company to acquaint its employees with the new pension program, and also reports on the methods used by other companies in keeping their employees informed. "More and more companies are telling employees what management is doing, what it's going to do, and why," the article declares. "There is less room for rumour, and more room for good relations, when employers tell workers what's going on in the plant."

### **Cost of meals held a mandatory bargaining issue**

The area in which an employer must bargain collectively was further extended in the United States when the National Labour Relations Board ruled that the cost of meals in company-operated dining rooms is a mandatory bargaining issue, when no other eating places are available.

In the case of a timber company, the Board held that the distance of camp operations from the nearest town, and the lack of available public or company transportation, obliged the employees to eat at the company-owned facilities, and that the price of meals thus constituted "a condition of employment" within the meaning of the Taft-Hartley law.

### **Union radio stations to broadcast Kaiser-Frazer programs**

The first major contract for a commercial program on a small network of union-controlled frequency-modulation stations has been signed by Kaiser-Frazer Corporation and six radio stations. Of these American stations

two are owned and operated by the International Ladies Garment Workers Union (AFL) and two are owned by United Auto Workers (CIO).

*Business Week* (December 17, 1949), reports that the contract calls for a year-long series of daily 15 minute programs beginning in early January. Some members of major unions see in the contract the beginning of what someday may be a national radio network, the article states.

The reason behind labour's interest in its own radio stations is the belief that only a labour broadcaster will present a fair analysis of labour matters.

At present about 75 FM stations are either owned and operated by unions or run by people sympathetic to labour, the article states. From time to time they co-operate on joint coverage of news. At the time of the CIO convention last year, for example, the stations worked together to make available to listeners portions of each day's proceedings.

Before the advent of FM, unions found it almost impossible to go into the radio business for two reasons. Broadcasting in the standard AM band is costly and the number of channels in that band is limited. FM with its lower equipment costs and more plentiful channels is giving labour its opportunity to enter the business and bring the hope of a national radio network closer to reality.

### **Machinists advertise in radio, press to sell company's products**

To assure "continuity of employment and economic security", a United States local of the International Association of Machinists launched a pre-Christmas advertising campaign to sell its company's product, electric shavers, to union members. In an article of December 17, *Business Week* states that the local undertook the promotion drive in the belief that good labour relations and close co-operation mean good, secure jobs.

Several weeks before Christmas, *The Machinist*, IAM's nationally-circulated weekly paper, printed a double-page picture story of the local's machinists at work in their plant. The theme dealt with the workers' pride in the product they make and the "better than average" wages and working conditions.

In a radio broadcast, the local's officers expressed the conviction that "co-operation with fair-minded managements is to the mutual advantage of everyone." The president of the company and the Governor of Connecticut also appeared on the program.



The LABOUR GAZETTE in an earlier issue (L.G., Nov., 1949, p. 1343) described a similar union venture—an advertising campaign sponsored by a local of the Retail Clerks International Association on behalf of a New York department store.

**Court protects Negro firemen from discrimination**

The principle that railroad employees may apply for an injunction against racial discrimination practised by unions, in violation of the Railway Labour Act, has been reaffirmed by the United States Supreme Court, according to *Labour Relations Reporter*.

The decision followed court action brought against the Brotherhood of Locomotive Firemen and Enginemen by twenty-one Negro firemen who sued the union because of certain agreements which it made with the southern railroads. The agreements classified Negro firemen as “non-promotable” and so deprived them of seniority rights. A federal district court had granted the firemen an injunction to restrain these agreements. The decision was later reversed by an appellate court.

**Italian legislation designed to benefit unemployed**

With the object of improving opportunities for employment and alleviating hardships familiar to the unemployed, the Italian Government has revised public employment office procedures, expanded vocational training facilities and increased unemployment benefits during 1949. The changes are elaborated in an article in the October issue of *Notes on Labour Abroad*, issued by the United States Bureau of Labour Statistics.

With the reorganization of the public employment service, a process underway during the past year, new procedures for registration and placements of applicants have been adopted. This service, controlled in large part by trade union groups until 1948, is now administered by the Government’s provincial labour offices.

More effective placement and improved statistical data on the unemployed have

been made possible as a result of the new legislation, the article states. Employers are required, in selecting applicants, to hire exclusively through public employment offices except in such cases as the hiring of relatives living in their households, and to observe priorities based on the applicant’s residence, seniority on the employment offices register, training and other factors.

In the field of vocational training, existing programs for adult workers were expanded and an apprentice training program was introduced. Courses for adult workers are available to the involuntarily unemployed and to certain employed groups who may be released temporarily to take the training. By July, plans had been completed for courses offering 100,000 unemployed workers training in occupations such as carpentry, radio repair, stenography, tailoring and agriculture.

Establishments offering apprenticeship training may be subsidized to the value of one-third the expense incurred in the training courses. The subsidies apply specifically to training given to persons under 18 years of age by artisan shops and by enterprises with less than five employees.

Under the new legislation compulsory unemployment insurance is extended to a substantial group of agricultural and clerical workers, previously outside the scope of the system. The maximum benefit period, formerly 120 days per year is increased to 180 days.

**Agricultural labour inquiry in India**

An inquiry into living and working conditions of agricultural workers, with a view to their improvement, has been undertaken by the Ministry of Labour of the Government of India, in co-operation with the Provincial and State Governments, the *Indian Labour Gazette* reports.

The inquiry will be carried out by means of questionnaires, designed to collect information on the general economic conditions of the villages to be covered, and on the employment and income structure, and size and earning strength of families in the villages selected.



# FREE TRADE UNIONS OF THE WORLD UNITE IN NEW CONFEDERATION

*As its name implies, the International Confederation of Free Trade Unions will have as a major objective resistance to Communism and totalitarianism in any form. The inaugural meeting of the new organization was marked by an impressive display of unity on the part of delegations from over fifty countries. Labour leaders from Canada played an active part in the proceedings of this first free World Labour Congress.*

Delegates from non-Communist trade union organizations in over 50 countries, with a combined membership of nearly 500,000,000 workers, met in London, England, November 28 to December 9, 1949, and set up a new international trade union organization—the "International Confederation of Free Trade Unions."

The permanent headquarters of the Confederation will be in the city of Brussels, Belgium. Paul Finet, Secretary of the Belgian General Federation of Labour was elected President and J. H. Oldenbroek, General Secretary of the International Transport Workers was elected General Secretary.

By coincidence, the meeting was held in the same room in London County Hall that saw the birth of the World Federation of Trade Unions just over four years earlier.

The post-war years saw the failure of attempts at united action towards trade union objectives, on the part of Communist and democratic labour organizations; and early in 1949 the leading free trade unions of the world severed their connection with the WFTU.

This break left the free trade unions without an organized international voice. At the same time, the Communist-dominated remnant worked aggressively to rebuild its losses, and had taken active measures to gain control of organized unions in Asia, particularly in China.

A preparatory International Trade Union Conference, attended by free trade union officials from over 30 countries, was held in Geneva, in June, 1949, at which initial steps were taken to organize a free trade union international. A Preparatory Committee was appointed with Paul Finet, General Secretary of the Belgian Trade Union Congress, as Chairman and Vincent Tewson of the British Trades Union Congress as Secretary. The duties assigned to this Committee were to draw up a constitution for the proposed new body and to summon the free and

anti-Communist trade unions of the world to a meeting in London on November 28, 1949. At the request of the Preparatory Committee, the British Trades Union Congress acted as convenors of the London conference and assisted in completing local arrangements.

The American Federation of Labour had remained aloof from the WFTU from its inception, taking exception to the inclusion in its membership of unions from Communist countries. While representatives of the Trades and Labour Congress of Canada attended the initial meeting of the WFTU, this organization withdrew its support early in 1946.

The Congress of Industrial Organizations and the Canadian Congress of Labour were charter members of the Federation and, together with members from other free and democratic countries, worked to reconcile the opposing elements in its membership. A meeting of the Executive Council in Rome in May, 1948, brought relations close to the breaking point. Pat Conroy, who had attended this meeting as representative of the Canadian Congress of Labour, reported later to the national convention of the CCL that an attitude of suspicion and distrust had pervaded almost all groups at the meeting (L.G., 1948, p. 1356).

A basic problem was the bitter opposition of the Communist majority within the WFTU to the Marshall Plan of aid to promote European recovery. Early in 1948 an international trade union conference was held—outside the WFTU—which issued a declaration of support for the European Recovery Program. To this meeting, both the AFL and the CIO sent delegates. The deterioration of relationships was hastened

*The LABOUR GAZETTE acknowledges the kind assistance of Messrs. Percy Bengough and Pat Conroy in supplying documentary material used in the preparation of this article.*

by the breakdown of negotiations between the WFTU and the international trade secretariats.

By the end of the year, it had become apparent that attempts at co-operation were futile; and early in 1949 the various free national labour organizations withdrew their memberships in the WFTU (L.G., 1949, March, p. 251; May, pp. 527, 535).

There were eight official Canadian delegates and 21 from the United States at the Conference. The latter was the largest single national group.

The personnel of the two national groups follows:—

**Trades and Labour Congress of Canada.**

—Percy R. Bengough, President; Claude Jodoin, Vice-President; Sam Finlay, Vice-President of the International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of America; and George Erasmus of the International Chemical Workers' Union.

**Canadian Congress of Labour.**—Pat

Conroy, Secretary-Treasurer; Fred Dowling, District Director, United Packinghouse Workers of America; Sam Baron, Canadian Director of the Textile Workers' Union of America; and J. E. McGuire, National Secretary-Treasurer of the Canadian Brotherhood of Railway Employees and Other Transport Workers.

**The Canadian and Catholic Confederation of Labour** did not send any delegates, but the President, Gérard Picard, sent a

message expressing his regret that he was unable to be in London in time for the sessions of the Conference.

**American Federation of Labour.**—

President William Green; Secretary-Treasurer George Meany; Vice-Presidents Matthew Woll, George Harrison, David Dubinsky, Charles MacGowan, William Doherty and George Delaney, Henry Rutz and Irving Brown.

**Congress of Industrial Organizations.**—

Vice-Presidents Walter P. Reuther and Allan S. Haywood, and David McDonald, Michael Ross, Mrs. E. Peterson, Michael Quill, M. Kyne, H. W. Payne, I. Katz, Elmer Cope, Jay Krane and Guy Nunn.

**United Mine Workers of America.**—

Paul K. Read.

Sinking their differences in regard to their respective national labour policies and organization, the American Federation of Labour and the Congress of Industrial Organizations, along with the Trades and Labour Congress and the Canadian Congress of Labour, united to achieve a common objective in the formation of the new international confederation.

The conference was called to order by Paul Finet, Chairman of the Preparatory Committee and the following conference officers were duly elected: Chairman, Paul Finet, Belgium; Vice-Chairmen, F. Aguirre, Cuba; K. Nordahl, Norway; and G. M. Adams, Barbados; Secretary, Vincent Tewson, Great Britain.



Photographed at first Congress of new world labour body, TLC delegates: George Erasmus of the International Chemical Workers' Union; Claude Jodoin, Vice-President, TLC; Sam Finlay, Vice-President, International Brotherhood of Boilermakers; Percy Bengough, President, TLC.



Canada was represented on the conference working committees as follows: **Credentials**, James E. McGuire (CCL); **Constitution**, Percy Bengough (TLC) and Pat Conroy (CCL); **Standing Orders**, Sam Finlay (TLC); **Economic and Social Demands**, Claude Jodoin (TLC), and Sam Baron (CCL).

### Addresses of Welcome

Brief addresses of welcome were given by the Rt. Hon. the Chairman of the London County Council, Mr. J. W. Bowen, CBE, and by Mr. H. L. Bullock, Chairman of the General Council of the British Trades Union Congress.

Welcoming the delegates, Mr. Bowen recalled that "the first steps towards international trade union organization" were taken in London, where, in 1864, the "International Association of Working Men" was founded. "Its fundamental aim was, like yours, the union of working men of all countries for the emancipation of labour," he said.

Referring to the disappointment caused by the breakdown of the WFTU, Mr. Bowen said that at its inaugural meeting in London in 1945, there was enthusiastic support for its declared intentions. "Your assembly here today indicates that you are disappointed and dissatisfied with developments since that time."

### An Historic Milestone...

*"I consider that the outstanding feature of the London Conference was the prevailing spirit of international brotherhood. Divergent views were considered and harmonized in a most friendly manner. Differences generally became of less importance to the desire and intent to establish an International Trade Union Centre in the interests of freedom.*

*"I feel that the establishment of the Confederation of Free Trade Unions will prove an historic milestone in the progress of the workers throughout the world."*

**Percy R. Bengough,**  
President,  
Trades and Labour Congress  
of Canada.

January 24, 1950.

On behalf of his colleagues of the British TUC, General Council, and the members of the Conference Preparatory Committee, Mr. H. L. Bullock extended a welcome to the representatives of organized labour from "so many countries where the institutions of free citizenship, freedom of association, democratic rule, the right of free speech, and the independence of trade unions are acknowledged and enforced by law and custom and long tradition." Mr. Bullock pointed out that "standards of employment, methods of collective bargaining and trade union programs of reform, naturally vary from country to country." Nevertheless, he was convinced that universal economic well-being and labour's ideals of social justice and security find their ultimate sanction in the organization of free labour. "Denial or restriction of the elementary rights of free labour is an affront to human dignity, a threat to peace, and a source of totalitarian tyranny which we shall always and everywhere resist and strive to counteract. Forced labour anywhere is a menace to free labour everywhere," he asserted.

### Chairman's Opening Address

The Conference Chairman, Mr. Paul Finet, sketched briefly the circumstances leading up to the conference. He referred to the high hopes that had been entertained by the supporters of "international trade union solidarity" when the WFTU was founded in 1945. "Never had circumstances looked so propitious for realizing unity of action in the trade union movement," he declared.

The interdependence of economic interests among the Allied nations during the war years proved the necessity for a similar unity among the workers, which the war had helped to promote and which, it was felt, peace could not disrupt, and which would result in the maximum of freedom and well-being for all workers. "Such was the general expectation when the first talks were started which were to lead to the establishment of the WFTU," Mr. Finet asserted.

"But . . . no international working class action can be effective unless the workers' representatives are able to meet freely, to compare views free from constraint or from any pressure external to their organizations, and can pursue in reciprocal good will and confidence solutions acceptable to all and adapted to the existing circumstances," he continued.

When this concept came into conflict with an ideology "more absolute in its claims to universality than even Hitlerism had been, the workers' faith in the WFTU dissolved



like smoke." In less than four years, "a hundred proofs," indicated that "the WFTU was to serve as a propaganda instrument for an ideology which could never . . . be accepted by the free citizens of the Western democracies."

In the countries controlled by the USSR and the so-called "peoples' democracies," the action of the unions is limited to carrying out orders issued by the governments, Mr. Finet continued.

He declared that the attitude assumed by these states in connection with the European Recovery Program "marked the final failure of the attempt at collaboration launched in October, 1945." But, while admitting failure in attempts to co-operate with organized workers from the so-called "peoples' democracies," it was realized that men of goodwill could apply anew "the principle of complete democracy" in areas still open to trade union activity. Confidence and faith in that realization led to the decision to organize a confederation of free trade unions.

"Through this organization," Mr. Finet declared, "we shall help the workers to attain freedom in those countries," where economic progress has been backward. New methods to protect workers from exploitation will be speeded up. Workers will be helped to learn the difference between a so-called "people's democracy and real democracy;" how to "reject the former and cultivate the latter. . . . We shall seek to create everywhere the conditions of social life without which society would be no better than a herd. . . . We shall resist war, and . . . not make the emancipation of the workers in our own countries dependent on the slaughter of the workers in neighbouring countries. We are supporters of international co-operation in all fields and we are prepared to give practical study to all methods of mutual aid. . . . The welfare of the workers will be our sole criterion and will determine our ultimate choice. . . . We are waging a struggle against reaction. . . either from the right or from the left. . . . In the new International of Free Trade Unions we shall endeavour not to tarnish the name and to honour the idea more devotedly. . . . By creating a trade union international whose activities are inspired by the principles of democracy, we shall serve effectively the causes of liberty, social justice and peace."

### Christian Trade Unions

Opinions clashed on the question of admitting to memberships the Christian (mainly Roman Catholic) trade unions of

some European countries. It was described by Walter Reuther, leader of the CIO delegation, as "the one explosive issue" of the Conference.

The dispute had its origin in the failure of the Preparatory Committee to send invitations to any of the National Christian trade union centres, except that of France. The Committee felt that a greater measure of authority to deal with this question would rest in the full Conference.

### Sound and Progressive...

*"The Canadian Congress of Labour not only regards the formation of the International Confederation of Free Trade Unions as the first organized break in Communist expansion throughout the world in the trade union field, but also accepts it as a needed instrument in a positive sense—one that will be applied in the interests of workers everywhere. Its chief task will lie in the sphere of bringing about fundamental changes in conditions of life for workers in all countries, and particularly in the backward areas. In this field of activity its greatest work must be accomplished."*

*"We believe that with the organized trade union movement in Canada solidly behind the Confederation, the contribution of Canada to its progress will be substantial. Both the Trades and Labour Congress of Canada and the Canadian Congress of Labour are at one in their desire to lend all possible support in developing a sound and progressive international trade union organization that will truly represent the best interests of the workers the world over."*

**P. Conroy,**

*Secretary-Treasurer,  
Canadian Congress of Labour.*

*January 20, 1950.*

This action was challenged on the first day of the Conference by a leader of the Italian delegation, who threatened the withdrawal of his federation from the new international unless the decision was reversed.

Supported by William Green and Walter Reuther, leaders of the American Federation of Labour and the Congress of Industrial Organizations respectively, a resolution was proposed by David Dubinsky (AFL) and seconded by H. W. Payne (CIO), which asked that a special committee be set up to inquire into the eligibility of national centres that had not been invited. This proposal was supported by the CCL and TLC; and J. E. McGuire, of the CCL delegation, was named as head of the special committee. Eventually, it was agreed that the terms of reference of the credentials committee be extended to include this decision, with the proviso that the problem should be discussed again when the Credentials Committee made its report.

The compromise put forward by the Credentials Committee in its report was that the Christian centres concerned should be invited to attend the conference and constituent congress, with full and equal rights and responsibilities, on the understanding that before the next congress in two years' time, they should accept and give effect to the principle of one trade union international.

As these Christian centres were, at the time of the London conference, affiliated to the International Federation of Christian Trade Unions, the resolution was understood to mean that if some or all of them join the new international (ICFTU) and decide to remain in it after two years, they will have to leave or disband the Christian international.

Following the adoption of the Credentials Committee's proposal, an invitation was sent by cable to Mr. Gérard Picard, President of the Canadian and Catholic Confederation of Labour, to attend the Conference. At that late date Mr. Picard was unable to make the long trip to London; but he sent a cable expressing his regret that it was impossible for him to be present.

### **Attitude on Communism**

The anti-Communist, anti-totalitarian spirit of the conference was summed up in the following resolution, directed specifically to the workers who are under Russian domination.

The Congress declares that the so-called trade unions of the countries of Central and Eastern Europe under the domination of Communist-totalitarian regimes imposed

against the will of those peoples are not free, independent and democratic organizations which defend the interests of the workers, but governmental instruments designed for the organized exploitation of workers for the benefit of a State capitalism serving the USSR, the principal beneficiary.

The Congress protests against the system of workers' exploitation and the concentration camps, forced labour camps and military organization of workers' units and against the suppression of civil rights.

The Congress demands the right of free association, the right to formulate demands regarding conditions of work, the right to strike and the restoration of civil rights. The Congress demands an investigation of the status of workers in countries under Communist dictatorship to be undertaken by a competent international organization.

The Congress affirms its solidarity with all the oppressed workers of the countries of Central and Eastern Europe that are under Communist dictatorship and expresses the hope that in the future these workers will collaborate within the new free Labour International through their own free, independent and democratic trade unions, together with the other free trade unions of the entire world.

The resolution was endorsed unanimously.

### **Relations with International Trade Secretariats**

There were 17 active International Trade Secretariats in 1949. Of these, much the largest was the International Transport Workers. Its headquarters were moved from Amsterdam to London at the beginning of the second world war. It has 145 affiliated unions in 52 countries and maintains branch offices in New York, Bombay, Rome and Singapore. The Secretary is J. H. Oldenbroek, who was elected General Secretary of the ICFTU at the London conference.

The Secretariats were reported to be willing to co-operate with the WFTU when it was founded in 1945, provided they could be assured of their own essential independence in dealing with matters which were their own special concern. However, they subsequently decided that their independence was threatened, particularly by the attitude of the Soviet unions. As a result, in order to strengthen their position they set up a permanent co-ordinating committee of their own.

The Constitution Committee presented the following resolution designed to establish close working relationships with the Trade Secretariats:—

*This Congress* believing that the full success of the International Confederation of Free Trade Unions can only be achieved by closest possible relationship between all free trade union organizations whose aims are directed towards achieving for their members freedom, social and economic justice and universal peace.





**CCL delegates to the London Conference of the ICFTU: Fred Dowling, District Director, United Packinghouse Workers of America; Pat Conroy, Secretary-Treasurer, CCL; J. E. McGuire, National Secretary-Treasurer, Canadian Brotherhood of Railway Employees and Other Transport Workers; Sam Baron, Canadian Director, Textile Workers' Union of America.**

*Reaffirms* the desire expressed by the Preparatory International Trade Union Conference in Geneva for the closest possible consultation and collaboration between the International Confederation of Free Trade Unions and the International Trade Secretariats and welcomes the sentiments expressed to this end by the International Trade Secretariats at their conference in Paris on 8th and 9th of November, and

*Authorizes* the Executive Board to enter into early consultation with the International Trade Secretariats with a view to concluding such arrangements as will insure the most effective collaboration and reciprocal representation on a consultative basis between the International Confederation of Free Trade Unions and the International Trade Secretariats and the conclusion of arrangements for mutual assistance in the field of trade union organization.

The resolution was approved.

### **Participation of Canadian and U.S.A. Delegates**

#### **Canadian Labour Versus Communism.**

—Speaking on behalf of the Trades and Labour Congress of Canada, President Percy Bengough declared that he and his fellow delegates from TLC were proud to

take their places in the formation of the new confederation. He stated that the TLC had remained aloof from the WFTU because "we did not like the look of it. We did not believe that it was possible to have a true expression of the workers through the mouths of puppets from State-owned and controlled institutions, irrespective of the title under which they were masquerading."

He stated that the workers of Canada were fully aware of the menace of Communism and the difficulties encountered in combating them. While loath to adopt totalitarian methods, the TLC, Mr. Bengough said, had "very definitely decided that for the preservation of our (Labour) movement," it was necessary to apply restrictive measures against those who seek to use and in the end destroy it. Having recognized the Communist purpose in fomenting general strikes during political crises, the TLC had carried on "a more or less continuous campaign among its members stressing the need of living up to employee-employer agreements and the fallacy of participating in any type of sympathetic strike." He said that the



Canadian Congress of Labour was also "taking very active measures to eliminate Communists from the ranks of their organization."

In conclusion, Mr. Bengough said that "the organized workers of Canada are of one mind on the issue of Communism. They want no more of it. The freedoms that we cherish have been used and abused by these wreckers to such degree that we want no more and will have no more of them and their works. Such being the fixed belief based on experience at home, it follows automatically that we welcome the advent of this international organization. I pledge our full support to this International Confederation of Free Trade Unions."

#### **Plea for Unity Among National Bodies.**

—During the debate on the aims of the new confederation, Pat Conroy, Secretary-Treasurer of the Canadian Congress of Labour, appealed to the delegates to close their ranks at home in order to present a united front in international councils. Organized labour in every country should strive for "joint thinking and joint action," he said.

"It seems to us," he continued, "that it is obvious that it is not enough to come here and plead for international unity, if, at the same time, there existed disunity at home." He admitted that there was a measure of disunity in the ranks of Canadian organized labour, and claimed that "if we had a united trade union movement in Canada, its influence in the (international) movement would be much greater than it has been."

Mr. Conroy asserted that "on the North American continent we have not come to the full implication of joint political and economic thinking. Every one of us representing a nation where disunity in the trade union field exists has a moral obligation to workers everywhere to make a maximum contribution to the elimination of obstructions." He felt that the declaration of "aims" was an historic document because it presents the objectives of "free" unions from many countries and unless workers and their organizations were free, they could not have permanent social security.

Mr. Conroy stressed the need for efficient regional organization. Backed by the Confederation, the regional bodies could the better work for the removal of specific inequalities and injustices that were peculiar to their respective areas.

#### **Mr. Green Pledges AFL Support.**

William Green, President of the American Federation of Labour, said that the winning and expansion of the economic rights of the working people of all countries must be the

basic aim of the confederation. Without full economic citizenship and democracy there can be no lasting social security or social justice. Without such healthy and growing economic citizenship there can be no enjoyment of genuine democracy throughout the world, he said.

Mr. Green defined *bona fide* economic democracy from the workers' standpoint as, first of all, the right to organize into unions free from controls, manipulation or domination by governments, political parties or employers—whether the latter be private or State. He emphasized the right of labour to free choice of employment, the right to collective bargaining and an adequate voice in the economic policies and economic life of every nation. He declared that the right to strike was an inalienable right and that social security was an indispensable duty of every democratic society. This implies, he said, the right of labour to share adequately in the benefits of increased productivity. To attain these, free labour throughout the world must meet the challenge and defeat the growing menace of forced labour—"no matter in what country this deadly evil manifests itself".

He asserted that "we want to use our technical knowledge and industrial strength to help the weak become stronger, not to exploit them. We want to help the weak become far more prosperous and completely free as sovereign independent nations, enjoying all democratic rights. . . . That is why we want a strong, militant International Confederation of Free Trade Unions. We are ready to give our all to such a movement."

#### **CIO's Attitude on World Affairs.**

Walter Reuther, Vice-President of the Congress of Industrial Organizations and head of the CIO delegation to the conference, said that the hope of world peace and prosperity depended on a free international labour movement and asserted that workers in the United States were equally opposed to all imperialism "whether it is from the Kremlin or from any other country, or whether it has the dollar sign upon it".

He declared that the Communists were "a phoney left" and that it was the job of free trade unionists to convince their fellow citizens of this. He admitted that the CIO had disagreed with the United States State Department's foreign policy on a number of matters. It must be made very clear, he said, that the CIO will support the State Department only so long as its policies were in keeping with what the CIO regarded as the basic needs of the peoples overseas.

Mr. Reuther viewed the world's problems primarily in terms of distribution. They had learned, he said, "how to produce abundance, but had not geared that knowledge to systems for the fair distribution of abundance".

### Social and Economic Demands

As the reporter for the Preparatory Committee, Mr. Irving Brown, European Representative of the American Federation of Labour, outlined the Committee's stand on social and economic demands, by presenting, what he termed, "a general economic survey".

He enumerated several of the economic problems that are confronting the world at present: (1) reconstruction after the ravages of war; (2) expansion of production to higher levels than in pre-war years; (3) re-opening and expansion of world markets, to achieve a world economic balance; (4) attainment and expansion of high standards of living, as a humanitarian goal as well as an important factor in high production; (5) elimination of unemployment, and economic and social insecurity, while, at the same time, maintaining freedom of labour; (6) overcoming the conscious, deliberate forces of economic disruption in the world.

These issues, Mr. Brown declared, "take form as national, regional or continental tasks," and it was in the light of these regional experiences in meeting them, that the problems may be fully appreciated. He reviewed the current economic situation in three of the main world areas; "Europe," "underdeveloped areas" and "the Americas" from the standpoint of the workers. The maladjustments, political and commercial barriers between eastern and western Europe, forced labour in Soviet dominated areas and severe unemployment in portions of western Europe, the effects of the Marshall Plan for European recovery, were some of the phases of Europe's economic problems sketched by Mr. Brown. He held that "the breaking down of frontiers, removal of customs' barriers and other restrictions to the free flow of men and materials remain as the way out of this dilemma". In any case, labour must stress its determination to eliminate unemployment and attain full employment, "*but only in a system which guarantees free labour*". "We are striving for security, but not economic slavery," he declared.

In contrast with "highly industrialized" Europe, the problems of "underdeveloped areas" of portions of the world, Mr. Brown pointed out, were not so much of repairing and reconstructing as of the creation of industrial organization. Capital investment

and technical assistance were needed to eliminate poverty and misery. "Labour unions," he declared, "must play a role in seeing to it that the expansion of industry in these areas is a human thing and not merely a form of outside domination in the interests of a few."

Mr. Brown stated that "the United States came out of the war with over 50 per cent of the industrial resources of the world. This," he admitted, "posed certain problems as well as responsibilities." He declared that in spite of differences in historical backgrounds, traditions and industrial development, working men throughout the world have common goals in fighting for economic and social security and human rights." He contended that the trade unions must share increasingly with such agencies as UNO, ILO and related bodies in promoting human welfare.

### Introductory Comments on the Constitution

The personnel of the Constitution Committee was selected from representatives of trades unions in Sweden, Grenada, St. Lucia, Chile, India, Japan, The Netherlands, the United States, Germany, Great Britain, Belgium, Canada, Brazil, Austria, and Cuba. The Canadian members were Percy Bengough (TLC) and Pat Conroy (CCL).

The Committee elected Arthur Deakin of Great Britain, Chairman; Isodore Smets, Belgium, Vice-Chairman and J. H. Oldenbroek of the International Trade Secretariat, Adviser.

Mr. Deakin presented the charter for the new Confederation as drafted by the Preparatory Committee. He stated that the broad outlines of aims and purposes had been set out at the conference in Geneva in June and the Committee had tried to fill in those outlines—to define those aims and to present proposals—that would make it possible to achieve them. He emphasized the necessity of restricting membership to *bona fide* trade union bodies. "The company union in its various forms" and the "State stooge" unions were unable freely to determine trade union policy independently of their employers or their Governments as the case might be. Thus, agreement with them, he pointed out, would have to be on their terms, to the disadvantage of the free trade unions.

Similarly, it was essential to exert great care in establishing relationships with other associations outside the trade union movement. "Trade unions," he said, "are bound to have relations with political parties, with



other units in a free society, with Governments. But the trades unions must manage their own affairs." He continued, "they elect their own officers and executive bodies; they make their own rules; they conduct, and are responsible for, their own negotiations. They do not await instructions from employers or political parties. They are not beholden to Governments for the right to operate, or for the prescription of the area within which they may function."

The test of the *bona fide* trade union, therefore, Mr. Deakin asserted, "is on the one hand, freedom from interference by employers, and on the other freedom publicly to criticize the Government of the day, to organize to change the policy of that Government and to change by the known and constitutional processes of democracy the Government itself, without fear of individual reprisals." He referred briefly to other phases of the draft constitution, among them, the problems of poverty; countries in which industrial development had been retarded; conditions in non-self-governing countries; the abolition of forced labour; the menace of Communism; the maintenance of full employment; repairing the ravages of war; the establishment of regional agreements: financial obligations to be met by affiliated bodies; administrative machinery and its function in the new body; and the relationships with international secretariats.

## The Constitution

**Preamble.**—The preamble proclaims the right to social justice; to work and to choice of employment; to security of that employment and of the workers' persons; the right of all peoples to full national freedom and self-government and to the progressive realization of this where it was not enjoyed; to democratic means of changing governments; to champion the cause of democracy and to combat direct and indirect totalitarian aggression.

**Aims.**—Among the aims of the organization are: "to establish a powerful and effective international organization composed of free and democratic trade unions, independent of any external domination and pledged to the task of promoting the interests of working people throughout the world and of enhancing the dignity of labour;" to protect, maintain and expand the system of free labour and to eliminate forced labour everywhere.

**Membership.**—All *bona fide* trade union centres accepting the aims and constitution of the International Confederation of Free

Trade Unions shall be eligible for membership. The autonomy of affiliated organizations is guaranteed.

An organization shall have the right to withdraw from the Confederation subject to giving three months' notice, but must not be in arrears financially at the time the notice is submitted. The Executive Board shall have the right to expel a member organization after charges have been preferred for action deemed to be in contravention of the constitution, or against the interests of world labour. Provision shall be made for a hearing on charges before a decision is rendered.

Individual *bona fide* trade union organizations, which accept the aims and constitution of the Confederation may be admitted into affiliation, provided that the Executive Board, following consultation and agreement with the affiliated national centre, or national centres of the country concerned, is satisfied that such affiliation is desirable.

**World Labour Congress.\***—In the interpretation of the constitution and in the determination of the policy and program of the Confederation, the supreme authority shall be the World Labour Congress. Representation at that "Congress" shall be of affiliated national centres and individual trade unions on the following basis:—

Up to 100,000 members—one delegate.

Between 100,000 and 250,000 members—two delegates.

Between 250,000 and 500,000 members—four delegates.

Between 500,000 and 2,000,000 members—six delegates.

Between 2,000,000 and 5,000,000 members—eight delegates.

Over 5,000,000 members—ten delegates.

Representatives of other international trade union organizations shall attend the World Labour Congress subject to such arrangements as the Congress General Council, or Executive Board may authorize. All delegates shall have the right to speak at Congress meetings with respect to matters on the agenda of the Congress. Delegates of affiliated national centres and individual trade unions shall have the right to vote.

The Congress shall be convened every two years. It shall consider and decide upon the nomination and election of the General Council, Executive Board and other bodies as shall be required to conduct or supervise the business of the Confederation; receive financial reports and budgetary proposals.

\* The biennial meetings of the Confederation. Alternative titles are under consideration.



**General Council.**—The General Council shall be comprised of representatives of each affiliated organization. They shall be elected by the World Labour Congress, the basis of representation being:—

Up to 1,000,000 members—one member.

Between 1,000,000 and 3,000,000 members—two members.

Between 3,000,000 and 5,000,000 members—three members.

Over 5,000,000 members—four members.

Nominations for the General Council shall be submitted by affiliated trade union organizations concerned, which shall be entitled to appoint a deputy to replace a member unable to attend a meeting.

The General Council shall meet in the years between two World Congresses. It shall receive reports of the Executive Board and the statement of accounts for the preceding year; approve the budget for the year following; consider (in the light of the report of the Executive Board, action that may be necessary to give effect to decisions of Congress; and by election, fill any vacancies in the Executive Board and offices of the Confederation.

**Executive Board.**—There shall be elected by Congress an Executive Board of 18 members nominated by the respective areas as follows: Africa, one; Asia and Middle East, three; Australia and New Zealand, one; Europe, three; Great Britain, two; Latin America, two; North America, four; West Indies, one. In addition, the General Secretary shall be an ex-officio member of the Board. In the event of a member being unable to attend a meeting of the Executive, he shall invite one of the substitutes elected for his area to attend in his place.

The Executive Board shall meet not less often than twice a year. It shall be responsible for directing the activities of the Confederation and giving effect to the decisions and recommendations of the General Council and Congress. It shall also have the authority to act on behalf of the Confederation, its decisions being subject to ratification by the next following meeting of the General Council or Congress. In addition, it shall prepare draft agenda for each Congress and each meeting of the General Council and shall transmit them to each affiliated organization at least four months in advance of the respective meetings.

The agenda for the Executive Board meetings shall be prepared by the General Secretary and circulated, with appropriate documents, to reach members of the Board not less than two weeks in advance of the meetings.

The Executive Board shall fix the dates and places of the meetings of the Congress and General Council of the Confederation from proposals made by the National Centres.

Immediately following its election by the Congress, the Executive Board shall elect from amongst its members a Chairman, who shall officiate as President of the organization at all meetings of the Executive Board, the General Council and the Congress. It shall also elect five of its members as Vice-Chairmen.

The General Secretary shall be elected by the Congress from nominations received from affiliated organizations.

**Regional Machinery.**—With a view to giving special attention to problems affecting workers in single areas or regions, and in order to seek to further the aims and objects of the Confederation, regional machinery shall be established for such continents or areas as may be determined by the Congress or General Council.

Affiliation fees shall be on the following scale:—

Up to 5,000,000 members—three pounds sterling per annum per one thousand members or part thereof. For additional members over 5,000,000—two pounds sterling per thousand members or part thereof.

### **Memorandum on Regional Machinery**

The affiliated bodies represented at the London conference recognized that the establishment of regional machinery would be essential to the satisfactory administration of the Confederation. This problem was fully canvassed by the constitution committee which prepared a special memorandum on the subject for consideration by the conference.

In it, the Committee stated that "there should be no fears that it (the Confederation) will seek to create a central organization trying to dominate its affiliated organizations. . . . In fact it will be the duty of the Confederation to develop its machinery so as to secure a decentralization of activity on matters which regional machinery can undertake and which are not the prime and constitutional prerogatives of the central organization."

The memorandum reviewed at length some of the complexities involved in setting up regional machinery. In the first place, it was pointed out that in various areas of the world national trade union centres have already established their own consultative machinery to discuss questions of mutual interest and to determine common policies. However, the scope of

these relationships vary considerably. In some cases they include sub-continent, in others three or four countries only. There are too, wide areas with no trade union groupings.

In its attempts to work out some general regulations under which regional machinery might operate the committee decided that circumstances differed so widely from region to region, as to make it impractical for the time being, "to commit the Confederation to the precise form which its regional organization should take".

The Constitution Committee, therefore, recommended that "in order to secure the necessary flexibility in the early stages of regional operation", Congress should charge the Executive Board to:—

- (a) proceed with all speed to assist those national centres in greatest need of help by arranging personal contact . . . for the purpose of building up free trade union organization.
- (b) establish contact with those regional trade union groupings already functioning. . . .
- (c) ascertain the views of all affiliated national centres on the area to be included in a region . . . on the form of machinery. . . .
- (d) take preliminary steps necessary to institute provisional regional machinery in certain areas . . . as an integral part of the Confederation.

It was suggested that the Executive Board should be charged also with the task of examining the information and experience so gained with a view to formulating draft regulations for a world-wide system of regional machinery to be presented to the General Council or the Congress for consideration as soon as possible.

The discussion on the constitution indicated that the new Confederation will strive to obtain a wide measure of agreement in reaching conclusions, rather than relying on simple majority votes. Provision was made for ordinary and card votes, depending upon requirements or necessity. Motions for the admission, suspension or expulsion of an organization must secure a two-thirds majority.

A resolution was unanimously adopted opposing the participation of Franco Spain in either the Marshall program for European recovery, or the Atlantic Pact. All trade union centres were urged to support the efforts of the anti-totalitarian

forces in Spain and to refuse assistance of any kind to the Franco regime, until full trade union rights have been restored to Spanish workers.

The 18 member Executive Board includes Percy Bengough, President of the Trades and Labour Congress of Canada; Pat Conroy, Secretary-Treasurer, Canadian Congress of Labour; William Green, President of the American Federation of Labour; and Philip Murray, President of the Congress of Industrial Organizations.

## Manifesto of ICFTU

The Conference issued a manifesto urging the "workers of all countries, races, creeds—workers in factory, field and office, and all other groups" to unite with the ICFTU:—

(1) "to achieve a world in which men can be both free and secure and in which peoples of all nations may live in peace with each other."

(2) to gain a world "in which people are free from the tyranny of Communist-Fascist, Falangist and any other form of totalitarianism, as well as from the domination and exploitation of concentrated economic power in the hands of cartels and monopolies."

(3) to support with all their strength "the efforts of the peoples suffering under police-state rule . . . to free themselves from totalitarian oppression."

The manifesto declared that human dignity depended upon: (1) freedom of thought and speech and assembly; (2) freedom to organize in trade unions, to bargain collectively with employers—with the right to strike when necessary; (3) freedom of all peoples (including those in colonial or semi-dependent status) to determine or change their political, economic, or social institutions by democratic means.

It asserted that "economic and political democracy were inseparable" and demanded "full participation of worker organizations in economic decisions affecting planning production and distribution."

It maintained that when "vested economic interests block the road to human progress, private planning for profit must yield to public planning for people."

It held that "a movement of free and democratic peoples—united in a common effort to achieve economic security, social justice and political freedom—is the only basis on which lasting peace can be established."



# International Study of EQUAL PAY FOR WORK OF EQUAL VALUE

*Equal remuneration for men and women workers for work of equal value is one of the questions to be considered at the 33rd Session of the International Labour Conference which will meet in Geneva next June. The Conference will seek to determine whether international regulations on this subject are appropriate and if so what they should be. In preparation for the discussion, the International Labour Office has issued a preliminary report<sup>1</sup> setting out the law and practice in the different countries and developing questions which member nations are requested to answer as a basis for discussion at the Conference.*

The ILO Report on equal pay for work of equal value undertakes to outline the problem and to develop certain basic questions out of a study of existing data. These questions are: what exactly is meant by the terms used; what action may be contemplated in the fields where governments may determine, control or influence conditions of remuneration; what complementary measures would help to solve some of the problems of women workers in the employment market and thus indirectly raise the relative level of their remuneration.

The Constitution of the International Labour Organization as originally adopted in 1919 proclaimed the "special and urgent importance" of "the principle that men and women should receive equal remuneration for work of equal value". The principle was repeated in the amended constitution of 1948. So far it has not been embodied in a convention binding upon the member states, but it has been reiterated in various recommendations, as in 1944 in the Employment (Transition from War to Peace) Recommendation. This Recommendation urged that "in order to place women on a basis of equality with men in the employment market . . . steps should be taken to encourage the establishment of wage rates on the basis of job content, without regard to sex". The Preamble to the United Nations Charter reaffirmed "faith . . . in the equal rights of men and women", and the Universal Declaration of Human Rights adopted by the United Nations General Assembly on December 10, 1948 formally states that "every one, without any discrimination, has the right to equal pay for equal work". It is clear that the principle has gained general acceptance but differentials between men's and women's wage

rates still prevail. The extent of the differential is often unwarranted by the respective efficiency and capacity of the two groups of workers, but arises from historical developments and traditional attitudes towards women's work.

Women represent an integral and substantial part of the labour force. In France they represent about one-third of the gainfully employed. Statistics back to 1866 in France show that there has been little change in the proportion of women employed although there is considerable change in the range of occupations in which they work. In the United Kingdom, 5,627,000 women were in civil employment in June, 1948 as compared to 4,837,000 in June, 1939. In the United States there has also been an increase in the employment of women in the past ten years, so that in January, 1949 women accounted for 28.2 per cent of the total civilian labour force. In the USSR in November, 1939 women composed 43.4 per cent of all wage-earners.\* These facts indicate the large group of people directly concerned. Primarily there was support for equal pay so as to support men's wages and prevent their being levelled down by the employment of women at lower rates. The Report points out that non-discrimination between men and women workers should be achieved not only as a measure of social justice but to promote rational utilization of the available labour supply in the interests of production.

A considerable body of national laws and regulations and of decisions of wage-fixing

<sup>1</sup> Equal Remuneration for Men and Women Workers for Work of Equal Value. International Labour Office, Geneva.

\* In Canada there were estimated to be 1,160,000 women in the total estimated labour force of 5,253,000 on August 20, 1949. D.B.S. Labour Force Bulletin No. 12.





**"Lumberjills" in the forest of Queen Charlotte Island off the coast of B.C. work alongside professional lumbermen.**

**Volume controls of mantle model radios are examined by men and women inspectors.**

*During the war years women were successful in many occupations previously barred to members of their sex; on the principle that they should receive the same pay as men for work of equal value women are increasingly accepted.*



bodies shows that some experience has already been gained in an effort to apply the principle of equal pay for equal work. Some countries, including France, Italy, Mexico, Brazil, have embodied it in their constitutions along with other basic principles of social policy. Some legislation such as the Equal Pay Law of 1944 in New York State attempts to set out and enforce specific requirements. Workers' organizations generally favour it; employers' organizations do not seem generally to challenge the principle but some employers' groups maintain that differential rates are justified on the ground that the over-all value of work done by women is less for employers than of work done by men, in view of the special costs to the employer resulting from particular factors in the employment of women. The Report concludes, after reviewing the prevailing situation, that the time is ripe for the Conference to consider international regulations.

The first question which member nations are asked to answer is, assuming that they favour international regulations on this subject, whether the regulations should take the form of a Recommendation presenting

comprehensive practical suggestions, or a Convention with certain strict obligations upon Member States, accompanied by a Recommendation covering points on which strict obligations are not considered feasible. The question has been placed on the Conference agenda for "first discussion" under the ILO "double discussion procedure;" which means that final decisions will not be taken until "second discussion" at the 1951 Conference.

### Definition

The second important question for discussion will be what is meant by "equal remuneration for men and women workers for work of equal value". Studies of attempts to deal with actual conditions in implementing the principle lead to three general conclusions. First, remuneration should be interpreted as including not only the wages or wage rates but also the various bonus or other allowances and seniority systems which are a part of the remuneration. Second, by implication, remuneration should be proportionate to the value of the work. Differentials in wages would con-

## International Labour Conference to Consider Adopting Convention on Equal Pay.....

In considering whether to adopt a Convention on the subject of equal pay for work of equal value, the International Labour Conference will study various methods by which governments might make the principle effective, such as the following—

Application of the equal pay principle to all government employees, or workers in state-controlled enterprises;

Application of the principle in regard to work executed under the terms of public contracts;

Equalization of statutory minimum wage standards for men and women workers;

Legislation to apply the principle to industry generally;

Encouragement of voluntary application of the principle through collective bargaining;

Encouragement of the establishment of job evaluation standards so as to facilitate application of the equal pay principle.

The Conference will also seek to evolve a precise definition of the equal pay principle, giving due emphasis to the need for specifying that the principle applies only where work of equal value is performed. The objective is that rates of pay should be based on job content and not on the sex of the workers.

form to the principle if they were based on an evaluation of the work including any discrepancy, if such appears, between the value of the work of women and that of men. Third, occupations should not be compared which are different in character. It would be irrelevant to raise the question of the relative value of the work of a woman weaver and a man solderer since various economic, social or historical conditions determine wage rates in different occupations. Comparison should be made only where remuneration is established by the same procedure.

The different interpretations that have developed of what constitutes "equal remuneration for work of equal value" fall broadly into three classes: (1) remuneration based upon the relative job performance of men and women on the same or similar jobs; (2) remuneration based on the value defined with reference to cost of production or over-all value to the employer; and (3) wage rates based on job content without regard to sex.

The first interpretation has developed where men and women are employed indifferently on the same kind of work and the value of the work is based on an appraisal of the job performance of women as compared to men. The situation during the war, when it was necessary to recruit women workers to replace men who had been drafted into the armed forces, provided the most typical cases of this kind. In Australia the Women's Employment Board had the responsibility of assessing the rates of pay of certain groups of women by comparing the efficiency of women in the performance of the work with the efficiency of men. The rates of pay were required to lie between 60 and 100 per cent of the rates paid to men on "substantially similar" work. In a variety of metal trades and engineering jobs a differential of 10 per cent was established between men's and women's wage rates. Among the reasons given for the lesser productivity of women were lesser physical strength, the statutory limitations on weight lifting, making it necessary either to increase the number of women employed or to engage a man to assist a group of women, and the higher absenteeism among women workers.

In Canada, the National War Labour Board dealt with the matter in a somewhat different way. Women workers were considered together with youths and less experienced or less capable men who had to be engaged to perform work done before the war by experienced men. The Board was prepared to deal with applications made by employers for the establishment of new and

lower paid classifications within an occupation for which classifications had already been made. Two principles were established: each application was considered on its merits without wholesale consideration of the relative value of women's performance in general; and the skill and ability required for the new job were assessed in relation to the skill and ability required for the existing classification.

The important notion introduced thus by the Canadian War Labour Board was that, while the rates were in all cases based on an evaluation of the work done by women as compared to man's performance, they called also for an evaluation of the relative skill and ability required in connection with a new and lower paid classification.

The second interpretation is where value of work is defined with reference to the cost of production or over-all value to the employer. "Over-all value to the employer" attempts to distinguish between the value of the service rendered in relation to a given unit of work, and the over-all value of the employee's services over the whole period during which he or she remains in employment. In considering costs of production, special costs of production entailed in the use of women's as compared to men's labour may be specific factors immediately related to particular jobs, or general permanent factors claimed to affect both cost of production on a unit of work and the over-all costs. The Report recounts the experience of the National War Labour Board in the United States. The Board was prepared to consider claims that additional labour costs were incurred where additional supervision or service was required, but differentials were only permitted where it could be established that there were ascertainable and specific added costs to the company resulting from the use of women.

The general factors are those which are deemed to increase costs of production and to involve special overhead costs, thus reducing in the long run the over-all value of women's work even when their efficiency and output is equal to that of men on a unit of work. Experience relating to these factors is considered in detail in the Report. The first of these is physical strength. The Report holds that the lesser physical strength of women tends obviously to exclude them from heavy industries and work involving strenuous muscular effort. This consideration therefore affects the utilization of the labour force rather than the remuneration of women. In any case, experience has shown also that it is not easy to reach agreement as to the relative value of the strength factor. It has been contended that such qualities as dexterity,



speed and precision should be rated as highly as sheer physical strength.

It is sometimes held that statutory restriction upon employment of women is another factor increasing labour costs where women are employed. Overtime is sometimes limited by statute, and in practice weekly or daily hours of work of women are less than those of men. Women may not be available to work beyond normal hours in time of pressure, and for this reason their value to the employer has been considered to be reduced. There may also be night work restrictions. However the Report indicates that it has been considered a fair wage practice to pay a premium rate for night work and overtime, and that it does not therefore seem appropriate that women should receive lower rates for work during normal working hours.

Another general factor claimed to reduce the value of women's work is the higher rate of absenteeism, but it is difficult to evaluate the effect of this upon costs of production because of a continually changing situation. Social schemes to relieve the burden of the housewife who is employed are increasing. The cost of these is more and more being borne by the state.

Another general factor claimed to affect costs of production is the need to provide special welfare amenities in the plant for women workers. The British Employers' Confederation, in their written evidence before the Royal Commission on Equal Pay (L.G., 1946, pp. 1717-1721), stated "that the provision of additional welfare arrangements in the case of women involved additional costs which did not arise in the case of men and therefore reduced the net value to the employer of the women's work". The Royal Commission, however, concluded that it did not "feel able to attach great quantitative importance to this point especially in view of the growing tendency to assimilate the standards of welfare arrangements provided for the two sexes."

The other characteristic of women workers considered as affecting the over-all value of their work to the employer arises from "lesser vocational training or experience, whether due to higher incidence of turnover among women workers, to shorter industrial life or to a narrowly specialized training." The Report maintains that "satisfactory means of assessing the cost of such differences have not been found. It is more practical to determine the value of the skill and experience required for a particular job, as proposed by the third definition of equal remuneration for work of equal value.

This third interpretation, that remuneration should be the rate for the job and not for the individual who does it, and that the rate should take into account the skill and qualifications required, is the one that the Report advances as sound. It involves job analysis and classification which practically amounts to setting up minimum standards which a worker must meet in performing his job. Trade unions generally favour it, as do some employers' groups, including the National Association of Manufacturers in the United States, and there are a substantial number of cases in which collective agreements have been negotiated including a special clause providing for the classification of jobs regardless of sex. It has been followed also to a large extent by wage fixing boards. Accordingly the questionnaire asks member states to consider whether the term "equal remuneration for men and women workers for work of equal value" should be defined as signifying that wage rates should be established on the basis of job content without discrimination based on sex.

### **Opportunities for Government Action In Applying the Principle**

The Report points out that the government of each member country is in a position to influence directly the implementation of equal pay for men and women. Collective bargaining also has an important role to play in establishing this principle.

The Report examines the areas where governments have the opportunity of taking direct action and suggests methods by which such action could be carried out. The four areas are: (1) the civil service, including to a large extent the teaching profession; (2) industries and services where wage rates are fixed under public authority; (3) industries and undertakings operated under public ownership or control; and (4) work executed under the terms of public contract.

The first field, the civil service, is a sphere in which governments may exercise direct control and take direct action to implement the principle, since civil servants are paid out of public funds. Moreover, the various occupations in the civil service seem to lend themselves to classification according to the skill required for the job rather than classification by sex. An examination of civil services in various countries shows that "substantial progress" has been made in this respect. For instance, the principle of "the rate for the job" has been formally accepted and applied in the international civil service (e.g., in the Secretariat of the United Nations and the International Labour Office). Further, a substantial number of

countries, including Canada, have adopted salary policies which make no distinction as to sex; a single scale of salaries has been established whereby men and women in the same grade are paid at the same rate. However, the Report points out that although the principle of single salary scales is applied in the civil services of a large number of countries, the principle of equal remuneration for work of equal value is not so generally applied and the relative level of women's remuneration is affected. For instance, there are cases of inequalities in treatment which take the form of fewer promotion opportunities, exclusion from certain grades, posts or branches of the service, unequal pension rights, and various penalizations because of marriage. The article states that in Canada certain civil posts are not open to women.\* In many countries, women have no access to posts in police or military forces, in the diplomatic service, in legal or financial government departments. Married women are barred from permanent posts in some countries including Canada, The Netherlands and New Zealand. In the central government services of the United Kingdom, sex differentiation in pay is the rule. In commenting on the report of the Royal Commission on Equal Pay, 1944-46, the Chancellor of the Exchequer stated that the government accepted the broad principle but that because of the inflationary effects which would result, it could not be applied immediately.

The teaching profession may be considered with the civil service as a field for direct government action in implementing the principle, since education has been coming more and more under state responsibility and control. A large number of countries have accepted the principle of equal remuneration for men and women teachers, particularly in state schools. However, in some of the Canadian provinces, as well as in the United Kingdom, Australia and other countries, differentials in the salary rates between men and women teachers exist.† The marriage bar still holds in some countries (e.g., in Australia and The

\* But in fact the policy of the federal Civil Service Commission is to provide equal opportunity for men and women workers, both in entrance examinations and promotions, for all positions except those in which it is considered that physical conditions would not be suitable for a female employee. The Civil Service Regulations state: "Unless the requirements of the position demand otherwise, applicants of both sexes may be admitted to any examination."

† Legislation in each of the Canadian Provinces sets a minimum rate for teachers' salaries—the same for women as for men. However, rate of salaries above the minimum is determined to a large extent by local authorities.

Netherlands). In Canada, some local school boards prefer not to engage married women teachers if their husbands are able to support them. However, the Report concludes that there seems to be a definite tendency towards the lifting of the marriage bar. In recent years, Austria, New Zealand and the United Kingdom have abolished it.

The second area where governments may give an influential lead in applying the equal pay principle is where wage rates are determined under public authority, such as by a minimum wage board. Wage rates thus determined are usually minimum wage rates except in the case of collective agreements which are extended by statute to cover specified industries and trades. To a large extent, the whole wage structure in a number of countries is based on their minimum wage rates since other wage rates are set in relation to the minima. It is pointed out that where minimum wage rates are fixed at the same rate for both men and women it tends to promote the principle of "the rate for the job". The Report then examines the history of minimum wage regulations in certain Canadian provinces. Here the minimum wage rates were applied first only to women workers in specified occupations. Later they were extended to include men when it was found that the provisions were being evaded by the employment of men to replace women at lower wages than could legally be paid to women. Finally, the rates were made applicable in some provinces to all industry and commerce. However, there are still some instances of minimum wage rates which differ for men and women in the same occupation. "Public authorities", states the Report, "are becoming increasingly aware of the depressing effect of women's relatively cheap labour on wages in general and the consequent unfair competition that prevails among workers of both sexes".

In respect to the third field for government intervention, namely, in industries and undertakings under public control or ownership, the Report recognizes the increase in wage costs which may result from equating women's wages with those of men. These costs may have to be met entirely, or to a large extent, out of public funds since many industries under public control have to sell their products in national and foreign markets in competition with other industries who may not apply the equal pay principle. In the United Kingdom, the Royal Commission on Equal Pay was against the introduction of equal pay for women in public industries until it had been recognized and applied by private employers. However, the Report states that in countries where industry has been largely national-



ized, it has not been found that an undue financial burden results from the application of the principle.

The fourth area for government action, is in work executed under public contract. The Report finds that in regulations governing conditions of work under public contracts there are few specific provisions regarding the observance of the equal remuneration principle although in a number of countries, general statutory or conventional provisions might cover it in a general way. One of the few cases where public contract laws provide specifically for the principle of equal pay, particularly in regard to minimum wages is the Public Contracts (Walsh-Healey Act) in the United States. In some cases, the standard for work under public contract is tied to the terms of collective agreements or arbitration awards, or is based on the "prevailing" standards, or is set by reference to the general existing labour standards. This tends to limit the intervention of public authorities.

The Report then discusses the cost to a country of applying the equal remuneration principle. In France, it was estimated in 1945, that to bring women's wage rates up to men's would mean an increase of at least 4 per cent in the payrolls. From the few other figures that are available, the Report concludes that equalization schemes would mean a sizeable financial item in any country's budget. For this reason and also since some countries are in a difficult financial position, it is considered that a gradual application of the principle would be expedient.

Steps are suggested as to how to begin equalizing wages. First, statutory legislation might be passed to limit the existing differential (as in Australia). Secondly, where a system of increases is provided under statutory regulations, the same increases might be granted to women as are to men in the same occupational grades (as was done in France). Thirdly, where women are hired at lower rates than men, periodic increases might be granted to women workers until their rates reach the full male rates. This latter method was used during the war, and also in private firms where job evaluation showed that certain employees were underpaid.

In addition to the workers in the four areas where governments may take some direct action, there remain in any country other workers who would be unaffected by such action. The Report suggests two methods by which the application of the principle of equal pay would cover these other workers; the two methods are legal enactment and collective bargaining. In a number of countries, legal enactments have

sought to establish equal men's and women's wage rates and to provide means of enforcement. Such legal provisions may be included in general labour laws (as in the Australia Industrial Conciliation and Arbitration Act) or may be specific laws or regulations on the very point of equal pay for equal work (as in nine States in the United States) (L.G., 1944, p. 938). The scope of the laws is usually extensive, excluding in many cases, however, agriculture and/or domestic service. Devices for enforcing the law include labour inspection, claims of competent authorities, a system of individual work books and provision for penalties.

In respect to collective bargaining there are collective agreements in many countries in which the principle of equal pay has been recognized and implemented. It is suggested that, although public authorities abstain from intervening in the collective bargaining discussions for equal pay, they may promote the recognition of the principle and encourage its voluntary application. The influence of collective bargaining in this regard is illustrated by findings in the State of New York in December 1943. Of the 143 plants which were visited, 98 had union agreements covering occupations in which women had replaced men; 73 of these contracts provided for equal pay for equal work or for specified job rates without mention of the sex of the worker; equal entrance rates were paid to men and women for comparable work in two-thirds of the plants having union agreements and in less than one-half of the plants with no union agreement.

The Report then deals with the necessity of precise job evaluation standards, and the role of public authorities in this connection. In order to apply the principle of equal remuneration for work of equal value, it is essential to have a standard by which to measure each job's value. In analyzing job content, various techniques are used; usually definite elements in the job such as physical effort, judgment, responsibility, working conditions, manipulative skill, etc. are set out and rated. The total of the rating points represents the value of the job. Wage scales can thus be set in accordance with the classification of the job.

Definite criteria for job evaluating were developed in the equal pay laws, both general and specific, and also in the practices which have grown up in connection with vocational training, placement, redistribution of manpower, etc. The latter development has taken place as a result of social and economic and technological changes, rather than from a conscious effort to implement the equal pay principle. In



the United States, a survey showed that while in 1939 only 13.3 per cent of the companies covered were using job evaluation, by 1946, 57 per cent were using it.

The role of the public authorities in this matter of job evaluation may be considerable. They may use job evaluation in the rating system for remuneration of their own employees. They may set up advisory bodies specializing in job analysis techniques. Further, public agencies can develop a system of job classification for the purposes of vocational training and apprenticeship, distribution of manpower or migration of labour.

The final proposal which the Report makes to member states in regard to the implementing of the equal pay principle is for close co-operation between the public authorities on one hand and the employers' and workers' organizations on the other. This co-operation should, the Report suggests, be effected not only in the four areas where the public authorities can take direct action, but also in other general situations as a means of lessening the traditional resistance to the equal pay principle. The most noticeable progress in implementing the principle has been made in countries where there is tripartite and bipartite co-operation. In the State of New York, a tripartite committee was set up to assist the Industrial Commissioner in preparing the plan for the administration of the Equal Pay Law. This committee dealt with such questions as types of occupations for classifications, programs of education and methods of enforcing the provisions.

Following this discussion of the responsibility of public authorities, the Report asks the member states to consider whether international regulations should include the following points: (1) that governments should take the appropriate action to ensure application of the principle in the four areas where public authorities can intervene; (2) that governments should undertake to apply the principle elsewhere by legal enactment or by collective agreement; (3) that governments should take action to establish objective standards of job evaluation; (4) that governments should maintain a close co-operation with workers' and employers' organizations in all efforts to apply the principle.

## Complementary Social Measures

Experience has shown that social measures forming part of the general program of improvement of social conditions may tend to reduce difficulties which frequently confront women workers, the Report points out. Such measures as vocational training, guidance and placement, maternity protection, welfare facilities for working people, and child care facilities, could both increase the vocational capacity of women workers and reduce the handicaps that maternity and home-making constitute for the working woman. With this in mind, member states are asked to consider whether the regulations should require that each member take all necessary and appropriate measures to raise the productive efficiency and capacity of women workers and to limit the effects of the factors accounting for the relatively low level of the remuneration of women workers.

Vocational training is held to be of special importance. Training opportunities for women have tended to be limited to those which prepare for occupations which are traditionally women's. Under the stress of labour shortages during the war, barriers to women's employment were lowered, training was made available, and it was established that a wide range of skilled and semi-skilled occupations were suitable to women. Accordingly, member states are asked to consider whether workers of both sexes should have equal access to vocational training facilities, and should be encouraged to use such facilities as are "appropriate to the aptitudes, capacities and interests of the individual and the needs of the economy".

The need for thorough objective study of the situation in regard to remuneration of women is being recognized in a number of countries. One illustration is the appointment of the Royal Commission on Equal Pay in the United Kingdom, and the Commission's report. The last question therefore raises the advisability of member states undertaking such investigations as may be desirable "with a view to the application of the principle of equal remuneration for men and women workers for work of equal value, and publishing the results, so as to promote public understanding of the equity and usefulness of the principle."

# TYPES OF PENSION AND RETIREMENT PLANS IN CANADIAN INDUSTRY

*To provide information on the cost and adequacy of employee pension and retirement plans in Canadian industry, the Dominion Bureau of Statistics made a study of plans in operation in 29 companies. The Bureau's findings are published in a reference paper, of which the following is a summary.*

"There is little information available on the cost and the adequacy of protection provided by employees' pension plans in Canadian industries," the Dominion Bureau of Statistics states in its reference paper, *Employees' Pension and Retirement Plans*. A survey of industrial pension and welfare plans was carried out by the Bureau at the end of 1947, but was concerned mainly with the extent of coverage and certain other characteristics, and did not include data on amount of contributions and benefits (L.G., June, 1949, pp. 694-700). With a view to providing such information, the Bureau has made a supplementary study of existing plans.

The information presented in the reference paper was compiled from 29 booklets prepared by companies for the use of their employees, which were attached to completed questionnaires submitted in connection with the 1947 survey. The Bureau explains that it is not possible to determine how many firms and employees are actually covered, as no request had been made for such material and, also, not all firms have information in printed form available. However, because of a certain amount of uniformity in some of the features, it is felt that the information is of interest.

Ten of the plans studied were found to be non-contributory, i.e. plans where the employees do not contribute to the cost, and one contributory for salaried employees and non-contributory for hourly-paid employees. Several firms have contributory annuity plans supplemented by company-financed pensions. In one case an annuity plan is financed by employees only, but supplemented by company-paid pensions.

Only in some instances does the fact of a plan being contributory make for higher benefits than the usual formula described below.

In most cases the company bears the entire cost of contributions for past service. Only in one case is the cost for past service borne entirely by the employees.

The amount of employers' contributions is generally not stated; by some it is given

as "not less" than a certain percentage (ranging from 1 to 5). In one case employees' and employers' contributions are equal. The amount of employees' contributions is usually a fixed percentage of earnings (3 to 7); in one case it varies also with the age at joining the plan, younger employees paying a lower percentage. In all cases the employees' contributions are deducted from the wages.

The most frequent formula for the calculation of benefits is one per cent (in some cases up to 1½ per cent) of the average annual earnings, based on the last ten or the highest paid ten years of service, for each year of service. In some plans the percentage for years of past service is slightly lower than for years of future service. Under one plan benefits are 13 per cent lower for women in view of their higher life expectancy. One company reports benefits as a fixed amount, instead of a percentage of earnings, for each year of service; another sets an annual benefit of 1/60 of the total earnings since joining the plan, and under one contributory plan the annual pension is 45 per cent of the employee's total contributions.

In some cases a minimum benefit is guaranteed, mostly an amount of from \$240 to \$360 a year, but under one plan it increases according to length of service. A few non-contributory plans also set an upper limit ranging from \$900 to \$2,500 a year, or a certain percentage of earnings.

Where a pension plan is administered by the Annuities Branch of the Government of Canada, benefits are in accordance with the schedules. As annuities are limited to \$1,200 a year, they are in some cases supplemented by another pension plan.

One contributory plan provides that pensions from other sources may be deducted, but generally it is provided under company-paid plans that other income is not deductible except if derived from a competitive business.

One non-contributory plan provides slightly reduced benefits for married males in order to cover also survivors.



In cases where the employee leaves the employment before qualifying for pension the usual provision is that he is entitled to the benefits resulting from his own contributions. Under one plan an employee gets the benefits also from a certain percentage of the employer's contribution after at least five years' service.

The normal retirement age is generally fixed at 65 years but many plans provide for a lower age—55 or 60 years—for female employees. One plan extends the maximum up to five years for male employees who join the plan at a higher age.

Another plan sets the normal retirement age at 70 for male employees and 60 for female, but voluntary retirement is possible at 65 at lower benefits. Under this plan benefits are based on 1½ per cent of average earnings for each year of service. Under the remaining plans provision is made for earlier or later retirement in certain circumstances.

Several plans, among them most of the non-contributory plans, require a certain length of service, ranging from 15 to 25 years, to establish eligibility for benefit. After 30 years' service, age requirements are sometimes reduced. Some plans provide for

pensions regardless of age in cases of disability after 15 years of service.

Eligibility for participation in the plan in many cases is conditional upon a stated length of service, varying from three months to five years. In one case the period is three years for male employees and five years for female. Age appears also as a determining factor in some plans, the upper limit being the retirement age or other ages ranging from 40 to 65 years. In some cases this limit is 5 to 10 years lower for females. Where a minimum age is required, it is between 20 to 34½ years; in some instances it is 4 to 5 years higher for females.

Under some plans part-time and temporary employees, or those paid on a commission basis only, are excluded from participation.

Under all contributory plans participation is voluntary for employees on the staff at the time the plan is instituted. Under some plans participation is compulsory for new employees; one is compulsory for new male employees only.

The plans are administered by commercial companies or a trust fund, and by the Annuities Branch of the Federal Department of Labour.

---

## FARM LABOUR OFFICIALS CONFER IN OTTAWA

*The Conference made a studied appraisal of the farm labour program carried out during 1949 under the Dominion-Provincial Farm Labour Agreements. It was the consensus of the opinions of the delegates that the agreements should be continued and preliminary plans were laid for conducting activities in 1950.*

The Seventh Annual Dominion-Provincial Farm Labour Conference was held in the Board Room of the Department of Labour, Ottawa, December 15 and 16, 1949. Mr. W. W. Dawson, Supervisor, Immigration and Farm Labour Branch of the Dominion Department of Labour presided.

The following farm labour officials and observers attended the Conference:—

**Provincial Directors of Farm Labour:**  
S. C. Wright, Prince Edward Island; S. E. Lewis, Nova Scotia; E. M. Taylor, New Brunswick; Alex. J. Rioux, Quebec; R. S. Duncan, Ontario; H. R. Richardson, Manitoba; L. J. Hutchison (proxy for E. E. Brocklebank), Saskatchewan; F. H. Newcombe, Alberta; W. MacGillivray, British Columbia.

**National Employment Service Officials:**

C. A. L. Murchison, Commissioner, Unemployment Insurance Commission, Ottawa; W. K. Rutherford, Director of Employment Service, UIC, Ottawa; A. L. Tosland, Veterans Placement Division, UIC, Ottawa; J. V. Argyle, Supervisor, General Placements Division, UIC, Ottawa; M. C. Crosbie, General Placements Division, UIC, Ottawa; and the following Regional officials, D. W. Hay, Maritimes; Armand Theriault, Quebec; W. Davison, Ontario; J. F. Kristjansson, Prairies; F. C. Hitchcock, Saskatchewan; H. E. Cave, Alberta; W. Horrobin, British Columbia.

**Federal Department of Labour Officials:**

A. MacNamara, Deputy Minister; R. Ranger, Assistant to Deputy Minister.



*Immigration and Farm Placements Branch*; W. W. Dawson (Supervisor), A. D. MacDonald (Secretary), F. M. Hereford, and G. H. McGee. *Economic and Research Branch*; G. V. Haythorne, Acting Director, A. Cowan, F. W. Burton, J. H. Dickson, I. Bernolak and J. D. Forbes. *London, England, Office*; J. F. MacKinnon.

Others in attendance were: Hon. A. C. Taylor, Minister of Agriculture, New Brunswick; Hon. C. C. Baker, Minister of Agriculture, Prince Edward Island; S. H. Parsons, Deputy Minister of Labour, Newfoundland; J. E. Dubé, Department of Agriculture, Quebec; K. G. Laver, Department of Agriculture, Ontario; M. Hartnett, Deputy Minister of Agriculture, Saskatchewan; D. W. Fessenden and A. Gillespie, United States Employment Service; R. Innes and C. K. Wicks, International Refugee Organization; P. Habib, U.S. Embassy, Ottawa; J. F. Booth and F. Shefrin, Department of Agriculture, Ottawa; H. R. Hare, Department of Veterans Affairs, Ottawa.

Included on the agenda were: (1) the presentation of reports by the Provincial Directors of Farm Labour and Agricultural Advisers concerning their activities for 1949; (2) addresses by R. I. Innes on the work of "the International Refugee Organization"; D. W. Fessenden of the United States Employment Service on "the Federal-State Farm Labour Program in the United States"; Dr. George V. Haythorne, Acting Director, Economics and Research Division of the Federal Department of Labour and Dr. J. F. Booth, Associate Director of the Marketing Service of the Federal Department of Agriculture on "Some Long-run Farm Labour Trends"; (3) prospective demand for farm labour in 1950; (4) the continuance of the Dominion-Provincial Farm Labour Agreements; (5) immigration in its relation to the supply of farm workers and the movements of farm labour between Canada and the United States.

### Chairman's Introductory Comments

In his introductory remarks, the Chairman welcomed the new provincial representatives and expressed his appreciation of the high degree of co-operation that the Department of Labour was receiving from provincial officials, the national employment service and others who had had a share in carrying out the farm labour program.

Referring to the farm labour situation throughout Canada in 1949, Mr. Dawson said that there was not the same degree of urgency as there had been during the war years, and the farm labour supply had been supplemented somewhat by workers from Europe. He was of the opinion that

the movements of harvesters from eastern to western Canada would likely fall off in 1950, due, in part at least, to the increasing use of harvesting machinery. On the other hand, the movement of workers from the Prairies to Ontario to help with hay harvesting had been substantial. It should be noted too, that some 4,000 agricultural workers had been brought from European DP camps to Canada during the year. These together with the heads of some "1,500 Dutch families accompanied by 3,200 dependents, made a considerable extension to the agricultural force in the country," Mr. Dawson stated.

Viewed in retrospect, the Chairman thought that the movement of some 4,500 Polish war veterans had been "a magnificent success." They had been brought in at a time when "there was a very real demand for farm workers and they fitted into the agricultural picture very well." Many of them were continuing to work in agriculture and, with very few exceptions, all of them "are in good health and in the employment stream in Canada."

### Address by Dr. MacNamara

In a brief address at the opening session of the Conference, Dr. Arthur MacNamara, Deputy Minister of Labour, welcomed the official representatives of the several provinces as well as those of the United States Employment Service and the International Refugee Organization, all of whom had been "partners" with the Federal Department of Labour in handling farm labour problems in Canada during the year.

On behalf of the Minister of Labour and officials of the Department, Dr. MacNamara made appropriate acknowledgment of "the happy relationships that have prevailed during the seven years of our partnership with the provinces under the Dominion-Provincial Farm Labour Agreement." He pointed out that Canada's farm labour requirements during the 1949 season had been held in virtual balance. "We did not have any shortage to speak of and there was no occasion where men wanted farm jobs and could not get them," he said.

Dr. MacNamara suggested two subjects which he thought merited a place on the agenda of the Conference. These were: the need for improving working conditions on farms, and ways and means to provide workmen's compensation and unemployment insurance coverage for farm labourers.

Dr. MacNamara was of the opinion that the results so far obtained under the Dominion-Provincial Farm Labour agreements warranted their continuance. If, however, any of the delegates felt that the

agreements should be dropped he urged them to state their opinions before the Conference ended.

### Provincial Directors' Reports

The reports of the Provincial Directors of the farm labour program revealed a number of problems that were more or less common to all of the provinces. Among these were: (1) questions involved in bringing in European displaced persons for employment on farms; (2) the present status of the Polish veterans who were brought to Canada after the war; (3) maintaining a better ethnical balance by securing more immigrants from the British Isles; (4) providing better living and working conditions on many Canadian farms (including housing for married workers and their families); (5) finding solutions for seasonal unemployment on farms; (6) appreciation of the value of the co-operative efforts to solve farm labour problems under the Dominion-Provincial Farm Labour Agreements.

**Newfoundland.**—Although no Farm Labour Agreement had yet been made between the Dominion and Newfoundland, the new province was invited to send a representative to the Conference. In response to the invitation, Mr. Selby H. Parsons, provincial Deputy Minister of Labour, attended and was welcomed on behalf of the delegates by Dr. A. Mac-Namara, Federal Deputy Minister of Labour and by the Chairman, Mr. W. W. Dawson.

In a brief address, Mr. Parsons pointed out that there were few people in Newfoundland who have had experience in farming. "Newfoundlanders," he said, "were mostly fishermen, loggers and miners" and would probably prefer to do fishing and logging rather than come to the mainland to do farm work. These factors, he felt, would present difficulties to moving workers from Newfoundland to relieve farm labour shortages in the other nine provinces.

Mr. Parsons admitted, however, that there was a surplus of workers in Newfoundland for the time being, which would likely be taken up with the opening up of mining operations on the Labrador peninsula. It was possible that some of this surplus might be used in the meantime, for farm work in the eastern provinces. He was not very optimistic concerning the possibility of transferring domestic helpers from Newfoundland. "The supply of women is not so great as the supply of men for farm labour," he said.

**Prince Edward Island.**—Mr. S. C. Wright, Director of Farm Labour Service

for the province, reported that more farmers in Prince Edward Island were providing better living quarters for married couples in their employ.

He stated that in 1949 about 50 men had been brought from Nova Scotia to harvest the hay crop and more than 700 workers came from Nova Scotia and 300 from New Brunswick for the potato crop. Including local workers, a total of 1,234 men were employed for the potato harvest.

He reported that of the 32 Polish veterans brought to the Island after the war, all but six had moved on to other provinces and of 121 displaced persons employed on farms, there were left 42 single workers and 11 married couples at the end of November, 1949. Some of the displaced persons were not suitable for farm work and in other cases, their marital status presented obstacles to fulfilling their contracts with the Government. It was suggested that, in future, the selection of displaced persons for farm work should be restricted as far as possible to those "who come from areas where agriculture dominates the thinking and life of the people".

Mr. Wright stated that the small number (about 20) of farm workers brought from Holland had proved to be "very satisfactory and seem to adapt themselves very readily to farm conditions as found in the province".

**Nova Scotia.**—Mr. S. E. Lewis, of the Nova Scotia Land Settlement Board asserted that "the biggest single requirement for farm labour" in 1949, had come from the apple growers of the Annapolis valley. Under the Dominion-Provincial agreement, transportation was paid for 250 apple pickers, but many more arranged for their own transportation.

The supply of other farm labour in the province during the year very nearly equalled the demand. Although there was some unemployment in other lines, very few of the unemployed were competent or willing to do farm work. Some 46 farm workers, 11 married couples and 14 domestic helpers came from European displaced persons camps. Approximately 50 Estonians were placed in Pictou county and were employed chiefly in handicrafts. They were looked upon as good potential settlers, rather than as farm labourers. During the year, the Provincial Land Settlement Board established seven immigrants on farms of their own.

Some of the Polish veterans had left farm employment, others had purchased farms of their own. They "are going their separate ways without (Government) interference".



Mr. Lewis stated that current slack conditions, notably in the forest products industries, would indicate that there would be a surplus of labour for the 1950 crop season.

**New Brunswick.**—Mr. E. M. Taylor, Provincial Director of Farm Labour, reported that the supply of farm labour in 1949, had been greater than for several years due, in large part, to unemployment resulting from the curtailment of pulpwood cutting during the summer months. A total of 561 potato pickers were sent from New Brunswick to help with the potato harvest in Maine.

Mr. Taylor stated that 14 single and eight married displaced persons were given employment on New Brunswick farms in 1949. Most of these were not primarily interested in farming and several of them had left farm jobs for other employment. The provincial Farm Settlement Board had planned to extend financial assistance to qualified immigrants to enable them to purchase farms in the province. He was of the opinion that there might be a limited demand for single farm workers and farm household helpers in 1950. Lack of adequate housing on farms would make it difficult to place married couples.

**Quebec.**—Mr. Alex. J. Rioux, Director of the Farm Labour Supply Bureau, Quebec, made especial reference in his report to the recruitment of workers for sugar beet growers. Transportation was provided for 494 farmers' sons to assist in thinning sugar beets in June and to 54 others for harvesting in October. He stated that there were indications that a much larger number of workers would be required during the 1950 crop season.

Approximately 300 farm workers from western Quebec proceeded to the Prairie provinces to assist in the grain harvest, Mr. Rioux said. Adverse weather conditions in Ontario during the fruit picking season greatly reduced the number of Quebec students sent forward for this work. Of the 125 students that Ontario had first asked for, only about a score were engaged in this project.

Replacements were found during the year for 237 Polish veterans and 255 displaced persons whose contracts with the Government had expired. The Quebec Farm Loan Bureau had settled 14 Polish veterans on farms and a survey was being conducted to find other areas where land could be purchased at moderate prices for other similar settlements. The Polish Combatants Association of Canada had taken an active interest in this scheme.

**Ontario.**—Mr. R. S. Duncan, Ontario Provincial Director of Farm Labour Services, stated that the demand for farm labour had been met fairly satisfactorily in 1949, in spite of the eccentric weather conditions that had prevailed, especially in the spring and early summer.

The "very considerable service" rendered to the farmers of Ontario by displaced persons was acknowledged by Mr. Duncan, but, he said, this was considerably discounted by many who left their employers at the end of their contract years, even when the contracts ended in mid-summer. He urged that, in future, DP's be brought in early in the spring, if possible. In all, 1,289 unattached displaced persons were given employment on Ontario farms in 1949, and more could have been placed had they been available. In addition, 130 female domestics, 103 farm families and 135 farm couples were placed on farms.

Classes in English and citizenship had been set up for Polish veterans and displaced persons by the Provincial Department of Education. During October, 1948, there were 291 classes at centres outside Toronto with a total enrolment of 6,600 students. A year later, there were 319 classes with a total enrolment of 7,350 students, Mr. Duncan said.

Although 1,250 harvest helpers had been requisitioned from the Prairies, only 546 were received. However, 537 were recruited in the Maritimes for work in Ontario, several of whom were not qualified to do farm work. On the other hand a number made good and decided to remain permanently on Ontario farms. To relieve an unemployment situation in the mining camps of northern Ontario, 81 men were brought to southern Ontario for farm work. Mixed results were obtained from this venture, as the screening had not been done carefully.

Late in August, 658 men were sent to assist in harvesting grain on the Prairies.

The annual movement of tobacco curers and primers from the United States resulted in 2,144 entry permits being granted—1,671 for curers and 473 for primers.

"Excellent work" was reported to have been done by the Ontario Farm Service Force in recruiting and placement of student workers in Farm Labour camps, to assist with the fruit harvests. The camps were operated under the general supervision of the Farm Labour Service by Farm Labour Co-operatives and a number of the larger private growers. There were 13 co-operative camps that housed 1,170 girls and four similar camps for men and boys, that accommodated 363 workers. In addition, there were eight private camps for 277 girls



and seven for housing 201 men and boys. In all, 432 farmers were provided with workers from the camps. The students were recruited from secondary schools, colleges and universities and also from points outside the province, including Quebec, the Maritimes, the Western provinces, the United States and France.

**Manitoba.**—Mr. H. R. Richardson, Director of Farm Help for Manitoba reported that local farm help was more plentiful in Manitoba in 1949 than it had been in recent years. This, together with increased use of combines, made it possible to complete harvesting operations “under very favourable circumstances”.

About 250 unattached displaced persons arrived in June to work in the sugar beet fields. They were housed in camps and hostels. They “worked well” and gave promise of “eventually becoming desirable Canadian citizens”.

**Saskatchewan.**—Mr. L. J. Hutchison, Assistant Director of Agricultural Representatives for Saskatchewan, stated that farm labour requirements were more stable in that province in 1949 than for several years. He attributed this to (1) increased use of farm machinery (which it was claimed had been brought about in some degree by the rising scale of wages for farm labour) and (2) the emphasis that was being placed, in mixed farming areas, on the production of livestock that required only a minimum of hired help. These factors, he said, were changing the farm labour supply in the province from one of shortages to one of surplus, except in the peak seasons of seeding and harvesting.

Mr. Hutchison asserted that “the greatest overall shortage of farm help in Saskatchewan is probably of domestics”.

There was a marked falling off in the demand for berry pickers in British Columbia. Only 99 workers were sent from Saskatchewan in 1949, as compared with 250 in 1948 and 449 in 1947.

Of 500 workers requisitioned for the hay crop in Ontario, 335 were dispatched, as compared with 451 in 1948 and 703 in 1947.

Described as “the highlight” in the movement of farm labour in Saskatchewan in 1949, was the recruitment and transfer of 580 workers in the drought areas of the southwestern portion of the province to other more favoured sections. In addition to these, an estimated 1,685 others arranged their own transportation to areas that had better crops.

A small movement of workers, most of them treaty Indians, crossed to Montana to help with the sugar beet crop there.

It was stated that about 50 per cent of the Polish veterans brought to the province after the war, were still employed in agriculture.

**Alberta.**—Mr. F. H. Newcombe, Director of Farm Labour for Alberta, stated that owing to poorer crops and reduction in the number of livestock in Alberta, farm labour activities in 1949 experienced an overall decrease, as compared with those of 1948. Sugar beet workers were an exception, however, but even in this instance, increasing mechanization was reducing the number of workers required per unit of sugar beets harvested.

The Polish veterans brought to the province after the war appeared to have adapted themselves fairly well to Canadian life, it was stated, but the percentage that had continued in farm employment was not known.

About 4,000 British immigrants were brought to Alberta during the first ten months of 1949 under the auspices of the provincial Department of Economic Affairs, as compared with 7,000 in the 12 months of 1948.

A total of 1,132 displaced persons were brought to Alberta in 1949. Of these, 997 were employed in sugar beet production. Church groups (Lutheran, Mennonite and Catholic) sponsored 18 married couples, nine single males and 13 domestic helpers.

The very light grain crop in 1949, resulted in a reduced demand for harvest helpers and only 430 were brought to Alberta, as compared with 967 in 1948. The number of farm workers sent to Ontario fell from 437 in 1948 to 304 in 1949. The demand for fruit pickers in British Columbia covered only about 10 days and about 50 women were sent forward.

**British Columbia.**—Mr. W. MacGillivray, Director, Agricultural Development and Extension for British Columbia, reported that following a long, cold winter and late spring, sufficient farm help was available at all points to meet early requirements in the province. Adverse weather conditions caused some confusion in estimating the probable demand for labour later in the season however. At first, the fruit growers in the Fraser valley stated that no extra workers would be required. Later on, this statement was revised and an order for 250 women and girls from the Prairies was placed with the Regional office of the National Employment Service. Before this order was filled “a grave situation” was developing in the small fruit areas. Growers were in danger of losing highly perishable crops for lack of sufficient fruit pickers. Urgent calls were made to the Prairie Regional NES Office and about the middle

of June the position was relieved by the arrival of 159 women and girls from the Prairie provinces.

Mr. MacGillivray stated that "a higher than average quality of worker was available, with less turnover and more men seeking employment" for the apple harvest. "Although well over 8,000,000 boxes of apples were packed, sufficient labour was available at all times." The report indicated that the farm labour outlook in British Columbia had improved by fall. There were fewer openings for general farm workers and "not too many demands for skilled dairymen". Mr. MacGillivray suggested that greater emphasis be placed on immigration of farm workers from the United Kingdom.

### **International Refugee Organization**

The Conference heard a statement by Wing Commander R. Innes, on behalf of the thousands of refugees still detained in European displaced persons' camps.

He commended Canada for being one of the first nations to accept displaced persons. Up to December 15, 1949, the Dominion had accepted 72,892, or rather more than ten per cent of those that have been placed in one or another of the 18 countries included in the IRO. Canada's quota represented some 48,000 workers and their dependents; the remainder were sponsored by relatives already in Canada.

Wing Commander Innes said that by the end of June, 1950, when the IRO program was expected to end, there will still be 300,000 DP's who will not have been moved from their camps. He stated that many of these had declared their desire to come to Canada and he suggested that farm family groups, particularly those who were experienced in sugar beet cultivation, might be of interest to Canadian farmers. He could provide records of 500 such families scattered over Germany and Austria, he said.

With respect to obtaining domestic helpers from among the DP's still in Europe

it was stated that there were 5,150 females in the age group 45 to 59 who had no dependents. Wing Commander Innes suggested that many of these females "would render very useful service" in Canada. He pointed out that it was important that they should be requisitioned for not later than the end of January in order to have them arrive in Canada in time for early spring operations on Canadian farms.

### **Some Long-run Farm Labour Trends**

Dr. George Haythorne, Acting Director, Economics and Research Branch, Federal Department of Labour and Dr. J. F. Booth, Associate Director, Marketing Division, Federal Department of Agriculture, addressed the Conference on some factors that affect the employment of farm helpers.

The increasing use of farm machinery and the development of improved farming methods were factors in reducing labour requirements. It was pointed out that work simplification studies would assist, not only in decreasing the need for hired labour, but should add to the farmer's profits. On the other hand, too many farmers were working inferior land or were themselves unfitted for agriculture, it was claimed. The statement was made that there were about 200,000 farms in Canada which consumed more goods and services than they produced.

To encourage farm labour to remain in farm employment, it was urged that working and living conditions stood in great need of improvement on very many farms; and that unemployment insurance and workmen's compensation coverage for farm workers should be provided.

### **Dominion-Provincial Agreements**

The advisability of renewing the Dominion-Provincial Farm Labour Agreements was discussed and their renewal was approved, subject to ratification by the responsible provincial administrative officials.

## **Annual Convention of Alberta Federation of Labour (TLC)**

The Twenty-ninth convention of the Alberta Federation of Labour (TLC) was held in the city of Lethbridge, October 12 to 15, 1949. There were 130 delegates in attendance, representing 109 affiliated organizations.

There were 52 resolutions brought before the convention. Among the more important were:—

(1) that union security provisions be granted to a union by legislation, if 66 per cent of the membership of the union, or the affected employees vote in favour of union shop provisions;

(2) that unions be allowed to keep their foremen in membership, if they desired to do so and that legislation that would bar foremen from such membership should be opposed;



(3) that the Dominion Bureau of Statistics be urged to develop a more accurate system for the compilation of the statistics used in making up the cost-of-living index;

(4) that a maximum work-week of 40 hours be established at once in Alberta and that this be progressively reduced, if necessary, to maintain full employment;

(5) that a closer check be made on those who apply for and those that receive chauffeurs' licences and that the use of safety flares on all vehicles, as provided by existing legislation, should be continued;

(6) that the CBC should remain in control of broadcasting in Canada, but that every effort be made to prevent any increase in licence fees for receiving sets;

(7) that the export of natural gas from Alberta should not be permitted unless approved by the Alberta Conservation Board and that Labour be represented on the Board;

(8) that beer parlours be permitted for ladies in the cities of Edmonton and Calgary.

Mr. K. A. Pugh, Chairman of the Board of Industrial Relations for Alberta, addressed the convention. He reviewed recent new orders of the Board and also the amendments to the Alberta Labour Act, which it was proposed to present at next year's session of the Legislature.

Mr. Pugh stated that Government statistics showed that 33 per cent of all industrial workers in Alberta were organized in trade unions. This, he said, was a much higher percentage than in any other province in the Dominion. He asserted that, in future,

procedure used in examining applications for certification and the certifying of unions would be speeded up. Commencing on October 1, 1949, construction workers in the province would accumulate holiday pay at the rate of four per cent of their earnings. This, he said, would give them two weeks' vacation during the summer of 1950.

Other workers had been held at one week after one year and two weeks after two years of service. However, the provision requiring a worker to work 275 days in order to qualify for summer vacation had been discontinued and in future holidays would be based on one-half day credit for each 23 days worked.

Mr. Pugh claimed that Alberta had a higher male minimum wage rate than any of the other provinces. Consequently, it would not be possible at present to raise the minimum rate for male workers. He pointed out that rates for female workers had been increased.

Other guest speakers who addressed the convention included, Hon. J. L. Robinson, Minister of Industries and Labour for Alberta, Mr. Paul W. Graham of the Industrial Development Board of the Federal Department of Labour and Mr. Fred J. White, Regional Superintendent (Prairie Region) of the Unemployment Insurance Commission.

The election of officers resulted as follows:—

President, Harry Boyse, Lethbridge; Vice-President, Robert Scott, Calgary; Vice-President in charge of union label work, Charles Gilbert, Edmonton; Secretary-Treasurer, Herbert G. Turner, Edmonton.

## CURRENT LABOUR CONDITIONS—Continued

A drop of 16 cents in the average retail price of eggs was a major factor in a decline in the cost-of-living index, from 161.5 at December 1 to 161.0 at January 3. There were also scattered decreases in clothing prices. Rents were not surveyed during January. . . . Canadian exports to the United States reached an all-time peak value of \$1,503,459,000 in 1949, but exports to Europe were down sharply, though there was a rise in sales to Britain. . . . Average weekly earnings in the eight leading Canadian industries were \$43.82 at December 1, two cents above the record level of November 1. . . . Immigration to Canada in 1949 totalled 95,217, as compared with 125,414 in 1948. . . . The number of strikes and lockouts recorded in Canada in 1949 was the lowest recorded for any year since 1939, although the number of workers involved and time loss was higher than the year previous.



This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

## INDUSTRIAL RELATIONS AND CONCILIATION

*Loss of time through strikes dwindled almost to the vanishing point as the year 1949 closed. The railway dispute continued to hold the spotlight in industrial relations as the New Year began.*

### Introduction

What is believed to be a spot record of peace and harmony in industrial relations was established in the closing days of the year 1949. Out of a total estimated working force of 5,200,000, of which upwards of 3,500,000 are non-agricultural wage and salary earners, only 145 persons were reported idle as a result of industrial disputes during the week ending December 31, according to the list of strikes and lockouts in Canada maintained by the Department of Labour.

The two Conciliation Boards appointed to deal with the current railway disputes, which were fully constituted on December 8 with the appointment of the Hon. Mr. Justice J. O. Wilson, of the Supreme Court of British Columbia, as the chairman of each Board, met in Montreal later in the month for a preliminary discussion of matters of procedure. The Boards then adjourned until the week of January 9, 1950, when they resumed hearings, at which briefs were submitted by the various parties. A further adjournment until February was then granted at the request of the railway companies, in order to allow time for the preparation of rebuttals.

The settlement of a dispute between the Yukon Consolidated Gold Corporation, Ltd., and the Dawson Miners' Union, Local No. 564 of the International Union of Mine, Mill and Smelter Workers, was reported during December by Mr. G. R. Currie, Industrial Relations Officer, of Vancouver, who had been appointed as Conciliation Officer under Section 16 of the Industrial Relations and Disputes Investigation Act (L.G., Dec., 1949, p. 1554). The dispute affected about 400 employees of the Company at Dawson, Y.T. Earlier, in direct negotiations between the parties, the union had presented a lengthy list of proposals including demands for substantial across-the-board wage increases. After trying without success to secure an agreement by mediating between representatives of the

parties located in Vancouver, the Conciliation Officer made a trip by air to Dawson and held daily meetings with those most directly concerned over a period of six days. The agreement which was reached provided for a bonus of \$1.50 per shift to married employees not living in company camps. This was granted in recognition of the fact that living costs for such employees are very high in the Yukon, while other employees living in company camps continue to be subject to a charge of \$2.25 for board, which is provided at a cost to the Company of about \$4 per day. The Company also agreed to the payment of a transportation allowance of \$100 per year to all employees and the adoption of three paid holidays. A majority of the union's membership voted in favour of the settlement.

\* \* \*

During the calendar year 1949 the Canada Labour Relations Board had before it a total of 85 applications for certification, of which 69 were received during the year and 16 were carried over from 1948. Of these, 40 applications were granted, 18 were rejected, 16 were withdrawn and 11 were still under investigation at the close of the year. A total of 8 representation votes was ordered during the year.

The reasons for rejection in the 18 applications which were denied were in most instances either that the applicant union did not have a majority of the employees affected enrolled as members in good standing, or that the proposed unit of employees for which certification was sought was not appropriate for collective bargaining purposes in the opinion of the Board. Other reasons for rejection were that the operations of the employer did not come under the jurisdiction of the Board, that the application was made within six months after the date of a previous rejection by the Board, or that the application was made prior to the expiry of ten months of the term of an existing collective agreement.

A total of 37 conciliation cases were handled, either by Conciliation Officers or Conciliation Boards during 1949.

Settlements were effected by Conciliation Officers in 14 cases and by Board in 7 cases. Three cases lapsed; and 9 were still pending at the end of the year.

In only 4 cases were no settlements effected. In 3 of these there were strikes,

two of which (involving the Canadian Seamen's Union) terminated without a settlement; while the third (involving garage employees of the Quebec Railway) ended in an agreement.

Following is a tabular analysis of the conciliation proceedings which took place in 1949 under the Industrial Relations and Disputes Investigation Act.

### Conciliation Proceedings under the Industrial Relations and Disputes Investigation Act from January 1, 1949, to December 31, 1949

Conciliation Officers appointed in 1948 still functioning in 1949.....	3	
Conciliation Officers appointed in 1949.....	28	
	<hr/>	31
Total number of cases dealt with by Conciliation Officers in 1949.....		31
Settlements effected by Conciliation Officers.....	14	
Conciliation Officers still functioning at December 31, 1949.....	3	
Disputes dealt with by Conciliation Officers lapsed.....	2	
Cases where no settlement effected by Conciliation Officers and Conciliation Boards appointed .....	12	
	<hr/>	31
Conciliation Boards appointed in 1948 still functioning in 1949.....	6	
Conciliation Boards appointed in 1949.....	12	
	<hr/>	18
Total number of Conciliation Boards functioning in 1949.....		18
Disputes dealt with by Conciliation Boards lapsed.....	1	
Conciliation Boards still functioning at December 31, 1949.....	4	
Conciliation Board Reports received.....	13	
	<hr/>	18
Settlements effected by Conciliation Boards.....	7	
Board Reports under consideration by parties.....	2	
Cases in which no settlement effected.....	4	
	<hr/>	13

### *The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act.*

Conciliation services under the Industrial Relations and Disputes Investigation Act and under the Conciliation and Labour 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 under the former Act.

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 succeeded by the Wartime Regulations in 1944.

Proceedings begun under the Wartime Regulations are continued in so far as the services involved in such proceedings are authorized under the new Act. Likewise, decisions, orders and certifications given by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the new Act.

The Act applies to industries within Dominion 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 Dominion 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, Industrial Inquiry Commissions, for the consideration of complaints that the Act has been violated or that a party has failed to bargain collectively, and of 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 and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Conciliation services are also provided by the Industrial Relations Branch under the provisions of the Conciliation and Labour Act. This statute empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or arbitrator when requested by the parties concerned.

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. From time to time, as required, a third article under this section will cover Conciliation Proceedings under the Conciliation and Labour Act.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the province of Quebec, and two officers resident in Fredericton 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.

## Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during the month of December. During the month the Board received three applications for certification, held four hearings, issued thirteen certificates designating bargaining agents and rejected two applications for certification.

### Applications for Certification Granted

1. The International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, for a unit of employees of the Detroit and Canada Tunnel Corporation, comprising employees of the Corporation who work solely in Canada and employees resident in Canada who are engaged in the Corporation's international service (L.G., Aug., 1949, p. 975).

2. Labourers' Protective Union No. 9568, for a unit of employees of Buntain and Bell Company, Charlottetown, P.E.I., engaged in the loading and unloading of ships (L.G., Dec., 1949, p. 1552).

3. Labourers' Protective Union No. 9568, for a unit of employees of Horace B. Willis, Inc., Charlottetown, P.E.I., engaged in the loading and unloading of ships (L.G., Dec., 1949, p. 1552).

4. Labourers' Protective Union No. 9568, for a unit of employees of The Island Fertilizer Company, Charlottetown, P.E.I., engaged in the loading and unloading of ships (L.G., Dec., 1949, p. 1552).

5. The Hull City Transport Employees' Syndicate for a unit of employees of Hull City Transport Limited, Hull, P.Q., comprising bus drivers and garage employees (L.G., Jan., 1950, p. 62).

6. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, for a unit of employees of the Canadian Pacific Railway Company comprising clerical employees in the office of the District Accountant, Vancouver, and timekeepers at Field and Cranbrook, B.C. (L.G., Jan., 1950, p. 62).

7. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, for a unit of employees of the Canadian Pacific Railway Company comprising red cap porters in the Winnipeg depot of the company (L.G., Jan., 1950, p. 62).

8. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, for a unit of employees of the Canadian Pacific Railway Company comprising red cap porters in the Vancouver depot of the company (L.G., Jan., 1950, p. 62).

9. Division 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, for a unit of employees of the Ottawa Transportation Commission comprising the classifications of carpenter foreman, painter foreman, pitman foreman, assistant barn foreman, track subforeman, lineman-in-charge, barn clerk (night and day), bus despatcher, chief stores



clerk, bus storekeeper, assistant storekeeper (barn and bus garage), stores supervisor, and maintenance records clerk (L.G., Jan., 1950, p. 63). The certificate issued by the Board enlarged the bargaining unit for which the applicant union was previously certified (L.G., Jan., 1949, p. 45).

10. The Canadian Brotherhood of Railway Employees and Other Transport Workers for a unit comprising uncertificated personnel employed on vessels owned and operated by the Canadian National Railways in its Newfoundland Service (L.G., Jan., 1950, p. 63).

11. The Canadian Brotherhood of Railway Employees and Other Transport Workers for a unit comprising uncertificated personnel employed on vessels owned by the Government of the Province of Newfoundland and operated by the Canadian National Railways (L.G., Jan., 1950, p. 63).

12. The Canadian Brotherhood of Railway Employees and Other Transport Workers for a unit comprising mates employed on vessels owned and operated by the Canadian National Railways in its Newfoundland Service (L.G., Jan., 1950, p. 63).

13. The Canadian Brotherhood of Railway Employees and Other Transport Workers for a unit comprising mates employed on vessels owned by the Government of the Province of Newfoundland and operated by the Canadian National Railways (L.G., Jan., 1950, p. 63).

### **Applications for Certification Rejected**

1. Labourers' Protective Union No. 9568 and the Prince Edward Island Industrial Corporation, Charlottetown, P.E.I. (L.G., Dec., 1949, p. 1552). The application was rejected for the reason that the Board, having been informed that the respondent

was a provincial Crown Corporation, was of the opinion that the provisions of the Industrial Relations and Disputes Investigation Act are not applicable to its operations.

2. Regional Council No. 2, International Brotherhood of Electrical Workers and the Canadian National Railways (motor vessels *Abegweit* and *Prince Edward Island*, operated on the Company's Ferry Service between Cape Tormentine, N.B., and Borden, P.E.I.) (L.G., Jan., 1950, p. 62). The Board rejected the application for the reason that the proposed bargaining unit was not appropriate for collective bargaining.

### **Applications for Certification Received**

1. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of employees of the Canadian Pacific Railway Company employed in the office of the District Accountant, Windsor Station, Montreal, and on behalf of employees under the jurisdiction of the District Accountant who are employed at Glen Yards, Outremont, and Hochelaga, all in Montreal, and at Farnham, Quebec, P.Q., Sherbrooke, and Ottawa (Investigating Officer: L. Pepin).

2. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of employees of the Canadian Pacific Railway Company employed in the office of the Auditor of Passenger Receipts, Windsor Station, Montreal (Investigating Officer: L. Pepin).

3. The Brotherhood of Maintenance of Way Employees on behalf of employees of the Canadian Pacific Railway Company employed in the company's shops at Saint John, N.B., Montreal, Toronto, North Bay, Ont., and Sudbury, Ont. (Investigating Officer: R. Trépanier).

## **Conciliation and Other Proceedings Before the Minister of Labour**

### **Conciliation Officers Appointed**

1. On December 14, 1949, the Minister of Labour appointed a Conciliation Officer to deal with a dispute between Canadian Pacific Air Lines Limited and the Canadian Air Line Pilots Association (Conciliation Officer: R. H. Hooper).

2. On December 19, 1949, the Minister of Labour appointed a Conciliation Officer to deal with a dispute between the Gatineau Bus Company, Limited, Hull, P.Q., and Division 591, Amalgamated Association of Street, Electric Railway and Motor Coach

Employees of America (Conciliation Officer: R. Trépanier).

### **Settlement Facilitated by Conciliation Officer**

On December 7, 1949, the Minister of Labour received a report from G. R. Currie, Conciliation Officer, indicating the settlement of matters in dispute between the Yukon Consolidated Gold Corporation, Limited, and Dawson Miners' Union (Local No. 564, International Union of Mine, Mill and Smelter Workers) (L.G., Dec., 1949, p. 1554).

## Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation appointed to deal with the dispute between the Canadian National Railways, the Canadian Pacific Railway Company, the Ontario Northland Railway, and the Toronto, Hamilton and Buffalo Railway Company, on the employers' side, and a group of twelve international non-operating railway labour organizations (L.G., Dec., 1949, p. 1554), was fully constituted on December 8, 1949, with the appointment of the Hon. Mr. Justice J. O. Wilson, of the Supreme Court of British Columbia, Vancouver, as Chairman. Mr. Justice Wilson was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Isaac Pitblado, K.C., Winnipeg, and Alfred J. Wickens, K.C., Moose Jaw, who had previously been appointed on the

nominations of the companies and unions, respectively.

2. The Board of Conciliation and Investigation appointed to deal with the dispute between the Canadian National Railways, the Canadian Pacific Railway Company, and the Ontario Northland Railway, on the employers' side, and the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Brotherhood of Express Employees (L.G., Dec., 1949, p. 1554), was fully constituted on December 8, 1949, with the appointment of the Hon. Mr. Justice J. O. Wilson, of the Supreme Court of British Columbia, Vancouver, as Chairman. Mr. Justice Wilson was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, T. R. Meighen, K.C., and J. A. Coote, both of Montreal, who had previously been appointed on the nominations of the companies and unions, respectively.

# COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

## Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and from the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts, etc., are summarized in separate articles following this.

### Mining

#### *Metal Mining*

STEEP ROCK LAKE, ONT.—STEEP ROCK IRON MINES LTD. AND UNITED STEELWORKERS OF AMERICA, LOCAL 3466.

Agreement to be in effect from August 1, 1949 to July 31, 1950, and thereafter from year to year, subject to notice during the month of June. Any eligible employee of the company may become a member of the union. There shall be no discrimination, intimidation, interference, restraint or coercion because of membership or non-membership in the union.

*Check-off:* the company shall deduct monthly from the pay of each employee who is or during the currency of the agreement shall become a member of the bargaining unit his union dues and remit same to the union.

Variation annually of basic wage rates with changes in the selling price of the product and unit production costs is provided in the industry-wide agreement between certain Fruit and Vegetable Packers and Shippers and the Federation of Fruit and Vegetable Workers' Unions (TLC) in British Columbia, summarized this month. The agreement is to be in effect for 4 years or more, the wages after the first year to be computed for each year in accordance with a Wage Formula based on the wage schedule in effect during the second half of the first year, the f.o.b. price of apples, and the total costs to the grower.

An employee shall have the right to require the union to refund the first deduction from his pay and to cease making deductions from his pay for union dues provided that notice is given the union, with a duplicate to the company, within 15 days of such deduction; the company, in accordance with such notice, shall cease making the deduction until further notice. The check-off is subject to the provisions of the "Rand Formula" with respect to penalties for unauthorized strikes and picketing.

*Hours of work:* 8 per day Monday through Saturday, a 48-hour week (to be reduced to a maximum of 40 hours when housing condi-



tions become more favourable in general). **Overtime:** time and one-half for work in excess of 8 hours in any one day or in excess of 8 continuous hours and for work performed on an employees' regular day off; double time for work on 6 specified *paid holidays*.

**Vacation with pay:** 6 days after one year's service, 8 days after 2 years' service, 10 days after 3 years' service and 12 days after 4 years' service.

**Hourly wage rates** (minimum) for certain classes: electricians \$1.10 to \$1.43, mechanics \$1.08 to \$1.34, shovel operators \$1.36 and \$1.47, machinists \$1.22 and \$1.37, welders \$1.17 and \$1.33, carpenters \$1.20 and \$1.30, churn drillers \$1.18 and \$1.26, blacksmiths \$1.19 and \$1.30, plumbers \$1.29, dredge operators \$1.26, unit repairmen \$1.43, bulldozer operators \$1.25, crushermen, painters, scalers \$1.24, pneumatic drillers \$1.19, linemen, hydraulic miners, riggers \$1.22, powdermen \$1.21, truck drivers (heavy), road grader operators \$1.20, stationary engineers fourth class, shovel oilers \$1.15, dumpmen \$1.14, pipefitters \$1.13, pumpmen \$1.11, tractor operators, truck drivers (light), warehousemen \$1.09, monitor operators \$1.08, burners \$1.06, helpers \$1.03, laboratory crushermen \$1.07, car samplers \$1.05, labourers \$1. Labourers are eligible at the end of 30 working days to helpers' rate subject to their being qualified. For most classifications the above rates represent a 5 cent per hour increase over the previous rates. **Off-shift premium:** 5 cents per hour extra will be paid employees regularly working on shift work for any time worked on other than day shift in excess of 2 consecutive weeks.

Provision is made for *seniority rights, grievance procedure* and a *safety committee*.

## Manufacturing

### Vegetable Foods

BRITISH COLUMBIA—CERTAIN FRUIT AND VEGETABLE PACKING AND SHIPPING FIRMS AND FEDERATION OF FRUIT AND VEGETABLE WORKERS UNION (I.L.C.) IN THE PROVINCE OF BRITISH COLUMBIA.

Agreement to be in effect from May 1, 1949, to April 30, 1953, and thereafter from year to year, subject to notice. If, at any time, extraordinary conditions should arise making the operation of this agreement impractical or impossible, either party may notify the other party of its intention to commence negotiations to have the agreement amended and such negotiations are to commence within 15 days from the giving of such notice. The employer recognizes the union as the sole authorized bargaining agency for all eligible employees.

**Union security:** the employer will give preference to members of the union in good standing for continued employment, promotion, and transfer and in the hiring of new employees. No union members may be laid off until all non-members have been laid off, and no non-members may be re-employed until all competent members of the union have been offered re-employment. This provision shall not apply to employees listed on the seniority list prior to May 1, 1949. Any employee who at the date of this agreement is, or who hereafter during the life of this agreement becomes, a member of the union shall, as a condition of

continued employment, maintain membership in good standing during the life of this agreement.

**Check-off:** the provisions of the "Rand Formula" are part of the agreement.

**Hours:** from June 1 to November 30 any 8 or any 9 hours between 7 a.m. and 6 p.m. for a day shift and between 7 p.m. and 5 a.m. for a night shift. From December 1, to May 31, 8 per day, 44 per week. **Overtime:** between June 1 and November 30 all overtime in excess of 9 hours shall be paid for at time and one-half, and all time in excess of 11 hours at double time; between December 1, and May 31, all overtime in excess of 8 hours in any one day or 44 hours in any one week shall be paid for at time and one-half and all time worked in excess of 10 hours at double time; time and one-half will be paid for work on Sundays and on 7 specified holidays. **Rest periods:** an individual or collective 10 minutes' rest period, morning and afternoon, with pay for all hourly workers, shall be granted.

**Vacations with pay:** permanent employees shall qualify for one week after working for one year (not less than 250 days) and for two weeks after working for 5 consecutive years. Seasonal employees shall qualify for vacation, or pay in lieu of vacation to be computed at the rate of one-eighth days' pay for each week worked and to be paid at termination of employment.

**Wages:** from May 1, 1949, to August 31, 1949, the 1948 wage schedule was to be in effect with a few additions; from September 1, 1949, to April 30, 1950, the wage schedule, attached to the agreement, shall apply. For the year commencing May 1, 1950, and for each year thereafter, during the life of the agreement, the 1949 schedule, as amended in accordance with the Wage Formula, shall be in effect. The *Wage Formula* is based on two main factors: (a) changes in the average f.o.b. price of apples per box, and (b) changes in the total costs to growers per box. The average f.o.b. price of apples in 1947 is taken as the base price and the total costs to growers in 1947 as the base cost. According to the formula the basic wage for 1948 of 82 cents per hour (for adult male workers) will be changed in proportion to changes in the price of apples and the costs to growers. Labour's portion of any change will be 36 per cent of the increase or decrease from the base price per box plus or minus 16 per cent of the decrease or increase in Total Costs to Grower per box from the base cost. For example, if both the price of apples and the total costs to growers increase, 36 per cent of the increase in price will be added to the basic wage of 82 cents per hour, while 16 per cent of the increase in costs will be deducted from it. The Total Cost to Grower includes: orchard costs (average per box of apples), packinghouse and cold storage costs (average per wrapped box of apples) and selling costs (average per box of apples). "36 per cent" represents the relationship of base wage in 1948 to base price in 1947. "16 per cent" represents the relationship of packinghouse labour's portion in 1948 to total costs to grower in 1948. The maximum increase or decrease in the basic male wage rate in any one year shall not exceed 5 cents per hour, or proportionately on piece-work rates. With a few exceptions, each female worker placed on any job or classification formerly occupied by a male



worker must receive the rate for the male classification, provided she renders equal service.

**Hourly wage rates** for certain classes: sorting—sorters, experienced 66 cents, inexperienced 60 cents; lidding—nailer operators 82 and 87 cents, hand pressmen 87 and 90 cents; labellers—labelling crew, over 18 years of age, male 82 cents, female 76 cents; labellers, under 18 60 cents; checkers—checkers, stampers and count stampers, male 82 cents, female 76 cents; shipping—warehouse shipper l.c.l. shipper and assistant shipper 94 cents; stackers, car bracing 82 cents; wiring and stacking 87 cents; cold storage—help, engine operators 87 cents, junior engine operators 82 cents, wiring and stacking 92 cents; maintenance—maintenance men 87 cents (10 cents extra if they supply own tools), helpers 82 cents, box repairing or treating 84 cents; general—truck drivers 87 and 94 cents; truckers, stackers and skidmen, experienced 82 cents, inexperienced 74 cents; employees, 17 and 18 years 73 cents, 16 years and under 60 cents; dumpers (2 section grader), swampers, night watchmen 82 cents; dumpers (3 section grader), dispatchers 87 cents; lift-truck operator, 2 weeks 87 cents, thereafter 93 cents; towmotor operator 93 cents; packing—minimum rate for females, experienced 66 cents, inexperienced 60 cents. Rates for workers 18 years of age and under are subject to Grievance Committee. A 5 per cent *night shift premium* shall be paid to all workers with the exception of night watchmen and engine operators.

Provision is made for *seniority rights, grievance procedure, Labour-Management Production Committees* and the *safety and health* of employees.

### **Metal Products**

HAMILTON, ONT.—THE FROST STEEL AND WIRE COMPANY LTD. AND UNITED STEELWORKERS OF AMERICA, LOCAL 3561.

Agreement to be in effect from July 22, 1949, to June 1, 1950, and thereafter from year to year as long as the union is the certified agency, subject to notice; it is provided, however, that the question of wage rates may be brought up for discussion after 6 months from the date of signing of the agreement but no change is to be made unless agreed upon by both parties. There shall be no discrimination, intimidation or coercion because of membership or non-membership in the union.

**Check-off:** the parties agree to establish a voluntary but irrevocable check-off for the collection of union dues.

**Hours of work** for day workers: starting August 15, 1949, 9 hours per day Monday through Friday, a 45-hour week; these hours are subject to reverting on November 15, 1949, to the 48-hour week in effect before August 15, 1949, if storage problems from the shift working departments are found too costly or if production is lagging; daytime workers attached to the Draw or Galvanizing Mills will continue to work 8 hours per day, 6 days a week, a 48-hour week; watchmen will maintain their previous hours. For shift workers the standard hours shall be an average of 45½ hours spread over 3 weeks.

**Overtime:** time and one-half for time worked in excess of the standard working day or in the case of shift workers, the standard working week, on Sunday or the alternative

day of rest, and on 8 specified legal holidays, except where an employee receives pay for a statutory holiday, in which case he will be paid double time. **Paid holidays:** employees who have been with the company for 90 days will receive pay for 7 specified holidays (the previous agreement provided for 6 paid holidays) provided that the holiday falls on a regularly scheduled work day and that employees work the work days preceding and following the holiday.

**Vacation with pay:** one week after one year's service, two weeks after 5 years' service, and 3 weeks after 25 years' service; an employee with less than one year's but more than 3 months' service shall receive 2 per cent of his earnings as vacation pay.

**Wages:** both parties agree to the scale of wages in effect immediately prior to the date of this agreement plus an increase of 8 cents per hour to piece workers and 10 cents per hour to day workers, such increase to become effective from July 25, 1949. Retroactive pay will be paid to those employees still on the payroll on July 25, 1949, on the basis of 5 cents per hour for all clock hours in June and 10 cents per hour for all clock hours from July 1 to July 25, 1949. Current hourly base rate for certain classes: shipping department—wire shipper, checker, truck driver 90 cents, checkers, grade 1 and 2, 88 cents, truckers 85 cents. Hot dip galvanizing: large pans—pan men, picklers, fluxmen 88 cents, dipper pickler, crane operator 90 cents; small pans—handler, pickler 89 cents, pan men 91 cents. Galvanizing mill—blockers, reels 86 cents, wipers 87 cents, firemen 90½ cents, sweepers, general labourers 84 cents. Fabricating department—bench hand special, attach fittings and web 88 cents, farm gate makers, press operators 90 cents, bundler 83 cents, painter, labourer 89 cents, gate turner 94 cents, arc welders 94 and 97 cents. Loom department—loom operator, barb wire operator 92 cents, general labour 83 cents, heavy fence operator 96 cents, helper 88 cents, staple feeders 87 cents, bale tie operator, bag tie, stapler, lawn fence operator 91 cents. Draw mill—wire drawers regular single 94 cents, continuous \$1.03; muffler operator 86 cents, helper 83 cents, die reamer and toolmaker 94 cents, crane operators 90 cents. Current hourly day rate for certain classes: Service department—electrician grade 1 \$1.25, grade 2 \$1.15, stockroom keeper, boilermen helpers \$1.05, carpenter \$1.13; firemen third class \$1.10, fourth class \$1.05, maintenance oiler \$1.11. Fabricating department—head shipper \$1.12, operator on special layout and experience \$1.14, helper \$1.07, chain link inspector, maintenance painter \$1.04, experimental work \$1.06. Machine shop—toolmaker \$1.25, machinists \$1.19, machinist welder \$1.17, blacksmiths \$1.12, machinist apprentice \$1.11.

Provision is made for *grievance procedure, seniority rights, and health and safety.*

### **Shipbuilding**

VANCOUVER AND NEW WESTMINSTER, B.C.—CERTAIN BOAT BUILDING AND BOAT REPAIRING FIRMS AND MARINE WORKERS' AND BOILERMAKERS' INDUSTRIAL UNION, LOCAL 1.

Agreement to be in effect from November 1, 1949, to October 31, 1951, with the proviso that wages only shall be subject to negotiation at any time after one year from the effective date upon 60 days' notice given by

either party. The company recognizes the union as the collective bargaining agency for all eligible employees.

**Union security:** any employee who at the date of this agreement is or who hereafter during the time of this agreement becomes a member of the union shall, as a condition of continued employment, maintain membership in good standing. In the event of a vacancy occurring the union will be given a reasonable opportunity to provide a qualified man; if it fails to provide, within a reasonable time, a man acceptable to the company, the latter shall be free to hire any one available.

**Check-off:** the company agrees to deduct from the wages of employees who so authorize union fees and dues and to remit same to the union.

**Hours of work:** 8 per day either Monday through Friday or Tuesday through Saturday, a 40-hour week. **Overtime:** time and one-half shall be paid for work done on either Saturday or Monday morning and double time for work done on either Saturday or Monday afternoon depending on whether the regular working shift is Monday through Friday or Tuesday through Saturday; time and one-half will also be paid for the first 4 hours worked in excess of the regular shift and double time after 12 hours of continuous work and for work on Sundays and on 9 specified statutory holidays, 3 of them *paid holidays* (the previous agreement did not provide for any paid holidays). Where an employee works overtime for more than 2 hours immediately following a regular 8-hour shift he shall be allowed a paid 30-minute lunch period.

**Vacation with pay:** each employee shall receive vacation allowance of an amount equal to 3 per cent of his straight time earnings for any period worked.

**Hourly wage rates:** caulkers (wood) \$1.48, shipwrights, joiners and carpenters \$1.45, helpers \$1.22, handymen \$1.20, labourers \$1.10, lead hands trade rate plus 10 cents; these rates are 4 cents per hour higher than the previous rates. Occupational classifications not listed above shall be paid 4 cents per hour more than the previous basic rate. On new construction work and where it is in conformity with general practice the recognized Field Scale of 20 cents per hour in addition to the basic rate shall be paid. On *out-of-town jobs* which require an employee to be absent from his home he shall be paid 8 hours' pay in each 24 hours of travelling time, fare, and first class board and room.

Provision is made for *grievance procedure*.

### **Non-Metallic Minerals and Chemicals**

BRANTFORD, ONT.—THE BRANTFORD ROOFING COMPANY LTD. AND FEDERAL UNION 24006 (AFL).

Agreement to be in effect from June 1, 1949, to May 31, 1950, and thereafter from year to year, subject to 30 days' notice. The company recognizes the union as the sole bargaining agency for all eligible employees and agrees not to discriminate against any employee because of his or her membership in the union. **Union security:** all new employees shall have a period of 30 days in which to become a member of the union; they shall remain in good standing during the term of this agreement.

**Check-off:** the company agrees to deduct the monthly dues and to remit same to the union.

**Hours of work:** 9 per day Monday through Friday, a 45-hour week. **Overtime:** time and one-half shall be paid for the first 4½ hours in excess of the regular hours and for work performed on Saturday before noon, double time thereafter and also for work performed on Sundays and on six specified *paid holidays* (the agreement previously in effect provided for only 3 paid holidays).

**Rest periods:** all employees working standard hours shall have rest periods of 10 minutes twice a day and also a 5 minute wash period before noon and before quitting time.

**Vacation with pay:** one week after one year's service; after 2 years' service employees shall receive 2 extra days, after 3 years' service 3 extra days, after 4 years' service 4 extra days, after 5 years' service one extra week; the additional days are to be taken between Christmas and New Year's Day.

**Hourly wage rates: male**—skilled machine operators, premium jobs 98 cents, semi-skilled 95 cents, finishers 92 cents; **female**—skilled operators 83 cents, semi-skilled 82 cents; shipping (male) 95 cents, unloading 92 cents. The minimum starting rate for new employees shall be 85 cents for male and 70 cents for female employees with an advance of 5 cents per hour per month until the regular rate of wages is reached. At the end of the second month males are to be paid a minimum of 92 cents and females a minimum of 82 cents. Where female employees are performing work equal to men's they shall receive the same rate of wages.

Provision is made for *seniority rights and grievance procedure*.

NOBEL, ONT.—CANADIAN INDUSTRIES LIMITED AND UNITED MINE WORKERS OF AMERICA, DISTRICT 50, CANADIAN CHEMICAL DIVISION, LOCAL 13031.

Agreement to be in effect from November 25, 1949, to November 25, 1950. Either party may, on 10 clear days' notice in writing, require the other party to enter into negotiations for the renewal of the agreement within the period of 2 months prior to the expiry date and both parties shall thereupon enter into such negotiations in good faith. The company recognizes the union during the term of this agreement as the exclusive bargaining agent of all eligible employees. There shall be no discrimination, intimidation, interference, restraint, coercion or attempted coercion because of membership or non-membership in the union.

**Check-off:** the company agrees to deduct monthly union dues from the wages of all employees who so authorize and to remit same to the union.

**Hours:** for day workers—9 hours per day Monday through Thursday, 8 on Friday, a 44-hour week; for shift workers—8 hours per day, either 6 or 5 days a week, in accordance with a schedule to be established from time to time. **Overtime:** time and one-half for work in excess of the normal daily hours; double time for work performed on the assigned day of rest and, in the case of permanent employees, on 8 specified *paid holidays* (an increase of 2 from the previous agreement), provided they work the scheduled working day immediately preceding and



following the holiday; employees who are not entitled to paid holidays will be paid time and one-half for all work performed on any of the 8 holidays. *Rest and wash-up periods:* a 10-minute rest period will be scheduled for certain production employees during the first half of the shift throughout the year and during the second half of the shift throughout the months of June, July and August. All day workers will be granted a 5-minute wash-up period before luncheon and a 10-minute (where employees are required to take a shower, a 15-minute) wash-up period at the end of the shift.

The application of the Industrial Relations Plans shall continue in respect of the employees in conformity with their general application throughout the company.

Hourly wage rates for certain classes, effective October 11, 1949: high explosives department: powder repairs—powder line repairman, first class \$1.34 (3 cents less until Nov. 25, 1949), second class \$1.25, helper \$1.12; mixing—operator, first \$1.25, second \$1.18, powder shoveller \$1.12; gelatin and dynamite cartridge—operators, first \$1.28 (3 cents less until Nov. 25, 1949), second \$1.22, third (gelatin cartridge) \$1.15; hand pack—operators \$1.08 and \$1.18; truckers, locomotive drivers \$1.05 and \$1.08; hand truckers \$1.05; box pack house—operator, first \$1.18, second \$1.12, box packer \$1.08; dope house—operators \$1.08 and \$1.18, ingredient handler \$1.05; box factory—operators \$1.12 and \$1.18, machine attendant \$1.05; magazines—operator \$1.15, helper \$1.08; shell house—operator \$1.12, machine attendant, wax room operator \$1.02; pulp dry—operator \$1.08, helper \$1.02; nitroglycerine department—first operator \$1.25, nitrator operator \$1.22, separator operator, neutralizer \$1.18, glycerine-acid man \$1.15; acid department—acid first operator \$1.25 (3 cents less until Nov. 25, 1949), acid repairman \$1.28, acid second operator, acid shifter \$1.15, ammunition dry operators \$1.05 and \$1.12, soda dry operator \$1.05, helper \$1.02; light, heat and power department—shift engineer \$1.28 (3 cents less until Nov. 25, 1949), power house repairman \$1.15, firemen \$1.12; maintenance and construction departments—machinist, joiner, welder, electrician, pipefitter, motor mechanic, lead-burner \$1.31; millwright, carpenter, blacksmith \$1.28; tradesman, second class \$1.18, helper \$1.05; signwriter \$1.18; painters \$1.05 and \$1.15, helper \$1.02; brick repairmen \$1.15, cement finisher \$1.08; labour department—labour, inexperienced 94 cents, trained 99 cents; track repairman \$1.12, helper 99 cents; teamster \$1.02, watchman \$1.08, janitor 99 cents. The above rates represent a general increase of 6 cents per hour over the previous rates.

Provision is made for a *Plant Advisory Committee, seniority rights, grievance procedure and safety and health.*

NOBEL, ONT.—CANADIAN INDUSTRIES LIMITED AND UNITED MINE WORKERS OF AMERICA, DISTRICT 50, CANADIAN CHEMICAL DIVISION, LOCAL 13372 (CLERICAL WORKERS).

Agreement to be in effect from August 5, 1949, to August 5, 1950. Either party may, on 10 clear days' notice in writing, require the other party to enter into negotiations for the renewal of the agreement within the period of 2 months prior to the expiry date, and both parties shall thereupon enter into

such negotiations in good faith. The company recognizes the union during the term of this agreement as the exclusive bargaining agent of all eligible employees.

*Check-off:* both parties agree to the establishment of a voluntary and revokable check-off of union membership dues.

*Hours:* 40 hours per week scheduled from Monday through Friday. Eight specified days will be recognized as holidays.

The application of the Industrial Relations Plans including the rules governing them, and the practices governing the granting of vacations and leave of absence shall continue in respect of the employees in conformity with their general application to clerical and office personnel throughout the company.

*Monthly salary range:* Group No. 1—junior typists, stenographers and clerks \$90 to \$120. Group No. 2—typist, typist and telephone operator, stenographer, grade 1, shipping clerk, general clerk, grade 1 \$120 to \$160. Group No. 3—grade 2 general clerks and stenographers \$150 to \$180. Group No. 4—general clerks, grade 3, stores clerk, department clerk \$170 to \$220. Group No. 5—payroll clerk, raw materials clerk \$200 to \$260. Group No. 6—cost clerk, storekeeper \$225 to \$275.

Provision is made for *seniority rights and grievance procedure.*

JAMES ISLAND, B.C.—CANADIAN INDUSTRIES LIMITED, JAMES ISLAND WORKS, AND THE CANADIAN CHEMICAL AND EXPLOSIVES WORKERS' INDUSTRIAL UNION, FEDERAL UNION No. 128 (TLC).

Agreement to be in effect from June 1, 1949, to May 31, 1950. Either party may, on 10 clear days' notice in writing, require the other party to enter into negotiations for the renewal of the agreement within the period of 2 months prior to the expiry date and both parties shall thereupon enter into such negotiations in good faith. The company recognizes the union during the term of this agreement as the exclusive bargaining agent of all eligible employees. There shall be no discrimination, intimidation or coercion because of membership or non-membership in the union.

*Check-off:* the company agrees to deduct initiation fees and union dues from the wages of employees who so authorize and to remit same to the union.

*Hours:* 8 per day 5 days a week, a 40-hour week. *Overtime:* time and one-half for the first 4 hours worked in excess of the normal daily hours, double time thereafter; time and one-half for work performed on the regularly assigned day of rest and on 4 specified holidays; double time for work on 4 specified *paid holidays*, provided employees work their regular working day immediately preceding and following the holiday.

*Hourly wage rates* for certain classes: high explosives department: powder repairs—helper, first \$1.32, second \$1.14; mixing and cartridge houses—operators, first \$1.29, second \$1.21, third \$1.14, helpers \$1.09; truckers \$1.09; box packing house—operators \$1.14 and \$1.21, helpers \$1.09; dope house—box factory operators \$1.12 and \$1.19, helpers \$1.07; magazines—helpers \$1.07 and \$1.14; shell house—operators \$1.14 and \$1.29, helpers \$1.07; pulp dry—operators \$1.12, helpers \$1.07; nitroglycerine department—operators \$1.21 and \$1.29, glycerine and acid



man \$1.18; acid department—operators \$1.11 and \$1.18, helpers \$1.07; black powder department—operators \$1.09 and \$1.14, helpers \$1.08; power house—shift engineer \$1.35, repairman and trained fireman \$1.21, fireman \$1.14; mechanical department—machinists, pipefitters, electricians, first class \$1.35, second class \$1.18, helpers \$1.10; blacksmiths \$1.26, helpers \$1.07; carpenters \$1.22 and \$1.35, helpers \$1.10; bricklayers \$1.35, helpers \$1.07; painters, first class \$1.21, second class \$1.09, apprentices \$1.07; welder and leadburner \$1.21 and \$1.35, welder helper \$1.10; labour department—labourer, watchman, janitor, laboratory boy \$1.04; track repairman, laundryman, laboratory assistant trained \$1.09; motor truck operator, tractor driver, locomotive driver \$1.12;

stores helper \$1.07, boat attendant \$1.14. The above rates are from 7 to 9 cents higher than in the previous agreement. An *off-shift premium* of 5 cents an hour shall be paid for work on regularly scheduled evening or night shifts commencing between the hours of 3 p.m. and 5 a.m. Employees required to do work ordinarily performed by stevedores on scows, barges or other vessels which are not self-propelled, shall receive stevedores' rate of pay for such work.

It is agreed that the application of the Industrial Relations Plans and the rules governing them shall continue in respect of the employees in conformity with the general application throughout the company.

Provision is made for *seniority rights, grievance procedure and safety and health.*

## Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,\* include the amendment of nine agreements. In addition to those summarized below, they include: the amendment of the agreement for the sheet metal manufacturing industry at Montreal published in the *Quebec Official Gazette*, issue of December 3.

A request for the amendment of the agreement for wholesale and retail stores at Rimouski was gazetted November 26; a request for the amendment of the agreement for clockmakers in the counties of Drummond, Arthabaska, etc. was gazetted December 3. Requests for amendments to the agreements for the railway and bus manufacturing industry at Montreal, for the uncorrugated paper box industry and for the work glove and fine glove industries in the province, for building trades at Hull and a request for a new agreement for bakers, retail stores and hotels at Magog were published in the *Quebec Official Gazette*, issue of December 17.

\*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

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

## Manufacturing

### Fur and Leather Products

TANNERY EMPLOYEES, PROVINCE OF QUEBEC.

An Order in Council, dated December 7, and gazetted December 17, amends the previous Orders in Council for this industry (L.G., Jan., 1947, p. 48, Aug., p. 1174; April, 1948, p. 331, Aug., p. 871 and previous issues).

*Minimum hourly wage rates*—employees working on an hourly basis:—

	Zones		
	I	II	III
Class A (not less than 60% of employees) ..	\$0.80	\$0.76	\$0.70
Class B (not more than 25% of employees) ..	0.65	0.62	0.56
Class C (not more than 15% of employees) ..	0.50	0.50	0.45

the above rates represent an increase of 5 cents per hour for all classes in the 3 zones.

Employees working on a piece-work basis:—

	Zones		
	I	II	III
Class A (not less than 60% of employees) ..	\$0.80	\$0.836	\$0.77
Class B (not more than 25% of employees) ..	0.715	0.682	0.616
Class C (not more than 15% of employees) ..	0.55	0.55	0.495

Furthermore, the piece-work rates in force on September 1, 1949, are increased by 7 per cent.

During the first year of their operation, new establishments in zone III benefit by a reduction of 20 per cent on the minimum rates shown, during the first 6 months; this percentage is reduced to 10 per cent during second 6 months.

*Vacation*: as in the previous agreement, one week with pay to employees with one year's service; the second week's vacation with pay is now granted to employees with three years' service instead of after five years' service as previously provided.

## **Pulp, Paper and Paper Products**

### **CORRUGATED PAPER BOX INDUSTRY, PROVINCE OF QUEBEC.**

An Order in Council, dated November 17, and gazetted November 26, amends the previous Orders in Council for this industry (L.G., March, 1947, p. 369; Aug., 1948, p. 871; Aug., 1949, p. 987, Dec., p. 1558, and previous issues) by the addition of the "Champlain Paper Box Ltd., Corrugated Paper Division of Quebec" as co-contracting party.

## **Metal Products**

### **RAILWAY CAR AND BUS MANUFACTURING, MONTREAL.**

An Order in Council, dated November 17, and gazetted November 26, amends the previous Orders in Council for this industry (L.G., Sept., 1947, p. 1307; Nov., 1948, p. 1246, and previous issues) by substituting the name "Montreal Car Builders Union, Areas A and B" for the name "Employees' Association of the Canadian Car and Foundry Company Limited, Turcot and Dominion Plants" as contracting party.

## **Construction**

### **BUILDING TRADES, ST. HYACINTHE.**

An Order in Council, dated November 17, and gazetted November 26, amends the previous Orders in Council for this industry (L.G., July, 1947, p. 1002, Sept., p. 1308; May, 1948, p. 488; Oct., 1949, p. 1247, and previous issues) by providing that notwithstanding any other provisions, cities and towns and the municipal corporations of zone II are not governed by the present agreement inasmuch as repair or maintenance work on their own buildings, construction, rebuilding or maintenance work on aqueducts, sewers, pavings, sidewalks, etc. under their immediate control are concerned. The exemption does not apply to contractors or sub-contractors carrying on the same operations under control of or by contract for the said cities, towns, etc.

Municipal corporations of zone I do not benefit by the provisions of the foregoing paragraph; however they may pay their employees 5 cents per hour less than the minimum wage rate set for building trades workers or \$3 per week less in the case of permanent maintenance men. In addition the provision governing the number of handicapped workers that may be employed does not apply to municipal corporations of zone I.

### **BUILDING TRADES, SHERBROOKE.**

An Order in Council, dated November 24, and gazetted December 3, amends the previous Orders in Council for this industry (L.G., Nov., 1947, p. 1661; Dec., 1948, p. 1421; Feb., 1949, p. 178).

*Minimum hourly wage rates* for building trades workers, except labourers (whose rate remains unchanged) and except plumbers and sheet metal workers in Sherbrooke, are increased by 5 cents per hour in the 3 zones. In the city of Sherbrooke and within a 2 mile radius of its limits, minimum rates for plumbing and steamfitting contractor (personal services), journeyman plumber and steamfitter, pipe welder, tinsmith, sheet metal worker and roofer and junior journeyman (first year) are unchanged. For each

increase or decrease of 10 points in the Federal cost-of-living index (160 point mark as of July 15, 1948) the minimum hourly rates payable shall be 5 cents per hour higher or lower as the case may be. Adjustments to be made each 3 months, reckoning from July 15, 1949. This provision does not apply to pipe mechanics, steamfitters, welders, tinsmiths and roofers employed in Sherbrooke and within a radius of 2 miles from its limits.

Apprenticeship regulations are also affected by this amendment.

### **BUILDING TRADES, THREE RIVERS.**

An Order in Council, dated November 17, and gazetted November 26, amends the previous Orders in Council for this industry (L.G., March, 1947, p. 370, Nov., p. 1661; Jan., 1948, p. 51, Aug., p. 873; Sept., 1949, p. 1116, and previous issues) by providing that all operations governed by Ordinance number 39 of the Minimum Wage Commission, including construction of roads, camps and other improvements required in forest operations as dikes, dams, piers, booms, etc. are not governed by the present agreement.

## **Trade**

### **RETAIL STORES, COATICOOK.**

An Order in Council, dated November 17, and gazetted November 26, amends the previous Orders in Council for this industry (L.G., Sept., 1941, p. 1162; July, 1944, p. 868).

*Hours:* 52 per week; Monday, Tuesday, Thursday and Friday: 8 a.m. to 6 p.m.; Wednesday: 8 a.m. to 12 noon; Saturday: 8 a.m. to 10 p.m. When a holiday falls in a week the working hours on Wednesday may be extended until 6 p.m. One-quarter hour is allowed after closing time for cleaning store, without remuneration.

*Minimum weekly and hourly rates:* group A, comprising 10 per cent of employees \$25 per week; group B, 35 per cent \$18; group C, 45 per cent \$15; group D, 10 per cent \$13 per week. Rates are increased by from \$5 to \$7 per week. Minimum wage rate for delivery employees (without bicycle) \$8 per week or 15 cents per hour; (with bicycle) \$11 per week or 20 cents per hour (hourly rates when time worked is less than 9 consecutive hours). Rates in first case (without bicycle) represent an increase of \$2 per week or 2½ cents per hour; in second instance (with bicycle) is an added classification. For office employees the minimum rate per hour is 20 cents after the first 6 months to 30 cents per hour after 2 years of service; seamstresses 30 cents per hour, an increase of 7½ cents.

*Vacation:* all regular employees after one year of continuous service are entitled to 7 days continuous vacation with pay.

### **GROCERS AND BUTCHERS, SHERBROOKE.**

An Order in Council, dated September 7, and gazetted December 17, amends the previous Orders in Council for this industry (L.G., July, 1940, p. 734, Aug., p. 868; June, 1941, p. 706; Oct., 1943, p. 1382; Nov., 1945, p. 1679; Jan., 1946, p. 52, Dec., p. 1774).

*Overtime* shall be paid only for work other than that concerned with the sale of goods, such work being forbidden outside regular weekly working period.



**Minimum weekly and hourly wage rates:** for all employees (male and female) class A, comprising 75 per cent \$18 per week; class B, 25 per cent \$16. Previously there were 4 classes of employees 25 per cent in each, from A to D, with rates ranging from \$8 to \$15 per week. **Minimum wage rates** for apprentices (first 6 months) \$14 per week; for delivery employees (without bicycle) \$8.50 (with bicycle) \$11 per week (increases of from \$3.50 to \$6 per week); extra delivery employees (without bicycle) 15 cents per hour; (with bicycle) 20 cents (increases of 5 and 10 cents per hour).

Extra or supernumerary employees shall not receive less than 35 cents per hour.

**Vacation:** employees with less than one year's continuous service are entitled to vacation with pay of one half-day per month of service equivalent to 2 per cent of wages earned during service period.

The employer shall pay for the rental and cleaning of clerks' uniforms.

A charge for board and room not exceeding \$4 per week or \$1.25 per week for room only, may be made if the employer lodges or boards employees.

## Industrial Standards Acts, Etc.

### Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in New Brunswick, Ontario, Saskatchewan and Alberta

Recent proceedings under the Industrial Standards Acts, etc.\* include, in addition to those summarized below: the amendment of the schedule for carpenters in the Fort Frances zone, published in *The Ontario Gazette*, issue of October 22 and a new schedule for the barbering industry in the Blyth, Brussels, Lucknow, Teeswater and Wingham zones in the issue of November 26.

**Hours:** 8 per day, Monday through Friday, a 40-hour week. Work performed at night which because of its nature cannot be done during the regular working period is restricted to 7 hours on any night shift, and such work will be known as *night work*.

**Overtime** is payable at the rate of time and one-half for all work between 5 p.m. and 8 p.m. on regular working days and between 8 a.m. and 5 p.m. on Saturdays; double time for all other work and on Sundays and 7 specified holidays. No overtime work to be done on Saturdays, Sundays, or 7 specified holidays without the permission of the advisory committee.

**Minimum hourly wage** for work performed during regular working periods and for night work, \$1.35 per hour. Employees on *night work* shall receive 8 hours' pay for 7 hours work. The advisory committee may fix a lower minimum rate for an employee who is handicapped.

## NEW BRUNSWICK

### Construction

CARPENTERS, SAINT JOHN.

An Order in Council, gazetted October 19, makes binding the terms of a new schedule for carpenters at Saint John and within a radius of 15 miles excepting that part of the area lying north of the Kennebecasis River. Schedule to be in effect until April 1, 1950.

**Hours:** 8 per day, Monday through Friday, 4 on Saturday, a 44-hour week.

**Overtime rate** is payable at \$1.65 per hour for the first 4 hours, \$2.20 thereafter and for work on Sundays and 8 specified holidays.

**Minimum wage rate:** \$1.10 per hour. Work which cannot be performed during the regular working period may be carried out at other periods of the day for which a minimum rate of \$1.26 per hour shall be paid.

## ONTARIO

### Construction

PAINTERS AND DECORATORS, TORONTO.

An Order in Council, dated November 17, and published in *The Ontario Gazette*, December 3, makes binding the terms of a new schedule for painters and decorators in the Toronto zone, to be in effect from December 13, 1949, during pleasure.

### PLUMBERS, WINDSOR.

An Order in Council, dated October 13, and gazetted October 22, makes binding the terms of a new schedule for plumbers in the Windsor zone, to be in effect from November 1, 1949, during pleasure.

The terms of this schedule are similar to the terms of the one previously in effect and summarized in the *LABOUR GAZETTE*, issue of October, 1947, p. 1476, and October, 1948, p. 1130, with the following exception:—

**Minimum hourly wage rates** are further increased, by 10 cents to \$1.75 per hour.

\*In six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees may on his recommendation be made binding by Order in Council in all zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. Reference to the summaries of these Acts and to amendments to them are given in the *LABOUR GAZETTE*, December 1948, page 1422.



## SASKATCHEWAN

### Manufacturing

#### Vegetable Products

BAKERS AND BAKERY SALESMEN, REGINA.

An Order in Council, dated October 11, and gazetted October 22, amends the previous Orders in Council for this industry (L.G., Oct., 1948, p. 1130; April, 1949, p. 451). This order shall be in force from June 6, 1949.

*Hours:* the number of hours per week for all inside employees is reduced from 44 to 42. Overtime is payable for all hours worked in excess of 42 hours in any one week.

*Minimum wage rates:* the words "regular salesmen, \$21 basic pay, plus 5 per cent on wholesale and 10 per cent retail on cakes and pastry, and  $\frac{1}{2}$  cent wholesale and 1 cent retail on bread; guaranteed weekly wage, \$35 per week" are substituted for "\$20 guaranteed wage per week plus 5 per cent wholesale and 10 per cent retail on all sales of cakes and pastry and  $\frac{1}{2}$  cent wholesale and 1 cent retail per loaf on all bread sales." Rates for female employees, performing duties of a male, with assistance, are increased by 10 per cent, from 80 per cent to 90 per cent of the classification of such work.

## ALBERTA

### Manufacturing

#### Vegetable Foods

BAKERS, LETHBRIDGE.

An Order in Council, dated September 26, and gazetted October 15, makes binding the terms of a new schedule for bakers in Lethbridge to be in effect from October 25, 1949, during pleasure.

*Hours:* 8 per day, a maximum of 46 in a week for all employees (male and female).

*Overtime rates* for male and female employees for all time worked in excess of maximum weekly hours and for all work performed on 8 statutory holidays, when one day in lieu thereof is not allowed within 7 days, is payable at the rate of time and one-half. This rate also applies to time worked during a rest period of not less than 24 hours in every consecutive 7 days, with not less than 12 consecutive hours between shifts. No overtime to be worked without permission of the advisory committee.

*Minimum weekly wage rates:* ovenmen, doughmen, cake baker \$43.50 per week; dividerman, moulderman and bench hands \$42; bakers' helper (male) bread or cake shop \$31 per week during first 3 months to a maximum of \$37 after sixth 3 months period; helpers (female) in bread shop, rackers and hand wrappers \$26 during first 3 months to \$28 per week after second 3 months; helpers (female) in cake shop or shipping room \$24.50 during first 6 months to \$31.50 per week after seventh 6 months period; shipper \$37.50 per week, assistant \$32.50; bread wrapper \$35.50 per week, assistant \$29.50 during first 6 months to \$33.50 after fourth 6 months; janitors (male) \$31.50 per week during first 6 months to \$33.50 after second 6 months; maintenance

man \$34.50 during first 6 months to \$37.50 after third 6 months period. Three new classifications are added: night doughman \$46 per week; receiver \$34.50 during first 6 months to \$37.50 after third 6 months and janitors (female) \$29.50 during first 6 months to \$31.50 per week after second 6 months; *apprentices* (16-21 years of age) \$25.50 during first 6 months to \$39.50 per week during eighth 6 months. thereafter \$42 per week as baker. A graduated scale of increases by \$1 per week to the maximum rate is in effect where minimum and maximum rates are shown and is based on completed 3 or 6 months periods of service from original date of employment. Average weekly increases over the 1947 schedule (LABOUR GAZETTE, of June, 1947, p. 827), range from \$3.50 to \$7.50 per week in most cases. Minimum rate for jobbers, temporary or part-time employees (male or female) employed on an hourly or daily basis shall be 10 cents per hour over the single hourly rate of weekly employees. These employees shall be given 4 hours' pay for any consecutive hours worked less than 4. An employee required to do the work of a classification entitled to a higher rate of pay than he is receiving, after one day's work in such classification at his regular rate, shall be paid the rate applicable to the classification in which he is actually employed.

*Vacation:* one week with pay after one year's continuous service, 2 weeks with pay after 2 years' service.

Apprenticeship regulations are also included in the schedule.

BAKERY SALESMEN, LETHBRIDGE.

An Order in Council, dated September 26, and gazetted October 15, makes binding the terms of a new schedule for bakery salesmen in Lethbridge to be in effect from October 25, 1949, for 12 months and thereafter during pleasure.

*Hours:* 9 per day, 48 in a week, distributed daily till 6 p.m., except on Wednesdays when work shall not extend beyond 2 p.m. unless Saturday is given in lieu thereof.

*Overtime:* for all time worked in excess of 9 per day or 48 in a week (when a statutory holiday occurs in a calendar week such week shall be considered a 40-hour week) is payable at the rate of \$1.17 per hour; work on any of 8 paid statutory holidays (where one day in lieu thereof is not allowed within 7 days) double time or \$1.56 per hour will be paid. No overtime to be worked without the permission of the advisory committee.

*Minimum weekly wage rates:* salesmen (experienced) \$37.50 per week basic wage plus  $\frac{1}{2}$  per cent on bread and hard rolls, 5 per cent on total sales of sweet dough and wholesale cakes and 10 per cent on retail cakes; (inexperienced), first 3 months \$33; stableman \$29.50 during first 3 months, thereafter, \$32.50 per week.

*Vacation:* one week with pay after one year's continuous service, 2 weeks with pay after 2 years' service.

If uniforms are worn by the employees they are to be supplied on a 50 per cent basis.

# FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

## Schedules Prepared and Contracts Awarded During November

### (1) *Works of Construction, Remodelling, Repair or Demolition*

During the month of November the Department of Labour prepared 157 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 103 construction contracts was awarded by the various Government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates."

### (2) *Contracts for the Manufacture of Supplies and Equipment*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation. . . . .	6,956	\$7,085,330.68
Post Office. . . . .	14	90,116.81
Public Works. . . . .	1	20,662.00
R.C.M.P. . . . .	2	76,541.40

**CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING NOVEMBER**

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Mount Pleasant, P.E.I.	Dismantling of boiler house and erecting of same at R.C.A.F. Station, Summerside, P.E.I.	M. F. Schurman Co. Ltd., Summerside, P.E.I.	\$ 58,840 00	Dec. 8, 1949
Cornwallis, N.S.	Resurfacing and sodding of playing field, H.M.C.S. "Cornwallis", Cornwallis, N.S.	George Coupar, Truro, N.S.	15,000 00	June 3, 1949
Halifax, N.S.	Renoval of existing drill hall floor, Building No. 41, Garrison Barracks, Halifax, N.S.	Fundy Construction Co. Ltd., Halifax, N.S.	14,800 00	Nov. 16, 1949
Halifax, N.S.	Installation of a shaving exhaust system, Willow Park, Halifax, N.S.	Powers Bros. Ltd., Lunenburg, N.S.	5,709 00	Nov. 18, 1949
Halifax, N.S.	Complete painting of the drill hall and stairway located in the Powers, Halifax, N.S.	Jas. F. Lacey, Dartmouth, N.S.	9,777 00	Dec. 2, 1949
Halifax, N.S.	Paving of roads and parking areas, Willow Park, Halifax, N.S.	Standard Paving Maritime Ltd., Halifax, N.S.	10,394 00	Dec. 14, 1949
Halifax, N.S.	Gumite waterproofing of outside walls of Buildings Nos. 1 and 5, Willow Park, Halifax, N.S.	The Canata Gumite Co. Ltd., Halifax, N.S.	12,960 00	Dec. 14, 1949
Halifax, N.S.	Renovating of Buildings Nos. 16, 33, 35, 36, 38, 39 and 47, Garrison Barracks, Halifax, N.S.	Fundy Construction Co. Ltd., Halifax, N.S.	17,540 00	Dec. 10, 1949
Moncton, N.B.	Exterior painting of Buildings Nos. 15, 16, 17, 17A, 18, 19, 20, 21, 32, 33, 34 and 36 and the interior painting of Buildings Nos. 49 and 50 at No. 5 Supply Depot, Moncton, N.B.	H. Smith, Portsmouth, Ont.	9,314 00	Dec. 6, 1949
Bouchard, P.Q.	Construction of roads and sidewalks, Married Quarters Area, No. 34 O.A.P., Bouchard, P.Q.	Charles Duranceau Ltee., Montreal, P.Q.	5,991 80	Nov. 18, 1949
Montreal, P.Q.	Re-roofing of Drill Hall and repairs to flashing, Craig Street Drill Hall, Montreal, P.Q.	Douglas Bros. Ltd., Montreal, P.Q.	5,750 00	Aug. 8, 1949
Montreal, P.Q.	Installation of crushed stone base and concrete asphalt pavement and cutting and shaping ditches, Area "A", No. 25 Central Ordnance Depot, Montreal, P.Q.	Alexandre Duranceau, Montreal, P.Q.	15,674 23	June 28, 1949
Quebec, P.Q.	Renovation of Mann Stores for use as a men's Mess at the Citadel, Quebec, P.Q.	Magloire Cauchon Ltee., Quebec, P.Q.	135,900 00	Dec. 8, 1949
Barriefield, Ont.	Road repairs at Barriefield Military Camp, Barriefield, Ont.	H. J. McFarland Construction Co. Ltd., Picton, Ont.	5,520 00	July 28, 1949
Barriefield, Ont.	Roof repairs to 3 permanent buildings, Vinny Barracks, Barriefield, Ont.	W. A. Moffatt Co., Toronto, Ont.	11,900 00	Dec. 2, 1949
Camp Borden, Ont.	Installation of street lighting at the R.C.A.F. Station, Camp Borden, Ont.	Answoth Electric Co. Ltd., Toronto, Ont.	4,933 00	Dec. 1, 1949
Camp Borden, Ont.	Application of asphaltic prime on approximately 89,160 square yards of gravel roads, Camp Borden, Ont.	Law Construction Ltd., Toronto, Ont.	6,389 80	Nov. 28, 1949
Centralia, Ont.	Landscaping permanent married quarters, R.C.A.F. Station Centralia, Ont.	W. S. Fullerton Construction Co., Windsor, Ont.	14,828 00	Aug. 23, 1949
Kingston, Ont.	Construction of a R.C.E. Workshop Royal Military College, Kingston, Ont.	M. Sullivan & Son Ltd., Amprior, Ont.	9,447 00	Dec. 5, 1949
London, Ont.	Paving of vehicle compound at No. 6 A.O.D. Wolseley Barracks, London, Ont.	A. Cope & Sons, Ltd., Hamilton, Ont.	5,999 00	June 24, 1949



**CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING NOVEMBER**

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
<b>Canadian Commercial Corporation</b>				
London, Ont.	Construction of 64 wardrobe cabinets in Buildings Nos. 12 and 13, Wolsey Barracks.	McKay-Cooker Construction Ltd., London, Ont.	7,213 00	Nov. 22, 1949
London, Ont.	Construction of a railroad loading dock, Main Building, No. 27 C.O.D., Highbury Avenue.	Sid. Jones Construction Co. Ltd., London, Ont.	7,855 00	Dec. 10, 1949
Ottawa, Ont.	Repairs to three freight elevators at R.C.A.F. Station, Victoria Island.	Otis-Fensom Elevator Co. Ltd., Ottawa, Ont.	2,092 00	Nov. 19, 1949
Ottawa, Ont.	Installation of a complete lighting and power electrical system in the Transformer and Rubber Processing Rooms of the Department of National Defence (Defence Research Board).	Fred A. Wilson Contracting Co. Ltd., Ottawa, Ont.	4,092 00	Dec. 5, 1949
Picton, Ont.	Repairs to Picton Armoury Roof.	H. J. McFarland Construction Ltd., Picton, Ont.	10,004 00	Nov. 28, 1949
Port Arthur, Ont.	Complete renewal of the electrical wiring and lighting facilities in the Armoury.	Mahon Electric Co. Ltd., Port William, Ont.	20,500 00	Dec. 14, 1949
Stratford, Ont.	Re-roofing and eavestroughing at the Armoury.	W. A. Moffatt Co., Toronto, Ont.	4,200 00	May 13, 1949
Trenton, Ont.	Repair of a runway and drainage system at R.C.A.F. Station and repairs to a concrete apron at No. 6 Repair Depot.	H. J. McFarland Construction Co. Ltd., Picton, Ont.	45,560 00	Nov. 14, 1949
Fort Churchill, Man.	Erection and connecting to unloading facilities of the Imperial Oil Company of Canada Ltd. one 10,000 barrel oil storage tank.	Imperial Oil, Ltd., Toronto, Ont.	7,000 00	Nov. 9, 1949
Fort Churchill, Man.	Installation of refrigeration equipment, Building No. 403.	Fleming-Pedlar Ltd., Winnipeg, Man.	9,862 00	Nov. 28, 1949
Fort Churchill, Man.	Laying of asphalt tile flooring in various buildings.	Western Asbestos Co. Ltd., Winnipeg, Man.	101,361 00	Nov. 29, 1949
Rivers, Man.	Exterior painting of various buildings at the C.J.A.T.C.	Taylor Painting & Decorating Co. Ltd., Winnipeg, Man.	39,000 00	Nov. 25, 1949
Rivers, Man.	Development of a new water system including construction of a gravel wall well and installation of equipment for the pump house at C.J.A.T.C.	International Water Supply Ltd., Regina, Sask.	15,860 70	Dec. 2, 1949
Winnipeg, Man.	Construction of a 5-room, 1½ storey dwelling, St. Charles Rifle Range.	Dominion Construction and Arlington Lumber Ltd., Winnipeg, Man.	6,960 00	Nov. 16, 1949
Winnipeg, Man.	Complete renewal of the electrical system in the Minto Street Armoury.	Kummen-Shipman Electric Ltd., Winnipeg, Man.	59,480 00	Dec. 9, 1949
Calgary, Alta.	Rewiring of Main Ordnance Depot.	Graver & Longmate Ltd., Calgary, Alta.	4,600 00	April 27, 1949
Calgary, Alta.	Addition to Q.M. Stores, P.P.C.L.I., Currie Barracks.	Bird Construction Co. Ltd., Calgary, Alta.	5,771 00	Nov. 25, 1949
Edmonton, Alta.	Repair of roads, pathways, parking lots and catch basins, R.C.A.F. Station.	Arthur A. Voice, Edmonton, Alta.	27,829 50	July 26, 1949
Namao, Alta.	Construction of a remote receiver building and installation of the required services (plumbing and drainage, etc.)	Christensen and MacDonald Ltd., Edmonton, Alta.	208,592 00	Dec. 14, 1949
Courtenay Camp, B.C.	Exterior painting, shingling and siding of five buildings (1001-1005 inclusive.)	Pacific File Driving Co. Ltd., Victoria, B.C.	11,665 00	Nov. 28, 1949
Chilliwack, B.C.	Asphalt surfacing of vehicle compound and asphalt surfacing and seal coating of roads, R.C.S.M.E.	Columbia Bitulithic Ltd., Vancouver, B.C.	\$ 27,891 92	Dec. 6, 1949
Esquimalt, B.C.	Paving of roads, H.M.C. Dockyard and H.M.C.S. "Naden".	Victoria Paving Co. Ltd., Victoria, B.C.	26,634 25	Nov. 22, 1949
Vancouver, B.C.	Installation of underfeed stokers, Central Heating Plant, No. 2 Supply Depot.	Welsh & Son Ltd., Vancouver, B.C.	5,335 00	Dec. 5, 1949
Whitehorse, Y.T.	Construction of new water pipe line.	Poolle Construction Co. Ltd., Edmonton, Alta.	50,000 00	Dec. 8, 1949

### Central Mortgage and Housing Corporation

Summerside, P.E.I.	Installation of power and lighting distribution system (D.N.)	Bryant Electric, Halifax, N.S.	33,500 00	Oct. 7, 1949*
Cornwallis, N.S.	D. Non-urban, 1-49)			
	Installation of power and lighting distribution system (D.N.)	Bryant Electric, Halifax, N.S.	15,000 00	Oct. 7, 1949*
Chatham, N.B.	D. Non-urban, 1-49)			
	Installation of power and lighting distribution system (D.N.)	Sterling Electric, Halifax, N.S.	31,500 00	Oct. 7, 1949*
Chatham, N.B.	D. Non-urban, 1-49)			
	Construction of sewage and pumping station (D.N.D. Non-urban, 1-49)	General Supply Co. of Canada Ltd., Ottawa, Ont.	13,300 00	Oct. 25, 1949
St. Hubert, P.Q.	D. Non-urban, 1-49)			
	Installation of power and lighting distribution system (D.N.)	Bedard & Gerard Ltd., Montreal, P.Q.	16,583 00	Oct. 22, 1949*
Camp Borden, Ont.	D. Non-urban, 1-49)			
	Installation of power and lighting distribution system (D.N.)	Ainsworth Electrical Co. Ltd., Toronto, Ont.	14,206 00	Nov. 18, 1949
Centralia, Ont.	D. Non-urban, 2-46)			
	Installation of power and lighting distribution system (D.N.)	Ontario Construction Co., St. Catharines, Ont.	28,464 47	Nov. 7, 1949
Clinton, Ont.	D. Non-urban, 1-49)			
	Installation of power and lighting distribution system (D.N.)	Ontario Construction Co., St. Catharines, Ont.	18,128 81	Nov. 7, 1949
Winnipeg, Man.	Installation of sewers and watermains at Stevensons' Field.	Benjamin Bros., St. Boniface, Man.	39,682 44	Oct. 29, 1949
Calgary, Alta.	D. Non-urban, 1-49)			
	Installation of sewers and watermains at Currie Field (D.N.)	Henry Borger and Son Ltd., Winnipeg, Man.	21,342 20	Oct. 24, 1949
Calgary, Alta.	D. Non-urban, 1-49)			
	Installation of gas distribution system of mains and service lines (D.N.D. Non-urban, 1-49)	Canadian Western Natural Gas Co. Ltd., Calgary, Alta.	11,077 00	Oct. 24, 1949
Edmonton, Alta.	D. Non-urban, 1-49)			
	Installation of sewers and water service to 250 houses.	City of Edmonton Waterworks Dept., Edmonton, Alta.	18,318 34	Dec. 14, 1949
Esquimalt, B.C.	D. Non-urban, 1-49)			
	Installation of sewers and watermains at Dockyard (D.N.D. Non-urban, 1-49)	Premier Construction Co., Vancouver, B.C.	11,708 55	Sept. 29, 1949
Esquimalt, B.C.	D. Non-urban, 1-49)			
	Installation of power and lighting distribution system, Macaulay Pt. (D.N.D. Non-urban, 1-49)	J. H. McRae, Vancouver, B.C.	23,654 00	Oct. 24, 1949

### Department of Mines and Resources

Fundy National Park, N.B.	Construction of warden's cabin.	Caldwell Construction Co. Ltd., Fredericton, N.B.	10,000 00	Nov. 8, 1949
Restigouche Indian Reserve, P.Q.	Reconstruction of a short section of highway through the Indian Reserve.	Quemont Construction Inc., Montreal, P.Q.	30,000 00	Nov. 4, 1949
Brandon, Man.	Redecoration of school, Indian Residential School.	Crane Bros., Brandon, Man.	7,500 00	Oct. 1, 1949
Sechelt, B.C.	Revisions and additions to plumbing and heating systems at the Indian Residential School.	Mitchell Bros. Ltd., Vancouver, B.C.	7,000 00	Aug. 3, 1949

### National Harbours Board

Montreal, P.Q.	Reconstruction upstream face of Jacques Cartier Pier, Montreal Harbour.	Pentagon Construction Co. Ltd. and Grant-Mills Ltd., Montreal, P.Q.	\$ 928,897 00	Aug. 4, 1949
Montreal, P.Q.	Construction of Shed 10 extension, King Edward Pier, Montreal Harbour.	Foundation Co. of Canada Ltd., Montreal, P.Q.	315,969 00	Oct. 8, 1949
Vancouver, B.C.	Renewal of gallery supporting towers, pile bracing and outer sill of track shed, No. 4 Elevator, Vancouver Harbour.	Vancouver Pile Driving & Contracting Co. Ltd., Vancouver, B.C.	22,363 00	Sept. 29, 1949

### Department of Public Works

Souris, P.E.I.	Repairs to shed on railway wharf.	J. W. McMulkin and Son, Ltd., Upper Gagetown, N.B.	54,822 50	Sept. 9, 1949
Halifax, N.S.	Improved lighting, cupboards, shelving, etc., Shed 21, Ocean Terminals, Immigration Office, New District Offices.	Standard Construction Co. Ltd., Halifax, N.S.	7,800 00	Oct. 27, 1949
Little Harbour, N.S.	Construction of a breakwater extension.	H. E. McDonald and Wilfred Cordeau, D'Escousse and Pointerville, N.S.	15,049 70	Sept. 9, 1949
Owl's Head, N.S.	Wharf extension.	John M. Homans, Clam Harbour, N.S.	11,616 96	Sept. 9, 1949

**CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING NOVEMBER**

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
<b>Department of Public Works</b>				
Shelburne, N.S.	Repairs and improvements to Public Building.	Rodney Contractors Ltd., Yarmouth, N.S.	12,622 20	Nov. 5, 1949
Springhill, N.S.	Repairs and improvements to Public Building.	W. R. MacDonald, Salt Springs, Pictou County, N.S.	20,300 00	Nov. 8, 1949
Hull, P.Q.	Construction of footings and piers, National Printing Bureau.	Concrete Construction Ltd., Montreal, P.Q.	194,000 00	Nov. 16, 1949
Marsouins, P.Q.	Construction of a wharf extension.	McNamara Construction Co. Ltd., Toronto, Ont.	242,149 00	Sept. 16, 1949
Matapedia, P.Q.	Repairs to International Bridge.	J. A. Dufour, St. Alexis de Matapedia, P.Q.	15,767 85	Sept. 29, 1949
Montreal, P.Q.	Construction of an office building, University and Cathcart Sts., to accommodate Postal Station "B".	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	1,360,000 00	Nov. 3, 1949
Montreal, P.Q.	Structural steel work and steel stack for upper portion of Postal Station "B", University and Cathcart Streets.	Dominion Bridge Co. Ltd., Lachine, P.Q.	156,800 00	Oct. 3, 1949
Restigouche, P.Q.	Construction of nursing station.	Lorenzo Bernard, Dugal, P.Q.	11,850 00	Nov. 2, 1949
Senneville, P.Q.	Construction of walks and driveways, Health and Occupational Centre.	Charles Duranceau Ltd., Montreal, P.Q.	14,600 00	Nov. 2, 1949
Burlington Chamel, Ont.	Repairs to piers (replacement of timber waling).	Youngman Construction Co., Pickering, Ont.	12,950 00	Sept. 7, 1949
Fergus, Ont.	Alterations and additions to Public Building.	Pitkey-Noble Construction Co. Ltd., Hamilton, Ont.	102,196 00	Oct. 31, 1949
Hawkesbury, Ont.	Reconstruction of pavement on Ontario approach to Perley Bridge.	Dibblee Construction Co. Ltd., Ottawa, Ont.	32,535 25	Sept. 9, 1949
London, Ont.	Exterior painting of buildings, Western Counties Veterans' Lodge.	Windsor Painting and Decorating Co., Windsor, Ont.	7,725 10	Sept. 1, 1949
Orillia, Ont.	Painting of Dominion Public Building.	William Lalonde, Midland, Ont.	4,200 00	Nov. 19, 1949
Ottawa, Ont.	Repairs to boiler plant, National Research Building, Sussex Street.	Campbell Steel & Iron Works, Ltd., Ottawa, Ont.	7,840 00	Sept. 22, 1949
Ottawa, Ont.	Alterations to Building "H", Fuel Research Laboratory.	H. Dagenais, Ottawa, Ont.	\$ 61,807 36	Nov. 16, 1949
Ottawa, Ont.	Alterations to passport office, Regent Annex Building, Department of External Affairs.	J. E. Copeland Co. Ltd., Ottawa, Ont.	21,133 00	Oct. 27, 1949
Toronto, Ont.	Harbour maintenance (crib for Western Breakwater).	Russell Construction Co. Ltd., Toronto, Ont.	34,727 80	Sept. 7, 1949
Winnipeg, Man.	Additions and alterations to Postal Station "F".	G. A. Baert, St. Boniface, Man.	16,033 00	Nov. 24, 1949
Winnipeg, Man.	Repairs to roofs, former school building and east and west wing, Main Building, Veterans' Home, Academy Road.	William L. Beaton and Harry G. Beaton (James Beaton & Sons), Winnipeg, Man.	5,631 00	Sept. 27, 1949
Abbotsford, B.C.	Reconstruction of Dominion Public Building.	Allen & Viner Construction Co. Ltd., Vancouver, B.C.	102,000 00	Nov. 24, 1949
Baileys' Brook, Pictou County, N.S.	Dredging.	Coast Quarries Ltd., Vancouver, B.C.	138,040 00	Sept. 16, 1949
Leauzon, P.Q.	Repairs to Tug "Peel".	Stanley Mason, Merigomish, N.S.	6,300 00	*
Huntsville, Ont.	Dredging.	George T. Davie & Sons Ltd., Lauzon, P.Q.	10,175 00	*
Talbot River, Ont.	Dredging.	McNamara Construction Co. Ltd., Toronto, Ont.	29,340 00	*
Burrard Inlet, North Vancouver, B.C.	Dredging.	British Columbia Bridge Dredging Co. Ltd., Vancouver, B.C.	12,600 00	*
			54,400 00	*
<b>Department of Transport</b>				
Western Head, N.S.	Erection of a prefabricated dwelling.	I. A. Charest, Liverpool, N.S.	5,965 00	Sept. 14, 1949
Port William, Ont.	Installation of outlet drainage pipe.	Thunder Bay Harbor Improvements Ltd., Port Arthur, Ont.	2,980 00	Aug. 25, 1949
Malton, Ont.	Construction of remote receiver building.	Pullam Construction Ltd., Toronto, Ont.	7,351 00	Sept. 1, 1949
Pagwa, Ont.	Erection of three prefabricated dwellings and extension to power house.	Melville Forbes, Lion's Head, Ont.	29,229 29	Sept. 7, 1949
Dog Creek, B.C.	Alterations to Building No. 1.	Hanssen Construction Co. Ltd., North Vancouver, B.C.	8,329 00	Aug. 19, 1949
Kimberley and Moyne Lake, B.C.	Improvements of Radio Range Access Roads.	A. G. Bays, Cranbrook, B.C.	14,490 50	June 23, 1949
Port Hardy, B.C.	Construction of water supply pipe line and storage tank.	Upper Fraser Valley Construction Co. Ltd., Chilliwack, B.C.	19,824 00	Aug. 10, 1949

\* The labour conditions of these contracts contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.



# LABOUR LAW

## Legal Decisions Affecting Labour

*The Privy Council has ruled that the regulation of hours of work of employees of the Empress Hotel (owned by the C.P.R.) is within provincial jurisdiction. ¶A union member who claimed wrongful expulsion has been awarded \$5,000 damages and reinstatement in the union. ¶Picketing of ss. Seaboard Star by CSU members was held illegal. ¶In a case of split in a certified union, the minority group remaining in the union was held entitled to union dues collected under the check-off.*

**Privy Council holds regulation of hours of Empress hotel employees is within exclusive jurisdiction of B.C. Legislature—C.P.R. appeal dismissed.**

On November 21, 1949, the Judicial Committee of the Privy Council dismissed the appeal of the Canadian Pacific Railway Company and upheld the judgment of the Supreme Court of Canada that the British Columbia Hours of Work Act is applicable to employees of the Empress Hotel owned and operated in Victoria by the Canadian Pacific Railway Company.

In 1946, the legislature of British Columbia amended the Hours of Work Act to provide that the working hours of an employee in any industrial undertaking shall not exceed eight in the day and 44 in the week, and the definition of industrial undertaking in the Act is such as to include a large number of the Company's employees who work in the Empress Hotel. The Company contended that it is not within the power of the Provincial legislature to regulate the hours of work of these employees and that the hours of such workers must be determined by a collective agreement between the Company and the authorized bargaining agent of the employees which provided for a 48-hour week. The Lieutenant-Governor of British Columbia on September 21, 1946, referred to the Court of Appeal for British Columbia the question whether the British Columbia Hours of Work Act was applicable to the Canadian Pacific Railway in respect of its employees employed at the Empress Hotel. On March 27, 1947, the Court of Appeal answered the question affirmatively with one judge dissenting (L.G., 1947, p. 700). On appeal, the Supreme Court of Canada unanimously decided on April 27, 1948, that the judgment of the British Columbia Court should be affirmed and the appeal

dismissed (L.G., 1948, p. 648). From that judgment an appeal was taken to the Privy Council.

Lord Reid who gave the Privy Council judgment said that the determination of the appeal depended on the application to the facts of the case of the provisions of sections 91 and 92 of the British North America Act, 1867. He quoted the relevant sections which may be summarized briefly, as follows:—

Section 91 gives general authority to the Parliament of Canada to make laws for the peace, order and good government of Canada in relation to all matters not exclusively assigned to the Provinces, and enumerates classes of subjects that are within the exclusive legislative authority of the Parliament of Canada. Besides these specifically enumerated subjects it is provided that the Parliament of Canada shall also have authority in classes of subjects expressly excepted in section 92 from exclusive provincial authority. The final sentence is: "And any matter coming within any of the classes of subjects enumerated in this section shall not be deemed to come within the class of matters of a local or private nature comprised in the enumeration of the classes of subjects by this Act assigned exclusively to the legislatures of the provinces".

Section 92 lists subjects of exclusive provincial jurisdiction. These include "property and civil rights in the province"; "generally all matters of a merely local or private nature in the province"; and "local works and undertakings"—other than ships, railways, canals, telegraphs and other undertakings extending beyond the bounds of any province and works within the Province which have been declared by the Parliament of Canada to be for the general advantage of Canada or of two or more Provinces.

Lord Reid then pointed out that certain principles concerning the inter-relation of sections 91 and 92 have emerged from previous cases. He stated these as follows:—

- (1) The legislation of the Parliament of the Dominion, so long as it strictly relates to subjects of legislation expressly enumerated in s. 91, is of paramount authority, even though it trenches upon matters assigned to the provincial legislatures by s. 92: see *Tenant v. Union Bank of Canada* ((1894) A.C. 31).
- (2) The general power of legislation conferred upon the Parliament of the Dominion by s. 91 of the Act in supplement of the power to legislate upon the subjects expressly enumerated must be strictly confined to such matters as are unquestionably of national interest and importance, and must not trench on any of the subjects enumerated in s. 92 as within the scope of provincial legislation, unless these matters have attained such dimensions as to affect the body politic of the Dominion: see *Attorney-General for Ontario v. Attorney-General for the Dominion* ((1896) A.C. 348).
- (3) It is within the competence of the Dominion Parliament to provide for matters which, though otherwise within the legislative competence of the provincial legislature, are necessarily incidental to effective legislation by the Parliament of the Dominion upon a subject of legislation expressly enumerated in s. 91: see *Attorney-General for Ontario v. Attorney-General for the Dominion* ((1894) A.C. 189); and *Attorney-General for Ontario v. Attorney-General for the Dominion* ((1896) A.C. 348).
- (4) There can be a domain in which provincial and Dominion legislation may overlap, in which case neither legislation will be *ultra vires* if the field is clear, but if the field is not clear and the two legislations meet the Dominion legislation must prevail: see *Grand Trunk Ry. of Canada v. Attorney-General of Canada* ((1907) A.C. 65).

The first claim on behalf of the Company was that its transportation system is one integrated system including ocean services, passenger and freight trains, inland and coastal steamship services; airplane and telegraph services; stations; a chain of transcontinental hotels, freight sheds, wharfs, warehouses, grain elevators and other activities, and that this unified system is a national undertaking which cannot reasonably be viewed as a conglomeration of local works and undertakings. Accordingly, the Company claimed that its undertakings do not come within the class of matters of a local or private nature comprised in the enumeration of the classes of subjects assigned by s. 92 exclusively to the legislatures of the provinces. Therefore, it

was contended, the whole Canadian Pacific Railway system, including its hotels, is within the legislative authority of the Parliament of Canada under its power to make laws in relation to all matters not coming within the classes of subjects assigned exclusively to the legislatures of the provinces.

In discussing this claim, their Lordships stated:—

The basis of this argument must be that the Canadian Pacific Railway Company's activities have become such an extensive and important element in the national economy of Canada that the Canadian Parliament is now entitled under the general powers conferred by the first part of s. 91 to regulate all the affairs of that Company, even where this involves legislating in relation to matters exclusively reserved to the Provincial Legislatures by s. 92.

Their Lordships did not consider this argument valid, pointing out that there were many companies besides the appellant whose businesses extended over most of the provinces and that it was not and could not be suggested that the Parliament of Canada could regulate the hours of work of employees of all such companies. Dealing with the appellant's argument that there were overriding considerations in its case, their Lordships continued:—

The appellant claims that its undertaking is not of a local or private nature. Let it be admitted for the purpose of this argument that that is so. But in dealing with this general question the position of the employees affected and of those who use the hotel is not irrelevant. From the point of view of an employee who resides in British Columbia, the regulation of his hours of work is as much a matter of civil right in the Province whether he is employed by the appellant or by some other corporation. It is true that many matters which from one aspect are local and fall within the scope of s. 92 are nevertheless withdrawn from the competence of the Provincial Legislature, but that is by virtue of the terms of the last sentence of s. 91. That provision makes it clear that a matter which is truly one of civil rights in the Province will be withdrawn from the Provincial Legislature and come within the competence of the Parliament of Canada if it comes within or is necessarily incidental to any of the subjects enumerated in s. 91 or expressly excepted from s. 92. But their Lordships can find neither principle nor authority to support the competence of the Parliament of Canada to legislate on a matter which clearly falls within the enumerated heads in s. 92 and cannot be brought within any of the enumerated heads in s. 91 merely because the activities of one of the parties concerned in the matter have created a unified system which is widespread and important in the Dominion.



The Company's second argument was that the Empress Hotel should properly be considered to come within section 92 (10) (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." These classes of subjects are excepted from those within the exclusive authority of the Provincial legislature.

The question for decision was, in their Lordships' view, whether the Empress Hotel is a part of the Company's railway works and undertakings connecting the Province of British Columbia with other Provinces or is a separate undertaking. They pointed out that a company may be authorized to carry on and may in fact carry on more than one undertaking. Because a company is a railway company it does not follow that all its works must be railway works or that all its activities must relate to its railway undertaking. The Canadian Pacific Railway Act 1902, authorizes the Company to build and operate hotels, to engage in mining and other activities, to construct and operate electric generating stations and to exercise the powers of an irrigation company. The section dealing with hotels reads:—

The company may for the purposes of its railway and steamships and in connection with its business . . . acquire . . . for hotels and restaurants such buildings as it deems advisable and at such points or places along any of its lines of railway . . . and may carry on business in connection therewith for the comfort and convenience of the travelling public . . .

Their Lordships did not read the authority to carry on business "for the comfort and convenience of the travelling public" as requiring the Company to cater exclusively or specially for those who are travelling on its system. The Company is free to enter into competition with other hotel keepers for general hotel business, and in fact does so. It may be that a hotel conducted solely or even principally for the benefit of travellers on a particular railway system would be a part of the railway undertaking, just as provision of meals and rest for travellers in trains or at stations is, but there is little to distinguish the Empress Hotel from an independently-owned hotel in a similar position. The fact that the hotel is of service to the railway undertaking is not enough to make it a part of the undertaking. Their Lordships also held that a chain of hotels by itself is not an undertaking connecting one province with another.

The Company's third argument was that the Empress Hotel comes under the section

92 (10) (c) which excepts from provincial authority "such works as, although wholly situate within the Province, are before or after their execution declared by the Parliament of Canada to be for the general advantage of Canada or for the advantage of two or more of the Provinces."

If this argument were to succeed, their Lordships stated that it would be necessary to find that the hotel or something which includes the hotel had been declared by the Parliament of Canada to be for the general advantage of Canada or for the advantage of two or more of its provinces. There is no declaration by the Parliament of Canada which specifically mentions this hotel or the Company's hotels generally, but the Company contended that the declaration contained in section 6 (c) of the Railway Act, 1927, which declares "every railway or portion thereof" to be a work for the general advantage of Canada, is wide enough to cover the Company's hotels including the Empress Hotel. The Railway Act defines "railway" as

any railway which the company has authority to construct or operate, and includes all branches, extensions, sidings, stations, depots, wharves, rolling stock, equipment, stores, property real or personal and works connected therewith, and also any railway bridge, tunnel or other structure which the company is authorized to construct; and, except where the context is inapplicable, includes street railway and tramway.

In their Lordships' judgment this cannot include the hotel. The fact that it was thought necessary to specify such things as sidings, stations, railway bridges and tunnels as being included in the definition of "railway" indicates that the word "railway" by itself cannot have been intended to have a very wide signification, and there is nothing to indicate that "railway" was intended to include anything which is not a part of or used in connection with the operation of a railway system. "Property real or personal and works connected therewith" refers back to the preceding words and, therefore, property which is not connected with the railway system is not included. *Canadian Pacific Railway Company v. The Attorney-General of British Columbia. The Attorney-General of Canada and others intervening.* P.C. Appeal No. 13 of 1949.

### ***B.C. Supreme Court Awards Damages for Wrongful Expulsion from Union.***

For the second time Myron Kuzych, a member of Local No. 1 of the Boilermakers' and Iron Shipbuilders' Union of Canada, has been awarded damages in the



British Columbia Supreme Court for wrongful expulsion from the union (L.G., 1946, p. 102). During the trial of the first action, the union executive admitted that the expulsion procedure had been faulty and reinstated Kuzych in the union. However, on March 19, 1945, he was again expelled. The main cause of disagreement between Kuzych and the union has been the closed shop agreement under which the union operates.

On September 22, 1949, Mr. Justice Whittaker held that Kuzych had been unlawfully expelled from the union and granted an injunction restraining the defendants from carrying out the resolution which purported to expel him. In delivering the judgment, the Judge affirmed that the Court had jurisdiction to interfere at the instance of a union member to prevent his wrongful expulsion from the union on the basis of the right of property vested in him as a member of the union.

The plaintiff was and claimed still to be, a member of the defendant union. Certain charges were preferred against him on or about February 1, 1945, and the press and investigating committee of the union purported to investigate these charges. As a result of an unfavourable report from the committee, the union, by resolution passed at a meeting held on March 19, 1945, purported to expel the plaintiff. He contended that he was wrongly expelled and claimed reinstatement and damages.

Mr. Justice Whittaker's decision reversed the previous judgment given in the Supreme Court of British Columbia on January 20, 1947, by Mr. Justice MacFarlane (L.G., 1947, p. 554) who dismissed the action with costs. The case was appealed by the plaintiff. On June 3, 1948, the Court of Appeal ordered a new trial because the defendants had amended their statement of defence to contend that their union was an illegal association having objects in restraint of trade and that therefore the contract of membership could not be enforced. The defendants alleged that the plaintiff had no cause of action and the Court no jurisdiction to grant the relief claimed.

In dealing first with the question of illegality, Mr. Justice Whittaker held that the defence of illegality had not been sufficiently established. Where illegality is pleaded, facts must be stated to show what the illegality is. The union constitution and by-laws were put in evidence but the plaintiff had had no intimation of the particular provisions in the objects and by-laws which were relied on by the defendants in support of their contention.

The plaintiff was entitled to know the specific rules relied on in order that he might bring evidence to show that these objects or by-laws were not oppressive or unreasonable. Neither the plaintiff nor the defendants gave evidence on the illegality defence. The Judge quoted *Osborne v. Amalgamated Soc. of Ry. Servants* (1911): "Illegality cannot be presumed or inferred."

The defendant's counsel later cited two provisions in the constitution and by-laws of the union which he contended were unreasonably in restraint of trade: those providing for closed shop agreements and disciplinary action on members who report for work during a strike or lockout. However, in the Court's view, the plaintiff should have been warned that the defendants intended to rely on these objects of the union, so that he might have been able to produce evidence to controvert them. Mr. Justice Whittaker continued:—

Even if I am wrong in so holding and it can be said that the defence of illegality is properly in issue, I am unable, unassisted by evidence other than the rules themselves, to hold that the two provisions in the objects and rules above referred to, are contrary to public policy as being unreasonably restrictive of trade.

Entering into a closed shop agreement is declared not to be an offence under the British Columbia Industrial Conciliation and Arbitration Act and there is a similar provision in P.C. 1003 which was the legislation in force when the cause of the action arose. No evidence was given as to whether a closed shop agreement was beneficial or otherwise to employees as a whole, or to society in general. In respect of the other rule which the defendants contended was in restraint of trade, namely, the disciplinary actions against members who report for work during a strike or lockout, Mr. Justice Whittaker cited as precedent the judgment of Duff, J. in *Chase v. Starr* (1924) that he could not hold such a rule to be oppressive or unreasonable.

Mr. Justice Whittaker continued:—

Even if it could be held that some of the rules are in restraint of trade, I do not think that would be a bar to this action. All the objects of the defendant union cannot be considered unlawful. The plaintiff is not seeking to enforce those rules which the defendants claim offend against public policy, nor was the plaintiff expelled because of a breach of such rules.

His Lordship then dealt with the question of whether the Court had jurisdiction to interfere at the instance of a member of a society to prevent his being wrongly

expelled. He quoted the statement given by Jessel, M.R. in 1880 in *Rigby v. Connol*:—

I have no doubt whatever that the foundation of the jurisdiction is the right of property vested in the member of the society, and of which he is unjustly deprived by such unlawful expulsion.

The Court pointed out that the by-laws of the union vested its members with certain rights of property, namely: sick and death benefits, the right to vote, the right to all the advantages of membership, and in particular, because of the closed shop agreement, a preferred position in the matter of employment. The judgment concluded that these rights of property vested in the plaintiff were sufficient to give the Court jurisdiction to entertain the action.

The plaintiff had amended his statement of claim during the trial to contend that the committee which tried him was not constituted in accordance with the by-laws. If this contention were correct, the plaintiff was improperly expelled.

In dealing with this point, the Court reviewed the relevant articles of the union constitution and found that the trial committee was improperly constituted, because its members had been wrongly nominated for election and because its secretary was not chosen in accordance with the by-laws. Mr. Justice Whittaker quoted: "A power of expulsion must be exercised in strict conformity with the rules by which it is given." *Murphy v. Synnott* (1925); *Rogers v. Council of the College of Physicians and Surgeons of B.C.* (1942). The Judge ruled that since the plaintiff was not expelled in conformity with the by-laws of the union, the defendant's contention that the plaintiff was obliged to exercise his right of appeal within the union before taking civil action was not valid. Therefore, the plaintiff was entitled to succeed in the action.

Also, His Lordship considered that the plaintiff should succeed on the merits as well since "it cannot, by any stretch of the imagination, be said that the trial within the union was one that was free from prejudice and bias". Evidence was given which showed that a determined effort had been made to influence members against the plaintiff before his trial and a biased article about the plaintiff had been printed in the union paper. In the light of these facts the Judge was of the opinion that "the purported expulsion of the plaintiff was contrary to natural justice".

Mr. Justice Whittaker then raised the question:—

Ought a trade union which has a closed shop agreement with an employer under

any circumstances (other than for non-payment of dues) have the right to expel a member?

His Lordship, in answer to this question, stated:—

Even where there is no closed shop agreement, expulsion in the words of Younger, L.J. in the *Braithwaite* case . . . means "little less than a sentence of industrial death". These words have added force where the workman is in danger not only of being ostracized by his fellow workmen but of necessity by the employer as well.

The Judge referred to the closed shop as a powerful weapon which confers duties as well as privileges; e.g. the duty not to revoke membership which may have been acquired solely because employment could not otherwise have been obtained. Unions have other less drastic methods of disciplining their members.

In awarding damages and reinstatement, the Court stated that the plaintiff was entitled to a declaration that the resolution purporting to expel him was illegal and void and that he is a member in good standing of the union. In respect to damages, the judgment followed the ruling given in 1944 in the case of *Kuzych v. Stewart* to the effect that a union member illegally expelled is not bound, in order to mitigate damages, to seek employment other than as a union man during the intervening period. Allowing for unemployment insurance benefits and possible loss of wages through illness, damages were set at \$5,000 and the plaintiff was granted costs in this and the preceding trial. *Kuzych v. White et al.* (No. 3) 1949 2 W.W.R.—558.

\* \* \*

For refusing to comply with the Court order to reinstate Kuzych, two officers of the union were jailed recently for contempt of court. They were released pending an appeal which will be heard shortly by the B.C. Court of Appeals. Further details will appear in a forthcoming issue of the *LABOUR GAZETTE*.

#### **Picketing of ss. Seaboard Star by CSU members held illegal—application to dissolve injunction dismissed.**

On June 8, 1949, Mr. Justice Manson in the Supreme Court of British Columbia dismissed a motion to dissolve or vary an interim injunction restraining members of the crew of the ss. *Seaboard Star* and officers and members of the Canadian Seamen's Union from picketing the ship in Vancouver. The injunction which was granted on May 10, 1949, restrained the defendants from trespassing or continuing



to trespass on board or in or about the *Seaboard Star*, from watching or besetting or causing to be watched or beset the ship, wharves and approaches thereto, and from preventing access to and from the ship, and directed them to vacate the portions of the ship occupied by them.

In rejecting the motion to dissolve the injunction, Mr. Justice Manson stated that the picketing carried on was unlawful in that its purpose was not to obtain or communicate information but "to intimidate the officers and crew of the ship and others who had lawful business with the ship".

The plaintiff company had an agreement with the Canadian Seamen's Union which went into effect on October 15, 1947, and was to remain in force for one year. The defendant union served notice on August 2, 1948 of the termination of the agreement and shortly afterwards the company also served notice of the agreement's termination on its expiry date. Steps were taken under the Industrial Relations and Disputes Investigation Act to negotiate a settlement. The Conciliation Board appointed under the Act failed to obtain a settlement but made a recommendation for settlement which was submitted to both parties on February 19, 1949 (L.G., 1949, pp. 432-442). The Company accepted the recommendation; the union rejected it. The prohibition in the Act against strikes and lockouts became ineffective seven days after the receipt of the Conciliation Board report. Further efforts of the Department of Labour to bring about a settlement failed and were discontinued about the end of March. At this time the plaintiff company entered into a new agreement, effective from March 28, 1949, with the Seafarers' International Union. No application was made, in respect of this agreement, to the Canada Labour Relations Board under section 61 of the Industrial Relations and Disputes Investigation Act. The judgment stated that this is a subsisting agreement which binds the plaintiff company. It was pointed out that all contractual relations between the Company and the CSU were at an end prior to the incidents which gave rise to the case.

On the arrival of the ship in Vancouver on May 2, 1949, the defendant crew members went on strike. Sailing articles between the Company and crew members were legally terminated as of midnight of the same day, but crew members failed to attend at the office of the shipping master to collect their wages and refused to vacate the ship. On May 4, officers and members of the defendant union established a picket line on the approaches of the *Seaboard Star*.

Placards were exhibited at the approach to the ship upon which appeared the words, "200 seamen jailed without trial by jury"; and "*Seaboard Star* on strike". The plaintiffs claimed that the ship was being effectively prevented from delivering her cargo or from fulfilling contracts of affreightment and asked for an injunction, stating that there was no real grievance as between the crew members and the Company or the master of the ship upon the ship's arrival in Vancouver.

In giving his decision, Mr. Justice Manson stated that the true purpose of the strike was to compel the abandonment of the contract between the Company and the Seafarers' International Union and to compel the entering into of a contract between the Company and the CSU. In addition, the defendants were seeking to further the strike by misleading and untruthful publicity as some of the circulars distributed by them were in contempt of court, inflammatory in character and calculated to bring about breaches of the peace.

The Judge ruled that:—

The conduct of the defendants has amounted to a conspiracy to immobilize the ss. *Seaboard Star* and other ships, by divers methods, and to compel a breach of a legal contract. Misleading or untruthful publicity is not permissible to further a strike nor yet publicity which is in contempt of the Courts.

In declaring the picketing illegal, Mr. Justice Manson stated:—

The picketing here, I am satisfied, was calculated to intimidate the officers and crew of the ship and others who had lawful business with the ship and was so intended. The conduct of the defendants in the circumstances and more particularly in light of the fact that contractual relations between the parties had ended, constituted a common law nuisance.

The Judge did not see that the purpose of the defendants' conduct fell within the exceptions to section 501 of the Criminal Code. Subsection (g) of section 501 of the Code exempts "attending at or near or approaching to such house or other place as aforesaid, in order merely to obtain or communicate information" from the prohibition against watching and besetting. Thus, the Judge continued:—

The conduct of the defendants was not in its real purpose to obtain or communicate information. . . . It was calculated and intended to compel another person to do that which he had a right to abstain from doing. . . .

As regards the status of the strike, Mr. Justice Manson held:—

Conduct cannot amount to a strike by the mere assertion that a strike prevails. Those who would strike must have a status



upon which to found a strike. In my view no such status existed here on May 2 for the reasons stated. It is inconceivable that a strike, so called, should be permitted to tie up a substantial portion of the shipping of a country despite the termination of the relationship of the shipping company and its employees.

The judgment concluded that the plaintiff company had suffered serious damage which might be irreparable. The motion to dissolve the injunction was dismissed. *Seaboard Owners Limited and Thomas Quinn v. Cross et al.—members of the crew of the ss. Seaboard Star, and Davis et al.—on behalf of themselves, members of the Canadian Seamen's Union and as officers and trustees of the said Canadian Seamen's Union and the said Union, and others unknown to the plaintiffs—pickets at or near the berth of the ss. Seaboard Star.* (1949) 2 W.W.R.—305.

***In case of a split in a certified union, the group remaining in the original union, even if a minority, held to be entitled to union dues.***

On September 15, 1949, Mr. Justice Gale of the Ontario High Court of Justice held that the local union and not its constituent members is the party certified as the collective bargaining agent, and the union, not its members, is a party to the collective agreement and that it consequently is entitled to the property, rights and other benefits arising from the agreement.

The case arose when the International Nickel Company applied to the Court for advice with respect to the disposition of union dues deducted from the employees' wages, in accordance with the Rand formula, pursuant to a collective agreement with Local 637 of the International Union of Mine, Mill and Smelter Workers of America, CIO.

In October, 1948, a majority of the Local including the executive, being dissatisfied with policies and conduct of their international officers, voted in favour of withdrawing from the International and affiliating directly with the CCL. On November 5 a letter was written by Shedden, the president of the Local, to an officer of the International advising him that the Local had "withdrawn from its affiliation" with the International and enclosing a cheque for *per capita* dues. On January 25 the majority group of employees instructed the executive to obtain a charter as a local of the CCL, which was later granted.

The minority group, in the meantime, expelled the executive and elected a new one. This group endeavoured to function in all respects as the Local.

The Company remained neutral throughout the proceedings and continued to collect dues until the end of the term of the agreement at which time it had nearly \$16,000 in its possession. When the Company applied to the Court regarding disposition of this money, the issue was directed to be tried to determine which of the groups was a party to the collective agreement and who was entitled to the money in the Company's hands. Both groups claimed the union dues deducted after the split. The non-union employees contended that there should be declared a resulting trust with respect to the dues collected from them and that an order should be issued for the return of the money to the individuals from whose wages it had been deducted.

His Lordship held that the minority group constituted and always had constituted Local 637 of the International and was the group that was a party to the collective bargaining agreement from and after October 22, 1948. He agreed with the decision in *re Patterson and Nanaimo Dry Cleaning and Laundry Workers Union Local No. 1 (1947)* (L.G., 1947, pp. 1337, 1500; 1948, p. 343), that, by virtue of certification as a bargaining agent under the appropriate labour relations legislation, a local union chartered by an international had acquired a statutory identity. Accordingly, Local 637 as distinct from its members was the party to the contract and entitled to the property, rights and other benefits arising from it. It followed that the local union could be identified only by reference to the charter issued to it and the rules and regulations governing it. Therefore, since the Local and not its membership was the party certified as the collective bargaining agency and was the party to the collective agreement, it was entitled to continue as such while composed of the persons empowered to carry out the enterprise pursuant to the constitution and rules of the International.

It seemed to His Lordship that the minority group had continued the existence of Local 637 as a local of the International, and had properly installed a new slate of officers. Shedden and the majority of the members who left the International did so as individual members and not as a body which could be recognized by the Court.

While it is true that in conducting the affairs of an unincorporated body the will of the majority prevails, Mr. Justice Gale pointed out that the principle of majority rule did not apply where the group or association was going outside its powers by seeking to bring an end to its existence or

to sever the cord through which it derived its being where the entire membership must be in favour of the move.

Mr. Justice Gale maintained that there could be no declaration of a resulting trust for the non-union employees because there was no evidence of lack of performance

under the bargaining agreement, nor could there be any resulting trust on the ground that the contract was void because of the Company's uncertainty as to the persons with whom it should deal. *Re the International Nickel Company of Canada, Ltd. Shedden v. Kopinak* (1949) O.W.N. 667.

## Recent Regulations Under Dominion and Provincial Legislation

*Under the Canada Shipping Act the first pilotage by-laws for the Pilotage District of Prince Edward Island were approved. ¶Manitoba has revised apprenticeship rules for another trade, that of sheet metal workers. ¶In Saskatchewan, the first regulations were made under the new Passenger and Freight Elevator Act. Employees of co-operative purchasing associations and wholesale distributors engaged in the distribution of gasoline and petroleum products are brought under the Workmen's Compensation Act.*

### DOMINION

#### Canada Shipping Act

The first pilotage by-laws for the Pilotage District of Prince Edward Island were approved by an Order in Council (P.C. 5760), on November 10, gazetted December 14. The district covers the coastline of Prince Edward Island and all harbours or rivers and their tributaries within the coastline. The by-laws provide for the licensing of pilots, set out their duties, and fix pilotage dues and moorage rates.

A candidate for a pilot's licence must be a British subject, 21 years of age and over, resident in Prince Edward Island, who has shown on examination that he has a thorough knowledge of local conditions. He must have good eyesight and be physically and mentally fit. Licences may be renewed biennially until the pilot reaches 65 and thereafter annually until he is 70 years of age. The Pilotage Authority may at any time require a pilot to have a physical and mental examination, including eyesight and hearing tests, at his own expense.

Every licensed pilot must report in writing to the Pilotage Authority when, from any physical cause, including defective hearing or eyesight, he is unable to perform his duties efficiently.

The pilot's licence must be carried with him at all times when on duty. Every pilot must be civil and strictly sober on duty and exercise the utmost diligence for the safe conduct of the vessel under his charge. He must report in writing on or before March 31 each year the name, nationality, and registered tonnage of each

ship piloted by him during the fiscal year and furnish any other information required by the Pilotage Authority.

In case of any dispute between pilots, or between the pilot and the master of the vessel with regard to pilotage, or extra remuneration in a case of any extraordinary nature, the matter must be referred to the Pilotage Authority whose decision is final and binding on all parties. If a pilot refuses to appear before the Pilotage Authority after 24 hours' notice that his attendance is required, he may be suspended.

#### Prevailing Rates Employees

New general regulations for prevailing rates employees made under an Order in Council (P.C. 6190) were issued on December 6, 1949, in substitution for those made under P.C. 4840 of September 20, 1949 (L.G., Dec., 1949, p. 1571). For the most part, changes made are of a minor nature. The regulations extend coverage to include casual employees; add new sections regarding vacation leave when an employee is absent with leave and without pay for more than seven days, and where an employee terminates his employment before six months' service; and make provision for sick leave for credits accrued before April 1, 1949. The regulations are effective from October 1, 1949, except for the provisions dealing with vacations with pay, which are retroactive to April 1, 1949.

The new regulations apply to persons employed in the public service of Canada whose remuneration is based on rates of pay prevailing in the area of their employment for the class of work they do or on rates



prevailing in any area in Canada for comparable work. Casual employees, previously excluded, are now covered. The regulations do not apply to persons in receipt of a stated annual salary nor, by a new provision, to persons employed part time in civil service classifications whose rate, although not a stated annual salary, is determined by reference to the annual salary established for such classifications.

As before, during the first year the worker is entitled to a vacation leave credit of one-half day for each month of employment; for the second year, three-quarters of a day for each month; and for the third year and afterwards, to one day for each month. A new subsection provides that an employee absent with leave and without pay for a period longer than seven days will not be entitled to a leave credit during the month or months in which the whole or any part of the period of absence occurs. Where a worker's employment is terminated before he has completed six months of service he will now be given in lieu of vacation leave credits a gratuity of two per cent of his wages during the period of employment plus normal pay for the vacation credits accruing to him for work done on the specified public holidays on which he has been required to work. The new regulations also provide a method of determining an hourly rate of pay for holidays or leave for employees who are paid by the day, week or month. This is calculated by dividing the daily or weekly rate by the normal number of hours worked in the day or week, and in the case of a month, by  $4\frac{1}{2}$  times the number of hours in the standard work-week.

A new section provides for sick leave for credits accrued before April 1, 1949. The deputy head may give sick leave up to 30 days to an employee to whom sick leave credits accrued before April 1, 1949, under the authority of a previous Order in Council (P.C. 272/1050 of March 22, 1947), departmental regulations or some other competent authority. The Treasury Board may authorize the extension of leave beyond 30 days, but not in excess of the sick leave earned. If an employee has been absent through illness for not more than three consecutive days he must sign a declaration of inability to work. If his absence is longer than three days, he must produce a medical certificate. During sick leave, the employee must receive wages at his normal rate of pay.

Other provisions regarding public holidays granted with pay, special leave, hours of work, rates of pay and overtime rates are the same as those set forth in the earlier regulations.

## PROVINCIAL

### Alberta Public Service Vehicles Act

New general regulations (R5-49) under the above Act were made by an Order in Council (O.C. 1143-49), on September 26, and gazetted on October 15. There has been no change in the provisions limiting working hours of drivers of public service or commercial vehicles, requiring medical certificates for drivers of passenger-carrying vehicles, and setting fees for chauffeurs' licences. There is, however, no longer any provision for issuing temporary chauffeurs' permits to employees of specified employers.

Hours of drivers of commercial vehicles and public service vehicles carrying passengers are limited to the maximum hours permitted by the Alberta Labour Act—eight in a day and 48 in a week—or those allowed by regulations made by the Board of Industrial Relations under that Act. Hours of inter-urban truck drivers must be recorded daily in a log-book carried by the driver. Owners of passenger-carrying vehicles or holders of a liveryman's certificate may be required to file lists of their drivers with the Highway Traffic Board and to notify the Board of all dismissals and the reasons therefor.

Drivers of school vans must be at least 18 years old and must hold a chauffeur's certificate and a medical certificate.

Candidates for a chauffeur's licence are required to furnish medical certificates. A fee of \$3 a year is required for a chauffeur's licence, but it is reduced to \$1 for employees of the Alberta government, and drivers of school vans are exempt from the fee.

### British Columbia Hospital Insurance Act

A new regulation, issued on December 3 and gazetted on December 22 under the Hospital Insurance Act, allows students and professional technicians before leaving the Province in order to take postgraduate or special training to renew their insurance premium for the ensuing hospital insurance year. They must, however, give a definite assurance in writing that they are returning to the Province as soon as they have finished their training.

### Manitoba Apprenticeship Act

Revised rules for apprenticeship in the sheet metal workers' trade which were filed on December 9 (Reg. 58/49), gazetted and effective December 17, include provisions for pre-apprenticeship training and the indenturing of apprentices to a local union or



employers' association. Similar provisions are already in effect for apprentices in the building trades (L.G., 1949, p. 1574).

On the recommendation of the trade advisory committee, applicants for apprenticeship in the trade of sheet metal work may enrol in a six to eight months' pre-apprenticeship course at the Manitoba Technical Institute. The course must terminate in the spring following its commencement.

Where there is not sufficient work in an establishment to maintain continuous employment and training for apprentices, the trade advisory committee may approve the indenturing of apprentices to a local union, employers' association or a joint committee of such organizations, the number of apprentices so indentured to be determined by the committee according to the number each trade is able to assimilate.

Apprentices in this trade must now attend full-time educational classes, given by a technical school approved by the Board, for eight weeks during each of the first two years and for at least four weeks of each subsequent year. If the apprentice has completed six months in a pre-apprenticeship course, he may be excused from attendance during the second and third years of apprenticeship. Under the earlier regulations which are now repealed, apprentices were required to attend full-time classes of at least two months' duration during each year for the first two years of apprenticeship, after which attendance at part-time classes was compulsory for a period of not less than 140 hours in any one year.

The wage rates are now fixed as a percentage of the journeyman's prevailing rate, beginning at 30 per cent for the first six months of the five-year apprenticeship period, then rising by 5 per cent for the next seven half-year periods and thereafter by 10 per cent until in the last six months of the fifth year the rate is 85 per cent of the mechanic's rate. Formerly, the starting rate was 25 cents an hour, increasing each six months until the apprentice received 70 cents an hour during the last six months.

Every person who has been employed in the trade for seven years or more (formerly five) before these rules became effective, may, on the recommendation of the trade advisory committee, be granted a certificate of qualification without examination. A new provision entitles persons who have been in the trade for five years but less than seven to a certificate of qualification upon passing such examinations as may be determined by the Board on the recommendation of the trade advisory committee. No certificates, however, may be issued

without examination after six months following the effective date of the new regulations.

The Minister of Labour, in conjunction with the Minister of Education, may now make any necessary provisions for conducting evening classes for this trade in addition to, or as a substitute for, full-time classes.

The age requirement is still 16 to 21 with certain exceptions for persons over 21. No change has been made in the ratio of apprentices to journeymen. An employer is permitted to employ one apprentice for one journeyman and one apprentice for every four additional journeymen employed.

### **Prince Edward Island Electrical Inspection Act**

Amendments to the regulations under this Act were approved by Order in Council on December 20 and gazetted on December 24. The more important changes have to do with the licensing of journeymen electricians and radio repair operators.

As before, to qualify for a journeyman's licence, an applicant must have had four years' experience in electrical work. The amendment provides, as an alternative requirement, that he must have passed the vocational training course in electricity or an equivalent course from a recognized institution and have had, as well, apprenticeship training of a stated duration. For a person with Grade A standing, two years' apprenticeship is required; Grade B, two years and four months; Grade C, two years and eight months; and Grade D, three years' training as an apprentice.

A new provision states that in order to be eligible for journeyman status, Grade 8 education or its equivalent is required.

A journeyman's licence is issued on examination set by the Electrical Inspection Department. The stipulation is now added that such examination may include a practical examination at some place designated by the Department.

Licences must be renewed annually. If a journeyman allows two years to elapse without having his licence renewed, he must again write an examination.

An applicant for a contractor's licence must furnish with the inspector a guarantee bond of \$2,000. Formerly, the amount of the bond required was \$200.

All electrical installations are to be in accordance with the Canadian Electrical Code, and not only with Part I of the Code, as previously (L.G., 1940, p. 926; 1945, p. 1533).

A further new section requires radio repair operators to be licensed after they have shown on examination that they are qualified to work on radios. The annual licence fee for a radio repair shop is \$3 and for a radio repair helper, \$1.

### **Saskatchewan Passenger and Freight Elevator Act**

The first regulations under the new Passenger and Freight Elevator Act were issued by an Order in Council (O.C. 2191/49) on November 25, and gazetted December 10. The new Act, which is effective from December 1, 1949, was summarized in the *LABOUR GAZETTE* for June, 1949, at page 741. The regulations, also effective from December 1, deal with standards for construction, installation and repair of elevators; electrical wiring and inspection; licences and licence fees for elevators, contractors and elevator operators; and requirements for construction, operation and inspection of belt manlifts.

The regulations apply to all elevators which are subject to the legislative authority of the Province except inclined or vertical freight conveyors; mine or skip hoists, power shovels or draglines, stage lifts, tiering or piling machines or similar apparatus; manlifts in grain elevators when operated by hand or by gravity; certain hand-operated dumbwaiters; elevators or hoists used only for handling building material and mechanics during construction, unless specifically included by the Chief Inspector.

The Safety Code for Passenger and Freight Elevators of the Canadian Standards Association must, where required by the regulations, be complied with as if it were regulations issued under the Act. The design, construction, and installation of elevators and their testing previous to operation must conform to the requirements of this Code.

No one under 18 years of age may hold a licence to operate a passenger elevator. The minimum age for operating a freight elevator is 16 years. A licence for each operator must be obtained from the Department of Labour by every person, firm or corporation having responsibility as owner or agent for the operation of a passenger elevator. Only the holder of an operator's licence may operate a passenger elevator unless it is automatically controlled.

The licence, issued upon the recommendation of the Chief Inspector, is valid for one year, subject to immediate cancellation if the operator is found to be incompetent or deliberately violates the Act or regulations. The operator must at all times either carry his licence with him or post it in the elevator car. Failure to produce the licence on demand of an inspector or authorized officer will be taken as evidence that the person concerned has no licence.

### **Saskatchewan Workmen's Compensation (Accident Fund) Act**

From January 1, 1950, all employees of co-operative purchasing associations and wholesale distributors who are commission men or commission agents engaged in the distribution of gasoline, oils, greases and other petroleum products are brought within the Act by an amendment to the General Regulations (L.G., 1943, p. 1419) made by an Order in Council, dated November 18 and gazetted November 26. Previously, such associations and distributors could be admitted to Part I of the Act (which provides for a collective liability system) at the discretion of the Board on the application of the employer.

Executive officers of co-operative purchasing associations in this group may elect for compensation coverage at a salary rate not in excess of \$3,000 per year nor less than \$400.

# UNEMPLOYMENT INSURANCE

## Selected Decisions of Umpire Under the Unemployment Insurance Act

*Digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act. Published in two series (1) Benefit cases, designated CU-B, and (2) Coverage cases, CU-C.*

**Held that the claimant had not neglected to avail herself of an opportunity of suitable employment within the meaning of Section 40 (1) (b) of the Act.—CU-B. 439 (May 11, 1949).**

### MATERIAL FACTS OF CASE:

The claimant, married, 34 years of age, worked as a silk spotter for a dry cleaning firm from June, 1944 until June 12, 1948, when she was laid off. Her rate of pay was 75 cents per hour. She worked as a sales clerk in a temporary position at a wage of 55 cents per hour from June 21 to June 26, 1948. On November 4, 1948, she made claim for benefit which was allowed.

On December 3, 1948, she reported that she had been employed by another dry cleaning firm as a silk spotter from November 29, 1948 to December 2, 1948, and that her separation was due to shortage of work. The employer stated that her services were dispensed with for the following reasons: "She could work half-days only whereas a full-time spotter is needed. An operator for full time (employment) was obtained on December 3, 1948." The Local Office reported: "We have no openings nor is it customary to have openings for part-time in this work." The Insurance Officer disqualified her from the receipt of benefit for a period of six weeks because she had neglected to avail herself of an opportunity of suitable employment (Section 40 (1) (b) of the Act).

The claimant appealed to the Court of Referees on the grounds that she had been hired on a part-time basis, that she had contributed to the fund for four and a half years while employed on part-time work and that, when she was replaced by a full-time operator, it could not be said that she neglected to avail herself of an opportunity of suitable employment.

The question of the claimant's availability for work within the meaning of the Act, was also referred to the Court of Referees for decision.

The claimant and two representatives from the Local Office gave evidence at the hearing. The Court unanimously decided that the claimant had not restricted her availability to a point where she must be considered to be not available for work and that therefore she had not neglected to avail herself of an opportunity of suitable employment.

The Insurance Officer appealed to the Umpire.

### DECISION:

I am asked to decide whether the claimant has neglected to avail herself of an opportunity of suitable employment within the meaning of Section 40 (1) (b) of the Act.

The answer to that question, as rightly pointed out by the Court of Referees, depends upon the answer to the question of whether the claimant was, at the time the employment was offered, available for work within the meaning of Section 27 (1) (b) of the Act.

In determining this case, I must first bear in mind that the Court of Referees, after they had the opportunity of hearing the claimant and the Commission's representatives, stated in their unanimous decision: "There is not the slightest doubt that in the ordinary case, such a restriction (availability for work from 8 a.m. to 12 noon only) would place the claimant within the provisions of the Act and justify a finding that she was not available for work. But this appears to be an exception to the rule".

In a previous decision (CU-B. 430) I commented that "availability for work is primarily a subjective matter which must be considered in the light of a claimant's intention and mental attitude towards accepting employment. Viewed objectively, it might be determined by a claimant's prospects of employment in relation to a certain set of circumstances beyond his control or which he has deliberately created".

The claimant, a few weeks after she registered for work, showed her willingness



to accept morning employment in her usual occupation, but there is no indication as to what was her attitude towards accepting the same pattern of work in a line other than that of her usual occupation. As to her possibilities of obtaining employment in relation to her restricted availability, the Court felt that sufficient time had not elapsed to warrant a finding that she could not be "placed" in her usual occupation. There is no information on file, however, as to whether or not there were "openings" for her in part-time employment in other occupations.

Taking into consideration all the circumstances of the case, I find that the unanimous decision of the Court of Referees should not be disturbed and that, consequently, the claimant has not neglected to avail herself of an opportunity of suitable employment within the meaning of the Act.

I wish to point out, however, that claimants who are unable or unwilling to accept full-time employment, should not be allowed, after a reasonable period of time, to further restrict their field of availability by insisting upon taking work in their usual occupation only.

The appeal is dismissed.

***Held that the claimant had neglected to avail herself of an opportunity of suitable employment within the meaning of Section 40 (1) (b) of the Act.—CU-B. 444 (May 25, 1949).***

#### MATERIAL FACTS OF CASE:

The claimant, single, 23 years of age, was employed by the Dominion Government as a clerk from February, 1948 until May, 1948 when, she left voluntarily because she considered her monthly wage of \$85 was too low. From then until November 1, 1948, she was continuously unemployed and also made two renewal claims for benefit. On the latter mentioned date she secured temporary employment as a clerk which lasted until November 10, 1948.

On November 12, 1948, the claimant was offered temporary box-folding work of five weeks' duration by a large departmental store. The salary offered was \$21 for a 40-hour week, the prevailing rate of pay in the district for that kind of work varying between \$20 and \$23 a week. The claimant refused stating that she "was not looking for factory work". The Local Office commented that the claimant had originally been referred to that departmental store on November 12, 1948 for catalogue work; but as all vacancies in this type of employment had been filled when she presented herself, the prospective employer had offered her

box-folding work. The Insurance Officer disqualified the claimant from the receipt of benefit for a period of five weeks, because she had neglected to avail herself of the opportunity of suitable employment within the meaning of Section 40 (1) (b) of the Act.

The claimant appealed to the Court of Referees which unanimously reversed the Insurance Officer's decision.

The Insurance Officer appealed to the Umpire.

#### DECISION:

I agree with the Insurance Officer that "a short period of temporary or casual employment during a long period of unemployment does not nullify the operation of Section 40 (3) of the Act". Any other interpretation placed thereon would create discrimination and invite abuses. (Section 40 (3) reads:—

"after a lapse of such an interval from the date on which an insured person becomes unemployed as, in the circumstances of the case, is reasonable, employment shall not be deemed to be not suitable by reason only that it is employment of a kind other than employment in the usual occupation of the insured person, if it is employment at a rate of wages not lower and on conditions not less favourable than those observed by agreement between employees and employers or, failing any such agreement, than those recognized by good employers.")

The claimant, who is registered as a switchboard operator and also as an office clerk, had been unemployed, save for a short period of temporary work, for more than five months, when on November 12, 1948, she was offered temporary work in "box folding" at a salary which was not only in accordance with the prevailing rate of pay in the district for that type of work but similar to that which "she had earned in any occupation she had followed since October 31, 1947". She refused that offer, stating that she was "not looking for factory work".

Taking all the circumstances into consideration, I find that the provisions of Section 40 (3) must apply in this case and that the claimant has neglected to avail herself of an opportunity of suitable employment within the meaning of the Act.

The decision of the Court of Referees is reversed and the appeal of the Insurance Officer is allowed. The claimant is disqualified from the receipt of benefit for a period of five weeks as from the date that this decision is communicated to her.

# Revision of Unemployment Insurance Commission Regulations

*Several of the changes made in the Unemployment Insurance Regulations recently were made for the purpose of clarity only. Others involved matters of procedure.*

The Unemployment Insurance Commission Regulations, 1948, as amended, were recently revised and consolidated. The new Regulations were approved by Order in Council P.C. 6126, dated December 13, 1949, to have effect from December 28, 1949, under the title "The Unemployment Insurance Commission Regulations, 1949." Explanations of the main additions and amendments in connection with coverage, contributions and benefit are given below.

## Coverage Regulations

**Wage Ceiling.**—A clause has been added to the method of predetermining earnings for exception or insurability by reason of the "ceiling" of earnings under the Act. This clause provides that where an employed person's rate of remuneration is a fixed weekly amount not exceeding \$60, his yearly remuneration will be deemed not to exceed \$3,120. This amendment has been made under the authority of Section 14 (1) of the Act, to remove the possibility of anomalies arising between persons who are paid at monthly and weekly rates, in view of the fact that it can be argued that there are slightly more than fifty-two weeks in a calendar year. Another amendment provides that if the employed person is not satisfied with the predetermination of his earnings made by his employer for the purpose of the "ceiling", he may apply to the Commission to have such predetermination reviewed, but if he does not apply within six months the employer's predetermination will stand. However, the Commission may on its own initiative review any predetermination that has been wrongly made, for example by collusion between the employer and employee.

**Insurance Agents.**—The exception from coverage of life insurance agents solely paid on a commission basis has been extended to all insurance agents whether life, casualty, fire, etc., since it appears that there is no valid reason for excepting only certain types of insurance agents. The anomalies which were found in respect of life insurance agents apply equally to other insurance agents.

**Canadian Ships Operating Between Foreign Ports.**—As regards a vessel of Canadian registry which regularly operates

between ports outside of Canada with a crew mainly or wholly domiciled outside of Canada, the Regulation now provides that employment in such vessel is excepted without the necessity for the Commission to pass a special order. All that is necessary is for the Commission to be satisfied, through the report of its officers, as to the facts in the case.

**Tradesmen Employed on Farms.**—This Regulation requires a farmer to insure any skilled tradesman whom he employs in his regular trade for more than six days in a period of thirty consecutive days. Employment for a period of six days or less is excepted as being casual employment otherwise than for the purpose of the employer's trade or business. It might be argued that where a farmer employs a tradesman for more than six days in a month such employment could hardly be described as employment in agriculture, but in order to remove any possibility of doubt a regulation has been made so as to remove such anomalies.

**Tradesmen Employed by Hospitals and Charitable Institutions.**—Employment by hospitals and charitable institutions is excepted by paragraph (g) of Part II of the First Schedule to the Act. When such institutions engage a contractor to make renovations or repairs, the contractor is required to insure his employees, but if the institution itself employed tradesmen for such work it did not insure them. The amended Regulation is designed to remove this anomaly by providing that the institution must insure any such workers employed on a temporary or casual basis. The Regulation does not change the status of employees other than those engaged in construction, renovation or repairs. It does not apply to the permanent maintenance or clerical staff of a hospital or charitable institution.

## Contribution Regulations

An amendment in the Contribution Regulations clarifies the procedure for contributions upon separation or lay-off as regards particularly payments for accrued holiday credits not taken at time of lay-off. Another amendment provides that contributions shall not be recorded for any days prior to the date the employment commenced.



The Regulation respecting minimum records to be kept by an employer has been amended to require the employer (1) to keep the minimum records in respect of all his employees whether insurable or not; (2) when an employee is not being insured only because he is insured by another employer to keep a record of the insurance number and name of the employee concerned and of the name and address of the insuring employer; (3) to keep a record of the serial number of the certificate of exemption held by any of his employees.

### Benefit Regulations

**Farmers.**—A new Regulation provides that, to prove entitlement to benefit during the months October to March, both inclusive, a claimant whose main employment is the operation of a farm must establish that he either does no work on the farm or does so little during the off-season that he is not prevented from accepting full-time employment. In addition he must prove that in the two off-seasons (October to March) preceding the off-season in which he makes his claim, a total of at least 180 daily contributions were paid on his behalf. This latter proviso will serve as a test as to his being genuinely in the labour market.

## Unemployment Insurance Statistics November 1949\*

The monthly report of the Dominion Bureau of Statistics on the operation of the Unemployment Insurance Act states that during November, 1949, a total of 124,889 claims for Unemployment Insurance benefit was filed in local offices of the Unemployment Insurance Commission as compared to 77,091 in October and 73,119 during November, 1948. Included in these are 10,001 revised claims (that is, reconsiderations of existing claims) during November, 7,742 in October, and 6,693 in November, 1948. Initial and renewal claims representing mainly new cases of recorded unemployment among insured persons, totalled 114,888 in November, 1949, 69,349 in October, 1949, and 66,426 in November, 1948.

At November 30, 1949, persons on the live unemployment register numbered 152,269 (116,911 male and 35,358 female) as against 105,937 (76,464 male and 29,473 female) at October 31, 1949, and 83,710 (62,806 male and 20,904 female) at November 30, 1948. In addition to ordinary claims there were at November 30, 20,105 (17,213

**Benefit Payable While on Relief.**—Another new Regulation provides that a claimant who is required to work for the purpose of obtaining relief or in respect of relief already obtained, will be deemed to be unemployed as well as available on the days on which such work is performed, if the relief agency certifies that his performance would not prevent him from accepting other work.

**Seasonal Regulations.**—The revised seasonal regulations class as "seasonal" a claimant who has spent more than nine of the last thirty-six days of insurable employment in a seasonal occupation in a seasonal industry, and reduce the two-year contribution requirement to 360 (from 420) and the two previous off-seasons requirement to 40 (or 80) in the complete quarters falling in the off-seasons in the past two years. An additional means of relief from disqualification is afforded the claimant. If he has less than the 360, or the 40 (or 80) contributions required at the time of determination, he may overcome the disqualification if and when he proves that in the current off-season he has made up the shortage to meet either the 360 or 40 (or 80) contributions. However, if the shortage is less than twenty days, at least twenty contributions are required in the current off-season.

male and 2,892 female) other claims, that is, mainly claims registered by persons working on short time, compared with 9,492 (7,078 male and 2,414 female) at October 31, 1949 and 4,143 (3,264 male and 879 female) at November 30, 1948.

Persons on the live unemployment register at November 30, were classified according to the number of days they have been continuously on the register since the last initial or renewal claim was filed in each case. For purposes of establishing the number of days on the register only days of proven unemployment are counted. The number of persons signing the live register for seven days or more provides a rough measure of the number of benefit recipients during the month.

During November, of 109,234 claims handled at adjudicating centres, 89,725 were allowed, 18,816 were disallowed and disqualified and 693 special requests were not granted. In addition, 982 claims were referred to Courts of Referees and to the

\* See Tables E-1 to E-7.



Umpire. Chief reasons for non-entitlement to benefit in order of number of cases were: "insufficient contributions while in insurable employment" 9,366 cases; "voluntarily left employment without just cause" 4,969 cases; "discharged for misconduct" 849 cases; "not capable of and not available for work" 832 cases.

The number of persons commencing the receipt of benefit on initial and renewal claims, by province, during November, 1949, is shown in Table E-4. Table E-6 presents the number of days and the amount of benefit paid during the month. A total of 63,702 persons commenced receipt of benefit during November, 1949 as compared to 41,811 in October and 37,953 in November, 1948. In November, benefit payments amounted to \$5,048,373 for 2,178,130 compensated unemployed days as against \$3,845,541 for 1,675,017 days in October and \$2,283,383 for 1,106,864 days during November last year.

The number of persons receiving benefit, by province for the week of November 12 to 18 inclusive, is presented in Table E-6. During the said week, 104,320 persons received benefit for 597,596 days in respect of which \$1,372,591 were paid, as compared to 71,838 persons receiving benefit for 400,350 days in the amount of \$921,686 during the week of October 15 to 21. The average duration for persons receiving benefit during the week of November 12 to 18 was 5.7 days as compared to 5.6 days for the week of October 15 to 21. The average amount of benefit per day for both these periods was \$2.30 while the average amount of benefit paid was \$13.16 and \$12.83 respectively.

## Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending November 30, 1949 showed 3,664,130 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1949, an increase of 69,778 since October 31, 1949.

As at November 30, 1949, 224,331 employers were registered representing an increase of 874 since October 31, 1949.

## Renewal of Unemployment Insurance Books

The renewal of unemployment insurance books this year will follow the practice introduced in 1949, whereby employers in large centres who have fifty or more insurable employees and those with twenty-five or more in smaller centres may have insurance books renewed at their premises. These employers will receive a letter from the Commission's local office asking that that office be advised of the date most suitable to the employer for the renewal of books. Employers with fewer than 50 insurable employees will be required to renew their books at the local office of the Commission nearest to them. If, however, the distance is too great, it will be necessary for them to renew their books by mail through their local office.

The insurance books have been designed so that contributions for a short period after April 1 may be recorded in either the old or the new books. This will permit the local offices to call in books as required, and will do away with the long wait for new books experienced in previous years when all books were renewed on March 31.

Employers are particularly requested to keep a record of the date of the last contribution in the old book, to avoid duplication of contributions in the new book.

# WAGES, HOURS AND WORKING CONDITIONS IN THE CLOTHING INDUSTRY, OCTOBER, 1948\*

*Some 18,700 factory workers were employed in the 182 establishments whose 1948 returns have been used in this analysis of the three main divisions of the men's clothing industry. More than half the establishments, employing 55 per cent of the workers, were under written collective agreements. The five-day week was reported by 149 establishments employing 85 per cent of the workers. Time and one-half was the most common over-time rate. Fifty-eight per cent of the workers were in establishments which provided for a paid vacation of two weeks. More than 7,100 workers received payment for five or six statutory holidays.*

The following industries were included in the Labour Department survey of the Manufacture of Clothing; Men's and Boys' Suits and Overcoats, Work Clothing, Men's Shirts, Women's and Misses' Suits and Coats, and Dresses. The first three industries named are dealt with in this article and the latter two, Women's and Misses' Suits and Coats, and Dresses, will appear in the March issue of the *LABOUR GAZETTE*.

By 1948 average wage rates in the Clothing industry had increased 105.9 per cent over the base year, 1939. This is indicated by the composite wage rate index shown below for the five divisions of the clothing industry. In each successive year since 1939 an increase was recorded. In 1941 and 1946 the annual increases were more than 12 per cent while in 1948 the advance recorded over the preceding year was 8.7 per cent.

Year	Index	Annual Percentage Increase
1939.....	100.0	—
1940.....	105.3	5.3
1941.....	118.0	12.1
1942.....	129.0	9.3
1943.....	139.3	8.0
1944.....	144.3	3.6
1945.....	156.3	8.3
1946.....	176.2	12.7
1947.....	189.5	7.5
1948.....	205.9	8.7

\*The information in this article was prepared from data obtained in the general annual survey of wage rates and hours of labour for 1948 made by the Economics and Research Branch of the Department of Labour. Employers were asked to report their straight-time wage or salary rates or the average straight-time earnings for workers on piecework for the last pay period preceding October 1, as well as certain working conditions within their establishments. Information on wage rates for 1948 in Logging and Construction was published in the April

For information on wage rates by occupations in the industry, see "Annual Report on Wage Rates and Hours of Labour in Canada, October, 1948", issued by the Department as a Supplement to the *LABOUR GAZETTE*, November, 1949.

## Men's and Boys' Suits and Overcoats

Index numbers of wage rates in this industry have shown an increase each year since the base year, 1939. The largest annual percentage increase took place between 1942 and 1943, while large increases were also apparent in 1946 and 1947. By 1948 the increase in rates over 1939 had reached 114.8 per cent.

Year	Index	Annual Percentage Increase
1939.....	100.0	—
1940.....	107.2	7.2
1941.....	117.9	10.0
1942.....	129.8	10.1
1943.....	146.6	12.9
1944.....	151.9	3.6
1945.....	164.1	8.0
1946.....	182.1	11.0
1947.....	203.0	11.5
1948.....	214.8	5.8

*LABOUR GAZETTE* and for Civic employees in the May issue. Information on other industries for 1948 along the line of this present article has been published monthly since the June, 1949, issue of the *LABOUR GAZETTE*.

For a summary of provincial legislation on working conditions see Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation, an annual publication of the Department of Labour.







**TABLE 1.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE MEN'S AND BOYS' SUITS AND OVERCOATS INDUSTRY, 1948**

	Canada	Quebec	Ontario	Western Provinces
Number of Establishments.....	81	50	27	4
Employees:				
Wage Earners—				
Male.....	4,472	2,592	1,851	29
Female.....	5,682	3,890	1,685	107
Total.....	10,154	6,482	3,536	136
Office Employees.....	1,200	483	701	16
Total.....	11,354	6,965	4,115	152

In analysing this industry, returns from 81 establishments employing some 10,200 factory and 1,200 office workers were used (Table 1). Nineteen per cent of the workers were in 25 establishments employing less than 100 workers, 33 per cent were in 21 establishments employing between 100 and 300 workers, the remaining 10 establishments employing more than 300, averaged 483 workers each.

**Collective Agreements.**—Collective agreements in writing were reported by 53 establishments employing 7,200 workers. Most of the workers under agreement in this industry were represented by the Amalgamated Clothing Workers of America (CIO-CCL), and the National Federation of Clothing Workers (CCCL). Other agreements were negotiated with employees' associations or other national or international unions.

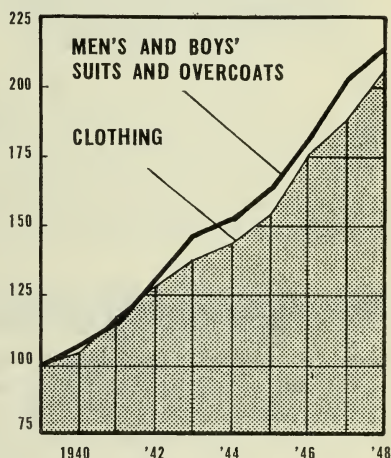
**Standard Weekly Hours, Table 2.**—Weekly hours ranged from 40 to 46. Ninety-four per cent of the workers were in 72 establishments operating on a 40- or 44-hour five-day week. Of the remaining nine establishments, four worked longer than 44 hours.

**Overtime Rates of Pay, Table 3.**—Time and one-half was the most common overtime rate in this industry. Double time was reported in a few instances for work on Sunday. For work on observed statutory holidays, four establishments paid double time and two paid double time and one-half.

Operating an electric cutter, the worker shown at top left can cut many pieces of material at once. Average wage for cutters in Canada in 1948 was \$1.26 per hour. Women sewing machine operators (as shown below) average 69 cents per hour. The typical clothing factory employee worked a 40-hour five-day week and enjoyed a vacation of at least one week after one year's service.

## INDEX NUMBERS OF WAGE RATES

(Base 1939=100)



**Vacations with Pay, Table 4.**—All the establishments in this industry reported an initial vacation with pay of one or two weeks, after a service requirement of two years or less. Twenty-two per cent of the workers were in 18 establishments which gave a two week vacation initially.

A maximum vacation of two weeks was reported by 33 establishments (5,090 workers) usually after one or two years. Two establishments (734 workers) gave three weeks after 30 years, another with 40 workers gave four weeks after a service of 25 years.

**Statutory Holidays, Table 5.**—All but one establishment reported observing between two and 15 holidays and 56 of the 81 establishments employing 72 per cent of the workers paid for some or all of the holidays observed.

Payment was made for five or six holidays in 44 establishments, employing 63 per cent of the workers covered in the industry.

The most common number of holidays observed and paid for was five, which was

**TABLE 2.—STANDARD WEEKLY HOURS OF WORK FOR FACTORY EMPLOYEES IN THE MEN'S AND BOYS' SUITS AND OVERCOATS INDUSTRY, 1948**

Standard Weekly Hours	Canada		Quebec		Ontario		Western Provinces	
	Fac-tories	Work-ers	Fac-tories	Work-ers	Fac-tories	Work-ers	Fac-tories	Work-ers
<i>On a Five-Day Week</i>								
40.....	55	7,114	30	3,851	22	3,144	3	119
44.....	17	2,399	16	2,376	1	23		
45.....	2	148	2	148				
46.....	2	109	1	52	1	57		
Total.....	76	9,770	49	6,427	24	3,224	3	119
<i>On a Six-Day Week</i>								
42.....	1	20			1	20		
44.....	4	364	1	55	2	292	1	17
Total.....	5	384	1	55	3	312	1	17
<i>Total</i>								
40.....	55	7,114	30	3,851	22	3,144	3	119
42.....	1	20			1	20		
44.....	21	2,763	17	2,431	3	315	1	17
45.....	2	148	2	148				
46.....	2	109	1	52	1	57		
Total.....	81	10,154	50	6,482	27	3,536	4	136

**TABLE 3.—OVERTIME RATES OF PAY FOR FACTORY EMPLOYEES IN THE MEN'S AND BOYS' SUITS AND OVERCOATS INDUSTRY, 1948**

Overtime Rates by Region	After Daily Hours		Only After Weekly Hours		Sunday		Holidays	
	Mon. to Sat.		Fac-tories	Work-ers	Fac-tories	Work-ers	Fac-tories	Work-ers
	Fac-tories	Work-ers						
Total Factories and Workers.....	58	7,734	23	2,420	81	10,154	81	10,154
<i>Time and One-Half</i>								
Canada.....	48	7,305	(1)23	2,420	22	3,357	45	6,514
Quebec.....	35	5,123	14	1,342	11	1,130	28	4,064
Ontario.....	11	2,099	8	1,056	10	2,210	16	2,428
Western Provinces.....	2	83	1	22	1	17	1	22
<i>Double Time</i>								
Canada.....					3	142	(2)6	694
Quebec.....					1	12	2	153
Ontario.....					1	64	3	475
Western Provinces.....					1	66	1	66
<i>No Premium Pay</i> (3)								
Canada.....	10	429			56	6,655	30	2,946

(1) Includes one factory (22 workers) on a five day week paying time and one-quarter after weekly hours and time and one-half on Saturday.

(2) Includes two factories (411 workers) paying double time and one-half.

(3) Includes factories paying straight time or not reporting overtime policy.

reported by 14 establishments employing some 1,600 workers. Ten establishments with 1,235 workers observed and paid for six days.

**Sick Leave with Pay.**—Twenty-two establishments employing one-third of the workers reported having a policy covering sick leave with pay. Various plans were listed, such as, “group insurance”, “sick benefit plan”, “employers discretion”, “union fund”, “after three days”, “part pay after six months”, “one week with Doctor’s certificate”, “after seven days”. In a few instances no details of sick leave policy were given.

## Work Clothing

By 1948 the index of wage rates in the manufacture of work clothing showed an increase of 97.1 per cent over the base year, 1939. The largest annual increase during the ten-year period was recorded between 1947 and 1948, when the index indicated a rise of 24.1 points or 13.9 per

Year	Index	Annual Percentage Increase
1939.....	100.0	—
1940.....	106.0	6.0
1941.....	118.2	11.5
1942.....	133.3	12.8
1943.....	140.8	5.6
1944.....	141.0	0.1
1945.....	148.0	5.0
1946.....	160.3	8.3
1947.....	173.0	7.9
1948.....	197.1	13.9

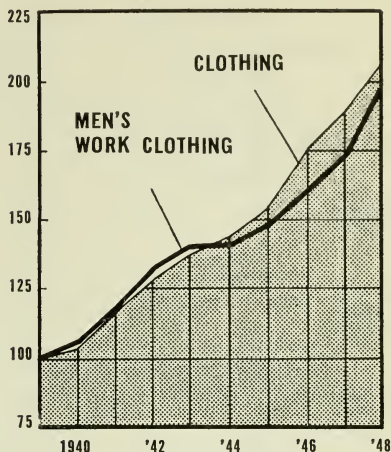
Returns from 66 establishments employing some 4,500 factory and 100 office workers were used in the analysis of this industry (Table 6). The great majority of workers in the factories were female. The number of employees per establishment ranged from 15 to 432, with 55 per cent of the workers in 55 establishments employing less than 100 workers and nine establishments, employing between 100 and 200, accounting for 28 per cent of the workers.

**Collective Agreements.**—Written collective agreements were reported by 27 establishments, employing more than half the workers in the industry. All the workers under agreement were represented either by the, United Garment Workers Union of America (AFL-TLC), the Amalgamated Clothing Workers of America (CIO-CCL), or the National Federation of Clothing Industry Workers (CCCL).

**Standard Weekly Hours, Table 7.**—Weekly hours ranged from 37½ to 49, with

## INDEX NUMBERS OF WAGE RATES

(Base 1939=100)



very few at less than 40 hours or above 48. More than two-thirds of the establishments and workers were on a five-day week and in most cases on a 40-hour schedule. Eighteen establishments employing one-quarter of the workers reported working longer than 45 hours.

**Overtime Rates of Pay, Table 8.**—Time and one-half was the most common rate paid for overtime either after daily or weekly hours had been worked. In several instances time and one-quarter was the rate paid after daily hours, Monday through Friday, and in one case after weekly hours, another paid double time for work on Saturday.

Although 12 of the 22 establishments reported time and one-half for work on Sunday, the majority of workers receiving premium pay for Sunday work, were in 10 establishments, which paid double time.

Time and one-half and double time were the only overtime rates paid for statutory holidays. Double time was reported by 13 of the 25 establishments employing 30 per cent of all workers in the industry.

**Vacations with Pay, Table 9.**—All but one establishment in this industry reported giving vacations with pay of at least one week, after a year or less of service, and in nine instances an initial vacation of two weeks was reported after a year of service.

Thirty-seven establishments reported giving no more than one week's vacation. Fifty-five per cent of the workers were in 26 establishments reporting a maximum vacation of two weeks, after a service of one to eight years and in two instances a provision of three weeks after 25 years was reported.



**TABLE 4.—VACATIONS WITH PAY FOR FACTORY EMPLOYEES IN THE MEN'S AND BOYS' SUITS AND OVERCOATS INDUSTRY, 1948**

Length of Service Required	Initial Vacation				Maximum Vacation			
	One Week		Two Weeks		One Week		Two Weeks	
	Fac-tories	Work-ers	Fac-tories	Work-ers	Fac-tories	Work-ers	Fac-tories	Work-ers
<i>Under Six Months</i>								
Canada (Quebec Only).....	2	129	1	55	1	87	1	55
<i>Six Months</i>								
Canada.....	5	209	1	31	3	176	1	31
Quebec.....	1	18						
Ontario.....	4	191			3	176		
Western Provinces.....			1	31			1	31
<i>One Year</i>								
Canada.....	56	7,556	14	1,919	41	4,027	13	1,901
Quebec.....	34	4,398	12	1,882	32	3,453	12	1,882
Ontario.....	19	3,053	2	37	8	552	1	19
Western Provinces.....	3	105			1	22		
<i>Two Years (1)</i>								
Canada.....			2	255			21	3,877
Quebec.....							4	1,005
Ontario.....			2	255			15	2,789
Western Provinces.....							2	83
Total Factories and Workers.....	63	7,894	18	2,260	45	4,290	36	5,864

(1) Includes two factories (734 workers) giving an additional week after thirty years and another (40 workers) two weeks extra after twenty-five year's service.

**TABLE 5.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE MEN'S AND BOYS' SUITS AND OVERCOATS INDUSTRY, 1948**

NOTE.—One factory (172 workers) gave no information on holidays.

	Number of Holidays Observed by Factories								Total	
	Days								Factories	Workers Affected
	5	6	7	8	9	10	12	13		
Factories paying for:										
4 Holidays.....					1				1	87
5 ".....	14	1	2	3		3	2	2	27	3,490
6 ".....		10	1	5	1				17	2,025
7 ".....			3	1	1				5	306
8 ".....				3					3	443
9 ".....					2				2	50
12 ".....							1		1	17
Total Factories Paying for Four or More Holidays.....	14	11	6	12	5	3	3	2	56	7,318
Total Factories not Paying for Holidays...	3	2	5	6	4	4			24	2,664
Total Factories Observing Holidays.....	17	13	11	18	9	7	3	2	80	9,982

**TABLE 6.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE WORK CLOTHING INDUSTRY, 1948**

	Canada	Maritime Provinces	Quebec	Ontario	Manitoba	Alberta	British Columbia
Number of Establishments.....	66	5	24	18	13	2	4
Employees:							
Wage Earners—							
Male.....	781	46	365	138	140	67	25
Female.....	3,712	315	1,166	919	754	405	153
Total.....	4,493	361	1,531	1,057	894	472	178
Office Employees.....	336	17	159	56	46	53	5
Total.....	4,829	378	1,690	1,113	940	525	183

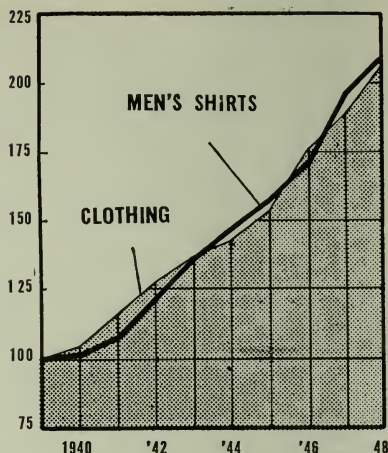
TABLE 7.—STANDARD WEEKLY HOURS OF WORK FOR FACTORY EMPLOYEES IN THE WORK CLOTHING INDUSTRY, 1948

Standard Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario		Manitoba		Alberta		British Columbia	
	Factories	Workers	Factories	Workers	Factories	Workers	Factories	Workers	Factories	Workers	Factories	Workers	Factories	Workers
<i>On a Five-Day Week</i>														
37½	1	29												
40	33	2,572	2	227	3	146	12	821	12	774	2	472	1	29
42	1	70	1	70									2	132
44	1	27												
45	3	179			1	83	2	96						
45½	1	51			1	57								
46	4	186			4	196								
49	1	23			1	23								
Total	45	3,152	3	297	10	504	15	944	12	774	2	472	3	161
<i>On a Six-Day Week</i>														
42	1	120												
44(1)	8	367	2	64	4	271	1	15	1	120			1	17
Over 45 and under 48	5	553			3	455	2	98						
49	6	279			6	279								
	1	22			1	22								
Total	21	1,341	2	64	14	1,027	3	113	1	120			1	17
<i>Total</i>														
37½	1	29												
40	33	2,572	2	227	3	146	12	821	12	774	2	472	1	29
Over 40 and under 44	2	190	1	70	4	271			1	120			2	132
44(1)	9	394	2	64	4	271	2	42	1	120			1	17
45	2	179			1	83	2	96						
Over 45 and under 48	6	610			4	512	2	98						
48	10	474			10	474								
49	2	45			2	45								
Total	66	4,493	5	361	24	1,531	18	1,057	13	894	2	472	4	178

(1) Includes one factory (17 workers) working 44½ hours.

## INDEX NUMBERS OF WAGE RATES

(Base 1939=100)



**Statutory Holidays, Table 10.**—All but one establishment reported observing from two to 15 statutory holidays and 34 employing 60 per cent of the workers, paid for some or all of those observed. The most common number of holidays observed and paid for was eight and one respectively.

**Sick Leave with Pay.**—Only 11 of the 66 establishments employing 800 workers reported a policy covering sick leave with pay. Group insurance plans were reported in a few cases and the remainder reported various provisions.

### Men's Shirts

The 1948 wage index for this industry based on average rates in 1939 as 100, reached 209.4. The indices below show a steady rise each year, the percentage increases varying from 2.4 in 1940 to more than 14 per cent in 1942 and 1947.

Year	Index	Annual Percentage Increase
1939	100.0	—
1940	102.4	2.4
1941	107.0	4.5
1942	122.6	14.6
1943	135.9	10.8
1944	146.5	7.8
1945	157.0	7.2
1946	171.7	9.4
1947	196.6	14.5
1948	209.4	6.5

All the establishments reporting for this survey were located in the provinces of Ontario and Quebec:—

In analysing this industry returns from 35 establishments employing approximately 4,000 factory and 200 office workers were used. Eighty-six per cent of the factory workers were women (Table 11).

Nearly three-quarters of the establishments employed less than 100 workers each, seven employed between 100 and 300.

**TABLE 8.—OVERTIME RATES OF PAY FOR FACTORY EMPLOYEES IN THE WORK CLOTHING INDUSTRY, 1948**

Overtime Rates by Region	After Daily Hours				Only After Weekly Hours		Sundays		Holidays	
	Monday to Friday		Saturday		Fac-tories	Work-ers	Fac-tories	Work-ers	Fac-tories	Work-ers
	Fac-tories	Work-ers	Fac-tories	Work-ers						
Total Factories and Workers	53	3,768	53	3,768	13	725	66	4,493	66	4,493
<i>Time and One-Quarter</i>										
Canada (Manitoba Only)	8	586			1	80				
<i>Time and One-Half</i>										
Canada	22	2,050	29	2,669	12	645	12	647	22	1,756
Maritime Provinces	1	27	2	190	1	37				
Quebec	9	836	8	778	8	374	5	253	8	782
Ontario	5	438	5	438	2	205	2	180	3	330
Manitoba	4	228	12	814			3	168		
Alberta	1	432	1	432					9	598
British Columbia	2	89	1	17	1	29	2	46	2	46
<i>Double Time</i>										
Canada			1	72			10	1,119	13	1,372
Maritime Provinces									1	163
Ontario							4	313	5	369
Manitoba							4	302	4	295
Alberta							1	432	2	472
British Columbia			1	72			1	72	1	72
<i>No Premium Pay (1)</i>										
Canada	23	1,132	23	1,027			44	2,727	31	1,365

(1) Includes factories paying straight time or not reporting overtime policy.



**TABLE 9.—VACATIONS WITH PAY FOR FACTORY EMPLOYEES IN THE WORK CLOTHING INDUSTRY, 1948**

NOTE.—One factory (13 workers) gave no information on vacations

Length of Service Required	Initial Vacation		Maximum Vacation			
	One Week		One Week		Two Weeks	
	Factories	Workers	Factories	Workers	Factories	Workers
<i>No Specified Service (1)</i>						
Canada.....	12	615	2	52		
Quebec.....	4	142	1	35		
Ontario.....	3	206	1	17		
Manitoba.....	2	106				
British Columbia.....	3	161				
<i>One and Three Months</i>						
Canada (Quebec Only).....	2	99	1	31		
<i>Six Months</i>						
Canada.....	10	599	9	449		
Maritime Provinces.....	3	260	3	260		
Quebec.....	3	102	3	102		
Ontario.....	4	237	3	87		
<i>One Year</i>						
Canada.....	41	3,167	25	1,220	(2)10	653
Maritime Provinces.....	2	101	1	64		
Quebec.....	14	1,175	9	479	3	107
Ontario.....	11	614	9	495	3	339
Manitoba.....	11	788	5	165	2	106
Alberta.....	2	472				
British Columbia.....	1	17	1	17	2	101
<i>Two Years</i>						
Canada.....					(2)10	1,205
Ontario.....					1	50
Manitoba.....					6	623
Alberta.....					2	472
British Columbia.....					1	60
<i>Five Years (3)</i>						
Canada.....					8	870
Maritime Provinces.....					1	37
Quebec.....					6	764
Ontario.....					1	69
Total factories and workers.....	65	4,480	37	1,752	28	2,728

(1) Nine factories (503 workers) reported an initial vacation of two weeks after one year.

(2) One factory reported giving an extra week after 25 years.

(3) Includes one factory (69 workers) requiring a service of eight years.

**TABLE 10.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE WORK CLOTHING INDUSTRY, 1948**

NOTE.—One factory (17 workers) gave no information on holidays

	Number of Holidays Observed by Factories							Total	
	Days							Factories	Workers Affected
	2 to 5	6	7	8	9	10	11 to 15		
Factories Paying for									
1 Holiday.....		1	1	10			1	13	848
2 Holidays.....				1		1		2	146
3 ".....		1		1				2	157
4 ".....		1		1			1	3	114
5 ".....				1		1		2	81
6 ".....			2				1	3	138
7 ".....				2				2	491
8 to 11 ".....				3	2		2	7	731
Total Factories Paying for One or More Holidays.....	2	3	4	16	2	2	5	34	2,706
Total Factories not Paying for Holidays.....	7	1	2	9	8	2	2	31	1,770
Total Factories Observing Holidays.....	9	4	6	25	10	4	7	65	4,476

Although only three establishments, employed more than 300 workers each, they accounted for one-third of the workers.

**Collective Agreements.**—More than one-half the workers in the industry, who were employed in 14 establishments, were reported under written agreement. Of the workers under agreement the majority were under agreements with the Amalgamated Clothing Workers of America (CIO-CCL).

**Standard Weekly Hours, Table 12.**—Weekly hours ranged from 40 to 48. The 28 establishments on a five-day week accounted for 74 per cent of the workers covered in the industry. Twelve establishments employing 37 per cent of the

workers operated on a 44-hour week and 15 (1,577 workers) worked longer than 44 hours.

**Overtime Rates of Pay, Table 13.**—Time and one-half and double time were the only rates paid, for any overtime work in the industry, the latter being applicable only to Sunday and holiday work. Three establishments with 561 workers paid double time for work on Sunday and five employing more than 1,000 workers paid this rate for work on statutory holidays.

**Vacations with Pay, Table 14.**—All the establishments covered in this survey reported giving an initial vacation of one

**TABLE 11.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE MEN'S SHIRT INDUSTRY, 1948**

	Canada	Quebec	Ontario
Number of Establishments.....	35	21	14
Employees:			
Wage Earners—			
Male.....	544	341	203
Female.....	3,425	2,083	1,342
Total.....	3,969	2,424	1,545
Office Employees.....	209	129	80
Total.....	4,178	2,553	1,625

**TABLE 12.—STANDARD WEEKLY HOURS OF WORK FOR FACTORY EMPLOYEES IN THE MEN'S SHIRT INDUSTRY, 1948**

Standard Weekly Hours	Canada		Quebec		Ontario	
	Factories	Workers	Factories	Workers	Factories	Workers
<i>On a Five-Day Week</i>						
40.....	4	192	1	47	3	145
Over 40 and under 44.....	4	722	2	552	2	170
44.....	11	1,400	4	298	7	1,102
45.....	6	474	5	381	1	93
48 (1).....	3	165	2	130	1	35
Total.....	28	2,953	14	1,408	14	1,545
<i>On a Six-Day Week</i>						
44.....	1	78	1	78		
48.....	6	938	6	938		
Total.....	7	1,016	7	1,016		
<i>Total</i>						
40.....	4	192	1	47	3	145
Over 40 and under 44.....	4	722	2	552	2	170
44.....	12	1,478	5	376	7	1,102
45.....	6	474	5	381	1	93
48 (1).....	9	1,103	8	1,068	1	35
Total.....	35	3,969	21	2,424	14	1,545

(1) Includes one factory (35 workers) working 47½ hours per week.

week after a service requirement of six months or one year.

Twenty-four of the 35 establishments gave no more than a paid vacation of one week and the remainder employing 58 per cent of the workers reported a maximum vacation of two weeks after a service of two to ten years.

**Statutory Holidays.**—All but one establishment reported the observance of some statutory holidays. Some 3,900 employees were in 34 establishments observing between four and 15 holidays.

Payment was made for some or all of the holidays observed by 23 establishments employing 2,600 workers. Forty-seven per cent of these workers were in 13 establishments paying for one to five holidays, another 51 per cent were in nine establishments paying for six and in one instance payment was made for seven.

**Sick Leave with Pay.**—Six establishments employing 13 per cent of the workers had group insurance schemes and in one case a sick benefit plan was reported.

**TABLE 13.—OVERTIME RATES OF PAY FOR FACTORY EMPLOYEES IN THE MEN'S SHIRT INDUSTRY, 1948**

Overtime Rates by Region	After Daily Hours		Only After Weekly Hours		Sundays		Holidays	
	Monday to Saturday		Factories	Workers	Factories	Workers	Factories	Workers
	Factories	Workers						
Total Factories and Workers...	20	2,457	15	1,512	35	3,969	35	3,969
<i>Time and One-Half</i>								
Canada.....	(1)9	1,584	15	1,512	7	1,160	10	1,346
Quebec.....	3	398	10	1,233	6	1,108	5	740
Ontario.....	6	1,186	5	279	1	52	5	606
<i>Double Time</i>								
Canada.....					3	561	5	1,077
Quebec.....							2	420
Ontario.....					3	561	3	657
<i>No Premium Pay (2)</i>								
Canada.....	11	873			25	2,248	20	1,546

(1) Includes one factory (96 workers) paying regular rates for overtime work on Saturday.

(2) Includes factories paying straight time or not reporting overtime policy.

**TABLE 14.—VACATIONS WITH PAY FOR FACTORY EMPLOYEES IN THE MEN'S SHIRT INDUSTRY, 1948**

Length of Service Required	Initial Vacation		Maximum Vacation			
	One Week		One Week		Two Weeks	
	Factories	Workers	Factories	Workers	Factories	Workers
<i>One Year (1)</i>						
Canada.....	35	3,969	24	1,657		
Quebec.....	21	2,424	15	1,105		
Ontario.....	14	1,545	9	552		
<i>Two to Three and One-Half Years</i>						
Canada.....					8	1,356
Quebec.....					3	363
Ontario.....					5	993
<i>Five Years (2)</i>						
Canada (Quebec Only).....					3	956
Total Factories and Workers.....	35	3,969	24	1,657	11	2,312

(1) Includes two factories (60 workers) with a service requirement of six months.

(2) Includes one factory (536 workers) with a service requirement of ten years.



An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

## EMPLOYMENT CONDITIONS DURING DECEMBER, 1949

*Unemployment during December was rising as the winter season advanced. The number of jobless workers was appreciably higher than at this time last year in a number of areas, especially in the Maritime and Quebec regions. This reflected, among other things, the sharp decline in logging operations this year. A greater proportion of the unemployed than ever before have been benefiting from unemployment insurance during the past few months.*

Employment declined slightly and unemployment rose as the usual winter climatic conditions came into effect throughout the country. By the end of December most outdoor work had come to a stop, and lay-offs followed in the construction, fishing, water and highway transportation, agriculture and railway industries. In addition, activity slackened in food processing plants and, apart from Christmas operations, in trade establishments. Out of a labour force of about 5,200,000 workers, some 323,000 persons were registered for work at National Employment Service offices at January 12. Not all of these applicants were seasonal workers, however. Some had been unable to obtain winter jobs in logging this year. This was particularly so in the Quebec and Maritime regions and in the Lakehead district in Ontario. Others had been laid off from manufacturing plants, such as the shipbuilding and textile industries.

The unusual winter weather experienced in Canada this season also had a disturbing effect on employment. Mild weather in Eastern Canada held up logging operations and the resulting lack of snow meant that the usual snow removal jobs did not materialize. Low temperatures, high snowfalls and flash floods in some areas of British Columbia seriously affected employment in logging, construction and sawmill industries. Current unemployment increases have been concentrated to a great extent in localized areas, however. The over-all buying power of the Canadian worker continues high and again retailers in Canada reported a record value of Christmas sales.

### Industrial Analysis

Hauling operations in the eastern Canada **logging** industry were held up this season by lack of snow and mild weather, although

cutting was generally completed during December. As well, about one-quarter of the loggers usually go home for a few days at Christmas. These factors together with a general reduction in cutting operations, combined to keep year-end activity in the bush at a low level. It was estimated that employment was about one-third less than in the 1948-9 season.

Surpluses of labour continued to exist in all logging areas. The demand for workers was slight and easily filled locally. About 1,500 loggers in the East were registered as unplaced at National Employment Service offices at December 1, with many others contacting the operators directly in search of work. Wages offered were usually about the same as last year, although a few areas reported a drop in the wage level.

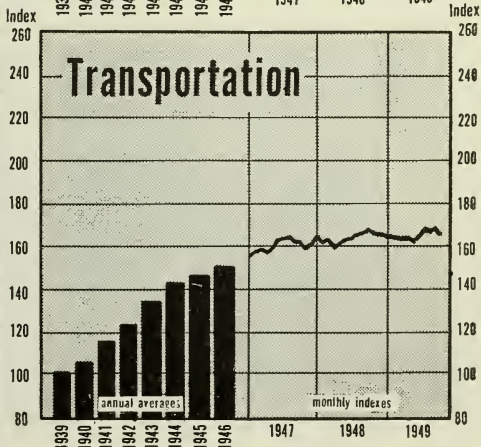
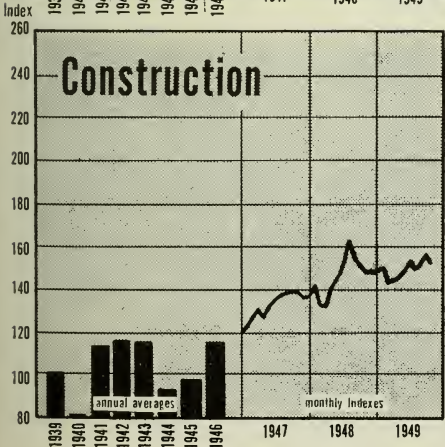
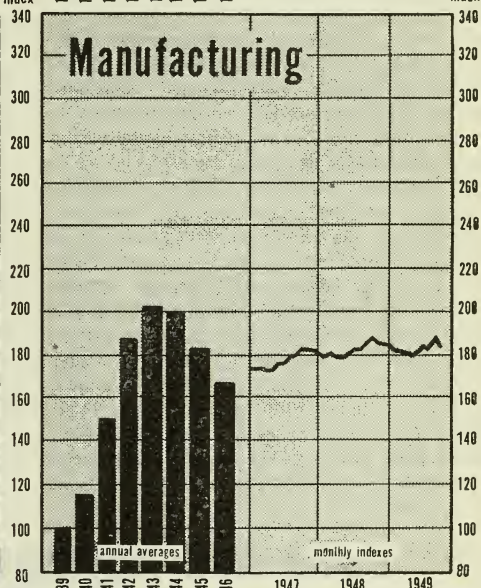
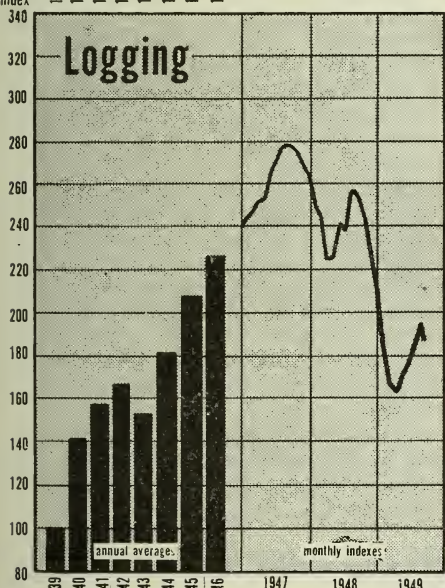
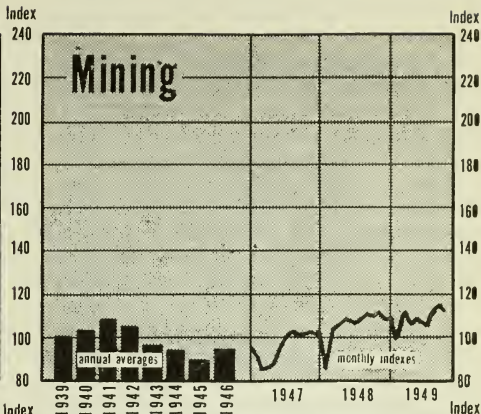
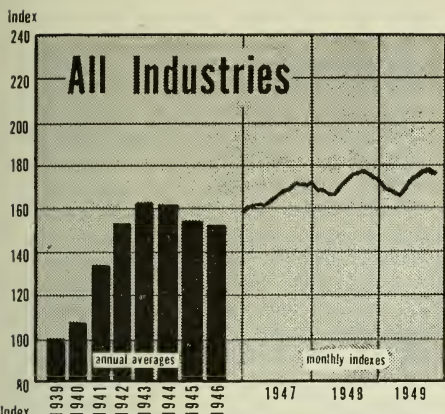
In British Columbia, heavy snowfalls aggravated existing snow conditions, making work in the woods almost impossible. Unemployment among loggers was heavy during December, with entire staffs being laid off in some companies. Some operations were re-opened in January but in many cases the shutdown will continue during February and March. As in the East, employment this winter has been below 1948-9 levels. The Dominion Bureau of Statistics employment index at November 1, 1949 (June 1, 1941=100) was 154.0 compared to 187.0 at November 1, 1948.

Employment in **mining**, which totalled 87,000 at November 1, was at its highest point since 1941. The Dominion Bureau of Statistics index of mining employment at that date was 184.9 (1926=100), as against 181.5 one year previous. Demand for additional workers was not strong at the end of the year, although fully experienced men were generally readily placed in employment. Labourers were in ample supply with little demand.

# EMPLOYMENT TRENDS IN CANADIAN INDUSTRIES

Average: 1939 = 100

Seasonally Adjusted





Several factors combined to limit employment expansion during December. Weather conditions brought prospecting and diamond drilling to a halt and stone quarries were also closed for the season. Power shortages curtailed operations in some northern Ontario gold mines. Drilling in western oil fields was held up by lack of transportation facilities and markets. Outside work on the main pipe line from Edmonton to Regina will not get under way until spring.

With a coal shortage resulting from a slowdown in the industry in the United States, coal mining was active on the east coast. Western coal mines were also generally operating at capacity, although some companies in the Edmonton area were on a three-day week. Employment and production were increasing in the Quebec asbestos field, where 2,000 workers in the three major companies had signed a new contract for 1949 and 1950 providing for a 10-cent an hour retroactive wage increase.

A review of the year 1949 shows the expansion which characterized **manufacturing** employment since 1946 giving way to a period of stabilization. Although some segments of the industry were forced to cut staffs during the past year, increases in employment in other groups offset this trend and, on the aggregate, employment remained just fractionally below 1948 levels. Latest data showed employment of paid workers in manufacturing at 1,075,000, or 9,000 below the level one year previously.

A greater irregularity in employment became apparent during 1949. Seasonality was of increasing importance in several industries, notably in the textile division. Short-time and lay-offs also occurred more frequently as output was brought into line with demand.

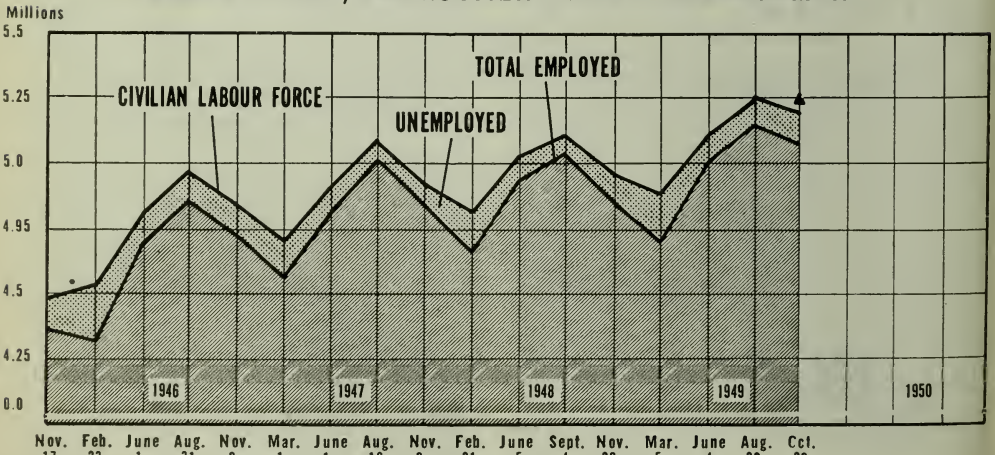
At the year-end, losses in employment in comparison with the previous year, were registered in animal, fur, lumber, tobacco, clay, glass, and stone, non-ferrous metal and iron and steel industries. In the iron and steel industry, which is the largest of the major manufacturing divisions and employs 285,000 workers, a decline was registered at both primary and secondary levels. In the latter group, capital goods industries, such as agricultural implements and shipbuilding, were the most affected.

These losses were almost balanced by gains in other industries, especially in the consumer durable group. Employment in the automobile, electrical apparatus, furniture, leather and furniture industries was above 1948 levels. Gains were also registered in plant products, textiles, chemicals and electric power. A variety of changes were recorded in the textile industries, which now have a labour force of more than 163,000. Employment in woollen and hosiery and knit goods factories is falling off, with cotton also down slightly. On the other hand, silk and clothing establishments have added workers, resulting in a net gain of 2,000 in the textile group.

Employment in **construction** work was tapering off during December, although completion of projects left over from the record billion-dollar construction season in 1949 was expected to maintain a better than average level of employment during the winter. It was probable, however, that about one-third of the peak labour force of 350,000 would not be required in the off-season.

Generally speaking, most first-class tradesmen were at work, but unskilled and semi-skilled labour was feeling the effect of seasonal lay-offs. Rough carpenters, painters,

## LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT



▲ Newfoundland totals included for the first time at October 29, 1949.



cement finishers, bricklayers and workers with similar occupations were hampered by weather conditions, but finishing carpenters were being kept busy on inside work. In railway and highway construction work, seasonal unemployment was also extensive.

Weather was more of a limiting factor than usual in British Columbia, with heavy snowfalls and cold weather halting work during December. A certain amount of employment was provided in repairing damage done by flash floods and heavy rains earlier in the month, however.

Employment in the *transportation* industries has been declining, both seasonally and in comparison with the previous year. Latest data, which referred to November, 1949, give the number employed in all types of transportation work as 369,000, about 20,000 less than the same month in 1948.

Temporary lay-offs occurred in both water transportation and railway transportation during December. Shipping companies had suspended operations with the end of the season and some 1,800 unemployed seamen registered for other work with the National Employment Service. In some sections of the railway industry, staffs were being reduced while other departments were taking on men. Reduction in passenger schedules by the Canadian National Railways resulted in lay-offs in the running trades in January, with the total to be released estimated at 500 by railway officials. Construction crews had finished their season's work and in the mechanical trades in the Montreal and Winnipeg shops 400 men were affected by lay-offs. On the other hand, some rehiring was in progress as a result of heavy holiday business. Snowfalls

early in December resulted in the employment of crews for short periods.

The long-term outlook for the Canadian merchant marine was not bright. The volume and price of cargoes has fallen off in comparison with the immediate postwar period. In part this has been due to a drop in the volume of trade but increased competition from foreign ships has also been an important factor. The subsidization program planned by the Dominion government would enable about 40 ships to keep operating; two years ago the fleet was comprised of 250 vessels. The loss in employment as a result was estimated at approximately 5,000.

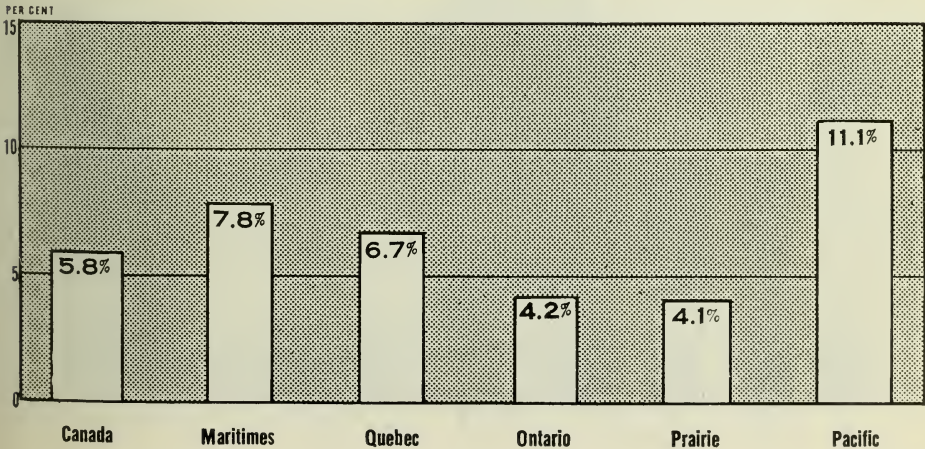
### Regional Analysis

Employment levels in the *Maritime* region declined further during December, as the winter season advanced. Unplaced applicants were at the highest point on record, due largely to the curtailment of woods activity this winter. A further steady seasonal increase in applicants could be expected until March.

The mild weather during the month made it possible to extend building construction in several areas. Work continued on projects nearing completion with skilled tradesmen busy on inside finishing work. In general, however, construction work was over until spring. At that time, jobs should again be plentiful judging from the numerous public and private projects being scheduled.

Activity and employment in the pulpwood cutting industry has been slight because of high inventories at the mills. Most of the winter cut has been com-

## PER CENT OF THE LABOUR FORCE WHO WERE UNPLACED APPLICANTS JANUARY 5, 1950



pleted already. Operators hoped that by next season, operations would be back to normal. The recent United Kingdom allocation of \$2,500,000 for eastern Canadian spruce, for delivery in the first six months of 1950, would stimulate cutting activity in the lumber industry very shortly as inventories of sawn and dried lumber were low.

The 25 per cent cut in Canadian National Railways passenger schedules as a result of coal shortages will have considerable effect on employment in the running trades and a number of lay-offs were expected at Campbellton, Moncton, Halifax, Truro and other points early in January. The new policy of shipping all freight for eastern Newfoundland through Halifax to St. John's will provide extra employment for long-shoremen in both ports.

The unseasonable lack of snow throughout the *Quebec* region curtailed employment in many normal winter occupations. Most widespread in its effect was the reduction in logging employment; the cut was completed in many areas but hauling could not start until snow conditions were suitable. Since logging, usually a major winter industry, has been operating this year well below normal levels of employment, this new development was aggravating regional unemployment.

Manufacturing production showed the customary seasonal fluctuations as many plants closed for two weeks at the holiday season. Labour demand was at a very low level. Employment in secondary textiles was reflecting buyers' resistance. Shoe factories continued to operate below capacity.

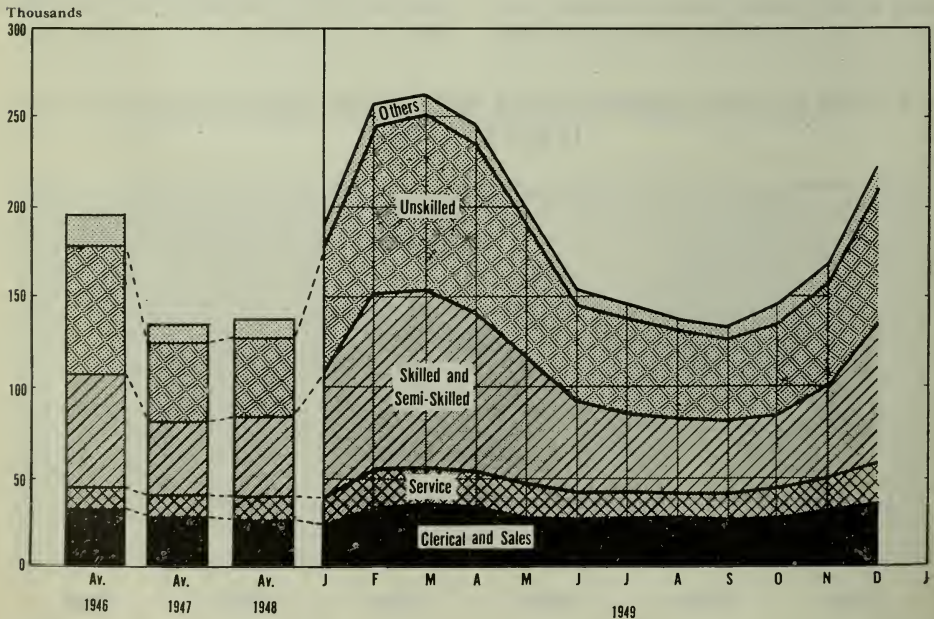
Mining production in western Quebec was steadily increasing. Expansion programs were under way in many cases, creating additional employment on surface jobs, but the local supply of unskilled and semi-skilled workers was sufficient for requirements. Railway crews have been reduced; a cut in railway services as a result of the coal shortage has affected employment substantially. Construction employment was at a low midwinter level.

The nature and diversification of industry in the *Ontario* region has enabled greater stability of employment, even in the seasonally inactive winter months, than elsewhere in Canada. Despite the loss of export markets for some industries, the ability of the domestic market to absorb accumulated surpluses and the continued expansion of new industries, have sustained manufacturing employment.

Where cut-backs in production have been necessary because of lack of orders or materials, it has been observed during

## UNPLACED APPLICANTS BY OCCUPATION

*This chart shows the occupation of job-seekers registered with the National Employment Service. A more detailed classification of the latest figures is given in Table D-3 on page 270.*





December that many employers have resorted to a reduced work week where possible instead of lay-offs. This has greatly lessened the loss of time and wages for their workers.

In the automobile industry of Oshawa, the change-over from the 1949 to 1950 models has caused a short lay-off of some 2,500 workers, scheduled from the first week of January until not later than January 15. In Windsor, employment in the automobile industry and its feeder plants was very uncertain, since raw material supplies were on a day-to-day basis as a result of the recent United States steel and coal strikes.

During December, construction employment declined where weather forced closures, but in general the level was high for the time of year.

The seasonal decline in employment in the *Prairie* region continued during December but conditions, on the whole, were normal for the time of year. In the eastern sections of the region, the curtailment of logging held down the level of employment, but in the western section the oil boom continued to stimulate business.

Reports on woods operations in the Lake-head indicated that cutting was almost completed, and hauling operations have started in some areas; hauling will be general by the middle of January. Some reduction in employment has already occurred and heavy lay-offs will take place shortly.

Meat packing plants seemed to have passed the seasonal peak, and lay-offs have been occurring. Employment in this industry will be reduced steadily in the next two months. Most flour mills reported continuous operations.

Coal mining was progressing well, and demand for certificated miners continued. At Lethbridge, this demand has been eased considerably by bringing in workers, however. Construction was practically at a standstill throughout the region, although inside finishing work was in progress on closed-in projects.

The seasonal problem of unemployment in the *Pacific* region has been more severe this winter than in normal winters, as a result of blizzards and heavy snow. This unusual weather, which also occurred last year and disrupted employment at that time, held up the re-opening of logging camps and sawmills, and adversely affected construction employment.

Logging camps throughout all forest areas have been closed as a result of snow conditions. The opening of high level camps will probably be delayed in some instances for many weeks. Lower level operations,

however, may re-open quickly if rain or higher temperatures occurred to facilitate snow removal. In this case several thousand woods workers will return to work.

There has also been a large surplus of sawmill workers during the past weeks as a result of the weather. Market conditions are firm for this industry, however, and full operations will be resumed when weather permits.

Pulp and paper, coal and base metal mining industries have continued at a high level of employment with no signs of slackening.

## Employment Service Activities

The influx of job-seekers continued strong as the winter reached more advanced stages. During December, Christmas activity provided numerous jobs, but these were mostly filled by students and women workers. Thus, while the number of women unplaced declined slightly during December, the number of men unplaced mounted steadily at a rate of about 14,000 a week. Lay-offs following Christmas and the usual year-end taking of stock, over-hauling machinery and re-tooling added considerable numbers in the last week of December and early January. By January 12, the total number unplaced had reached an unexceeded post-war record of 323,000 (259,000 men and 64,000 women).

Jobs provided by the Christmas trade boosted placements during December to a level above both that of November, 1949 and December, 1948. This year almost all hirings for the postal service were done through the Employment Service. Apart from these temporary jobs, however, vacancies on file had been reduced to an all-time low. One reason for the few jobs reported is the tendency for employers to hire "at the gate" at this time when many jobless workers are contacting employers directly. However, it also reflects the general scarcity of jobs available. This situation has resulted mostly from the curtailment of outdoor activity although also from other factors, such as the dollar difficulties of overseas countries, greater competition in the domestic market and more efficient production techniques.

The seasonal nature of the increase in job-seekers is indicated in the types of workers affected. Up to the beginning of December, 39 per cent of the increase in unplaced applicants occurred in the unskilled group. The skilled and semi-skilled categories this year are showing more rapid increases than in other years, and by the December date accounted for 38 per cent of the rise. In



both classes, the construction occupations showed the most predominate gain. Sales, clerical and service workers, while equal in number to the other major groups, are less affected seasonally and accounted for only 22 per cent of the gain in unplaced applicants. Much of this rise resulted from the registration of students and married women for Christmas work. The chart included in this section shows the month to month changes in these major occupational groups.

Increasing numbers of the applicants are filing claims for unemployment insurance benefits. By the beginning of December, 78 per cent of all applicants were seeking benefits, as against 67 and 63 per cent one month and one year before respectively. These include casual and short-time claimants. Despite the decided increase in unemployment insurance activity over the year—there were 85,000 more persons seeking benefits this year than last at the beginning of December—the claims are remaining on file for approximately the same length of time as in 1948. Just under one-half of all those seeking benefits have been registered

for one to two weeks; about one-quarter have remained on file for two months or over, while the remainder have been registered two weeks to two months.

Of the 172,000 live claims reported at December 1, 20,000 were short-time, casual or postal claims. This latter group is four times greater than at the same period in 1948, which has resulted mostly from the increase in short-time claims. Many firms have adopted the policy of working several days a week or reduced hours rather than close down the plant. In such cases, provision is made under the Unemployment Insurance Act for workers to be compensated for the period of unemployment.

Over 80 per cent of the claims adjudicated during November were entitled to receive benefits. This represented the highest proportion yet recorded. The main disqualification continues to be insufficient contributions which accounted for over one-half of those not entitled to benefit during the month. The number receiving benefits for the mid-week in November totalled 104,000.

## PRICES AND THE COST OF LIVING\*

### Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index declined from 161·7 at November 1 to 161·5 at December 1. This marked the fourth consecutive fractional decline from the August peak of 162·8, and placed the index 2·6 points above December 1, 1948. This latest decrease was almost entirely due to the food index which dropped from 203·3 to 201·9. Sharply lower prices for eggs and slight decreases in meats overbalanced considerably higher quotations for coffee. Home furnishings and services registered the only other decrease moving from 167·4 to 167·1, while the clothing index remained unchanged at 183·7. Fuel and light increased 0·1 points to 135·2 and the index of miscellaneous items 0·3 points to 130·5. The results of the November quarterly survey of rents moved the rent index from 123·9 to 125·0.

From August, 1939 to December, 1949 the increase in the cost-of-living index was 60·2 per cent.

### Cost of Living in Eight Cities

Changes in cost-of-living indexes for the eight regional cities were mixed between November 1 and December 1. Food price indexes were lower at all centres, but in certain cities these declines were over-

balanced by rental increases. Indexes for home furnishings and services recorded small decreases, except in Saint John where an advance of 4·7 points reflected an increase in telephone rates. Group indexes for fuel and light, clothing and miscellaneous items all moved narrowly.

Composite city index changes between November 1 and December 1, 1949, were as follows: Edmonton -0·7 to 156·4; Halifax -0·6 to 153·6; Vancouver -0·4 to 161·9; Montreal -0·2 to 164·1; Saskatoon -0·1 to 162·7; Toronto +0·2 to 157·4; Saint John +0·1 to 158·0. The Winnipeg index remained steady at 155·7.

### Wholesale Prices, November, 1949

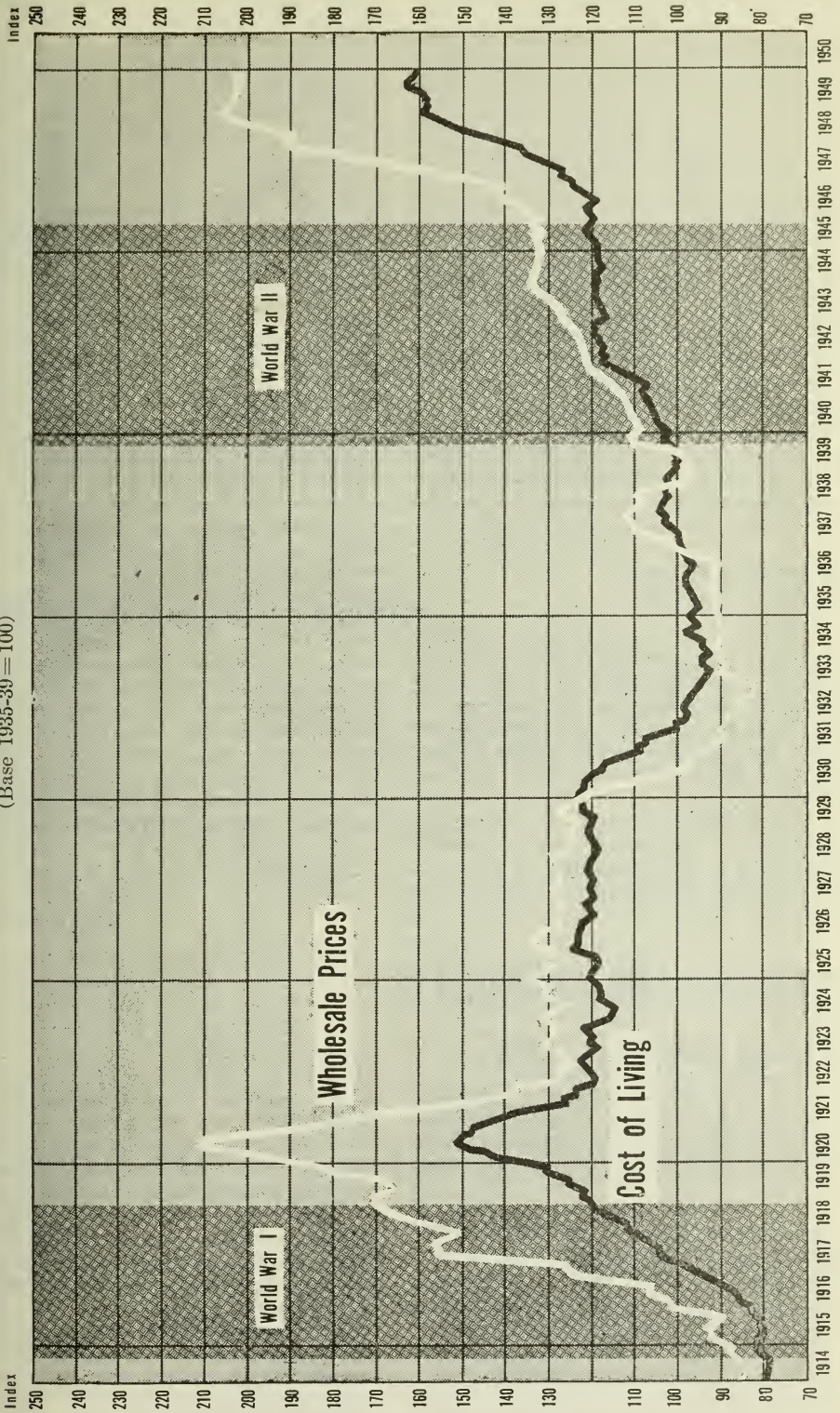
The wholesale price index recorded a decline of 0·1 to 157·0 between October and November. Three of the eight major groups moved down also, led by a decline of 2·8 to 119·2 for chemical products. Non-metallic minerals receded 0·8 to 138·1 while Animal Products moved down 0·5 to 164·0. Four groups moved higher; Vegetable Products rose 0·4 to 143·0, while Textile Products rose the same amount to 159·3. Increases of 0·2 each were recorded for Iron and Its Products at 173·7 and

\* See Tables F-1 to F-6.



# COST OF LIVING AND WHOLESALE PRICES IN CANADA FROM JANUARY 1914 TO DATE

(Base 1935-39 = 100)



Non-ferrous Metals at 141.4. Wood, Wood Products and Paper remained unchanged at 188.1. Among the more important commodities to show a decrease between October and November were Rice 25.5 per cent, Arsenious Oxide 19.1 per cent, Lemons 16.3 per cent, Corn Meal 16.0 per cent, Lard 15.9 per cent, Quebracho Extract 15.8 per cent, Oranges 15.6 per cent, Eggs 12.8 per cent, English China Ware 11.1 per cent, Corn (Ontario, Yellow) 10.2 per cent, Zinc Sheet 7.4 per cent. Commodities recording increases during the same interval were as follows: Green Coffee 54.5 per cent, Sheep Skins 26.3 per cent, Cocoa Beans 18.7 per cent, Cocoanut Oil 12.7 per cent, Sulphate of Ammonia 12.0 per cent, Calf Skins 10.0 per cent, Lamb Carcass 7.5 per cent, Cedar Shiplap 5.9 per cent, Superphosphate 5.2 per cent.

The index of Canadian farm products was unchanged in November from 145.0. A decline of 0.4 to 122.6 for Field Products was balanced by an increase of 0.8 to 182.5 for Animal Products.

### World Price Movement in First Half of 1949

Living costs moved higher in most countries during the first half of 1949, while reductions predominated in the levels of wholesale prices. In the majority of countries, advances in cost-of-living indexes were not over five per cent, while declines in wholesale prices ranged up to eight per cent.

Improved supplies of certain commodities permitted the decrease or discontinuance of subsidies in some countries, and a number of prices reacted buoyantly. Exchange diffi-

culties still plagued world markets, although further attempts were made to lower barriers and promote a better balance of trade between countries.

The consumers' price index of the United States moved within narrow limits to show a net decline of one per cent for the six months, foods being little changed, but sizeable reductions occurring in clothing and housefurnishings. The cost-of-living index for the United Kingdom rose by one per cent in the same interval. Subsidy payments on some important articles of food were reduced, and the rationing of clothing and all kinds of textiles ended March 15. Living costs were one per cent higher in Canada, with increases fairly widespread, while in Australia and South Africa they were up five per cent and three per cent, respectively. In France a higher point was touched in January by the index of retail prices in Paris, but by June it had dropped by slightly over 10 per cent.

In the case of wholesale prices, the index for France declined eight per cent; Italy seven per cent; Belgium, seven per cent; Switzerland and the United States, five per cent; and Canada, two per cent. All groups included in the United States index moved lower, as chemicals and drugs led the way with a 10 per cent decrease. Among the countries in which wholesale prices advanced, the index for Peru rose over 32 per cent; Chile, eight per cent; the United Kingdom, five per cent; Mexico, four per cent; South Africa, four per cent; and Australia, two per cent. In the United Kingdom, the index remained fairly steady through March, but mounted sharply in April, and again in May with a fractional increase in June establishing a high for this index.

## STRIKES AND LOCKOUTS\*

### Canada, December, 1949

Industrial disputes between workers and employers which resulted in work stoppages declined during 1949, as compared with 1948, the number, 127, being the lowest recorded for any year since 1939. The workers involved showed an increase of 5,000 over the previous year, and the time loss was greater by 175,000 days. Preliminary figures for 1949 show 127 strikes and lockouts, involving 47,973 workers, with a time loss of 1,060,338 man-working days, as compared with 154 strikes and lockouts in 1948, with 42,820 workers involved and a loss of 885,793 days. In 1946, the peak year, there were 228 strikes and lockouts, with

139,474 workers involved and a loss of 4,516,393 days.

In 1949, about 70 per cent of the total loss was caused by four work stoppages, involving asbestos miners and mill workers in various centres in Quebec, railway car factory workers at Hamilton, Ont., lithographers in various centres in Ontario and Quebec, and motor vehicle factory workers at Oshawa, Ont.

The demand for increased wages, often linked with questions involving unionism and working conditions, was an important

\* See Tables G-1 and G-2.



issue in more than 60 per cent of the strikes and lockouts, involved 55 per cent of the workers, and caused over 80 per cent of the total time lost.

The month of December, 1949, followed the usual trend at this season of the year. Only five strikes commenced during the month and a total of 13 were in existence, involving 3,041 workers, with a time loss of 23,667 days, as compared with 20 strikes and lockouts in November, 1949, with 8,904 workers involved and a loss of 135,526 days. In December, 1948, there were 12 strikes and lockouts, with 2,566 workers involved and a loss of 20,765 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in 1949 was 0.11 per cent of the estimated working time, as compared with 0.09 per cent in 1948; 0.26 per cent in 1947; 0.50 per cent in 1946; 0.03 per cent in December, 1949; 0.17 per cent in November, 1949; and 0.03 per cent for December, 1948.

Of the 13 strikes recorded for December, 1949, one was settled in favour of the

employer, five were compromise settlements, and five were indefinite in result, work being resumed pending final settlement. At the end of the year two strikes were recorded as unterminated, namely, department store clerks at New Westminster, B.C., and fishermen at Burin, Newfoundland.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: composers, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; and textile products factory workers at St. Lambert, P.Q., August 29, 1949. The strikes of coal miners, Edmonton district, Alta., January 13, 1948, and of optical lens factory workers at Edmonton, Alta., April 9, 1949, are considered to have lapsed.

## Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review issued as a supplement to the *LABOUR GAZETTE* for April, 1949, and in this article are taken, as far as possible, from the government publications of the countries concerned.

### Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in October, 1949, was 110 and 12 were still in progress from the previous month, making a total of 122 during the month. In all stoppages of work in progress in the period there were 14,300 workers involved and a time loss of 60,000 working days was caused.

Of the 110 disputes leading to stoppages of work which began in October, eight, directly involving 1,000 workers, arose out of demands for advances in wages, and 36, directly involving 3,600 workers, on other wage questions; six, directly involving 400 workers, on questions as to working hours; 23, directly involving 2,500 workers, on questions respecting the employment of partic-

ular classes or persons; 31, directly involving 3,600 workers, on other questions respecting working arrangements; and four, directly involving 800 workers, on questions of trade union principle. Two stoppages, directly involving 100 workers, were in support of workers involved in other disputes.

### Australia

Figures for the first quarter of 1949, show 308 industrial disputes with 76,335 workers directly involved and a time loss, for workers directly and indirectly involved, of 272,781 man-working days.

For the fourth quarter of 1948, the figures were 162 industrial disputes, 69,981 directly involved workers and a time loss of 325,383 working days for workers indirectly as well as directly involved. During the year 1948 there were 1,133 industrial disputes involving 298,913 workers directly. The time loss given was 1,655,338 man-working days for all workers, whether directly or indirectly involved.

### United States

Preliminary estimates prepared by the United States Bureau of Labor Statistics, for the year 1949, show 3,600 strikes and lockouts involving about 3,100,000 workers and causing a time loss of 53,000,000 man-days. Comparable figures for 1948, are 3,419 strikes and lockouts with 1,960,000 workers involved and a time loss of 34,100,000 days.

# SELECTED PUBLICATIONS RECEIVED RECENTLY IN LIBRARY OF DEPARTMENT OF LABOUR\*

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, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*. Students must apply through the library of their institution.

## **Arbitration, Industrial**

1. KINGSTON (ONT.), QUEEN'S UNIVERSITY. DEPT. OF INDUSTRIAL RELATIONS. *The Conciliation and Arbitration of Labour Disputes in Canada*. Kingston, Queen's University, 1949. Pp. 68.

2. NATIONAL PLANNING ASSOCIATION. *Lockheed Aircraft Corporation and International Association of Machinists*; a case study, by Clark Kerr and George Halverson. Washington, 1949. Pp. 85.

3. WARREN, EDGAR L. *The Mediation Process*, by Edgar L. Warren and Irving Bernstein. (In *The Southern Economic Journal*, April, 1949, p. 441-457).

## **Biographies**

4. ALYNSKY, SAUL D. *John L. Lewis*; an unauthorized biography. New York, G. P. Putnam's Sons, 1949. Pp. 387.

5. GINGER, RAY. *The Bending Cross*; a Biography of Eugene Debs. New Brunswick, Rutgers University Press, 1949. Pp. 516.

## **Collective Bargaining**

6. CHALMERS, W. ELLISON. *Master Agreements in Collective Bargaining*, by W. Ellison Chalmers and Scott MacEachron. Urbana, Ill., 1949. Pp. 21.

7. DE SCHWEINTZ, DOROTHEA. *Labour and Management in a Common Enterprise*. Cambridge, Harvard University Press, 1949. Pp. 186.

8. KERR, CLARK. *Collective Bargaining in the Pacific Coast Pulp and Paper Industry*, by Clark Kerr and Roger Randall. Philadelphia, University of Pennsylvania Press, 1948. Pp. 32.

9. U.S. BUREAU OF LABOR STATISTICS. *Premium Pay, Holiday and Shift Provisions*; Selected Union Agreements, 1948-1949. Washington, 1949. Pp. 39.

10. WEISS, ABRAHAM. *Collective Bargaining Provisions: Safety, Health, and Sanitation*. Washington, G.P.O., 1949. Pp. 48.

## **Co-operatives**

11. DANENBERG, ELSIE. *Get Your Own Home the Co-operative Way*. New York, Greenberg Publishers, 1949. Pp. 182.

12. O'MEARA, J. E. *Credit Unions in Canada, 1948*. Ottawa, Department of Agriculture, 1949. Pp. 19.

## **Employees—Training**

13. AMERICAN FOUNDRYMEN'S SOCIETY. *A.F.S. Apprentice Training Standards for the Foundry Industry*. Chicago, Illinois, 1949. Pp. 24.

14. METROPOLITAN LIFE INSURANCE COMPANY, NEW YORK. *Supervisory Training: Case Studies*. New York, 1949. Pp. 61.

## **Employment**

15. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *Tables Relating to Employment and Unemployment in Great Britain, 1948*. London, H.M.S.O., 1949. Pp. 27.

16. PALMER, GLADYS LOUISE. *Industrial and Occupational Trends in National Employment, 1910-1940, 1910-1948*, by Gladys L. Palmer and Ann Ratner. Pennsylvania, Wharton School of Finance and Commerce. Industrial Research Department, 1949. Pp. 68.

17. U.S. BUREAU OF EMPLOYMENT SECURITY. *Employment and Wages of Covered Workers in State Unemployment Compensation Systems, 1939*. Washington, 1941. Pp. 404.

## **Employment Management**

18. FISHER, WALDO EMMANUEL. *Handling Complaints and Grievances*. Pasadena, Cal., 1949. Pp. 4.

19. MICHIGAN. UNIVERSITY. SURVEY RESEARCH CENTER. *Productivity, Supervision and Employee Morale*. Ann Arbor, 1948. Pp. 22.

\* List No. 23.

20. U.S. OFFICE OF THE ADJUTANT GENERAL. *Performance Ratings; a Guide for Supervisors*. Washington, 1949. Pp. 47.

### **Industrial Relations**

21. KERR, CLARK. *Employer Policies in Industrial Relations, 1945 to 1947*. Berkeley, Cal., 1949. Pp. 34.

22. NATIONAL ASSOCIATION OF MANUFACTURERS. *Strengthening Management Teamwork; a Study of Methods and Techniques to build Sound Intra-Management Relations and Improved Supervision*. New York, 1949. Pp. 19.

23. URIS, AUREN. *Working with People; Human Relations for the Plant and Office Supervisor*, by Auren Uris and Betty Shapin. New York, Macmillan Co., 1949. Pp. 311.

24. U.S. OFFICE OF MILITARY GOVERNMENT FOR GERMANY. *Visiting Expert Series*. Berlin, 1948. 7 Pamphlets.  
No.

2—*Labor Relations in Western Germany*, by R. Taylor Cole. Pp. 35.

3—*Trade Union Press in the U.S.—Occupied Area (Germany)*, by Elmer A. Bock. Pp. 18.

4—*Human Relations in Industry*, by Charles E. Shaw. Pp. 29.

9—*Employers' Associations in Western Germany*, by D. F. MacDonald. Pp. 29.

10—*Status of Jewish Workers and Employers in Post-War Germany*, by Jack Hain. Pp. 52.

11—*Trade Unions and Public Education in Western Germany*, by Irvin R. Kuenzli. Pp. 17.

12—*The Development of Management Associations in Germany*, by Dillard E. Bird. Pp. 35.

### **Industry**

25. ALLEN, HUGH. *The House of Good-year; Fifty Years of Men and Industry*. Cleveland, Ohio, Corday and Cross, 1949. Pp. 691.

26. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. INDUSTRIAL WELFARE DIVISION. *Artificial Lighting in the Printing Industry*. Melbourne, 1949. Pp. 32.

27. BERLINER, J. J. *Establishing and Organizing Technical Libraries in Industrial Plants*. New York, 1949. Pp. 38.

28. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *Cotton Manufacturing Commission; Final Report of an Inquiry into Wages Arrangements and Methods of Organization of Work in the Cotton Manufacturing Industry*. London, H.M.S.O., 1949. Pp. 87.

### **Labour and Labouring Classes**

29. FLORENCE, PHILIP SARGANT. *Labour*. London, Hutchinson's University Library, 1949. Pp. 230.

30. GLOS, BOHUSLAV. *The Mobilisation of Labour in Czechoslovakia; The Problem of Man-power*. Prague, Orbis, 1948. Pp. 149.

31. OXFORD. UNIVERSITY. DEPT. OF EDUCATION. *The Education of the Young Worker; Report of a Conference held at Oxford in July, 1948 under the Auspices of the University Department of Education*. Oxford, Oxford University Press, 1949. Pp. 119.

### **Labour Organization**

32. ASPINALL, ARTHUR. *The Early English Trade Unions; Documents from the Home Office Papers in the Public Record Office*. London, Batchworth Press, 1949. Pp. 410.

33. GROVES, REGINALD. *Sharpen the Sickle; The History of the Farm Workers' Union*. London, Porcupine Press, 1949. Pp. 256.

34. HOWE, IRVING. *The UAW and Walter Reuther*, by Irving Howe and B. J. Widick. New York, Random House, 1949. Pp. 309.

35. TEXTILE WORKERS' UNION OF AMERICA. EDUCATION DEPARTMENT. *Instructors' Outline on Labor History*. New York, 1948. Pp. 18.

36. TEXTILE WORKERS' UNION OF AMERICA. EDUCATION DEPARTMENT. *Quotations and Readings in Labor History*. New York, 1948. Pp. 21.

37. TEXTILE WORKERS' UNION OF AMERICA. EDUCATION DEPARTMENT. *Topical Outlines for Labor History*. New York, 1949. Pp. 22.

### **Labour Party (Great Britain)**

38. WHITE, EIRENE. *Workers' Control?* London, Fabian Publications and Victor Gollancz, 1949. Pp. 29.

39. WILLIAMS, FRANCIS. *Fifty Years' March; The Rise of the Labour Party*. London, Odham Press, 1949. Pp. 384.



## Management

40. OXFORD MANAGEMENT CONFERENCE, SCARBOROUGH, 1948. *Conference Series, No. 1-10*. London, British Institute of Management, 1949. 10 Pamphlets.

No.

- 1—*Efficiency and Consumer's Choice*. Pp. 52.
- 2—*Management and the Financier*, by H. N. Hume. Pp. 14.  
*Management in Private Enterprise and Nationalized Industry*, by Sir Miles Thomas. P. 15-24.
- 3—*Business Forecasting*. Pp. 34.
- 4—*Supervisors' Residential Training*. Pp. 31.
- 5—*Job Evaluation*. Pp. 34.
- 6—*Standard Accounting System*. Pp. 35.
- 7—*Standard Terminology*. Pp. 23.
- 8—*Training of Trades Union Officials*. Pp. 30.
- 9—*Indices of Productivity*. Pp. 36.
- 10—*Financial Information and Joint Consultation*. Pp. 28.

## Miscellaneous

41. ARCO PUBLISHING COMPANY. *How to Win Success in the Mail-Order Business*. New York, 1949. Pp. 114.

42. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Handbook for Pension Planning*, by Fleming Bomer and others. Washington, 1949. Pp. 363.

43. GREAT BRITAIN. MINISTRY OF TRANSPORT. *London Plan Working Party Report to the Minister of Transport*. London, H.M.S.O., 1949. Pp. 35.

44. HAYDEN, JOSEPH RALSTON. *The Philippines; a Study in National Development*. New York, Macmillan Company, 1942. Pp. 984.

45. LANG, FRANK. *Workmen's Compensation Insurance; Monopoly or Free Competition?* Toronto, General Publishing Co., 1947. Pp. 239.

46. MILL, JOHN STUART. *Essays on some Unsettled Questions of Political Economy*. London, The London School of Economics and Political Science (University of London), 1948. Pp. 164.

47. OGBURN, WILLIAM FIELDING. *Technology and International Relations*, by William Fielding Ogburn and others. Chicago, University of Chicago Press, 1949. Pp. 200.

48. ROSTAS, LASZLO. *Comparative Productivity in British and American Industry*. Cambridge, University Press, 1948. Pp. 263.

49. U.S. BUREAU OF LABOR STANDARDS. *Labour Offices in the United States and in Canada, September 1, 1949*. Washington, G.P.O., 1949. Pp. 34.

50. U.S. BUREAU OF THE CENSUS. *Bureau of the Census Manual of Tabular Presentation; an Outline of Theory and Practice in the Presentation of Statistical Data in Tables for Publication*, prepared by Bruce L. Jenkinson. Washington, G.P.O., 1949. Pp. 266.

51. U.S. CONGRESS. HOUSE COMMITTEE ON EDUCATION AND LABOR. *The Federal Fair Employment Practice Act*. Washington, G.P.O., 1949. Pp. 25.

52. U.S. CONGRESS. JOINT COMMITTEE ON THE ECONOMIC REPORT. *Low-income Families and Economic Stability; Materials on the Problem of Low-income Families; Assembled by the Staff of the Subcommittee on Low-income Families, Joint Committee on the Economic Report*. Washington, G.P.O., 1949. Pp. 138.

53. WILLIAMS-THOMPSON, RICHARD B. *The Palestine Problem*. London, Andrew Melrose Limited, 1946. Pp. 127.

# LABOUR STATISTICS

	PAGE
Table 1—Statistics Reflecting Industrial Conditions in Canada.....	258
<b>A—Labour Force</b>	
<i>Immigration Branch, Department of Mines and Resources</i>	
Table A-1—Immigration of Adult Males, Adult Females and Children to Canada.....	259
Table A-2—Distribution of All Immigration by Region.....	260
Table A-3—Distribution of Male Immigrants by Occupation.....	260
<b>B—Labour Income</b>	
<i>Dominion Bureau of Statistics: Monthly Estimates of Labour Income</i>	
Table B-1—Monthly Estimates of Canadian Labour Income.....	261
<b>C—Employment, Hours and Earnings</b>	
<i>Dominion Bureau of Statistics: The Employment Situation (as reported by employers having 15 or more employees)</i>	
Table C-1—Employment and Earnings by Province, City and Industry.....	262
Table C-2—Index Numbers of Employment and Earnings since 1941.....	263
Table C-3—Index Numbers of Employment by Provinces since 1933.....	263
Table C-4—Employment and Earnings by Industry.....	264
Table C-5—Sex Distribution of Employed Persons.....	265
<i>Dominion Bureau of Statistics: Hours and Earnings (as reported by employers having 15 or more employees)</i>	
Table C-6—Hours and Hourly Earnings in Manufacturing.....	266
Table C-7—Weekly Salaries and Wages in Manufacturing.....	266
Table C-8—Hours and Earnings in Manufacturing by Provinces and Cities.....	266
Table C-9—Hours and Earnings by Industry.....	267
<i>Economics and Research Branch, Department of Labour</i>	
Table C-10—Real Earnings in Manufacturing.....	268
<b>D—Employment Service Statistics</b>	
<i>Dominion Bureau of Statistics</i>	
Table D-1—Unfilled Vacancies and Unplaced Applicants as at First of Month.....	269
Table D-2—Unfilled Vacancies by Industry and by Sex.....	269
Table D-3—Unfilled Vacancies and Unplaced Applicants by Occupation and by Sex.....	270
Table D-4—Vacancies, Referrals and Placements (Weekly Average).....	270
Table D-5—Activities of National Employment Service Offices.....	271
Table D-6—Applications and Placements Since 1939.....	273
<b>E—Unemployment Insurance</b>	
<i>Unemployment Insurance Commission and Dominion Bureau of Statistics Report on the Operation of the Unemployment Insurance Act</i>	
Table E-1—Registration of Employers and Employees.....	274
Table E-2—Persons Signing the Live Unemployment Register by Number of Days continuously on the Register.....	274
Table E-3—Claims for Benefit Since 1942.....	274
Table E-4—Claims for Benefit by Provinces and Disposal of Claims.....	275
Table E-5—Claimants not Entitled to Benefits with Reason for Non-Entitlement.....	275
Table E-6—Number Receiving Benefit with Amount Paid.....	275
Table E-7—Unemployment Insurance Fund.....	276
<b>F—Prices</b>	
<i>Dominion Bureau of Statistics</i>	
Table F-1—Index Numbers of the Cost of Living in Canada.....	277
Table F-2—Index Numbers of the Cost of Living for Eight Cities of Canada.....	288
Table F-4—Retail Prices of Staple Foods, Coal and Rentals by Cities.....	278
Table F-5—Index Numbers of Wholesale Prices in Canada.....	286
Table F-6—Index Numbers for Canada and Other Countries.....	287
<b>G—Strikes and Lockouts</b>	
<i>Economics and Research Branch, Department of Labour</i>	
Table G-1—Strikes and Lockouts in Canada by Month.....	288
Table G-2—Strikes and Lockouts in Canada during December.....	289

TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

	1949		1948	1946	1943	1939
	Dec.	Nov.	Nov.	Nov.	Nov.	Nov.
<b>Labour Force—</b>						
Civilian labour force (1).....000		5,200	4,964	4,848	†	†
Employed (1).....000		5,053	4,858	4,733	†	†
Male (1).....000		3,987	3,835	3,700	†	†
Female (1).....000		1,086	1,023	1,033	†	†
Paid workers (1).....000		3,580	3,441	3,278	†	†
Unemployed (1).....000		147	106	115	†	†
Index of employment (2).....	201.5	202.0	203.6	182.1	188.7	123.6
Unemployment in trade unions (2).....%		2.2	1.0	1.0	0.3	9.1
Immigration.....No.		6,352	11,129	4,025	718	763
Adult males.....No.		2,430	3,888	1,043	162	230
<b>Earnings and Hours—</b>						
Total labour income.....\$000,000		661	632	481	†	†
Per capita weekly earnings.....\$	43.82	43.80	42.15	33.33	31.59	†
Average hourly earnings.....cents		99.5	95.5	72.9	†	†
Average hours worked per week.....		42.8	43.1	42.4	†	†
Average real weekly earnings; index(4).....		107.7	105.5	99.5	†	†
<b>National Employment Service—</b>						
Unplaced applicants (5).....000	220.8	164.0	101.8	134.1	†	†
Unfilled vacancies (5).....000	28.1	65.0	51.2	134.2	†	†
Placements, weekly average.....000	12.5	11.0	13.4	18.0	†	†
<b>Unemployment Insurance—</b>						
Claims.....000		105.9	55.4	57.0	1.3	†
Balance in fund.....\$000,000		584.0	509.2	351.3	164.3	†
<b>Price Indexes—</b>						
Wholesale (6).....	156.8	157.0	159.4	111.6	102.4	80.4
Cost of living (6).....	161.5	161.7	159.6	127.1	119.4	103.8
Residential building materials (6).....	226.3	226.3	229.2	157.1	(10) 139.1	(10) 102.3
<b>Production—</b>						
Industrial production index (6).....		184.5	185.1	165.6	200.0	120.7
Mineral production index (6).....		137.6	132.3	104.1	109.4	120.0
Manufacturing index (6).....		192.9	197.2	177.6	221.3	121.7
Electric power.....000,000 k.w.h.	4,040	3,914	3,634	3,567	3,461	2,602
<b>Construction—</b>						
Contracts awarded.....\$000,000		117.2	83.0	48.0	14.1	12.7
Dwelling units, started.....000		8.4	7.8	†	†	†
Completed.....000		8.7	9.7	(8) 67.3	†	†
Under construction.....000		60.7	61.1	†	†	†
Pig iron.....000 tons		157.3	166.8	163.3	142.2	87.8
Steel ingots and castings.....000 tons		259.7	278.0	256.5	259.4	147.2
Inspected slaughterings, cattle.....000	112.7	168.2	188.4	216.5	113.0	97.1
Hogs.....000	521.2	537.8	410.2	442.2	890.9	476.8
Flour production.....000 bbl.	1.63	1.95	1.94	2.52	2.18	1.96
Newsprint.....000 tons	414.9	436.8	405.9	364.3	256.3	288.7
Cement, producers' shipments.....000,000 bbl.		1.4	1.3	0.9	0.5	0.4
Automobiles and trucks.....000	25.9	19.7	26.8	19.1	14.2	16.8
Gold.....000 fine oz		361.7	311.3	231.3	267.7	425.0
Copper.....000 tons		22.0	20.2	17.5	23.8	26.4
Lead.....000 tons		13.5	16.0	11.2	17.3	17.2
Nickel.....000 tons		9.7	12.8	8.8	11.6	9.5
Zinc.....000 tons		24.9	21.0	18.4	23.5	14.8
Coal.....000 tons	1,796	2,087	1,888	1,580	1,445	1,719
<b>Distribution—</b>						
Wholesale sales index, unadjusted (6).....		306.7	316.2	257.2	172.2	115.6
Retail sales.....\$000,000		661.3	650.0	†	†	†
Imports, excluding gold.....\$000,000		239.6	238.2	198.2	160.3	84.6
Exports, excluding gold.....\$000,000	285.5	292.3	293.9	232.2	289.9	97.2
<b>Railways—</b>						
Revenue freight, ton miles.....000,000		5,231	5,622	5,268	5,688	3,371
Car loadings, revenue freight.....000	261.8	327.1	342.8	321.3	294.0	228.0
<b>Banking and Finance—</b>						
Common stocks, index (6).....	117.9	118.2	117.8	102.5	79.6	94.4
Preferred stocks, index (6).....	150.7	150.0	144.6	154.7	115.3	108.7
Bond yields, Dominion, index (6).....	90.3	89.2	95.7	85.0	97.3	108.4
Cheques cashed, individual accounts.....\$000,000	8,396	8,540	8,022	7,209	5,913	2,930
Bank loans, current, public.....\$000,000		2,250	2,129	1,431	1,201	1,735
Money supply.....\$000,000		4,376	4,327	3,950	(9) 3,153	(9) 1,378
Circulating media in hands of public.....\$000,000		1,168	1,169	1,107	(9) 990	(9) 281
Deposits.....\$000,000		3,208	3,158	2,843	(9) 1,877	(9) 1,089

NOTE.—Many of the statistical data in this table are included in the *Canadian Statistical Review* issued by the Dominion Bureau of Statistics.

† Comparable statistics are not available. (1) Labour Force survey figures given are as of October 29, 1949, Nov. 20, 1948 and August 31, 1946. (2) Base 1926=100. (3) Figures are as at end of quarter ending Sept. 30, 1949, 1948, 1946, 1943 and 1939 respectively. (4) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average for 1946=100. (5) First of month. (6) Base 1935-1939=100. (7) Figures are for four week periods. (8) Annual figures; monthly not available. (9) Year-end figures. (10) Annual index.



## A—Labour Force

**TABLE A-1.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA**

(SOURCE: Department of Mines and Resources, Immigration Branch)

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1924-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
1945—Total.....	4,259	11,620	6,843	22,722
1946—Total.....	9,934	40,818	20,967	71,719
1947—				
January.....	809	1,443	508	2,760
February.....	831	1,257	489	2,577
March.....	947	1,212	513	2,672
April.....	1,112	1,295	509	2,916
May.....	1,626	2,073	889	4,588
June.....	1,989	2,456	1,455	5,900
July.....	2,291	1,876	942	5,109
August.....	3,014	2,220	1,052	6,286
September.....	3,739	2,151	1,339	7,229
October.....	4,264	3,200	1,477	8,941
November.....	3,635	2,734	1,241	7,610
December.....	3,024	2,870	1,645	7,539
Total.....	27,281	24,787	12,059	64,127
1948—				
January.....	2,986	2,794	1,468	7,248
February.....	2,234	1,904	1,071	5,209
March.....	4,184	3,963	2,472	10,619
April.....	4,630	3,008	1,778	9,416
May.....	4,141	3,076	2,243	9,460
June.....	7,382	4,747	3,194	15,323
July.....	4,770	4,004	2,329	11,103
August.....	4,995	3,616	2,347	10,958
September.....	4,383	4,755	2,733	11,871
October.....	4,920	5,405	2,758	13,083
November.....	4,473	4,238	2,418	11,129
December.....	3,888	3,681	2,426	9,995
Total.....	52,986	45,191	27,237	125,414
1949—				
January.....	2,884	2,845	1,720	7,449
February.....	2,797	2,342	1,509	6,648
March.....	3,690	3,104	2,374	9,168
April.....	4,242	2,910	1,940	9,092
May.....	3,987	2,963	2,234	9,184
June.....	5,012	3,770	3,185	11,967
July.....	4,455	3,543	2,618	10,616
August.....	3,057	2,855	1,939	7,851
September.....	1,706	1,494	974	4,174
October.....	2,831	2,907	1,814	7,552
November.....	2,430	2,389	1,533	6,352
Total (11 months 1949).....	37,091	31,122	21,840	90,053
Total (11 months 1948).....	49,098	41,510	24,811	115,419

## A-2.—DISTRIBUTION OF ALL IMMIGRATION BY REGION

(SOURCE: Department of Mines and Resources, Immigration Branch)

Month	Maritime	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—						
January.....	279	1,819	3,666	726	758	7,248
February.....	166	1,214	2,566	591	672	5,209
March.....	333	2,093	5,272	1,655	1,266	10,619
April.....	310	1,361	5,259	1,471	1,015	9,416
May.....	371	1,326	4,969	1,725	1,069	9,460
June.....	433	2,643	7,366	3,610	1,271	15,323
July.....	394	2,194	5,612	1,983	920	11,103
August.....	419	1,784	5,868	1,888	999	10,958
September.....	453	2,878	4,953	2,580	1,007	11,871
October.....	663	2,840	5,915	2,516	1,149	13,083
November.....	366	2,384	5,170	2,173	1,036	11,129
December.....	371	2,151	5,005	1,634	834	9,995
Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—						
January.....	211	1,542	3,770	1,319	607	7,449
February.....	183	1,167	3,983	823	492	6,648
March.....	243	1,475	4,669	2,090	691	9,168
April.....	202	1,576	4,569	2,071	674	9,092
May.....	306	1,936	4,653	1,464	825	9,184
June.....	354	1,907	6,088	2,636	982	11,967
July.....	318	2,104	5,457	1,890	847	10,616
August.....	212	1,657	3,846	1,436	700	7,851
September.....	145	1,083	1,937	625	384	4,174
October.....	259	1,479	3,654	1,501	659	7,552
November.....	242	1,231	3,336	915	628	6,352
Total (11 months 1949).....	2,675	17,157	45,962	16,770	7,489	90,053
Total (11 months 1948).....	4,187	22,536	56,616	20,918	11,162	115,419

## TABLE A-3.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION

(SOURCE: Department of Mines and Resources, Immigration Branch)

Month	Agriculture	Unskilled and Semi-Skilled	Skilled	Trading	Others Including Mining	Total
1946—Total.....	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total.....	4,174	7,363	8,546	4,211	2,987	27,281
1948—						
January.....	468	529	1,195	342	452	2,986
February.....	356	462	763	270	383	2,234
March.....	1,241	685	1,248	446	564	4,184
April.....	959	1,728	1,058	379	506	4,630
May.....	1,151	1,306	925	357	402	4,141
June.....	3,130	1,570	1,568	395	719	7,382
July.....	2,346	556	1,030	368	470	4,770
August.....	1,936	1,193	1,039	356	471	4,995
September.....	1,568	627	1,433	358	397	4,383
October.....	2,077	645	1,463	405	330	4,920
November.....	1,794	565	1,215	364	535	4,473
December.....	1,344	550	1,094	305	595	3,888
Total.....	18,370	10,416	14,031	4,345	5,824	52,986
1949—						
January.....	1,137	427	801	243	276	2,884
February.....	1,386	414	589	231	177	2,797
March.....	1,818	544	845	278	205	3,690
April.....	2,055	650	891	285	361	4,242
May.....	2,164	538	777	268	240	3,987
June.....	2,535	889	1,020	285	283	5,012
July.....	2,063	700	803	288	601	4,455
August.....	1,405	496	586	236	334	3,057
September.....	440	189	393	203	481	1,706
October.....	1,173	423	641	241	353	2,831
November.....	926	440	593	260	211	2,430
Total (11 months 1949).....	17,102	5,710	7,939	2,818	3,522	37,091
Total (11 months 1948).....	17,026	9,866	12,937	4,040	5,229	49,098

## B—Labour Income

**TABLE B-1.—MONTHLY ESTIMATES OF CANADIAN LABOUR INCOME**

(\$ Millions)

	Agriculture, Logging, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Trans- portation, Communi- cation, Storage, Trade	Finance, Services (including Government)	Supple- mentary Labour Income	Total
1938—Average.....	22	59	9	56	59	5	209
1939—Average.....	23	62	8	57	59	5	215
1940—Average.....	27	77	11	63	62	5	245
1941—Average.....	29	107	16	73	67	8	299
1942—Average.....	30	143	18	80	73	10	354
1943—Average.....	31	169	18	86	78	13	395
1944—Average.....	33	172	13	95	83	13	409
1945—Average.....	35	156	15	101	90	13	410
1946—Average.....	42	146	24	114	103	14	443
1947—Average.....	50	175	33	133	113	17	518
1947—October.....	54	186	41	139	116	17	554
November.....	56	190	38	142	116	18	561
December.....	55	189	31	143	116	17	550
1948—January.....	52	187	30	139	119	18	543
February.....	52	193	29	139	116	18	548
March.....	47	189	28	140	120	19	544
April.....	43	194	34	142	121	18	551
May.....	47	195	37	147	125	18	570
June.....	51	201	43	150	130	20	595
July.....	53	201	48	153	130	20	606
August.....	55	204	48	157	130	20	614
September.....	57	220	48	185	130	22	663*
October.....	57	213	48	164	130	21	633
November.....	56	214	46	166	130	21	632
December.....	52	211	39	164	129	21	614
1949—January.....	49	211	35	159	133	20	607
February.....	47	213	34	159	131	20	605
March.....	42	214	35	161	134	20	606
April.....	40	213	39	163	134	19	610
May.....	46	209	42	166	138	20	622
June.....	51	216	46	170	141	20	645
July.....	51	214	49	172	142	21	649
August.....	55	218	51	172	139	23	658
September.....	54	220	53	174	138	22	662
October.....	53	219	52	175	141	22	663

\* Includes retroactive wage payments to railway system employees.

All totals are rounded to the nearest million independently. Therefore, the final total does not necessarily agree with the sum of the individual estimates.



## C—Employment, Hours and Earnings

### TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision).

SOURCE: *The Employment Situation*, D.B.S.

Tables C-1 to C-5 are based on reports from employers having 15 or more employees—At November 1, 20,712 employers in the eight leading industries reported a total employment of 2,109,661 and total payrolls of \$92,359,724

Geographical and Industrial Unit	Index Numbers Based on June 1, 1941 as 100 p.c.								
	Average Weekly Salaries and Wages at			Employment			Payrolls		
	Nov. 1, 1949	Oct. 1, 1949	Nov. 1, 1948	Nov. 1, 1949	Oct. 1, 1949	Nov. 1, 1948	Nov. 1, 1949	Oct. 1, 1949	Nov. 1, 1948
	\$	\$	\$						
(a) PROVINCES									
<b>Maritime Provinces</b> .....	<b>37.99</b>	<b>37.53</b>	<b>37.09</b>	<b>125.1</b>	<b>126.0</b>	<b>128.1</b>	<b>216.9</b>	<b>215.7</b>	<b>217.0</b>
Prince Edward Island.....	33.07	33.86	33.92	157.2	154.9	149.8	238.8	240.9	234.6
Nova Scotia.....	38.38	37.68	37.05	122.8	124.4	123.7	208.1	206.9	203.1
New Brunswick.....	37.68	37.53	37.32	127.7	127.5	134.0	231.3	229.8	240.2
<b>Quebec</b> .....	<b>41.81</b>	<b>41.77</b>	<b>40.33</b>	<b>128.0</b>	<b>126.8</b>	<b>131.7</b>	<b>223.4</b>	<b>221.2</b>	<b>221.5</b>
<b>Ontario</b> .....	<b>45.25</b>	<b>45.00</b>	<b>43.49</b>	<b>129.2</b>	<b>129.7</b>	<b>129.3</b>	<b>216.0</b>	<b>215.6</b>	<b>207.4</b>
<b>Prairie Provinces</b> .....	<b>44.28</b>	<b>44.02</b>	<b>42.80</b>	<b>144.3</b>	<b>144.9</b>	<b>140.5</b>	<b>241.3</b>	<b>240.9</b>	<b>227.2</b>
Manitoba.....	43.58	43.81	42.38	139.0	139.2	135.2	228.9	230.4	216.2
Saskatchewan.....	42.48	42.48	40.80	134.4	134.1	131.8	219.9	219.5	207.6
Alberta.....	46.09	45.08	44.39	157.5	159.3	153.2	271.3	268.3	254.3
<b>British Columbia</b> .....	<b>46.95</b>	<b>46.38</b>	<b>44.99</b>	<b>154.6</b>	<b>157.1</b>	<b>157.3</b>	<b>255.0</b>	<b>256.0</b>	<b>248.4</b>
<b>CANADA</b> .....	<b>43.78</b>	<b>43.55</b>	<b>42.15</b>	<b>132.2</b>	<b>132.4</b>	<b>133.3</b>	<b>224.6</b>	<b>223.8</b>	<b>218.0</b>
(b) CITIES									
Montreal.....	42.85	42.48	40.97	136.7	136.3	134.8	228.5	225.9	215.2
Quebec.....	36.23	36.29	35.04	122.6	122.5	123.2	215.6	215.7	204.7
Toronto.....	45.02	44.68	42.95	135.7	134.3	132.7	228.0	223.9	212.4
Ottawa.....	38.19	38.41	36.01	131.9	132.8	133.5	217.8	220.6	207.6
Hamilton.....	46.73	47.22	43.92	126.6	125.8	123.8	214.6	215.6	197.9
Windsor.....	51.97	52.19	51.38	127.9	130.5	125.4	179.0	183.4	173.1
Winnipeg.....	39.78	39.85	38.53	141.0	139.6	137.7	220.2	218.3	208.0
Vancouver.....	44.72	44.87	42.76	161.2	160.9	168.9	270.8	271.1	271.3
Halifax.....	35.17	35.33	33.95	127.9	130.4	126.3	196.8	201.6	189.0
Saint John.....	36.05	35.63	33.83	127.0	125.6	125.1	213.8	208.7	197.6
Sherbrooke.....	37.35	37.35	34.86	116.1	115.0	116.1	208.8	207.0	195.0
Three Rivers.....	41.42	42.09	41.69	136.2	136.8	140.2	217.4	222.0	225.4
Brantford.....	43.34	42.73	.....	.....	.....	.....	.....	.....	.....
Kitchener—Waterloo.....	41.79	41.58	41.00	140.2	139.5	133.0	258.5	255.9	240.5
London.....	41.76	41.31	39.58	155.2	155.0	151.1	254.9	251.8	235.0
Fort William—Port Arthur.....	47.25	46.50	45.37	80.1	81.4	90.7	144.8	144.8	155.0
*St. Catharines.....	49.93	49.68	.....	.....	.....	.....	.....	.....	.....
Regina.....	38.61	39.00	37.14	140.7	137.3	136.4	230.9	227.7	214.5
Saskatoon.....	38.74	38.35	35.91	155.4	156.0	152.2	274.3	272.5	248.8
Calgary.....	42.62	42.53	40.58	147.5	148.3	139.9	249.5	250.2	223.9
Edmonton.....	41.72	41.61	40.24	184.9	181.4	175.8	312.5	305.8	284.3
Victoria.....	43.45	42.89	39.06	150.7	151.8	146.5	259.4	258.0	228.4
(c) INDUSTRIES									
<b>Manufacturing</b> .....	<b>45.07</b>	<b>44.84</b>	<b>43.38</b>	<b>122.9</b>	<b>124.2</b>	<b>124.0</b>	<b>213.4</b>	<b>214.4</b>	<b>207.1</b>
Durable Goods <sup>1</sup> .....	48.12	48.20	46.43	115.4	116.1	118.8	197.8	199.2	195.8
Non-Durable Goods.....	42.08	41.63	40.36	127.8	129.6	127.2	228.4	229.1	218.9
Electric Light and Power.....	49.33	48.46	46.84	170.6	172.6	158.1	267.5	266.0	234.0
Logging.....	38.64	39.73	37.92	139.1	112.9	203.2	267.7	223.3	386.2
Mining.....	54.04	52.48	51.41	104.3	103.9	102.4	176.5	170.7	164.8
Communications.....	42.16	41.32	39.11	204.9	206.4	188.0	312.3	308.1	267.1
Transportation.....	52.58	51.92	51.75	144.5	147.4	146.4	231.8	233.4	231.3
Construction and Maintenance.....	42.15	41.93	40.62	142.9	145.8	138.6	261.3	265.2	244.6
Services <sup>2</sup> .....	28.60	28.43	26.85	144.9	146.9	147.4	252.3	254.1	238.9
Trade.....	37.38	37.31	35.50	152.2	149.6	147.0	238.4	233.9	219.4
<b>Eight Leading Industries</b> .....	<b>43.78</b>	<b>43.55</b>	<b>42.15</b>	<b>132.2</b>	<b>132.4</b>	<b>133.3</b>	<b>224.6</b>	<b>223.8</b>	<b>218.0</b>
Finance.....	41.20	41.20	39.08	147.8	147.8	142.7	209.9	209.9	192.0
<b>Nine Leading Industries</b> .....	<b>43.67</b>	<b>43.46</b>	<b>42.03</b>	<b>132.8</b>	<b>133.0</b>	<b>133.7</b>	<b>224.0</b>	<b>223.2</b>	<b>216.9</b>

<sup>1</sup> This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

<sup>2</sup> Mainly hotels and restaurants and laundry and dry-cleaning plants.

\* Includes Welland, Thorold and Merriton.

**TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941**

(Base:—June 1, 1941=100)  
 (The latest figures are subject to revision)  
 SOURCE: *The Employment Situation*, D.B.S.

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of				Index Numbers of			
	Employment	Aggregate Weekly Payrolls	Average Salaries and Wages	Average Salaries and Wages	Employment	Aggregate Weekly Payrolls	Average Salaries and Wages	Average Salaries and Wages
			\$				\$	
June 1, 1941.....	100.0	100.0	100.0	\$25.25	100.0	100.0	100.0	\$25.57
Nov. 1, 1945.....	112.1	139.3	126.6	31.95	110.9	139.3	127.6	32.64
Nov. 1, 1946.....	119.6	154.4	132.0	33.33	114.8	147.5	130.8	33.45
Nov. 1, 1947.....	129.5	189.7	149.7	37.79	122.1	181.2	150.6	38.52
Nov. 1, 1948.....	133.3	218.0	166.9	42.15	124.0	207.1	169.7	43.38
Dec. 1, 1948.....	133.8	219.0	167.2	42.23	123.8	208.3	171.0	43.72
Jan. 1, 1949.....	128.4	204.5	162.8	41.10	120.7	196.6	165.4	42.28
Feb. 1, 1949.....	124.8	207.6	170.0	42.92	120.6	205.3	172.7	44.17
Mar. 1, 1949.....	123.7	207.5	171.4	43.27	120.8	206.6	173.6	44.39
Apr. 1, 1949.....	122.9	206.5	171.7	43.35	120.8	207.4	174.2	44.50
May 1, 1949.....	123.8	207.3	171.0	43.19	121.0	207.1	173.8	44.48
June 1, 1949.....	127.4	209.0	167.6	42.32	122.1	203.7	169.4	43.35
July 1, 1949.....	130.5	217.6	170.1	42.96	123.5	209.8	172.4	44.09
Aug. 1, 1949.....	131.3	218.9	170.3	43.01	122.9	208.5	172.2	44.04
Sept. 1, 1949.....	132.4	222.0	171.4	43.27	124.5	212.1	172.9	44.20
Oct. 1, 1949.....	132.4	223.8	172.5	43.55	124.2	214.4	175.4	44.84
Nov. 1, 1949.....	132.2	224.6	173.4	43.78	122.9	213.4	176.3	45.07

**TABLE C-3.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS**

(Average calendar year 1926=100)  
 (The latest figures are subject to revision)  
 SOURCE: *The Employment Situation*, D.B.S.

	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Nov. 1, 1933.....	91.3	90.2				92.2	91.4	94.6				84.0
Nov. 1, 1934.....	100.2	104.9				98.0	103.6	96.5				94.1
Nov. 1, 1935.....	107.7	111.1				105.0	110.0	108.1				101.8
Nov. 1, 1936.....	111.0	119.4				110.3	112.8	106.0				105.4
Nov. 1, 1937.....	125.2	127.3	83.0	124.9	132.8	130.5	130.4	106.2	99.3	115.9	110.5	111.5
Nov. 1, 1938.....	114.6	112.6	95.0	123.6	100.3	119.7	115.0	108.1	97.6	132.2	108.1	107.5
Nov. 1, 1939.....	123.6	117.9	101.1	126.9	108.1	131.5	124.4	112.7	103.1	124.3	120.0	115.5
Nov. 1, 1940.....	139.2	133.8	134.0	142.4	123.4	148.7	142.5	119.7	110.5	123.5	131.6	126.3
Nov. 1, 1941.....	167.6	179.6	112.8	198.1	160.7	177.1	173.0	136.1	130.1	134.7	146.5	149.4
Nov. 1, 1942.....	183.3	189.0	108.0	214.1	162.6	198.1	185.2	140.2	138.0	135.6	146.6	187.2
Nov. 1, 1943.....	188.7	194.1	121.6	216.3	170.4	206.2	187.4	148.1	142.1	138.8	163.6	193.8
Nov. 1, 1944.....	183.8	187.1	132.3	204.5	168.3	196.7	185.9	148.1	143.9	141.8	158.5	182.5
Nov. 1, 1945.....	171.2	178.2	123.1	193.6	161.8	178.8	170.8	150.6	145.4	145.9	161.7	172.5
Nov. 1, 1946.....	182.7	179.0	139.7	193.7	162.7	189.1	185.1	163.8	157.4	160.9	175.4	182.2
Nov. 1, 1947.....	197.8	193.3	160.4	201.4	184.9	203.7	202.2	170.1	160.7	168.0	185.9	203.1
Nov. 1, 1948.....	203.6	194.9	160.4	207.7	180.8	207.1	208.6	180.3	168.6	167.9	206.1	212.2
Dec. 1, 1948.....	204.3	197.8	156.2	209.9	184.9	207.5	210.4	180.9	169.3	167.0	207.6	206.1
Jan. 1, 1949.....	196.0	177.2	151.8	178.2	177.6	198.2	206.1	173.9	162.4	158.0	201.8	192.4
Feb. 1, 1949.....	190.5	168.2	139.9	172.4	164.7	193.0	202.8	166.7	157.3	146.2	194.4	181.5
Mar. 1, 1949.....	188.9	167.1	139.1	170.3	164.8	190.2	201.8	165.6	156.4	145.9	192.3	179.6
Apr. 1, 1949.....	187.6	167.4	163.0	173.1	160.5	184.8	200.2	166.0	155.4	146.8	186.4	188.8
May 1, 1949.....	189.1	163.3	139.8	170.7	155.2	186.4	200.1	170.5	159.9	153.0	198.0	196.9
June 1, 1949.....	194.5	169.0	151.2	176.4	160.7	194.6	202.4	177.4	163.7	165.1	206.3	204.7
July 1, 1949.....	199.5	187.4	152.8	202.0	176.6	198.0	206.4	181.8	168.0	167.3	212.2	209.1
Aug. 1, 1949.....	200.5	188.9	157.6	203.8	171.7	199.4	205.5	185.6	170.7	169.7	218.6	212.6
Sept. 1, 1949.....	202.1	190.4	165.3	205.7	172.1	199.5	208.3	186.6	171.7	169.9	220.0	215.1
Oct. 1, 1949.....	202.2	192.0	165.9	208.8	172.0	199.5	209.2	185.9	173.6	170.8	214.3	211.9
Nov. 1, 1949.....	201.9	190.7	168.4	206.1	172.3	201.3	208.4	185.1	173.3	171.2	211.9	208.5
Relative Weight of Employment by Provinces and Economic Areas as at Nov. 1, 1949.....	100.0	7.1	.2	4.2	2.7	29.0	42.0	12.3	5.5	2.4	4.4	9.6

NOTE:—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.



**TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY**

(The latest figures are subject to revision)

Source: *The Employment Situation*, D.B.S.

Industries	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941, as 100 p.c.								
				Employment			Payrolls					
	Nov. 1, 1949	Oct. 1, 1949	Nov. 1, 1948	Nov. 1, 1949	Oct. 1, 1949	Nov. 1, 1948	Nov. 1, 1949	Oct. 1, 1949	Nov. 1, 1948	Nov. 1, 1949	Oct. 1, 1949	Nov. 1, 1948
<b>Manufacturing</b> .....	45.07	44.84	43.38	122.9	124.2	124.0	213.4	214.4	207.1			
Animal products—edible.....	44.58	43.20	42.01	140.1	142.2	142.7	246.1	241.9	238.2			
Fur and products.....	43.59	42.76	40.85	140.8	139.5	143.9	229.3	223.0	219.8			
Leather and products.....	33.24	33.16	32.14	108.5	108.8	105.8	190.5	190.4	179.5			
Boots and shoes.....	31.67	31.91	30.89	106.9	108.9	104.8	190.6	195.7	182.2			
Lumber and its products.....	40.22	40.12	38.54	123.7	125.3	124.2	229.8	232.1	221.8			
Rough and dressed lumber.....	41.44	41.33	39.85	119.2	122.2	117.4	231.7	236.9	220.8			
Furniture.....	39.76	39.83	37.58	160.3	157.6	150.1	234.2	230.6	209.3			
Other lumber products.....	36.28	35.87	35.50	109.8	110.8	128.6	215.8	215.3	242.3			
Plant products—edible.....	37.27	35.55	35.25	158.6	173.4	156.0	261.6	272.7	243.6			
Pulp and paper products.....	50.72	50.36	48.82	140.6	141.0	144.1	240.3	239.4	236.2			
Pulp and paper.....	57.82	56.85	56.96	127.8	130.5	138.3	234.1	235.2	247.5			
Paper products.....	41.43	41.20	38.68	174.4	173.2	167.7	298.2	294.5	267.9			
Printing and publishing.....	47.46	47.50	44.01	143.8	142.0	142.7	228.9	226.2	210.5			
Rubber products.....	45.30	44.87	46.38	123.3	127.6	132.2	238.1	244.2	261.7			
Textile products.....	35.47	35.70	33.78	116.4	115.5	114.9	215.6	215.4	202.8			
Thread, yarn and cloth.....	39.16	39.27	36.21	110.0	108.9	111.7	227.9	226.2	214.1			
Cotton yarn and cloth.....	38.25	38.13	35.39	91.1	89.4	91.9	180.6	176.8	169.2			
Woolen yarn and cloth.....	37.55	37.57	35.36	99.3	99.2	107.4	208.8	208.9	212.8			
Synthetic silk and silk goods.....	41.34	41.95	37.79	152.3	151.4	147.6	340.5	343.4	300.9			
Hosiery and knit goods.....	33.38	33.03	30.47	114.2	112.0	120.4	208.6	202.4	202.5			
Garments and personal furnishings.....	32.27	32.92	31.96	130.7	130.7	121.5	218.9	223.4	201.7			
Other textile products.....	37.68	37.70	36.71	96.6	95.5	97.7	179.8	177.8	173.9			
Tobacco.....	42.22	42.30	39.34	112.9	114.9	117.1	265.5	270.5	256.5			
Beverages.....	48.03	47.78	46.63	170.7	175.7	166.2	276.5	283.2	261.9			
Chemicals and allied products.....	48.52	48.01	45.92	99.2	99.1	97.6	177.0	174.9	166.2			
Clay, glass and stone products.....	46.84	46.49	44.20	145.2	147.3	147.9	276.6	278.4	260.9			
Electric light and power.....	49.33	48.46	46.84	170.6	172.6	158.1	267.5	266.0	234.0			
Electrical apparatus.....	48.88	48.68	45.82	166.3	165.1	165.3	304.1	300.7	283.5			
Iron and steel products.....	49.99	50.35	48.67	106.7	107.3	110.1	175.3	177.5	176.5			
Crude, rolled and forged products.....	53.89	53.17	50.75	134.2	137.1	146.1	196.4	198.1	200.4			
Machinery (other than vehicles).....	48.19	48.20	46.41	109.2	110.5	110.7	183.7	185.9	190.5			
Agricultural implements.....	46.60	48.83	47.76	166.5	166.9	209.8	287.0	301.5	379.1			
Land vehicles and aircraft.....	50.94	52.25	50.90	103.7	104.1	99.1	162.6	167.4	155.3			
Automobiles and parts.....	51.96	55.05	53.13	123.7	124.6	110.6	167.1	178.3	152.9			
Steel shipbuilding and repairing.....	48.80	47.50	47.47	68.9	69.9	95.3	112.1	110.7	151.2			
Heating appliances.....	45.87	45.60	43.73	159.5	155.6	149.8	276.9	268.3	248.0			
Iron and steel fabrication (n.e.s.).....	50.90	50.03	47.40	102.4	102.5	102.0	219.8	216.3	199.3			
Foundry and machine shop products.....	48.78	47.72	47.57	87.5	87.5	87.5	206.8	202.3	204.6			
Other iron and steel products.....	47.78	47.30	45.33	98.9	98.8	100.3	172.4	170.4	167.1			
Non-ferrous metal products.....	50.69	50.02	48.04	112.9	113.6	122.1	212.2	210.8	212.9			
Non-metallic mineral products.....	54.82	53.72	52.40	125.2	128.1	122.1	234.6	235.2	219.4			
Miscellaneous.....	38.34	38.56	35.99	166.9	163.7	144.4	285.3	281.4	265.6			
<b>Logging</b> .....	38.64	39.73	37.92	139.1	112.9	203.2	267.7	223.3	386.2			
<b>Mining</b> .....	54.04	52.48	51.41	104.3	103.9	102.4	176.5	170.7	164.8			
Coal.....	53.71	50.88	50.90	99.0	96.9	99.9	209.0	193.8	199.8			
Metallic ores.....	56.21	55.21	53.42	92.7	92.4	90.0	143.6	140.6	132.5			
Non-metallic minerals (except coal).....	49.09	47.95	47.16	166.0	168.9	161.2	300.7	298.9	280.8			
<b>Communications</b> .....	42.16	41.32	39.11	204.9	206.4	188.0	312.3	308.1	267.1			
Telegraphs.....	45.28	44.96	45.26	128.0	128.0	125.5	224.2	225.8	222.8			
Telephones.....	41.30	40.30	37.82	224.3	225.5	206.0	331.6	325.3	278.9			
<b>Transportation</b> .....	52.58	51.92	51.75	144.5	147.4	146.4	231.8	233.4	231.3			
Street railways, cartage and storage.....	46.90	46.36	44.30	161.4	162.4	157.4	259.6	258.0	239.2			
Steam railway operation.....	58.43	58.05	59.16	134.8	137.6	137.0	217.5	220.5	223.8			
Shipping and stevedoring.....	46.62	44.81	44.35	132.3	138.8	145.5	237.8	239.6	248.7			
<b>Construction and Maintenance</b> .....	42.15	41.93	40.62	142.9	145.8	138.6	261.3	265.2	244.6			
Building.....	45.96	45.92	44.42	187.7	188.8	174.0	301.7	303.1	269.2			
Highway.....	36.64	36.61	35.29	128.0	132.3	128.8	243.0	251.1	236.4			
Railway.....	42.56	41.63	41.86	92.0	95.3	95.9	197.6	200.2	202.3			
<b>Services (as indicated below)</b> .....	28.60	28.43	26.85	144.9	146.9	147.4	252.3	251.1	238.9			
Hotels and restaurants.....	26.41	26.19	25.25	153.5	159.4	155.6	268.1	276.4	259.7			
Personal (chiefly laundries).....	28.88	28.73	29.97	130.6	130.5	134.2	213.2	212.0	211.2			
<b>Trade</b> .....	37.38	37.31	35.50	152.2	149.6	147.0	238.4	233.9	219.4			
Retail.....	34.91	34.88	33.14	148.5	145.3	144.0	236.9	231.4	218.2			
Wholesale.....	43.49	43.24	41.42	165.3	164.5	158.4	241.5	238.9	221.5			
<b>Eight Leading Industries</b> .....	43.78	43.55	42.15	132.2	132.4	133.3	224.6	223.8	218.0			
<b>Finance</b> .....	41.20	41.20	39.08	147.8	147.8	142.7	209.9	209.9	192.0			
Banks and trust companies.....	37.37	37.34	34.85	158.8	158.8	153.4	227.9	227.7	204.7			
Brokerage and stock market operations.....	51.55	50.70	48.28	150.0	149.4	152.8	223.6	219.0	213.7			
Insurance.....	45.82	45.96	44.35	133.6	133.6	128.4	190.5	191.0	177.3			
<b>Nine Leading Industries</b> .....	43.67	43.46	42.03	132.8	133.0	133.7	224.0	223.2	216.9			



**TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT**

Source: *The Employment Situation, D.B.S.*

Industries	Nov. 1, 1949				Oct. 1, 1949		Nov. 1, 1948	
	Men		Women		Men	Women	Men	Women
	No.	No.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.
<b>Manufacturing</b> .....	<b>826,239</b>	<b>249,320</b>	<b>76.8</b>	<b>23.2</b>	<b>76.8</b>	<b>23.2</b>	<b>77.2</b>	<b>22.8</b>
Animal products—edible.....	31,066	7,644	80.3	19.7	79.1	20.9	80.1	19.9
Fur and products.....	2,806	1,555	64.3	35.7	64.4	35.6	63.1	36.9
Leather and products.....	18,723	12,277	60.4	39.6	60.3	39.7	61.0	39.0
Boots and shoes.....	11,114	8,318	57.2	42.8	56.9	43.1	57.5	42.5
Lumber and products.....	76,337	6,652	92.0	8.0	92.1	7.9	91.6	8.4
Rough and dressed lumber.....	48,031	2,396	95.2	4.8	95.3	4.7	94.7	5.3
Furniture.....	16,950	2,189	88.6	11.4	88.8	11.2	87.6	12.4
Other lumber products.....	11,356	2,067	84.6	15.4	84.9	15.1	86.0	14.0
Plant products—edible.....	43,550	25,861	62.7	37.3	61.2	38.8	64.3	35.7
Pulp and paper products.....	91,310	22,827	80.0	20.0	80.2	19.8	80.3	19.7
Pulp and paper.....	46,216	2,504	94.9	5.1	94.8	5.2	95.2	4.8
Paper products.....	13,944	8,098	63.3	36.7	63.3	36.7	62.8	37.2
Printing and publishing.....	31,150	12,225	71.8	28.2	71.9	28.1	71.0	29.0
Rubber products.....	15,306	5,629	73.1	26.9	74.0	26.0	74.4	25.6
Textile products.....	74,503	88,628	45.7	54.3	45.8	54.2	45.2	54.8
Thread, yarn and cloth.....	37,516	20,856	64.3	35.7	64.2	35.8	62.1	37.9
Cotton yarn and cloth.....	13,924	8,531	62.0	38.0	61.0	39.0	60.0	40.0
Woolen yarn and cloth.....	7,852	5,801	57.5	42.5	58.1	41.9	57.5	42.5
Synthetic silk and silk goods.....	11,878	5,077	70.1	29.9	70.1	29.9	66.9	33.1
Hosiery and knit goods.....	8,863	15,505	36.4	63.6	36.7	63.3	35.3	64.7
Garments and personal furnishings.....	19,049	44,375	30.0	70.0	30.5	69.5	30.2	69.8
Other textile products.....	9,075	7,892	53.5	46.5	53.5	46.5	53.4	46.6
Tobacco.....	4,263	5,782	42.4	57.6	43.8	56.2	41.2	58.8
Beverages.....	17,198	2,566	87.0	13.0	88.0	12.0	86.5	13.5
Chemicals and allied products.....	32,998	10,685	75.5	24.5	75.4	24.6	75.8	24.2
Clay, glass and stone products.....	19,676	2,418	89.1	10.9	89.1	10.9	87.9	12.1
Electric light and power.....	30,839	4,273	87.8	12.2	88.0	12.0	88.2	11.8
Electrical apparatus.....	37,959	14,838	71.9	28.1	72.2	27.8	72.1	27.9
Iron and steel products.....	263,791	22,091	92.3	7.7	92.3	7.7	92.6	7.4
Crude, rolled and forged products.....	34,156	1,675	95.4	4.6	95.5	4.5	95.7	4.3
Machinery (other than vehicles).....	24,831	3,335	87.9	12.1	87.8	12.2	88.8	11.2
Agricultural implements.....	14,100	919	93.9	6.1	93.9	6.1	94.5	5.5
Land vehicles and aircraft.....	111,251	6,704	94.3	5.7	94.2	5.8	94.5	5.5
Automobiles and parts.....	43,466	5,030	89.6	10.4	89.6	10.4	89.5	10.5
Steel shipbuilding and repairing.....	13,115	494	96.4	3.6	96.4	3.6	96.0	3.4
Heating appliances.....	8,415	527	94.1	5.9	94.1	5.9	93.5	6.5
Iron and steel fabrication (n.e.s.).....	10,617	945	91.8	8.2	92.1	7.9	92.2	7.8
Foundry and machine shop products.....	7,972	398	95.2	4.8	95.0	5.0	95.5	4.5
Other iron and steel products.....	39,334	7,094	84.7	15.3	84.9	15.1	84.6	15.4
Non-ferrous metal products.....	39,851	6,254	86.4	13.6	86.7	13.3	85.3	14.7
Non-metallic products.....	14,397	1,410	91.1	8.9	90.9	9.1	91.6	8.4
Miscellaneous.....	11,666	7,930	59.5	40.5	60.7	39.3	62.7	37.3
<b>Logging</b> .....	<b>65,019</b>	<b>997</b>	<b>98.5</b>	<b>1.5</b>	<b>98.2</b>	<b>1.8</b>	<b>98.3</b>	<b>1.7</b>
<b>Mining</b> .....	<b>85,115</b>	<b>1,863</b>	<b>97.9</b>	<b>2.1</b>	<b>97.8</b>	<b>2.2</b>	<b>97.9</b>	<b>2.1</b>
Coal.....	24,756	222	99.1	0.9	99.1	0.9	99.1	0.9
Metallic ores.....	43,364	860	98.1	1.9	98.0	2.0	98.0	2.0
Non-metallic minerals (except coal).....	16,995	781	95.6	4.4	95.5	4.5	95.9	4.1
<b>Communications</b> .....	<b>26,079</b>	<b>29,000</b>	<b>47.3</b>	<b>52.7</b>	<b>47.4</b>	<b>52.6</b>	<b>47.5</b>	<b>52.5</b>
Telegraphs.....	7,001	1,586	81.5	18.5	81.3	18.7	81.1	18.9
Telephones.....	17,081	26,604	39.1	60.9	39.2	60.8	39.9	60.1
<b>Transportation</b> .....	<b>174,803</b>	<b>11,195</b>	<b>94.0</b>	<b>6.0</b>	<b>93.9</b>	<b>6.1</b>	<b>94.1</b>	<b>5.9</b>
Street railways, cartage and storage.....	59,777	4,529	93.0	7.0	93.1	6.9	93.1	6.9
Steam railway operation.....	86,996	5,348	94.2	5.8	94.3	5.7	94.1	5.9
Shipping and stevedoring.....	28,030	1,318	95.5	4.5	94.4	5.6	96.0	4.0
<b>Construction and Maintenance</b> .....	<b>259,365</b>	<b>4,705</b>	<b>98.2</b>	<b>1.8</b>	<b>98.2</b>	<b>1.8</b>	<b>98.2</b>	<b>1.8</b>
Building.....	127,577	3,215	97.5	2.5	97.5	2.5	97.5	2.5
Highway.....	92,114	1,356	98.5	1.5	98.5	1.5	98.3	1.7
Railway.....	39,674	134	99.7	0.3	99.7	0.3	99.7	0.3
<b>Services (as specified below)</b> .....	<b>36,483</b>	<b>38,196</b>	<b>48.9</b>	<b>51.1</b>	<b>48.4</b>	<b>51.6</b>	<b>48.5</b>	<b>51.5</b>
Hotels and restaurants.....	22,941	22,832	50.1	49.9	49.8	50.2	50.6	49.4
Personal (chiefly laundries).....	7,539	12,272	38.1	61.9	38.0	62.0	39.5	60.5
<b>Trade</b> .....	<b>182,813</b>	<b>118,469</b>	<b>60.7</b>	<b>39.3</b>	<b>61.9</b>	<b>38.1</b>	<b>60.3</b>	<b>39.7</b>
Retail.....	117,473	97,188	54.7	45.3	56.2	43.8	54.6	45.4
Wholesale.....	65,340	21,281	75.4	24.6	75.7	24.3	74.5	25.5
<b>Eight Leading Industries</b> .....	<b>1,655,916</b>	<b>453,745</b>	<b>78.5</b>	<b>21.5</b>	<b>78.6</b>	<b>21.4</b>	<b>79.1</b>	<b>20.9</b>
<b>Finance</b> .....	<b>47,669</b>	<b>43,017</b>	<b>52.6</b>	<b>47.4</b>	<b>52.5</b>	<b>47.5</b>	<b>53.0</b>	<b>47.0</b>
Banks and trust companies.....	25,533	26,431	49.1	50.9	49.0	51.0	49.8	50.2
Brokerage and stock market operations.....	2,265	1,245	64.5	35.5	65.0	35.0	65.3	34.7
Insurance.....	19,871	15,341	56.4	43.6	56.3	43.7	56.5	43.5
<b>All Industries</b> .....	<b>1,703,585</b>	<b>496,762</b>	<b>77.4</b>	<b>22.6</b>	<b>77.6</b>	<b>22.4</b>	<b>78.1</b>	<b>21.9</b>

**TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING**

(Hourly-Rated Wage-Earners)

 SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Tables C-6 to C-9 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-5. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-4 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Week preceding	Average Hours Worked			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	No.	No.	No.	cts.	cts.	cts.
Nov. 1, 1945	44.9	45.3	44.6	67.5	74.8	60.6
Nov. 1, 1946	42.4	42.5	42.3	72.9	79.4	66.7
Nov. 1, 1947	42.9	43.2	42.7	84.7	91.9	77.6
Nov. 1, 1948	43.1	43.2	43.1	95.5	103.4	87.6
Dec. 1, 1948	43.2	43.4	43.1	96.0	104.1	87.7
*Jan. 1, 1949	40.6	41.0	40.2	97.2	104.8	89.3
Feb. 1, 1949	42.9	43.2	42.7	97.2	105.0	89.3
Mar. 1, 1949	43.0	43.2	42.7	97.6	105.3	89.6
Apr. 1, 1949	42.9	43.2	42.6	98.2	105.7	90.3
May 1, 1949	42.5	42.7	42.3	98.6	106.2	90.7
June 1, 1949	40.8	41.1	40.5	99.1	106.5	91.5
July 1, 1949	41.8	42.4	41.2	99.1	106.7	91.3
Aug. 1, 1949	41.9	42.1	41.7	98.8	106.5	91.1
Sept. 1, 1949	42.4	42.5	42.2	98.4	106.6	90.4
Oct. 1, 1949	42.7	43.0	42.5	99.3	107.8	91.0
Nov. 1, 1949	42.8	42.8	42.9	99.5	107.9	91.4

\*The averages at this date were affected by loss of working time at the year-end holidays in the case of January 1.

**TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURING**

 SOURCE: *Average Hours worked and Average Hourly Earnings, D.B.S.*

Week preceding	All Manufactures (1)		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly		Average Weekly		Average Weekly	
	Salaries and Wages	Wages	Salaries and Wages	Wages	Salaries and Wages	Wages
	\$	\$	\$	\$	\$	\$
Nov. 1, 1945	32.55	30.31	35.60	33.88	29.84	27.03
Nov. 1, 1946	33.32	30.91	35.83	33.75	31.17	28.21
Nov. 1, 1947	38.42	36.34	41.26	39.70	35.86	33.14
Nov. 1, 1948	43.28	41.16	46.43	44.67	40.36	37.76
Dec. 1, 1948	43.59	41.47	46.88	45.18	40.52	37.80
*Jan. 1, 1949	42.12	39.46	45.23	42.97	39.19	35.90
Feb. 1, 1949	44.04	41.70	47.17	45.36	41.12	38.13
Mar. 1, 1949	44.27	41.97	47.43	45.49	41.30	38.26
Apr. 1, 1949	44.27	42.13	47.43	45.66	41.30	38.47
May 1, 1949	44.31	41.91	47.30	45.35	41.49	38.37
June 1, 1949	43.16	40.43	46.00	43.77	40.49	37.06
July 1, 1949	43.95	41.42	47.26	45.24	40.90	37.62
Aug. 1, 1949	43.90	41.40	46.90	44.84	41.15	37.99
Sept. 1, 1949	44.05	41.72	47.35	45.31	41.12	38.15
Oct. 1, 1949	44.72	42.40	48.20	46.35	41.63	38.68
Nov. 1, 1949	44.93	42.59	48.12	46.18	42.08	39.21

1 Exclusive of electric light and power.

\* See footnote to Table C-6.

**TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

—	Average Hours Worked			Average Hourly Earnings		
	Nov. 1, 1949	Oct. 1, 1949	Nov. 1, 1948	Nov. 1, 1949	Oct. 1, 1949	Nov. 1, 1948
	Nova Scotia	44.2	43.5	44.7	89.9	90.8
New Brunswick	44.7	45.4	45.7	88.9	88.6	86.9
Quebec	44.4	44.4	45.1	90.4	90.1	86.5
Ontario	42.4	42.2	42.3	104.2	104.1	100.3
Manitoba	42.9	42.8	43.1	96.9	96.6	93.5
Saskatchewan	42.0	42.6	43.2	102.5	102.4	98.8
Alberta	42.9	42.2	42.9	101.3	100.8	96.6
British Columbia	38.4	38.1	38.5	119.4	118.1	114.7
Montreal	43.0	42.9	43.5	95.3	95.1	91.1
Toronto	41.7	41.1	41.3	102.7	102.7	99.7
Hamilton	41.2	42.0	41.3	113.1	113.2	105.2
Winnipeg	42.6	42.5	42.6	96.0	95.8	92.7
Vancouver	37.8	37.8	38.0	117.3	117.5	113.0



**TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages		
	Nov. 1 1949	Oct. 1 1949	Nov. 1 1948	Nov. 1 1949	Oct. 1 1949	Nov. 1 1948	Nov. 1 1949	Oct. 1 1949	Nov. 1 1948
	No.	No.	No.	cts.	cts.	cts.	\$	\$	\$
<b>Manufacturing</b> .....	42-8	42-7	43-1	99-5	99-3	95-5	42-59	42-40	41-16
*Durable manufactured goods.....	42-8	43-0	43-2	107-9	107-8	103-4	46-18	46-35	44-67
Non-durable manufactured goods.....	42-9	42-5	43-1	91-4	91-0	87-6	39-21	38-68	37-76
Animal products—edible.....	43-5	41-9	43-3	100-3	98-3	93-8	43-63	41-19	40-62
Dairy products.....	46-6	45-5	46-4	76-4	75-9	72-7	35-60	34-53	33-73
Meat products.....	43-8	42-7	43-0	109-8	109-2	103-6	48-09	46-63	44-55
Leather products.....	40-3	40-7	40-6	76-3	75-7	73-8	30-75	30-81	29-66
Leather boots and shoes.....	39-3	40-1	40-1	73-8	73-3	71-1	29-00	29-39	28-51
*Lumber products.....	42-0	42-2	41-6	91-4	90-9	88-5	38-39	38-36	36-82
Rough and dressed lumber.....	41-2	41-5	41-0	96-9	96-0	93-4	39-92	39-84	38-29
Containers.....	45-6	44-5	44-1	76-7	76-3	77-7	34-98	33-95	34-27
Furniture.....	43-3	43-2	42-4	86-6	86-7	83-6	37-50	37-45	35-45
*Musical instruments.....	44-8	45-5	44-5	86-6	85-2	81-8	38-80	38-77	36-40
Plant products—edible.....	44-2	42-0	43-1	77-1	76-4	73-6	34-08	32-09	31-72
Flour and other milled products.....	45-9	46-4	45-1	96-0	95-9	90-2	44-06	44-50	40-68
Fruit and vegetable preserving.....	43-4	39-2	40-9	72-2	72-9	70-4	31-33	28-58	28-79
Bread and bakery products.....	43-9	43-7	43-4	78-6	79-0	75-5	34-51	34-52	32-77
Chocolate and cocoa products.....	43-3	42-9	43-0	66-0	66-4	63-5	28-58	28-49	27-31
Pulp and paper products.....	45-4	45-1	45-6	108-8	108-5	105-2	49-40	48-93	47-97
Pulp and paper mills.....	48-5	47-9	49-1	114-3	113-8	112-5	55-44	54-51	55-24
Paper products.....	44-1	44-0	43-1	86-0	85-8	81-5	37-93	37-75	35-13
Printing and publishing.....	41-0	41-0	40-7	115-0	114-8	105-8	47-15	47-07	43-06
Rubber products.....	42-0	40-9	43-1	101-9	102-9	104-1	42-80	42-09	44-87
Textile—all branches.....	41-2	41-4	41-7	80-4	80-6	75-2	33-12	33-37	31-36
Thread, yarn and cloth.....	43-7	43-8	44-3	84-7	84-8	77-1	37-01	37-14	34-16
Cotton yarn and cloth.....	42-8	42-6	43-4	85-9	86-3	78-1	36-77	36-76	33-90
Woolen yarn and cloth.....	43-7	43-6	43-7	79-7	79-7	75-5	34-83	34-75	32-99
Synthetic silk and silk goods.....	44-9	45-6	46-1	86-8	86-7	77-3	38-97	39-54	35-64
Hosiery and knit goods.....	41-8	41-2	41-3	75-3	75-3	70-0	31-48	31-02	28-91
Garments and personal furnishings.....	37-7	38-3	38-3	76-4	76-9	73-9	28-80	29-45	28-30
Tobacco.....	43-7	43-6	42-8	89-6	89-3	84-4	39-16	38-93	36-12
Beverages.....	43-3	43-3	43-5	99-7	99-3	96-2	43-04	43-00	41-85
Distilled and malt liquor.....	42-3	42-0	42-8	104-7	105-3	101-4	44-29	44-23	43-40
Chemicals and allied products.....	44-0	43-7	44-0	99-5	99-3	95-1	43-78	43-39	41-84
Drugs and medicines.....	42-2	41-6	42-0	83-1	82-9	78-5	35-07	34-49	32-97
*Clay, glass and stone products.....	45-6	45-8	45-5	98-4	98-1	93-3	44-87	44-93	42-45
Glass products.....	46-2	45-9	45-7	94-3	93-7	89-0	43-57	43-01	40-67
Lime, gypsum and cement products.....	47-6	47-4	47-1	99-2	99-2	92-9	47-22	47-02	43-76
*Electrical apparatus.....	42-2	41-8	41-4	109-4	109-3	104-3	46-17	45-69	43-18
Heavy electrical apparatus <sup>1</sup> .....	43-0	42-7	43-0	121-8	121-7	115-5	52-37	51-97	49-67
*Iron and steel products.....	42-6	43-1	43-6	113-4	113-5	108-3	48-31	48-92	47-22
Crude, rolled and forged products.....	43-7	43-2	44-8	120-5	120-0	110-8	52-66	51-84	49-64
Primary iron and steel.....	43-4	43-1	44-6	122-6	122-2	112-4	53-21	52-67	50-13
Machinery (other than vehicles).....	43-3	43-5	44-8	105-3	104-9	99-9	45-59	45-63	44-76
Agricultural implements.....	38-5	41-1	41-1	113-6	113-8	112-8	43-74	46-77	46-36
Land vehicles and aircraft.....	42-1	43-4	43-3	117-9	118-5	115-1	49-64	51-43	49-84
Railway rolling stock.....	43-5	44-3	44-6	114-3	113-7	112-3	49-72	50-37	50-09
Automobiles and parts.....	39-9	42-4	41-4	123-7	125-4	122-4	49-36	53-17	50-67
Aeroplanes and parts.....	46-1	43-8	44-6	109-8	110-7	100-1	50-62	48-49	44-64
Steel shipbuilding and repairing.....	42-9	41-9	44-2	110-3	109-2	105-2	47-32	45-75	46-50
Iron and steel fabrication n.e.s.....	43-0	42-6	42-5	109-0	108-4	102-8	46-87	46-18	43-69
Hardware, tools and cutlery.....	43-2	42-8	43-5	98-1	98-6	95-0	42-38	42-20	41-33
Foundry and machine shop products.....	43-2	42-3	44-4	111-6	111-0	105-7	48-21	46-95	46-93
Sheet metal work.....	43-4	42-8	42-9	102-5	102-4	97-0	44-49	43-83	41-61
*Non-ferrous metal products.....	44-1	43-5	44-0	109-2	108-9	103-6	48-16	47-37	45-58
Smelting and refining.....	45-0	44-4	.....	118-8	118-1	.....	53-46	52-44	.....
Aluminum and its products.....	43-4	43-2	.....	100-5	100-3	.....	43-62	43-33	.....
Brass and copper manufacturing.....	42-8	42-4	42-8	106-8	106-1	99-1	45-71	44-99	42-41
Non-metallic mineral products.....	43-0	42-1	43-0	119-5	118-9	113-0	51-39	50-06	48-59
Petroleum and its products.....	42-5	41-3	41-8	127-2	126-3	121-3	54-06	52-16	50-70
Miscellaneous manufactured products.....	41-9	42-2	41-6	85-8	86-1	81-9	35-95	36-33	34-07
<b>Mining</b> .....	44-5	43-8	43-5	118-6	116-8	115-1	52-78	51-16	50-07
Coal.....	40-3	39-4	39-4	132-1	127-7	127-7	53-24	50-31	50-31
Metallic ores.....	46-5	45-8	45-3	117-2	116-4	114-1	54-50	53-31	51-69
Non-metallic minerals (except coal).....	45-5	44-9	45-3	102-6	102-5	99-4	46-68	46-02	45-03
<b>Local Transportation</b> <sup>2</sup> .....	46-0	45-6	45-2	102-0	101-4	97-6	46-92	46-24	44-12
<b>Building Construction</b> .....	41-3	41-5	41-7	109-0	108-2	104-7	45-02	44-90	43-66
<b>Highway Construction</b> .....	38-1	38-6	39-1	86-7	85-4	81-0	33-03	32-96	31-67
<b>Services (as indicated below)</b> .....	41-9	42-0	41-9	65-0	64-3	61-1	27-24	27-01	25-60
Hotels and restaurants.....	42-4	42-5	42-2	63-9	63-1	60-7	27-09	26-82	25-62
Personal (chiefly laundries).....	41-0	40-9	41-2	67-1	66-9	62-0	27-51	27-36	25-54

<sup>1</sup> Industries classed in the durable manufactured goods industries.

<sup>2</sup> Since 1941, the Dominion Bureau of Statistics has prepared current indexes of average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, as 100 p.c., the latest figures are as follows:—Sept. 1, 1949, 228-1; Oct. 1, 1949, 230-9; Nov. 1, 1949, 231-1; at Nov. 1, 1948, the index was 219-2.

<sup>3</sup> Chiefly street and electric railways.



**TABLE C-10.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE-EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

(SOURCE: Hours Worked and Hourly and Weekly Wages D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour.)

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
Week preceding—		cts.	\$			
January 1, 1945	46.1*	70.0	32.27*	106.8	96.0	111.3
February 1, 1945	45.4	70.1	31.83	105.3	96.0	109.7
March 1, 1945	45.8	70.1	32.11	106.3	96.0	110.7
April 1, 1945	45.6*	70.4	32.10*	106.2	96.0	110.6
May 1, 1945	45.5	70.5	32.05	106.2	96.3	110.3
June 1, 1945	44.3	70.3	31.14	103.0	96.8	106.4
July 1, 1945	44.3	70.1	31.05	102.7	97.3	105.5
August 1, 1945	44.3	69.5	30.79	101.9	97.5	104.5
September 1, 1945	44.1	69.2	30.52	101.9	97.0	104.1
October 1, 1945	44.7	67.8	30.31	100.3	96.8	103.6
November 1, 1945	44.9	67.5	30.31	100.3	97.0	103.4
December 1, 1945	44.8	67.0	30.02	99.3	97.2	102.2
January 1, 1946	44.2*	67.9	30.01*	99.3	97.0	102.4
February 1, 1946	44.1	68.1	30.03	99.4	97.0	102.5
March 1, 1946	44.0	67.9	29.88	98.8	97.2	101.7
April 1, 1946	44.4	68.4	30.37	100.5	97.7	102.9
May 1, 1946	43.0	68.9	29.63	98.0	98.7	99.3
June 1, 1946	42.0	69.1	29.02	96.0	100.0	96.0
July 1, 1946	42.4	70.0	29.58	98.2	101.2	97.0
August 1, 1946	43.0	70.0	30.10	99.6	101.6	98.0
September 1, 1946	42.7	70.6	30.15	99.8	101.5	98.3
October 1, 1946	42.9	71.4	30.63	101.4	102.6	98.8
November 1, 1946	42.4	72.9	30.91	102.3	102.8	99.5
December 1, 1946	43.2	74.5	32.18	106.5	102.8	103.6
January 1, 1947	42.7*	76.2	32.54*	107.7	102.8	104.8
February 1, 1947	43.1	76.3	32.89	108.8	103.4	105.2
March 1, 1947	43.4	77.1	33.46	110.7	104.3	106.1
April 1, 1947	43.2	77.6	33.52	110.9	105.7	104.9
May 1, 1947	43.2	78.3	33.83	111.9	107.7	103.9
June 1, 1947	42.9	79.9	34.28	113.4	109.1	103.9
July 1, 1947	42.0	80.8	33.94	112.3	110.0	102.1
August 1, 1947	42.5	81.3	34.55	114.3	110.5	103.4
September 1, 1947	42.3	82.2	34.77	115.1	112.8	102.0
October 1, 1947	43.1	83.4	35.95	119.0	115.0	103.5
November 1, 1947	42.9	84.7	36.34	120.3	116.2	103.5
December 1, 1947	43.5	85.6	37.24	123.2	118.1	104.3
January 1, 1948	43.2*	86.6	37.41*	123.8	120.0	103.2
February 1, 1948	42.8	86.6	37.06	122.6	121.4	101.0
March 1, 1948	43.2	88.0	38.02	125.8	122.0	103.1
April 1, 1948	43.2*	89.0	38.45*	127.2	122.7	103.7
May 1, 1948	43.1	89.4	38.53	127.5	124.0	102.8
June 1, 1948	41.7	91.4	38.11	126.1	124.8	101.0
July 1, 1948	42.0	92.3	38.77	128.3	126.9	101.1
August 1, 1948	42.1	92.7	39.03	129.2	127.4	101.4
September 1, 1948	41.7	93.4	38.95	128.9	128.6	100.2
October 1, 1948	43.0	94.6	40.68	134.6	129.1	104.3
November 1, 1948	43.1	95.5	41.16	136.2	129.1	105.5
December 1, 1948	43.2	96.0	41.47	137.2	128.6	106.7
January 1, 1949	43.2*	97.2	41.99*	138.9	129.1	107.6
February 1, 1949	42.9	97.2	41.70	138.0	129.0	107.0
March 1, 1949	43.0	97.6	41.97	138.9	128.8	107.8
April 1, 1949	42.9	98.2	42.13	139.4	128.9	108.1
May 1, 1949	41.8*	98.6	41.21*	136.4	129.0	105.7
June 1, 1949	40.8	99.1	40.43	133.8	129.9	103.0
July 1, 1949	41.8	99.1	41.42	137.1	131.1	104.6
August 1, 1949	41.9	98.8	41.40	137.0	131.7	104.0
September 1, 1949	42.4	98.4	41.72	138.1	131.3	105.2
October 1, 1949	42.7	99.3	42.40	140.3	131.2	106.9
November 1, 1949 <sup>(1)</sup>	42.8	99.5	42.59	140.9	130.8	107.7

NOTE: Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100.)

\* Figures adjusted for holidays. The actual figures are: January 1, 1945, 39.6 hours, \$27.72; April 1, 1945, 43.6 hours, \$30.69; January 1, 1946, 38.1 hours, \$25.87; January 1, 1947, 38.1 hours, \$29.03; January 1, 1948, 38.3 hours, \$33.17; April 1, 1948, 41.6 hours, \$37.02; January 1, 1949, 40.6 hours, \$39.46; May 1, 1949, 42.5 hours, \$41.91.

(1) Latest figures subject to revision.

## D—Employment Service Statistics

**TABLE D-1.—UNFILLED VACANCIES AND UNPLACED APPLICANTS AS AT FIRST OF MONTH**

(SOURCE: Form U.I.C. 757)

Month		Unfilled Vacancies			Unplaced Applicants		
		Male	Female	Total	Male	Female	Total
January 1945		87,552	36,021	123,573	41,337	18,674	60,011
January 1946		53,801	26,245	80,046	151,618	34,336	185,954
January 1947		54,742	34,987	89,729	135,956	28,221	164,177
January 1948		23,515	17,151	40,666	111,304	31,108	142,412
January 1949		11,996	13,063	25,059	150,474	36,185	186,659
February 1949		10,026	12,990	23,016	204,897	51,909	256,806
March 1949		10,187	13,544	23,731	209,866	51,898	261,764
April 1949		14,444	16,816	31,260	195,559	50,961	246,520
May 1949		21,673	21,840	43,513	158,794	44,932	203,726
June 1949		23,539	24,035	47,574	113,489	41,359	154,848
July 1949		20,679	21,775	42,454	103,275	44,216	147,491
August 1949		18,043	19,313	37,356	97,154	42,090	139,244
September 1949		19,940	22,620	42,560	97,684	39,667	137,351
October 1949		20,837	20,629	41,466	101,504	41,543	143,047
November 1949		14,535	15,200	29,735	122,664	49,702	172,366
December 1949		10,400	12,085	22,485	164,345	56,439	220,784
January 1950 <sup>(1)</sup>		7,971	9,748	17,719	218,769	55,188	273,957

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT DECEMBER 1, 1949**

(SOURCE: Form UIC 751)

Industry	Male	Female	Total	Change From November 3, 1949	
				Absolute	Percentage
<b>Agriculture, Fishing, Trapping</b>	<b>302</b>	<b>319</b>	<b>621</b>	<b>-208</b>	<b>-25.1</b>
<b>Logging</b>	<b>421</b>	<b>9</b>	<b>430</b>	<b>-969</b>	<b>-69.3</b>
Pulpwood	245	2	247	-816	-76.8
Lumber	137	7	144	-165	-53.4
Other logging	39	—	39	+12	+44.4
<b>Mining</b>	<b>348</b>	<b>14</b>	<b>362</b>	<b>-175</b>	<b>-32.6</b>
Coal	154	1	155	-114	-57.6
Metallic ores—					
Iron	12	1	13	-3	-18.8
Gold	78	5	83	-57	-40.7
Nickel	53	—	53	+1	+1.9
Other metallic ores and non-metallic minerals	46	1	47	+8	+20.5
Prospecting and oil producing	5	6	11	-10	-47.6
<b>Manufacturing</b>	<b>2,445</b>	<b>2,072</b>	<b>4,517</b>	<b>-2,730</b>	<b>-37.7</b>
Food and kindred products	314	187	501	-273	-35.3
Textiles, apparel, etc.	254	1,140	1,394	-1,269	-47.7
Lumber and finished lumber products	397	39	436	-75	-14.7
Pulp and paper products and printing	314	170	484	-173	-26.3
Chemicals and allied products	96	71	167	-72	-30.1
Products of petroleum and coal	12	6	18	-13	-41.9
Rubber products	31	20	51	-18	-26.1
Leather and products	56	129	185	-203	-52.3
Stone, clay and glass products	71	12	83	-32	-27.8
Iron and steel and products	193	39	232	-94	-28.8
Non-ferrous metals and products	130	35	165	-121	-42.3
Machinery	164	28	192	-30	-13.5
Electrical equipment and products	107	72	179	-25	-12.3
Transportation equipment and other manufacturing	306	124	430	-332	-43.6
<b>Construction</b>	<b>1,216</b>	<b>57</b>	<b>1,273</b>	<b>-1,115</b>	<b>-46.7</b>
<b>Transportation and Storage</b>	<b>319</b>	<b>57</b>	<b>376</b>	<b>-299</b>	<b>-44.3</b>
<b>Communications, and other Public Utilities</b>	<b>187</b>	<b>229</b>	<b>416</b>	<b>-30</b>	<b>-6.7</b>
<b>Trade</b>	<b>1,701</b>	<b>2,683</b>	<b>4,384</b>	<b>+158</b>	<b>+3.7</b>
Wholesale	546	242	788	-179	-18.5
Retail	1,155	2,441	3,596	+337	+10.3
<b>Finance, Insurance, Real Estate</b>	<b>768</b>	<b>728</b>	<b>1,496</b>	<b>+13</b>	<b>+0.9</b>
<b>Service</b>	<b>2,694</b>	<b>5,913</b>	<b>8,607</b>	<b>-1,896</b>	<b>-18.1</b>
Public	1,490	344	1,834	+324	+21.5
Domestic	86	3,666	3,752	-1,074	-22.3
Personal	487	1,684	2,171	-844	-28.0
Other service	631	219	850	-302	-26.2
<b>All Industries</b>	<b>10,401</b>	<b>12,081</b>	<b>22,482</b>	<b>-7,251</b>	<b>-24.4</b>

**TABLE D-3.—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT DECEMBER 1, 1949**

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	773	254	1,027	4,001	999	5,000
Clerical Workers.....	1,691	2,526	4,217	8,926	14,660	23,586
Sales Workers.....	1,514	1,558	3,072	4,000	7,294	11,294
Personal and Domestic Service Workers.....	489	5,408	5,897	13,570	10,912	24,482
Seamen.....	26	.....	26	2,416	10	2,426
Agriculture and Fishing.....	291	5	296	1,945	487	2,432
Skilled and Semiskilled Workers.....	4,100	1,457	5,557	61,228	11,084	72,312
Food and kindred products.....	64	41	105	1,109	551	1,660
Textiles, clothing, etc.....	152	1,027	1,179	1,882	6,533	8,415
Lumber and wood products.....	663	3	666	4,430	116	4,546
Pulp, paper and printing.....	197	59	256	607	300	907
Leather and products.....	40	95	135	961	627	1,588
Stone, clay and glass products.....	22	.....	22	155	25	180
Metalworking.....	438	41	479	8,479	419	8,898
Electrical.....	101	22	123	1,085	250	1,335
Transportation equipment, n.e.c.....	10	.....	10	560	86	646
Mining.....	214	.....	214	762	.....	762
Construction.....	838	.....	838	16,320	3	16,323
Transportation (except seamen).....	361	5	366	10,249	42	10,291
Communications and public utility.....	24	.....	24	346	2	348
Trade and service.....	125	90	215	1,484	887	2,321
Other skilled and semiskilled.....	721	56	777	8,615	1,027	9,642
Foremen.....	30	4	34	1,245	127	1,372
Apprentices.....	100	14	114	2,989	89	3,078
Unskilled Workers.....	1,516	877	2,393	68,259	10,993	79,252
Food and tobacco.....	71	162	233	1,581	2,010	3,541
Lumber and lumber products.....	112	1	113	3,249	297	3,546
Metalworking.....	57	19	76	3,120	210	3,330
Construction.....	245	.....	245	11,176	1	11,177
Other unskilled workers.....	1,031	695	1,726	49,183	8,475	57,658
<b>Total.....</b>	<b>10,400</b>	<b>12,085</b>	<b>22,485</b>	<b>164,345</b>	<b>56,439</b>	<b>220,784</b>

**TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF NOVEMBER 1949**

(SOURCE: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Place-ments
Agriculture, Fishing, Trapping.....	372	383	309
Logging.....	376	352	261
Mining.....	126	152	109
Manufacturing.....	3,436	3,720	2,527
Food and kindred products.....	556	582	395
Textiles, apparel, etc.....	622	665	438
Lumber and finished lumber products.....	348	363	262
Pulp and paper products and printing.....	330	346	231
Chemicals and allied products.....	120	152	93
Products of petroleum and coal.....	18	23	13
Rubber products.....	43	43	31
Leather and products.....	101	116	75
Stone, clay and glass products.....	96	109	72
Iron and steel and products.....	239	263	191
Non-ferrous metals and products.....	145	164	118
Machinery.....	240	273	179
Electrical equipment and products.....	171	194	110
Transportation equipment and other manufacturing.....	407	427	319
Construction.....	1,985	2,048	1,646
Transportation and Storage.....	697	649	498
Communications, and other Public Utilities.....	150	141	82
Trade.....	3,030	3,259	1,874
Finance, Insurance, Real Estate.....	354	388	173
Service.....	5,717	5,559	3,501
<b>All Industries.....</b>	<b>16,243</b>	<b>16,651</b>	<b>10,980</b>



**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS NOVEMBER 4 TO DECEMBER 1, 1949**

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
<b>Newfoundland</b> .....	<b>119</b>	<b>22</b>	<b>2,601</b>	<b>121</b>	<b>80</b>	<b>5</b>	<b>7,727</b>
Corner Brook.....	12	9	354	8	7	1	1,267
Grand Falls.....			493				1,067
St. John's.....	107	13	1,754	113	73	5	5,393
<b>Prince Edward Island</b> .....	<b>304</b>	<b>149</b>	<b>895</b>	<b>256</b>	<b>143</b>	<b>42</b>	<b>1,229</b>
Charlottetown.....	227	133	550	179	85	34	823
Summerside.....	77	16	345	77	58	8	406
<b>Nova Scotia</b> .....	<b>1,659</b>	<b>987</b>	<b>7,121</b>	<b>2,650</b>	<b>959</b>	<b>403</b>	<b>12,537</b>
Amherst.....	131		323	136	74	57	472
Bridgewater.....	22		291	26	14		502
Halifax.....	725	781	2,745	1,532	397	173	4,381
Inverness.....	7	2	140	5	5		234
Kentville.....	52	43	444	82	31	4	744
Liverpool.....	18	4	165	17	13		326
New Glasgow.....	187	19	750	227	106	72	1,380
Springhill.....	37	4	94	34	28	1	199
Sydney.....	346	52	1,335	424	222	90	2,541
Truro.....	100	46	387	143	50	6	580
Yarmouth-Shelburne.....	34	14	447	24	19		1,178
<b>New Brunswick</b> .....	<b>1,627</b>	<b>684</b>	<b>6,725</b>	<b>1,759</b>	<b>1,003</b>	<b>253</b>	<b>11,660</b>
Bathurst.....	6	1	482	9	4	3	849
Campbellton.....	111	48	462	103	50	23	765
Edmundston.....	40		390	40	31	9	817
Fredericton.....	86	100	378	94	43	24	758
Minto.....	34	30	171	45	38		300
Moncton.....	695	285	1,784	757	395	128	2,523
Newcastle.....	29	6	576	39	29		1,024
Saint John.....	502	170	1,693	527	339	52	3,115
St. Stephen.....	36	25	313	42	10	2	855
Sussex.....	39	11	119	35	24	9	217
Woodstock.....	49	8	357	68	40	3	437
<b>Quebec</b> .....	<b>11,896</b>	<b>4,523</b>	<b>43,046</b>	<b>12,940</b>	<b>7,573</b>	<b>982</b>	<b>67,266</b>
Asbestos.....	23	5	144	26	6	13	336
Beauharnois.....	32	8	215	25	22	1	356
Buckingham.....	87	4	276	100	81	4	397
Causapsal.....	31	6	219	33	6		489
Chandler.....	60	22	448	45	32	12	495
Chicoutimi.....	141	57	874	232	76	20	1,356
Dolbeau.....	5		175	6	5		318
Drummondville.....	169	38	535	169	121	3	1,426
Farnham.....	33	40	190	12	11		436
Granby.....	95	31	551	126	69	7	889
Hull.....	170	48	1,135	215	117	7	1,710
Joliette.....	138	118	462	207	64	2	787
Jonquiere.....	58	43	924	53	33		1,482
Lachute.....	73	29	214	85	47	2	383
La Malbaie.....	6	2	286	11	4		586
La Tuque.....	163	37	617	129	117	1	603
Levis.....	81	35	816	116	53	4	2,082
Matane.....	226	3	394	54	41		524
Megantic.....	13	2	226	34	11		477
Mont-Laurier.....	9	5	87	10	3		132
Montmagny.....	24	17	508	22	20	1	748
Montreal.....	7,228	2,891	17,292	6,999	4,614	614	22,266
Port Alfred.....	65		350	7	7		587
Quebec.....	943	323	4,733	1,499	594	132	7,872
Rimouski.....	9	4	235	10	7		599
Riviere du Loup.....	32	4	533	45	31		846
Rouyn.....	140	33	562	263	104	24	592
St. Agathe.....	63	23	227	79	30	11	279
Ste. Anne de Bellevue.....	23	23	274	28	13		283
St. Therese.....	52	17	382	74	49		570
St. George de Beauce.....	73	106	597	186	140	2	837
St. Hyacinthe.....	110	59	453	88	49	11	939
St. Jean.....	200	53	420	253	147		592
St. Jerome.....	136	31	593	134	99	1	779
St. Joseph d'Alma.....	12	8	288	10	9		618
Shawinigan Falls.....	49	15	1,071	103	34		2,496
Sherbrooke.....	522	159	1,809	600	255	85	2,904
Sorel.....	59	11	532	93	47		1,683
Thetford Mines.....	83	61	465	127	74	1	749
Three Rivers.....	252	79	1,665	397	169	15	3,523
Val d'Or.....	80	30	354	72	52	6	479
Valleyfield.....	62	18	457	64	50		893
Victoriaville.....	66	25	458	99	60	3	868

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS NOVEMBER 4 TO DECEMBER 1, 1949**

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
<b>Ontario</b>	<b>28,343</b>	<b>12,239</b>	<b>55,195</b>	<b>28,331</b>	<b>15,885</b>	<b>3,602</b>	<b>60,652</b>
Annprior	62	8	154	104	76		121
Barrie	241	80	451	277	175	17	360
Belleville	163	25	466	158	107	12	583
Bracebridge	35	6	179	63	48	3	231
Brampton	111	54	165	95	61	15	155
Brantford	298	135	1,108	352	160	33	1,845
Brookville	113	2	242	136	111	8	192
Carleton Place	195	79	173	128	120		265
Chatham	330	59	830	360	214	75	595
Cobourg	185	31	263	214	171	7	260
Collingwood	93	5	305	112	92		477
Cornwall	317	20	852	338	218		1,393
Fort Erie	150	39	187	147	123	1	247
Fort Frances	123	72	242	102	58	6	249
Fort William	152	99	913	154	122	33	1,321
Galt	140	83	332	93	65	4	469
Gananoque	33	2	120	43	15	17	176
Goderich	80	75	149	78	60	6	139
Guelph	252	103	456	255	113	55	602
Hamilton	1,900	852	4,351	2,246	977	366	4,945
Hawkesbury	47	8	403	67	51		618
Ingersoll	266	84	317	279	195	9	143
Kapusking	26	4	100	27	20		121
Kenora	44	21	221	45	44		341
Kingston	428	86	899	599	340	22	865
Kirkland Lake	148	26	494	194	85	22	534
Kitchener	567	246	902	551	373	34	612
Leamington	130	26	400	148	99	7	385
Lindsay	85	11	173	110	76	8	208
Listowel	26	20	102	35	22		125
London	1,595	1,266	2,289	1,742	929	182	1,448
Midland	60	10	374	106	56	10	488
Napanee	54	3	115	67	48	3	169
New Toronto	388	145	1,002	333	242	4	1,052
Niagara Falls	213	40	611	169	109	12	888
North Bay	239	51	546	221	130	48	588
Orillia	191	3	452	222	138	46	649
Oshawa	541	182	1,399	596	337	19	1,692
Ottawa	1,669	577	2,895	1,433	793	220	3,189
Owen Sound	114	43	490	173	85	13	901
Parry Sound	39	3	196	34	28	5	263
Pembroke	197	38	374	153	114	5	404
Perth	81	14	160	75	54	6	184
Peterborough	273	40	710	336	229	7	1036
Picton	53	22	140	44	28	10	274
Port Arthur	329	114	932	178	112	53	1,307
Port Colborne	56	28	209	31	19	8	487
Prescott	30	23	131	41	27		173
Renfrew	140	35	228	122	94	11	220
St. Catharines	449	109	1,386	427	268	89	1,755
St. Thomas	174	55	454	266	112	29	425
Sarnia	264	57	658	360	218	14	661
Sault Ste. Marie	272	101	519	247	173	10	628
Simcoe	101	29	225	126	75	6	257
Sioux-Lookout	46	17	119	59	28	9	108
Smiths Falls	130	19	203	130	96	2	271
Stratford	143	36	298	192	76	40	306
Sturgeon Falls	30	2	176	34	24	8	298
Sudbury	485	242	1,216	421	243	137	921
Timmins	322	50	889	524	251	53	1,049
Toronto	11,069	6,082	14,353	9,815	5,351	1,330	12,443
Trenton	162	6	398	237	162		454
Walkerton	25	33	114	32	23		206
Wallaceburg	139		305	146	95	55	245
Welland	211	46	691	222	107	37	1,572
Weston	221	80	439	285	138		340
Windsor	934	201	3,261	1,024	372	297	4,473
Woodstock	164	76	289	198	110	8	251
<b>Manitoba</b>	<b>5,348</b>	<b>2,858</b>	<b>10,261</b>	<b>5,961</b>	<b>2,091</b>	<b>1,193</b>	<b>11,335</b>
Brandon	369	206	685	380	282	19	592
Dauphin	38	5	249	37	15	13	275
Flin Flon	139	33	236	126	62	42	181
Portage la Prairie	97	39	332	93	62	5	358
The Pas	79	68	77	29	52		72
Winnipeg	4,626	2,507	8,685	5,296	1,618	1,114	9,857

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS NOVEMBER 4 TO DECEMBER 1, 1949**

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
<b>Saskatchewan</b>	<b>2,183</b>	<b>929</b>	<b>6,139</b>	<b>2,486</b>	<b>1,030</b>	<b>595</b>	<b>6,683</b>
Estevan	65	22	150	75	44	1	146
Moose Jaw	162	127	769	198	82	39	985
North Battleford	103	44	248	84	63	8	348
Prince Albert	205	99	580	226	113	35	680
Regina	821	196	1,910	1,026	382	313	1,559
Saskatoon	592	283	1,653	694	266	164	1,884
Swift Current	47	50	207	35	18	5	415
Weyburn	41	28	179	27	10	4	204
Yorkton	147	80	434	121	52	26	462
<b>Alberta</b>	<b>5,051</b>	<b>1,425</b>	<b>9,444</b>	<b>5,529</b>	<b>3,053</b>	<b>984</b>	<b>8,083</b>
Blairmore	76	62	116	63	63		106
Calgary	1,831	409	3,116	2,133	1,103	367	2,923
Drumheller	99	22	165	95	90		147
Edmonton	2,385	587	4,542	2,601	1,367	566	3,300
Edson	137	36	105	98	90		95
Lethbridge	204	121	839	316	199	47	810
Medicine Hat	130	105	288	141	84		459
Red Deer	99	83	243	82	57	4	243
<b>British Columbia</b>	<b>8,142</b>	<b>4,318</b>	<b>22,583</b>	<b>6,569</b>	<b>3,047</b>	<b>996</b>	<b>33,611</b>
Chilliwack	136	11	466	155	130	5	730
Courtenay	20	9	332	17	12		505
Cranbrook	34	19	122	42	28		161
Dawson Creek	70	22	100	71	69		74
Duncan	78	11	374	134	84	9	410
Kamloops	71	28	248	60	48		261
Kelowna	33	15	575	56	16	10	680
Nanaimo	96	14	776	108	53	29	1,038
Nelson	94	24	307	98	68	4	319
New Westminster	720	263	2,556	707	349	101	4,357
North Vancouver	181	26	764	191	51	89	1,289
Penticton	63	5	385	65	43	3	419
Port Alberni	76	23	314	115	60		346
Prince George	235	43	707	281	158	22	704
Prince Rupert	69	24	237	44	36	2	358
Princeton	44	9	104	42	35		105
Trail	115	10	306	184	88	20	313
Vancouver	5,615	3,558	11,652	3,323	1,280	557	18,342
Vernon	42	10	467	39	37	2	597
Victoria	589	168	1,650	787	360	140	2,351
Whitehorse	61	26	141	50	33	3	162
<b>Canada</b>	<b>64,972</b>	<b>28,134</b>	<b>163,983</b>	<b>66,602</b>	<b>34,864</b>	<b>9,055</b>	<b>220,783</b>
Males	39,864	15,595	118,963	39,283	22,100	5,101	164,343
Females	25,108	12,539	45,020	27,319	12,764	3,954	56,440

**TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES 1939-1949**

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1939	579,645	208,327	787,972	270,020	114,862	384,882
1940	653,445	235,150	888,595	336,507	138,599	475,106
1941	568,695	262,767	831,462	331,997	175,766	507,763
1942	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949 (48 weeks)	1,158,060	456,382	1,614,442	431,570	202,493	634,063



## E—Unemployment Insurance

**TABLE E-1.—REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS,  
FROM APRIL 1, 1948 TO NOVEMBER 30, 1948 AND FROM APRIL 1, 1949 TO  
NOVEMBER 30, 1949**

Region	1948		1949	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	15,753	254,910	18,821	313,863
Quebec.....	55,430	983,046	57,436	999,568
Ontario.....	76,061	1,364,035	80,789	1,439,038
Prairie.....	39,739	526,387	42,302	539,076
Pacific.....	24,071	367,659	24,983	372,585
Total for Canada.....	211,054	3,496,037	224,331	3,664,130

**TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER  
OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE AS OF  
NOVEMBER 30, 1949**

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	86	25	5	11	18	9	18
Male.....	74	22	5	8	16	7	16
Female.....	12	3	.....	3	2	2	2
(Male).....	(4,991)	(1,816)	(276)	(552)	(809)	(618)	(920)
(Female).....	(118)	(12)	(9)	(14)	(28)	(15)	(40)
Prince Edward Island.....	738	265	94	106	88	42	143
Male.....	577	228	73	88	64	23	101
Female.....	161	37	21	18	24	19	42
Nova Scotia.....	9,426	2,515	948	1,469	1,739	1,031	1,724
Male.....	8,215	2,298	853	1,295	1,464	880	1,425
Female.....	1,211	217	95	174	275	151	299
New Brunswick.....	9,466	2,720	1,063	1,341	1,549	866	1,927
Male.....	7,877	2,398	923	1,100	1,265	683	1,508
Female.....	1,589	322	140	241	284	183	419
Quebec.....	56,953	16,393	7,112	8,352	10,100	5,600	9,396
Male.....	43,351	13,340	5,531	6,326	7,614	4,111	6,429
Female.....	13,602	3,053	1,581	2,026	2,486	1,489	2,967
Ontario.....	53,007	24,143	5,363	6,829	6,662	3,383	6,627
Male.....	41,727	21,317	4,093	5,159	4,557	2,252	4,349
Female.....	11,280	2,826	1,270	1,670	2,105	1,131	2,278
Manitoba.....	8,423	3,214	919	1,411	1,332	499	1,048
Male.....	5,814	2,434	728	1,029	784	259	630
Female.....	2,609	780	191	382	598	240	418
Saskatchewan.....	4,274	1,576	473	798	686	261	480
Male.....	3,311	1,342	401	649	478	162	279
Female.....	963	234	72	149	208	99	201
Alberta.....	4,738	1,806	555	668	812	307	590
Male.....	3,480	1,480	420	450	522	193	415
Female.....	1,258	326	135	218	290	114	175
British Columbia.....	25,263	7,692	2,982	4,146	4,352	2,109	3,982
Male.....	19,698	6,201	2,242	3,297	3,478	1,501	2,979
Female.....	5,565	1,491	740	849	874	608	1,003
TOTAL.....	172,374	60,349	19,514	25,131	27,338	14,107	25,935
MALE.....	134,124	51,060	15,269	19,401	20,192	10,071	18,131
FEMALE.....	38,250	9,289	4,245	5,730	7,146	4,036	7,804

**TABLE E-3.—CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO NOVEMBER, 1949**

—	1942	1943	1944	1945	1946	1947	1948 <sup>(1)</sup>	1949 <sup>(1)</sup>
January.....		4,637	11,751	20,412	71,932	63,681	109,311	140,305
February.....	663	4,822	12,284	14,990	59,098	47,141	88,016	108,759
March.....	4,124	5,046	10,667	13,307	50,706	43,675	76,248	103,402
April.....	2,925	3,953	6,463	8,430	35,781	35,859	59,265	68,979
May.....	2,799	2,027	4,654	8,825	34,777	27,603	42,257	63,692
June.....	4,629	1,772	3,226	10,857	30,646	21,365	39,644	53,114
July.....	2,668	1,087	3,106	10,886	27,576	20,034	38,790	49,586
August.....	1,855	1,370	3,241	20,557	25,115	17,281	32,182	57,750
September.....	1,118	1,013	3,715	40,473	28,555	25,847	33,036	59,080
October.....	1,058	1,475	6,222	36,717	34,891	34,743	43,620	77,091
November.....	1,748	2,896	11,798	53,325	37,111	47,372	73,119	124,889
December.....	3,337	6,562	13,770	57,612	52,479	79,849	114,506	.....
Total.....	26,924	36,660	90,897	296,391	488,667	464,450	749,994	906,647

(1) Revised claims included. See Table E-4 for analysis of claims filed at local offices.

**TABLE E-4.—CLAIMS FOR BENEFIT BY PROVINCES, NOVEMBER, 1949**

Province	Claims filed at Local Offices				Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Revised	Entitled to Benefit	Not Entitled to Benefit	Referred to Appeal	Pending
Newfoundland.....	104 (2,643)	89 (2,252)	9 (140)	6 (251)	32 (2,401)	47 (409)	.....	50 (1,306)
Prince Edward Island.....	514	316	180	18	326	70	1	163
Nova Scotia.....	5,930	3,200	2,194	536	4,297	994	42	1,425
New Brunswick.....	5,769	3,325	2,036	408	4,512	906	15	1,228
Quebec.....	36,630	21,492	12,023	3,115	26,494	5,586	235	10,738
Ontario.....	44,026	24,906	15,890	3,230	31,999	5,769	375	10,824
Manitoba.....	6,026	3,604	1,827	595	4,157	1,123	122	1,383
Saskatchewan.....	3,502	2,235	975	292	2,330	606	39	969
Alberta.....	3,918	2,464	1,078	376	2,676	727	40	1,090
British Columbia.....	18,470	10,549	6,496	1,425	12,902	2,988	113	5,125
Total Canada, November, 1949	124,889	72,180	42,708	10,001	89,725	18,816 <sup>(1)</sup>	982	32,995
Total Canada, October, 1949...	77,091	43,421	25,928	7,742	56,827	14,240 <sup>(2)</sup>	802	18,322
Total Canada, November, 1948	73,119	42,405	24,021	6,693	48,774	13,499 <sup>(3)</sup>	793	21,734

(1) In addition, there were 693 special requests not granted.

(2) In addition, there were 392 special requests not granted.

(3) In addition, there were 342 special requests not granted.

N.B. Figures in parenthesis are for unemployment assistance in Newfoundland. They are not included in totals.

**TABLE E-5.—CLAIMANTS NOT ENTITLED TO BENEFIT**

Chief Reasons for Non-Entitlement	Month of November 1948	Month of November 1949	Cumulative Total for Current Fiscal Year
Insufficient contributions while in insurable employment.....	5,564	9,366	44,569
Not unemployed.....	558	465	4,195
Not capable of and not available for work.....	608	832	6,728
Loss of work due to a labour dispute.....	261	106	2,027
Refused offer of work and neglected opportunity to work.....	1,182	788	10,509
Discharged for misconduct.....	581	849	5,304
Voluntarily left employment without just cause.....	3,745	4,969	28,677
Other reasons <sup>(1)</sup> .....	1,020	1,441	8,975
Total.....	13,499	18,816	110,984

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

**TABLE E-6.—NUMBER OF PERSONS RECEIVING BENEFIT DURING WEEK NOVEMBER 12 TO 18 INCLUSIVE AND NUMBER COMMENCING BENEFIT, NUMBER OF DAYS BENEFIT PAID AND AMOUNT OF BENEFIT PAID DURING MONTH OF NOVEMBER, 1949**

Province	Number Receiving Benefit During week November 12 to 18 inclusive	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid (in dollars)
Newfoundland.....	23 (2,761)	15 (1,355)	1,033 (66,785)	2,523 (170,439)
Prince Edward Island.....	419	197	8,136	16,897
Nova Scotia.....	6,690	3,212	128,348	298,401
New Brunswick.....	6,468	3,323	118,970	278,049
Quebec.....	37,322	20,284	792,064	1,804,868
Ontario.....	27,772	19,709	614,410	1,383,407
Manitoba.....	4,868	3,228	104,319	229,246
Saskatchewan.....	2,401	1,751	49,964	111,726
Alberta.....	3,077	2,133	60,430	139,064
British Columbia.....	15,280	9,850	300,456	784,192
Total, Canada, November, 1949.....	104,320	63,702	2,178,130	5,048,373
Total, Canada, October, 1949.....	41,811	41,811	1,675,017	3,845,541
Total, Canada, November, 1948.....	37,953	37,953	1,106,864	2,283,383

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO NOVEMBER 30, 1949

Fiscal Year Ended March 31	RECEIPTS										DISBURSEMENTS		
	CONTRIBUTIONS (Gross less refunds)										Total Revenue	Benefit Payments	Balance in Fund
	Stamps	Meter	Bulk	Total Employer and Employee	Government	Fines	Interest on Investments and Profits on Sale of Securities	Total Revenue	Benefit Payments	Balance in Fund			
1942.....	22,436,001 56	7,209,055 48	6,790,549 01	36,485,609 05	7,287,121 81		269,298 74	43,991,999 60	27,752 92	43,964,246 68			
1943.....	30,408,651 15	13,645,255 63	13,350,741 65	57,484,651 43	11,487,057 90	638 11	1,840,448 56	70,762,796 00	716,012 75	114,011,029 93			
1944.....	31,565,232 54	13,205,897 37	16,949,655 09	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,098,577 55	1,721,666 29	190,327,941 19			
1945.....	32,784,177 12	11,926,369 85	19,018,308 47	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,366,483 51	268,094,489 86			
1946.....	34,964,786 96	10,816,365 63	16,785,437 07	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	317,240,660 34			
1947.....	41,042,425 28	11,500,028 37	23,472,577 26	76,015,030 91	15,203,457 58	3,820 43	7,829,985 56	98,782,294 48	43,114,329 18	372,878,625 64			
1948.....	38,768,926 38	11,508,638 62	33,593,269 47	83,870,834 47	16,366,400 76	5,322 60	9,560,776 12	109,803,333 89	34,947,020 32	447,734,939 21			
1949.....	46,686,689 27	14,363,308 41	37,531,562 30	98,581,559 98	0,924,013 71	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	529,535,437 38			
April.....	4,659,575 10	1,397,731 77	2,729,335 56	8,786,642 43	959,568 37	1,190 00	1,078,855 51	10,826,256 31	7,944,066 04	582,417,627 65			
May.....	3,882,190 78	1,083,371 36	2,911,585 00	7,877,147 14	1,574,182 43	1,250 00	1,103,618 19	10,556,197 76	5,508,863 01	537,464,962 40			
June.....	4,142,564 77	1,172,772 22	3,044,609 46	8,359,946 45	1,671,443 95	1,454 00	1,119,134 83	11,151,979 23	4,109,708 12	544,507,233 51			
July.....	4,122,196 18	1,284,065 53	3,226,412 12	8,632,673 83	1,726,653 38	1,157 10	1,137,124 22	11,497,608 53	3,381,091 58	552,623,750 46			
August.....	4,208,807 86	1,104,055 98	3,252,116 82	8,564,980 66	1,713,434 31	1,113 55	1,156,157 96	11,485,686 48	3,713,885 12	560,345,581 82			
September.....	4,815,552 07	1,215,256 28	3,132,075 17	9,162,883 52	1,814,427 80	1,637 00	1,192,952 86	12,171,901 18	3,669,715 08	568,847,737 92			
October.....	4,489,023 31	1,176,699 41	3,207,662 10	8,873,384 82	1,794,089 38	2,021 50	1,265,270 78	11,984,766 48	3,841,811 48	576,940,692 92			
November.....	4,576,901 29	1,203,865 64	3,360,446 27	9,141,213 20	1,721,995 05	1,565 00	1,279,433 72	12,144,206 97	5,045,183 99	584,039,715 90			
Sub Total.....	34,896,811 36	9,637,818 19	24,864,242 50	69,398,872 05	12,975,794 67	11,388 15	9,332,548 07	91,718,602 94	37,214,324 42	584,039,715 90			
GRAND TOTAL.....	313,553,701 62	103,812,743 55	192,386,342 82	609,732,787 99	121,848,226 07	35,186 72	56,931,087 01	788,567,297 79	204,827,381 89	584,039,715 90			

CONTRIBUTIONS FOR ARMED SERVICE (included in "Bulk" column)

To March 31, 1949..... \$42,962,104 41  
 April 1, 1949 to date..... 3,028,742 51  
 Total.....\$ 45,990,846 92



## F—Prices

### TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month  
(Calculated by the Dominion Bureau of Statistics)

	Percentage Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Retail Prices Index (Commodities only)†
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1923.....		120.7	124.1	116.9	122.5	143.8		110.7	
1924.....		118.8	121.6	117.4	118.9	140.8		108.6	
1925.....		119.8	127.2	117.4	116.8	140.3		106.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1930.....		120.8	131.5	122.7	111.8	130.6		105.4	
1931.....		109.1	103.1	119.4	110.0	114.3		103.3	
1932.....		99.0	85.7	109.7	106.8	100.6		100.4	
1933.....		94.4	84.9	98.6	102.5	93.3		98.2	
1934.....		95.6	92.7	93.1	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....	4.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....	10.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....	16.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....	17.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....	18.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
April.....	19.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
October.....	25.8	126.5	146.5	113.4	107.3	130.2	128.8	113.9	136.9
1947									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.3
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
1948									
January.....	47.1	148.3	182.2	119.9	120.4	161.2	158.4	122.6	167.1
February.....	48.9	150.1	186.1	119.9	120.1	165.1	159.9	122.8	170.0
March.....	49.6	150.8	185.9	119.9	121.0	169.9	161.2	122.8	171.0
April.....	50.4	151.6	186.8	119.9	121.3	172.9	161.9	122.9	172.2
May.....	52.1	153.3	191.2	120.9	122.7	173.6	161.9	122.9	174.6
June.....	53.1	154.3	193.9	120.9	124.3	174.8	162.0	122.7	176.4
July.....	55.7	156.9	201.3	120.9	124.5	175.4	162.8	123.1	180.4
August.....	56.5	157.5	202.6	120.9	127.7	175.9	161.4	123.4	181.3
September.....	57.6	158.9	203.9	121.0	128.5	179.9	164.2	124.4	183.5
October.....	58.5	159.6	205.4	121.0	128.8	181.0	165.1	124.4	184.6
November.....	58.8	159.6	204.7	121.0	129.0	181.5	166.0	124.6	184.5
December.....	57.6	158.9	202.0	121.7	129.1	181.5	166.2	124.6	183.2
1949									
January.....	58.5	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.8
April.....	58.0	159.3	198.5	122.4	131.0	183.2	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.8
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0

\* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS.

Locality	Beef					Veal, front roll (boneless) per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-on, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, per lb.	Steering, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hook-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>P.E.I.—</b>										
1—Charlottetown.....	70.7	66.8	.....	48.5	.....	.....	65.0	66.0	52.5	71.8
<b>Nova Scotia—</b>										
2—Halifax.....	68.7	63.4	b 59.1	44.3	43.5	45.3	68.2	62.4	46.3	68.8
3—New Glasgow.....	75.7	70.6	67.1	49.5	49.2	.....	69.0	65.8	55.0	74.7
4—Sydney.....	79.5	71.1	62.6	54.5	49.1	.....	66.0	64.5	50.0	70.6
5—Truro.....	69.3	63.2	.....	44.6	45.4	.....	.....	65.2	.....	73.1
<b>New Brunswick—</b>										
6—Fredericton.....	72.1	64.3	62.3	44.2	41.7	52.5	65.5	59.7	44.5	72.3
7—Moncton.....	72.1	67.7	67.1	47.1	43.1	.....	66.4	65.1	45.5	73.1
8—Saint John.....	72.0	66.0	b 60.8	43.9	42.2	.....	68.9	64.1	42.2	71.4
<b>Quebec—</b>										
9—Chicoutimi.....	75.4	69.7	62.7	47.6	40.0	.....	.....	57.4	50.4	80.0
10—Hull.....	65.9	64.4	60.6	46.7	43.6	50.0	69.3	59.6	44.8	66.7
11—Montreal.....	74.6	69.9	67.2	44.2	41.3	50.0	71.0	58.6	45.6	70.5
12—Quebec.....	73.0	68.7	65.2	42.3	40.7	57.6	69.0	52.3	43.8	64.6
13—St. Hyacinthe.....	67.3	62.6	61.3	40.1	33.7	53.7	.....	60.0	45.2	72.0
14—St. Johns.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
15—Sherbrooke.....	78.9	71.7	66.0	46.3	38.0	56.0	.....	59.6	48.0	70.0
16—Sorel.....	67.2	62.5	62.5	38.6	39.7	.....	.....	60.1	45.0	71.0
17—Thetford Mines.....	63.7	62.5	.....	43.3	.....	.....	.....	55.0	45.0	.....
18—Three Rivers.....	78.3	69.9	61.9	43.4	38.5	.....	.....	57.6	45.9	71.6
<b>Ontario—</b>										
19—Belleville.....	67.5	67.0	65.5	48.3	46.4	.....	71.7	61.4	44.6	69.2
20—Brantford.....	70.0	67.1	65.4	50.7	46.4	52.3	68.3	66.8	43.1	70.7
21—Brockville.....	74.0	71.5	67.5	48.0	49.5	.....	71.3	67.4	52.0	75.1
22—Chatham.....	71.7	69.7	70.1	51.0	47.3	.....	72.7	70.3	53.4	72.1
23—Cornwall.....	70.3	68.7	66.7	47.2	49.4	.....	72.3	64.8	46.6	74.0
24—Fort William.....	64.3	60.2	63.5	47.0	44.8	.....	.....	65.9	52.7	77.5
25—Galt.....	71.5	67.3	64.3	49.7	46.7	.....	.....	67.3	48.3	72.0
26—Guelph.....	70.8	68.8	68.0	51.6	49.8	55.6	72.0	66.1	42.3	69.5
27—Hamilton.....	71.2	69.1	67.9	49.5	47.9	58.9	71.9	66.7	41.4	70.4
28—Kingston.....	66.7	64.7	61.8	47.3	44.8	.....	67.8	64.3	40.9	68.8
29—Kitchener.....	71.1	68.7	65.2	49.5	47.6	54.2	70.2	65.4	43.9	72.0
30—London.....	70.3	68.9	64.7	49.1	46.5	52.0	73.2	65.9	41.7	71.7
31—Niagara Falls.....	69.8	66.9	65.2	49.3	49.0	56.3	74.0	65.9	44.9	71.1
32—North Bay.....	69.4	68.0	65.5	48.8	47.5	.....	67.3	65.7	44.0	71.9
33—Oshawa.....	68.6	68.3	66.4	49.7	46.6	48.0	.....	65.1	40.7	67.7

**COAL AND RENTALS BY CITIES, DECEMBER, 1949**

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per 1/4 lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>P.E.I.—</b>										
1—Charlottetown.....	24.9	32.1	65.1	16.0	68.6	33.2	10.7	7.7	9.8	16.3
<b>Nova Scotia—</b>										
2—Halifax.....	25.3	30.8	62.6	19.0	69.3	31.2	11.2	7.7	11.6	15.8
3—New Glasgow.....	23.8	30.6	70.5	19.0	68.6	32.2	12.0	.....	11.3	16.4
4—Sydney.....	23.8	29.9	70.6	20.0	69.9	32.1	10.0	7.3	10.3	16.4
5—Truro.....	24.7	30.6	66.7	18.0	69.0	33.1	12.0	7.7	9.9	15.5
<b>New Brunswick—</b>										
6—Fredericton.....	25.0	31.2	68.0	17.0	68.6	31.9	11.3	7.6	8.8	15.3
7—Moncton.....	25.8	31.5	68.6	17.0	68.2	31.0	11.3	7.8	10.5	15.7
8—Saint John.....	24.3	30.9	66.7	18.0	68.8	31.9	11.3	7.8	10.1	15.0
<b>Quebec—</b>										
9—Chicoutimi.....	24.8	33.0	68.3	17.0	64.4	32.0	9.3	7.8	.....	17.7
10—Hull.....	20.5	30.7	60.2	18.0	64.0	29.7	10.0	7.0	10.6	14.3
11—Montreal.....	22.8	31.7	60.9	17.5	64.5	29.7	10.0	7.0	10.7	14.7
12—Quebec.....	22.7	31.3	62.9	17.0	64.5	31.0	9.0	7.0	10.7	15.1
13—St. Hyacinthe.....	21.8	30.5	59.6	16.0	64.5	29.7	8.7	7.2	10.8	15.0
14—St. Johns.....	24.2	30.8	63.3	16.0	65.3	30.7	8.7	7.5	10.5	15.0
15—Sherbrooke.....	22.9	30.0	63.1	17.0	64.6	30.6	10.2	7.5	10.6	15.3
16—Sorel.....	22.5	30.2	63.5	16.0	64.7	29.7	8.7	7.3	10.8	15.0
17—Thetford Mines.....	25.4	30.3	65.0	16.0	64.4	30.7	9.3	7.9	10.3	15.5
18—Three Rivers.....	21.7	29.6	61.7	17.0	62.9	30.6	8.7	7.3	10.4	15.4
<b>Ontario—</b>										
19—Belleville.....	23.8	30.7	57.1	18.0	65.5	29.6	10.0	7.2	9.8	14.7
20—Brantford.....	22.5	30.2	59.4	18.0	64.6	28.8	10.0	7.1	9.9	14.5
21—Brockville.....	23.3	30.9	58.5	18.0	64.9	29.0	10.0	7.2	10.5	14.5
22—Chatham.....	22.8	31.7	57.2	18.0	65.6	29.6	10.0	7.1	10.7	14.7
23—Cornwall.....	23.2	30.2	61.4	18.0	65.5	29.0	10.0	7.1	9.5	13.9
24—Fort William.....	23.0	30.3	65.6	20.0	64.9	31.1	10.7	7.2	9.7	15.2
25—Galt.....	22.3	31.0	56.6	18.0	65.1	29.4	10.0	7.3	10.3	14.7
26—Guelph.....	22.4	30.8	59.7	18.0	65.2	28.6	10.0	7.0	10.8	14.5
27—Hamilton.....	23.2	31.3	58.0	19.0	66.0	29.1	10.0	7.2	10.6	14.7
28—Kingston.....	22.9	31.2	58.3	18.0	64.2	29.4	9.3	7.1	10.1	14.5
29—Kitchener.....	23.2	31.7	56.4	18.0	65.5	29.1	10.0	7.3	10.0	14.3
30—London.....	23.2	30.9	58.5	18.0	65.3	29.5	10.0	7.2	10.6	14.3
31—Niagara Falls.....	23.9	31.0	62.6	19.0	66.1	29.2	9.3	7.1	10.0	14.8
32—North Bay.....	25.7	31.7	63.0	18.0	67.7	30.3	10.3	7.5	11.0	15.6
33—Oshawa.....	23.0	30.8	58.5	18.0	64.5	28.8	10.0	7.2	10.0	15.0



TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless) per lb.	Lamb, leg roast, per lb.	Pork		
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roasts) per lb.	Fresh shoulders, hook-off, per lb.	Bacon, side, fancy, sliced, rind-on, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
34—Ottawa.....	69.2	66.8	65.9	47.7	45.7	51.7	71.5	64.1	47.8	74.5
35—Owen Sound.....	70.0	66.7	67.4	49.9	45.3			65.6	48.2	68.8
36—Peterborough.....	71.6	70.3	67.6	51.4	48.7	50.7	72.0	65.3	42.7	72.6
37—Port Arthur.....	60.9	58.3	59.4	45.4	44.7		67.5	60.9	48.0	76.9
38—St. Catharines.....	68.8	67.4	64.8	48.6	49.0			66.6	44.0	67.5
39—St. Thomas.....	69.1	68.5	64.7	49.9	45.7	51.0	69.0	64.3	44.5	71.2
40—Sarnia.....	69.1	67.7	63.7	49.5	47.0	53.0		65.3	45.9	68.3
41—Sault Ste. Marie.....	68.9	67.2	61.4	48.9	49.4			66.6	49.9	74.0
42—Stratford.....	67.4	67.4	64.4	47.8	45.2			65.6	42.3	71.5
43—Sudbury.....	69.3	68.6	63.4	49.7	49.3	50.0	69.5	64.6	48.3	71.4
44—Timmins.....	68.4	66.7	63.5	47.8	47.1	52.4	68.6	64.3	46.2	68.7
45—Toronto.....	71.8	68.3	69.5	51.7	47.6	57.1	71.7	65.8	40.7	69.0
46—Welland.....	68.4	65.1	59.7 <sup>b</sup>	47.0	42.9			64.3	48.7	68.8
47—Windsor.....	68.0	64.8	61.9	47.1	48.4		69.6	65.1	43.7	68.1
48—Woodstock.....	70.5	68.3	65.2	48.6	45.7		69.3	64.6	41.0	72.6
<b>Manitoba—</b>										
49—Brandon.....	60.0	55.7		41.0	41.7			65.0		79.0
50—Winnipeg.....	62.4	55.7	56.9 <sup>b</sup>	42.3	42.2	47.0	62.8	61.2	46.8	77.1
<b>Saskatchewan—</b>										
51—Moose Jaw.....	65.0	61.4	63.2	45.7	46.7	48.2	66.0	62.1	46.5	81.1
52—Prince Albert.....	60.8	56.3	57.4	41.2	43.0	49.0		61.8	47.7	78.3
53—Regina.....	62.5	59.1	59.6	43.3	44.5	52.9	65.0	62.3	47.3	80.6
54—Saskatoon.....	59.9	57.9	60.0	42.3	44.9	54.6	65.0	61.8	46.5	78.9
<b>Alberta—</b>										
55—Calgary.....	66.5	62.1	64.6 <sup>b</sup>	45.9	45.9	48.9	68.8	63.7	51.3	84.7
56—Drumheller.....	65.7	63.7	63.5	46.7	45.3	46.0		67.8	52.6	87.5
57—Edmonton.....	63.5	59.2	60.1	42.5	43.5	51.6	63.6	60.7	44.9	82.1
58—Lethbridge.....	68.0	63.0	65.0	45.5	45.5	54.3	70.0	61.5	48.7	87.4
<b>British Columbia—</b>										
59—Nanaimo.....	75.8	72.0	74.0	51.2	53.0		76.4	66.6	56.3	88.4
60—New Westminster.....	70.1	64.9	66.1	48.3	48.3	51.7	69.2	64.4	49.3	81.8
61—Prince Rupert.....	76.4	70.4	75.3	48.6	48.7		78.7	71.6	55.0	92.9
62—Trail.....	72.4	68.5	69.9	47.5	52.0	58.0	73.0	71.2	61.6	86.0
63—Vancouver.....	75.8	69.0	71.9	50.4	51.3	59.7	73.4	64.6	53.5	81.9
64—Victoria.....	76.4	68.5	70.6	50.3	51.4	57.7	73.3	64.8	49.7	82.8

COAL AND RENTALS BY CITIES, DECEMBER, 1949

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	22-1	30-5	61-3	18-0	65-9	30-0	10-0	7-3	10-1	14-5
35—Owen Sound.....	22-9	30-9	56-5	18-0	65-4	28-9	10-0	7-4	9-7	14-0
36—Peterborough.....	21-2	29-9	58-7	18-0	64-8	29-5	10-0	7-2	10-3	14-1
37—Port Arthur.....	23-6	30-6	69-8	20-0	64-1	30-7	10-7	7-2	9-4	15-1
38—St. Catharines.....	23-1	30-2	62-6	19-0	65-9	29-2	9-3	7-0	10-0	14-3
39—St. Thomas.....	23-3	30-5	59-9	18-0	66-2	30-2	10-0	7-3	10-3	14-5
40—Sarnia.....	22-9	31-8	60-3	18-0	66-7	29-8	10-0	7-3	10-5	14-8
41—Sault Ste. Marie.....	23-6	30-2	64-3	20-0	65-3	30-0	10-7	7-4	10-4	14-8
42—Stratford.....	23-7	32-0	56-1	18-0	64-4	29-9	10-0	6-8	10-4	14-9
43—Sudbury.....	24-3	30-8	63-6	20-0	66-1	29-9	10-7	7-6	10-7	15-1
44—Timmins.....	23-9	31-1	63-3	20-0	64-9	30-1	11-3	7-6	10-6	15-0
45—Toronto.....	23-4	30-7	58-8	19-0	65-2	28-4	10-0	7-1	10-1	14-1
46—Welland.....	23-4	31-2	60-0	19-0	65-4	29-2	10-7	7-0	9-7	14-1
47—Windsor.....	22-8	30-6	58-1	19-0	65-5	29-3	10-0	7-2	10-5	14-6
48—Woodstock.....	22-9	30-6	55-8	18-0	65-0	29-6	10-0	6-7	9-4	14-9
<b>Manitoba—</b>										
49—Brandon.....	23-5	32-3	59-7	16-0	63-6	31-0	10-7	7-3	8-4	15-6
50—Winnipeg.....	21-7	30-2	62-0	17-0	63-6	30-1	11-0	7-0	9-6	14-9
<b>Saskatchewan—</b>										
51—Moose Jaw.....	20-6	32-1	.....	18-0	62-7	29-9	11-2	7-1	9-1	15-1
52—Prince Albert.....	24-3	32-2	66-3	17-0	63-7	29-5	9-6	7-3	8-8	14-7
53—Regina.....	23-1	33-4	58-1	17-0	62-3	30-2	11-2	7-3	8-7	15-1
54—Saskatoon.....	22-4	32-8	58-6	17-0	63-0	29-3	10-4	7-1	8-9	14-7
<b>Alberta—</b>										
55—Calgary.....	23-7	33-2	56-2	18-0	63-9	29-5	10-4	7-2	8-8	15-0
56—Drumheller.....	25-6	34-7	.....	20-0	65-7	30-2	11-2	7-6	10-5	15-4
57—Edmonton.....	24-2	33-5	54-4	17-0	63-7	30-0	10-4	7-1	9-1	14-5
58—Lethbridge.....	24-2	34-0	56-8	18-0	63-7	30-7	11-2	7-5	9-4	14-7
<b>British Columbia—</b>										
59—Nanaimo.....	27-8	31-8	56-7	20-0	66-0	31-5	12-5	7-4	10-2	15-3
60—New Westminster.....	24-6	29-2	56-5	17-0	64-9	29-9	11-7	7-3	9-8	14-8
61—Prince Rupert.....	27-5	32-0	64-7	25-0	67-1	33-4	14-0	7-9	11-0	16-1
62—Trail.....	26-5	34-0	66-2	20-0	66-1	30-9	13-0	7-6	9-3	15-4
63—Vancouver.....	25-6	30-0	55-5	17-0	64-6	30-3	12-8	7-2	9-7	14-7
64—Victoria.....	26-6	29-8	57-6	19-0	65-2	30-5	12-8	7-6	9-8	15-1

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 10 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar
	Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>P.E.I.—</b>											
1—Charlottetown.....	23.2	18.4	21.9	12.5	8.9	22.4	20.5	19.9	39.0	75.3	49.8
<b>Nova Scotia—</b>											
2—Halifax.....	22.5	18.4	20.7	13.1	7.9	25.8	22.6	18.6	37.0	58.4	47.9
3—New Glasgow.....	23.3	16.6	21.4	11.7	8.5	27.3	23.0	20.3	41.0	60.0	50.0
4—Sydney.....	20.6	18.4	21.9	12.2	8.5	28.4	24.1	19.9	38.7	67.2	47.5
5—Truro.....	20.8	16.9	20.8	12.1	8.3	24.7	23.4	20.7	35.5	66.9	50.5
<b>New Brunswick—</b>											
6—Fredericton.....	20.0	19.7	20.6	12.7	8.0	24.6	21.5	19.1	39.7	55.4	49.4
7—Moncton.....	20.7	19.6	20.7	12.3	8.6	24.8	21.2	20.5	42.0	55.3	50.1
8—Saint John.....	19.1	17.4	20.0	12.6	8.3	22.1	22.2	20.2	39.0	55.3	48.3
<b>Quebec—</b>											
9—Chicoutimi.....	17.3	19.3	20.6	13.0	9.4	33.3	.....	23.8	43.0	56.3	56.0
10—Hull.....	16.5	17.3	18.9	12.0	8.4	30.3	22.5	19.6	35.0	45.8	45.4
11—Montreal.....	15.9	16.4	18.2	12.4	7.9	26.8	22.5	20.3	36.0	44.0	45.2
12—Quebec.....	16.1	17.8	19.1	11.8	8.4	25.1	22.6	19.8	37.3	45.9	48.9
13—St. Hyacinthe.....	15.9	18.1	19.7	10.8	8.5	26.9	20.8	17.8	36.8	48.1	47.2
14—St. Johns.....	16.7	18.6	19.5	11.5	8.7	26.2	21.3	17.2	35.0	47.0	44.0
15—Sherbrooke.....	15.9	17.0	19.3	11.9	8.3	25.2	24.3	19.8	38.0	50.0	47.3
16—Sorel.....	17.5	18.6	19.9	11.7	9.8	28.3	21.5	20.5	35.0	45.8	45.6
17—Thetford Mines.....	16.8	17.2	20.7	12.5	8.4	25.5	22.6	18.2	39.0	56.6	48.9
18—Three Rivers.....	16.7	17.2	19.5	10.6	8.0	25.7	20.5	19.3	34.0	47.3	47.1
<b>Ontario—</b>											
19—Belleville.....	17.7	17.4	19.6	12.0	7.6	29.2	22.5	18.0	34.0	46.1	46.3
20—Brantford.....	19.5	16.9	19.9	11.4	7.6	30.9	22.2	18.1	36.7	52.2	44.3
21—Brockville.....	18.3	17.6	21.2	13.6	8.2	31.6	23.2	17.2	35.7	46.8	46.0
22—Chatham.....	19.5	16.9	19.2	11.0	7.3	28.1	23.0	18.7	33.5	50.1	46.7
23—Cornwall.....	17.3	16.4	18.9	12.1	8.7	30.1	20.3	19.0	39.0	45.5	47.6
24—Fort William.....	18.3	16.9	19.7	12.7	7.9	34.3	21.6	21.7	37.5	52.0	48.0
25—Galt.....	18.5	17.1	18.6	12.9	8.1	33.3	23.4	18.2	36.6	50.2	44.4
26—Guelph.....	19.8	16.3	19.5	12.5	7.7	33.7	23.5	18.0	37.7	50.9	44.9
27—Hamilton.....	19.0	16.0	18.7	13.2	8.0	32.2	25.1	18.8	39.1	52.6	44.6
28—Kingston.....	16.8	16.6	19.6	13.1	7.8	30.6	22.5	17.8	34.3	47.0	45.9
29—Kitchener.....	19.1	18.4	19.7	12.7	7.8	30.8	23.2	18.4	39.0	51.5	45.5
30—London.....	18.4	17.5	19.4	12.4	7.5	29.2	21.8	17.1	33.5	50.7	43.7
31—Niagara Falls.....	18.6	18.0	19.1	12.8	7.6	31.1	.....	18.0	39.0	53.0	46.3
32—North Bay.....	19.5	15.7	20.3	12.9	8.5	37.4	21.3	21.5	36.5	48.8	46.6
33—Oshawa.....	17.3	16.9	20.3	12.3	7.8	27.1	.....	19.5	.....	51.5	44.7



**COAL AND RENTALS BY CITIES, DECEMBER, 1949**

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
				Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
<b>P.E.I.—</b>										
1—Charlottetown.....	27.7	39.0	35.5	9.6	9.4	84.6	50.2	15.50		
<b>Nova Scotia—</b>										
2—Halifax.....	29.6	40.2	32.5	9.4	9.4	85.6	50.1	16.75	29.00-33.00	
3—New Glasgow.....	29.2	43.9	34.0	9.8	9.8	86.6	50.4		16.00-20.00	
4—Sydney.....	29.1	42.3	31.9	10.1	10.0	81.5	50.8	10.85	21.00-25.00	
5—Truro.....	28.7	40.6	32.9	9.3	9.4	84.6	52.3	15.45		
<b>New Brunswick—</b>										
6—Fredericton.....	28.4	43.3	32.6	9.7	9.6	78.0	50.0	16.50	21.50-25.50	
7—Moncton.....	29.0	42.6	31.8	9.9	9.9	79.5	50.0	16.30		
8—Saint John.....	27.6	38.4	30.8	9.7	9.5	79.2	50.9	17.25	22.50-26.50	
<b>Quebec—</b>										
9—Chicoutimi.....	33.0	41.3	36.0	10.0	9.7	90.9	55.9	24.93		
10—Hull.....	26.4	38.0	29.3	9.3	9.3	77.5	53.7	24.25		
11—Montreal.....	27.1	38.7	28.7	9.1	9.4	85.0	52.9	25.25	25.50-29.50	
12—Quebec.....	28.7	41.8	30.6	9.0	9.0	85.9	53.4	23.00	29.50-33.50	
13—St. Hyacinthe.....	27.6	38.0	30.0	9.0	8.9	74.9	53.4	24.75		
14—St. Johns.....	28.6	39.4	30.6	9.0	9.0	92.6	52.7	23.00		
15—Sherbrooke.....	27.9	40.0	29.3	9.0	9.0	84.9	53.4	24.50	22.50-26.50	
16—Sorel.....	29.0	41.0	30.2	9.0	8.7	80.9	52.6	23.75		
17—Thetford Mines.....	29.3	38.1	30.9	9.0	8.9	84.7	52.9	25.50		
18—Three Rivers.....	26.0	39.0	30.5	9.1	8.9	85.1	53.3	24.00		
<b>Ontario—</b>										
19—Belleville.....	28.5	35.0	28.4	9.7	9.6	81.2	52.7	23.50		
20—Brantford.....	26.9	35.1	27.8	9.8	9.7	77.2	52.4	23.50	23.50-27.50	
21—Brockville.....	28.7	37.1	28.9	9.5	9.5	81.2	51.9	24.00		
22—Chatham.....	28.2	37.0	28.6	9.7	9.9	78.9	53.5	24.00		
23—Cornwall.....	28.6	39.3	28.7	9.3	9.3	78.0	51.7	25.25		
24—Fort William.....	26.0	40.6	30.4	10.0	10.1	72.8	51.3	26.85	29.50-33.50	
25—Galt.....	24.4	32.0	27.8	9.9	9.9	80.9	53.7	24.00		
26—Guelph.....	26.7	34.8	27.9	9.7	9.7	80.1	53.7	23.60		
27—Hamilton.....	26.1	32.6	28.2	9.4	9.6	82.9	53.0	23.00	30.50-34.50	
28—Kingston.....		36.4	28.5	9.3	9.2	78.9	52.6	24.00	34.00-38.00	
29—Kitchener.....	27.1	34.6	27.1	9.9	9.8	72.3	54.1	23.50	31.50-35.50	
30—London.....	27.3	33.2	28.0	9.8	9.7	80.4	52.4	24.00	29.00-33.00	
31—Niagara Falls.....		36.2	27.6	9.6	9.6	74.1	53.2	23.00		
32—North Bay.....	27.5	35.4	31.0	10.0	9.9	84.7	53.4	26.00		
33—Oshawa.....	26.6	34.5	26.9	9.5	9.3	78.0	54.4	23.75		

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 10 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar
	Tomatoes, choice, 2½ 8 (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	16-6	17-7	19-4	12-2	8-7	30-4	24-3	19-9	34-2	50-6	45-2
35—Owen Sound.....	19-7	16-2	19-6	13-1	6-6	30-3	19-0	19-1	32-5	47-0	45-9
36—Peterborough.....	17-7	16-1	18-3	12-8	7-8	29-5	22-3	18-2	39-0	50-6	47-1
37—Port Arthur.....	18-2	18-5	20-0	13-2	8-0	33-3	23-3	22-7	39-8	54-3	49-1
38—St. Catharines.....	19-0	16-6	19-1	12-4	7-5	29-1	25-8	18-6	35-4	52-7	45-4
39—St. Thomas.....	18-9	18-6	19-8	11-6	7-7	29-1	22-8	18-3	35-0	45-3	46-3
40—Sarnia.....	20-5	18-8	20-6	13-1	7-9	28-7	22-0	18-1	31-0	48-9	46-8
41—Sault Ste. Marie.....	19-4	16-8	19-5	12-3	7-8	33-5	22-8	19-7	37-7	52-1	47-5
42—Stratford.....	20-6	17-4	20-3	11-8	7-8	28-8	22-1	17-5	34-3	48-3	45-9
43—Sudbury.....	17-3	16-3	18-9	11-9	8-2	35-0	20-9	19-4	39-7	59-0	48-7
44—Timmins.....	17-9	16-5	18-8	12-9	8-6	36-3	22-0	20-7	41-7	56-4	47-8
45—Toronto.....	17-4	15-9	18-6	13-2	7-7	32-0	23-1	18-9	34-4	48-9	43-5
46—Welland.....	18-1	.....	19-2	12-8	7-4	30-3	21-7	16-9	35-8	50-1	45-6
47—Windsor.....	18-5	18-3	19-9	12-1	7-3	28-5	24-5	18-7	38-3	53-8	45-6
48—Woodstock.....	19-1	17-3	18-7	11-4	7-5	28-0	22-5	17-0	36-3	48-8	44-2
<b>Manitoba—</b>											
49—Brandon.....	21-1	19-9	19-7	15-4	8-7	38-7	21-7	20-4	42-0	64-0	.....
50—Winnipeg.....	19-6	18-6	19-3	14-4	6-5	38-7	22-1	20-1	40-1	65-5	56-8
<b>Saskatchewan—</b>											
51—Moose Jaw.....	21-4	19-4	20-0	14-0	8-4	46-1	22-1	19-6	45-0	62-3	.....
52—Prince Albert.....	23-4	18-8	21-4	14-6	8-9	41-4	22-3	20-2	44-8	73-4	.....
53—Regina.....	22-0	19-8	21-1	13-5	8-0	42-9	22-6	20-8	39-7	58-1	59-1
54—Saskatoon.....	21-8	17-3	20-4	13-3	8-6	40-5	23-0	20-0	44-9	65-2	.....
<b>Alberta—</b>											
55—Calgary.....	22-1	17-1	21-1	13-9	8-2	49-8	21-4	20-4	39-0	63-7	53-7
56—Drumheller.....	.....	17-6	22-0	14-3	8-4	48-6	21-5	20-9	42-3	67-6	56-2
57—Edmonton.....	23-0	18-3	21-7	13-6	8-5	48-1	21-7	20-1	37-1	59-9	55-0
58—Lethbridge.....	23-4	17-4	20-2	12-7	7-9	39-2	23-2	19-8	35-0	68-3	53-7
<b>British Columbia—</b>											
59—Nanaimo.....	23-2	18-1	24-0	15-5	8-1	45-4	23-1	18-4	32-0	52-7	52-3
60—New Westminster.....	21-0	18-0	22-5	14-3	7-6	40-7	21-0	18-7	29-3	49-4	49-7
61—Prince Rupert.....	25-1	22-3	24-7	16-3	8-7	47-7	23-8	20-0	45-0	54-9	52-7
62—Trail.....	26-1	20-5	22-2	16-7	8-0	44-3	23-5	21-3	35-0	67-5	.....
63—Vancouver.....	21-0	17-3	21-4	14-4	7-7	44-4	22-1	19-1	32-3	47-6	49-9
64—Victoria.....	23-4	19-1	22-8	14-5	8-4	46-0	21-8	19-6	36-7	54-1	47-8

**COAL AND RENTALS BY CITIES, DECEMBER, 1949**

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
				Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
34—Ottawa.....	26-1	37-7	28-2	9-2	9-3	75-1	52-4	24.25	.....	35.00-39.00
35—Owen Sound.....	28-1	33-7	28-7	9-9	9-9	83-5	52-9	24.00	.....	.....
36—Peterborough.....	27-3	36-6	27-2	9-5	9-4	74-0	52-0	24.25	.....	.....
37—Port Arthur.....	26-6	42-4	30-1	10-1	9-9	71-2	51-5	26.85	.....	25.00-29.00
38—St. Catharines.....	24-0	32-4	26-8	9-6	9-3	78-6	52-7	23.75	.....	29.50-33.50
39—St. Thomas.....	28-3	38-3	28-8	9-9	9-9	82-1	53-6	24.00	.....	.....
40—Sarnia.....	28-0	37-9	29-1	10-1	10-1	80-6	52-9	23.50	.....	.....
41—Sault Ste. Marie.....	27-0	37-4	30-8	10-0	9-8	74-1	52-7	24.00	.....	.....
42—Stratford.....	28-9	35-7	29-2	9-9	9-9	80-9	52-4	23.50	.....	.....
43—Sudbury.....	28-4	37-9	30-6	10-0	9-9	77-2	53-0	24.75	.....	32.50-36.50
44—Timmins.....	27-6	39-7	30-9	10-3	10-2	74-2	52-6	26.50	.....	31.50-35.50
45—Toronto.....	26-0	36-0	26-6	9-4	9-4	79-0	52-0	22.65	.....	36.50-40.50
46—Welland.....	24-9	32-6	28-8	9-5	9-5	72-1	52-3	22.50	.....	.....
47—Windsor.....	26-2	34-4	28-7	9-8	9-8	76-2	52-3	23.50	.....	28.50-32.50
48—Woodstock.....	27-7	36-4	27-7	9-9	9-9	79-0	52-0	24.00	.....	.....
<b>Manitoba—</b>										
49—Brandon.....	29-8	41-7	32-7	11-3	11-2	74-8	51-2	.....	16.35	.....
50—Winnipeg.....	27-3	40-1	29-8	10-8	11-0	69-1	49-7	.....	17.55	30.50-34.50
<b>Saskatchewan—</b>										
51—Moose Jaw.....	29-5	41-3	34-0	11-2	11-2	75-2	50-0	.....	14.60	.....
52—Prince Albert.....	28-5	44-0	33-0	11-5	11-4	79-2	51-3	.....	14.75	.....
53—Regina.....	27-5	41-5	32-5	11-0	11-7	79-7	54-6	.....	15.40	31.50-35.50
54—Saskatoon.....	27-9	42-5	32-9	11-0	11-7	80-7	50-8	.....	14.90	24.50-28.50
<b>Alberta—</b>										
55—Calgary.....	27-3	38-8	33-0	10-6	11-2	79-0	49-8	.....	12.40	28.50-32.50
56—Drumheller.....	30-7	45-5	35-4	11-0	11-6	84-7	49-8	.....	.....	23.50-27.50
57—Edmonton.....	27-3	39-2	31-5	10-7	11-4	79-6	50-1	.....	8.20	27.50-31.50
58—Lethbridge.....	27-8	42-3	32-4	10-2	10-9	72-6	51-0	.....	8.35	.....
<b>British Columbia—</b>										
59—Nanaimo.....	28-0	37-6	29-6	9-9	10-6	81-1	49-9	.....	.....	.....
60—New Westminster.....	.....	32-9	30-1	9-1	9-3	75-4	50-2	.....	16.65	22.00-26.00
61—Prince Rupert.....	31-4	38-1	33-9	10-3	10-4	82-0	51-1	.....	18.00	21.00-25.00
62—Trail.....	29-5	40-8	33-1	10-0	10-4	77-4	51-1	.....	16.25	.....
63—Vancouver.....	27-1	32-6	28-9	9-3	9-3	76-6	49-5	.....	17.04	27.50-31.50
64—Victoria.....	28-2	35-7	30-0	10-0	10-0	74-7	50-9	.....	18.25	23.50-27.50

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Rental ranges shown above are indicative of prevailing rents being paid. They should not be used as a measure of change in rents paid for the same quality of living accommodation over long periods of time. (b) Averages include prices for cuts with bone-in.



TABLE F-5.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(1926=100)

	1913	1918	1920	1922	1929	1933	1939	1941	1945	1947	1948	Nov. 1948	Sept. 1949	Oct. 1949	Nov. 1949
<b>All commodities</b> .....	64.0	127.4	155.9	97.3	95.6	67.1	75.4	90.0	103.6	129.1	153.4	159.4	155.4	157.1	157.0
Classified According to Chief Component Material—															
I. Vegetable Products.....	58.1	127.9	167.0	86.2	91.6	59.3	63.7	77.0	97.0	115.1	135.4	139.6	141.9	142.6	143.0
II. Fruits and Their Products.....	70.0	127.1	145.1	90.0	109.0	59.4	74.6	92.1	107.9	131.8	168.7	176.5	166.8	164.5	164.0
III. Fibres, Textiles and Textile Products.....	58.2	137.1	176.5	101.7	91.3	69.7	70.0	91.0	91.8	128.8	157.0	161.6	158.9	158.9	159.3
IV. Wood, Wood Products and Paper.....	63.9	139.1	184.4	106.3	93.7	82.8	79.2	96.0	120.0	162.4	186.2	192.2	181.7	188.1	188.1
V. Iron and Its Products.....	68.9	156.9	193.4	104.6	93.7	85.4	98.5	111.3	117.1	137.9	159.2	166.1	171.8	173.5	173.7
VI. Non-ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	99.2	64.3	71.3	77.7	79.8	124.4	149.6	164.2	136.3	141.2	141.4
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	92.9	84.4	85.3	95.2	102.0	114.5	133.5	137.0	134.0	138.9	138.1
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	95.4	81.3	79.8	98.9	99.4	107.9	120.1	127.1	121.1	122.0	119.2
Classified According to Purpose—															
I. Consumers' Goods.....	62.0	102.7	136.1	96.9	94.7	71.1	75.9	91.1	98.1	117.3	140.8	144.0	142.6	143.1	142.4
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	63.8	73.9	89.5	103.4	122.4	152.3	155.6	154.6	153.3	152.8
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	91.1	76.0	77.2	92.2	94.6	113.9	133.2	136.3	134.6	136.3	135.5
II. Producers' Goods.....	97.7	133.3	164.8	98.8	96.1	63.1	70.4	83.6	100.7	129.3	153.9	162.5	156.6	159.2	159.6
Producers' Equipment.....	55.1	81.9	108.6	104.1	94.6	86.0	95.4	105.7	119.1	133.1	155.7	162.0	156.1	162.2	161.9
Producers' Materials.....	69.1	139.0	171.0	98.2	96.3	60.5	67.6	81.1	98.7	128.9	153.7	162.5	156.6	158.9	159.3
Building and Construction Materials.....	67.0	100.7	144.0	108.7	99.0	78.3	89.7	107.3	127.3	166.4	198.7	203.7	197.6	199.6	199.6
Manufacturers' Materials.....	69.5	148.1	177.3	98.8	95.9	57.5	63.9	76.6	93.8	122.5	146.6	155.5	149.7	152.0	152.5
Classified According to Degree of Manufacture—															
I. All Raw (or partly manufactured).....	63.8	120.8	154.1	94.7	97.5	56.6	67.5	81.8	105.6	130.7	156.2	164.2	158.4	160.5	160.5
II. All Manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	117.4	140.3	143.9	141.8	142.9	142.8
Canadian Farm Products.....															
Field.....	56.4	132.0	166.5	81.4	93.8	45.8	54.2	59.0	110.1	126.4	133.0	128.0	123.0	123.0	122.6
Animal.....	77.0	133.6	180.8	99.0	112.5	59.7	81.2	95.9	123.0	143.9	177.6	186.5	153.7	181.7	182.5
TOTAL.....	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	114.9	132.9	149.7	149.9	145.7	145.0	145.0

The indexes for 1949 are subject to revision.

TABLE F-6.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living	Interim Retail Prices, Ministry of Labour	Interim Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities:			Mexico City			Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period:	1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914	June—Aug. 1939	1938	1936-39—1000	Dec. 1942—1000
	(a)	(b)		(b)	(t)			(k)	(c)			(d)	(e)
1913.....	79.1	70.7	.....	100	.....	.....	.....	.....	100	.....	81.4	.....	628
1914.....	79.1	71.8	.....	100	.....	.....	.....	.....	.....	.....	85.5	.....	676
1915.....	80.7	72.5	.....	123	.....	.....	.....	.....	.....	.....	85.5	.....	724
1916.....	87.0	77.9	.....	146	.....	.....	.....	.....	.....	.....	90.8	.....	786
1917.....	102.4	91.6	.....	176	.....	.....	.....	.....	.....	.....	99.6	.....	850
1918.....	115.6	107.5	.....	203	.....	.....	.....	.....	204	.....	106.4	.....	912
1919.....	126.5	123.8	.....	215	.....	.....	.....	.....	222	.....	117.7	.....	1019
1920.....	145.4	143.0	.....	249	.....	.....	.....	.....	224	.....	145.8	.....	1034
1921.....	129.9	127.7	.....	226	.....	.....	.....	.....	200	.....	132.0	.....	952
1922.....	120.4	119.7	.....	183	.....	.....	.....	.....	164	.....	110.1	.....	1010
1926.....	121.8	126.4	.....	172	.....	.....	.....	.....	162	.....	106.6	.....	1004
1929.....	121.7	122.5	.....	164	.....	.....	.....	.....	161	.....	106.6	.....	795
1933.....	94.4	92.4	.....	140	.....	.....	.....	.....	131	.....	93.2	.....	1029
1939.....	101.5	99.4	.....	158	.....	.....	.....	.....	138	.....	99.9	.....	1051
1940.....	105.6	100.2	.....	184	.....	.....	.....	.....	151	.....	103.4	.....	1111
1941.....	111.7	105.2	.....	199	.....	.....	.....	.....	174	.....	108.2	.....	1073
1942.....	118.0	116.5	.....	200	.....	.....	.....	.....	193	.....	117.3	.....	.....
1943.....	118.4	118.6	.....	200	.....	.....	.....	.....	203	.....	124.4	.....	1002
1944.....	118.9	123.6	.....	199	.....	.....	.....	.....	207	.....	128.8	.....	1003
1945.....	119.5	125.5	.....	201	.....	.....	.....	.....	209	.....	132.2	.....	1004
1946.....	123.6	128.4	.....	203	.....	.....	.....	.....	208	.....	134.1	.....	1008
1947.....	123.6	139.3	.....	203	.....	.....	.....	.....	208	.....	139.7	.....	1039
1948.....	135.5	159.2	.....	203	.....	.....	.....	.....	217	.....	147.8	.....	1105
1949—January.....	155.0	171.2	.....	108	.....	.....	.....	.....	224	.....	151.2	.....	.....
February.....	159.6	170.9	.....	109	.....	.....	.....	.....	224	.....	151.7	.....	.....
March.....	159.5	169.0	.....	109	.....	.....	.....	.....	223	.....	152.0	.....	.....
April.....	159.2	169.5	.....	109	.....	.....	.....	.....	222	.....	152.9	.....	.....
May.....	159.3	169.7	.....	109	.....	.....	.....	.....	221	.....	154.2	.....	.....
June.....	160.5	169.6	.....	111	.....	.....	.....	.....	222	.....	154.2	.....	.....
July.....	162.1	168.5	.....	111	.....	.....	.....	.....	222	.....	154.7	.....	.....
August.....	162.8	168.8	.....	111	.....	.....	.....	.....	221	.....	153.2	.....	.....
September.....	162.3	169.6	.....	112	.....	.....	.....	.....	223	.....	153.3	.....	.....
October.....	162.2	168.5	.....	112	.....	.....	.....	.....	222	.....	153.3	.....	.....
November.....	161.7	168.5	.....	112	.....	.....	.....	.....	221	.....	.....	.....	.....
December.....	161.5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1914-42 on base 1926-30=1000. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914=100. (j) Average June—December. (k) Revised index. (l) Annual averages are on base July, 1914=100. (m) Average June—December. (n) New index, base 1st quarter of 1949=1000. (o) 1947 average is for first half of year. (p) New series on June, 1947 base.

**TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF DECEMBER, 1949**

(BASE: Aug. 1939=100)

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	Dec. 1, 1948	Nov. 1, 1949	Dec. 1, 1949						
Halifax.....	150.8	154.2	153.6	199.8	111.0	132.6	194.0	155.9	122.1
Saint John.....	155.5	157.9	158.0	193.7	118.0	134.4	193.6	160.3	128.9
Montreal.....	161.5	164.3	164.1	208.9	120.5	133.2	177.0	171.7	128.7
Toronto.....	154.5	157.2	157.4	194.1	124.6	152.0	182.4	162.8	129.3
Winnipeg.....	152.2	155.7	155.7	200.1	119.5	121.5	177.1	170.6	124.2
Saskatoon.....	161.6	162.8	162.7	210.0	125.3	140.4	189.2	171.4	121.6
Edmonton.....	153.6	157.1	156.4	207.2	113.1	114.6	187.8	161.8	125.4
Vancouver.....	160.8	162.3	161.9	205.8	115.6	139.8	192.3	160.5	133.7

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

### G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-DECEMBER, 1948-1949†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time.
1949*						
January.....	10†	10	1,811†	1,811	9,700	0.01
February.....	6	9	6,711	7,235	71,732	0.09
March.....	8	10	1,228	5,978	135,725	0.17
April.....	9	18	785	7,877	139,500	0.17
May.....	15	23	4,028	10,540	174,150	0.22
June.....	15	27	4,138	11,359	141,084	0.18
July.....	10	18	7,336	12,501	57,744	0.07
August.....	14	19	3,390	4,541	35,451	0.04
September.....	11	22	6,171	8,211	66,580	0.08
October.....	13	19	10,383	16,008	69,479	0.09
November.....	11	20	1,381	8,904	135,526	0.17
December.....	5	13	611	3,041	23,667	0.03
Cumulative totals.....	127		47,973		1,060,338	0.11
1948						
January.....	19†	19	12,729†	12,729	135,835	0.17
February.....	8	14	1,858	11,058	140,130	0.17
March.....	9	15	1,360	3,845	57,133	0.07
April.....	12	18	2,152	4,678	51,269	0.06
May.....	13	22	1,157	3,204	39,754	0.05
June.....	16	29	2,048	3,804	34,337	0.04
July.....	13	26	6,368	8,338	77,588	0.10
August.....	18	31	2,046	7,617	110,625	0.14
September.....	18	31	6,296	11,619	112,759	0.14
October.....	10	22	2,638	7,908	88,598	0.11
November.....	14	21	2,373	3,452	17,000	0.02
December.....	4	12	1,795	2,566	20,765	0.03
Cumulative totals.....	154		42,820		885,793	0.09

\* Preliminary figures.

† Strikes un-terminated at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.



TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, DECEMBER, 1949 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
<b>Strikes and Lockouts in Progress Prior to December, 1949</b>				
<b>MANUFACTURING—</b>				
<i>Tobacco and Liquors—</i>				
Soft drink factory workers, Windsor, Ont.	1	10	200	Commenced August 5; for a union agreement providing for increased wages, payment for empties, check-off, seniority, etc., following reference to conciliation board, employment conditions no longer affected by the end of December; indefinite.
<i>Rubber and Its Products—</i>				
Rubber factory workers, Toronto, Ont.	1	925	8,000	Commenced October 12; for a new agreement providing for increased wages, Rand formula for union dues, pay for two additional statutory holidays (one retro-active), following reference to conciliation board; terminated December 13; conciliation, provincial; compromise.
Rubber products factory workers, Drummondville, P.Q.	1	189	3,950	Commenced November 10; for a new agreement providing for increased wages, retroactive to Apr. 23-49, two weeks' vacations with pay, and revision of hours of work; terminated December 24; conciliation, provincial; compromise.
<i>Animal Foods—</i>				
Meat packing plant workers, Hamilton, Ont.	1	152	2,500	Commenced October 26; for a new agreement providing for certain changes in hours of work, seniority, payment for statutory holidays, etc., as recommended by conciliation board, and wage increase granted to be retroactive to Mar. 1-49; terminated December 23; negotiations; compromise.
Meat packing plant workers, Windsor, Ont.	1	38	340	Commenced November 18; for a union agreement providing for increased wages, reduced hours, and other changes, under consideration by conciliation board; terminated December 12; return of workers pending further negotiations; indefinite.
<i>Printing and Publishing—</i>				
Lithographers, London, Hamilton, Ottawa, Toronto, Ont., Montreal, P.Q.	41	(3) 859	(3) 4,550	Commenced June 29; for a new agreement providing for increased wages, reduced hours, insurance and welfare plan, etc., following reference to conciliation board; terminated by December 14 at all but five establishments (see footnote 3); negotiations, compromise.
<i>Miscellaneous Wood Products—</i>				
Wood products factory workers, Megantic, P.Q.	1	202	1,800	Commenced November 2; for implementation of award of arbitration board for increased wages, reduced hours, time and one-half for over-time, two weeks' vacations with pay, in new agreement under negotiations; terminated December 10; return of workers; in favour of employer.
<b>TRADE—</b>				
Department store clerks, New Westminster, B.C.	1	55	1,000	Commenced August 27; for a union agreement providing for increased wages and other changes as recommended by majority report of conciliation board; un-terminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, DECEMBER, 1949 <sup>(1)</sup>

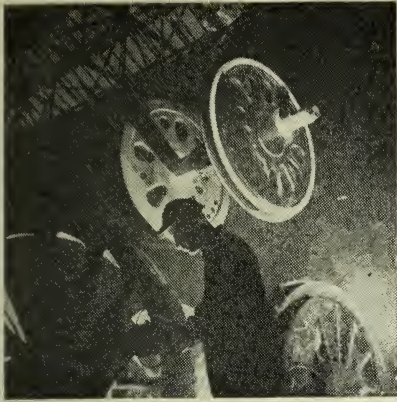
Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars <sup>(2)</sup>
	Establishments	Workers		
<b>Strikes and Lockouts Commencing During December, 1949</b>				
FISHING AND TRAPPING— Fishermen, Burin, Nfld.	4	50	250	Commenced December 27; for increased prices for fish; un-terminated.
MANUFACTURING— <i>Textiles, Clothing, etc.</i> — Worsted textile factory workers, Trenton, Ont.	1	118	400	Commenced December 7; for a new agreement providing for increased wages and reduced hours; terminated December 16; return of workers pending further provincial conciliation; indefinite.
Shirt factory workers, Hamilton, Ont.	1	56	230	Commenced December 9; alleged discrimination in dismissal of female worker; terminated December 15; return of workers pending further negotiations; indefinite.
CONSTRUCTION— <i>Buildings and Structures</i> — Plumbers, Ottawa, Ont.	37	375	375	Commenced December 28; for a new agreement providing for increased wages, two weeks' vacations with pay, double time on Saturdays, etc.; terminated December 28; return of workers; indefinite.
SERVICE— <i>Recreation</i> — Moving picture projection- ists, Calgary, Alta.	5	<sup>(4)</sup> 12	72	Commenced December 19; for a greater increase in wages than granted by arbitration board, following change in regulations for shifts from two men to one; terminated December 24; negotiations; compromise.

<sup>(1)</sup> Preliminary data, based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

<sup>(2)</sup> In this table the date of commencement is that on which time loss first occurred, and the date of termination is the last day on which time was lost to an appreciable extent.

<sup>(3)</sup> Workers involved in Ontario—569, time loss 3,400 days; workers involved in Quebec—290, time loss 1,150 days; work resumed by: Montreal and Hamilton, Dec. 7; London, Dec. 8 and Dec. 12; Ottawa, Dec. 14; Toronto, Dec. 7, at all but 5 establishments, and all but one by Dec. 31; employment conditions considered to be no longer affected by the end of the year.

<sup>(4)</sup> 15 indirectly affected.



## CURRENT LABOUR CONDITIONS



*This article summarizes the latest employment and labour information available at March 10, as the LABOUR GAZETTE went to press. It was prepared by the Economics and Research Branch, Department of Labour.*

**B**Y THE beginning of March, the employment situation was showing signs of improvement throughout most of the country. At March 3, there were 375,900 job seekers registered at National Employment Service offices, as compared with 380,900 at February 9. These figures do not provide an exact count of the number unemployed, since they include some persons who have found jobs and have not so notified the National Employment Service, and exclude others who are unemployed and not registered. They do reflect changes in the employment situation, however.

At first, the decline in the number of registered job seekers was most marked in the Pacific region; as the unusual snow conditions disappeared, loggers, sawmill and construction workers returned to their jobs in large numbers. By February 23, a drop in the number of registered job seekers was evident in almost all provinces, and most local National Employment Service offices were reporting similar trends in their areas. During the next week, the number of registered job seekers increased slightly in all regions except the Pacific, as workers began to apply for supplementary unemployment insurance benefits.

The relatively heavy unemployment this winter has emphasized the problem of seasonal displacement of workers in Canada, where employment in logging, construction, transportation and agriculture is so dependent on the weather. In the war and early postwar years, these workers were quickly re-employed in other industries where the need for labour was great. This winter, although employment levels generally have remained high, labour requirements have not been large, and jobs have been harder to find.

In recognition of the special seasonal unemployment problem in Canada, Parliament has amended the Unemployment Insurance Act to provide benefits for many more of those out of work in the winter. Briefly, unemployment insurance is to cover the highly seasonal logging industry in eastern Canada, and supplementary benefits are to be paid to certain classes during the period January 1 to March 31. The supplementary benefits will amount to 80 per cent of normal benefits, and will



be payable on application to those who have exhausted their benefit rights, and to those who have built up benefit rights by working a minimum of 90 days in the previous 12 months.

Although official figures on registered job seekers may show a temporary rise during March as a result of amendments to the Act, job openings over the next month or two will increase, as farmers, contractors and other employers prepare for their spring and summer work. Continuing high levels of investment are expected to result in a heavy program of house building, construction of roads, and public utilities. Employment in the construction industry is expected to match last year's record level.

Another factor supporting employment is the continuing strong consumer demand, based in part on a total labour income which has been consistently above that of 1948. This reflects the fact that in the great majority of Canadian industries, average weekly salaries and wages were increasing during 1949. For the eight leading industries, average weekly salaries and wages for 1949 were \$45.03, as compared with \$40.11 for 1948. Average hourly earnings, particularly in manufacturing, show a similar upward trend, though increases during 1949 were in many cases not as great as in the previous year.

This consistently upward movement of earnings is in contrast to the uneven employment trends. Employment increases in industries such as automobiles and clothing have almost balanced declines in others like shipbuilding and agricultural implements, to give an average employment in manufacturing just slightly below that of the record level of 1948.

Trends in hours worked per week also show a considerable variation about the average. Although for all manufacturing industries average hours worked have remained almost stable since the decrease from 1945 to 1946, this stability is the result of increases in some industries and declines in others. Almost half of the manufacturing groups reported by the Dominion Bureau of Statistics show a decline in hours of work during 1949.

No large scale Canadian strikes have disrupted employment in Canadian industry this last month. The recent coal strike in the United States resulted in curtailment of some railway services. The layoff of 3,500 workers in the Chrysler Corporation plant in Windsor was due to a material shortage resulting from the prolonged work stoppage in the parent company in the United States.

An event of importance to labour during February was the decision of an Ontario conciliation board in favour of a \$55 per month pension for automobile workers: the union had requested a \$100 monthly pension. The Ontario government has introduced a proposed new labour code to replace the one passed in 1948.

## **IN BRIEF . . .**

Average hourly earnings in manufacturing rose above \$1 for the first time in Canada's history. . . . Unemployment in the United States reached a nine-year peak of 4,684,000 in February, 1950 according to the U.S. Census Bureau. . . . Canada entered the year 1950 with an estimated population of 13,728,000, an increase of 149,000 in the six months from July 1, 1949. . . . Increases in food prices caused a rise in the cost-of-living index at February 1, the first since August, 1949. At 161.6 the index remains below the August peak of 162.8.

# CURRENT LABOUR STATISTICS

(Latest available statistics as of March 10, 1950)

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Same Date Previous Year
<b>Manpower—</b>				
Total civilian labour force (a).....	Nov. 1	5,200,000	—	+ 2.5 (c)
Persons with jobs (a).....	Nov. 1	5,053,000	—	+ 2.0 (c)
Persons without jobs and seeking work (a).....	Nov. 1	147,000	—	+25.5 (c)
Registered for work, N.E.S. (b)—				
Atlantic Region.....	Mar. 2	59,784	+ 2.6	+96.5
Quebec Region.....	Mar. 2	112,509	+ 2.1	+48.0
Ontario Region.....	Mar. 2	89,520	+ 0.8	+41.2
Prairie Region.....	Mar. 2	54,498	+ 0.5	+37.7
Pacific Region.....	Mar. 2	59,563	- 5.6	+12.8
Total, all regions.....	Mar. 2	375,874	+ 0.4	+43.4
Ordinary claims for Unemployment Insurance benefits.....	Feb.	297,238	+33.9	+50.4
Amount of benefit payments.....	Jan.	\$11,781,142	+64.1	+75.1
Index of employment (June, 1941 = 100) (Eight leading industries).....	Jan. 1	127.2	- 3.8	- 0.9
Immigration.....	Jan.	3,710	-28.2	-50.2
<b>Industrial Relations—</b>				
Strikes and lockouts—days lost.....	Jan.	39,488	—	—
Number of workers involved.....	Jan.	2,456	—	—
Number of strikes.....	Jan.	9	—	—
<b>Earnings and Income—</b>				
Average weekly salaries and wages (eight leading industries).....	Jan. 1	\$42.38	- 1.6	+ 4.9
Average hourly earnings (manufacturing).....	Jan. 1	\$1.01	+ 1.2	+ 4.1
Average hours per week (manufacturing).....	Jan. 1	40.0	- 6.8	- 1.5
Average weekly earnings (manufacturing).....	Jan. 1	\$40.48	- 5.7	+ 2.6
Cost-of-living index (av. 1935-39 = 100).....	Feb. 1	161.6	+ 0.4	+ 1.3
Real weekly earnings (mfg. Av. 1946 = 100)....	Jan. 1	110.2	+ 1.5	+ 2.4 (d)
Total labour income.....	Nov.	\$661,000,000	- 0.3	- 4.6
<b>Industrial Production—</b>				
Total (Average 1935-39 = 100).....	Dec.	186.8	+ 1.2	+ 0.5
Manufacturing.....	Dec.	197.1	+ 1.4	- 0.1
Non-durables.....	Dec.	183.2	- 0.3	+ 1.7
Durables.....	Dec.	221.1	+ 3.9	- 2.3
<b>Trade—</b>				
Retail trade.....	Jan.	\$501,757,000	-36.6	+ 1.7 (e)
Exports.....	Jan.	\$221,180,000	-22.6	- 6.7
Imports.....	Jan.	\$211,900,000	- 0.7	-5.3 (e)

- (a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.  
 (b) Some of these "unplaced applicants" registered at the National Employment Service Offices are persons with a job who are seeking other work. On the other hand, there are persons without jobs and seeking work who do not come to the N.E.S. offices.  
 (c) These percentages calculated on basis of 1949 figures excluding Newfoundland.  
 (d) Real weekly earnings adjusted for holidays.  
 (e) Preliminary figures.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Mines and Resources, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the LABOUR GAZETTE.

# NOTES OF CURRENT INTEREST

## Scope of unemployment insurance to be widened

In the Speech from the Throne, read at the opening of the Second Session of the Twenty-First Parliament by the Governor General, Viscount Alexander, on February 16, the following reference was made to the employment situation in Canada and to unemployment insurance:—

“Employment and prosperity remain at a high level in Canada. The prospects are good for continued private investment in construction and capital development throughout the present year. The demand for consumer goods of all kinds continues to be strong. However, seasonal and local factors have given rise to a significant amount of temporary regional unemployment during the past few months and the security provisions established under unemployment insurance legislation have been called upon to meet the first important test since they were brought into effect.

“Although a high proportion of persons temporarily unemployed are actually in receipt of unemployment insurance benefits, you will be asked to give consideration to a bill to widen the scope and extend the benefits of unemployment insurance.”

## Deputy Minister speaks on industrial relations in retrospect

In an address to the Kiwanis Club of Montreal on January 19, 1950, Dr. A. MacNamara, Deputy Minister of Labour, spoke on industrial relations in retrospect over the past fifty years.

“I know of nothing,” he said, “that has a greater impact on our national economy and national well-being than the maintenance of good labour-management relations and a high standard of living across the board.”

Fifty years ago, he pointed out, the question of industrial relations did not loom so large in the Canadian economy. “In an economy emerging from our rugged pioneer setting, it is not surprising to find labour unions in a comparatively minor position to bargain for better living standards. . . . The population of Canada was around five million, included in which total were approximately 10,000 organized workers in the Trades and Labour Congress, under the presidency of Ralph Smith.” Workers and employers dealt with one another for the most part on an individual basis.

“But the whole basis of employer-employee relationship was soon to be changed by two factors as Canada experienced its industrial growing pains. These were (1) the disappearance of the direct personal relationship between the owner and his workers; (2) the advent of mechanized industry and the assembly line. To which might be added (somewhat later) a third factor—the mushrooming of the big industrial unions.”

Referring to the development of existing federal labour relations legislation, Dr. MacNamara said:—

“This Federal legislation requires employers and employees alike to undertake collective bargaining in good faith. It does not say what the bargain shall be; it leaves that to the parties. It does list what are prohibited unfair labour practices and applies restrictions to both employers and employees.

“I am aware that the legislation, or Federal Labour Code, does not completely satisfy either organized labour or management. I doubt if there will ever be complete unanimity on any legislation touching industrial relations. Our function, in the Department, is to hold the balance evenly to prevent giving either party an undue advantage.

“I am happy to say that one result is that collective bargaining is becoming a humanized process, with labour and management taking their places as equals around the conference table in recognition of their rights and tacit partnership in industry.

“The Federal legislation—which you had a lot to do with framing, because you were all consulted through your associations, has become the pattern for provincial laws. We now have pretty nearly uniformity across Canada.”

## Supreme Court upholds validity of rent control

The question of the validity of Federal control over rentals was referred by the Governor in Council to the Supreme Court of Canada by an Order in Council (P.C. 5840) of November 16, 1949. The question put to the Supreme Court “for hearing and consideration” was:—

Are The Wartime Leasehold Regulations *ultra vires* in whole or in part and if so in what particulars or to what extent?



The hearings began before seven Supreme Court justices, with Chief Justice Rinfret presiding, on Monday, January 30, and concluded on February 3.

The Chief Justice made it clear at the beginning of the hearing that the Court's responsibility was to decide solely whether or not the Parliament of Canada had constitutional power to pass and extend rental regulations.

Supporting the validity of Federal rent controls were Mr. F. P. Varcoe, Deputy Minister of Justice, speaking for the Federal Government; Hon. Dana Porter, Attorney-General of Ontario; Mr. J. J. Robinette, representing tenants; Mr. Maurice Wright, counsel for the Canadian Congress of Labour; and Mr. O. F. Howe for the Canadian Legion.

Contending that Federal rent controls are *ultra vires*, Mr. L. Emery Beaulieu represented the Province of Quebec and Mr. R. M. Willes Chitty presented the case of the Property Owners' Association of Canada.

On March 1 the Supreme Court ruled unanimously that the Wartime Leasehold Regulations were not *ultra vires* either in whole or in part. The seven justices issued separate opinions, which were in agreement on the basic point at issue.

Chief Justice Rinfret said in part: "This court may not doubt that Parliament may competently maintain the regulations it has adopted to meet the emergency and its continuance. . . . Parliament is entitled and empowered to maintain such control as it finds necessary to ensure the orderly transition from war to peace."

(A statement by the Minister of Finance setting forth Government policy with respect to rent control was published in the December, 1949, *LABOUR GAZETTE*, page 1529.)

**Annual meeting of Canadian Construction Association**

Approximately 1,000 delegates, representing the construction industry in every province of the Dominion, attended the thirty-second annual general meeting of the Canadian Construction

Association in Montreal, January 16 to 18, 1950.

Speaking at the Annual Dinner of the Association, the Prime Minister, Rt. Hon. Louis S. St. Laurent, discussed the role of the construction industry in maintaining a high level of employment throughout the country. "It would be wrong to assume," he said, "that the construction industry alone can be an adequate instrument to stabilize the whole economy," although "there is no question that the maintenance

of a high level of construction will greatly help to keep up the general level of employment." In general terms, however, "the level of employment and income depends upon the level of our export trade, upon the demand at home for consumer goods, upon private investment in capital goods, and only to a limited degree upon public investment and government construction," the Prime Minister said. He asserted that notwithstanding that "the prospects for private construction in 1950 are bright," the Government intended "to go on maintaining a backlog of postponable public projects to be available as a 'floor' whenever it may be required."

In a statement of wage policy for 1950, the Association urged that "to avoid any further inflationary trend . . . wage rates should remain stationary for the year 1950," and that "labour and management should work together to produce more, thereby reducing construction costs."

Among many matters included in a formal statement of policy approved by the meeting were a re-affirmation of a belief that "free enterprise, founded on liberty of the individual, will operate to the greatest advantage and best interests of our country;" and advocacy of the fullest possible co-operation among management, labour and government to improve efficiency and reduce costs through increasing productivity.

The Association also called for increased apprenticeship and immigration programs; and suggested co-operation among federal, provincial and municipal governments in providing housing for low-income families, through the establishment of a national long-term, low-rental housing program.

**Authorization for training agreement with Newfoundland** Hon. Humphrey Mitchell, Minister of Labour, announced in January that an Order in Council had been passed authorizing the Dominion to enter into an agreement with Newfoundland to provide financial assistance to Canada's tenth province for vocational training at the secondary school level.

The Minister explained that the Order gave authorization for an agreement similar to those now in existence with the other provinces.

The agreement with Newfoundland will provide:—

- (a) An annual allotment of \$10,000, not matched by the province, commencing with the present fiscal year starting April 1, 1949, and continuing for each fiscal year up to and including the year ending March 31, 1955;

(b) An annual allotment of \$55,800, to be matched by provincial expenditures of equal amount commencing with the present fiscal year and continuing for each year up to and including the fiscal year ending March 31, 1955;

(c) An amount of \$292,250, to be matched by provincial contributions of equal amount for capital expenditures for vocational school buildings and vocational school equipment. At least 25 per cent of this is to be used for purchase of equipment. For this allotment to be used, projects must be approved by the Minister of Labour prior to March 31, 1952, and expenditures must be incurred prior to March 31, 1955.

The Minister explained that the annual grants, mentioned in paragraphs (a) and (b), could be used by the province to pay expenditures for administrative and supervisory vocational staff, vocational instruction and vocational guidance, salaries of vocational teachers, training vocational school teachers, maintenance and repair of equipment, preparation of vocational correspondence courses, machinery, equipment, hand tools, supplies and materials, and bursaries for students attending vocational schools.

The Minister stated that it would be difficult to gauge precisely the beneficial effects of this assistance, but experience had shown that the fact that Dominion funds had been available had encouraged other provinces and municipalities to make large expenditures themselves. It had provided a real stimulus to the development of vocational training which, due to its expensive nature, could normally be made available to a comparatively small proportion of the population. Mr. Mitchell said that many new vocational wings or departments had been constructed or were under construction as additions to existing schools in the larger towns of Canada and a real attempt was being made in all provinces to bring good vocational training to a larger proportion of the population.

**Immigration to Canada in 1949** Immigration to Canada totalled 95,217 during the year 1949, as compared with 125,414 in 1948, a decrease of 24.1 per cent.

The number of immigrants from the British Isles totalled 22,201, a decrease of 51.8 per cent. There were 12,233 Polish immigrants, a decrease of 1,566. Other major categories were as follows (1948 figures in parentheses): Dutch 7,782 (10,169); United States 7,744 (7,381); Italian 7,742 (3,202); Ukrainian 6,570 (10,011); German

5,988 (3,051); Hebrew 4,499 (9,386); Estonian 2,945 (1,903); Lettish 2,847 (3,073); Lithuanian 2,248 (4,336); Czechoslovakian 2,076 (1,433); Magyar 1,633 (1,130); French 1,021 (1,074).

Occupational categories of the immigrants were as follows: farming class 32,849; unskilled workers 15,745; trading class 6,979; mining class 1,355; female domestic servants 4,551; and other classes 22,440.

Ontario received 48,607 of the newcomers, more than all the other provinces combined. Quebec took 18,005, the Prairies 17,904, British Columbia 7,874, the Maritimes 2,777, and the Yukon and Northwest Territories 50.

**Displaced persons help solve domestic help problems**

As of January 14, 1950, 10,282 persons from European displaced persons camps had been admitted to Canada for domestic employment. Of this number, 1,180 were married and 200 were widows accompanied by 207 children; 1,131 were placed in rural homes and 9,151 in urban homes. Although these figures might appear to indicate that the domestic employment situation in Canada had been met, the Department of Labour had still some 1,200 unfilled approved applications for domestic workers in mid-January.

Before their admission to Canada for employment as domestic workers, displaced persons agreed to work for a term of one year in such employment. Upon the satisfactory completion of this requirement, each displaced person receives a certificate signed by Dr. A. MacNamara, Deputy Minister of Labour and Chairman of the Inter-Departmental Immigration-Labour Committee. These certificates provide displaced persons with an honourable discharge from their one-year obligation and gives them freedom to seek the employment of their choice.

In most instances, the presentation of certificates is made to groups of displaced persons at more or less formal ceremonies arranged by local citizens' committees in the larger cities. The Chairman of the Inter-Departmental Committee, or his representative, is usually present to extend to the recipients official commendation for having faithfully fulfilled their contracts and to explain the rights, privileges and duties of Canadian citizenship. If circumstances make it impossible to make group presentations, the certificates are mailed to those who have earned them.



**Foreign  
trade at  
high level  
in 1949**

Canada's foreign commodity trade was maintained at high levels during 1949. Trade returns for the 12 months show total exports down only slightly in value

from the all-time peak established in 1948, while imports into Canada reached a new record value.

Total exports—domestic and foreign—to all countries were valued at \$3,022,500,000 as compared with the record value of \$3,110,000,000 in 1948, the moderate decline in the total being due mainly to a reduction in the aggregate value of exports to dollar-short European countries. Total merchandise imports were valued at \$2,761,200,000, up \$124,300,000 or 4.7 per cent over the previous peak of \$2,636,900,000 for 1948. Most of the rise in imports was in the earlier part of the year. During the latter months there were appreciable declines in the volume of imports as well as some declines in value.

Total exports to the United States last year also set a new record at \$1,524,100,000, up slightly from \$1,522,200,000 in 1948, when the value increased nearly 50 per cent over the previous year, the movement of goods across the border being particularly buoyant in the last two months of the year. Imports from the United States increased \$146,100,000 from \$1,805,800,000 in 1948 to \$1,951,900,000, but at the latter level were still short of the exceptionally high total of \$1,974,700,000 in 1947 when prices were lower.

Increases in purchases from the United States over the previous year were largest in the first seven months of 1949 and tapered off from August to October. In November and December there were decreases, indicating a decline in volume since the values were in terms of devalued Canadian dollars.

In trade with the United Kingdom, both exports and imports were higher in value last year than in 1948. Total shipments to the United Kingdom were valued at \$709,300,000 as against \$688,700,000 the previous year, and imports from the United Kingdom at \$307,400,000 as compared with \$299,500,000. Values of imports from the United Kingdom were generally higher during the first eight months of the year, and lower in the last four. Volume of imports in the closing months of the year, however, was greater than the value figures indicate because of the effect of the devaluation of sterling on the Canadian dollar value.

Canada's overall credit balance on commodity account, due to the rise in imports,

declined last year to \$261,200,000 as compared with \$473,100,000 in 1948, but was above the credit balance of \$237,800,000 in 1947. Most of the decline in the export balance from the previous year occurred in the earlier months of the year. November and December saw large export balances, totalling \$130,800,000, or approximately one-half the year's total balance.

Due to the greater increase in imports than exports, Canada's debit balance with the United States increased in 1949 to \$427,800,000 from \$283,600,000 the previous year—accounting for about two-thirds of the decrease in the overall credit balance—but was less than half the adverse balance of \$918,100,000 in 1947. There were adverse balances with the United States during each of the first 10 months last year, but this trend was reversed in November, when Canada had an export surplus of \$10,900,000, which was followed by a further credit balance of \$10,700,000 in December.

As a result of the greater rise in exports than imports, the favourable trade balance with the United Kingdom increased slightly last year to \$401,800,000 as compared with \$389,200,000 in 1948. These compare with the 1947 balance of \$564,300,000.

**Report of  
Industrial  
Health  
Division's  
Activities,  
1948-49**

Improving the health and working environment of Canada's expanding industrial population is an objective of the Industrial Health Division, whose various activities have been described in the Annual

Report of the Department of National Health and Welfare for the fiscal year ending March 31, 1949.

Established in 1938, the division serves in a consultative and advisory capacity to agencies which operate in the interests of public health. Through its own medical, laboratory and information services it has supplemented the industrial health activities of governmental and voluntary health agencies as well as industrial and labour organizations with which it works in continued liaison.

Throughout the year, medical and nursing consulting services were provided to improve and promote plant medical programs and to appraise industrial health problems. Because sickness and absenteeism represent an estimated annual loss of \$600,000,000 to industry, the division's medical staff carried out a continual educational campaign to inform industry of the benefits of a plant medical service. Over the year, numerous smaller firms showed interest in the division's suggestion



that medical services and facilities can be shared between a group of plants in one area.

Following requests by provincial departments of health, the division conducted further health surveys in such industries as foundries, coal mines, fertilizer plants, machine shops and quarries, in order to study new or changed occupational exposures. Special attention was paid to the silicosis hazard, which is common to industries that employ dust-producing processes. Where hazards were found to exist, control measures were recommended.

In answer to many requests from governmental and industrial sources the division also provided technical assistance and information. Provincial health departments and industries submitted numerous problems including the disposal of fluorescent lamps, control of dermatitis, use of explosives in wells, occupational diseases in the petroleum industry and control measures required in the use of various toxic substances.

The division continued its practice of providing information on industrial health practices to management and labour and to professional personnel concerned with the health of workers. The division's monthly *Industrial Health Bulletin*, containing articles on aspects of industrial health was supplied to all Canadian establishments having more than fifteen employees, to 2,000 trade union bodies and to governmental and professional agencies. Started in 1948, the new semi-annual periodical *Industrial Health Review* is designed to meet the need for a more thorough knowledge of technical information on industrial medicine and hygiene. To date 4,000 physicians have requested the *Review* indicating a wide interest in this new publication.

The division's laboratory service devoted the year to discovering further technical solutions to health problems originating in the working environment. The laboratory's Geiger-counter X-ray spectrometer was standardized for estimation of silicosis-producing properties in industrial dusts and manufacturing materials. Of the more than 800 samples of mine and foundry dust analysed, many were found to contain high percentages of free silica. This information enabled provincial authorities to work out protective measures based on authentic knowledge of environment conditions. Successful trials were given to a device for testing factory air for methyl bromide.

The facilities of the division were also extended to the Civil Service Health Divi-

sion. Among the services offered were a survey of lighting in railway mail cars and information on hazards associated with the handling of pesticides.

At the end of 1949 a total **Registration of 10,517 apprentices were registered in the seven provinces with which the Department of Labour has Apprenticeship Agreements.** Of these apprentices, 5,247 were in the building trades.

These totals show an increase since the end of 1946, when there were 7,470 apprentices, including 4,783 in the building trades. However they are below the peaks reached subsequently. The peak of registration of apprentices in all trades was 11,902, at March 31, 1948. In the building trades a peak of 6,405 was reached at December 31, 1947.

The totals for all trades in the various provinces (with the totals for the building trades in parentheses) are as follows: Ontario, 5,105 (2,406); Alberta, 1,869 (965); British Columbia, 1,482 (638); Manitoba, 811 (528); Saskatchewan, 491 (244); New Brunswick, 397 (263); Nova Scotia, 362 (203).

(An historical and descriptive article on apprenticeship in Canada appeared in the February, 1949, issue of the *LABOUR GAZETTE*, pp. 146-52.)

#### **Convention of Industrial Accident Prevention Associations**

It has been announced that the Annual Meeting and Convention of the Industrial Accident Prevention Associations will be held in the Royal York hotel, Toronto, on April 24 and 25, 1950.

The annual meetings of the ten class Associations, representing 17 classes of industry under workmen's compensation will be held on the first day of the convention. About 3,300 delegates are expected to attend.

#### **Report on taxation statistics, 1949**

The Department of National Revenue has issued *Taxation Statistics 1949*, the fourth annual report of the Taxation Division. Detailed information concerning the amount of taxes collected by the Dominion Government from corporations and individuals from 1917 to 1949 is contained in this comprehensive report.

A table classifying taxpayers by occupation reveals that the legal profession was the highest-paid, 3,886 lawyers receiving an

average income of \$7,822. Some of the groups classified are included in the following table:—

Occupation	Number	Average Income
Lawyers .....	3,886	\$7,822
Medical doctors and surgeons	7,442	7,666
Engineers and architects...	1,114	7,452
Dentists .....	3,557	5,713
Osteopaths and chiropractors	480	4,348
Business partners .....	44,026	4,267
Investors .....	52,859	4,197
Sole business proprietors...	96,971	3,891
Salesmen .....	20,800	3,847
Forestry operators .....	1,329	3,771

The "employee" class of taxpayers who totalled 2,060,946 had a total income of approximately \$4,404 million and an average income of \$2,137. They contributed \$402,700,000 in taxes or 64.7 per cent of the total.

The "employee" class is subdivided into a number of groups, some of which are as follows:—

	Number	Average Income
Armed Services .....	19,430	\$2,171
Municipal Governments.	52,040	2,157
Business Enterprises ...	1,737,898	2,156
Provincial Governments.	46,401	2,132
Dominion Government..	93,686	2,093
Educational Institutions.	60,540	2,075

With the coming into force of legislation in Newfoundland on January 31, all provinces in Canada now have in operation legislation making statutory provision for the payment of mothers' allowances.

In 1948, a total of \$12,804,057 was paid out in mothers' allowances benefits in nine provinces of Canada, the Department of National Health and Welfare reports in the January issue of *Canada's Health and Welfare*. Altogether, 32,669 families and 87,013 children were assisted. This is an increase over the previous year, during which payments totalling \$11,009,889 were paid out in respect of 29,540 families and 75,138 children.

Mothers' allowances are paid to needy mothers, subject to means test and residence requirements, to enable them to remain at home to care for their dependent children. This form of social assistance is a provincial responsibility and the total cost is paid out of provincial treasury funds, except in Alberta where the municipalities contribute 20 per cent. The legislation is administered by public welfare authorities.

In addition to providing monthly allowances for a mother and her dependent children, several provinces allow an additional amount for a disabled father at home. Some provinces also make supplementary grants in the form of assistance

for rent, fuel and winter clothing, and for extraordinary expenditures such as needed repairs to the home. Additional allowances are also made in case of inability to work caused by sickness.

Some form of medical care and hospitalization is provided by most provinces in addition to cash payments. British Columbia, Alberta and Saskatchewan provide complete medical, surgical, dental, pharmaceutical and hospitalization services for recipients and their dependents.

### Potential supply of engineers in balance with demand

The report of the Bureau of Technical Personnel for the quarter ending December 31 presents an analysis of the annual statement of the Engineering Institute of Canada on the registration in engineering at Canadian universities and its relation to the long-term supply of engineers.

It is indicated that the registration of war veterans in engineering courses fell sharply from 1946 to 1949. Of the 4,643 veteran students enrolled in all years in 1949, slightly more than one-half were in the graduating year and only 150 were in the freshman year. It is anticipated that by 1954 "graduating classes may be expected to assume an entirely civilian character." Taking the ordinary enrolment direct from the secondary schools for the years 1947, 1948, 1949, it was concluded that "we are thus approaching a point where we may expect to see about 1,200 graduates per annum from our engineering colleges."

The annual graduations over a period of 30 years indicate that the growth in membership has been fairly regular and gives a further measure of validity to the estimate of "about 1,200 graduates per annum" in the foreseeable future.

Concerning the actual and potential demand for engineering graduates, it is stated that "the general picture is that employers, as a group, are not contemplating any abrupt cessation of recruiting." Based on current industrial activity, as well as past experience, a number of employers have submitted tentative estimates as far ahead as 1954. An examination of these and other relevant factors, indicates that "it now appears quite possible that the cumulative supply of new graduates, which caught up to the apparent cumulative demand in 1949, may remain somewhat above it for a short period." But "it seems equally possible that the sharp drop in the size of graduating classes by 1954 will result in a close balance at that time, and it would not be surprising if some shortages



of supply began to appear." Thus, while the students who will graduate during the next three or four years may not have the wide choice of initial opportunities enjoyed by graduates in recent years, "their prospects on a slightly longer term basis, appear to be at least equally favourable."

**Platform of Chamber of Commerce submitted to Cabinet**

The *Platform of the Canadian Chamber of Commerce* for 1950, to which reference has already been made in the *LABOUR GAZETTE* (Feb., 1950, p. 164), was presented to the Prime Minister and some members of his Cabinet on January 6 by officials of the Chamber.

The *Platform* includes a statement of policy on employer-employee relations.

**Study of labour relations in Canada**

*Labour Relations and Precedents in Canada* is the title of a book compiled by Mr. A. C. Crysler, B.A., LL.B., and published in 1949 by the Carswell Company of Toronto. The purpose of the book is "to digest the great development in labour relations in Canada which occurred at the national level during the second world war and post-war period down to the enactment of the Dominion Industrial Relations and Disputes Investigation Act in 1948, and to link this material to the Act."

The author points out that with the enactment of the Wartime Labour Relations Regulations (P.C. 1003) of February 17, 1944, compulsory collective bargaining became established in Canada and has since become "a national institution of great size and power".

The author observes that the National Wartime Labour Relations Board which was set up to administer P.C. 1003 had to interpret the Regulations on many occasions in cases before it. As a result, the work of the Board under the Regulations has developed an extensive labour relations jurisprudence on the procedures of collective bargaining. This body of decisions forms a valuable background of precedent and practice for operation under the Industrial Relations and Disputes Investigation Act.

Chapter I traces the historical development of labour laws and practices in Canada, discussing briefly the division of legislative power between the Dominion and the Provinces and citing the principal cases in which courts have determined whether or not particular subject matters are within the legislative competence of the Dominion or of a Province.

Chapter II classifies under appropriate headings decisions of the National War Labour Board under the Wartime Wages Control Orders, with particular reference to those which have a continuing value in wage negotiations and in the work of conciliation boards and arbitrators in wage disputes.

Chapters III and IV set out the decisions of the National Wartime Labour Relations Board and recommendations of Boards of Conciliation appointed under the Wartime Labour Relations Regulations to deal with the conciliation of disputes.

These four chapters set out what is required by law or what was decided or recommended by the administering boards. In order to show actual practice, Chapter IV also contains a chart of prevailing clauses in some 90 collective agreements in force during the last half of the year 1947.

The text of P.C. 1003, and of the Industrial Relations and Disputes Investigation Act are set out as appendices. Appendix C shows the legislation and regulations by which Ontario has applied the provisions of Part I of the Dominion Act in the provincial labour relations field. A table of court cases may be conveniently consulted.

The author's source for this material, with the exception of the section on collective agreements, is the *LABOUR GAZETTE*. In organizing and classifying this already published material, Mr. Crysler has made it more easily available and his book should be a useful source of reference.

**Trade union membership in United Kingdom, 1948**

For the third year in succession, trade union membership in the United Kingdom reached a new high level. A total membership of 9,301,000 at the end of 1948 is reported by the Ministry of Labour and National Service. This is an increase over the previous year of 1.7 per cent. The female membership totalled 1,669,000.

At the same time, the number of separate unions fell to 706 from the 1947 figure of 733, thus continuing the trend towards amalgamation that has persisted throughout the present century.

Seventeen unions had a membership of 100,000 or more, and accounted for two-thirds of the total membership. More than half of the unions (406) had a membership of less than 1,000—most of them with fewer than 500 members, but together they represented only slightly more than one per cent of the total.



The group of unions with the largest membership, both male and female, was that of road, dock and transport workers and general labour, which had 2,140,560 members. The metal trades, engineering, shipbuilding and electrical goods group was next, with a membership of 1,666,860. Coal mining was third, with 784,730 members. These three groups together represented almost one-half of the aggregate membership of all unions.

**TUC wages policy endorsed by small margin**

The British Trades Union Congress General Council's recommendations for wage stabilization was endorsed by a majority of 657,000 at a special conference of trade union executives on January 12. On a card vote, the poll was 4,263,000 for, and 3,606,000 against the proposal.

The General Council's plan provided for the suspension of all wage claims and sliding-scale agreements, except for claims for very low-paid workers, until January 1, 1951, unless the retail prices index should rise to 118 (L.G., Jan., 1950, p. 16).

Criticism of the policy centered mainly on the question of the lower-paid workers, and the urgency of reducing profits and prices. Acceptance of the General Council's policy, some delegates declared, was conditional on government action in bringing down prices and profits.

**British WEA report on activities, 1948-49**

Workers' Educational Association classes reached a high record in 1948-49, according to the report presented to the annual conference of the WEA, held

in London on October 22-23. Classes numbered 6,380, with a total enrolment of students of 111,351, as compared with 5,767 classes and 103,757 students in 1947-48.

Social Study courses included such subjects as economics, political and social science, current affairs, town and country planning, agriculture and nutrition. Other courses were provided in philosophy and religion, science, and literature and arts.

A two-weeks' summer school for colonial students, for the study of adult education, was organized at the invitation of the Colonial Office.

The steady increase of the past few years in the number of affiliated societies continued. In the year under review there were 2,927 organizations affiliated with the WEA. Both branch and district membership, however, showed a decline. At the end of the year the actual paid-up membership was 39,632, as compared with 43,364

in 1947-48—a decrease of 3,732. The falling-off in branch membership is attributed to the increased membership fee imposed by the 1947 annual conference.

In addition to the publication of *The Highway*, the WEA's official monthly journal, and a number of pamphlets in the two series "Topics" and "Study Outlines", the Association, early in the year, inaugurated on an experimental basis a monthly service of syndicated articles, dealing with subjects of special interest to trade union members, and to editors of trade union journals, for free publication.

One of the most significant developments during the year was the increased activity of the Association in the international field of workers' education, the president stated in his address. "The International Federation of Workers' Educational Associations, of which our General Secretary, Mr. Green, is the President, and our new Deputy Secretary, Mr. Harry Nutt, is the Secretary, is now officially recognized by UNESCO as a non-governmental agency for consultative purposes."

**Accident prevention in Britain**

The Factory Department of the British Ministry of Labour and National Service has resumed the quarterly publication of a series

of illustrated pamphlets entitled *Accidents: How They Happen and How to Prevent Them*. Volume I (October, 1949) in the new series describes the cause and prevention of accidents which occur in factories, at docks, and on building operations and works of engineering construction in connection with lifting and suspension ropes, hoists and lifts, processing and lifting machinery, building and structural work, wood-working machinery, chemicals, the wearing of jewellery by women workers and sitting on machines.

Similar pamphlets were issued quarterly before the war under the title, *How Factory Accidents Happen*, but regular publication was discontinued after September, 1939. A subsequent issue in 1941 dealt with types of accidents most common in war time (L.G., 1942, p. 701).

*A Short Guide to The Factories Acts, 1937 and 1948* has been issued in a 16-page pamphlet by the British Ministry of Labour and National Service.

The pamphlet does not purport to cover all the requirements of the Acts or of the numerous Regulations, Rules and Orders made under them which prescribe special precautions for particular kinds of work or plants. It merely summarizes, briefly, the main provisions in the Factories Act of

1937, as amended in 1948, for the safety, health and welfare of workers in factories and the legal restrictions imposed by the Acts on the hours of women and young persons in such workplaces.

**Safety  
in use of  
derrick  
cranes**

An illustrated pamphlet entitled *The Use of Derrick Cranes* which was recently issued by the Factory Department of the British

Ministry of Labour and National Service as Safety Pamphlet No. 15 (Third Edition), recommends safety measures to be observed principally in the use of Scotch and Guy Derrick cranes, but the points dealt with in the pamphlet are applicable also to other types of jib crane.

It is pointed out in the pamphlet that many of the crane accidents which occur through the improper use, careless handling or failure on the part of users to carry out necessary maintenance work could be prevented by periodic, thorough examinations with replacement of defective parts and by proper use. Such examinations and some of the other recommendations in the pamphlet are already required by law in factories, warehouses, at docks, in shipbuilding yards and on building operations.

Useful information is given for the guidance of purchasers of new and second-hand cranes, the purchase of the latter requiring much more care than that of new cranes.

Safe practices in the use at different times of jibs of different lengths, for the erection of a crane and its testing after erection, and for ensuring the stability of a crane by means of adequate methods of anchorage are recommended.

Crane users are cautioned against overloading, a condition which is generally unknown to the driver. Each crane, it is suggested, should therefore be equipped with suitable, automatic safe load indicators by which the driver can see when the safe load is being approached. Sound signals, it is pointed out, are intended primarily to warn persons other than the driver when the crane is overloaded and should seldom be used, and then only momentarily.

Methods of preventing accidents which result from falling jibs, fractures of parts of cranes and faulty wire ropes used for the hoisting and derricking motions of cranes, are described.

The pamphlet emphasizes the necessity for guarding all dangerous parts of the crane machinery as required under the Factories Acts and Regulations. Such dangerous parts include flywheels, gear

wheels, couplings, belt and chain drives, revolving shafts, keys, set screws, etc.

Other sections deal briefly with the effective control of reversing mechanism, fire hazards in crane cabins, the crane driver's qualifications, the employment of signallers, the avoidance of shock loads, the provision of safe platforms for drivers, operators or signallers, the construction of the driver's cabin, and stress the importance of frequent inspections with repairs or replacements of defective parts.

Specific references to cranes in the Factories Acts and Regulations and to the Factories Act Forms required for use in the inspection, testing and examination of cranes, are listed in an Appendix to the pamphlet.

**President  
Truman's  
State of  
the Union  
and economic  
reports**

In his State of the Union address to the United States Congress on January 4, President Truman predicted that the year 2000 A.D. would see the average U.S. family receiving a real income of three times the amount it receives today. If the country's productive power continues to increase at the same rate that it has in the past 50 years, total national production at the turn of the century will be nearly four times greater, Mr. Truman said.

These gains can not be made, he continued, unless business men maintain their present spirit of initiative and enterprise, workers and unions increase productivity and secure a fair share of economic benefits for labour, agriculture achieves stability and prosperity, and government and private enterprise develop the country's natural resources in the interest of the public.

Given a proper environment, hundreds of thousands of new and independent businesses will appear as national production grows, Mr. Truman said. If this does not occur, the constantly expanding economy will come under the control of a few dominant groups. The danger of monopoly must be curbed, he said, so that independent business may compete in a system of free enterprise. He recommended that Congress complete action during the session on a bill "to close the loopholes in the Clayton Act which now permits monopolistic mergers".

On January 6, in his annual economic report, President Truman told Congress that the 1949 period of recession had been successfully combated. Within five years, he predicted, the country will have raised



its annual total production from \$259 billion to \$300 billion. At the same time as boosting the average family income by \$1,000 this rise in output would provide employment opportunities for about 64,000,000 workers.

Total civilian employment in 1949, he stated, averaged 58,700,000 which, compared with the average figure of 59,400,000 in 1948, reflects the recession that occurred during the first half of 1949. Unemployment was at its worst in July, 1949 when 4,100,000 were out of work. By December, this number had been reduced to 3,500,000 which was 1,600,000 more, however, than the total unemployed in the same month of 1948.

While total production of goods and services amounted to 259 billion dollars, this was considered to be 10 to 13 billion dollars short of maximum production. Industrial production suffered most with a drop of nine per cent below 1948, while agriculture declined about one per cent.

Consumer prices dropped two per cent from the 1948 level and a smaller number of workers received wage increases than in earlier post-war years. The number of strikes was about the same as in 1948, but the strikes in the major coal and steel industries involved a 50 per cent increase in the loss of man-days.

During the course of his speeches the President asked Congress for a repeal of the Taft-Hartley law, which he maintained was inconsistent with true collective bargaining. He also requested a revision in the tax system in order to secure a moderate increase in revenue. He advocated mandatory price supports for farm commodities which are not yet covered by legislation. Turning to the housing situation, he recommended that rent control be retained another year and that Congress pass legislation to enable co-operatives and other non-profit groups build houses for the lower and middle-income groups.

Other legislation which he requested concerned an increase in the benefits and extension in coverage of old age and survivors' insurance; strengthening of the unemployment compensation law; remedying the shortage of doctors and nurses; establishment of a system of medical insurance available to all Americans; provision of Federal assistance to the states for the maintenance of adequate schools and the passage of the civil rights bill which has been under Congress' consideration since February, 1948.

### **Industrial Relations Research Association**

Three publications of the recently established Industrial Relations Research Association have been received in the Department of Labour.

The Association was founded in 1947 as a learned society in the field of industrial relations. Its membership, which includes a number of Canadians, consists of university economists, members of industrial relations institutes, government employees, union officials and research workers, business executives and personnel directors, arbitrators, attorneys, and labour relations consultants.

Its purposes are:—

"1. the encouragement of research in all aspects of the field of labour—social, political, legal, economic, and psychological relations, personnel administration, social security, and labour legislation;

"2. the promotion of full discussion and exchange of ideas regarding the planning and conduct of research in this field;

"3. the dissemination of the significant results of such research; and

"4. the improvement of the materials and methods of instruction in the field of labour."

According to its constitution, the Association "will take no partisan attitude on questions of policy in the field of labour, nor will it commit its members to any position on such questions."

The first annual meeting of the Association was held in Cleveland, Ohio, December 29-30, 1948, and its proceedings have been published. They comprise a series of papers and discussions of such subjects as collective bargaining, wages and the price level; disputes that create a public emergency; developments in social security; and collective bargaining and management rights.

The Association has also published a Membership Directory, dated October, 1949; and the proceedings of a meeting held in Denver, Colorado, September, 1949, on the Psychology of Labour-Management Relations.

### **North American unions join metalworkers federation**

The Canadian Edition of the *United Automobile Worker* for January, 1950, states that three important unions having membership in the United States and Canada, have affiliated with the International Metalworkers' Federation.



The three unions are the United Automobile Workers (CIO), the United Steelworkers (CIO), and the International Association of Machinists (independent in the United States but affiliated with the TLC in Canada).

The Metalworkers' Federation is one of seventeen international trade secretariats, composed of groups of trade unions covering the same industries in different countries (L.G., Feb., 1950, p. 176).

The *United Automobile Worker* states that the Federation has six million members in 15 countries. UAW affiliation was formally accomplished by President Walter Reuther during his recent visit to Europe as a delegate to the first congress of the new International Confederation of Free Trade Unions.

According to the article, "UAW affiliation was formalized at the Zurich, Switzerland, meeting of the IMF Central Committee, of which President Reuther is now a member. Elected unanimously by the conference as President of the Automobile Division of IMF, Reuther is now laying the groundwork for the first international conference of union representatives from all automobile plants in the free world. In this connection, President Reuther during his brief trip to Europe visited and made a study of wages and working conditions in auto plants and met with auto union groups in Great Britain, France and Germany.

"Addressing the IMF governing body for the first time, Reuther pledged aggressive support by the UAW of the IMF program to improve and equalize auto worker wage and working standards in all countries, to provide a channel for mutual aid in strikes and lockouts, and to act as a clearing house for information of benefit to metalworkers in member nations.

"IMF is directly represented in the new ICFTU, to which the UAW is also affiliated through membership in the CIO. Thus the UAW is represented in the World Confederation on two levels. The Trade Secretariats of which IMF is now the largest and most influential, will be the main props and working arms of the over-all Confederation."

**AFL seeks international reduction of working hours**

The American Federation of Labour has asked the Economic and Social Council of the United Nations to place on its agenda the item, *International Reduction of*

*Working Hours as Consequence of Rising Labour Productivity.*

In a memorandum supporting its proposal for international action to reduce working hours, the AFL notes that the I.L.O., at its general conference in 1935, adopted a Convention approving "the principle of the forty-hour week applied in such a manner that the standard of living is not reduced in consequence." The memorandum points out that this Convention was considered to be "in substance a proclamation of future policy," but adds that fifteen years later "the advocated change is still far from being translated into effective action."

The memorandum argues that technological changes and rising productivity provide the basis for greater amounts of leisure time which in turn permit nations to consume the greater output made possible by advanced technology. It asserts that when hours are reduced, management as well as labour gain from the resulting higher output per man-hour.

The memorandum concludes as follows:—

"Labour today is in no way opposed to the introduction of modern machinery and modern production methods. However, they have the legitimate desire to share in the benefits which human and technical progress bestow on humanity. They want to share in the form of improved welfare; in other words, in the form of improved income (necessary purchasing power for the increased production); of reduction of working hours with the result of increased leisure time, so that they may participate in the enjoyment of the arts and sciences and not be excluded from the benefits of advancing culture.

"Thus the moment has been reached when the 40-hour Convention of the International Labour Organization of 1935 should cease to be a proclamation of future policy. It should become the goal to be realized in the present. To what extent a further reduction of the working hours can be proclaimed as the goal for the International Labour Organization policy, ought to be examined.

"The American Federation of Labour believes in the improvement of the standard of the working men and women by the efforts of genuinely free trade unions and by collective bargaining. However, in our closely knit modern world they are also aware of the necessity for internationalization of human progress and of agreement reached for the purpose of securing the continuation of improvements reached by trade union efforts.

"The American Federation of Labour therefore respectfully suggests that the Economic and Social Council decide:—

- (a) To have the necessary measures prepared for the gradual establishment of the 40-hour week;
- (b) To begin a study on the question of an agreement for a further reduction of working hours, especially in the economically more advanced countries with the goal of a 30-hour week.

"Both tasks to be undertaken in co-operation with the International Labour Organization."

### Celebrate centenary of birth of Samuel Gompers

Samuel Gompers, one of the founders, and for 41 years President, of the American Federation of Labour, was born in London, England, on January 27, 1850. His parents had emigrated from Amsterdam and settled in the east end of London a few years earlier, where his father followed the trade of a cigar-maker. The future labour leader received four years of formal education in a small east London school and at the age of ten was apprenticed to the trade of shoe-making. He found this work not to his liking and after a short time became a cigar-maker's apprentice.

Three years later, in 1863, the Gompers family emigrated to New York where young Gompers completed his apprenticeship and became a member of the English-speaking cigar-makers' union in New York City. He was keenly interested in union activities, especially their humanitarian projects, and quickly gained prominence successively in his local union, in city-wide labour projects, and then in the International Union of Cigar Makers. As a leader in his own International, he took an active part in forming a federation of craft unions, which culminated in the founding of the American Federation of Labour in 1882. He was made President of the newly organized Federation, and with the exception of one year, 1895, he held that position until his death in 1924.

Although opposed to war, Mr. Gompers resisted pacifist tendencies in his unions, when the United States entered the first world war in 1917. It was said to be largely due to his influence that labour stood unitedly behind the war effort. He represented the AFL at the Peace Conference in Paris in 1918-19 and was elected Chairman of the Peace Conference Committee on Labour Legislation whose deliberations brought about the formation of the International Labour Organization. He took an active part in organizing the Pan-

American Federation of Labour of which he was elected President shortly before his death in December, 1924.

"The Gompers' Centennial year" is being marked by a series of year-long, nationwide activities by the American Federation of Labour. The celebrations opened with a dinner in New York early in January, at which President Truman, Vice-President Barkley and other high government and labour officials paid tribute to Mr. Gompers as a citizen, humanitarian, and labour leader.

The AFL leaders re-dedicated the 8,000,000-member organization to Mr. Gompers' principles and his drive to "agitate, educate and organize." The Federation has set an objective of 1,000,000 new members in 1950. A series of labour rallies has been arranged to work for the election of a "liberal Congress" in November, for the specific purpose of securing the repeal of the Taft-Hartley Act and the Government of the United States issued a special three-cent Gompers' postage stamp in January.

### Mr. Ching emphasizes progress in industrial relations

A suggestion that statistics of industrial disputes fail to give a balanced picture of the progress of industrial relations was made recently by Cyrus S. Ching, Director of the U.S. Federal Mediation and Conciliation Service.

"The number of strikes in any given period of time or the number of man-days lost to national production by reason of stoppages is no reliable indication of improvement or deterioration of such relations," said Mr. Ching, as quoted in the *New York Times*.

"There are too many economic and political factors beyond the control of employers or unions to warrant reliance upon such a crude standard of measurement.

"A high incidence of strikes in one year may mean that the industrial atmosphere is being cleared of troublesome issues and give promise of pacific relations once they are removed."

Mr. Ching cited the strike in the U.S. steel industry last fall as an example of a case in which the settlement "resolved that issue, it is believed for a substantial period of time."

Instead of looking at the number of strikes and the man-hours lost, Mr. Ching suggested comparing the conduct of the steel companies and the employees in the 1949 strike with the Homestead steel strike killings in 1892 and the violence of the Nineteen Thirties.



The 1949 steel dispute, he said, "was carried on with economic weapons exclusively; both sides refrained from using physical force in any form and from indulging in provocative acts which might result in violence. As a result the relations developed in recent years between employer and the union were unimpaired; there is every reason to believe that such relations will continue, in the future, to be further cultivated, enriched and improved by both sides."

Mr. Ching pointed out that "there appear to be many people, particularly during a period of strikes in important industries, who view the future of industrial relations in our country with foreboding.

"The editorials they write, the speeches they make, the letters they send, express apprehension and a conviction that industrial relations are deteriorating rather than improving. These people do not see the present clearly and either have forgotten the past or never knew it.

"It is understandable that the press should give prominence in news reports to labour disputes featuring dramatic episodes. The tens of thousands of agreements which result from the realistic collective bargaining of intelligent and co-operative management representatives and trade union leaders and which do not result in strikes, have little news value.

"There appears to be nothing particularly newsworthy in the tens of thousands of settlements of grievances achieved every year through the processes of collective bargaining or voluntary arbitration under the terms of management-labour agreements.

"Contrary to an impression held by many, industrial relations in this nation, generally, are not governed by existing statutory regulations or by board or court orders. Industrial relations, rather, are carried on through negotiation and a system of voluntary jurisprudence by representatives of the parties who have learned to respect each other's good faith and intelligence and who are willing to accommodate the needs and desires of their constituents and principles to the common good."

**Further case study of successful labour relations**

A twelve-year labour-management relationship that handled 30,000 grievances without a strike is analysed in a case study made by the National Planning Association, of

Washington, D.C. The Association's findings are available in a published report.

For the sixth in the series of studies into the causes of industrial peace under collec-

tive bargaining (L.G., June, 1949, pp. 703-8), the National Planning Association selected the Lockheed Aircraft Corporation, at Burbank, Calif., and Lodge 727 of the International Association of Machinists. The experience of Lockheed and the IAM "demonstrates how a collective bargaining system can be faced by enormously difficult and complicated problems and emerge, though by a narrow margin, without any resort to force," the report states.

The relationship is described as a changing one, developing since 1937 through five clearly delineated periods.

Changed conditions and new problems brought about by the war, the report states, transformed the harmonious relationship which had existed between a small company and a small union at a time when other companies in the area were openly and vigorously opposing unionism. The company expanded enormously and "became largely staffed by green supervisors." The union "grew into a mass movement with mostly untried leaders." Aggressive day-to-day bargaining which the union undertook as a means of selling itself to new and inexperienced industrial workers was countered by the company's becoming protective about managerial rights.

In the immediate post-war year good will re-entered the relationship. When industry was slashing payrolls the company maintained its employment at a higher level than competing companies, and led the industry in making a 15 per cent increase in wages.

By 1947, however, the business prospects on which the good feeling was partly founded had deteriorated gravely and the company feared for its survival. The surpassing of 1947 and 1948 wage settlements by other companies and unions in the industry subjected the IAM to criticism by its members and by its major rival union. Internal dissension developed. A union election resulted in a new leadership pledged to bargain more aggressively.

In 1949, the parties entered negotiations with deteriorated relations, but the basic situation was changed. Business conditions showed a decided improvement. Eventually the parties concluded an agreement viewed as satisfactory by the union. Wages were raised considerably more than by the rest of the Southern Californian airframe industry.

Throughout its relations with the company the union was perpetually faced with the problem of rival unionism.

"The preservation of peace between Lockheed and the International Association of Machinists has been, in the light of all the difficulties, a substantial achievement," the report declares.



In this analysis, it is pointed out, the central question has been: "How have these parties been able to resolve their many problems, without resort to force, when others quite similarly situated have not been so fortunate?"

The main answers, it is stated, "lie clearly in the leaders and policies of the company and the union." In its relations with the union the company has been generally "progressive and flexible," and the two sides have "developed an unusual measure of joint participation," as in the safety program, the joint discussion of welfare provisions, and the development of the internal wage structure.

The findings in the Lockheed-IAM study, it is pointed out, reveal "significant parallels" to some of those in the earlier reports of the series:—

There is full acceptance by management of the collective bargaining process and of the union as an institution. The company considers a strong union an asset to management.

The union fully accepts private ownership and operation of the industry; it recognizes that the welfare of its members depends upon the successful operation of the business.

The union is strong, responsible, and democratic.

The company stays out of the union's internal affairs; it does not seek to alienate the workers' allegiance to the union.

Mutual trust and confidence exist between the parties. There have been no serious ideological incompatibilities.

Neither party has adopted a legalistic approach to the solution of problems in the relationship.

Negotiations are "problem centered"—more time is spent on day-to-day problems than on defining abstract principles.

There is widespread union-management consultation and highly developed information-sharing.

**Record housing construction in U.S.A.**

An all-time record of 1,019,000 new non-farm dwelling units started was set in 1949, the U.S. Labour Department's Bureau of Labour Statistics reported recently in releasing preliminary totals for the year. This total is almost 9 per cent above the previous high mark of 937,000 units established in 1925. The over-a-million mark was achieved because housing activity, which reached a peak in September with 102,900 starts, maintained a record breaking pace throughout the fall and winter months. The preliminary December figure of 79,000 units was the highest on record for the month since 1939, and 34 per cent greater than the previous December high set in 1947.

The 983,700 privately financed units started in 1949 (96 per cent of the total)

represent a rise of about 8 per cent from 1948. Public housing, financed largely by State and local agencies, almost doubled between 1948 and 1949; 17,800 public units were begun in 1948 compared with 35,300 in 1949.

The average construction cost of all privately financed 1-family houses started during the third and peak quarter of last year (the latest period for which data are available) was \$7,625, \$400 below the figure for the same months in 1948. This decline reflects a drop in costs as well as construction of somewhat less expensive dwellings.

**Problem of low-income families studied in U.S.A.**

Because low-income families "have been left behind in the economic progress of America," and since their low purchasing power "retards the future rate of economic progress of the nation," their circumstances and the effects thereof have recently formed the subject of a study undertaken by a sub-committee to the Joint Committee on the Economic Report of the United States Congress, entitled *Low-Income Families and Economic Stability*.

"Some low-income families live at levels below even the most conservative estimate of the minimum necessary for health and decency," the report states. "These families would buy a larger quantity of the goods produced by the economic capacity of the nation, if their needs were backed by ability to buy."

The report concentrates attention on the numbers and circumstances of urban families having less than \$2,000 of money income and of farm families having less than \$1,000 of money income. The Bureau of Census estimates that in 1948 there were 38.5 million families and about eight million "single individuals not in families." Almost 10 million or one-fourth of the families received total cash incomes of less than \$2,000 in that year. About 3.3 million lived on farms, and 6.3 million in urban centres.

Among the factors which were found to contribute to low incomes among non-farm families was that of the age of the family head. From the survey, it was learned that almost 30 per cent (1.8 million) of all these families were headed by persons who were under 21 years old or 65 years and over.

Another factor contributing to low incomes is the sex and colour of the family head who, as a general rule, is the principal earner. Families headed either by a woman or a non-white male between 21 and 64

comprised about 40 per cent of all non-farm families with incomes under \$2,000. Broken families, headed by women because of widowhood, desertion or divorce, constituted about 1.5 million of the low-income families.

Family income is largely determined by the occupation of the family head and the survey showed that among families with incomes over \$3,000, the occupational skills of the chief earners were much higher than among those families with low incomes.

Education and training also influence the earning power of heads of low-income families. Among families with incomes less than \$2,000, only 38 per cent of the heads had advanced beyond elementary school in their education, while 60 per cent of heads of families in the \$3,000 bracket had received more than elementary school. If education can influence income the reverse is also true, the report states. "Educational opportunity in the United States, at least above the grammar school level, still depends upon income status in marked degree."

People handicapped by permanent disability are nearly always in the low-income group. The report estimates that about 1,500,000 disabled persons in the United States are in need of rehabilitation services. Under the 1948 Federal-State program 53,000 disabled persons were rehabilitated. At the time of application, the average earnings for the entire group were \$320 a year. After rehabilitation, 47,000 of the 53,000 persons were in jobs with average earnings of \$1,830 per year.

Furthermore, the report states, "there will always remain in our form of society a sizable group of individuals who for one reason or another cannot be made producing members. These non-earners, however, are still consumers and their consumption is maintained, at least partially, through social insurance and public assistance programs."

The 138-page report contains considerable statistical and descriptive material concerning low-income groups.

**Consumer income, saving and spending in the U.S., 1945-49**

December, 1949 issue of the U.S. *Monthly Labor Review*.

The importance of consumer spending for a high level of employment is demonstrated by the fact that expenditures for personal consumption approach 70 per cent

of the gross national product. "Falling off in consumer buying is soon reflected in reduced production and employment in consumer goods and service industries," the article states.

The article cites statistics to show that consumer income declined slightly for a few months after V-J day following the decrease in aggregate wages and salaries as manufacturing industries reverted to peacetime production and government payroll expenditures declined. The durable group of industries, which were directly affected by reductions in the armaments programs, was the manufacturing area in which the decline in employment and earnings was concentrated.

Immediately after V-J day, many wartime controls were removed bringing about a rapid conversion of the economy to the production of consumer goods. Consumer demand for all types of commodities was backed by strong purchasing power in the form of liquid saving accumulated during wartime, a high level of current income and a high potential volume of consumer credit. A period of "free spending" resulted, with the sellers' market in full swing. Consumer expenditures rose from an annual rate of 121 billion dollars in the second quarter of 1945, to a rate of 130 billion dollars in the last quarter of the year. Personal savings decreased from an annual rate of 33 billion dollars in the second quarter of 1945 to an annual rate of 19 billion dollars in the last quarter.

The sellers' market for most consumer goods and services lasted for the next three years. With slight exceptions, the statistics of income and expenditure show a continuous and sometimes rapid growth. For the three years 1946 through 1948, personal consumption expenditures rose from an annual rate of 138 to 181 million dollars. The increase from 169 billion dollars, annual rate, in the first quarter of 1946 to 217 million in the last quarter of 1948—a rise of 48 billion dollars—was due to the uninterrupted increase in aggregate wages and salaries and the rise in earnings from business and investment.

Reaching a post-war low rate in the last quarter of 1947 of 0.7 billion dollars, personal savings rose to an annual rate of 15 billion dollars in the last quarter of 1948, for several reasons. The backlog of consumer demand had largely been met by peacetime production, rising prices discouraged some sales and purchasing power had diminished.

The decline in personal income during the economic downtrend commencing in early 1949, has been relatively slight, according



to the article. In the last quarter of 1948, personal income reached the post-war peak of 217 billion dollars and declined to 213 billion dollars in the second quarter of 1949. Although unemployment rose sharply and the number of hours worked showed a reduction, aggregate wages and salaries decreased by little more than two per cent in the first half of 1949.

During the same period the upward trend in expenditures for consumer durable goods was halted, and expenditures for such articles declined in relation to disposable income to about the level of the second half of 1946.

There was a slight increase again in personal saving as the relative decline in consumption expenditures exceeded the decline in income. With the exception of wartime and the immediate post-war period, consumers were saving a larger share of their income in the first part of 1949 than at any other time.

### Unemployment among the teen-aged in the U.S., 1947-49

Young persons require aid and guidance when they first enter the labour market if their early experiences there are to "enable them to make the best of themselves as individuals and as workers," according to an

article on the teen-aged unemployed in the December issue of the U.S. *Monthly Labor Review*. Even in times of high-level employment for adults, youth unemployment is a large and serious problem, as shown in studies made by the Census Bureau and the U.S. Department of Labour's Bureau of Labour Standards.

The Census Bureau estimates that adolescents 16 through 19 years old constitute about seven per cent of the labour force in the United States during school months and about nine per cent during vacation months. In April, 1949, there were 8,201,000 young persons 16 through 19 and 4,141,000 of 14 or 15, totalling 12,342,000 as compared with 14,740,000 in April, 1940. The lower birth rate of the 1930's accounts for the 2-4 million decrease in nine years.

Nonetheless, the number of adolescents who entered the labour market—that is, in employment or looking for work—increased from 4,300,000 to 4,556,000 between April, 1940 and April, 1949. Approximately half of the 16-through-19-year old group was in the labour market. In April, 1940, young people in the 14-through-17-year old group who were employed full or part time totalled 1,060,000. In the same month of 1949, the number of adolescents of the same age in the labour market was 1,971,000,

roughly twice as many as in 1940. Recorded in the number employed during April were young people working outside school hours as well as those not attending school.

Unemployment for both adults and the teen-aged increased seriously in the spring and early summer months of 1949. In August and September, however, the more-than-seasonal increase in employment in the manufacturing industries brought a moderate reversal of the unemployment trend.

The number of employment certificates issued to adolescents going to work gives an indication of the drop in work opportunities for minors during the spring and early summer of 1949. The figures represent persons newly hired, not the total number of young people at work at a specified time, and refers to non-agricultural industries since certificates are not usually required for agricultural work. Certificates issued in April, May and June of 1949 for minors 16 and 17 years of age decreased by 26 per cent, 34 per cent and 36 per cent respectively as compared with the number issued in the corresponding months of 1948.

### Garment Workers establish "labour college"

The first "labour college" in the United States to provide "new leadership" has been established by the International Ladies Garment Workers' Union (AFL),

reports the *New York Times*. The Training Institute, which is scheduled to open on May 1, is offering a free one-year course in labour relations to qualified persons who wish to make a career in the labour movement.

Labour legislation, economics, history, collective bargaining and arbitration procedures are courses which will be covered in the curriculum.

Arthur A. Elder, director of the institute, announced that over 300 applications from young men and women in all parts of the United States were received up to December 31 of last year. His statement, as reported on January 15 in *Justice*, the ILGWU newspaper, revealed that approximately 150 applicants are either union members or have union associations of one type or another. An equal number are college or university graduates who have specialized in economics or labour relations. Only those students interested in employment in the ILGWU with a view to making it their life work are being enrolled.

The initial training session of three months in New York City will be followed by a three-month period of union work in



the field. A second three-month training period will be followed by two months in the field, concluding with a final month at the institute.

**Sick benefits of \$10-\$26 a week for workers in N.Y. State** Disability Benefits law, passed in March, 1949, came into effect on January 1 of this year. Approximately 175,000 employers and 6 million workers come within its scope, it is estimated.

For the first six months, until June 30, workers will contribute at the rate of one-tenth of one per cent of their weekly pay, and employers will match this amount, up to a total contribution of 12 cents a week for each worker. These temporary contributions will go into a special fund which will provide benefits for disability during unemployment. Thereafter this fund will be maintained by certain fines and penalties and, if necessary to maintain a specified balance, by an assessment against all carriers.

From July 1, employees will contribute one-half of one per cent of their wages, up to a limit of 30 cents a week, and the employer will pay the entire excess of the cost to finance benefits for non-occupational illness during employment. The employer may provide for payment of benefits by insuring with the state insurance fund, with a private insurance company, or through approved self-insurance. Under the law, benefits will range from \$10 to \$26 a week for thirteen weeks in a consecutive period of fifty-two weeks. The amounts and duration of benefits for disability during employment and unemployment are the same, but eligibility requirements differ.

**Labour clauses in Constitution of India**

Described by the London Times as "the most elaborate declaration of human rights yet framed by any state" and as influenced by "the ideals for which Gandhi

lived and died," the Constitution of India, adopted on January 26, contains a number of labour clauses.

These clauses set forth the objectives of state policy in regard to labour. Embodied in Articles 31 to 34 of Part IV of the Constitution, they are as follows:—

31: *Certain principles of policy to be followed by the State:*

The State shall, in particular, direct its policy towards securing—

(i) that the citizens, men and women equally have the right to an adequate means of livelihood;

(ii) that the ownership and control of the material resources of the community are so distributed as best to subserve the common good;

(iii) that the operation of the economic system does not result in the concentration of wealth and means of production to the common detriment;

(iv) that there is equal pay for equal work for both men and women;

(v) that the strength and health of workers, men and women and the tender age of children are not abused and that citizens are not forced by economic necessity to enter avocations unsuited to their age or strength;

(vi) that childhood and youth are protected against exploitation and against moral and material abandonment.

32: *Right to work, to education and to public assistance in certain cases:*

The State shall, within the limits of its economic capacity and development, make effective provision for securing the right to work.

33: *Provision for just and humane conditions of work and maternity relief:*

The State shall make provision for securing just and humane conditions of work and for maternity relief.

34: *Living wage, etc. for workers:*

The State shall endeavour to secure, by suitable legislation or economic organization or in any other way, to all workers, industrial or otherwise, work, a living wage, conditions of work ensuring a decent standard of life and full employment of leisure and social and cultural opportunities.

Speaking on the role of labour under the new Constitution, India's Labour Minister Mr. Jagjivan Ram said: "The history of labour legislation in India during the past two years is enough to show that we are not oblivious of our duties and responsibilities towards our workers. We now have a Factories' Act which will stand comparison with factories' acts of most advanced industrial countries of the world."

He added that the Government was taking steps to modernize the Indian Mines' Act and to fix wages in sweated industries and in agriculture. In its Employees' State Insurance Scheme, the Government was moving towards a system of social security. In plantations and mines, he said, tripartite negotiations have effected improvements in conditions of employment which are a credit to both employers and workers.

**Finland regulates domestic employment conditions**

Hours of work, weekly and public holidays, and contracts of employment for domestic workers in Finland are now subject to regulation by law. An act governing conditions of employment for domestic workers was passed early in 1949 and came into force later in the year.

The act specifies that the normal working day may not exceed 10 hours, inclusive of meal times. In case of sickness in the employer's home a worker can be required to work during off-duty time. Provision is made for compensation for overtime, which may be either in the form of time off or in cash. When in excess of 24 hours, it must be paid for at double rates. In case of sickness of a worker the employer must provide the necessary care for the first two weeks. (*Industry and Labour*, International Labour Office, July, 1949.)

### **Eire's proposed social security plan**

One comprehensive scheme of social security, to replace all existing schemes, is proposed by the Minister of Social Welfare for Ireland.

Details of the plan are contained in a White Paper entitled *Social Security*, recently published by the Irish Department of Social Welfare. It is expected that the enabling legislation will be introduced in the Dail during the present year.

The proposed scheme will be compulsory for every person over the age of 16, with the exception of such classes as civil servants and certain municipal employees, regarding which no decision had been taken. Agricultural and forestry workers, and private domestic servants, not covered under existing schemes, will be brought within its scope.

Benefits under the scheme will be payable to contributors without any means test.

The benefits proposed include:—

*Disability Benefit*, payable during sickness at a basic weekly rate for adults over 18 years of age of 24s. for a single person, with an additional 12s. for a married man with a dependent wife, and 7s. for each of two children up to the age of 16.

*Unemployment Benefit*, at the same rates as for Disability Benefit but at a lower scale of payments for those whose wages do not exceed £3 10s. a week.

*Retirement Pension* of 24s. a week at age 65 for a man and 60 for a woman, with an additional 12s. for a dependent wife or husband.

*Widow's Pension* of 24s. a week, together with 7s. a week for each of two children.

*Orphan's Benefit* of 10s. a week, payable to the guardian, in respect of an orphan both of whose parents are dead.

*Maternity Benefit*, for an insured woman a lump sum grant of £5 and a weekly payment of 24s. during the six weeks before and the six weeks following confinement; for the wife of an insured man, a lump sum

grant of £5 and a weekly benefit of £1 during the four weeks following confinement.

*Death Grants*, payable on death of a contributor or a member of his family, varying from £6 for a child under three years of age to £20 for a person over 18.

*Additional non-cash benefits* as at present available through the National Health Insurance Society, including part payment of dental treatment, free hospital treatment, part payment of cost of medical and surgical appliances, optical treatment, and specialized medical and surgical treatment.

The weekly rate of contribution will be 3s. 6d. for men and 2s. 2d. for women, with equal amounts being paid by the employer. Those in the low wage group (earning less than £3 10s. a week) will pay 1s. less but the employer's contribution will remain at the normal rate of 3s. 6d. and 2s. 2d. respectively.

The cost of the new scheme is estimated at £10,500,000 for the first year, rising to £12,600,000 by the fifth year. The State's annual share will be £4,000,000. During the early years, it is explained, there will be an excess of income over expenditure, but when the number of beneficiaries under the Retirement Pension and Widows' Pension plans increases, there will be a deficit. This, it is proposed, the State will meet from year to year as it arises, with a review of this method of financing after the five-year period.

### **Bank training program enters second year**

The training program of the International Bank for Reconstruction and Development was resumed for its second successive year in Washington on January 16. Eight persons were selected from as many countries for this year's training. They come from Ecuador, India, Iran, Italy, Lebanon, Norway, the United Kingdom and the United States.

The training program is designed partly to help recruit and train persons from the Bank's 48 member countries for junior, professional and administrative jobs; and also to acquaint young men and women interested in international finance with the purposes and organization of the Bank so that upon return to their native countries they will have a more thorough knowledge of world financial problems.

The trainees undergo the year's training at the Bank's headquarters in Washington, with time being devoted to classroom study and to practical work in the various departments. At the end of this time, they are considered for appropriate positions on the Bank's staff.



# TECHNICAL AID TO UNDERDEVELOPED COUNTRIES

*The United Nations is instituting a program to provide technical assistance to countries in need of economic development.*

*Canada has approved the principle of this program. To the extent that it raises standards of living in underdeveloped countries, it may stimulate world trade and thus help to provide jobs for Canadians.*

At an international conference which is to meet shortly, a program aimed at raising the standard of living and furthering the social and economic progress of two-thirds of the world's population living in economically underdeveloped areas will be set in motion.

To be operated through the United Nations and its specialized agencies, the program is designed, broadly, to benefit countries in Asia, Africa, and Latin-America where large proportions of the inhabitants live at a bare subsistence level. It will consist of a variety of special projects, for which the United Nations will supply advice, expert assistance, and aid in training workers.

The program does not, in its present form, provide for actual capital investment to the countries concerned. The recipient country will be responsible for providing the capital; the United Nations will supply advice and technical assistance.

However it is expected that the assistance program will serve to create in underdeveloped countries a suitable investment climate, thus lending encouragement to private capital. Some of the capital needed may also be supplied through governmental loans, and through the International Bank for Reconstruction and Development.

The intention of the technical assistance program is to help underdeveloped countries to help themselves, by making available to them the techniques and knowledge of Western civilization. Each project will be initiated by the recipient country, which will have full responsibility and control. The United Nations will participate only at the request and invitation of the country concerned.

## Need for the Program

Desire for a technical assistance program has been repeatedly expressed by delegates from underdeveloped countries at meetings of the United Nations and its agencies.

Although conditions vary in the different countries concerned—some combining a quite high degree of industrial development in certain localities with low standards in other, more widespread sections—the prevailing need for technical assistance, expressed in general terms, has been well described in a publication of the United States Department of State, entitled *Point Four*.\*

Noting that two-thirds of the world's population live in so-called underdeveloped areas, this publication points out that the average annual income of the people in these areas has been less than one-tenth of that of the people in the more highly developed areas. "The economic situation of most of the people of the underdeveloped areas is far from good," the report continues. "The situation of many is dire.

"Primitive agricultural conditions and inadequate transportation so limit the growth and distribution of food that the average food intake for people in these areas is only 2,000 calories per day—barely enough to support life—and the diet is usually lacking in food elements essential to health. As a result, malnutrition is general and starvation frequent. Lack of basic public health programs, of doctors and nurses skilled in modern medical science, and of hospitals and drugs, leaves many large sections of the human family prey to preventable or curable diseases. Their ability to produce the necessities of life is consequently reduced. Their life expectancies are no more than 30 years—far short of the span of which the human body is capable and of the more than 60 years which modern medicine makes possible in advanced areas. The vocational skills of many of them are limited to handicrafts

\* The title, *Point Four*, has reference to the fact that President Truman, in his Inaugural Address, outlined four courses of action to be emphasized by the United States in its international relations, of which "point four" was a program of aid to areas needing development.

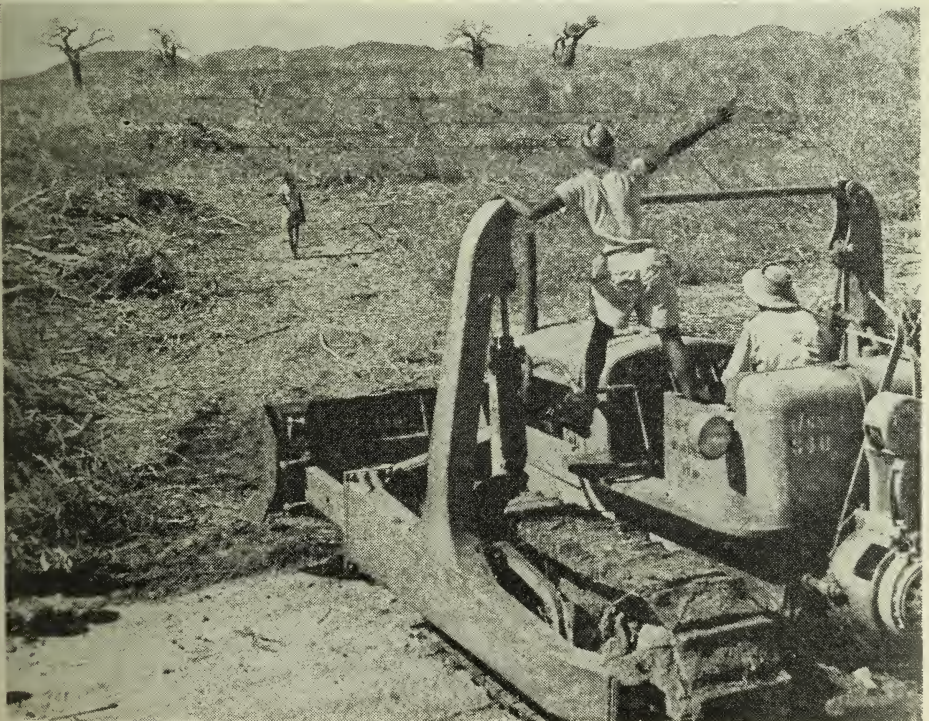




**Above: A typical Bengal farmer**

Poverty, and lack of technical "know-how" and facilities, are joined in a self-perpetuating vicious circle in many underdeveloped countries. The technical aid program aims to break this circle and help bring about higher standards of living and wider horizons of knowledge and opportunity.

**Below: A survey team clearing bush for mechanized farm production**





assisted by primitive implements. The skills which others have are made unproductive by lack of modern equipment.

"The peoples of such areas are unable to produce the raw materials and finished goods which their physical well-being requires, which are needed by people in other countries, and which they would be capable of producing if assisted by great technical knowledge and capital equipment. For most of these people the horizon of knowledge is limited to their own small community, and their opportunity for material advancement is no greater than its elementary and meagre resources."

Following this description of the conditions of people in the underdeveloped areas, the U.S. State Department report goes on to stress that these people in recent years "have been stirred by a growing awareness of the possibilities of human advancement. They are seeking a fuller life and striving to realize their full capabilities. They aspire toward a higher standard of living, better health and physical well-being. Under present circumstances their poverty is not merely a handicap to themselves. By leaving them unable to fulfil their reasonable aspirations, their misery makes them fertile ground for any ideology which will hold out to them promise, however false, of means toward a better life.

"The United States and other free nations of the world," the report continues, "have a common concern for the material progress of these people, both as a humanitarian end in itself and because such progress will further the advance of human freedom, the secure growth of democratic ways of life, the expansion of mutually beneficial commerce and the development of international understanding and good will. The material progress of these people can best be promoted by the co-operative endeavour of all interested nations to help them meet their deficiencies. It is in the interest of the United States as well as in the common interest that such co-operative endeavour be undertaken at once and in sufficient magnitude to be effective.

"As the situation now stands, poverty and lack of the knowledge and facilities needed for production are joined in a self-perpetuating vicious circle. It is possible to break this circle by assisting the people of underdeveloped countries in their efforts to bring about economic development which will lead to higher standards of living and wider horizons of knowledge and opportunity."

## Canadian Participation in the Program

Canada's support for the technical assistance program was expressed by the Canadian Delegation to the United Nations General Assembly.

The extent and nature of Canada's financial contribution to the program will probably be announced at the Technical Assistance Conference when the size and scope of the program as a whole will be determined. Expenditures of the order of \$15-\$25 million for the program's first year of operation have been tentatively proposed by United States and British representatives. Contributions made during the first year may, however, be committed for expenditure over a period of three years.

When the program is initiated, the procedure will be for a country desiring assistance to approach the appropriate United Nations agency, which will take the necessary steps to provide the services required and to approach various member countries for such expert help as they may be specially fitted to supply.

Thus, Canada may be called upon to assist underdeveloped countries in such ways as:—

- (a) Sending members of missions to survey the country and to recommend how its natural resources can best be developed and utilized;
- (b) Giving technical training in Canada to personnel from the underdeveloped countries;
- (c) Assisting in the creation of teaching facilities and, where necessary, of technical services in the underdeveloped countries;
- (d) Assisting in the erection and operation of pilot projects in the underdeveloped countries.

The United Nations agencies which are to participate in the technical assistance program are: the Food and Agriculture Organization (FAO), the World Health Organization (WHO), the United Nations Educational, Scientific and Cultural Organization (UNESCO), the International Labour Organization (ILO), and the International Civil Aviation Association (ICAO). Technical aid activities which are not the special responsibility of any of these agencies will be undertaken by the United Nations itself through its Economic section.

In Canada, various Government departments and private industry and the universities may be called on by one or other of these agencies to render assistance.

The interest of the Department of Labour in the technical assistance program will be directed mainly to projects undertaken by the International Labour Organization.

## The ILO and the Technical Assistance Program

Recognizing that a major objective of the technical assistance program is to raise industrial productivity in underdeveloped areas, the ILO is prepared to give expert help in dealing with the wide range of labour problems that are necessarily involved.

The need for skilled workers to man new industries implies training programs.

It also implies the recruitment of labour, and the matching of men to jobs—and thus the development of employment service organization.

If the program is to redound to the advantage of the working populations, legislation will probably be needed covering such matters as minimum wages, maximum hours, and protection from unsafe working conditions. There must also be administrative machinery on a scale that is adequate to take such legislation out of the realm of pious aspiration and make it genuinely effective.

As the program develops, the countries concerned will find they have a need for conciliation services to aid in the settling of labour disputes; and for procedures to provide for the recognition of trade unions, which, it is hoped, will develop as free and democratic institutions rather than as state-controlled or Communist-dominated organizations.

The ILO drafted its proposals for participation in the United Nations Technical Assistance Program at its most recent General Conference, held at Geneva in June and July, 1949.

In the past, the primary function of the ILO has not been in the "operational" field. The ILO has instead devoted most of its effort to the creation of draft international labour standards, in the form of Conventions and Recommendations, and to research and publications.

However, the ILO has always had as one of its functions the sending of missions and advisors to countries which wished for help in building up their labour legislation. Canada has received such assistance itself on occasion. During recent months, even before the announcement of the technical assistance idea, the ILO has embarked on an expanded manpower program, aimed partly at aiding Asian and Latin-American countries in the recruitment and training of labour. As part of this project, an Asian Manpower Committee and an Asian Field Office on Technical Training have been established.

However the United Nations technical assistance program is something on a much broader scale than anything the ILO has as yet undertaken in the operational field.

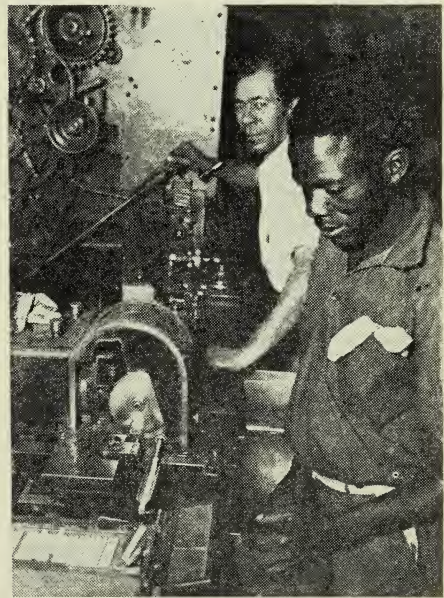
During the discussions at the Geneva Conference, the ILO developed a scheme of priorities in regard to the various types of assistance that it is specially equipped to render.

The Conference considered particularly that high priority should be given to two items, training, and employment service organization.

It was also felt that "the improvement of labour standards, including the enforcement of labour legislation and the framing and application of suitable wage policies, designed to assure improved levels of consumption" would require attention from the early stages of the program.

In view of the rural character of the economies of the less developed countries, technical assistance concerned with the development of co-operatives and handicrafts, and of working conditions in agriculture, was considered important.

A lesser priority was given to labour statistics, industrial safety, occupational health, social security and industrial relations—the principal other matters falling within the ILO's sphere.



Establishment of new industries means that skilled workers must be trained to man the machines. The photo shows a cigarette-making machine in operation in the Belgian Congo.



In order to carry out its share of the technical assistance program, the ILO contemplates increasing its staff of experts, calling on persons with experience in government, business, unions, and education circles. (The Director-General has estimated that during the program's first year it will be necessary to recruit and utilize the equivalent of 127 man-years of services of technicians, and 159 man-years of assistants.)

Teams of experts would be available on request, to aid the governments concerned in the organization of training programs, and in the development of administrative facilities for other labour policies.

The supervisory training programs, such as were developed during wartime in Canada and the United States for use in war industry and government employment, have been cited as one means whereby ILO experts can aid in providing workers with the necessary skills.

As part of the program, the ILO also contemplates channelling experts on loan from industrialized countries to underdeveloped regions. As a corresponding measure, industrialized countries may be expected to accept trainees from underdeveloped areas.

Organization of local training, preparation of instructional materials and operational manuals, and assistance in the early stages of actual operations, are also mentioned as part of the ILO contribution.

The voluntary character of the assistance has been repeatedly emphasized. Experts from the ILO will participate only on request from the governments concerned; and will operate primarily in an advisory capacity. They may suggest the administrative lines along which a particular project might be developed, and the principles that might be considered; but the actual decisions remain always with the recipient government.

This is in line with the basic philosophy of the program as a means of helping underdeveloped countries to help themselves.

In its approach to the program the ILO is stressing the broad objectives of steady employment and rising income to the mass of the people. In line with its own tripartite structure, the ILO cites the advantages of co-operation with employers' and workers' groups in the development of the program. The ILO has emphasized that the assistance given should correspond with the needs and resources of the countries concerned, and should not result in developments which the countries would be unable to maintain when the assistance comes to an end.

The Geneva ILO Conference authorized the Governing Body of the ILO to take such action as was necessary to initiate the technical assistance program, once it had been formally set in motion by the UN.

A few weeks later Director-General David Morse presented the ILO proposals to the Economic and Social Council. At this time the representatives of the other specialized agencies also made their submissions.

The ILO proposals were debated by the Council, and in general were favourably received. A number of suggestions were made, and the Director-General made a further speech of clarification of the ILO proposals.

ECOSOC did not pass judgment on the specific proposals of the specialized agencies. Instead, it took decisions as to the broad administrative framework within which the technical assistance program would operate, and as to the tentative allocation of funds to the various specialized agencies. (The ILO will probably receive 11 per cent.)

ECOSOC's decisions were debated and approved, with minor changes, by the UN Second Committee and General Assembly.

In accordance with the authority granted it by the ILO Conference, the ILO Governing Body, which met at Mysore, India, December, 1949-January, 1950, reviewed the action taken by ECOSOC and the UN, and voted to inform the United Nations that the ILO is willing to participate in the technical assistance program under the conditions set forth by the UN General Assembly.

Thus the ILO has taken the necessary decisions in preparation for the commencement of operations as soon as the technical assistance program is finally formally launched.

### **Technical Assistance Conference**

The Technical Assistance Conference, to be held soon, and which is to set the technical assistance program in motion, has two basic functions:—

To ascertain the total amount of contributions available from participating governments for the execution of the program during the first period of its operation.

To give final consent to the proportionate shares of the total contributions to be allotted to the various participating organizations.

There are several cogent reasons for Canadian support of the technical assistance program. While in its early stages the program will involve the expenditure of Canadian funds, Canada will benefit in the long run in that the improvement of the economic and social conditions of

recipient countries will enable them to participate more effectively in world trade—a factor which will help to assure more jobs for Canadians. It is hoped also that, in raising the standards of living, education and culture of the peoples of underdeveloped areas, the program will also encourage their political growth along democratic rather than totalitarian lines.

But beyond any mere weighing of debits and credits is the growing awareness that this program can in some measure help to realize the idealistic purposes for which the United Nations was founded—that in its broad imaginative scope it can foster closer ties and better understanding among those peoples of the world who sincerely wish for international co-operation and peace.

---

## INTERNATIONAL LABOUR ORGANIZATION

### International Commission on Trade Union Rights

*The ILO Governing Body has authorized the appointment of a nine-man international commission which will have power to examine complaints alleging violation of trade union rights.*

Procedures for establishing an international fact-finding and conciliation commission on freedom of association were approved by the ILO Governing Body, at its 110th Session in Mysore, India, in January.

Canada was represented at the Governing Body meeting by the Hon. R. W. Mayhew, Minister of Fisheries, Paul Bridle, First Secretary of the Office of the High Commissioner for Canada in India, and A. H. Sager, secretary to Mr. Mayhew.

Selection of members of the nine-man commission to examine infringements of trade union rights was scheduled for the 111th Session of the Governing Body, to be held at Geneva in March.

Members are to be chosen for their personal qualifications, and will be "expected to discharge their duties with complete independence."

Establishment of such a commission was approved in principle by the Governing Body last June (L.G., Sept., 1949, p. 1091.)

Last August, the Economic and Social Council of the United Nations requested the ILO to proceed with the commission's establishment on behalf of the United Nations as well as on behalf of the ILO.

The Governing Body at its Mysore meeting established the commission on the ILO's behalf, and at the same time agreed that the new body should also act on behalf of the United Nations.

The terms of reference and procedure of the commission, as fixed by the Governing

Body, define the commission as "essentially a fact-finding body," but it also will be authorized to discuss situations with the government concerned "with a view to securing the adjustment of difficulties by agreement."

Under the commission's procedure, complaints alleging the violation of trade union rights can be referred to the commission either by the Governing Body or the general Conference of the ILO.

Any government against which a complaint is made may also ask the commission to investigate.

In addition, proposals for the reference of cases to the commission may be made by trade unions and by organizations of employers, but these proposals and those of Governments must first be examined by the

### Ratifications of ILO Conventions

The number of ratifications of International Labour Conventions by member countries of the ILO increased recently to 1,085. During recent weeks Finland ratified six Conventions, Bulgaria 33, and Australia and Syria one each.

On January 1, 1949, the number of ratifications was 1,004.

officers of the Governing Body who will decide whether or not to circulate them to the Governing Body as a whole.

When the proposals are circulated any member of the Governing Body may request that the Governing Body refer them to the commission.

After long discussion it was decided that complaints could not be referred to the commission for investigation and conciliation without the consent of the government concerned.

In cases where this consent is refused by a government, the Governing Body will consider appropriate alternative action to safeguard the rights involved in the case, including measures to publicize it.

## Agenda of Next Session of International Labour Conference

The Thirty-third Session of the International Labour Conference will be held at Geneva, Switzerland, opening on June 7, 1950.

The agenda consists of eight items, as follows:—

- I. The Director-General's Report.
- II. Financial and budgetary questions.
- III. Information and reports on the application of Conventions and Recommendations.
- IV. Industrial Relations, comprising Collective Agreements, Conciliation and Arbitration, and Co-operation between Public Authorities and Employers' and Workers' Organizations.

The commission will report to the Governing Body, which will then consider what further action should be taken in each case.

The Governing Body also approved suggestions for the procedure for making the commission's services available to the United Nations with respect to those member countries of the United Nations which are not members of the ILO. According to these proposals, it would be open to the General Assembly and the Economic and Social Council to refer complaints to the commission through the Governing Body.

The Polish Government delegate opposed the decisions on terms of reference and procedure.

- V. Equal remuneration for men and women workers for equal work of equal value (first discussion).
- VI. Agricultural labour: General Report.
- VII. Minimum wage regulation in agriculture (first discussion).
- VIII. Vocational training of adults, including disabled persons (single discussion).

Reports on most of these items, prepared by the International Labour Office as a basis for discussion at the Conference, have been received in the Department of Labour. The Report on Item V was summarized in last month's *LABOUR GAZETTE* (p. 183); and summaries of reports on some of the other items will be printed in forthcoming issues.

## ILO Announces Program of Fellowships and Study Grants

The International Labour Organization has announced a program of fellowships and grants for study limited to \$75,000 during the year 1950.

The program was approved by the Governing Body at its recent meeting in Mysore, India.

Under Director-General David A. Morse's proposals, the fellowships would be offered for study in the fields of employment organization, vocational training and guid-

ance, social security administration, industrial relations, labour inspection, and industrial health, safety and welfare.

The fellowships would be awarded for three to six months in a country different from that of the applicant and restricted in number to a total of 18, one to a country.

Under the grants for study of the ILO, a maximum of 12 persons would be chosen to work in Geneva for periods up to two months each.



## Third Session of Metal Trades Committee

*Proposals for the simplification of job classifications in the metal trades, and for better organized training of workers, were made by the ILO Metal Trades Committee at its third session.*

Problems of wage calculation and vocational training for the metal trades were the main items on the agenda of the third session of the Metal Trades Committee of the International Labour Organization, which met during November, 1949, in Geneva, Switzerland.

The Committee recommended that job classification should be simplified and minimum rates established for each classification, with clearly understood rules for bonus and piece rates and for wage payments, to minimize employer-worker friction on these matters.

Another important recommendation urged more aid from member countries to the Program for Technical Assistance for Economic Development of Underdeveloped Countries, including the vocational training of skilled mechanics from such countries.

The meeting was attended by Government, worker and employer representatives of Belgium, Canada, Denmark, Finland, France, India, Italy, Netherlands, Norway, South Africa, Sweden, Switzerland, the United Kingdom and the United States. Australia and Czechoslovakia are also members of the Committee, but did not send delegations.

The Chairman was H. Altman of the Polish Ministry of Labour and Social Welfare.

The Government delegates from Canada to the Metal Trades Committee Session were J. E. Matthews, M.P., of Brandon, Manitoba, and F. J. Ainsborough, Industrial Relations Officer of the Federal Department of Labour. The Workers' delegates were G. P. Schollie of the International Association of Machinists, and L. Lavallee of the Montreal Machine Shop Workers Union. The Employers' delegates were A. R. Lawrason of the Eureka Foundry and Manufacturing Company, Woodstock, Ontario, and S. C. Evans of Taylor Forbes Ltd., Guelph, Ontario.

Mr. Ainsborough was elected Chairman and Reporter of the Wage Calculation Subcommittee.

### Agenda

The Committee considered a General Report prepared by the International Labour Office, which outlined action taken in the various countries in the light of the conclusions of the Second Session, and

developments and social trends in the metal trades during the last few years, based on information received from member countries.

In addition, the delegates discussed at some length the subjects of wage calculation and vocational training and promotion in the metal trades, both of which are felt to be of increasing interest and importance to all metal workers.

### Systems of Wage Calculation

The discussions of this subcommittee, of which Mr. Ainsborough was Chairman, and on which Messrs. Lawrason and Schollie were substitute members, was based on a report prepared by the International Labour Office. Delegates representing Governments, employers and workers agreed on the general principle that simplification in wage calculation was necessary, although some workers' delegates thought that a guaranteed minimum wage was a more pressing question at the present time. The Canadian Employers' delegate felt that numerous differences in wage calculation in the metal trades of different countries presented a serious obstacle to adoption of any universal system; but the Workers' delegates pointed out that although conditions differed greatly from country to country it should be possible to formulate some general principles on the subject.

Discussion followed on possible methods of simplification. The members agreed that an important first step was the classification of all jobs in the industry, on a national, regional and local basis, by agreement between the employers' and workers' organizations concerned. The matter of having single minimum and maximum time rates for each category of worker and the related question of cost-of-living bonuses, revealed many differences of opinion. In general the members were unanimous in favouring a reduction in the number of supplementary bonuses paid, except extra payments for night-work, dirty work or dangerous work. It was felt that as many existing bonuses as possible should be absorbed in the basic wage rate. Another point on which representatives of employers and workers concurred was the need for adoption of simpler systems of payment by results. Finally, unanimous agreement was given to the recommendation that payslips

received by workers should give all the information necessary to enable the individual worker to understand how his wages are calculated.

The Subcommittee embodied its conclusions in a resolution which was later adopted by the Committee in plenary session. The operative clauses of the resolution are as follows:—

1. The Governing Body of the International Labour Office is invited to request the Governments of States Members of the International Labour Organization to draw the attention of employers' and workers' organizations in the metal trades to the following principles:—

- (a) a classification of jobs in each branch of the metal trades should in each case where it is possible be made and these jobs should be placed in a limited number of separate wage-rate categories on a plant-to-plant basis by agreement between employers and workers concerned, and on a regional or national basis by agreement between organizations of employers and workers;
- (b) a minimum rate should be established and secured for each category;
- (c) the variety of bonuses should be limited as much as possible, on condition that any reduction in their number does not result in the elimination of social benefits provided by legislation or by agreement;
- (d) simpler systems of payment by results in the metal trades should be studied;
- (e) all guaranteed minimum rates for piece and bonus workers should be fixed on the basis of the minimum rates mentioned in paragraph (b) above;
- (f) all piece and bonus rates should be set on the basis of rules agreed by the employers and workers concerned in the case of bargaining on a plant-to-plant basis and by the employers' and workers' organizations concerned in the case of bargaining on a regional or national basis;
- (g) (i) the payslips which workers receive should be as simple as possible consistent with the inclusion of all the information necessary to enable workers readily to understand how their wages are calculated; and  
(ii) more particularly, at the time of engagement, the method of calculation of wages should be explained by the manager of the undertaking or his deputy to the workers concerned in such a manner as to avoid subsequent friction between employers and workers.

2. The Governing Body is requested to convene, at a date which would enable a report to be presented to the next session of the Committee, a meeting of technical experts chosen from the metal trades to examine the problems of systems of payment by results in the metal trades with special reference to the desirability of simplifying such systems to the greatest extent compatible with equity and efficiency.

## Vocational Training and Promotion

This Subcommittee based its deliberations on a Report of the International Labour Office outlining conditions in the member countries dealing with vocational guidance and selection, general principles of training, apprenticeship, training of adult workers, training of supervisors, methods and programs of training, promotion, and international co-operation. Reference was also made to the 1949 ILO Recommendation on Vocational Guidance, and the two Recommendations on Vocational Training and Apprenticeship.

In the discussion on Vocational Training, emphasis was given to the great importance of such training as a means of building up a force of adequately trained workers and supervisors on systematic lines specially adapted to the characteristics and problems of the metal trades. In addition, the situation in less-developed countries differs greatly from that in highly industrialized countries, for in the former there is a serious shortage of skilled labour which hampers industrial development; the Asian Regional Conference in September, 1949 discussed this problem at some length.

Considerable discussion took place on the co-operation of employers' and workers' organizations in vocational training, and their relations with the public authorities. It was generally agreed that the public authorities should limit themselves to general supervisory functions in this field except for the organization and operation of technical schools giving vocational courses. With regard to in-plant training, all delegates concurred in the desirability of close co-operation between employers' and workers' organizations to avoid any misunderstanding or friction. Generally, it was felt the ideal was a balanced program of theoretical and practical training during apprenticeship, consisting partly of technical school courses and partly of in-plant training.

The discussion on apprenticeship also brought out the importance of working toward an international classification of trades and occupations in the metal trades, to reduce the confusion caused by differences both internationally and often within individual countries. The first step, it was suggested, was for each country to prepare a simplified classification defining and indicating the various trades and the jobs within each; this is a task on which the ILO is already working. Another important need was for each country to have uniform rules for various crafts and occupations in the metal trades concerning such matters as



the contract of apprenticeship, the duration and supervision of apprenticeship courses, the organization of examinations and the issuance of certificates. On the last subject, the issuance of certificates, there was considerable difference of opinion as to whether this was a matter for a tripartite body, for the employers only, or for government authorities.

The other matters briefly discussed by the Subcommittee were: training of adults, training of supervisors and instructors, training methods and programs, promotions, and international co-operation. It was recognized that supervisors and instructors should, in addition to technical competence, have special training in the techniques of supervision and instruction. Concerning promotion, consideration was given to the extent to which employers and workers should co-operate in drawing up rules and procedures while safeguarding the employers' responsibility for ensuring the efficiency of their undertakings. On the international level, the Subcommittee concurred in recommending the promotion of facilities for the training in advanced countries of officials and instructors from underdeveloped countries, under the co-ordination of the ILO.

A Resolution embodying these views was adopted by the Subcommittee and later by the Committee.

### Other Resolutions

Three other Resolutions were adopted by the Committee, after some discussion:—

- (1) Asking the International Labour Office to approach the Governments of countries represented on the Metal Trades Committees which are highly industrialized to provide technical

assistance for underdeveloped countries which will increase both production and employment in such countries;

- (2) Suggesting that the International Labour Office in its technical assistance to underdeveloped countries should pay particular attention to the vocational training of mechanics skilled in general mechanical maintenance work;
- (3) Recommending that the International Labour Office study measures to abolish the dangers in the use of sand-blasting and to develop better alternative methods.

The Committee also decided to transmit to the ILO's Governing Body a proposal adopted by the workers' members of the Committee which invited the Governing Body to re-examine the question of the relationship of the ILO with international non-governmental organizations.

Four such organizations now have a consultative relationship with the ILO. They are the World Federation of Trade Unions, the Inter-American Confederation of Labour, the International Federation of Christian Trade Unions, and the International Co-operative Alliance.

Under the terms of this relationship, the WFTU was represented at the meeting by H. Jourdain, secretary of the WFTU's international secretariat for the metal and mechanical industries. During the session, an effort was made on behalf of a majority of the workers' delegates to exclude Mr. Jourdain from the Committee. It was ruled by the chairman, however, that the question lay within the competence of the Governing Body. The worker delegates subsequently adopted the resolution which the full Committee today decided to transmit to the Governing Body.

## Draft Agreements on Conditions of Rhine Boatmen

At a tripartite meeting held at Geneva last December under ILO auspices, two draft agreements were reached concerning the conditions of Rhine boatmen.

A proposed agreement on social security provides for a measure of co-ordination among the systems of the countries bordering the Rhine. It would mean that Rhine boatmen will no longer be liable to social security taxation by more than one country. Instead each employee would be covered by the laws of the country in which the employing company has its head office.

The agreement would provide benefits in the event of sickness, maternity, death, invalidity, old age, employment injury, and

unemployment. It would also establish family allowances.

The second proposed agreement concerns working conditions. It would require the parties to it to assure to Rhine boatmen minimum employment standards covering rest at night, hours of work in port and at loading and unloading places, overtime pay, holidays, weekly rest day, annual holidays with pay, and special allowances.

The conclusions of the meeting are being transmitted by the ILO to the interested governments. A further conference is expected to be held by these governments, with a view to approving the agreements in final form.



# INCREASE IN NUMBER OF LABOUR-MANAGEMENT PRODUCTION COMMITTEES

*The Labour-Management Co-operation Service reports continued progress in fostering the development of joint consultation in Canadian industry. . . .*

Labour-Management Production Committees continue to show an increase in Canadian industry as a result of the efforts of the Labour-Management Co-operation Service of the Industrial Relations Branch.

These committees—composed of representatives of management and representatives of labour—are formed in plants for the purpose of improving production efficiency by means of joint consultation. They also make recommendations on product quality, safety, tool conservation, plant housekeeping, employee welfare and many other items.

As of September 30, 1949, the Service had on record a total of 631 committees. This compares with a total of 250 at the end of 1944, when a record of committees was first maintained, and of 346 at the end of the war.

Distribution by provinces was: Prince Edward Island, 2; Nova Scotia, 40; New Brunswick, 19; Quebec, 128; Ontario, 295; Manitoba, 52; Saskatchewan, 30; Alberta, 19; British Columbia, 46. A breakdown by industries and trade unions is given in the accompanying tables.

A new booklet was recently distributed by the Service under the title, "Joint Consultation in Service Industries." This publication details the accomplishments of LMPC's in service industries such as transportation and communication companies,

hospitals, restaurants, hotels, newspapers and laundries. It also outlines the methods of establishing and carrying on committees in such industries.

Evidence of the widespread interest in the publications of the Service was recently indicated in a request from the Central Labour College of Japan, Tokyo, for permission to translate and publish all its booklets and pamphlets. These had been recommended to the College by the Economic and Scientific Section, GHQ, SCAP.

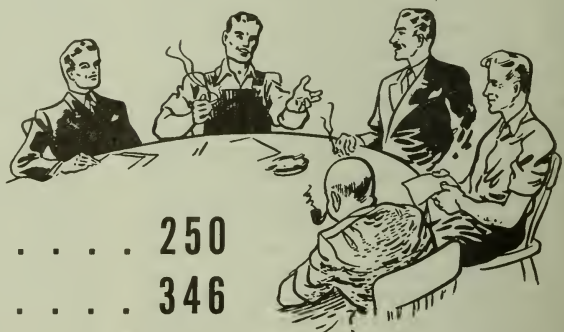
A new series of posters and pay envelope stuffers presenting various phases of committee activities and based on the theme, "Co-operate with Your LMPC" has been prepared. Distribution of the initial set will commence shortly.

Work is well advanced on a new 16 mm. animated film being produced for the Service by the National Film Board. It is entitled, "Teamwork—Today and Yesterday" and traces the history of industrial advance through co-operation from pre-historic times to the present era.

The assistance of field representatives of the Service in a number of the Dominion's principal industrial centres is available to both managements and trade unions in setting up labour-management production committees and in helping them after they become established.

*. . . Since the Service was established in 1944, the number of registered production committees has increased as follows. . . .*

1944 . . . . .	250
1945 (end of war) . . . . .	346
1949 (September 30) . . . . .	631



**TABLE I.—LABOUR-MANAGEMENT PRODUCTION COMMITTEES  
BY INDUSTRIES**

September 30, 1949

	No. of Committees	No. of Workers
Mining .....	42	28,522
Manufacturing .....	381	153,253
Construction .....	4	9,179
Transportation .....	128	60,459
Communications .....	41	10,692
Trade—Retail and Wholesale.....	7	912
Finance .....	1	176
Service .....	27	15,353
Total .....	631	278,546

**TABLE II.—LABOUR-MANAGEMENT PRODUCTION COMMITTEES  
BY UNION AFFILIATION**

September 30, 1949

	No. of Committees	No. of Employees
Trades and Labour Congress of Canada.....	270	138,305
Canadian Congress of Labour.....	254	98,617
Canadian and Catholic Confederation of Labour.....	39	10,473
Others .....	68	31,151
Total .....	631	278,546

## ACTIVITIES OF PROVINCIAL LABOUR ORGANIZATIONS

*During recent weeks the Ontario Provincial Federation of the Trades and Labour Congress of Canada held its annual Convention, and submitted proposals to the Commission which has been inquiring into workmen's compensation legislation in Ontario. Affiliates of the TLC in Alberta and British Columbia made submissions to their provincial Governments, the brief of the B.C. organization being devoted entirely to suggested changes in the Conciliation and Arbitration Act.*

### Fourth Annual Convention of Ontario Provincial Federation of Labour (TLC)

The Fourth Annual Convention of the Ontario Provincial Federation of the Trades and Labour Congress of Canada was held in the Royal York Hotel, Toronto, January 13 to 15, 1950. There were 425 delegates in attendance representing a total of 230 organizations affiliated with the Federation having a combined membership of 45,318, an increase of 4,436 during 1949.

In his presidential address at the opening session of the convention, A. F. MacArthur criticized provinces which blocked federal legislation for improved social security measures. He warned that labour faces the prospect of a growing resistance against

wage increases and declared that it was essential that workers organize solidly to protect gains made and, where possible, improve them.

Secretary-Treasurer Hugh Sedgwick presented a review of the activities of the Executive Board during 1949. These included representations to the Ontario Government with respect to legislation of interest to labour (L.G., May, 1949, p. 571). A special representation was made to the enquiry Commissioner, Hon. Justice W. D. Roach, concerning the Workmen's Compensation Act (see this issue of the LABOUR GAZETTE, p. 325).

More than 100 resolutions were presented to the convention by the Resolutions Committee, the more important relating to housing, labour-management relations, taxation, unemployment, education, the control and management of Ontario forests and provincial working conditions.

Gordon G. Cushing, Secretary-Treasurer of the Trades and Labour Congress of Canada, addressed the Federation. He stressed the "serious unemployment problem" confronting Canadian workers and urged all local unions to assist their unemployed members. "Let the labour movement look after the interests of the unemployed worker," he said. "We don't need any other organization, possibly inspired by those with ulterior motives, to care for the unemployed worker—we will do it ourselves," he asserted.

### Resolutions Approved

**Apprenticeship.**—Resulting from complaints that the administration of the Apprenticeship Act in Ontario was unsatisfactory, the Convention approved of a resolution asking that the Ontario government through the Minister of Labour, be petitioned "to enforce and police the Apprenticeship Act to a standard that will provide the greatest benefit to the apprentice." The re-introduction of the Assessment Regulations of 1928-32 was urged "as a means of restoring individual employer responsibility to the apprentice for on-site job training" during the life of apprenticeship contracts. Resolutions were also passed urging the government to retain the present ratio of one apprentice-in-training to every five journeymen.

**Unemployment.**—Asserting that "growing unemployment in many industries is having an adverse influence on conditions of employment," the Convention demanded "a maximum 40-hour week or less if need be, to maintain full employment with no reduction in take-home pay and at wages adequate to maintain comfort and decency." The government was asked also to undertake immediately a public works program designed to provide jobs at wages established by the trade union movement.

**Housing.**—Declaring that "the lack of adequate housing in Canada has become a tremendous problem" and that the Dominion government's action in permitting landlords "to increase rents by another 18 to 22 per cent" has added to the housing crisis, the federation went on record "to adopt means of demanding that the three

levels of government shoulder their responsibilities on the question of adequate low-rental housing," and unite to subsidize low-rental housing "to enable workers to purchase their homes with interest free money." It was urged further that the proposed increases in rents be rescinded by the federal government, or that the provincial government take action to ban all rent increases.

**Labour-Management Relations.**—Claiming that the cost of individual arbitration cases has risen in recent years to such an extent as to be, in many instances, "beyond the financial resources of many locals" and that, in any case, arbitration proceedings should be handled by those who have gained full familiarity with the subject, the Convention asked that "a permanent panel of arbitrators be established." It was urged that chairmen for arbitration boards be drawn from this panel, instead of from members of the judiciary "whose approach to industrial relations is along the pathway of legal technicality rather than through human relationship."

**Education and Taxation.**—The Federation urged the provincial government to make public immediately the report of the Royal Commission on Education and also to implement the promise that, it was claimed, was made in 1943, that the provincial government would assume at least 50 per cent of school taxes charged against real estate as a relief to municipalities.

**Forest Management.**—Strong criticism of the administration of Ontario's natural resources was presented. It was alleged that "all of our accessible resources on public crown land have been gradually alienated into the hands of a few large corporations who despoil these resources," giving in return dues and taxes that were too small to pay costs of administration. The Convention passed a resolution which, among other suggestions, recommended the appointment of a forestry commission, the chief function of which would be to make sure that the forests of Ontario would be harvested in such a manner as to provide adequate supplies of timber in perpetuity.

### Officers Re-elected

President A. F. MacArthur and Secretary-Treasurer Hugh Sedgwick were re-elected by acclamation and H. J. Green of Toronto and A. W. Godfrey and Bruce A. Magnuson of Fort William were elected Vice-Presidents.



# Ontario Provincial Federation of Labour (TLC) Presents Views on Workmen's Compensation

At a hearing held by Inquiry Commissioner, Hon. Justice W. D. Roach, late in December, the Ontario Federation of Labour (TLC) presented a brief setting forth the Federation's views on workmen's compensation legislation in Ontario.\*

The brief admitted that, broadly speaking, the Workmen's Compensation Act had been fairly satisfactory and that the Board had administered the law in a commendable manner. It was held, however, that "it had been found in practice that certain gaps were evident in the scope of the Act" which, if closed, "would make the Act an even better and more useful measure."

Included among the amendments suggested by the Federation were the following:—

(1) that compensation benefits be paid at the rate of 100 per cent of the highest prevailing wage for the injured workman's occupation in the period from the time of his accident or disability to the time of final settlement;

(2) that blanket coverage be provided for all occupational diseases, or diseases attributable to the nature of the employment;

(3) that the waiting period be abolished and compensation paid from the date of injury or disability;

(4) that supervision of accident or disability preventive measures be placed under the Workmen's Compensation Board;

(5) that uniform coverage be provided for all occupations and the diseases or injuries peculiar to such occupations;

(6) that measures be taken to prevent undue delays in the filing of claims;

(7) that temporary increases be allowed in payments of compensation to widows, invalid husbands and orphans, and that the cases of widows and orphans already receiving pensions be reviewed with a view to eliminating cases of hardship;

(8) that the maximum compensation payable be increased from \$3,000 to \$3,600 and that the scale of payment for burial expenses be increased from \$125 to \$175;

(9) that assessments be paid on the full payrolls of all employers, "so that a full income will be obtained to provide for those who need the benefits most;"

(10) that provision be made to check the proneness of some examiners to refer convalescent workers to "light work," which, it was claimed, frequently aggravated initial injuries; and also, that convalescent workmen receive, not only financial compensation for wages lost, but an adequate time allowance for the satisfactory healing of an injury or disability;

(11) that the Workmen's Compensation Board provide more medical examiners to take care of cases of a more serious nature in unorganized territories in Northern Ontario, and that "a workman's choice of medical examiner should be optional in cases of injury or disability, apart from the services provided directly by the Workmen's Compensation Board."

The Federation placed itself on record as endorsing the following fundamental principles of the Workmen's Compensation Act:—

(1) that it is not damages but compensation that is provided for the injured workman and his dependents;

(2) that the Act should be considered as providing for injured workmen rather than as penalizing employers;

(3) that it should not be necessary to prove, either that the employer was guilty of negligence, or that the workman was at fault;

(4) that the Workmen's Compensation Act provides a relatively simple and inexpensive method of dealing with compensation cases and avoids the expense, delays and annoyances inherent in the old Employers' Liability Act;

(5) that the collective liability system followed in Ontario for raising funds to defray costs of compensation is the most economical method for providing such funds;

(6) "that it must be forever kept in mind that the Workmen's Compensation Act was adopted to expedite the humane handling of cases which are worthy of compensation;" and

(7) that "a workman would infinitely prefer to work for wages at his usual occupation rather than incur an accident for the sake of receiving compensation."

\* Views of the Ontario Federation of Labour (CCL) were summarized on page 39 of the January LABOUR GAZETTE.

# Alberta Federation of Labour (TLC) Presents Legislative Proposals to Government

Legislative proposals approved by the convention of the Alberta Federation of Labour (TLC) in October, 1949 (L.G., Feb., 1950, p. 197), were formally presented to the government of the province by the Executive of the Federation early in January.

While expressing a large measure of approval of existing labour legislation in Alberta, and commending the government for amendments that it proposed to make in the Alberta Labour Act at the next session of the legislature, the Federation was of the opinion that other changes were essential, among them the following:—

**Union Security.**—It was recommended that provision be made in the Act for the taking of a vote at an employer's place of business by the Board of Industrial Relations, when requested by a Trade Union, to ascertain the wishes of the bargaining unit in regard to union security. If 66 per cent voted in favour of union security, then union shop conditions should become part of the signed agreement.

**Hours of Work.**—The Government was again urged to adopt regulations to reduce the work week in the province to forty hours. It was pointed out that this had already been accomplished in the building trades and that certain municipalities were operating on a five-day work week. Special reference was also made to female workers in hospitals and nursing homes, who were excluded from the Female Minimum Wage Order and were compelled to work long hours.

**Pensions.**—The Federation held that old age pensions were inadequate and requested that the Dominion government be approached with a view to securing legislation to provide old age pensions of \$60 per month, payable at age 60, without the means test. In addition, it was urged that (a) "adequate pensions" be provided for the blind, or otherwise totally disabled, regardless of age; (b) that "free hospitalization" be granted for those in receipt of old age or disability pensions; and (c) that in cases of employees who have worked for 20 years in an industry and are found to be unfit to continue their customary employment, the responsibility for maintaining them, "either with a decent pension or suitable employment" should be placed on the industry concerned.

**Unemployment Insurance.**—It was requested that temporary employees in the provincial civil service be brought under the terms of the Unemployment Insurance Act.

**Workmen's Compensation.**—The Alberta Federation was of the opinion that the Alberta Workmen's Compensation Act "is second to none on the North American continent." However, it was requested that in view of the higher cost of living, the government review compensation paid to injured workmen and their dependents. Attention was drawn to annual increases in the number of industrial accidents since 1945 and an official inquiry was urged to disclose the causes and the best methods of prevention. It was also asked that the number of inspectors be increased.

**Fire Fighters' Legislation.**—The Federation claimed that, as organized fire fighters in the province were not permitted to go on strike, the Labour Act should be amended so that arbitration awards concerning fire fighters should be binding on both parties involved in a dispute.

**Industrial Relations.**—While conceding that the Board of Industrial Relations had been fair in its dealings with labour and management, the Federation was of the opinion that there were too many delays in the appointment of conciliators and/or the taking of votes. This was attributed to a shortage of staff and the request was made that the Board's staff be enlarged and the salaries of its employees increased.

**Other Recommendations.**—Among other questions raised by the Federation were (1) that the payment for overtime in the provincial civil service be set at a rate of time and one-half; (2) that the export of natural gas from the province be prohibited until sufficient reserves have been developed to provide adequate supplies for the citizens of Alberta; (3) that all vehicles should be required to carry flares or other safety devices to be used when stopping on the highways, and that chauffeurs should be required to undergo competency tests and health examinations; (4) that regulations covering split shifts be tightened up; (5) that holidays-with-pay regulations be made applicable to all provincial public service employees; (6) that all steam boilers of 20 h.p. or over, irrespective of pressure, should be under the supervision of certified engineers; (7) that the whole field of industrial health and welfare in the province be made the subject of official inquiry, with a view to the prevention of much of the physical and mental ill-health of workers and their families.



## B.C. Executive (TLC) Urges Changes in Conciliation and Arbitration Act

Suggested amendments to the Industrial Conciliation and Arbitration Act were presented to Hon. J. H. Cates, Minister of Labour, British Columbia, by the Provincial Executive of the Trades and Labour Congress of Canada on January 4, 1950.

It was requested that the Act be broadened to cover all workers, specifically, municipal and provincial government employees. The only exclusion, it was asserted, should be a person having authority to hire and fire, or one who acts regularly in a confidential capacity for the employer. "Conflicting legislation should be amended accordingly," it was urged.

The Executive took objection to the certification of company unions as bargaining agencies which, it was claimed, was permitted under the Act. It was asked that "only *bona fide* Trade Unions should be certified."

It was held that there should be provision in the Act which would prohibit an employer from dismissing any employee from service following the granting of certification to a trade union, until the procedure for a collective agreement had been carried out and the conciliation Board had submitted its report, except in cases where there was mutual agreement to the dismissal.

It was requested, further, that the definition of a bargaining unit be amended to read:—

for the purpose of this Act, a unit means a group of employees the majority of which are members of a Trade Union. Appropriate for "collective bargaining" with reference to a unit means appropriate for such purposes, whether the unit is an employer unit, craft unit, professional unit, plant unit, or a subdivision of a plant unit or any other unit, and whether or not the employees therein are employed by one or more employers.

The Executive recommended that the Act should be amended to provide that "no employees bound by a collective agree-

ment, . . . shall strike during the term of the collective agreement, and no person shall declare or authorize a strike of such employees, except where the agreement has been violated."

Inasmuch as the constitutions of "the vast majority of affiliated organizations" make provision for taking strike ballots, the Executive felt that there was no need for Government-supervised strike votes as required by the Act. It was asserted that such Government supervision was an interference with "the constitutional rights of citizens and the operation of legitimate Trade Unions. At no time should employees who are not members of the Union be permitted to vote on the strike question." Neither should employers be permitted a scrutineer at such ballot, and all such votes should be taken in a neutral place, rather than on the employer's premises.

It was recommended that provision be made in the Act for the inclusion of the following union security clause in a collective bargaining agreement, if requested by the Trade Union representing a majority of the employees in the bargaining unit:—

Every employee who is now or hereafter becomes a member of the union shall maintain his membership in the union as a condition of his employment; and every new employee whose employment commences hereafter shall, within thirty days after the commencement of his employment, apply for and maintain membership in the union as a condition of his employment.

The Executive claimed that the time lapse between the breakdown of collective bargaining and the taking of final action, such as a strike vote, was too long, thus permitting "stalling tactics". It was suggested that this time could be shortened by adding a section to the Act "permitting the by-passing of the conciliation officer, upon the request of either party," and secondly, by cutting down the times specified in the Act.

### CORRECTION . . .

On page 1353 of the November, 1949, issue of the LABOUR GAZETTE, the statement that prevailing rate employees of the Federal Government had been granted

"nine statutory holidays with pay per year with two additional statutory holidays at the option of the Minister of the Department concerned," should read: "seven statutory holidays . . .", etc.



# INDUSTRY AND LABOUR IN BRITISH COLUMBIA AND NOVA SCOTIA

## Annual Report of the Department of Labour of British Columbia

*Improved labour conditions is the keynote of the British Columbia Department of Labour's Annual Report for 1948 which describes the administration of labour laws throughout the Province. The Report discusses welfare, health and safety conditions in factories, and makes certain recommendations.*

The Annual Report of the Department of Labour of British Columbia for 1948 records a year of industrial prosperity as well as considerable improvement in labour conditions. The Report stated that it was the best year in the history of the Province. Earnings, payrolls and employment figures continued to climb while the number of working hours decreased slightly.

Earnings increased in every one of the industrial groups covered by the Report. An all-time high of \$47.30 was established in the average weekly wage for all male industrial workers, an increase of \$3.81 over the 1947 figure. The largest increase was in the coal mining industry where average weekly earnings in 1948 went up to \$54.40, \$8.86 more than in 1947. Clerical workers' average earnings also increased in most cases. Male clerical employees in all industries were paid an average weekly wage of \$48.39 in 1948 compared to \$44.85 in 1947, and female clerical workers were paid an average weekly wage of \$30, an increase of \$2.17 over 1947. Out of the 25 industrial groups covered, 20 reported that a decreasing number of their employees were to be found in the lower wage brackets.

The Provincial payroll total for 1948 reached a new peak and 23 of the 25 industrial groups covered showed an increase in their payrolls. The only major decrease was in the ship and boat-building industry which has continued to decline since the war. The greatest increases were noted in the lumber industries (up \$20,000,000 over the 1947 payroll figures), construction (up \$9,500,000) and metal industries (up \$5,000,000). Continued demand for goods and services and the greater availability of labour and supplies were responsible for the increased productive capacity noted in most industries.

While there were some decreases in employment, the over-all employment figures in British Columbia in 1948 con-

tinued to rise, increases being noted in the lumber industry, the construction industries, building materials, metal trades, pulp and paper manufacturing and smelting and concentrating. The highest monthly figure for employment was in August, 1948 with a total of 160,002 employees as compared to the 1947 high in the same month of 153,994.

The Report also pointed out that the average weekly working hours of all wage-earners declined fractionally from 42.24 hours per week in 1947 to 42.21 in 1948. Figures show that only 18.41 per cent of the 165,411 wage-earners reported on in the Province work more than 44 hours a week, while 81.59 per cent work 44 hours or less.

### Legislation

Except for amendments to the laws relating to apprenticeship and municipal employees' pensions, few laws affecting labour were passed at the 1949 Session of the Legislature. A review of this legislation appeared in the *LABOUR GAZETTE* for May, 1949, p. 611.

### Board of Industrial Relations

In its fifteenth annual report, the Board of Industrial Relations summarizes its work for the year. This includes revising minimum wage orders, granting overtime and learners' permits and approving special arrangements of hours of work under the Hours of Work Act.

The Board held 95 sessions during the year. Public hearings were held in connection with the occupation of first-aid attendants and the plumbing and pipe-fitting industry. Four new minimum wage Orders were issued for the automotive repair and gasoline service-station industry, for radio technicians, for radio broadcast technicians and for the sheet metal trade and five Orders were revised to improve wage rates and working conditions in the

transportation industry, manufacturing, offices, first-aid attendants, and amusement places. All but two of these nine Orders apply to both men and women workers. The Board made minor changes in six other Orders. Regulations permitting or continuing exceptions from the eight and 44-hour limits set by the Hours of Work Act were made during the year governing engineers, operators, firemen and oilers or greasers, the baking industry, the construction industry on certain highways, bartenders, waiters and utility men, and the mercantile industry.

**Women and Girl Employees.**—The Report presents a comparative statement, over a five-year period, of the employment, earnings and hours of work of female workers in those occupations and businesses covered by Board Orders. Domestic workers, farm labourers and fruit pickers are not covered by the Minimum Wage Act and federal workers and bank employees are also excluded from Provincial legislation of this kind.

During 1948, 7,984 employers reported a total of 61,528 female employees, the highest employment figure for women workers recorded in the history of the Department of Labour. The comparative figure for 1947 was 61,442 and for 1946, 55,332. Offices continue to employ a larger number of women workers (15,721) than any other group included in the survey.

In each of the 11 industries or occupations for which statistics are set out, an increase is noted in the average weekly earnings of women workers. The highest average weekly wages were paid in the fishing industry (\$30.30), the fruit and vegetable industry (\$29.52) and in offices (\$29.34). The lowest wages were paid in public places of amusement (for part-time work), in hotels and catering and in laundries, \$14.97, \$21.81 and \$22.01, respectively. The greatest increases in wages were noted in manufacturing (up \$3.24 a week over the 1947 figure of \$24.12) and in the transportation industry (an increase of \$4.95 over \$19.27 in 1947). The average weekly earnings in *all* occupations was \$25.98 (compared to \$23.52 in 1947) a figure well above the statutory minimum wages for females which range from \$17 to \$20.16 a week. These tables show that there has been a slight rise in the average number of hours worked in a week: 38.61 hours in 1948 as compared to the low figure of 38.33 hours established in 1947.

**Male Employees.**—The Board reported that since separate statistics for all occupations covered by Male Minimum Wage Orders were not available, the tables on

wages and employment of male workers served only to indicate the general trend in some of the more important occupations covered. Employment figures for male wage-earners declined in seven of the ten occupations listed; the biggest drops being noted in the fruit and vegetable industry and in logging. However, substantial increases in numbers employed are shown in the construction industry and in sawmills. Wages increased in every occupation covered and fractional decreases in hours worked per week were noted in six of the ten groups.

**Inspections and Wage Adjustments.**—The Board reported that the amount of arrears of wages and holiday pay collected on behalf of employees in 1948 was \$109,389.55 as compared to \$84,907.36 in 1947. The large amount of wage collections made, 10 times that of the figure for 1946, resulted from the prevailing high level of employment and from the increased number of investigations made, since several new inspectors were added to the inspection staff; (18,699 investigations were carried out in 1948 as compared to 13,912 in 1947). There were 64 court cases brought under the Annual Holidays with Pay Act, the Male and Female Minimum Wage Acts, the Hours of Work Act, the Semi-Monthly Payment of Wages Act and the Factories Act when employers failed to co-operate with the Department in its job of enforcing the legislative provisions. The main offences under these Acts were failure to pay wages semi-monthly, failure to pay the minimum wage, failure to keep true and correct records, failure to post Orders and to notify employees of schedules of hours and rest periods, and the operation of a factory before 7 a.m. and after 7 p.m.

The Board granted only 427 licences in 1948 (compared to 1,067 in 1947) permitting a graduated scale of wages during the learning period for inexperienced workers until, usually after six months, they are qualified to receive the minimum wage. Of these, 190 licences were for the manufacturing industry.

### Employment of Children

Under the Control of Employment of Children Act, 1944, unless permission has been granted to the employer by the Minister of Labour, children under 15 may not be employed in certain industries and occupations. The Report stated that a total of 328 permits (301 for boys and 27 for girls) were in effect at the end of the year. Of these, 35 were for employment in factories, 14 for catering, 26 for amuse-



ment places, 243 for the mercantile industry, 6 for service stations, 3 for transportation and 1 for construction. In commenting on child employment, the Chief Inspector of Factories reported that except in a few cases, permits were being issued only during the summer school holidays.

### Labour Disputes and Conciliation

The first annual report of the Labour Relations Board of British Columbia appointed on January 13, 1948, under the Industrial Conciliation and Arbitration Act, 1947, describes the year's activities in the labour relations field.

In keeping with the Board's policy of promoting industrial peace, every opportunity was made to give delegations a hearing by the full Board or by its committees. It was arranged that a Vancouver Committee of two members of the Board and a Victoria Committee of two members and the chairman should hold meetings in order to expedite the work of the Board. It was noted that 639 delegations were heard during 1948; the majority being separately representative of both management and employees. The Board considered that these conferences have helped to avert strikes on many occasions by dissipating the friction and misunderstanding existing between the two parties.

The Board was pleased to report only 10 disputes in 1948 in British Columbia, eight strikes and two lockouts. This is a record unequalled in the past seven years. Of the ten disputes affecting 3,216 employees and involving a time-loss in working days of 106,230, the coal mining strike accounted for 2,087 employees and 90,128 man-days. A strike in the Okanagan fruit-packing industry at harvest time was narrowly averted by the Board's intervention in time to save thousands of dollars daily to producers and wage-earners. In addition, the Board intervened with success in the lumber, boat-yard, biscuit and confectionery, welding and wire-fabricating industries.

The Board dealt with a total of 1,266 cases during 1948, 61 cases more than in 1947. Of the 864 applications made for certification, 670 were granted, 126 were rejected and 68 withdrawn. There were 109 others being dealt with at the close of the year.

Thirty-three representative votes were conducted during the year, 212 Conciliation Officers appointed, 90 Conciliation Boards established, 24 prosecutions instituted, 34 strike votes supervised, 4 grievance procedures instituted, 2 Industrial Inquiry Commissions established and 3 referees appointed.

### Employers' and Employees' Organizations

Membership in organized labour ranks in British Columbia in 1948 increased 5.7 per cent over the previous year. The increase was not as large as the 13.5 per cent rise in 1947. There has been a gain of over 300 per cent in the reported membership since December 31, 1939, when the membership stood at 44,867 compared to 142,989 at the end of 1948. This is the highest figure for labour organization ever recorded in British Columbia and it constitutes 31.85 per cent of the total provincial labour force.

The largest organized group, "wood and wood products," contains 21.54 per cent of the total number of trade unionists in the Province. The "services" group is next with 20.99 per cent. This group includes municipal and Provincial employees such as firemen, policemen and letter carriers, Provincial Government employees and teachers. Other large trade union groups are the construction group, the mining and quarrying group, the steam railway transportation group and the metals group.

Employers' organizations have numbered 37 since 1945.

### Factory Inspection

The work of the Factory Inspection Branch includes the inspection of passenger and freight elevators and cleaning establishments, as well as of factories. During 1948, 2,214 inspections of factories were made.

*Welfare.*—In commenting on the increasing welfare measures being taken for workers in factories, the Chief Inspector of Factories stated,

Not only has the safety and health, and even comfort, of the workers attained greater significance, but there is a more general realization that they are very closely related to efficiency and production.

The Report went on to contrast the modern factory, constructed and designed for the manufacture of a particular product, and provided with the most advanced devices for improving working conditions which science, engineering and the industrial psychologist can suggest, with the old factory premises with their small rooms, narrow stairways, poor, restricted natural lighting and obsolete sanitary arrangements. Managers and executives, as well as workers, are appreciating the value and need of factories with welfare facilities and superior amenities.

Special mention was made of measures for increasing employees' welfare, such as morning and afternoon rest periods (which are now general practice throughout many industries), the installation of the



most modern sanitary conveniences, facilities for drying clothes for employees who work in unsheltered occupations, dining and reading rooms, and well-equipped industrial lockers. In addition to the many new and modern premises required, the Chief Inspector considered that the prime need, apart from matters of safety and health, was a general spring tidying-up, repairing and refitting to bring factories up to post-war standards.

**Safety and Health.**—Methods of preventing accidents in factories were reviewed. These include the instruction and supervision of new, inexperienced employees, the use of the safety devices provided, the use of personal protective equipment such as safety shoes, goggles and proper work clothing, the marking of clear passage ways in brightly coloured floor lines and the coloured marking of machinery to indicate hazards.

The Chief Factory Inspector commended the co-operation of the employer and employees' safety committees with the Factory Inspectors in eliminating hazards and promoting safety consciousness.

In discussing the need for ample light as an essential for a safe, healthy and comfortable place in which to work, the Report points out that the standard type of tubular fluorescent units is being increasingly used. However, the hazard in the disposal of the fluorescent tubes was emphasized. In order to prevent inhalation of the dangerous dust of beryllium compound, the tubes should be broken up under water to prevent the dust from escaping into the air. The fragments of glass should then be gathered in a mesh basket and buried in waste ground.

The Report discusses the need for adequate ventilation, removal of dust and fumes, proper temperatures and a proper standard of cleanliness in factories. Regulation of women workers in regard to lifting, stacking and protective clothing is also being enforced by the Factory Inspectors.

**Industrial Homework.**—During 1948, 10 employers and 25 workers were granted home-work permits, a slight increase over the 1947 figures of seven and 22, respectively.

The Factory Inspectors, in their home investigations, have found that the homes were generally very clean, the workers healthy and that there were no signs of contagious disease.

**Elevators.**—In order to safeguard the thousands of people using elevators daily, elevator equipment in the Province is subjected to a rigid safety inspection. There were 1,601 inspections of freight and passenger elevators in 1948. A fatal accident was reported, the first in a number of years. The accident occurred when a 17

year-old boy was attempting to operate a modern freight elevator. The Chief Inspector stated that if landing doors, interlocks and car-gate contacts were maintained in proper working order, fatal elevator accidents would be virtually eliminated. Further, injuries occurring at landings would decrease if the operator would make sure that the doors are closed or locked before he or she leaves the floor.

During the year, 15 elevators were suspended from future use as elevators or until such time as they conform to the rules governing installation, operation and maintenance of passenger and freight elevators.

**Cleaning Establishments.**—The Factory Inspection Branch found that a large cleaning establishment was operating before 7 a.m. and after 7 p.m. without permission from the Chief Inspector in writing. The establishment was fined accordingly.

## Apprenticeship

In its annual report, the Apprenticeship Branch stated that there were 1,677 apprenticeship contracts in existence on December 31, 1948. Out of a total of 2,404 workers who have completed their apprenticeship training, 676 were in the building and construction trade, 652 in the metal trades, and 1,076 in miscellaneous trades.

It was reported that the educational standard of the new apprentices was improving. This may be due to the better commencing wage and the greater opportunities for rapid advancement in the basic trades. Training facilities are being increased by the opening of new vocational schools. The regular attendance of the majority of apprentices at night school set an all-time record for the Province. It was considered that the over-all opportunities are now for fully qualified workers rather than for the specialist and semi-skilled.

The Report spoke of the value of the trade advisory committees set up under the Apprenticeship Act in accordance with the Dominion-Provincial Apprenticeship Agreement. A great deal has been accomplished in the up-grading of war-time semi-skilled mechanics of the improver and helper class, and if this continues, the Director of Apprenticeship stated that the industry will have nothing to fear for its future labour supply.

## Safety Branch

According to the annual report of the Safety Branch, there was a decrease in the number of fatal accidents in logging and in the saw-mill industry, 92 in 1948 as compared to 98 in 1947. It is encouraging to note that accidents in the logging and lumbering industries are gradually decreasing.

# Annual Report of the Department of Labour of Nova Scotia

*An increase in the average weekly wage in industries other than agriculture, good labour relations, fewer industrial accidents and greater attention to safety in factories were highlights of the Annual Report of the Nova Scotia Department of Labour for 1948.*

The Annual Report of the Nova Scotia Department of Labour for the fiscal year ending November 30, 1948, contains a general report by the Minister of Labour, followed by a summary of the activities of the various Branches of the Department. Reports are made on the work done during the year with respect to Statistics, Minimum Wage Board, Labour Relations, Factories Inspection, University Students Loan Fund, Industrial Apprentice Training and Canadian Vocational Training. Much information is given which has not hitherto been included in annual reports of the Department.

The Minister of Labour reviewed changes made in labour legislation during the 1948 session of the Legislative Assembly. He noted eight new schedules of wages and hours of labour approved under the Industrial Standards Act which now applies to the construction industry in Sydney as well as in Halifax and Dartmouth. The rates of wages fixed by these schedules for construction workers in Halifax and Dartmouth now include .03 cents per hour in lieu of vacation with pay for the regular work week. This vacation pay, however, is not counted when calculating overtime rates. The Minister recounted the results of three check-off votes taken on application of the union local concerned under the provisions of the Trade Union Act, 1947. The form of the ballot used is included. The Minister reported also the number of plants registered (278) and operators' certificates (169) issued under the Engine Operators' Act; gave statistical and other information regarding youth training classes in Glace Bay, Sydney and North Sydney; and noted that stenography, typewriting and book-keeping had in 1948 been designated as trades under the Trade Schools Regulation Act.

## Legislation

An important feature of the 1948 labour legislation was the amendment to the Trade Union Act bringing it more in line with the federal Industrial Relations and Disputes Investigation Act. Among the

chief changes was the reduction from 14 to seven days in the "cooling-off period" before a strike vote may be taken. Amendments were also made in the laws relating to workmen's compensation and apprenticeship. The *LABOUR GAZETTE* for November, 1948 (p. 1264), reviewed this legislation.

## Employment and Earnings

The index of employment in industry in Nova Scotia rose moderately from 120.0 in 1947 to 122.7 in 1948, with the greatest demand for workers in the construction industry. Employment in manufacturing was slightly lower. Unemployment resulting from seasonal work and strikes was less than in 1947. The number of unemployed was 2,077 less than the previous year, representing an overall figure of 3.5 per cent of the labour force. The comparative figure of unemployed for the whole of Canada was 2.5.

Payrolls and average weekly earnings (a table with comparative figures from 1945 to 1948 is given) rose more rapidly than employment. The average weekly wage of workers in industries other than agriculture showed a decided rise, reaching \$37.15, as compared with \$33.47 in 1947.

## Statistics

The Statistics Branch reported that an annual industrial survey of the Province was made in 1947 and 1948. One concrete result of the survey is a directory of products manufactured in Nova Scotia.

In order to promote the establishment of a contributory pension scheme for coal miners in the Province, the Department of Labour and the Nova Scotia Research Foundation undertook to make a study of the problem, and submitted estimates of the cost of various pension plans to the coal companies and the union. In addition, the Government offered to contribute part of its annual receipts from coal royalties as a financial contribution to such a scheme.

## Strikes

During the year 1948 the record shows exceptionally good labour relations with



only 10,761 man-working days lost compared with 1,284,782 in 1947. An analysis of the strikes by industry, duration, number of workers involved and time loss is given in the Report. Of the 15 strikes which occurred during the year, seven were in the coal mines.

### The Minimum Wage Board

In Nova Scotia, minimum wage orders apply only to women. Tables setting out the minimum rates for experienced workers (\$15, \$14, and \$13 in Zones I, II and III, respectively), currently in effect are appended to the report of the Minimum Wage Board. Also set out in tabular form are the average weekly wages and hours of women in industries covered by minimum wage orders. Figures covering the years 1944 to 1948 make a comparison possible.

There was an increase in all minimum wage rates for women, effective from the first of the year. In a number of cases, inspections by the Minimum Wage Board resulted in adjustments and payment of back wages. The Board reports that a number of new businesses, mainly in connection with seasonal trades, are being set up outside of the cities and the incorporated towns of the Province, and are therefore exempt from the Minimum Wage Orders. In this connection the Board may recommend to the Government an extension of the Orders to protect the workers in all such industries.

Progress and stability were reported in the textile trades and the fish industry, the average earnings in the latter being about \$18 a week and from \$81 to \$86 a month. The apple industry had an unfavourable year. The average daily wage paid was \$3 for 10 hours and the weekly wage from \$18 to \$26.

The average weekly wage in all 10 classes of industries covered by Board Orders was higher than that for 1947 and in one case shorter hours are noted. Average weekly hours of women range from 43 to 50. Textile employees and telephone operators received the highest average weekly wage: \$19.56 and \$19.93 respectively (in 1947 these wages were \$18.98 and \$15.04). Considerable increases are noted in the average weekly wages paid to women working at laundering and dry cleaning (\$16.43 compared to \$13.15 in 1947), and to women employed in restaurants, hotels and similar places (\$13.37 compared to \$10.82 in 1947). Beauty parlour operators worked an average of 50 hours a week, two hours less than in 1947. Women in offices worked an average of 43 hours a week, one hour more than in 1947.

### Labour Relations

During the year ending November 30, 1948, the Labour Relations Board reported that 50 applications were received under the Trade Union Act. Of these, 42 were granted and eight rejected. Thirty-one unions were certified as bargaining agents; grievance procedure was established in eight cases and in one case certification was revoked by the Board.

The Board reported a heavy demand for the Conciliation Service. Fifteen collective bargaining agreements were successfully negotiated with the assistance of the Department of Labour, and five were concluded by Conciliation Boards under the Trade Union Act.

### Factories Inspection

Five hundred inspections were made during the year, covering the conditions of work of approximately 25,000 employees.

In step with the safety promotion activities of the Department, many plants have adopted measures such as improved lighting, guarding of machinery, fire protection and colour dynamics. A fully guarded automatic slab saw, a power-driven log-loading machine and a device for safely unloading logs were developed by an employer in the woodworking industry, illustrating the field for fuller co-operation of employers in accident prevention work. It is pointed out that, although guards are being put on each piece of new equipment by the manufacturers, these guards are only aimed to prevent specific accidents at the point of operation. The problem of maintaining the guards and instructing the employee in their use falls upon the employer.

Although there were two more fatal accidents in 1948 than in 1947 (9 as compared to 7), the total number of accidents reported during 1948 was less than in 1947. (923 to 1,110). A new feature of the report is the full description of the circumstances which led to these fatalities, and measures necessary to prevent similar accidents are indicated. The Department points out that if the same careful attention were given to "run of mine" or minor accidents as is given to fatal accidents, the cause of many of the fatalities would be discovered and corrected before fatal accidents could occur. The use of hard hats to prevent head damage from falling missiles is one of the important safety devices which should be used by all workers on reconstruction or similar jobs.

Only a few violations of the provisions of the Factories Act with respect to child labour were discovered and they were settled promptly without prosecution.



Twelve violations of the specified rates of pay and hours of labour under the Industrial Standards Act were investigated and settled.

Films, posters, well lighted bulletin boards for displays and a pamphlet entitled "Your Safety News" were methods used by the Department to promote its safety education program during the year. The aim of the Department is to make each individual worker more safety conscious by direct appeal.

### Boiler Inspection

In Nova Scotia, new boilers are inspected twice before leaving the manufacturer and again after they are installed before being used. The number of internal, external and general inspections made on existing installations was greatly in excess of those made in previous years. There was only one serious boiler explosion resulting in a death and the demolishing of an entire saw mill; this boiler had been neither insured nor inspected as it had never been reported to the Boiler Inspection Branch.

Progress in the formulation of a uniform code of boiler laws for all the Canadian provinces was made at the Conference of Provincial Chief Boiler Inspectors in Montreal in December, 1948.

### Apprenticeship and Vocational Training

The apprenticeship training program of the Province, begun in 1935, has been growing steadily and is now widely supported by employer groups and the public in most of the towns and cities. Apprenticeship enrolment on November 30, 1948, numbered 371. Apprenticeship training in the building trades in Halifax was particularly successful with 244 apprentices. The classification of all motor mechanics in the Province was completed. A total of 2,147 applications were received and 1,461 certificates granted.

In addition to the training of apprentices, provision for the training of unemployed men and women was made during the year. A new Vocational Training agreement between the Federal Government and the Province came into effect in April, 1948. The cost of training, including the living allowance, is shared equally by the two Governments except in the case of veterans' training where the Dominion pays the entire cost. Unemployed men and women over 16 (with preference to those over 18), previously gainfully employed, were offered training in nine different trades under the new scheme.

---

## CREDIT UNIONS IN CANADA CONTINUE TO EXPAND

*Credit unions continue to show consistent growth in Canada. During recent years they have become entrenched in every province, including Newfoundland. In 1948, their combined assets were more than a quarter-billion dollars, and membership was over 850,000.*

The Annual Report on "Credit Unions in Canada, 1948", prepared and issued recently by the Economics Division of the Federal Department of Agriculture, includes an historical review of the growth and development of credit unions in Canada from 1900 to 1948.

The first credit union in North America was established in Quebec in 1900. For thirty years expansion of the movement was slow. Until 1922, the only Canadian credit unions were in Quebec province. In that year, however, legislation providing for their incorporation was passed in Ontario. After 1930 growth was more rapid following the

organization in Quebec of a federation designed to promote and organize credit unions throughout the province. In Nova Scotia, the idea was sponsored by the Extension Department of St. Francis Xavier University and was soon taken up in the other Maritime provinces. By 1939, credit unions had been organized in all provinces, and the total number had increased to 844 having a combined membership of 151,554 and assets of over \$20,000,000. In 1948 there were 2,608 credit unions chartered in Canada. These had total assets of more than \$253,000,000 and a combined membership of 850,608.

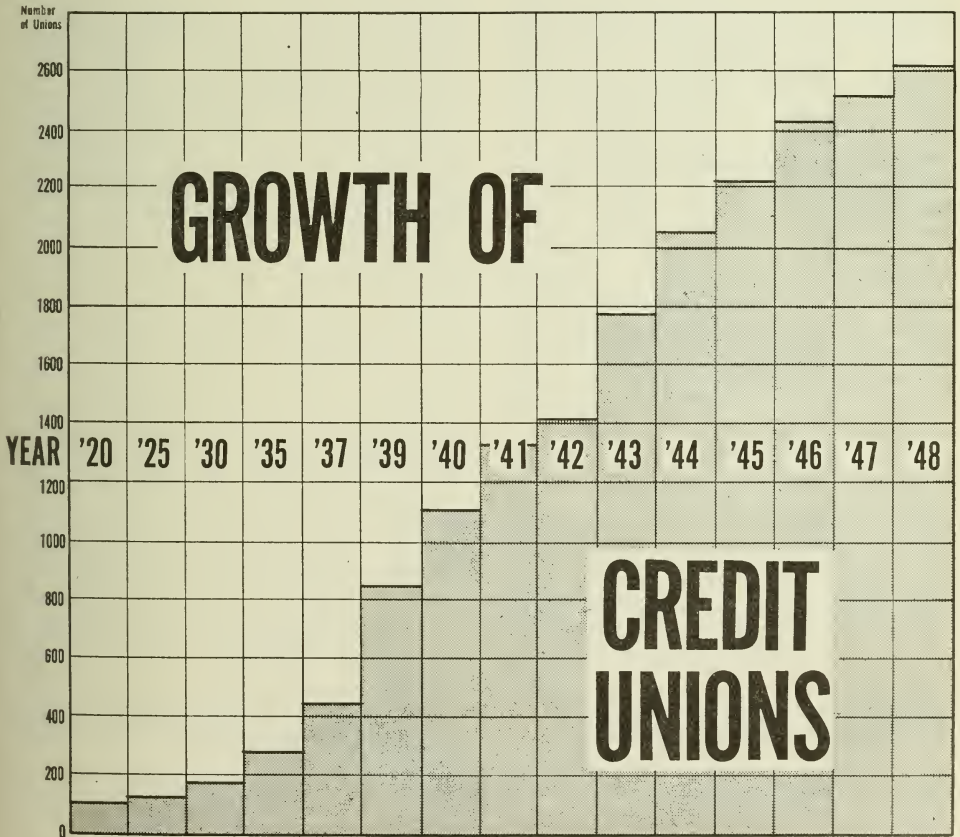
**Work of Leagues and Federations.**—The report states that “this record of growth and expansion has been due largely to the work of the credit union leagues and federations which are now in existence in every province.” These federations and leagues encourage and assist new credit unions to obtain charters; direct them in procedure, policy and accounting methods; aid them in the co-operative purchase of supplies; provide insurance protection for their savings and loans, as well as bonding insurance for credit union treasurers; sponsor local credit union chapters; and, in some of the provinces, publish credit union newspapers and magazines.

**Official Inspection.**—It is pointed out in the report that most of the provincial governments provide official government inspectors to insure adherence to legislation and to report annually on the operations of credit unions. In Quebec and Prince Edward Island, however, inspection is carried out by the federations aided by grants from the respective governments.

**Central Credit Unions in 1948.**—Every province in Canada has at least one central credit union; Quebec has eight such centrals

and Ontario has three. These central unions act as depositories for surplus and reserve funds of members from which loans may be made. Membership in these central unions is usually confined to local unions, but some provinces permit co-operative associations to become members, and at least one allows certain individual members of local credit unions to make loans from the central, the report states. The total assets of the central unions in 1948 amounted to \$30,595,011, almost 65 per cent of which was in the form of investments, and some 24 per cent in loans to members and mortgages. The other assets consisted of cash, accrued interest, fixed assets, etc.

**Lending Operations, 1948.**—A total of \$130,285,237 was loaned to members of reporting credit unions in 1948. Only five provinces and the Quebec Credit Union League reported the number of loans made. The average size of loan made by these six groups was stated to be \$233.75. Ontario reported the greatest number of loans and the largest total. Members in Saskatchewan borrowed a total of \$6,143,444, an average of \$408.34 per loan. This average was higher than the average in any of the



## Combined Balance Sheet of Credit Unions in Canada, 1948

ASSETS			LIABILITIES		
	Dollars	Per Cent		Dollars	Per Cent
Cash .....	36,534,498	14.3	Shares .....	45,013,098	17.7
Loans .....	53,866,050	21.2	Deposits .....	194,348,317	76.2
Mortgages .....	75,395,697	29.6	Accounts Payable .....	3,287,835	1.3
Investments .....	84,693,773	33.2	Dividends Payable .....	293,382	.1
Real Estate .....	119,234	.0	Interest on Deposits.....	38,021	.0
Furniture and Fixtures..	2,730,679	1.1	Guaranty Fund .....	764,569	.3
Other Assets .....	1,677,262	.6	Educational Fund .....	114,903	.0
			Reserve Fund .....	703,550	.3
			Undivided Earnings .....	847,622	.3
			Other Liabilities .....	9,605,896	3.8
<b>Total Assets .....</b>	<b>255,017,193</b>	<b>100.0</b>	<b>Total Liabilities ....</b>	<b>255,017,193</b>	<b>100.0</b>

other provinces. The Quebec League reported the smallest average loan—\$110.80. The loans were made for many purposes, among them being: the purchase of farm machinery; making payments on land and mortgages; the construction and the improvement of buildings; the consolidation of debts; the purchase of furniture, clothing and livestock; and the payment of medical, dental and hospital expenses.

**Recent Growth.**—There was a net increase of 92 credit unions in the nine provinces in 1948. Membership increased by 71,409 and total assets increased by \$32,500,000 over 1947. Quebec maintained its lead in all departments of credit union activity. Of the 2,608 unions in the nine provinces in 1948, 1,078 were chartered in Quebec; Ontario was in second place with 371. The assets of Quebec credit unions amounted to \$205,644,398 in 1948, while the total for the other eight provinces stood at \$47,939,884.

**Credit Unions in Newfoundland.**—Inasmuch as Newfoundland did not enter Canadian confederation until April 1, 1949, returns for that province were not included in the report, "Credit Unions in Canada, 1948".

The following information was obtained from *The Co-operative Consumer* of January 13, 1950.

It is stated that "in 1938, Newfoundland had nine credit unions with 503 members and assets of \$5,833. In 1944, there were 50 credit unions with 4,255 members and \$205,105 in assets. In 1948, the 72 registered credit unions had a total of 5,140 members and assets of \$368,595. Only one credit union had assets exceeding \$25,000." Loans in good standing at the end of 1948 amounted to \$202,689, while overdue loans were \$44,924. It is pointed out that "many of these overdue loans may be regarded as withdrawal of capital, since overdue loan balances are more or less equal to the value of shares held by such borrowers."



This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

## INDUSTRIAL RELATIONS AND CONCILIATION

*The Canada Labour Relations Board certified bargaining agents during January in respect of ground crew and other station personnel employed at Gander, Newfoundland, by six aviation companies and denied two similar applications for certification.*

### Introduction

Widespread interest attached to the proceedings during January before the Canada Labour Relations Board which resulted in the certification of the Association of Aviation Employees, Federal Labour Union No. 24609, AFL, at Gander, Nfld., as the bargaining agent for separate units of ground operations personnel of five non-Canadian airline companies operating into Gander Airport and one aircraft maintenance and servicing company located at the same field. At the same time the Board rejected applications for certification received from the same union affecting two other foreign airline companies for the reason that they were not supported by a majority of the employees in the proposed bargaining units.

Approximately 225 employees were involved in the six cases in which the Association of Aviation Employees was certified. They comprised flight dispatch personnel, crew chiefs, mechanics, fleet service and commissary personnel and other miscellaneous classifications. Various supervisory and confidential employees were excluded by the Board from the scope of the bargaining units.

The companies affected by the granting of certification were Compagnie Nationale Air France, British Overseas Airways Corporation, Transcontinental and Western Air, Inc., American Overseas Airlines, Inc., Pan American World Airways, Inc., and the Allied Aviation Service Company (of Newfoundland), Limited. The companies in respect of which certification was denied

were the Scandinavian Airlines System, Inc., and K.L.M. Royal Dutch Airlines.

The decisions of the Board followed hearings which occupied much of the time of two days' sittings. An interesting feature of the cases was that a sizable number of the foreign nationals affected by the granting of certification belonged to trade unions in their native countries and were protected by the provisions of collective agreements between such unions and some of the employing companies. In this connection the Board decided that neither membership in a trade union other than the applicant nor the nationality of an employee should constitute grounds for exclusion from a bargaining unit.

\* \* \*

A new application for certification received by the Canada Labour Relations Board during January also promised to attract considerable interest. It was made by the American Newspaper Guild on behalf of editorial employees employed within Canada by the Canadian Press. The application was contested by the Canadian Press and was set down for a hearing at the February sessions of the Board.

\* \* \*

The two Conciliation Boards under the chairmanship of the Hon. Mr. Justice J. O. Wilson, of Vancouver, which met during January for preliminary hearings in connection with the current railway disputes and then adjourned until mid-February, postponed resumption of their hearings until the end of the month of February with the mutual consent of the interested parties.

***The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act.***

Conciliation services under the Industrial Relations and Disputes Investigation Act and under the Conciliation and Labour 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 under the former Act.

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 succeeded by the Wartime Regulations in 1944.

Proceedings begun under the Wartime Regulations are continued in so far as the services involved in such proceedings are authorized under the new Act. Likewise, decisions, orders and certifications given by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the new Act.

The Act applies to industries within Dominion 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 Dominion 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, Industrial Inquiry Commissions, for the consideration of complaints that the Act has been violated or that a party has failed to bargain collectively, and of 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 mean-

ing 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 and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Conciliation services are also provided by the Industrial Relations Branch under the provisions of the Conciliation and Labour Act. This statute empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or arbitrator when requested by the parties concerned.

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. From time to time, as required, a third article under this section will cover Conciliation Proceedings under the Conciliation and Labour Act.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the province of Quebec, and two officers resident in Fredericton 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.

## Certification and Other Proceedings Before The Canada Labour Relations Board

The Canada Labour Relations Board met for two days and held eight hearings during the month of January. The Board issued six certificates designating bargaining agents, rejected two applications for certification, and ordered one representation vote. During the month the Board received four applications for certification and one application for the prescription of a provision for the final settlement of differences concerning the meaning or violation of a collective agreement.

### Applications for Certification Granted

1. Association of Aviation Employees (Federal Labour Union No. 24609, AFL) for a unit of employees of Compagnie

Nationale Air France employed at Gander, Nfld., comprising fleet dispatch personnel, mechanics, traffic and ground operations personnel and fleet service and commissary personnel (L.G., Dec., 1949, p. 1552).

2. Association of Aviation Employees (Federal Labour Union No. 24609, AFL) for a unit of employees of the British Overseas Airways Corporation employed at Gander, Nfld., comprising flight control personnel, traffic and ground operations personnel, building maintenance and service personnel, mechanics, office personnel, Supplies Branch and Motor Transport Branch personnel, and fleet service and commissary personnel (L.G., Dec., 1949, p. 1552).

3. Association of Aviation Employees (Federal Labour Union No. 24609, AFL)



for a unit of employees of Transcontinental and Western Air, Inc. (otherwise known as Trans World Airlines), employed at Gander, Nfld., comprising station administration personnel, flight dispatch personnel, food unit personnel and building maintenance and service personnel (L.G., Dec., 1949, p. 1552).

4. Association of Aviation Employees (Federal Labour Union No. 24609, AFL) for a unit of employees of American Overseas Airlines, Inc., employed at Gander, Nfld., comprising flight dispatch personnel, maintenance personnel, building maintenance and service personnel. The application had been received during the month of October, but was inadvertently omitted from the December, 1949 issue of the *LABOUR GAZETTE*.

5. Association of Aviation Employees (Federal Labour Union No. 24609, AFL) for a unit of employees of Pan American World Airways, Inc., employed at Gander, Nfld., comprising employees in the departments of operations, traffic handling dispatch, and building maintenance (L.G., Dec., 1949, p. 1552).

6. Association of Aviation Employees (Federal Labour Union No. 24609, AFL) for a unit of employees of the Allied Aviation Service Company of Newfoundland, Limited, employed at Gander, Nfld., comprising the manager of commissary stores, equipment-auto maintenance supervisor, ticket counter supervisor, crew chiefs, mechanics, transportation agents, lead fleet servicemen, fleet service personnel, equipment-auto maintenance personnel, weight and balance personnel, ticket counter personnel, and storekeeper personnel (L.G., Dec., 1949, p. 1552).

### **Applications for Certification Rejected**

1. Association of Aviation Employees (Federal Labour Union No. 24609, AFL) and Scandinavian Airlines System, Inc., Gander, Nfld. (L.G., Dec., 1949, p. 1552). The Board rejected the application for the reason that it was not supported by a majority of the employees affected.

2. Association of Aviation Employees (Federal Labour Union No. 24609, AFL)

and K. L. M. Royal Dutch Airlines, Gander, Nfld. (L.G., Dec., 1949, p. 1552). The Board rejected the application for the reason that it was not supported by a majority of the employees affected.

### **Representation Vote Ordered**

The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and the Canadian Pacific Railway Company (District Accountant's Office, Montreal) (L.G., Feb., 1950, p. 202). Following an investigation of the application, the Board ordered a representation vote of the employees affected (Returning Officer: L. Pepin).

### **Applications for Certification Received**

1. Local 1440, International Brotherhood of Electrical Workers, on behalf of certain employees of the Ottawa Hydro Electric Commission, Ottawa, Ont. (Investigating Officer: N. G. Price).

2. The American Newspaper Guild, on behalf of editorial employees of the Canadian Press employed in Canada (Investigating Officer: R. L. O'Neill).

3. Hotel and Restaurant Workers' Local 779, Hotel and Restaurant Employees' and Bartenders' International Union, on behalf of employees of the Canadian National Railways, employed in the Newfoundland Hotel, St. John's, Nfld. (Investigating Officer: J. R. Kinley).

4. Radio and Cables Department, Local No. 6, Canadian Communications Association, on behalf of clerical employees of the Pacific Cable Board (Investigating Officer: L. Pepin).

### **Application under Section 19 Received**

During the month the Board received from the National Catholic Brotherhood of Quebec Transport Employees, Inc., an application for the prescription of a provision for the final settlement of all differences concerning the meaning or violation of the collective agreement between the Brotherhood and the Quebec Railway, Light and Power Company, Quebec, P.Q.

## **Conciliation and Other Proceedings Before the Minister of Labour**

### **Conciliation Officer Appointed**

On January 25, 1950, the Minister of Labour appointed a Conciliation Officer to deal with a dispute between De Luxe

Transportation Limited, North Bay, Ont., and the Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: H. Perkins).



## Settlement Facilitated by Conciliation Officer

On January 13, 1950, the Minister of Labour received a report from Raoul Trépanier, Conciliation Officer, indicating the settlement of matters in dispute between the Gatineau Bus Company, Limited, Hull, P.Q., and Division 591, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., Feb., 1950, p. 202).

## Conciliation Board Fully Constituted

The Board of Conciliation and Investigation appointed to deal with the dispute

between the National Harbours Board (General Maintenance Forces and Grain Elevator System, Quebec, P.Q.), and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Jan., 1950, p. 67), was fully constituted on January 11, 1950, with the appointment of His Honour Judge Edouard Tellier, Montreal, as Chairman. Judge Tellier was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Paul LeBel, Quebec, P.Q., and Marcel E. Francq, Montreal, who had previously been appointed on the nominations of the company and union, respectively.

# COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

## Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and from the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

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

### Logging

**NORTHWESTERN ONTARIO.—CERTAIN PULP AND PAPER MANUFACTURERS AND OTHER PULPWOOD CUTTING OPERATORS AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA (LUMBER AND SAWMILL WORKERS' UNION).**

Agreements negotiated jointly but signed by individual companies, to be in effect from the date of signature by each company to August 31, 1950, and thereafter from year to year, subject to notice. The company recognizes the union as the sole collective bargaining agency for all eligible employees. The union agrees to discourage union members from moving from camp to camp and from company to company. The company agrees to encourage its employees covered by this agreement to become members of the union.

**Check-off:** the company agrees to deduct union fees from the pay of all employees who so authorize and to remit same to the union.

**Hours of work:** for day workers (except cooks, cookees, chore boys, watchmen, barn bosses, raftsmen, inland waters logmen) 8 per day, 6 days a week, a 48-hour week. Walking

distance up to one and one-half miles each way or riding time up to one-half hour each way shall not be included in the above hours. **Overtime:** any time worked in excess of 8 hours per day or 48 hours per week shall be paid for at the regular rate of pay. During the driving and the ice and snow hauling seasons men will work as many hours during the week as may be necessary to do the work in hand.

**Vacations with pay:** every employee covered by this agreement shall receive, in lieu of vacations with pay, vacation credits of 2 per cent of his gross earnings during his period of employment to be paid in the form of vacation with pay credit stamps, provided that the employee has worked a minimum of 75 days within a 4-month period with the same company during each vacation year, or from July 1 of one year to June 30 of the next year. This time limit shall not apply if work is discontinued or if the employee is laid off. Upon completion of 5 years of continuous service (one year to be not less than 250 days of work) all employees shall receive 2 weeks' vacation with pay effective September 1, 1949.

**Wage rates** for certain classes, per day—cookees \$5.75 to \$6.30, cooks \$7.70 to \$9.10, bull cooks or chore boys, general labourers \$7.15, watchmen \$6.25 and \$6.55, barn boss \$7.35 and \$7.70, loaders and unloaders, hand drillers, sorters, sluicers, jackladder feeders \$7.35, skidders and rollers \$7.45, teamsters \$7.35 to \$7.70, blacksmiths \$7.70 to \$9.10, handymen \$7.45 to \$8.45, mechanics \$7.70 to \$9.40, construction workers \$7.15 to \$8.25, tractor drivers, truck drivers \$7.40 to \$9.40, compressor operator \$8.30 to \$8.85, jackhammer drillers \$7.50, river drivers \$7.75 and \$8.05, raftsmen, inland waters logmen \$8.25, storage ground logmen \$7.75, tank men icing roads, pump men for water pump, men working on jammer \$7.40, top loaders on jammer \$7.65, saw filers \$7.40 to \$8.45, powder men

\$7.70. Cutting pulpwood, rate per single cord, spruce and balsam, rough, 50 inches \$4.95, 100 inches \$4.35, peeled, 50 inches \$7.45, 100 inches \$6.65; rough jackpine 50 inches \$4.35, 100 inches \$3.80; poplar, rough, 50 inches \$3.50, peeled, 50 inches \$5.25, 100 inches \$4.40. Cutting fuelwood (split), per cord: 4-foot poplar \$3.50, jackpine \$4.05, birch and tamarac \$4.60. In addition to above, strip roads are to be paid for at the rate of one cent per foot for 7-foot road, and  $\frac{1}{2}$  cents per foot for 10-foot road. Strip width shall not exceed 66 feet. Rates per cord for loading and hauling and changing sleighs at spotting grounds, or where unloading is done by mechanical means: from 80 cents for peeled wood and 90 cents for rough wood for haul up to one-quarter mile, up to \$1.95 for peeled wood and \$2.20 for rough wood for haul of 3 miles. When wood is unloaded by hand add 16 cents per cord to above rates for rough wood and 13 cents per cord for peeled wood. The above daily rates are the same as were in effect previously. While the above rates for cutting wood are also the same, the previous agreement provided that "when a man has cut and piled 75 cords of rough pulpwood or 37 cords of peeled pulpwood in any one camp, he will be paid a bonus of 55 cents per cord"; this bonus has been discontinued under the present agreement. The rates for loading, hauling and unloading have been decreased by 10 cents per cord for the shorter hauls and left unchanged for the longer hauls.

**Working conditions:** all camps shall have single beds. Pieceworkers shall be provided with scale slips after each scale, the scaling to be done as expeditiously as possible. The charge for board and lodging shall be \$1.65 per calendar day. All tools will be made available by the company to pieceworkers and others.

Provision is made for *grievance procedure* and *seniority rights*.

## Manufacturing

### Textiles and Clothing

HAMILTON, ONT.—GLENDALE SPINNING MILLS LIMITED AND TEXTILE WORKERS UNION OF AMERICA, LOCAL 1070.

Agreement to be in effect from June 13, 1949, to June 12, 1950, and thereafter for a further period of one year, subject to notice. The company recognizes the union as the sole collective bargaining agency for all eligible employees.

**Union security:** all employees who are now or who become union members shall, as a condition of employment, remain members in good standing. New employees shall apply for membership at the time of their hiring. Both parties agree that they will not discriminate against, coerce, restrain or unlawfully influence any employee.

**Check-off:** the company agrees to deduct monthly union dues from the pay of all employees who so authorize and to remit same to the union.

**Hours:** first shift—8 per day Monday through Friday, 5 hours on Saturday, second shift—9 hours per day Monday through Friday, a 45-hour week in either case; third shift—7 hours per day, 6 days a week, a 42-hour week; engineers—8 hours per day, 6 days a week, a 48-hour week. **Overtime** at time and one-half the hourly rate in the case

of hourly rated employees and the average hourly earnings in the case of pieceworkers will be paid for all hours worked in excess of the regularly assigned hours per day or week; double time and one-half for work on 8 specified *paid holidays*.

**Vacations with pay:** the company shall grant all eligible employees with 3 or more months' continuous service a vacation period and may close the plant at a time between July 1 and August 31. Payment will be calculated on the following basis: after 3 months employees will receive 2 per cent of their earnings for the previous 12 months ending June 30; after 2 years  $2\frac{1}{2}$  per cent, after 3 years 3 per cent, after 4 years  $3\frac{1}{2}$  per cent, and after 5 years 4 per cent. **Rest periods:** both parties agree to the principle of organized rest periods and will endeavour to work out a schedule having regard to overall production in the various departments.

**Health and Welfare:** the company agrees to maintain for the duration of this agreement a *hospitalization and sick benefit plan* for its employees and to pay the full cost of same; the plan includes life insurance, accidental death and dismemberment, sickness and accident, hospitalization, and surgical benefits. The company also agrees to provide a *retirement income* for qualified permanent employees and to contribute to this plan an amount not less than that contributed by the employee.

Provision is made for *grievance procedure* and *seniority rights*.

GUELPH, ONT.—BILTMORE HATS LIMITED AND THE UNITED HATTERS, CAP AND MILLINERY WORKERS INTERNATIONAL UNION, LOCAL 82.

Agreement to be in effect from January 1, 1949, to December 31, 1950. The company recognizes the union as the sole and exclusive bargaining agent for all eligible employees. There shall be no discrimination, interference, restraint, coercion or intimidation because of membership or non-membership in the union. The union agrees not to solicit or extend union membership to any new employee, who is not a member in good standing, until after 60 days' continuous employment with the company.

**Check-off:** both parties agree to a compulsory check-off upon all employees who have completed 60 days of continuous employment, except those who have worked for the company in a supervisory capacity. The check-off shall not include entrance fees or any special assessments and shall not exceed \$2 per month for employees between the ages of 17 and 65 years, or 75 cents for employees under 17 and over 65 years of age. It is subject to suspension if the union does not repudiate any work stoppage or fails to declare any picket line illegal and not binding on the employees.

**Hours:** 9 per day Monday through Friday, a 45-hour week, except for truck drivers and maintenance employees, whose working hours shall be as required by the company from time to time. **Overtime:** time and one-half for all work in excess of 45 hours per week and on 7 specified holidays in the case of maintenance employees and, in the case of all other employees, for work in excess of the regular daily hours and on the 7 holidays, provided, however, that the employees during the overtime hours produce work of a quantity and quality consistent with their usual



standard; otherwise they shall be paid at regular rates only. The agreement provides for 2 *paid holidays* in 1949 and 4 *paid holidays* in 1950.

*Vacations with pay:* after 5 years of continuous service two weeks; employees with less than 5 years' service shall be entitled to vacations with pay as provided by the Hours of Work and Vacations with Pay Act. The agreement provides for the closing down of the plant for one week in May, 1949.

*Wages:* except in the case of new employees, rates which were in effect on December 31, 1949, shall apply. The company agrees to pay in addition to such rates and any new rates which may be established a cost-of-living bonus which will incorporate the amount paid under the 1948 agreement and a further amount, together totalling the following amount per hour: Pieceworkers, male—hand finishers 8 cents, all other operations—if average hourly earnings are \$1.04 or less 14 cents, if \$1.05 to \$1.15 12½ cents, if \$1.16 to \$1.24 11 cents and if \$1.25 and up 8 cents; female—all operations 10 cents. Timeworkers: (a) whose hourly rate was established prior to December 1, 1947—over 17 and under 65 years, male 16 cents, female 11 cents; under 17 and over 65 years 9 cents; (b) whose hourly rate was established between November 30, 1947, and December 1, 1948—over 17 and under 65 years, male 8 cents, female 5 cents; under 17 and over 65 4 cents. This bonus is not payable for any overtime. The Cost-of-Living Bonus shall vary with the Cost-of-Living Index (Dominion Bureau of Statistics) after the latter rises or falls 3 points from 158.9. For every rise of 1.3 points above 161.9 or every fall of 1.3 points below 155.9 an adjustment in the bonus of 1 cent per hour up or down shall be made. If the Cost-of-Living Index decreases below 146.8 or increases above 171.0 there shall be no further adjustment of wages during the period of the agreement. The Cost-of-Living Bonus shall not be payable to machine finishing operators and finish slickers or trimming room apprentices. The rate for new unskilled male employees shall not be less than 60 cents per hour. Any employee who works a full week on a night shift, except in the case of sickness or lack of work, shall be paid a *night shift differential* of 10 per cent of his regular earnings.

Every male employee shall, as a condition of employment, wear a hat while going to and from his work.

Provision is made for *grievance procedure*, a *Labour-Management Committee* and *seniority rights*.

### **Wood Products**

VANCOUVER, B.C.—PACIFIC LUMBER INSPECTION BUREAU, INC., AND THE LUMBER INSPECTORS' UNION, BRITISH COLUMBIA DIVISION, LOCAL 1 (CCL).

Agreement to be in effect from October 1, 1949, to October 1, 1950, and thereafter from year to year, subject to 60 days' notice. The Bureau recognizes the union as the sole collective bargaining agency for all eligible employees in British Columbia.

*Check-off:* the Bureau agrees to deduct monthly from the pay of all inspectors, who so authorize, union dues and to remit same to the union.

*Hours of work* shall be in accordance with the "Hours of Work Act" as amended, and

any provincial statutes governing working hours, or as agreed upon between the two parties; the work week shall be 40 hours. *Overtime:* time and one-half shall be paid for time worked outside an inspector's regular shift (except that figuring time performed off the job, if not excessive, shall be paid at the prevailing rate), on Saturdays, Sundays and on legal holidays, provided, however, that an inspector who is absent from his job during the work week for any personal reason whatsoever shall not receive overtime for work performed on Saturday or Sunday.

*Vacation with pay:* 2 weeks after an inspector has completed one year's continuous service, provided he has served 5 years or more in the Lumber Industry of the Pacific Coast.

*Wages,* effective October 16, 1949, for steady inspectors \$1.55 per hour; for transient inspectors \$13.76 per day; the apprentice rate shall not exceed 5 cents per hour less than regular rate.

*Travelling expenses:* inspectors required to travel shall receive reasonable compensation for travelling; when it is necessary that they use their own car, they shall be allowed 8 cents per mile for car expenses.

Provision is made for *grievance procedure* and *seniority rights*.

### **Metal Products**

GUELPH, ONT.—FEDERAL WIRE AND CABLE COMPANY AND UNITED STEELWORKERS OF AMERICA, LOCAL 3021.

Agreement to be in effect from September 1, 1949, to August 31, 1950, and thereafter from year to year, subject to notice. The company recognizes the union as the sole collective bargaining agency for all eligible employees. There shall be no discrimination, intimidation or coercion because of membership or non-membership in the union.

*Hours of work:* 8 per day, a 48-hour week, except that all employees on the regular 8-hour day shift may work 8¼ hours from Monday through Friday and 4¼ hours on Saturday morning at straight time rates. *Overtime* to be paid at time and one-half for all work in excess of above hours and for work on 8 specified statutory holidays, 6 of which are *paid holidays* (an increase of one from the previous agreement).

*Vacations with pay:* one week for employees who have completed one year, 2 weeks for employees who have completed 5 years and 3 weeks for employees who have completed 15 years of continuous service as of June 30; employees with less than one year's service as of June 30 will receive 2 per cent of their earnings.

*Hourly wage rates,* effective August 1, 1949 (minimum and maximum): diemaker \$1.06 to \$1.36; drawing, tinning, stranding, enamel operators, heavy magnet operators, banbury or mill operator, extruding machine operator, rubber press operator, braider mechanics, wax and lacquer room, store keeper 96 cents to \$1.06; annealing, bunching, light magnet operator, extruding machine assistants, taper, locate and vulcanizer, braider operators, coiling, packing, shipping and receiving 96 cents to \$1.01; rewind and inspection (f), cotton wrapping (f), assembly and cord set (f), first aid attendant (f), lunch room attendant (f), youths and females 75 to 80 cents; harness lacquering, labourer, janitor 91 to 96



cents; machinists \$1.16 to \$1.36, maintenance 96 cents to \$1.16, welder \$1 to \$1.20, truck drivers 91 cents to \$1.01. Minimum hiring rates, male 81 cents, females and youths 64 cents; after 60 days the above schedule shall apply. The above rates are 7 or 8 cents per hour higher than the rates previously in effect. An *offshift bonus* of 5 cents per hour will be paid.

Provision is made for *grievance procedure*, *seniority rights* and the *health and safety* of employees.

#### WINNIPEG, MAN.—MOTOR COACH INDUSTRIES LIMITED AND MOTOR COACH WORKERS UNION, FEDERAL LOCAL 147 (TLC).

Agreement to be in effect from October 1, 1949, to September 30, 1950, and thereafter from year to year, subject to 60 days' notice. No employee shall be discriminated against or discharged for any union activities.

*Check-off*: the company shall deduct from the pay of all union members, who so request, the amount covered by such request and remit same to the union.

*Hours*: 48 hours shall constitute a week's work for all employees. *Overtime* (hourly rated employees only) at time and one-half shall be paid for all work done after the regular weekly hours; double time for work on Sundays and on 7 specified holidays. *Paid holidays*: employees employed before May 1 in any year will be granted 2 paid statutory holidays in the first subsequent year, 4 in the second, and 7 in the third; if employed after May 1 but before September 1 they will be granted 1 paid holiday in the first subsequent year, 3 in the second, 5 in the third, and 7 in the fourth.

*Vacations with pay*: after one year's service one week, after 10 years' service two weeks.

*Hourly wage rates*: leading hand \$1.05; tradesmen, first class \$1, second class 95 cents, third class 90 cents; general helper, first class 85 cents, second class 80 cents; ordinary labourer 75 cents, leading storeman 90 cents; storeman, first class 85 cents, second class 80 cents; janitor and watchman \$135 (per month), truck driver \$160 (per month). Starting rate for ordinary labourers and storemen 60 cents, for boys under 18 years of age 45 cents, for janitors and watchmen \$125 (per month), for truck drivers \$140 (per month). The ratio of boys under 18 years of age employed is never to exceed that of 1 boy to 5 first class tradesmen.

Provision is made for *grievance procedure* and *seniority rights*.

## Transportation and Public Utilities

### Water Transport

#### BRITISH COLUMBIA.—THE B.C. TOWBOAT OWNERS' ASSOCIATION AND THE CANADIAN MERCHANT SERVICE GUILD, INC.

Agreement to be in effect from October 1, 1949, to September 30, 1951, except that at the request of either party wage rates may be reviewed one year from the effective date. The Guild is recognized as the collective bargaining agency of the masters and mates of the companies signing this agreement. Preference in hiring new employees will be given to members of the Guild in good standing or who have an application before the Guild, provided suitable men are available.

*Hours*: both parties subscribe to the principle of the 8-hour day in industry, but recognizing the impracticability of the 8-hour day in the B.C. towboat industry agree that equitable compensation for any time worked over and above 8 hours per day shall be made by time off. It is therefore agreed that the establishment of a working month of 20 days on and 10 days off shall go into effect on the following time schedule: from October 1, 1949, to December 31, 1949, the monthly work schedule shall be 23 days on, 7 days off; on and after January 1, 1950, 22 days on, 8 days off; on and after October 1, 1950, 21 days on, 9 days off; on and after September 30, 1951, 20 days on, 10 days off. This monthly leave shall be granted exclusive of annual vacation. In the case of employees on outside tugs the days off will be allowed within a 3-month period, at least 5 of them to be allowed consecutively. When necessary for harbour tugs to work over 12 consecutive hours in any one day in intermittent cases, additional time off will be allowed. Pay in lieu of leave shall not be tendered or accepted except in the case of temporary officers or as mutually agreed upon between the Guild and the company. When a towboat is tied up for repairs, overhaul or for other cause, watches shall be broken and mates assigned to day work on the basis of 8 hours per day. As a general rule, repair work will not be carried out on Saturday mornings during overhauls, except on the day of arrival and the day of departure. If a master or mate performs duties such as handling freight or boomchains, other than to other of the companies' vessels, he shall be paid at the rate of \$1.10 per hour for such work in addition to his regular pay. In compensation for statutory holidays worked each man shall be given 3 days with pay free from the ship, one of them Christmas Day, if possible.

*Vacations with pay*: after one year's continuous service 12 days, after two years' 14 days; after 60 days' continuous service an employee shall be granted annual leave proportionately on the above basis.

*Basic monthly wage rates* for masters and mates: Class 1 \$372.90 (masters) and \$261.03 (mates), Class 2 \$348.04 and \$237.30, Class 3 \$329.40 and \$231.65, Class 4 \$304.54 and \$220.35, Class 5 \$292.11 and \$209.05, Class 6 \$279.68 and \$197.75, Class 7 \$273.46 and \$186.45, Class 8 \$267.25 and \$186.45, Class 9 \$254.82 and \$186.45, Class 10 \$237.30 and \$186.45. If required to service the engine when no engineer is carried, \$20 per vessel per month shall be awarded for this service in addition to the above basic rates.

No towboat carrying a total crew of 3 men or less shall be dispatched on any job which will not permit its return to base port within 12 hours from the time the employees were required to report for work. On all other operations the minimum total crew shall be 4 men.

Provision is made for *grievance procedure*.

#### BRITISH COLUMBIA.—THE B.C. TOWBOAT OWNERS' ASSOCIATION AND THE NATIONAL ASSOCIATION OF MARINE ENGINEERS OF CANADA, INC.

Agreement to be in effect from October 1, 1949, to September 30, 1951, except that at the request of either party after due notice wage rates may be reviewed one year from the effective date. This agreement is similar to the one between the B.C. Towboat Owners'

Association and the Canadian Merchant Service Guild, Inc., summarized above, with the following differences:—

This agreement states that the time schedule as outlined in the above summary applies only to vessels operating on a two-watch system. On tugs operated on the 3-watch system engineers shall be allowed time off free from the ship on the basis of one day in 7 in lieu of time off as outlined in the time schedule. Days off so earned shall be cumulative and allowed within a 3-month period, at least 5 of them to be allowed consecutively.

*Basic monthly wage rates* for chief and second engineers: Class 1 \$348.04 (chief engineer) and \$261.03 (second engineer), Class 2 \$323.18 and \$237.30, Class 3 \$304.54 and \$231.65, Class 4 \$279.68 and \$220.35, Class 5 \$267.25 and \$209.05, Class 6 \$254.82 and \$197.75, Class 7 \$242.95 and \$186.45, Class 8 \$237.30 and \$186.45, Class 9 \$226 and \$186.45, Class 10 \$209.05 and \$186.45.

## Service

### Business and Personal

VANCOUVER, B.C.—CERTAIN HOTELS AND THE HOTEL AND RESTAURANT EMPLOYEES' INTERNATIONAL UNION, LOCAL 28.

Agreement to be in effect from September 29, 1949, to April 30, 1951, and thereafter from year to year, subject to 60 days' notice, provided that at any time after March 31, 1950, either party may require the other to enter into negotiations for a revision of wage rates. The employer agrees to recognize, and bargain collectively, exclusively with the union.

*Union security:* all employees who are now or who may later become members of the union shall, as a condition of employment, remain members in good standing. New employees must apply for membership within 30 days from date of employment. There shall be no discrimination against any employee for being a member or an officer of the union.

*Hours of work:* not more than 8 per day or 44 in any one week, except in case of an emergency. Where the employer has entered into an agreement with the union regarding hours of work, same having been approved by the provincial Department of Labour,

such hours shall remain in effect. *Overtime* at time and one-half shall be paid for work in excess of the regular hours and for work on 4 specified holidays.

*Vacations with pay:* one week for all employees with one year's continuous service, 2 weeks for those with 2 or more years' continuous service.

Any employee working 6 or more hours per day shall be allowed on his own time not less than one-half hour as a meal period, if possible between the fourth and fifth hours of work. Meals are supplied except to cashiers (front office), mail and information clerks.

All *uniforms, smocks, etc.*, which the employee is required to wear shall be supplied and kept clean and in repair without cost to the employee.

*Minimum hourly wage rates:* room clerks 83 cents (any clerk receiving a rate in excess of 83 cents per hour, shall receive an increase of 5 cents per hour, and the lowest rate above the minimum rate paid by the employer hereunder shall be the basic wage rate for room clerks who have completed 6 months' service; and beginning clerks shall be increased up to such basic rate as their increasing experience and ability may warrant), switchboard operators 67½ cents, assistant and working housekeepers 71 cents, linen room assistants and seamstresses 66 cents, maids 62½ cents, cashiers 77½ cents, mail and information clerks 67½ cents, cooks 70 cents to \$1.05, assistant cooks 65 to 90 cents, butcher 96½ cents, assistant butcher 83½ cents, butcher's helper 65 cents, pastry chef \$1.05; head pantryman 90 cents, first assistant 80 cents, helper 65 cents; icemen and day porters 65 cents, night porters 70 cents, vegetable cleaners 65 cents; dishwashers, male 62 cents, female 60 cents, waiters 65 cents, waitresses 60 to 65 cents, bus boys (banquet floor) 60 cents, bus girls and bus boys (main floor) 57½ cents. Waiters regularly employed or steady bus boys or girls required to work as waiters or waitresses on a function shall be paid a bonus of 80 cents per function. Short shift employees (any shift less than 6 hours) shall be paid on an hourly basis with a minimum of 4 hours' pay at the above rates plus 5 cents per hour, except when otherwise agreed between the employer and the union.

Provision is made for *seniority rights* and *grievance procedure*.

## Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,\* include the extension of two new agreements and the amendment of eight others. These include, in addition to those summarized below, the amendment of the agreements for retail

stores at Granby, at Richmond and Melbourne and at Windsor and the extension of a new agreement for bakers, pastry-workers and salesmen at Granby, published in the *Quebec Official Gazette*, issue of December 24.

\* In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of

objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.



Requests for amendments to the agreements for building trades at Sherbrooke and for barbers and hairdressers at Joliette were published December 24, a request for an amendment of the agreement for retail food stores at Quebec and a request for a new agreement for garages and service stations at Montreal were gazetted December 31, a request for the amendment of the agreement for tavern employees at Quebec and a request for a new agreement for retail stores at Asbestos were gazetted January 7. A request for the amendment of the agreement for the fur industry at Quebec was published in the *Quebec Official Gazette*, issue of January 14.

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

## Mining

### *Non-Ferrous Smelting and Quarrying*

BUILDING MATERIALS, PROVINCE OF QUEBEC.

See below under "Manufacturing: Non-Metallic Minerals, Chemicals, Etc."

## Manufacturing

### *Fur and Leather Products*

WHOLESALE FUR INDUSTRY, MONTREAL.

An Order in Council, dated December 14, and gazetted December 24, amends the previous Orders in Council for this industry (L.G., March, 1947, p. 368; June, 1948, p. 619, Dec., p. 1421; May, 1949, p. 604, and previous issues) by providing that when Christmas and New Year's Day fall on Sunday, the first working day following Christmas and the one following New Year's Day shall be considered as holidays with pay.

### *Printing and Publishing*

PRINTING TRADES, QUEBEC.

An Order in Council, dated January 4, and gazetted January 14, amends the previous Order in Council for this industry (L.G., Feb., 1949, p. 178) by extending the terms of this agreement until March 15, 1950.

PRINTING TRADES, CHICOUTIMI.

An Order in Council, dated December 14, and gazetted December 24, makes obligatory the terms of an agreement between "L'Association des Maitres-Imprimeurs, Saguenay-Lac St-Jean" and "Le Syndicat national des Imprimeurs de Chicoutimi inc."

Agreement to be in effect from December 24, 1949, to June 1, 1950, and thereafter from year to year, subject to notice.

*Territorial jurisdiction* includes the counties of Chicoutimi, Roberval, Lake St. John, Charlevoix and Saguenay. This jurisdiction is divided into 2 zones: zone I, the counties of Chicoutimi, Roberval and Lake St. John; zone II, the counties of Charlevoix and Saguenay.

*Hours:* 44 per week; between 8 a.m. and 6 p.m. the first 5 days of the week and between 8 a.m. and 12 (noon) Saturday. *Night shift* employees work 44 hours per week.

*Overtime* for all work performed in excess of the regular or standard work week is payable at time and one-half. The number of working hours of the standard work week is reduced in proportion to the holidays and absences for illness or other justifiable reasons. When any one of 7 specified paid holidays fall on Sunday, the following Monday is observed and employees working on that day shall receive double time. Two additional days, Ascension Day and Good Friday till noon are observed but not paid for.

*Minimum hourly wage rates:* in zone I, journeymen in establishments having 8 or more employees \$1.15 per hour; in other establishments \$1.05 per hour; bookbinding, female employees during the first 6 months (1,100 hours) 34 cents, to 51 cents per hour during the sixth 6 months (6,600 hours); in zone II, minimum rates are 10 per cent less than the rates for zone I. *Night shift* employees shall receive 10 per cent more than the minimum hourly rates of day shift workers. Minimum hourly wage rates for apprentices during the first 6 months 35 cents to 80 cents per hour during the tenth 6 months.

*Vacation:* one week with pay after one year's service; after 2 years' service employees are entitled, each year, to an additional day of vacation with pay, to the extent of 2 weeks.

Apprentice typographers, pressmen and bookbinders shall serve an apprenticeship of 5 years; bookbinding female employees 3 years.

An employer may hire an apprentice if he has one journeyman (typographer, pressman or bookbinder) and another apprentice if he has 2 journeymen in any one of the trades. Moreover, for each additional 2 journeymen in his employ, he may have one apprentice.

### *Non-Metallic Minerals, Chemicals, Etc.*

BUILDING MATERIALS INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated December 21, and gazetted December 31, amends the previous Orders in Council for Part III of this agreement which applies to the *marble industry* in zone I (L.G., Nov., 1947, p. 1660; Nov., 1948, p. 1246; March, 1949, p. 302, and previous issues) by extending the present terms of working conditions and wage rates to February 28, 1951. However wage rates are subject to revision by reason of increases in the cost-of-living index.

*Hours* to be in effect from March 1, 1950: for marble cutters and apprentice marble cutters, 8 per day, Monday through Friday, a 40-hour week; a reduction of 5 hours per week; for other qualified tradesmen, 9 per day, Monday through Friday, 45 hours per week, reduction of 10 hours per week.

*Overtime:* time and one-half until midnight, double time between midnight and 7 a.m. However, if an employee is requested to work outside regular working hours and work starts before noon, working conditions are the same, 8 hours at the regular rate and all overtime at the rate of time and one-half; if the work commences after 12 noon and at whatever time it starts in the afternoon or



evening, the first 5 hours shall be paid at the regular rate, the following 2 hours at time and one-half and thereafter double time. Any work done after midnight shall be paid at time and one-half excepting the eighth and succeeding hours which shall be paid at double rate. Employees requested to work Dominion Day or Labour Day will be paid triple rate.

*Minimum hourly wage rates* for employees governed by the provisions of Part III of this agreement (in zone I) are increased by a 5 per cent bonus, both for regular and overtime work, to be in effect from November 21, 1949, until February 28, 1950.

Effective March 1, 1950, the minimum wage rates as amended above are replaced by the following: marble cutters and setters are increased by 14 cents per hour to \$1.54 (this rate governed by the agreement relating to building trades and not to be reduced when employees are required to work temporarily in the shop); hand cutters \$1.32 (an increase of 12 cents per hour); carborundum machine operator, terrazzo caster \$1.26 (an increase of 11 cents per hour); machine cutter, hand and machine polisher, compressormen, saw setter, bed rubber face, bed rubber end, and craneman \$1.10; sawyer men on gang saws—first 3 months 95 cents per hour, thereafter \$1.10 (all classifications increased by 10 cents per hour); helpers and labourers rates are increased by 8 cents per hour to 88 cents; apprentice marble cutters from 88 cents during the first year to \$1.21 per hour during the fourth year; apprentice carborundum machine operators from 95 cents during the first 6 months to \$1.10 during the third 6 months; apprentice polisher 95 cents during the first 3 months, thereafter \$1.10 (increases for apprentices range from 8 to 11 cents per hour); watchmen's rate at \$30 per week remains unchanged.

Increases mentioned for the minimum wage rates shown above are based on the rates previously summarized in the *LABOUR GAZETTE*, issue of March, 1949, p. 302.

Furthermore, the wage rates shown above shall remain in force until February 28, 1951. However if on September 1, 1950, there is an increase of at least 3 points or more in the index of cost of living (index published by the Bureau of Statistics of the federal Government for Montreal City) taking as a base the index as of September 1, 1949, the wage rates will be raised by one cent for each point of increase (decimal fractions omitted).

Apprenticeship regulations are also affected by this amendment.

## Construction

### BUILDING TRADES, MONTREAL.

An Order in Council, dated December 21, and gazetted December 31, amends the previous Orders in Council governing Part "C" of this agreement as it applies to the marble, tile and terrazzo trades in this industry (L.G., Sept., 1948, p. 993, Nov., p. 1247; Jan., 1949, p. 67, Feb., p. 178, March, p. 302, May, p. 605, Aug., p. 989, Nov., p. 1420).

*Hours* for qualified tradesmen to be in effect from March 1, 1950: 8 per day, Monday through Friday, 40 per week.

*Overtime*: all work done in addition to the regular day's work shall be paid at the rate of time and one-half; between midnight and 8 a.m., double time. If an employee is

requested to work outside regular working hours and starts before noon, working conditions are the same, 8 hours at regular rate, thereafter time and one-half; if the work starts after 12 noon and at whatever hour it starts in the afternoon or evening, the first 5 hours at regular rate, the 2 following hours at time and one-half, thereafter double time. Any work executed after midnight shall be paid at time and one-half excepting the eighth and succeeding hours which shall be paid at double rate. Employees requested to work Dominion or Labour Day shall be paid triple rate.

*Minimum hourly wage rates* for employees governed by the provisions of Part "C" of the present agreement are increased by a 5 per cent bonus over and above the rates previously summarized in the *LABOUR GAZETTE*, issue of January, 1949, p. 67, for both regular and overtime work, to be in effect from November 21, 1949 to February 28, 1950.

Effective March 1, 1950, the minimum wage rates amended as above are replaced by the following: rates for marble setters, tile setters and terrazzo setters are increased by 14 cents to \$1.54 per hour; hand marble polishers \$1.21; terrazzo polishing machine operator (dry) \$1.35; (wet machine) \$1.15; increases range from 10 to 12 cents per hour. Minimum rates for apprentices: marble, tile and terrazzo setters 95 cents per hour during the first year to \$1.35 during the fourth year; terrazzo polishing machine operator (dry) \$1.05 during the first 3 months to \$1.35 after 6 months; (wet machine) during the first 3 months \$1 per hour, thereafter \$1.15. Rates for apprentices represent increases ranging from 10 to 12 cents per hour.

Increases mentioned for the minimum wage rates shown above are based on the rates previously summarized in the *LABOUR GAZETTE*, issue of January, 1949.

Apprenticeship regulations are also affected by this amendment.

## Trade

### WHOLESALE AND RETAIL STORES, RIMOUSKI.

An Order in Council, dated January 4, and gazetted January 14, amends the previous Order in Council for this industry (L.G., March, 1949, p. 303).

*Hours*: in drugstores a standard work week of 54 hours distributed as the employer chooses.

*Minimum wage rates*: accountant \$41 per week; section head-clerk, butcher-clerk \$36; store clerk and office employee—(male) from \$18 per week during the first 6 months to \$31 per week during the third year; (female) from \$14.75 per week during the first 6 months to \$20.75 during the third year; delivery man—truck \$28, horse drawn vehicle \$19; delivery man's helper \$19 and \$24; assistant butcher-clerk from \$18 during the first 6 months to \$31 during the third year; general worker (under 19 years of age) \$19; (19 and over) \$28; messenger—\$10 per week when bicycle supplied by employers and \$12 per week when supplied by the employee; occasional and extra employees—(males) 52 cents per hour; (female) 37 cents per hour. In most cases the rates shown above represent increases at \$1 per week. Bookkeepers—(male) \$19 during the first 6 months to \$33 in the third year; (female) \$16 during the first 6 months to \$23 in the third year are an added classification.

# FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

## Schedules Prepared and Contracts Awarded During December

### (1) *Works of Construction, Remodelling, Repair or Demolition.*

During the month of December the Department of Labour prepared 100 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 78 construction contracts was awarded by the various Government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum rates only*" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

### (2) *Contracts for the Manufacture of Supplies and Equipment.*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation. . . . .	6,539	\$11,694,793.13
Post Office. . . . .	16	160,759.66
Public Works. . . . .	7	66,185.00
R.C.M.P. . . . .	3	8,529.50

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING DECEMBER

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Summerside, P.E.I.	Installation of bulk gasoline storage and pumping equipment, R.C.A.F. Station.	Curran & Briggs Ltd., Summerside, P.E.I.	\$ 29,176 25	Oct. 26, 1949
Halifax, N.S.	Construction of chain link fence around D.N.D. property accommodating No. 15 R.O.D. and No. 6 Coy., R.C.E.M.E.	Frost Steel & Wire Co. Ltd., Montreal, P.Q.	14,604 50	Dec. 14, 1949
Halifax, N.S.	Rewiring of Armory.	Arthur & Conn Ltd., Halifax, N.S.	47,360 00	Sept. 10, 1949
Halifax, N.S.	Construction of binning units and installation of lighting system, Spare Parts Section, No. 15 R.O.D.	Standard Construction Co. Ltd., Halifax, N.S.	59,055 00	Sept. 17, 1949
Saint John, N.B.	Repairs to roof of Armory.	Moncton Construction Co., Saint John, N.B.	13,190 00	Jan. 11, 1950
Sussex, N.B.	Installation of new steam boiler and stoker and complete two pipe heating system in Armory.	Moncton Plumbing & Supply Co. Ltd., Moncton, N.B.	7,135 00	Oct. 17, 1949
Gaspe, P.Q.	Erection of quonset type building.	J. A. Bedard, Quebec, P.Q.	11,357 00	Aug. 12, 1949
Montreal, P.Q.	Alterations to loading platforms of south ends, removing old concrete slabs and laying new concrete slabs with proper fall toward edge of platforms. Replacing reinforcement, angle guards, ferrules, etc., No. 25 Central Ordnance Depot.	Alexandre Duranceau Ltée., Montreal, P.Q.	13,580 00	July 29, 1949
Quebec, P.Q.	Removal of existing six (6) inch wood block floor including one (1) inch asphalt finish and replace with five (5) inch concrete floor with steel trowelled finish, Grande Allée Drill Hall.	Clovis Beaudet & Fils, Quebec, P.Q.	10,530 00	Dec. 21, 1949
Quebec, P.Q.	Construction of chain link fence, St. Malo Workshop Compound.	Dominion Steel & Coal Corp. Ltd., Montreal, P.Q.	6,159 07	Aug. 9, 1949
Valcartier, P.Q.	Paving of roads and pathways, Canadian Armament Research & Development Establishment.	Beaudet & Blais, Quebec, P.Q.	7,110 63	Sept. 20, 1949
Camp Borden, Ont.	Grading and paving of parking and storage area, R.C.E.M.E. Workshop.	Brennan Paving Co. Ltd., Hamilton, Ont.	30,249 16	Dec. 28, 1949
Camp Borden, Ont., and Angus, Ont.	Landscaping and construction of walks and driveways at the R.C.A.F. Station and No. 13 "X" Depot.	Thos. G. Wilcox & Sons Ltd., Midland, Ont.	20,917 50	Dec. 27, 1949
Centralia, Ont.	Installation of clothes lines and fixtures including painting of all wooden parts of clothes line fixtures at house end of lines for permanent married quarters (50 houses) at R.C.A.F. Station.	Mr. Adam Black, c/o Parker Construction Co., Centralia, Ont.	2,067 50	Jan. 13, 1950
Fort William, Ont.	Renewal of markers' shelter, Mount McKay Rifle Range.	Thunder Bay Harbour Improvements Ltd., Port Arthur, Ont.	9,500 00	Jan. 11, 1950
Guelph, Ont.	Additional ablution facilities in Armory.	Wm. Kee, Guelph, Ont.	8,526 53	Jan. 11, 1950
Hamilton, Ont.	Surfacing of parade ground, installation of one 1000 gal. gasoline storage tank and pump, and construction of concrete grease pit and wash rack in Armory.	A. Cope & Sons Ltd., Hamilton, Ont.	8,000 00	Sept. 29, 1949
Petawawa, Ont.	Resurfacing of hard surface roads, Petawawa Military Camp.	H. J. McFarland Construction Co. Ltd., Picton, Ont.	10,137 00	Sept. 12, 1949
Trenton, Ont.	Construction of remote receiver station, R.C.A.F. Station.	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	148,685 00	Nov. 30, 1949
Trenton, Ont.	Interior painting of Buildings Nos. 27 and 34, R.C.A.F., No. 6 Repair Depot.	Mr. H. L. Robinson, Toronto, Ont.	3,601 40	Oct. 25, 1949



Construction of walks, steps, side driveways and landscaping for permanent married quarters, R.C.A.F. Station.	H. J. McFarland Construction Co. Ltd., Picton, Ont.	79,966 00	June 10, 1949
Construction of water line and water supply structures, C.J.A.T.C.	Commonwealth Construction Co. Ltd., Winnipeg, Man.	118,833 50	July 25, 1949
Exterior painting of Buildings Nos. 23, 24, 25, 29, 30, 31, 33, 36, 42, 43, 44, 45, 48, 50 and 52 and interior painting of Buildings Nos. 15, 17, 18, 20, 26, 29, 31 and 41 at No. 10 Repair Depot.	W.m. Sigalet & Co. Ltd., Calgary, Alta.	18,950 00	Dec. 14, 1949
Installation of ash removal system, Central Heating Plant. . . . .	Fred Welsh & Son, Vancouver, B.C.	8,800 00	Jan. 11, 1950
Installation of bin lighting in Building No. 3 at No. 17 Regional Ordnance Depot.	Art Electrical Engineers Ltd., Vancouver, B.C.	9,497 00	Jan. 11, 1950
Painting and repairs of Buildings Nos. 1, 4, 9, 10, 11, 12, 14, 16, 19, 24 and 31, R.C.A.F. Station.	C. H. Brawn & Son, Vancouver, B.C.	4,750 00	Sept. 29, 1949
<b>Central Mortgage and Housing Corporation</b>			
Construction of power distribution system, street lighting, services to houses, fire alarm circuit and control.	Stanley G. Brookes, Ottawa, Ont.	39,500 00	Dec. 15, 1949
Construction of power distribution system, street lighting, services to houses, fire alarm circuit and control.	Ontario Construction Co., St. Catharines, Ont.	38,885 00	Dec. 14, 1949
Construction of 125 houses at Fraserview project under veterans' rental.	Biltmore Construction Co., Vancouver, B.C.	659,427 00	Oct. 3, 1949
<b>Department of Mines and Resources</b>			
Laying water supply pipelines. . . . .	Joseph Dugal, Beauport, P.Q.	21,400 00	July 19, 1949
Revisions and additions to walk-in refrigerator together with minor structural alterations, plumbing, etc., at Indian Residential School.	Wellington Smith Ltd., Fort Frances, Ont.	6,000 00	Sept. 12, 1949
Alterations and repairs to plumbing system at the Indian Residential School.	John Plaxton Co. Ltd., Winnipeg, Man.	3,700 00	Oct. 18, 1949
Revisions and additions to plumbing, heating, water supply and sewage disposal system, Indian Residential School.	Mitchell Bros. Ltd., Vancouver, B.C.	30,000 00	Oct. 12, 1949
Construction of intake reservoir and headworks for water supply system, Field Townsite.	Standard Gravel & Surfacing Co. Ltd., Calgary, Alta.	24,000 00	Oct. 1, 1949
<b>National Harbours Board</b>			
Renewal of superstructure, outer portion, Dunlevy Avenue Wharf.	Northern Construction Co. & J. W. Stewart Ltd., Vancouver, B.C.	18,581 00	Sept. 26, 1949
<b>Department of Public Works</b>			
Repair of 2 rubble mound breakwaters.	Concrete Products (Newfoundland) Ltd., St. John's, Nfld.	75,000 00	Sept. 13, 1949
Wharf replacement.	Price Construction Co., Moncton, N.B.	23,021 04	Sept. 21, 1949
Improvements and repairs, Public Building.	W. C. Wetmore Ltd., Picton, N.S.	7,330 00	Nov. 29, 1949
Metal roof coverings, etc., Old Post Office Building.	Fundy Construction Co. Ltd., Halifax, N.S.	34,500 00	Nov. 29, 1949
Breakwater extension.	Mosher & Fawcett, Inc., Repool, N.S.	12,863 00	Oct. 12, 1949
Breakwater repairs.	B. A. Allaby & R. P. McLeod, Amherst, N.S.	49,588 15	Oct. 12, 1949
Installation of hot water boilers and stokers, Post Office Building.	Edward T. Moran, Fredericton, N.B.	7,980 00	Sept. 23, 1949
Wharf reconstruction.	Price Construction Co., Moncton, N.B.	19,810 00	Sept. 20, 1949
Construction of wharf extension.	Charles H. Nadeau & Sons, Ltd., Parc Daniel Station, P.Q.	46,848 90	Sept. 20, 1949
Alterations and addition to Public Building.	Alphonse Gratton Inc., Montreal, P.Q.	179,182 00	Nov. 3, 1949
Improvements to wharf and breakwater.	Capit. J. Konioe Allard, Cross Point, P.Q.	108,762 47	Sept. 26, 1949
Construction of nursing station for Indian Health Services.	La Cie Construction Inc., St. Felicien, P.Q.	9,786 00	Nov. 24, 1949

**CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING DECEMBER**

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
<b>Department of Public Works</b>				
Ste. Therèse de Blainville, P. Q.	Alterations and additions to Dominion Public Building.	Alphonse Gratton Inc., Montreal, P. Q.	59,781 00	Dec. 14, 1949
Sherbrooke, P. Q.	Construction of phase I (demolitions, excavation, foundations, first floor slab, etc.) of Dominion Public Building.	C. Emile Monissette Ltd., Quebec, P. Q.	151,543 00	Nov. 21, 1949
Gore Bay, Ont.	Construction of wharf extension.	R. A. Blyth, Toronto, Ont.	26,709 50	Oct. 5, 1949
Hamilton, Ont.	Harbour improvements.	McNamara Construction Co. Ltd., Toronto, Ont.	76,499 75	Sept. 20, 1949
Hamilton, Ont.	Interior painting, Public Building.	Windsor Painting & Decorating Co., Windsor, Ont.	5,310 00	Dec. 17, 1949
Ottawa, Ont.	Alterations to British American Bank Note Building.	E. Copeland Co. Ltd., Ottawa, Ont.	13,127 00	Nov. 17, 1949
Ottawa, Ont.	Alterations to ground, 1st and 2nd floors of Jackson Building.	The George C. Graves Construction Co. Ltd., Ottawa, Ont.	11,690 00	Nov. 16, 1949
Ottawa, Ont.	Interior construction of quonset huts 'A' and 'B', Bureau of Mines.	Mr. H. Dagenais, Ottawa, Ont.	122,849 00	Dec. 14, 1949
Ottawa, Ont.	Repairs to granite walks, steps, plinths, etc., Supreme Court Building.	Doran Construction Co. Ltd., Ottawa, Ont.	15,000 00	Nov. 4, 1949
Pictou, Ont.	Addition and alterations to Public Building.	H. J. McFarland Construction Co. Ltd., Pictou, Ont.	89,842 60	Dec. 6, 1949
Port Lambton, Ont.	Harbour improvements.	Mac Construction Co., Wallaceburg, Ont.	32,743 70	Oct. 5, 1949
Toronto, Ont.	Construction of harbour improvements (steel pile break water)	Russell Construction Co. Ltd., Toronto, Ont.	57,513 70	Sept. 30, 1949
Leduc, Alta.	Construction of Dominion Public Building.	Bird Construction Co. Ltd., Calgary, Alta.	155,038 00	Nov. 24, 1949
Macleod, Alta.	Construction of Dominion Public Building.	Bird Construction Co. Ltd., Lethbridge, Alta.	146,961 00	Nov. 25, 1949
Peace River, Alta.	Construction of garage for R.C.M.P.	Mr. George Clarke, Peace River, Alta.	6,894 00	Dec. 27, 1949
Bella Coola, B.C.	Construction of scow grid and loading platform.	Hor-Lalimer Construction Co. Ltd., Vancouver, B.C.	28,945 00	Sept. 20, 1949
Ladner, B.C.	Construction of Dominion Public Building.	Allan & Viner Construction Co. Ltd., Vancouver, B.C.	96,789 00	Dec. 6, 1949
Minstrel Island, B.C.	Approach repairs and float construction.	Frank Gagne, Campbell River, B.C.	15,782 50	Sept. 14, 1949
Spring Island, B.C.	Construction of wharf and marine ways.	Findlay-White Construction Co. Ltd., Qualicum Beach, B.C.	17,823 00	Sept. 1, 1949
New Brighton, B.C.	Wharf reconstruction.	W. Greenless, Vancouver, B.C.	15,644 00	Sept. 30, 1949
Vancouver, B.C.	Installation of new steam heating return lines and new steam risers, Veterans' Home, Hycroft.	Fredertek Welsh & Sydney Welsh, Vancouver, B.C.	7,457 00	Nov. 4, 1949
Hay River, N.W.T.	Construction of combined six-room house and office.	Bond Construction Co. Ltd., Edmonton, Alta.	19,325 00	Sept. 14, 1949
<b>Department of Transport</b>				
Malton, Ont.	Construction of localizer building and road work.	Pullam Construction Ltd., Toronto, Ont.	10,260 00	Dec. 13, 1949
Moose Jaw, Sask.	Construction of homing beacon at Moose Jaw Airport.	Harvey Lunan Construction Co., Regina, Sask.	5,770 00	Oct. 17, 1949
Prince Albert, Sask.	Construction of homing beacon at Prince Albert Airport.	Harvey Lunan Construction Co., Regina, Sask.	5,252 00	Oct. 17, 1949
Edmonton, Alta.	Construction of instrument landing facilities.	Yukon Construction Co., Edmonton, Alta.	22,610 00	Sept. 27, 1949
Turney Valley, Alta.	Construction of homing beacon.	Hornstrom Bros., Calgary, Alta.	3,928 00	Sept. 27, 1949
Sandspit, B.C.	Erection of transmitter building and two staff dwellings.	Fraser Valley Builders Ltd., Mission, B.C.	39,310 84	Sept. 21, 1949
Vancouver, B.C.	Construction of remote receiver building.	Hansen Construction Co. Ltd., Vancouver, B.C.	6,166 84	Sept. 21, 1949
Victoria, B.C.	Construction of stores building.	J. A. Pollard Construction Co., Victoria, B.C.	13,777 30	July 29, 1949
Whitehorse, Y.T.	Construction of four staff dwellings.	Northern Construction & J. W. Stewart Ltd., Vancouver, B.C.	84,674 00	Aug. 26, 1949

# LABOUR LAW

## Legal Decisions Affecting Labour

*The Exchequer Court of Canada awarded damages to an injured Federal employee already receiving Workmen's Compensation. ¶The Supreme Court of New Brunswick interpreted the coverage of the carpentry trade schedule under the Industrial Standards Act. ¶The Montreal Superior Court upheld the validity of the Minimum Wage Ordinances.*

### **Government employee, injured during employment, awarded \$10,000 damages from Federal Government in addition to workmen's compensation.**

On March 12, 1949, Mr. Justice Thorson of the Exchequer Court of Canada awarded a former Federal Government employee \$10,000 damages under the Exchequer Court Act for injuries received when testing gun barrels. In determining the amount of the award, Mr. Justice Thorson pointed out that consideration must be given to the compensation (\$54.16 monthly) which the man was already receiving under the Government Employees Compensation Act.

In a previous judgment handed down on August 2, 1946, Mr. Justice Thorson had held that the employee was not barred from pursuing a claim for damages under the Exchequer Court Act merely because he was already receiving compensation for his disability under the Government Employees Compensation Act. This decision was affirmed by a ruling of the Supreme Court of Canada on an appeal.

The Judge pointed out that if the claim for damages under the Exchequer Court Act were to be valid, it was essential to prove that the injuries arose because of the negligence of an officer or servant of the Crown. Under the Government Employees Compensation Act, an employee of the Crown is entitled to compensation for injuries suffered by accident arising out of and in the course of his employment without having to show that they resulted from negligence. Section 19 (1) (c) of the Exchequer Court Act R.S. 1927 as amended in 1938 reads:—

- 19 (1) The Exchequer Court shall also have exclusive original jurisdiction to hear and determine the following matters:
- (c) Every claim against the Crown arising out of any death or injury to the person or to property resulting from the negligence of any officer or servant of the Crown while acting within the scope of his duties or employment.

At the time of the accident, June 7, 1941, the suppliant was employed as a day labourer by the Inspection Board of the United Kingdom and Canada at its artillery proving grounds at Valcartier, P.Q. He was being trained as a gunner. The accident occurred when he, as a member of the gun-testing crew, used a defective ramrod on a jammed gun. He was very seriously injured; his right arm was cut off just below the elbow, he lost all the fingers on the left hand except the thumb, and the vision of his left eye was 90 per cent impaired.

The Court examined the facts surrounding the accident and found that both the proof officer on duty at the time and the No. 1 gunner were guilty of negligence. Mr. Justice Thorson stated that the proof officer:

knowing the defective and dangerous condition of the ramrod should have taken steps either to prevent its use by an inexperienced man like the suppliant or, at any rate, to warn him of the danger involved in such use. But he did neither.

His Lordship found that there was even greater negligence on the part of the No. 1 gunner whose failure to pull the lever breech mechanism down to the safety notch before giving any orders to use the ramrod was "the prime cause of the suppliant's injuries".

The Court did not agree with the contention of the respondent that the suppliant had acted too quickly. He had acted as he had previously and was entitled to assume that the lever breech mechanism had been pulled down.

The Judge then dealt with the question of whether the proof officer and the No. 1 gunner were officers and servants of the Crown on the day of the accident. On this point, His Lordship ruled that the Inspection Board of the United Kingdom and Canada was "the servant of the Government and its employees were just as much servants of the Crown as if they had been employed by one of the Departments of the



Government". Thus, the proof officer and the No. 1 gunner were servants of the Crown within the meaning of Section 19 (1) (c) of the Exchequer Court Act.

His Lordship then considered what he referred to as the "interesting" point raised by the suppliant in regard to damages. The suppliant claimed that the amount of damages to which he would be entitled under the Exchequer Court Act ought not to be reduced by the amounts of compensation he has received or will receive under the Government Employees Compensation Act. He contended that the latter compensation was really statutory insurance of Government employees against the risk of accident arising from their employment. The Court pointed out that the suppliant was basing his contention on the clearly established principle that accident insurance is never taken into account when the amount of damages a plaintiff is entitled to receive for injuries resulting from a defendant's negligence is being computed, and continued:

The reason for the rule is that neither the injury done by a wrongdoer as a result of his negligence, nor his liability to pay damages for it is diminished by the fact that the injured party has received money from a third party under a contract of insurance for which he has himself paid the premium or other consideration. A wrongdoer is not entitled to the benefit of a policy of insurance for which he has paid nothing.

However, the Judge ruled that the considerations in the present case were quite different.

The employee does not receive his compensation under a contract for which he has paid a premium but by reason of a statutory obligation which Parliament has imposed upon the Crown in his interest, and without any payment on his part. . . . Here the person responsible for damages for the wrongdoing is one and the same person as the statutory insurer of the injured person.

The Court considered, therefore, that account should be taken of the amount of compensation the suppliant was already receiving under the Government Employees Compensation Act. In the Court's view, the injured man was to be compensated under the Government Employees Compensation Act, if he so desired, but he was also entitled to damages under Section 19 (1) (c) of the Exchequer Court Act if it were shown that he came within the scope of this section, to the extent that his entitlement under it was greater than the amount of compensation to which he was restricted under the Government Employees Compensation Act.

His Lordship stated further:

It is clear therefore from what I have said that the suppliant's rights under Section 19 (1) (c) of the Exchequer Court Act are greater in extent than under the Government Employees Compensation Act.

In assessing the amount of the damages, Mr. Justice Thorson pointed out that the injured man was entitled to substantial damages since he had not only been permanently disabled but had undergone pain and suffering and had lost opportunity for advancement in his former job:

Such matters as pain and suffering, loss of health and loss of opportunities of advancement were not the subject of compensation in the [Government Employees Compensation] Act. They were not within the scope of the Act. Under Section 19 (1) (c) of the Exchequer Court Act there is no such restriction.

The Court fixed the amount of the damages at \$10,000, together with costs of the action. *Bender v. The King* (1949) 2 D.L.R. p. 318.

***Lack of skill in a person "employed to do carpentry" does not exempt him from the carpentry trade schedule under the New Brunswick Industrial Standards Act.***

In the Supreme Court of New Brunswick, on March 26, 1949, Chief Justice Richards in affirming a lower court decision held that the term "carpenter trade" in the schedule of wages and hours under the Industrial Standards Act refers generally to the type of work carried on by the employer and not to the measure of skill of the employee. The case was a review of a conviction made by the Police Magistrate of the Parish of Lancaster on January 7, 1949 who imposed on the defendant a fine of \$50 and costs.

The Industrial Standards Act, 1948, provides for the formulation of a schedule of wages, hours and days of labour by the representatives of employers and employees in any trade in any area of the province and for the approval of the schedule by the Governor in Council, whereupon it becomes binding on all the employers and employees in the trade and zone specified. The schedule for the carpentry trade in the construction industries in the Saint John zone formulated under the Act was approved on July 8, 1948, and set a minimum rate of 95 cents per hour to be paid to employees for work performed during a regular working period.

An employee was hired by the defendant, a construction company, to do rough carpentry work during regular working periods. From November 1-11, 1948, he

had been paid at a rate of wages less than that set by the schedule for the carpentry trade. The charge had been laid by an Industrial Standards Act inspector.

The counsel for the defence contended that by Section 2 of the Act the application of the Schedule is limited to the carpentry trade. The term "trade" is a word of established meaning denoting and confined to persons of recognized skill. The worker in question, according to the defendant, was employed as a general handyman and was clearly not a skilled carpenter.

The counsel for the industrial standards inspector (the informant) stated that he was not concerned as to the degree of skill of the employee. He relied on the provision of the Schedule which states "employee" means an employee employed to do carpentry work, but does not include an apprentice as defined in the Apprenticeship Act, 1944." The employee was clearly not an apprentice. He was employed to do carpentry work, therefore the Act applied, and he must be paid according to the Schedule as a carpenter.

His Lordship stated that he was unable to accept the argument that the Schedule is limited to a person skilled in the carpentry trade. The basis of employment is the determining factor and not the measure of skill of the worker.

The exclusion of apprentices from the terms of the Schedule may suggest that only those with considerable degree of skill as carpenters are referred to but there is no positive statement to that effect. The Schedule makes no provision for varying the degree of skill in carpenter work.

There is nothing in the Act or Schedule to prevent the employment of ordinary labourers at such rates as may be agreed upon but the Schedule does provide specifically for employment in the carpentry trade. If the employee, whether skilled or unskilled, was "employed to do carpenter work" then he is entitled to be paid as a carpenter. The evidence showed that, although the man during his employment with the company did some work as an ordinary labourer, he also did work which would be classed as carpentry work.

His Lordship therefore found that the employee was employed to do carpentry work and was therefore entitled to be paid as a carpenter. As had already been stated by the Magistrate at the previous hearing, and as seemed to be clearly confirmed by the evidence, Chief Justice Richards found that the error on the part of the defendant was not made intentionally or with a view to depriving any of the employees of their

fair wages. *The King, on the information of Tonner v. Teed-McCarthy Construction Limited* (1949) 23 M.P.R. 113.

**Montreal firm ordered to pay wages required under minimum wage ordinances. Charges of invalidity dismissed.**

On August 26, 1949, Mr. Justice Salvais in the Montreal Superior Court sentenced a Montreal industrial firm to pay to the Quebec Minimum Wage Commission wages and vacation indemnity amounting to \$620.30 due to twelve employees under the terms of minimum wage ordinances.

The Minimum Wage Commission brought the action against the employer on behalf of thirteen workmen. The claim was that they had not received overtime pay as required by Ordinance No. 2 or vacation indemnity as required by Ordinance No. 3.

As regards overtime, Ordinance No. 2, which applies to employees paid by the hour and not governed by a collective agreement, states in paragraph 3:—

Notwithstanding the provisions of any other ordinance, every employee governed by the present ordinance is entitled, for this overtime, to the wage rate of time and one-half, i.e. to the rate of wages he is paid for his regular hours of work, increased by one-half of the said rate, even when such rate is higher than the minimum wage rate to which he is entitled by an ordinance of the Commission.

Ordinance No. 3, paragraph 13, dealing with vacation with pay, provides that

at the time of the cancellation of his labour contract, the employee himself is entitled to an indemnity . . . consisting of two per cent (2%) of the wages earned after the 1st of May preceding the date of his departure.

The defendant company claimed that the overtime requirement of time and one-half the regular rate is outside the jurisdiction of the Minimum Wage Commission, arguing that the Minimum Wage Act gives the Commission authority to set only basic minimum rates, and payment for overtime based on those minimum rates. The company claimed that the Commission did not have authority to establish overtime rates based on the actual wage rate agreed to between the parties and higher than the minimum. It was contended that paragraph 3 of Ordinance No. 2 constitutes an impediment to the freedom of the parties to make agreements providing for a wage higher than the minimum rate, an impediment not justified by the spirit or the letter of the Minimum Wage Act.

The defendant contended also that paragraph 13 of Ordinance No. 3, providing for a vacation indemnity in case of the cancellation of a labour contract, is outside the



powers of the Minimum Wage Commission, because the Commission has authority under the Act to determine only wage rates and working conditions, and a vacation indemnity on cancellation of contract is inherent neither in wages nor working conditions within the meaning of the Act.

The Court held that the defendant's contention that the Commission had no authority under the Act for its overtime and vacation indemnity requirements was not justified. The main objective of the Minimum Wage Act is the protection of the employee, and while the Act must be strictly interpreted since it derogates from the common law, it should nevertheless, in accordance with the Interpretation Act of the Province, be given such interpretation "as will ensure the attainment of its objects and the carrying out of its provisions, according to their true intent, meaning and spirit." Section 14a of the Minimum Wage Act does not concern the setting of a minimum wage but specifically gives the Commission authority to regulate the *rate*

*of increase* in wages for overtime work, and this applies to wages in general. The Court held that the contested section of Ordinance No. 2, being based on this legislation, is valid.

The judgment further stated that Section 14 of the Act permitting the Commission to set a minimum wage rate on the basis of remuneration "by the hour . . . or on any other remuneration basis" gave sufficient authority for the Ordinance requiring payment of a vacation indemnity.

After dismissing the charges of invalidity, the Court found that the thirteen employees came within the coverage of the Ordinances. The claim of one of the thirteen men was found to be groundless, since he had in fact received more than the amount of wages required. The company was ordered to pay the claims of the other twelve, with interest from October 15, 1947, and costs of the action.—*Minimum Wage Commission v. Duke Equipment Company Limited* (1949) Rappports Judiciaires de Québec, Cour Supérieure, 319.

## Recent Regulations Under Dominion and Provincial Legislation

*The scheme providing vocational training for merchant seamen has been extended to admit eligible persons applying on or before September 30, 1950, in order to assist seamen who will be unemployed as a result of a proposed reduction in the merchant fleet.*

*¶In Ontario, nurses and other workers in hospitals and sanatoria will now be eligible for workmen's compensation if they contract tuberculosis. ¶New regulations under the Prince Edward Island Workmen's Compensation Act place outside the Act industries employing less than three workmen.*

### DOMINION

#### Department of Veterans Affairs Act.

The Merchant Seamen Vocational Training Order was re-issued, by P.C. 6227 of December 13, 1949, gazetted January 11, to make provision for vocational training for merchant seamen who become unemployed as a result of a plan to transfer Canadian ships to British registry. The Order was first issued at the end of 1948 to extend to merchant seamen the vocational training courses with appropriate allowances and fees which are provided for veterans under the Veterans Rehabilitation Act, 1945. The earlier order is revoked (L.G., 1949, p. 309).

As before, to become eligible for benefits under the Merchant Seamen Vocational Training Order, a merchant seaman must

be under 30 years of age, resident in Canada, and must have received, or have been eligible to receive, a bonus under The Merchant Seamen Special Bonus Order, 1945, or under The Merchant Seamen War Service Bonus Order, 1944 (L.G., 1944, p. 674; 1945, p. 913). Application for training must be made on or before September 30, 1950. Training must begin within six months after an application is approved or before January 31, 1951, whichever is later, unless the Minister of Transport grants a deferment.

In order to assist seamen who are compelled to find shore employment, the Minister of Transport and the Minister of Veterans Affairs are now given discretionary power to provide vocational training allowances and other benefits in exceptional cases to unemployed merchant seamen over 30,



notwithstanding the fact that they have previously received a grant for courses under the Merchant Seamen Special Bonus Order.

### **Workmen's Compensation for Handicapped Veterans**

The regulations under which the Government of Canada assumes the cost of compensation in the case of an industrial accident to a war veteran who is in receipt of at least 25 per cent war disability pension have been re-issued with only minor changes by P.C. 6221, made on December 8, 1949 and gazetted December 28. This policy was adopted after the first World War to encourage the employment of ex-service men (L.G., 1944, p. 1179; 1948, p. 491).

The Department of Veterans Affairs is authorized to reimburse a Workmen's Compensation Board, or an employer who is individually liable to pay compensation, for any compensation paid with respect to an accident suffered by the pensioner, upon receiving a certificate from the Board or employer setting forth the payments made.

## **PROVINCIAL**

### **British Columbia Hospital Insurance Act**

Effective January 1, 1950, changes have been made in the form of the hospital insurance card which is issued to every person who pays the required premium, and which must be presented to the hospital when hospitalization is required. The certificate entitles the holder and *bona fide* dependants to necessary services provided by hospitals on a public ward basis.

### **Ontario Workmen's Compensation Act**

Workers employed in hospitals, sanatoria or sanatoria who contract tuberculosis will now be eligible for compensation under the Act. The disease was added to the schedule of industrial diseases by an Order in Council (O. Reg. 7/50) approved on January 5, gazetted January 21.

Compensation will only be paid if the employee has undergone a medical examination and has been found free from tuberculosis. Compensation is not payable, however, where a workman shows evidence of tuberculosis within three months after the first medical examination unless he was in the continuous employ of the hospital for three months prior to the first examination. In order to obtain compensation, a worker must file a claim within three months from the time he ceases his employment in the hospital.

### **Prince Edward Island Workmen's Compensation Act**

The first regulations made under the new Workmen's Compensation Act (L.G., 1949, p. 1430) were approved by the Lieutenant-Governor in Council on December 20, and gazetted December 31. The regulations govern the exclusion and inclusion of industries, minimum assessments and special assessment for employers of owner-driver truckmen and safety and first aid, and provide penalties for contravention of the Act and regulations.

The Act provides that the Workmen's Compensation Board may, by regulation, exclude from the scope of Part I any industry in which fewer than a stated number of workmen are employed. The regulations, accordingly, exclude industries employing less than three workmen.

At least 200 workers must be employed on ships, tugs, dredges, or vessels owned or controlled in the Province, which are engaged in any business which takes them outside the Province. This regulation, however, does not apply to ships owned or controlled by the Government of Canada or by the Government of Prince Edward Island.

The industry of aviation and aerial transportation is excluded from coverage unless 100 workers are employed. In the scavenging industry, there must be at least 10 workers in order to come under the Act.

The mayor and other officers of a city, town or municipality are excluded from Part I as well as the president, vice-president, directors and other officers of a company.

Industries excluded from Part I merely because less than three workers are employed may, on written application of the employer or of a workman, be brought under the Act by the Board by the mailing of an assessment notice to the employer. An industry which has been brought under Part I by application of an employer will be covered from the time stated in the certificate of admission or the assessment notice, and unless otherwise stated, will continue to be covered unless excluded by the Board.

Regarding assessments, the Board is given power to assess and levy rates on industries within the scope of Part I based on the provisional rates for New Brunswick for 1948. The minimum assessment to be levied on resident employers is \$5 and on non-resident employers \$10, unless otherwise ordered by the Board. An employer of workmen who drive their own trucks and who are paid by the cubic yard, ton, or on an hourly scale will be assessed on 40 per cent of the overall amount paid to

these workmen at the rate for trucking. If an employer hires truckmen with their own horses, he will be assessed on 60 per cent of the overall amount paid to the workmen at the rate for trucking.

With regard to safety, if an employer disregards the recommendations of the safety officer or other person authorized by the Board to inspect his premises in order to ascertain if proper precautions are taken for the safety of the workmen, he will be liable to have his assessment rate raised according to the hazard. If the hazard continues after the inspection, the employer's operations will be prohibited until the hazard is removed.

The employer must comply with the first-aid requirements as laid down by the Board and first-aid appliances must at all times be in easy access to the workmen.

A penalty not exceeding \$25 may be imposed on an employer who deducts from the wages of his workmen any part of a sum for which he is himself liable under Part I. In addition, he must repay to the workman the money illegally deducted from wages.

#### **Saskatchewan Health Services Act**

By an Order in Council (O.C. 55/50) made on January 10, gazetted January 21, persons, other than widows and orphans, who, at the beginning of the calendar year

are recipients of the War Veterans' Allowance, will be exempt from the personal tax levied in the health region, municipality or local improvement district in which they are residing, and also from the benefits of the Act. Those who are excluded during the calendar year may be required to pay a *pro rata* tax for the balance of the year.

An earlier Order exempted from the personal tax and benefits under the Act classes of persons designated by the Lieutenant-Governor in Council for whom the Minister of Public Health may pay part or the whole of the cost of providing health services (L.G., 1949, p. 1129).

#### **Saskatchewan Hours of Work Act**

All bread salesmen are now exempted from the Hours of Work Act, instead of only retail bread salesmen who deliver their products to householders, as formerly. This change was made by an Order in Council (O.C. 7/50) on January 3, gazetted January 14, amending Hours of Work Order No. 4 (L.G., 1947, p. 1187) which relaxed somewhat the provision for a 44-hour week with respect to creameries and poultry-processing plants. Order 4 permits the 44-hour week to be averaged over a month for these employees, and exempts retail milk and bread salesmen and employees delivering carbonated beverages entirely from the provisions of the Act.

---

## **UNEMPLOYMENT INSURANCE**

### **Selected Decisions of Umpire Under the Unemployment Insurance Act**

*Digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act. Published in two series (1) Benefit cases, designated CU-B, and (2) Coverage cases, CU-C.*

***Held that the claimant had not shown just cause within the meaning of Section 41 (1) of the Act for having voluntarily left her employment.—CU-B 425 (February 12, 1949).***

#### **MATERIAL FACTS OF CASE:**

The claimant was employed in the large city of T....., her working hours being 8.30 a.m. to 5 p.m. For three weeks after moving to the adjacent town of I..... she was able to obtain private transportation to and from work, and in order to do this she received permission to change her working hours, to commence at 7.30 a.m.

and to leave at 4 p.m. When this arrangement was discontinued, she left her employment (which was located 9 miles from her residence) because, she claimed, her health was being ruined by travelling 1½ hours by bus, in addition to 15 minutes' walk, each way. She was disqualified by the Insurance Officer from the receipt of benefit for a period of six weeks on the ground that she had voluntarily left her employment without just cause. The claimant appealed to a Court of Referees and submitted that, in order to reach her work at 8.30 a.m., she would have to leave her home at 6.30 a.m. to travel on the 6.45 bus. The Court, before



which she appeared, unanimously reversed the decision of the Insurance Officer.

The Insurance Officer appealed to the Umpire.

**DECISION:**

When the claimant filed her claim for benefit, she gave as reasons for having voluntarily left her employment that travelling to and from her place of work was "ruining her health" and that "bus connections were very difficult." From her later statement, dated June 2, 1948, it seems however that the question of her health "had nothing to do with her reason for leaving her position at all."

The Court of Referees unanimously decided that the claimant, on account of her transportation difficulties, had shown just cause for having voluntarily left her employment, within the meaning of Section 41 (1) of the Act. I do not agree with this finding of the Court of Referees.

I....., where the claimant now resides, is regarded as part of greater T....., being approximately nine miles from the heart of the city. It is not uncommon for people residing in I..... to work in T....., and it is indicated that there are reasonable means of transportation between those two points.

As a matter of illustration, I wish to point out that, under the same circumstances, the claimant would not have been entitled under the Act to decline as unsuitable her work with ..... Press, had it been offered to her while unemployed.

For these reasons and in accordance with principles already laid down in similar cases, the decision of the Court of Referees is reversed and the appeal of the Insurance Officer is allowed. The claimant is disqualified for a period of six weeks, as from the date that this decision is communicated to her.

**Held that the claimant had shown just cause within the meaning of Section 41 (1) of the Act for having voluntarily left his employment.—CU-B 490 (October 3, 1949).**

**MATERIAL FACTS OF CASE:**

The claimant, married, 47 years of age, registered as a carpenter, was employed as a machine operator by a wood working firm in a small town in Eastern Ontario, from January 20, 1949 to February 23, 1949, at a rate of pay of 60 cents an hour, on which latter date he voluntarily left because the wages were too low and the "work too dusty." In his two previous employments he worked as a carpenter at a wage of \$1.30 an hour.

The Insurance Officer disqualified the claimant from the receipt of benefit for a period of six weeks on the ground that he had voluntarily left his employment without just cause.

In his appeal to the Court of Referees the claimant stated that when he asked the manager for a raise in pay it was refused on the ground that he was not satisfactory to the employer and that the latter could get younger men at a lower wage than he was paying him. He further stated that the manager had told the timekeeper "to make out his time and let him go." The claimant and the superintendent of the firm appeared before the Court of Referees. At the hearing the superintendent informed the Court that when the claimant asked for a raise in pay he reminded him that as he had stated that he was a finished carpenter, he would soon be leaving his present employment for better wages, and if he wished to continue with the firm at the present rate of pay he could do so, with the result that the claimant expressed his dissatisfaction and it was then that payment of the claimant's time was authorized.

The majority of the Court upheld the decision of the Insurance Officer.

The claimant appealed to the Umpire.

**DECISION:**

After being unemployed for approximately one month and having abstained from applying for benefit, the claimant rather than remain idle, found, through his own efforts, employment with the....., at a rate of pay of 60 cents an hour, in an occupation other than that in his regular line, viz: carpenter. That hourly wage was less than half what he had been paid in his previous employment which was \$1.30 an hour. After what I consider a fair trial, he found the employment unsatisfactory and voluntarily left.

In my opinion, had the Local Office referred him to this employment so soon after his previous separation he would have been justified in refusing it as not suitable within the meaning of the Act.

If a claimant can refuse to accept unsuitable employment, then he should be permitted to voluntarily leave it, otherwise he would be penalized for having accepted the employment on the chance that the work would prove suitable or that the conditions would subsequently improve, thereby having an adverse effect on his incentive to accept, on trial, employment where in his opinion, doubtful conditions of work exist.

Under the circumstances, the majority decision of the Court of Referees is reversed and the appeal of the claimant is allowed.



## Unemployment Insurance Statistics, December 1949\*

According to the monthly report prepared by the Dominion Bureau of Statistics on the operations of the Unemployment Insurance Act there were, during December, 1949, a total of 150,480 (150,358 excluding Newfoundland) claims for Unemployment Insurance benefit filed in local offices of the Unemployment Insurance Commission, as compared to 114,506 in December, 1948 and 124,889 (124,785 excluding Newfoundland) for November, 1949. Included in these are 11,074 revised claims (11 in Newfoundland) during December, 1949, 8,567 in December, 1948 and 10,001 in November, 1949 (6 in Newfoundland). Initial and renewal claims representing mainly new cases of recorded unemployment, rose sharply from 105,939 in December, 1948 and 114,888 in November, 1949 (114,790 excluding Newfoundland) to 139,406 (139,295 exclusive of Newfoundland) in December, 1949.

The number of persons on the live unemployment register on the last working day of the month provides an indication of the volume of unemployment among insured persons at a particular time. On the last working day of December, 1949, ordinary claimants on the live unemployment register numbered 222,064 persons (including 103 in Newfoundland). This represents an increase from 144,058 for December 31, 1948 and 152,269 for November 30, 1949 (including 86 in Newfoundland). Other claimants, that is, mainly claimants working on short time numbered 20,846 (no claimants of this type were registered in Newfoundland) on the last working day of December, 1949, as compared to 6,866 for the last working day of December, 1948. Other claimants on the last day of November, 1949, numbered 20,105 (no claimants of this category were registered in Newfoundland).

Persons on the live unemployment register by number of days continuously on the register are shown in Table E-2. The number signing the register for more than seven days provides a rough measure of beneficiaries during the month. For example, of a total of 242,910 persons on the live register at December 31, 177,531 or 73 per cent were on the register for seven days or more.

Table E-4 relates to the disposition of claims during December. Of 133,181 claims handled at adjudicating centres, 109,892

were allowed and 22,404 were disallowed and disqualified and 885 special requests were not granted. In addition, 924 claims were referred to Courts of Referees and the Umpire. Chief reasons for non-entitlement to benefit in order of number of cases were (Table E-5): "insufficient contributions while in insurable employment" 12,781 cases; "voluntarily left employment without just cause" 3,915 cases; "discharged for misconduct" 815 cases; "not capable of and not available for work" 757 cases.

In Table E-6 is shown the number of persons commencing the receipt of benefit on initial and renewal claims. For December, 1949, persons in this category totalled 89,823 (including 40 in Newfoundland) as compared to 55,940 for the same month in 1948.

The number of days' benefit paid and the amount of benefit paid in December, 1949 show very considerable increases over the totals for December, 1948. Thus in December, 1949, in respect of 3,066,888 days \$7,181,001 was paid (3,065,233 days and \$7,176,717 excluding Newfoundland) as compared to 1,687,804 days and \$3,592,155 for December, 1948.

In addition, the number of persons receiving benefit, by province for the week of December 10 to 16 inclusive, is presented in Table E-6. This table shows that for the aforementioned week 125,225 persons received benefit, as compared to 104,320 beneficiaries, in the week of November 12 to 18, 1949. The average duration for persons receiving benefit was 5.7 days both in the week ending December 16, 1949 and the week ending November 18, 1949. The average amount of benefit per day for the former period was \$2.35 as compared with \$2.30 for the latter, while the average amount of benefit paid was \$13.43 and \$13.16 respectively.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending December 31, 1949, showed 3,719,243 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1949, an increase of 55,113 since November 30, 1949.

As at December 31, 1949, 224,899 employers were registered representing an increase of 568 since November 30, 1949.

\* See Tables E-1 to E-7.

# WAGE RATES, HOURS AND WORKING CONDITIONS IN THE CLOTHING INDUSTRY, OCTOBER 1948\*

Returns from 167 establishments employing 7,600 factory workers were analysed in this report on the Women's Clothing Industry. More than 80 per cent of the factories reported having collective agreements affecting two-thirds of the workers. Seventy-two per cent of the workers were in 137 factories operating on a five-day 40-hour week. Time and one-half was the most common overtime rate. All but two factories gave an initial vacation of at least one week after a year or less of service. Forty-four per cent of the workers were in 97 factories paying for three statutory holidays.

The February issue of the LABOUR GAZETTE contained a similar article covering the manufacture of Men's Clothing, under the headings, Men's and Boys' Suits and Overcoats, Work Clothing, and Men's Shirts. The present article contains an analysis of the Women's Clothing Industry under two sections, the Dress Industry and the Women's and Misses' Suits and Coats Industry.

As shown in the previous issue of the LABOUR GAZETTE, the wage rate index for the clothing industry as a whole had reached 205.9 by October, 1948, over rates in the base year 1939 as 100. In 1941 and 1946 the annual increases were more than 12 per cent while in 1948 the advance recorded over the preceding year was 8.7 per cent.

## The Dress Industry

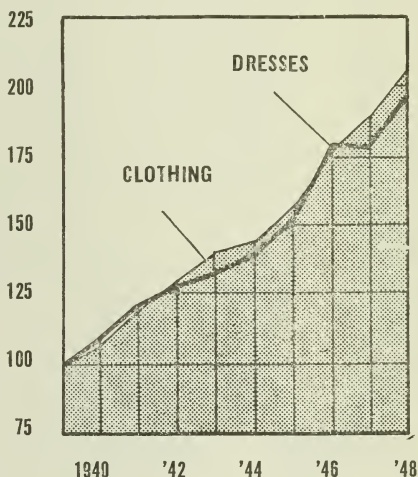
The index of wage rates in this industry in 1948 was 11 per cent higher than in 1947 and 96.9 per cent higher than in 1939. The largest annual increase was in 1946 when wage rates rose 17.5 per cent above the preceding year.

Year	Index	Annual Percentage Change
1939.....	100.0	—
1940.....	106.1	6.1
1941.....	118.8	12.0
1942.....	127.5	7.3
1943.....	133.2	4.5
1944.....	138.9	4.3
1945.....	152.2	9.8
1946.....	179.2	17.5
1947.....	178.5	-0.4
1948.....	196.9	11.0

In this study of the Dress Industry, returns from 101 factories, employing about 4,800 factory and 400 office employees were used (Table 1). Seventy-nine per cent of the workers were in 70 factories located in Quebec, 19 per cent were in 28 factories in Ontario and the remainder were located in the Prairie Provinces.

## Index Numbers of Wage Rates

(Base 1939=100)



\* Information in this article was prepared from data obtained in the annual survey of wage rates and hours of labour for 1948 by the Economics and Research Branch of the Department of Labour. Employers were asked to report on certain conditions of work as well as to give, by occupation, the wage or salary rates or straight-time earnings of employees on piece work during the last pay period preceding October 1, 1948. Information on wage rates for 1948 in Logging and Construction was published in the April LABOUR GAZETTE and for Civic Employees in the May issue. Information comparable with this article dealing with other industries for 1948 has been published monthly since the June 1949 issue of the LABOUR GAZETTE.

For information on wage rates in the industry, see the *Annual Report on Wage Rates and Hours of Labour in Canada, October 1948*, issued by the Department as a supplement to the November, 1949, LABOUR GAZETTE.

For a summary of provincial Legislation on working conditions see *Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation*, an annual publication of the Department of Labour.







Forty-three per cent of the workers were in 72 factories employing less than 50 workers each, another 32 per cent were in 23 factories employing between 50 and 100 workers. The remaining six factories averaged about 200 workers each.

The industry was similar to the Men's Clothing divisions in that the factory workers were predominantly women, in this case comprising approximately 84 per cent of the factory workers.

**Collective Agreements.**—Collective agreements in writing were reported by 82 establishments employing some 3,400 workers. Practically all the workers under agreement were represented by the International Ladies Garment Workers Union (AFL-TLC).

**Standard Weekly Hours, Table 2.**—Weekly hours ranged from 40 to 48 and in all but three instances the five-day week was reported. Seventy-one factories employing 68 per cent of the workers were on a five-day 40-hour week schedule, while 24 factories employing 21 per cent of the workers reported a work week of 44 or 45 hours.

A 44-hour week was reported by the three factories operating six days per week.

**Overtime Rates of Pay, Table 3.**—Nearly one-third of the workers were in 37 factories which reported paying straight time or having no overtime policy. Time and one-half was the only premium rate paid for overtime, either after daily or weekly hours had been worked.

Sunday work is not common in this industry and very few factories reported overtime. In 12 factories work on statutory holidays was paid for at a rate of time and one-half, and at a rate of double time in two others.

**Vacations with Pay, Table 4.**—All the factories in this industry reported a vacation of one week or more after a service of one year or less. Ninety-four factories employing 94 per cent of the workers gave one week after one year or less of service. The other seven gave two weeks initially, in one case after nine months of service and in the remainder after a service requirement of one year.

In 87 factories the vacation did not exceed one week regardless of the length of

Production in the Canadian dress industry, with its continually changing styles, is dependent upon the skilled hands of the sewing machine operator (shown at left). Women sewing machine operators in this industry, who are mainly paid by the piece, averaged 89 cents per hour in 1948.

service. In the remainder the maximum vacation was two weeks, except in one large factory which granted a third week's vacation with pay after 25 years.

**Statutory Holidays, Table 5.**—All the factories reported observing between three and 15 statutory holidays with 81, employing 4,000 workers, paying for some or all of those observed. More than one-half the factories employing 43 per cent of the workers paid for three holidays.

**Sick Leave with Pay.**—Sick leave with pay was reported by 14 factories employing some 1,000 workers. Although eight factories reported a sick benefit plan they accounted for only 200 workers. Four factories employing more than 400 workers stated that employees were covered by a union fund.

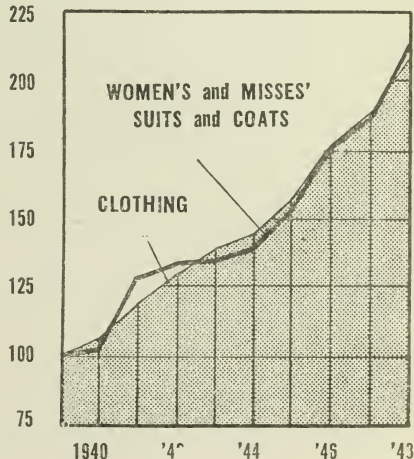
## The Women's and Misses' Suits and Coats Industry

The wage rate index in this industry has shown an increase each year and by 1948 had advanced to 206.3 over the base year 1939 as 100. The largest annual increase occurred in 1941 when a 24.8 per cent rise was recorded. An annual increase of more than 10 per cent was also recorded in 1945, 1946 and 1948.

Year	Index	Annual Percentage Change
1939.....	100.0	—
1940.....	101.7	1.7
1941.....	126.9	24.8
1942.....	131.8	3.9
1943.....	134.5	2.0
1944.....	137.5	2.2
1945.....	152.7	11.1
1946.....	176.2	15.4
1947.....	186.2	5.7
1948.....	206.3	10.8

### Index Numbers of Wage Rates

(Base 1939 = 100)



In analysing this industry returns from 66 factories located in Montreal, Toronto, Winnipeg and Vancouver, employing some 2,800 factory and 300 office workers, were used (Table 6).

Fifty-nine factories employed less than 50 workers, and six factories employing more than 100 averaged about 140 workers each.

In the other divisions of the Clothing Industry female employees predominated, but this industry employed slightly more male than female workers in the factories.

**Agreements.**—Collective written agreements were reported by 56 factories affecting some 2,200 workers. In nearly all cases

**TABLE 1.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE DRESS INDUSTRY, 1948**

	Canada	Quebec	Ontario	Prairie Provinces
Number of Establishments.....	101	70	28	3
Employees:				
Wage Earners				
Male.....	781	576	196	9
Female.....	4,031	3,223	704	104
Total.....	4,812	3,799	900	113
Office Employees.....	404	304	88	12
Total.....	5,216	4,103	988	125

**TABLE 2.—STANDARD WEEKLY HOURS OF WORK FOR FACTORY EMPLOYEES IN THE DRESS INDUSTRY, 1948**

Standard Weekly Hours	Canada		Quebec		Ontario		Prairie Provinces	
	Factories	Workers	Factories	Workers	Factories	Workers	Factories	Workers
<i>On a Five-Day Week</i>								
40.....	71	3,260	45	2,512	24	653	2	95
42.....	1	325	1	325				
44.....	15	556	15	556				
45.....	9	448	8	363	1	85		
48.....	2	139	1	43	1	96		
<i>On a Six-Day Week</i>								
44.....	3	84			2	66	1	18
Total.....	101	4,812	70	3,799	28	900	3	113

**TABLE 3.—OVERTIME RATES OF PAY FOR FACTORY EMPLOYEES IN THE DRESS INDUSTRY, 1948**

Overtime Rates by Region	After Daily Hours Monday to Saturday		Only after Weekly Hours		Sunday		Holidays	
	Factories	Workers	Factories	Workers	Factories	Workers	Factories	Workers
Total Factories and Workers...	72	3,259	29	1,553	101	4,812	101	4,812
<i>Time and One-Half</i>								
Canada.....	35	1,738	29	1,553	4	193	(1) 14	663
Quebec.....	29	1,540	24	1,295	2	47	8	480
Ontario.....	5	180	4	208	1	96	5	165
Prairie Provinces.....	1	18	1	50	1	50	1	15
<i>No Premium Pay (2)</i>								
Canada.....	37	1,521			97	4,619	87	4,149

(1) Includes two factories (44 workers) paying double time for work on statutory holidays.

(2) Includes factories paying straight time or reporting no overtime policy.

agreements with the International Ladies Garment Workers Union (AFL-TLC) were reported.

**Standard Weekly Hours.**—All the factories located in the cities covered by this survey reported operating on a five-day 40-hour week.

**Overtime Rates of Pay, Table 7.**—Time and one-half was the rate paid for overtime either after daily or weekly hours, except in four instances where time and one-quarter was paid.

For work on Sunday, time and one-half was the only premium rate reported and

**TABLE 4.—VACATIONS WITH PAY FOR FACTORY EMPLOYEES IN THE DRESS INDUSTRY, 1948**

Length of Service Required	Initial Vacation		Maximum Vacation			
	One Week		One Week		Two Weeks	
	Factories	Workers	Factories	Workers	Factories	Workers
<i>No Specified Service</i> (1)						
Canada.....	7	279				
Ontario.....	6	229				
Prairie Provinces.....	1	50				
<i>Six Months</i>						
Canada.....	19	1,181	16	673		
Quebec.....	15	1,069	13	591		
Ontario.....	4	112	3	82		
<i>One Year</i>						
Canada.....	75	3,352	71	3,152	(2)10	787
Quebec.....	55	2,730	54	2,678	2	478
Ontario.....	18	559	17	474	7	259
Prairie Provinces.....	2	63			1	50
<i>Two Years</i>						
Canada.....					4	200
Quebec.....					1	52
Ontario.....					1	85
Prairie Provinces.....					2	63
Total.....	101	4,812	87	3,825	14	987

(1) These factories reported an initial vacation of two weeks, one after nine months and the remainder after one year.

(2) Includes one factory (50 workers) with a service requirement of nine months and another (365 workers) with a provision of three weeks after twenty-five years.

**TABLE 5.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE DRESS INDUSTRY, 1948**

	Number of Holidays Observed											Total		
	Days											Factories	Workers	
	3	4	5	6	7	8	9	10	11	12	15			
Number of Factories Paying for:														
1 Holiday.....		1				2							3	132
2 Holidays.....				1		1							2	81
3 ".....	8	1	5	14	5	4	4	4	2	1	5		53	2,080
4 ".....		2						1					4	144
5 ".....			6										6	428
6 ".....				3		1							4	482
7 ".....					4	1							5	505
8 ".....						2							2	105
9 ".....							2						2	71
Total Factories Paying for One or More Holidays.....													81	4,029
Total Factories Not Paying for Holidays....	1		2	7	2	2	6	5	2	2	5		20	783
Total Factories Observing Holidays.....	9	4	13	25	11	12	13	5	2	2	5		101	4,812



this from only six factories. Of the factories paying a premium for work on statutory holidays the majority paid time and one-half. The only other rates reported were time and one-quarter, and double time.

**Vacations with Pay, Table 8.**—All but two factories reported an initial vacation of one or two weeks. Sixty factories gave one week after a service of one year or less and four, employing about 200 workers, gave two weeks after a year of service.

Six factories initially giving one week's vacation had a further provision for a two week vacation with pay. Two of these

provided for three weeks' vacation after 25 and 30 years employment.

**Statutory Holidays, Table 9.**—All but one factory observed some statutory holidays. Eighty-six per cent of the workers were in 60 factories paying for up to 11 statutory holidays, of which two-thirds were in 44 factories paying for three days.

**Sick Leave with Pay.**—Sick leave with pay was reported by 20 factories employing some 900 workers. Nearly two-thirds of the workers were in 15 factories which had either a group insurance or sick benefit plan.

**TABLE 6.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE WOMEN'S AND MISSES' SUITS AND COATS INDUSTRY, 1948**

	Canada	Montreal	Toronto	Winnipeg	Vancouver
Number of Establishments.....	66	31	26	5	4
Employees:					
Wage Earners:					
Male.....	1,515	613	681	163	58
Female.....	1,302	439	490	240	133
Total.....	2,817	1,052	1,171	403	191
Office Employees.....	297	124	126	31	16
Total.....	3,114	1,176	1,297	434	207

**TABLE 7.—OVERTIME RATES OF PAY FOR FACTORY EMPLOYEES IN THE WOMEN'S AND MISSES' SUITS AND COATS INDUSTRY, 1948**

Overtime Rates by City	After Daily Hours Monday to Saturday		Only after Weekly Hours		Sunday		Holidays	
	Factories	Workers	Factories	Workers	Factories	Workers	Factories	Workers
Total Factories and Workers...	53	2,524	13	293	66	2,817	66	2,817
<i>Time and One-Quarter</i>								
Canada (Winnipeg only).....	(1) 4	394	1	9			1	195
<i>Time and One-Half</i>								
Canada.....	(2) 38	1,887	12	284	6	174	25	1,370
Montreal.....	17	690	7	200	2	73	9	386
Toronto.....	18	1,019	4	71	4	101	12	744
Winnipeg.....							1	62
Vancouver.....	3	178	1	13			3	178
<i>Double Time</i>								
Canada.....							3	240
Montreal.....							2	129
Toronto.....							1	111
<i>No Premium Pay (3)</i>								
Canada.....	11	243			60	2,643	37	1,012

(1) Includes one factory (62 workers) paying time and one-half on Saturday.

(2) Includes one factory (80 workers) paying time and one-quarter for the first four hours on Saturday.

(3) Includes factories paying straight time or reporting no overtime policy.

**TABLE 8.—VACATIONS WITH PAY FOR FACTORY EMPLOYEES IN THE WOMEN'S AND MISSES' SUITS AND COATS INDUSTRY, 1948**

Note.—Two factories (34 workers) gave no information on vacations.

Length of Service Required	Initial Vacation		Maximum Vacation			
	One Week		One Week		Two Weeks	
	Factories	Workers	Factories	Workers	Factories	Workers
<i>No Specified Service (1)</i>						
Canada.....	13	797	8	569		
Montreal.....	5	246	5	246		
Toronto.....	3	167	2	128		
Winnipeg.....	3	332	1	195		
Vancouver.....	2	52				
<i>Three and Six Months</i>						
Canada.....	24	860	21	682		
Montreal.....	14	495	13	456		
Toronto.....	8	226	8	226		
Vancouver.....	2	139				
<i>One Year</i>						
Canada.....	27	1,126	25	895	(2) 10	637
Montreal.....	10	277	10	277	1	39
Toronto.....	15	778	13	547	3	270
Winnipeg.....	2	71	2	71	2	137
Vancouver.....					4	191
Total.....	64	2,783	54	2,146	10	637

(1) Includes four factories (189 workers) with an initial vacation of two weeks after one year's service.

(2) Includes one factory (206 workers) requiring two years' service with a provision for three weeks after thirty years; another (39 workers) gave three weeks after twenty-five years.

**TABLE 9.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE WOMEN'S AND MISSES' SUITS AND COATS INDUSTRY, 1948**

Note.—One factory (13 workers) gave no information on holidays.

—	Number of Holidays Observed											Total		
	Days											Factories	Workers	
	3	4	5	6	7	8	9	10	11	12				
Number of Factories Paying for:														
1 Holiday.....				1		1							2	130
2 Holidays.....							1		1				2	91
3 ".....	20	3	4	6	1	5	2	3					44	1,620
4 ".....		3											5	146
5 ".....			1										1	39
6 ".....				1		1							2	64
8 ".....							3						3	274
11 ".....										1			1	62
Total Factories Paying for One or More Holidays.....	20	6	5	8	3	10	3	3	2				60	2,426
Total Factories Not Paying for Holidays.....	1				1	1					2		5	378
Total Factories Observing Holidays.....	21	6	5	8	4	11	3	3	2	2			65	2,804

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

## EMPLOYMENT CONDITIONS DURING JANUARY, 1950

*The number of job-seekers registered at employment offices increased sharply during January. Cutting operations were largely completed in logging during the month. Employment in manufacturing was expected to remain stable during the first half of 1950. The regional distribution of persons without work varied from 16 per cent of the labour force in the Pacific region to 5 per cent in Ontario. Proportionately more of the applicants at employment offices are either skilled or semi-skilled industrial workers than ever before.*

In the five-week period covering December 29 to February 2, the number of persons seeking work through National Employment Service offices increased by 100,000. This brought the number on file to 376,000 at February 2, or 7 per cent of the labour force. Approximately 80 per cent of these were claiming unemployment insurance benefits.

Seasonal unemployment was heavy this year not only in construction, transportation, and agriculture but also in trade and some of the manufacturing industries. Unusual weather was an important factor in this development, especially in British Columbia. In addition, during January the logging industry in Eastern Canada was laying off men as cutting was completed and hauling operations got under way. Apart from these developments, which in general would disappear with the change in weather conditions, the adverse effects of dollar shortages in many countries and decline in domestic demand had also created a surplus of workers in some industries. On the other hand, production and employment was expanding in other industries such as artificial silk, clothing and mining.

The effect of these developments on the employment scene varied from area to area. British Columbia, the Lakehead and the Gaspé areas all reported large numbers of jobless workers. The situation in these areas, however, was largely seasonal. On the other hand, northern New Brunswick and some areas of Quebec, in particular the districts around the Saguenay River and Quebec City, were faced with a more permanent problem since the increase in job-seekers was due more to loss of markets by certain industries. In Ontario, as a

whole, unemployment was relatively low. There has been, however, an increase in the number of unemployed transient workers moving from city to city.

### Industrial Analysis

Further deterioration took place in the employment situation in the **logging** industry in the early part of 1950, due chiefly to unfavourable weather conditions. This was particularly evident in British Columbia where activity was almost at a standstill as a result of abnormally heavy snowfalls and cold weather. A heavy increase in unemployment resulted, with nearly 5,000 loggers in that province registered as unplaced applicants with the National Employment Service at the end of January.

The opposite situation existed in the East, where lack of snow and mild weather during January curtailed operations. Most of the cutting had been completed by the end of the year but the lack of frost in the ground made hauling difficult. Labour requirements for the hauling season were smaller and spread over a longer period.

The **mining** industry continued to operate at a high level with an expansion in employment of about 2 per cent during 1949. The total labour force of 86,000 in the industry is distributed among the three main divisions as follows—metal mining, 44,000; coal mining, 25,000; and non-metallic mining, 17,000. The metal mining industry has added some 1,500 employees during the past year. There have been only minor shifts in the other groups.

Both gold and base metal mines benefited from the devaluation of the Canadian dollar, since the United States is their

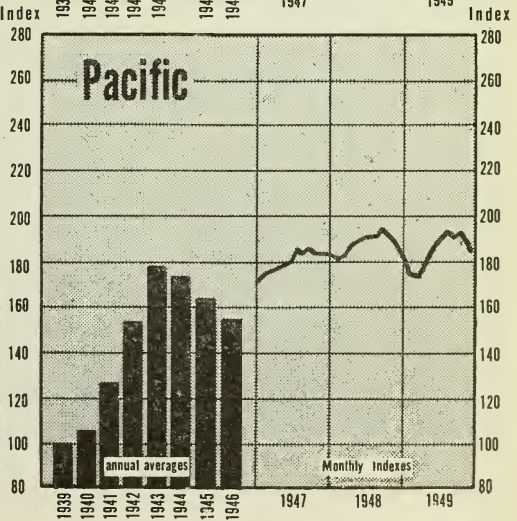
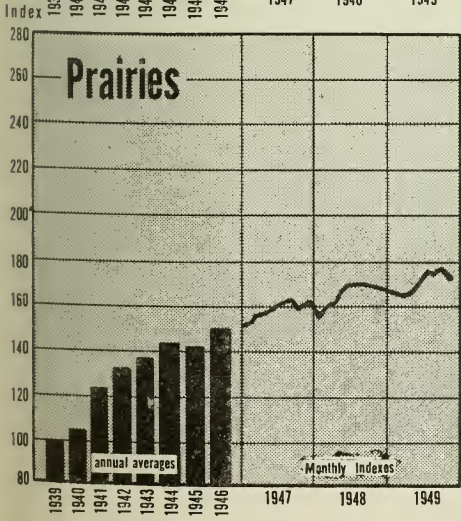
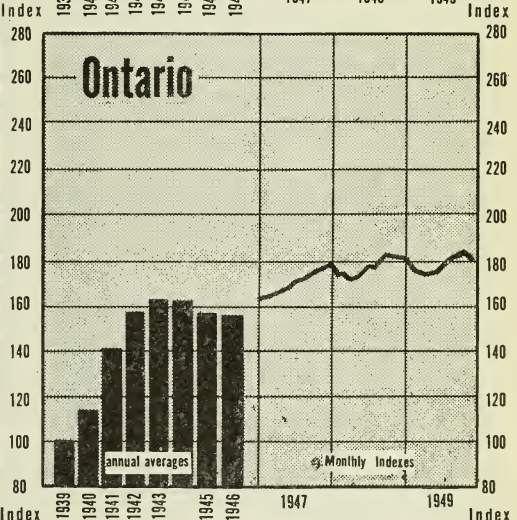
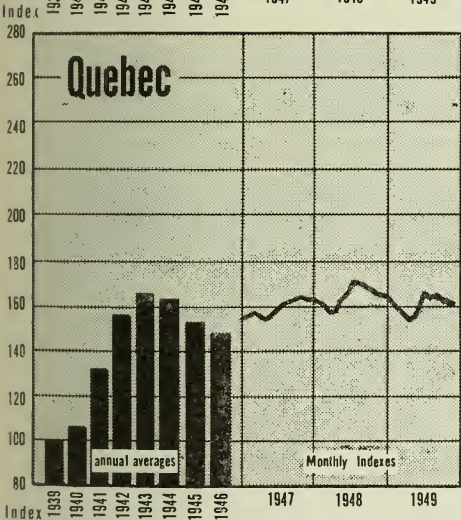
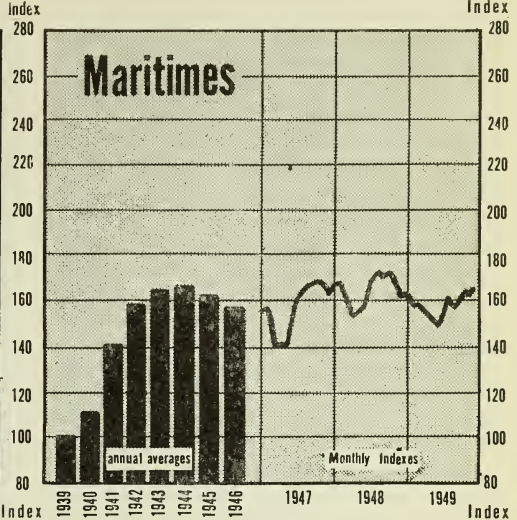
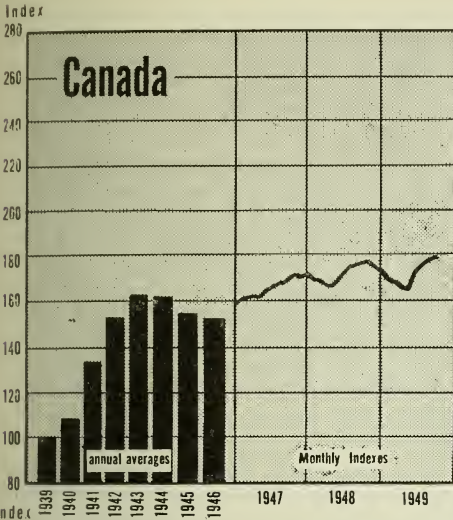


# REGIONAL EMPLOYMENT TRENDS

(8 Leading Non-Agricultural Industries)

Average: 1939=100

Seasonally Adjusted





biggest market. In addition, subsidy payments under the Emergency Gold Mining Assistance Act have assisted marginal gold mines. Demand is also strong in the asbestos and petroleum industries but the consequent employment expansion has not been great.

A small surplus of labour in the industry was indicated by registrations with the National Employment Service during January. At the end of the month, there were 1,400 unplaced applicants registered in all offices.

**Manufacturing** employment in 1949 was sustained at a level only slightly below the previous year as decreases in some groups within the industry were offset by gains in other sectors. The labour force in the industry, currently estimated at approximately 1,300,000, is expected to remain stable during the first half of 1950. As a result of seasonal inactivity and a slowdown in the rate of industrial expansion, there were few job openings in manufacturing plants during January, with a surplus of about 75,000 applicants in manufacturing occupations registered with the National Employment Service at the end of the month. The following summaries outline the employment situation in the main groups:—

**Food products:** Post-war employment followed an upward trend until the early part of 1949, apart from the marked seasonal fluctuations which characterize the industry. Improvement in the industry's positions in the latter part of 1949, however, resulted in the highest employment level on record, a peak of 110,000 being reached. The outlook for the first half of 1950 is for no definite change in the volume of the labour force, although meat packing employment was definitely moving downward and the flour milling industry was in an uncertain position following losses in the British market.

**Textiles:** Employment in the primary group has remained stable at 65,000 with indications of a return to a sharper seasonal pattern. Woollen mills have felt the effect of keener competition, partly resulting from devaluation, and have been forced to reduce staffs in some instances. The labour force in artificial silk and silk goods division, on the other hand, has been expanding. Production of cotton goods during 1949 was about equal to the 1948 total, with correspondingly little change in employment.

In the clothing industry, employment continued to expand. The index of employment at December 1, 1949, was 128·0 (June 1, 1941=100), as against 123·1 one

year previously. Strong consumer resistance was being experienced by the industry and there was an element of competition with United Kingdom goods, particularly knitted wear.

**Pulp and paper:** A moderate decline in the number employed in this industry has resulted from increased efficiency and technological improvements, as well as a slight drop in demand. Reported employment at December 1 was 69,000, less than 2 per cent below the level one year ago. Large-scale lay-offs have occurred in plants producing for the United Kingdom market; this has affected the employment situation in Newfoundland particularly. The main market in the United States remains firm. Production, of newsprint, which has now caught up with demand, has expanded substantially since the end of the war. In 1945, the output was 3·6 million tons; in 1948, approximately 5 million tons; and in 1949 an estimated 5·1 million tons.

**Iron and steel:** The iron and steel industry in Canada employed some 284,000 persons at December 1, 1949, a loss of 15,000 from the previous year. The primary industry continued to produce at capacity, generally speaking, although lay-offs in two large firms producing special types of steels have reduced employment in total.

Production and employment have been steady in firms producing for the consumer market. In the automobile industry, Canadian production for 1949 of an estimated 192,000 cars and 100,000 trucks, marked a new peak. Employment, expanding correspondingly, was reported at 47,000 at the year-end. The heating appliance industry expanded employment by about 6 per cent during 1949, to more than 9,000.

Among certain producers goods industries, however, sharp reduction in production schedules have been necessary. The decline in some segments of business capital investment and in export sales, has reduced employment in machine tool companies. Employment in agricultural implement factories has been declining steadily since early 1949; the reported employment of 15,000 at December 1 represents a loss of some 15 per cent in the previous twelve months. In the railway rolling stock industry, the shift to diesel locomotives by Canadian railways will result in fewer job opportunities, as it is mainly assembly work and does not require the large number of man-hours needed in producing steam locomotives. Firms manufacturing generating equipment for hydro-electric plants are in the best position in this group, with an assured market in the immediate future.

**Sawmills:** Employment in this industry remained steady over 1949, although production was down seven per cent in British Columbia and two per cent in the East for the first 11 months. Canadian demand for lumber remains strong in view of the heavy construction program and reduction in United Kingdom exports has been offset to some extent by increased exports to the United States. At the peak last year, 53,000 persons were working in the industry.

**Household furnishings:** Demand for consumer durables remains strong, with a stable employment outlook for the first half of 1950. The market for furniture is highly competitive and, though employment has not declined in total, lay-offs have been taking place among smaller plants. Little change in employment has occurred in the electrical appliance sector, which has a labour force of 53,000.

**Rubber:** The sharp drop in exports is the most serious problem facing the industry and has resulted in a downtrend in employment since 1948. Employment, at 21,000, was down 8 per cent during 1949. The entry of rubber products from other countries at prices below the Canadian cost of production was also causing some concern.

### Regional Analysis

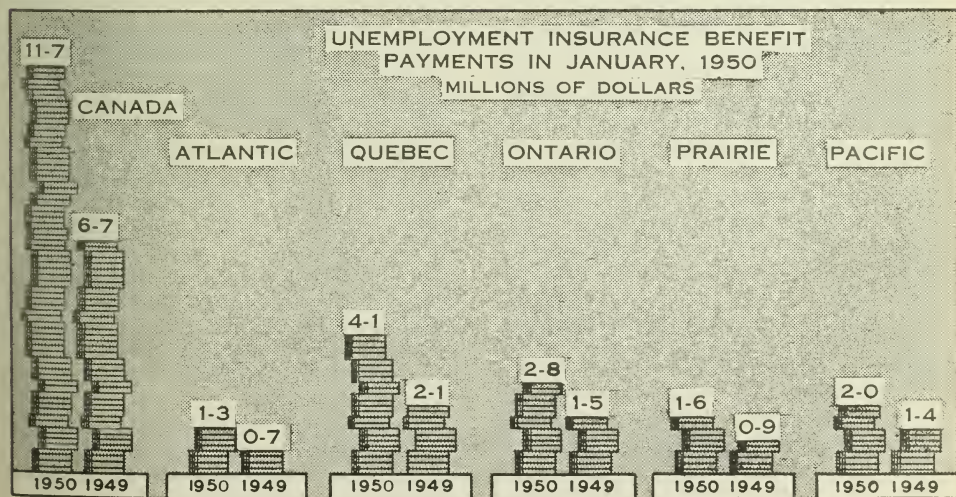
About 10 per cent of the labour force in the *Maritime* region was without work at the end of January. To a great extent this reflected the usual seasonal declines in trade, construction, food and fish processing, and the change-over from cutting to hauling in logging. But in addition, greater unemployment has resulted from the lower level of woods operations, a poor fishing season, and decreased port activity this year.

In most areas, however, the present unemployment problem will be alleviated when spring expansion begins. In Sydney, for example, the seasonal slackness in heavy industry marked a return to the pre-war production pattern, and current unemployment will decline rapidly in the spring. In this area as in many others, about 25 per cent of applicants are from rural districts, and some will have supplementary means of support such as small farms or holdings.

In northern New Brunswick areas, however, the financial resources of many workers have been low this year, and although the recent United Kingdom lumber orders have stimulated woods employment to some extent, the level has remained below normal. Further seasonal declines have occurred in trade and fish processing, but construction projects will shortly stimulate employment in this section. Newfoundland offices report about 10,000 workers employed under the provincial government's work program. The number of persons registered at employment offices, however, remained heavy. This appears to be a normal seasonal occurrence, although it has been augmented this year by reduced logging employment.

Other local areas have been faced with unemployment in varying degrees. In all areas, construction workers account for a large proportion of the unemployed. The coal mining districts have benefited from a high level of employment in the mines this year as a result of the coal strike in the United States.

The seasonal decline in employment in the *Quebec* region this winter has been accentuated by absence of snow and reduction in logging. The lack of snow alone has disrupted winter ski resort activity and its





accompanying trade, service and transportation employment, eliminated snow removal employment in urban areas, and adversely affected manufacturers and dealers in sporting goods and winter clothes. Woods operations have nearly ended throughout the region, although hauling has been delayed in some areas by lack of snow. As a result, unemployment this winter has been heavier than usual, particularly for casual workers, and applicants at the end of January formed 8 per cent of the regional labour force, slightly above the national average.

On the other hand, manufacturing activity picked up during the month in leather, clothing and textile firms, although some were operating on a short-time basis. In Quebec City and Levis, some re-hiring in the boot and shoe, shipbuilding and clothing industries was taking place on a short-time basis. The decline in logging, however, was causing a further movement of rural workers into these areas, adding to the already large numbers of job-seekers. Logging inactivity has similarly affected the Gaspé area and this, along with a poor fishing season, has created an unemployment problem.

In Montreal, the level of employment remained high. However, the normal winter displacement of longshoremen, seamen and construction workers has not been offset this year by snow removal activity, and a large movement of transients from rural areas has added to the number without jobs. The Eastern Townships have not had a large degree of unemployment. Mining activity continues at a high level throughout this area.

Employment in the *Ontario* region has been maintained above last year's level. Unemployment was relatively slight at the end of January, about 5 per cent of the labour force, well under the national average. Any increase over last year's unemployment was due primarily to three factors: namely, more extensive seasonal lay-offs in manufacturing as competition forces employers to return to the pre-war practice of producing in low-cost periods; lay-offs of inefficient workers to reduce labour costs; and the re-appearance of transient workers who move from city to city, and register as unemployed at each employment office.

No serious unemployment problem has developed in the region. In most areas, unemployment was due to the normal closing of construction, which has displaced an enlarged labour force this year. The suspension of inland navigation and other outdoor industries was also a factor. In Hamilton, London, Kitchener-Waterloo,

Toronto, Windsor and Ottawa employment was close to last year's level. Lay-offs which occurred in manufacturing resulted from the release of yard labour or the normal drop in demand in industries such as building products, clothing, etc.

The automobile industry, which largely determines the employment situation in Windsor and Oshawa, was planning further expansion of employment in 1950. One plant extension now under construction will provide employment for 1,000 workers. However, the labour dispute in the United States automobile industry, if prolonged, may affect supplies for the Canadian affiliation and cause lay-offs in the immediate future.

Employment in the *Prairie* region has expanded steadily over last year's level. Unemployment was largely seasonal and confined to a few areas. Unplaced applicants formed 5 per cent of the regional labour force at the end of January, which was below the national average. Attention was already turning to the outlook for spring. As logging activity declined workers were registering for jobs in construction. Farm employment will remain near last year's level this coming season, according to indications.

Unemployment has been concentrated fairly heavily in the Lakehead area as a result of reduced logging, and the seasonal drop in transportation employment. The heavy logging lay-offs expected during January were avoided, however, when several large producers extended cutting schedules. Hauling operations were under way and smaller contractors were reducing their staffs.

In the western section of the region, severe weather has affected employment temporarily. In the Regina area, blocked road conditions have held up deliveries of livestock to packing plants and resulted in lay-offs; all construction work, even on closed-in buildings has also been forced to halt. Calgary reported a similar situation. In the Alberta oil area, the great exploration and construction program for the year is starting. Work is about to begin on the Edmonton-Regina section of the pipeline to the Great Lakes.

Employment in the *Pacific* region had been maintained near last year's level until a number of unusual storms disrupted activity. Heavy snowfalls during the past two months has halted all logging and construction work, and held up sawmill and transportation operations. Trade and service employment has also been affected. At the end of January, 16 per cent of the labour force were registered as unplaced

applicants. Occupationally, loggers and sawmill workers, truck drivers and construction workers, accounted for almost half of all male applicants. As a result, most of the unemployed will be absorbed immediately upon improvement of the weather.

In the Vancouver-New Westminster area, sawmills and shingle mills were forced to close several times during January because of ice conditions which froze logs and conveyor systems. Ice pressure has destroyed numerous small fishing craft and others will probably suffer damage when the ice breaks up. The fishing season was poor this year, and many owners will find it financially difficult to repair extensive damages. The unemployment situation has been complicated by the influx of unemployed from interior points.

In interior points such as Prince George only a few sawmills were operating and production was being carried on under very difficult conditions; in Vernon, a shortage of hydro power added to the difficulties of this industry. On Vancouver Island, heavy unemployment was reported as a result of logging and sawmill closures. However, it was emphasized in almost all reports that the situation was temporary, although the danger of soft roads during the thaw may further delay logging operations in some areas.

### Employment Service Activities

By the beginning of February, 376,000 persons were registered for work at employment offices throughout Canada. This was 114,000 more than the number reported one year before. As usual, the sharpest increase occurred during the month of January when about 100,000 persons were added to the number unplaced. The advances were slightly smaller each week, however, and by the last week in January the rate of increase had dropped to 4 per cent. Weather conditions will probably determine the date when registrations begin to fall, but it is interesting to note that last year the turning point was reached in the last week of February.

Skilled and semi-skilled workers were most affected during January; these occupations accounted for 40 to 45 per cent of the increase in unplaced applicants during the month. More skilled or semi-skilled applicants are now registered—both in number and in proportion to total unplaced applicants—than ever before. The three seasonal groups of industries—construction, lumbering and logging, and transportation—accounted for most of the increase over the years, as well as during January. In the

current month almost two-thirds of the additional skilled and semi-skilled workers in this group were in these seasonal industries. Most of these were construction tradesmen. Registrations in other skilled occupations have been increasing, especially in textiles, leather and metalworking, although during January only moderate gains took place.

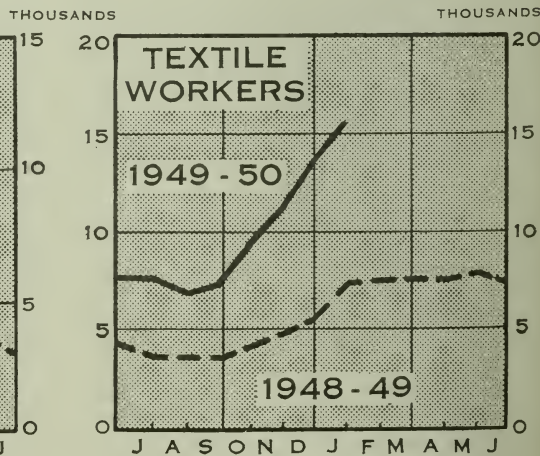
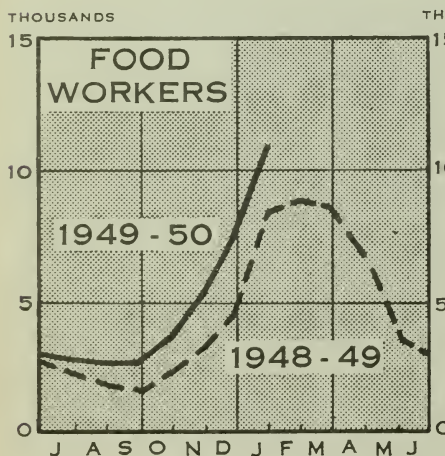
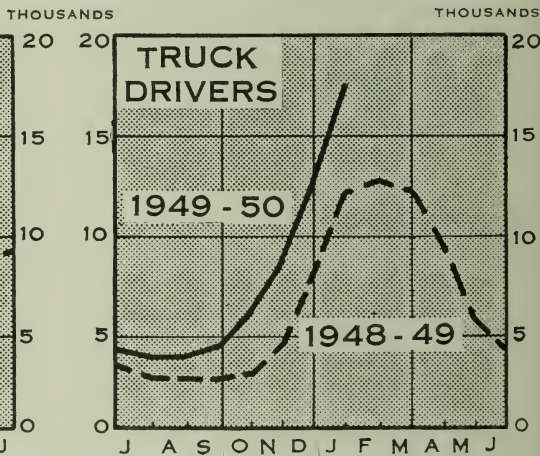
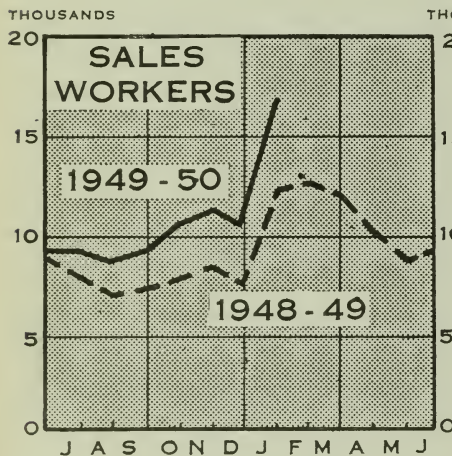
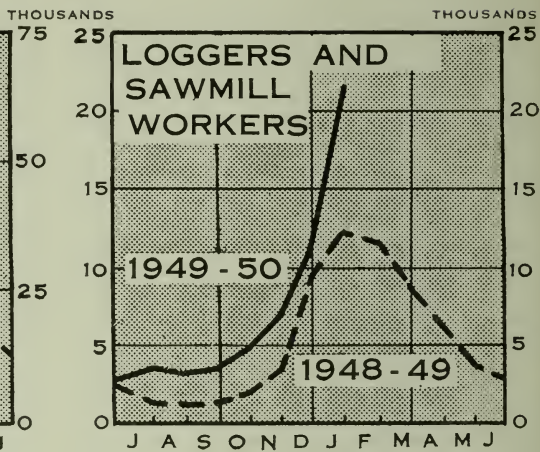
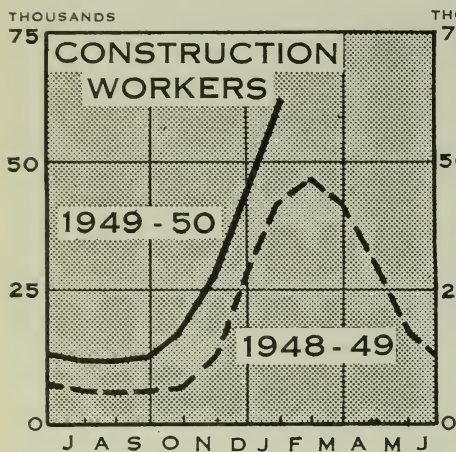
There was also, of course, a large increase in unskilled workers during the month. The number in unskilled occupations accounted for 33 per cent of the January gain. Compared with previous years, however, the proportion was small. For example, in 1948, over half of the increase during January took place in the unskilled groups. Most of the unskilled workers added during the current period were either general labourers or construction workers, although substantial gains also took place among workers in food plants and the lumber and logging industries. The chart on the next page indicates the number registering in some of these occupations.

Female unplaced applicants increased at the same rate as males during January; at the first of February, 75,000 applications from women were on file. Except for January, however, when lay-offs of Christmas help from stores were heavy, the seasonal increase in applicants is much smaller for women than for men. During January, over 25 per cent of the advance in female applicants occurred in the sales occupations; lay-offs in retail trade this year have been the heaviest in many years. Clerical, service and unskilled workers added approximately equal numbers during the month, each accounting for about 20 per cent of the monthly rise. Many married women are registering for jobs in these occupations, especially in areas of unemployment where their husbands are either without jobs or working short-time.

Placement operations were generally inactive with an average of about 8,000 each week during January. Low labour turnover, unfavourable weather developments and a slower seasonal pickup in some industries had reduced winter hiring activity more than usual this year. Unfilled vacancies had fallen to the low level of 18,000 at the middle of January. Hiring was most active in the women's field where 10,000 of the vacancies and over 40 per cent of the placements were recorded; many of these were in the service trades where both a larger number and a better type of applicant was available. The situation for men began to improve by the end of the month, when both vacancies and placements increased.



## PERSONS REGISTERED AT EMPLOYMENT OFFICES IN SELECTED OCCUPATIONS





Seventy-nine per cent of all unplaced applicants were claiming unemployment insurance by the beginning of February, compared with 81 per cent one month before and 77 per cent a year earlier. Many of the new workers in the labour market—the skilled and semi-skilled workers in most industries and sales clerks, for

example—have built up substantial contributions for unemployment insurance and when unemployed, were immediately placing a claim for benefits. Various disqualifications prevented some from receiving benefits—probably about one in five—but payments to workers totalled \$11,780,000 in January.

## Unemployment in Trade Unions, December 31, 1949\*

Trade union unemployment in Canada stood at 4.8 per cent at the end of December, 1949; this figure was the highest percentage since the 5.2 recorded at the end of 1941. In the previous quarter the percentage was 2.2 while it was 3.4 in the last quarter of 1948.

The percentage of trade union unemployment is based on reports from local unions. As the number of reporting unions varies from quarter to quarter with consequent variations in the membership upon which the percentage of unemployment is based, it should be understood that the figures refer only to organizations reporting. For the last quarter of 1949, reports were received from 2,693 locals with a combined membership of 530,553; in the previous quarter, reports were received from 2,599 with 498,093 members; while in the fourth quarter of 1948, reports were received from 2,676 locals with 538,153 members.

At the end of the quarter under review, unemployment in trade unions increased in all the industrial groups. In this analysis

unemployment refers only to involuntary idleness due to economic causes. Persons who are without work because of illness, a strike or a lockout, or who are engaged in work outside their own trade are not considered as unemployed.

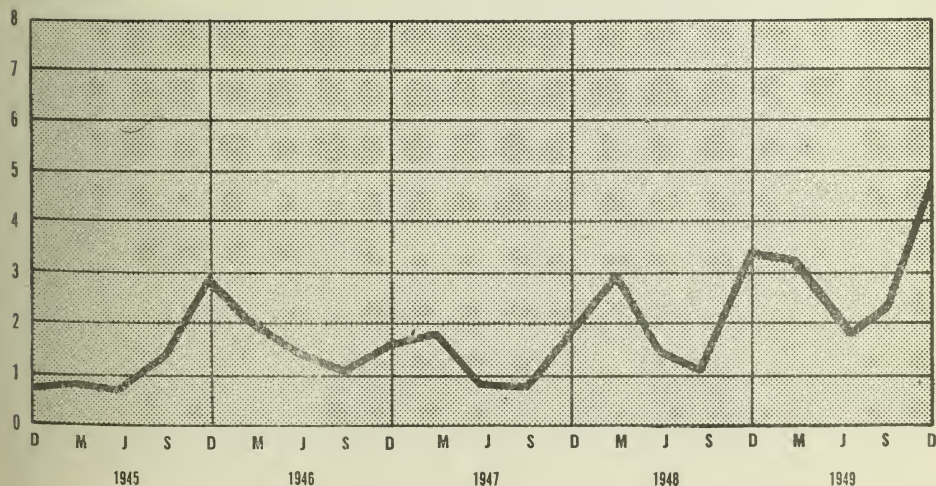
Table C-11 shows the percentage of union unemployment at certain dates in each province. As compared with the previous quarter the percentage rose in all the provinces; in Nova Scotia and Prince Edward Island from 5.2 to 7.7, in New Brunswick from 2.3 to 5.0, in Quebec from 3.2 to 5.5, in Ontario from 1.8 to 3.6, in Manitoba from 0.3 to 2.2, in Saskatchewan from 0.3 to 3.1, in Alberta from 0.3 to 3.7, and in British Columbia from 2.7 to 7.6. With the exception of New Brunswick and Saskatchewan the latest figures were higher than at the end of December, 1948.

Returns were received from 1,113 locals in the manufacturing industries. These reported 260,505 members of whom 11,418 were unemployed at the end of December. At the end of the previous quarter, 1,075 locals reported 261,249 members including 6,345 who were without work. At December

\* See Tables C-11 and C-12.

### PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADE UNIONS

Percent



31, 1948, reports were received from 1,090 locals with 285,885 members of whom 9,944 were unemployed.

In the transportation group, reports were received from 862 locals with a total of 107,708 members of whom 2,384 were unemployed at the reporting date. Three months earlier 933 members of a total of 100,875 had been unemployed; at the end of December, 1948, there were 1,606 unemployed of a total of 111,150.

Unemployment in mining rose from 0.5 to 1.0 per cent. Reports were received from 71 locals with 33,747 members. In non-metallic mining 9 locals reported 158 out of 2,563 members unemployed while in coal mining 184 of a reported membership of 17,351 were out of work. Little unemployment was reported in the metal mining industry as indicated by reports from 11 locals with 13,833 members.

Unemployment among union members in the building and construction trades

reflected a marked seasonal advance to 15.0 per cent from 4.6 in the previous quarter. Reports were received from 237 local unions with 54,603 members of whom 8,180 were unemployed at the end of December. As compared with the previous quarter the percentage increased among bricklayers from 0.3 to 8.2, carpenters, from 6.5 to 19.8, electrical workers, from 1.0 to 4.3, painters, from 2.4 to 20.2, plumbers, from 3.6 to 5.4, and miscellaneous building workers, from 4.4 to 17.3. At December 31, 1948, the percentage of trade union unemployment in the construction group was 7.9.

In public and personal services, the percentage of unemployment rose to 2.3 from 1.3 in the previous quarter.

In the lumbering and logging industry of Ontario and British Columbia, five locals with 8,679 members reported 1,627 as unemployed.

## PRICES AND THE COST OF LIVING\*

### Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index declined 0.5 point between December 1, 1949 and January 3, 1950. This placed the index at 161.0 as compared to 159.6 a year ago, and 148.3 for January, 1948. As has been the case for several months, the largest contribution to the decrease in the total index was made by foods which dropped 2.5 points to 199.4. This marked the first time the food index has been under 200 since May, 1949. Within the food group, a drop of 16 cents in the average retail price of eggs accounted for most of the change. Among other food items, a 2.0 cents average decrease in pork prices was partially offset by a 0.7 cent increase in beef and veal. Lamb increased nearly 2.0 cents while lard and shortening declined 0.5 cent on average. Fresh vegetables rose fractionally, sugar increased 0.5 cent and coffee 5.4 cents. The clothing index declined from 183.7 to 183.3, reflecting slight but scattered decreases. Home furnishings and services dropped 0.1 point to 167.0 as decreases in blankets, dishes and laundry soap overbalanced increases in telephone and laundry rates. Fuel and light increased 0.4 point to 135.6 following moderate rises in coke prices in some Ontario centres. The index of miscellaneous items showed the largest change,

except for foods, in advancing 1.1 points to 131.6. This increase largely reflected the results of annual surveys of certain commodities and services which are characteristically stable in price. Prices and rates of this nature contributing to the rise were drugs, hospital charges, doctors' and dentists' fees, newspaper rates and barbers' fees. In addition, tobacco costs were up slightly. Rents were not surveyed during January and the index remained unchanged at 125.0.

From August, 1939 to January, 1950 the increase in the cost-of-living index was 59.7 per cent.

### Cost of Living in Eight Cities

Six of the eight regional city cost-of-living indexes moved lower in December. Continued easier prices for foods, notably eggs, were mainly responsible. Clothing prices were slightly lower at most centres while home furnishings and services indexes were mixed. Increases were registered for the miscellaneous items index at all cities, reflecting the result of annual surveys for items which are generally stable in price. These included drugs, hospital charges, doctors' and dentists' fees, newspaper rates and barbers' fees. Rents were not surveyed in January and consequently no index changes were recorded.

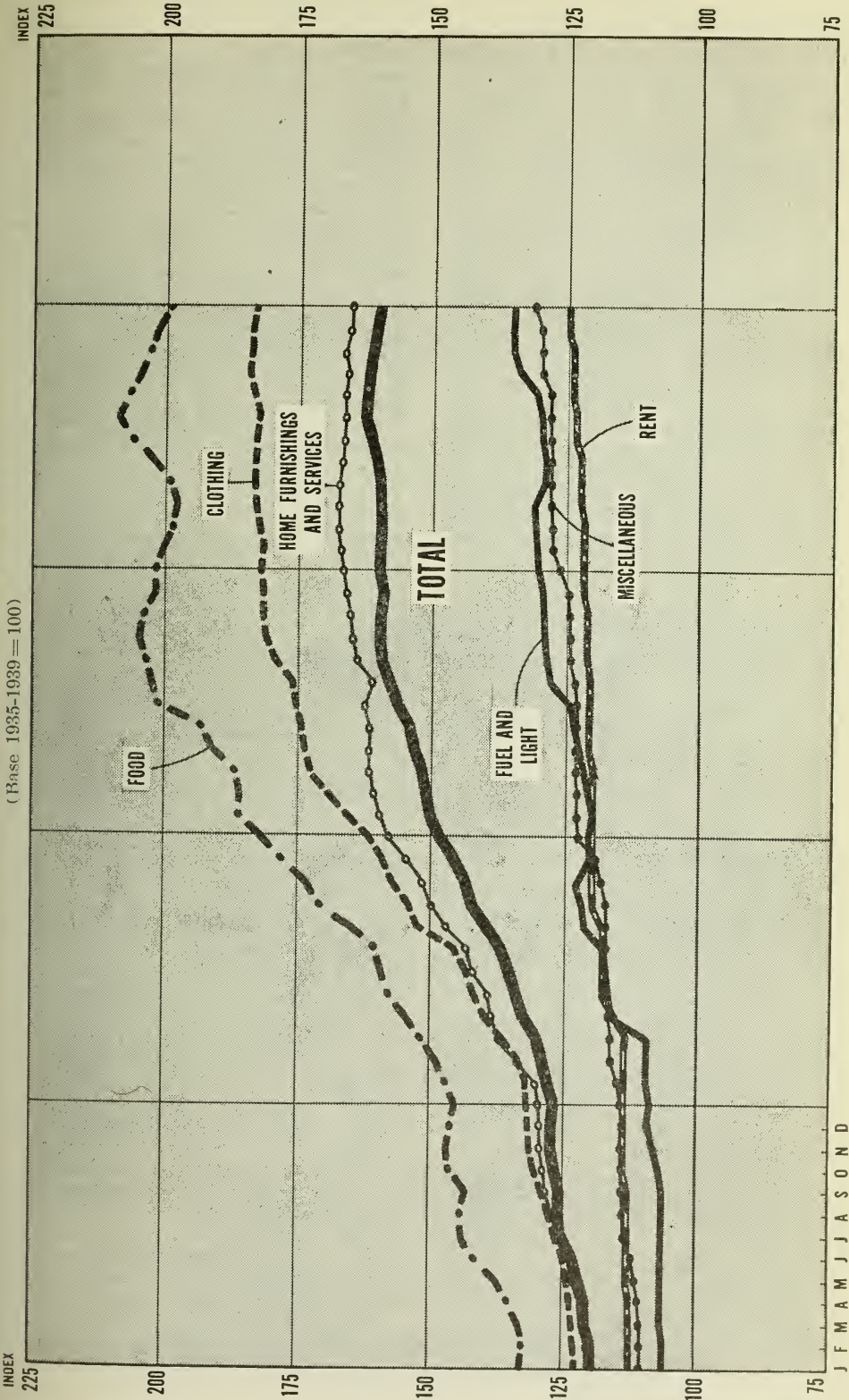
Composite city index declines between December 1, 1949 and January 3, 1950,

\* See Tables F-1 to F-6.



# COST OF LIVING IN CANADA FROM JANUARY 1946

(Base 1935-1939 = 100)



1946      1947      1948      1949      1950  
 J F M A M J J A S O N D

were as follows: Halifax -0.9 to 152.7; Saint John -0.9 to 157.1; Winnipeg -0.7 to 155.0; Toronto -0.5 to 156.9; Saskatoon -0.5 to 162.2; Edmonton rose 0.5 to 156.9 in the same interval while the Vancouver index remained unchanged at 161.9.

### Wholesale Prices, December, 1949

The general index of wholesale prices registered a decline of 0.2 point to 156.8 between November and December, 1949. When compared with the December, 1948 index level a decline of 2.8 points has been recorded. Although five of the eight major groups showed increases during the month under review, these were outweighed by declines in the remaining three. Non-ferrous metals led in the downward movement with a decrease of 1.6 points to 139.8; animal products receded 1.0 to 163.0 and vegetable products at 142.5 was 0.5 point lower than November. The largest group increase was recorded by non-metallic minerals which rose 0.9 to 139.0; wood

products moved up 0.5 to 188.6; textile products, 0.4 to 159.7, and chemical products 0.1 to 119.3. Among important commodity price declines between November and December were: Eggs, Grade A, 22.5 per cent, sodium bichromate 13 per cent, tin ingots 13 per cent, acetate of lime 10.7 per cent; solder 10.7 per cent, lemons 10.3 per cent, lard 9.7 per cent, green coffee, 8.7 per cent, coconut oil 8.2 per cent, linen thread 8.1 per cent. In the same period, price increases were recorded as follows: Nylon sewing thread 14.6 per cent, veal carcass 11.0 per cent, lamb carcass 10.9 per cent, brick 10.6 per cent, sand 10.3 per cent, automobile tires 10.0 per cent, caustic soda 9.5 per cent, chlorine 8.8 per cent, cedar siding 8.6 per cent, corn meal, 7.9 per cent.

The Canadian farm products index of wholesale prices moved down 0.6 to 144.4 between November and December. Animal products registered a decline of 1.8 points to 180.7, while field products increased 0.1 point to 122.7.

## EXPORTS TO UNITED STATES HIGHER BUT OVERALL TOTAL LOWER IN JANUARY

Canada's domestic exports to the United States—for the third successive month—were substantially higher in value in January than a year earlier. Shipments to Commonwealth and other countries were generally lower and the total value of domestic exports to all countries fell below that of January last year.

Exports to the United States in the month were valued at \$130,859,000 as against \$116,023,000 in January, 1949, an increase of nearly 13 per cent. The January value was higher than that for any of the first nine months of 1949 before the currency revaluations, but was exceeded in October, November and December, which are usually the peak months of the year. Part of the higher January value in terms of Canadian dollars over January last year can be attributed to the premium on United States exchange.

Total exports to all countries in January declined in value to \$221,200,000 compared with \$237,000,000 a year earlier. Shipments to the United States thus accounted for about 59 per cent of the month's total value as compared with slightly more than 50 per cent in the 12 months of 1949.

Sales to the United Kingdom—which have been subject to fluctuations during recent months—were valued at \$48,608,000, down from \$55,813,000 a year earlier, but

only slightly under the December figure. There were decreases also from a year ago in exports to other Commonwealth areas. The largest decline was in exports to Commonwealth countries in Asia which fell to \$3,473,000 from \$14,937,000, with shipments to India down to \$495,000 from \$11,190,000 in January last year, when there were exceptionally large exports of wheat and railway equipment to that country. Exports to the British West Indies, including British Guiana, Bermuda and British Honduras, declined to \$2,512,000 compared to \$4,608,000; to Commonwealth countries in Africa to \$3,831,000 from \$4,991,000; and to the Oceania group of Australia, New Zealand and Fiji to \$2,612,000 from \$3,145,000. Total value of exports to all Commonwealth countries, including the United Kingdom, was \$62,336,000 as against \$83,706,000.

Exports to Latin America were lower at \$6,866,000 compared with \$7,953,000, decreases being recorded for most of the larger Canadian markets in the group except Cuba and Venezuela. Shipments to Continental Europe fell off more sharply to \$10,362,000 as against \$16,569,000, with sales lower to Belgium and Luxembourg, France, Germany, Netherlands, Norway and Switzerland but higher to Portugal and Spain.



# STRIKES AND LOCKOUTS\*

## Canada, January, 1950

There was little strike activity in Canada during the first month of 1950. Six strikes and lockouts commenced during January and three were carried over from the previous year. About 80 per cent of the total time lost in January was caused by two work stoppages, one of iron ore miners at Bell Island, Newfoundland, and the other of plumbers at Ottawa, Ont.

Preliminary figures for January, 1950, show nine strikes and lockouts, involving 2,456 workers, with a time loss of 39,488 man-working days, as compared with 13 strikes and lockouts in December, 1949, with 3,041 workers involved and a loss of 23,667 days. In January, 1949, there were 10 strikes and lockouts, with 1,811 workers involved and a loss of 9,700 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in January was 0.05 per cent of the estimated working time, as compared with 0.03 per cent in December, 1949, and 0.01 per cent in January, 1949.

Of the nine strikes and lockouts which commenced during January, 1950, two were settled in favour of the employers and two

were indefinite in result, work being resumed pending final settlement. At the end of the month five work stoppages were un-terminated, namely: worsted textile factory workers at Trenton, Ont.; department store clerks at New Westminster, B.C.; coal miners in the Bellevue-Blairmore district, Alta.; plumbers, steamfitters and helpers at Ottawa, Ont.; and grocery store clerks at Montreal, P.Q.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; and textile products factory workers at St. Lambert, P.Q., August 29, 1949. The strike of soft drink factory workers at Windsor, Ont., which commenced on August 5, 1949, has been settled, a union agreement having been signed. Work was resumed on January 23, 1950.

\* See Tables G-1 and G-2.

## Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review issued as a supplement to the *LABOUR GAZETTE* for April, 1949, and in this article are taken, as far as possible, from the government publications of the countries concerned.

### Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in November, 1949, was 113 and 13 were still in progress from the previous month, making a total of 126 during the month. In all stoppages of work in progress in the period there were 18,700 workers involved and a time loss of 64,000 working days was caused.

Of the 113 disputes leading to stoppages of work which began in November, four, directly involving 300 workers, arose out of

demands for advances in wages, and 44, directly involving 2,600 workers, on other wage questions; three directly involving 800 workers, on questions as to working hours; 20, directly involving 2,500 workers, on questions respecting the employment of particular classes or persons; 34, directly involving 3,300 workers, on other questions respecting working arrangements; and four, directly involving 3,500 workers, on questions of trade union principle. Four stoppages, directly involving 1,000 workers, were in support of workers involved in other disputes.

### United States

Preliminary figures for December, 1949, show 120 strikes and lockouts beginning in the month, in which 40,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,200,000 man-days. Corresponding figures for November, 1949, are 200 strikes and lockouts, involving 70,000 workers, with a time loss of 7,500,000 days.

# FATAL INDUSTRIAL ACCIDENTS IN CANADA\*

## Fourth Quarter of 1949

There were 357<sup>1</sup> industrial fatalities in Canada during the fourth quarter of 1949 according to the latest reports received by the Department of Labour. This marks a decrease of 55 fatalities over the previous quarter in which 412 accidents were recorded, including 42 in a supplementary list. During the fourth quarter of 1948 there were 335 deaths as a result of industrial accidents, including 27 in supplementary lists.

The accidents recorded are those which involved persons gainfully employed during the course of, or arising out of, their employment. The statistics include deaths which resulted from industrial diseases as reported by provincial Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various provincial Workmen's Compensation Boards, the Board of Transport Commissioners, and certain other official sources. Newspaper reports are used to supplement these data.

During the quarter under review there were three accidents which resulted in three or more industrial fatalities in each case. On September 19, three workers engaged in metal refining were overcome by carbonyl gas poisoning at Arvida, Quebec, and died early in October. Three construction workers were burned to death in a construction project at Sydney, Nova Scotia, on November 9. On November 26, six crew members of a fishing craft were drowned when their vessel was shipwrecked during a storm off Trial Island, near Victoria, British Columbia.

<sup>1</sup> The number of industrial fatalities that occurred during the fourth quarter of 1949 is probably greater than the figure now quoted. Supplementary lists compiled from reports received in subsequent quarters, generally revise upwards the figures for previous periods.

Grouped by industries the largest number of fatalities, 70, was recorded in transportation. Of these 35 occurred in steam railways and 25 in local and highway transportation. During the previous quarter there were 81 industrial fatalities in transportation, of which steam railways were responsible for 29, and local and highway transportation for 28. In the fourth quarter of 1948 there were 63 industrial fatalities in transportation.

There were 67 industrial deaths in manufacturing during the fourth quarter of 1949, of which 25 occurred in the iron and steel products group. In the third quarter of 1949 there were 60 industrial fatalities recorded in the manufacturing industries, including 18 in iron and steel products. During the fourth quarter of 1948 there were 64 industrial deaths in manufacturing.

In agriculture there were 28 accidental deaths during the three-month period as compared with 50 during the third quarter of 1949. The smaller number of fatalities reflects the decreased activity in this industry during the last quarter of the year.

There were 43 fatalities in the logging industry during the fourth quarter of 1949 as compared with 34 in the previous three months, and 47 in the fourth quarter of 1948.

In the various branches of the service industry there were 44 accidental deaths as compared with 35 in the previous three months, and 19 during the fourth quarter of 1948.

An analysis of the causes of industrial accidents shows that 111 or 31 per cent were caused by moving trains, watercraft, and other vehicles. During the previous quarter, 33.2 per cent of the fatalities recorded were attributable to the same causes.

\* See Tables H-1 and H-2.



# SELECTED LIST OF PUBLICATIONS RECEIVED IN LIBRARY OF DEPARTMENT OF LABOUR, OTTAWA\*

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, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*. Students must apply through the library of their institution.

## Collective Bargaining

1. GREGORY, CHARLES O. *The Collective Bargaining Agreement: Its Nature and Scope*. (In: Washington University Law Quarterly. Volume 1949. Pp. 3-23.)

2. PIERSON, FRANK C. *Multi-Employer Bargaining; Nature and Scope*. Philadelphia, University of Pennsylvania Press, 1948. Pp. 51.

3. U.S. BUREAU OF LABOR STATISTICS. *Collective Bargaining Provisions: Hours of Work and Overtime Pay*. (Preliminary draft), prepared by Abraham Weiss, Clara T. Sorenson and James C. Nix. Washington, 1949. Pp. 97.

## Employees—Training

4. BECKMAN, R. O. *How to Train Supervisors; Manual and Outlines for Determinate Discussion*. New York, Harper and Brothers, 1944. Pp. 329.

5. CROSSLAND, A. L. *Installing and Maintaining a Training Program*. Montreal, 1949. Pp. 13.

## Employees' Benefit Plans

6. COUNCIL OF PROFIT SHARING INDUSTRIES. *Proceedings; First Annual Conference*. Akron, Ohio, 1949. Pp. 124.

7. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Employee Recreation and Activities—Administration and Cost*, by Geneva Seybold. New York, 1949. Pp. 56.

## Employment

8. ASIAN REGIONAL CONFERENCE, NUWARA ELIYA (CEYLON), 1950. *Organisation of Manpower*. Geneva, 1949. Pp. 159.

9. CHAMBER OF COMMERCE OF THE UNITED STATES OF AMERICA. DEPARTMENT OF MANUFACTURE. *Employment of Physically Handicapped and Older Workers*. Washington, 1949. Pp. 27.

10. OHLIN, BERTIL GOTTHARD. *The Problem of Employment Stabilization*. New York, Columbia University Press, 1949. Pp. 173.

11. SHISTER, JOSEPH. *Economics of the Labor Market*. New York, J. B. Lippincott Company, 1949. Pp. 590.

## Industrial Disputes

12. EDITORIAL RESEARCH REPORTS. *Fact-Finding Boards in Labor Disputes*, by William H. Chartener. Washington, 1949. Pp. 617-632.

13. TORRENCE, GEORGE W. *Tested Techniques in Labor Arbitration*. New York, Funk and Wagnalls Co. in association with Modern Industry Magazine, 1948. Pp. 248.

## Industrial Relations

14. AMERICAN FEDERATION OF LABOR. *The Closed Shop and Union Security; Economic Brief of the American Federation of Labor*, prepared by Boris Shishkin assisted by Peter Henle. Washington, D.C., 1947. Pp. 116.

15. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Proceedings of First Annual Meeting, Cleveland, Ohio, December 29-30, 1948*. Edited by Milton Derber. Champaign, Illinois, 1949. Pp. 255.

16. NATIONAL FOREMEN'S INSTITUTE. *Industrial Relations Work Kit; a Manual of Practical Ideas*. New York, 1948. Pp. 74.

17. PRINCETON UNIVERSITY. DEPARTMENT OF ECONOMICS AND SOCIAL INSTITUTIONS. INDUSTRIAL RELATIONS SECTION. *Transmitting Information Through Management and Union Channels; Two Case Studies*, by Helen Baker, John W. Ballantine and John M. True. Princeton, New Jersey, 1949. Pp. 140.

## Industry

18. BRITISH PAINTS LIMITED. *Colour Conscription; How to Use Colour in Industry*. Newcastle-upon-Tyne, 1949. Pp. 21.

19. CANADIAN AUTOMOBILE CHAMBER OF COMMERCE. *Facts and Figures of the Automobile Industry*. Toronto, 1949. Pp. 56.

\* List No. 24.

20. EASTERN RAILROAD PRESIDENTS CONFERENCE. COMMITTEE ON PUBLIC RELATIONS. *A Year Book of Railroad Information*; 1949 Edition. New York, 1949. Pp. 96.

21. GREAT BRITAIN. BOARD OF TRADE. *Report of the Working Party on Film Production Costs*. London, H.M.S.O., 1949. Pp. 32.

22. LAL, CHAMAN. *Cottage Industries and Agriculture in Japan*. Bombay, New Book Company, 1949. Pp. 249.

23. MCFADYEAN, ANDREW. *The History of Rubber Regulation, 1934-1943*, Edited by Sir Andrew McFadyean for the International Rubber Regulation Committee. London, G. Allen and Unwin Limited, 1944. Pp. 239.

24. THE NATIONAL ASSOCIATION OF INDEPENDENT TIRE DEALERS, INC. *Planning Your Business*. Washington, 1945. Pp. 48.

### Labour and Labouring Classes

25. RAYBOULD, S. G. *The W.E.A. the Next Phase*. London, The Workers' Educational Association, 1949. Pp. 106.

26. UNITED PROVINCES. LABOUR ENQUIRY COMMITTEE, 1946-48. *First Report*; Wages, Dearness Allowances and Bonus. India, Allahabad, 1948. Pp. 614.

### Labour Laws and Legislation

27. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *The New Wage and Hour Law*; Including Complete Analyses, Conference and Committee Reports, Congressional Debate on Amendments, Text of Fair Labor Standards Act as Amended by the Publishers' Editorial Staff. Washington, 1949. Pp. 173.

28. *Code of Labour and Industrial Laws of the Province of Quebec and Federal Laws with Rules and Regulations Concerning their Application*. Orders in Council Affecting Labour. Compiled, Consolidated to Date and Published by Gus. Francq. Montreal, Mercantile Printing Limited, 1949. Pp. 472.

29. INTERNATIONAL LABOUR CONFERENCE. *Conventions and Recommendations, 1919-1949*. Geneva, 1949. Pp. 924.

### Occupations

30. NATIONAL VOCATIONAL GUIDANCE ASSOCIATION, NEW YORK. *Counselor Preparation*. New York, 1949. Pp. 37.

31. U.S. CIVIL SERVICE COMMISSION. *The Nurse in the Federal Civil Service*. Washington, 1949. Pp. 13.

32. U.S. OFFICE OF EDUCATION. *How to Select, Organize, and Manage a Small Business*; With Particular Reference to

Retail Establishments. Instructor's Manual, prepared by G. Henry Richert and Clyde W. Humphrey. Washington, 1946. Pp. 41.

33. VAN ALLYN, KEITH. *Job Placement Reference*; With Introduction to the Job Placement Technique. Los Angeles, National Institute of Vocational Research, 1945. Pp. 361.

### Pensions

34. ISERMAN, THEODORE R. *Some Anomalies in the Steel Board's Report; and Some Fallacies of "Fact Finding"*. New York, 1949. Pp. 20.

35. NATHAN, ROBERT ROY. *Should the Steel Wage Recommendation be Accepted?*; An NBC Radio Discussion, by Robert Nathan, Jules Backman, and others. Chicago, University of Chicago, 1949. Pp. 32.

### Scientific Management

36. BUNDY, ROY DALTON. *What Price Supervision*; How Management Can Build a Stronger Supervisory Force. New York, National Foremen's Institute, Inc., 1946. Pp. 48.

37. GORDON, T. W. *Handbook for Estimating Machining Times*; a Concise and Systematic Presentation of Information and Tabular Data. London, The Machinery Publishing Co. Ltd., 1949. Pp. 163.

38. LANE, DONALD F. *Analysis of Machine Shop Operations*; A Manual for Training Apprentices and Learners. New York, National Foremen's Institute, Inc., 1949. Pp. 165.

39. PAYNE, MATTHEW A. *The Fatigue Allowance in Industrial Time Study*. N.P., 1949. Pp. 66.

40. URWICK, L. *The Making of Scientific Management*; by L. Urwick and E. F. L. Brech. London, Management Publications Trust. 1949. 3 volumes.

Vol.

1—*Thirteen Pioneers*. Pp. 196.

2—*Management in British Industry*. Pp. 241.

3—*The Hawthorne Investigations*. Pp. 225.

### Social Security

41. BRITISH AGRICULTURAL MACHINERY MISSION TO CANADA, 1949. *Report*. London, H.M.S.O., 1949. Pp. 59.

42. INTERNATIONAL LABOUR OFFICE. *Systems of Social Security: New Zealand*. Geneva, 1949. Pp. 67.



43. RESEARCH COUNCIL FOR ECONOMIC SECURITY. *State Cash Sickness Plans, 1949*. Chicago, 1949. Pp. 11.

#### **Works Councils**

44. SOMERVILL, H. A. *The Dynamic Nature of Joint Consultation*. (In: Journal of the Institution of Works Managers. June, 1949, vol. I, No. 6, p. 11-12.)

45. TURNBULL, JOHN G. *Labor-Management Relations*; a Research Planning Memorandum. New York, Social Science Research Council, 1949. Pp. 112.

#### **Miscellaneous**

46. ASIAN REGIONAL CONFERENCE NUWARA ELIYA (CEYLON), 1950. *Agricultural Wages and Incomes of Primary Producers*. Geneva, 1949. Pp. 107.

47. BALL, JOSEPH HURST. *Collective Security: The Why and How*. Boston, World Peace Foundation, 1943. Pp. 63.

48. CHAMBER OF COMMERCE OF THE UNITED STATES OF AMERICA. *Measuring Monopoly; a New Approach*. Washington, 1949. Pp. 27.

49. COLE, MARGARET ISABEL (POSTGATE). *The Webbs and Their Work*. London, Frederick Muller Ltd., 1949. Pp. 304.

50. ERNST, ROBERT. *Immigrant Life in New York City, 1825-1863*. New York, Columbia University, King's Crown Press, 1949. Pp. 331.

51. FINER, HERMAN. *The United Nations Economic and Social Council*. Boston, World Peace Foundation, 1946. Pp. 121.

52. INTERNATIONAL LABOUR OFFICE. *The Development of the Co-operative Movement in Asia*. Geneva, 1949. Pp. 84.

53. JOHNSON, CHARLES SPURGEON. *Growing Up in the Black Belt; Negro Youth in the Rural South*. Washington, American Council on Education, 1941. Pp. 360.

54. NEW YORK (STATE) JOINT LEGISLATIVE COMMITTEE ON PROBLEMS OF THE AGING. *Never Too Old*. New York, 1949. Pp. 216.

55. PASTUBOV, VLADIMIR D. *A Guide to the Practice of International Conferences*. Washington, Carnegie Endowment for International Peace, 1945. Pp. 275.

56. PRATT, DALLAS. *Mental Health is a Family Affair*, by Dallas Pratt and Jack Neher. New York, Public Affairs Committee, 1949. Pp. 32.

57. PRESIDENT'S CONFERENCE ON INDUSTRIAL SAFETY, WASHINGTON, D.C., 1949. *Proceedings*. Washington, G.P.O., 1949. Pp. 362.

58. U.S. DEPARTMENT OF COMMERCE. COMMISSIONER OF PATENTS. *Rules of Practice in Trade-Mark Cases; With Forms and Statutes*. Washington, 1949. Pp. 147.

59. VLEKKE, B. H. M. *The Netherlands and The United States*. Boston, World Peace Foundation, 1945. Pp. 95.

# LABOUR STATISTICS

	PAGE
Table 1—Statistics Reflecting Industrial Conditions in Canada.....	383
<b>A—Labour Force</b>	
<i>D.B.S. Labour Force Survey</i>	
Table A-1—Estimated Non-Institutional Manpower.....	384
Table A-2—Summary of National Estimates.....	384
Table A-3—Industrial Distribution of Employment.....	385
Table A-4—Regional Distribution of Employment.....	385
Table A-5—Percentage Distribution of Employed Persons by Hours Worked per Week.....	385
Table A-6—Regional Distribution of Unemployment.....	386
<i>Immigration Branch, Department of Mines and Resources</i>	
Table A-7—Immigration of Adult Males, Adult Females and Children to Canada.....	386
Table A-8—Distribution of all Immigration by Region.....	387
Table A-9—Distribution of Male Immigrants by Occupation.....	387
<b>B—Labour Income</b>	
<i>Dominion Bureau of Statistics Monthly Estimates of Labour Income</i>	
Table B-1—Monthly Estimates of Canadian Labour Income.....	388
<b>C—Employment, Hours and Earnings</b>	
<i>Dominion Bureau of Statistics: The Employment Situation (as reported by employers having 15 or more employees)</i>	
Table C-1—Employment and Earnings by Province, City and Industry.....	389
Table C-2—Index Numbers of Employment and Earnings since 1941.....	390
Table C-3—Index Numbers of Employment by Provinces since 1933.....	390
Table C-4—Employment and Earnings by Industry.....	391
Table C-5—Sex Distribution of Employed Persons.....	392
<i>Dominion Bureau of Statistics: Hours and Earnings (as reported by employers having 15 or more employees)</i>	
Table C-6—Hours and Hourly Earnings in Manufacturing.....	393
Table C-7—Weekly Salaries and Wages in Manufacturing.....	393
Table C-8—Hours and Earnings in Manufacturing by Provinces and Cities.....	393
Table C-9—Hours and Earnings by Industry.....	394
<i>Economics and Research Branch, Department of Labour</i>	
Table C-10—Real Earnings in Manufacturing.....	395
Table C-11—Percentage of Unemployment in Trade Unions by Provinces.....	396
Table C-12—Percentage of Unemployment in Trade Unions by Groups of Industries.....	397
<b>D—Employment Service Statistics</b>	
<i>Dominion Bureau of Statistics</i>	
Table D-1—Unfilled Vacancies and Unplaced Applicants as at First of Month.....	399
Table D-2—Unfilled Vacancies by Industry and by Sex.....	399
Table D-3—Unfilled Vacancies and Unplaced Applicants by Occupation and by Sex.....	400
Table D-4—Vacancies, Referrals and Placements (Weekly Average).....	400
Table D-5—Activities of National Employment Service Offices.....	401
Table D-6—Applications and Placements Since 1939.....	403
Table D-7—Vacancies and Placements of National Employment Service Offices (Quarterly).....	404
<b>E—Unemployment Insurance</b>	
<i>Unemployment Insurance Commission and Dominion Bureau of Statistics Report on the Operation of the Unemployment Insurance Act</i>	
Table E-1—Registration of Employers and Employees.....	406
Table E-2—Claims for Benefits Since 1942.....	406
Table E-3—Claims for Benefit by Provinces and Disposal of Claims.....	406
Table E-4—Claimants not Entitled to Benefit with Reason for Non-Entitlement.....	407
Table E-5—Number Receiving Benefit with amount Paid.....	407
Table E-6—Persons Signing the Live Unemployment Register by Number of Days Continuously on the Register.....	407
Table E-7—Unemployment Insurance Fund.....	408
<b>F—Prices</b>	
<i>Dominion Bureau of Statistics</i>	
Table F-1—Index Numbers of the Cost of Living in Canada.....	409
Table F-2—Index Numbers of the Cost of Living for Eight Cities of Canada.....	418
Table F-3—Index Numbers of Staple Food Items.....	418
Table F-4—Retail Prices of Staple Foods, Coal and Rentals by Cities.....	410
Table F-5—Index Numbers of Wholesale Prices in Canada.....	419
Table F-6—Index Numbers for Canada and Other Countries.....	420
<b>G—Strikes and Lockouts</b>	
<i>Economics and Research Branch, Department of Labour</i>	
Table G-1—Strikes and Lockouts in Canada by Month.....	421
Table G-2—Strikes and Lockouts in Canada during January.....	422
<b>H—Industrial Accidents</b>	
<i>Economics and Research Branch, Department of Labour</i>	
Table H-1—Fatal Industrial Accidents by Industries and Causes.....	423
Table H-2—Fatal Industrial Accidents by Provinces and Industries.....	423



TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

	1950	1949	1948	1946	1943	1939
	Jan.	Dec.	Dec.	Dec.	Dec.	Dec.
<b>Labour Force—</b>						
Civilian labour force (1).....000		5,200	4,964	4,848	†	†
Employed (1).....000		5,053	4,858	4,733	†	†
Male (1).....000		3,967	3,835	3,700	†	†
Female (1).....000		1,086	1,023	1,033	†	†
Paid workers (1).....000		3,580	3,441	3,278	†	†
Unemployed (1).....000		147	106	115	†	†
Index of employment (2).....		201·5	204·3	185·7	190·5	122·7
Unemployment in trade unions (2).....%		4·8	3·4	1·5	0·8	11·4
Immigration.....No.	3,710	5,164	9,995	3,942	526	621
Adult males.....No.	1,234	1,953	3,888	837	131	188
<b>Earnings and Hours—</b>						
Total labour income.....\$000,000			614	479	†	†
Per capita weekly earnings.....\$		43·82	42·23	33·95	†	†
Average hourly earnings.....cents		99·9	96·0	74·5	†	†
Average hours worked per week.....		42·9	43·2	43·2	†	†
Average real weekly earnings, index (4).....		108·5	106·7	103·6	†	†
<b>National Employment Service—</b>						
Unplaced applicants (5).....000	274·0	220·8	129·6	146·6	†	†
Unfilled vacancies (5).....000	18·0	28·1	38·8	111·6	†	†
Placements, weekly average.....000		12·5	10·1	12·4	†	†
<b>Unemployment Insurance—</b>						
Claims.....000	222·1	152·3	83·7	63·8	2·4	†
Balance in fund.....\$000,000	589·6	589·4	517·7	357·2	170·9	†
<b>Price Indexes—</b>						
Wholesales (6).....	157·1	156·8	159·6	112·0	102·5	81·7
Cost of living (6).....	159·6	161·5	158·9	127·1	119·3	103·8
Residential building materials (6).....	227·3	226·3	229·0	157·4	(10)139·2	(10)102·3
<b>Production—</b>						
Industrial production index (6).....		186·6	185·8	167·9	201·7	119·5
Mineral production index (6).....		134·9	136·3	109·5	116·5	120·0
Manufacturing index (6).....		197·1	197·2	179·2	221·8	120·4
Electric power.....000,000 k.w.h.	4,072	4,010	3,695	3,672	3,560	2,536
<b>Construction—</b>						
Contracts awarded.....\$000,000	56·7	121·5	56·0	36·5	22·3	11·8
Dwelling units, started.....000		4·2	3·8	†	†	†
Completed.....000		6·0	8·0	(3)67·3	†	†
Under construction.....000		58·2	56·5	†	†	†
Pig iron.....000 tons		172·0	174·2	161·5	137·3	94·6
Steel ingots and castings.....000 tons		263·9	280·4	237·3	227·8	150·1
Inspected slaughterings, cattle.....000	120·6	112·7	123·4	132·6	97·0	65·6
Hogs.....000	362·8	521·2	376·4	384·9	967·4	403·8
Flour production.....000 bbl.	1·55	1·63	1·73	2·35	2·18	1·60
Newsprint.....000 tons		414·9	385·8	342·0	249·7	240·7
Cement, producers' shipments.....000,000 bbl.		0·8	0·7	0·5	0·2	0·2
Automobiles and trucks.....000		25·9	27·3	16·6	13·9	17·0
Gold.....000 fine oz		373·1	327·0	229·4	262·8	434·5
Copper.....000 tons		23·6	20·8	15·9	23·9	26·3
Lead.....000 tons		22·4	13·8	13·1	15·9	16·0
Nickel.....000 tons		10·7	13·1	8·6	12·0	8·9
Zinc.....000 tons		27·4	18·2	18·4	25·8	17·7
Coal.....000 tons	1,749	1,796	1,828	1,574	1,627	1,465
<b>Distribution—</b>						
Wholesales index, unadjusted (6).....		263·3	259·9	212·4	169·0	112·3
Retail sales.....\$000,000		791·4	770·5	†	†	†
Imports, excluding gold.....\$000,000		213·4	232·0	181·9	134·9	72·1
Exports, excluding gold.....\$000,000		285·5	316·4	211·9	302·6	101·0
<b>Railways—</b>						
Revenue freight, ton miles.....000,000			5,013	4,814	5,366	2,976
Car loadings, revenue freight.....000	248·3	261·8	261·5	274·7	238·8	181·5
<b>Banking and Finance—</b>						
Common stocks, index (6).....	119·0	117·9	115·8	106·4	80·5	92·2
Preferred stocks, index (6).....	152·4	150·7	144·6	156·0	115·8	110·1
Bond yields, Dominion, index (6).....	90·1	90·3	95·5	85·0	97·3	110·5
Cheques cashed, individual accounts.....\$000,000		8,396	7,800	5,935	4,850	3,057
Bank loans, current, public.....\$000,000		2,174	2,077	1,454	1,104	980
Money supply.....\$000,000		4,422	4,335	3,996	(9)3,153	(9)1,378
Circulating media in hands of public.....\$000,000		1,184	1,185	1,096	(9)990	(9)281
Deposits.....\$000,000		3,238	3,150	2,900	(9)1,877	(9)1,089

NOTE.—Many of the statistical data in this table are included in the *Canadian Statistical Review* issued by the Dominion Bureau of Statistics.

† Comparable statistics are not available. (1) Labour Force survey figures given are as of Oct. 29, 1949, Nov. 20, 1948 and Nov. 9, 1946. (2) Base 1926=100. (3) Figures are as at end of quarter ending Dec. 31, 1949, 1948, 1946, 1943 and 1939 respectively. (4) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average for 1946=100. (5) First of month. (6) Base 1935-1939=100. (7) Figures are for four week periods. (8) Annual figures; monthly not available. (9) Year-end figures. (10) Annual index.

## A—Labour Force

### TABLE A-1.—ESTIMATED NON-INSTITUTIONAL MANPOWER

(Estimated in Thousands of Persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Population Class	October 29, 1949			August 20, 1949		
	Male	Female	Total	Male	Female	Total
<b>TOTAL CIVILIAN NON-INSTITUTIONAL MANPOWER.....</b>	4,849	4,761	9,610	4,713	4,630	9,343
<b>A. Labour Force.....</b>	4,096	1,104	5,200	4,093	1,160	5,253
<b>1. With Jobs.....</b>	3,967	1,086	5,053	4,012	1,143	5,155
(1) Agricultural.....	974	74	1,048	1,069	166	1,235
Paid Workers.....	115	11	126	173	28	201
Employers.....	65	(a)	67	92	(a)	94
Own Account Workers.....	598	(a)	604	591	(a)	599
Unpaid Workers.....	196	55	251	213	128	341
(2) Non-Agricultural.....	2,993	1,012	4,005	2,943	977	3,920
Paid Workers.....	2,537	917	3,454	2,491	883	3,374
Employers.....	152	(a)	159	148	10	158
Own Account Workers.....	287	50	337	286	47	333
Unpaid Workers.....	17	38	55	18	37	55
<b>2. Without Jobs.....</b>	129	18	147	81	17	98
<b>B. Not in the Labour Force.....</b>	753	3,657	4,410	620	3,470	4,090
1. Permanently unable or too old to work.....	170	112	282	167	103	270
2. Keeping House.....	(—)	3,133	3,133	(a)	3,044	3,045
3. Going to School.....	323	302	625	(a)	(a)	(a)
4. Retired or Voluntarily Idle...	256	109	365	446	319	765
5. Other.....	(a)	(a)	(a)	(a)	(—)	(a)

(a) Fewer than 10,000.

NOTE.—Newfoundland included in estimates for October, 1949, only.

### TABLE A-2.—SUMMARY OF NATIONAL ESTIMATES

(Estimated in Thousands of Persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Population Class	Oct. 29, 1949	Aug. 20, 1949	Nov. 20, 1948	Nov. 8, 1947
Civilian Non-Institutional Population.....	9,610	9,343	9,193	9,003
Civilian Labour Force.....	5,200	5,253	4,964	4,934
Total with Jobs.....	5,053	5,155	4,858	4,847
Agriculture.....	1,048	1,235	986	1,068
Forestry.....	68	43	128	117
Fishing and Trapping.....	38	26	26	18
Mining, Quarrying and Oil Wells.....	94	83	86	65
Manufacturing.....	1,342	1,340	1,290	1,242
Public Utility Operations.....	46	46	40	37
Construction.....	329	362	317	284
Transportation, Storage and Communications.....	365	373	388	362
Trade.....	669	672	659	680
Finance, Insurance and Real Estate.....	144	145	138	132
Service.....	910	830	800	842
Without Jobs.....	147	98	106	87
Not in Labour Force.....	4,410	4,090	4,229	4,069

NOTE.—Newfoundland included in estimates for October, 1949, only.



**TABLE A-3.—INDUSTRIAL DISTRIBUTION OF EMPLOYMENT**

(Estimated in Thousands of Persons, 14 Years of Age and over)

SOURCE: D.B.S. Labour Force Survey

Industry	October 29, 1949			August 20, 1949		
	Male	Female	Total	Male	Female	Total
Agriculture.....	974	74	1,048	1,069	166	1,235
Forestry.....	67	(a)	68	42	(a)	43
Fishing and Trapping.....	38	(—)	38	26	(—)	26
Mining, Quarrying and Oil Wells.....	93	(a)	94	82	(a)	83
Manufacturing.....	1,064	278	1,342	1,070	270	1,340
Public Utility Operations.....	42	(a)	46	42	(a)	46
Construction.....	325	(a)	329	357	(a)	362
Transportation and Communications.....	320	45	365	324	49	373
Trade.....	454	215	669	456	216	672
Finance and Real Estate.....	79	65	144	81	64	145
Service.....	511	399	910	463	367	830
Total.....	3,967	1,086	5,053	4,012	1,143	5,155

(a) Fewer than 10,000.

NOTE.—Newfoundland included in estimates for October, 1949, only.

**TABLE A-4.—REGIONAL DISTRIBUTION OF EMPLOYMENT**

(Estimated in Thousands of Persons, 14 Years and Over)

SOURCE: D.B.S. Labour Force Survey

Region	October 29, 1949		August 20, 1949	
	Number	Per Cent	Number	Per Cent
Newfoundland.....	100	2.0		
Maritime Provinces.....	416	8.2	443	8.6
Quebec.....	1,393	27.6	1,422	27.6
Ontario.....	1,761	34.9	1,838	35.7
Prairie Provinces.....	956	18.9	1,002	19.4
British Columbia.....	427	8.4	450	8.7
<b>CANADA.....</b>	<b>5,053</b>	<b>100.0</b>	<b>5,155</b>	<b>100.0</b>

NOTE.—Newfoundland included in estimates for October, 1949, only.

**TABLE A-5.—PERCENTAGE DISTRIBUTION OF EMPLOYED PERSONS BY HOURS WORKED PER WEEK**

SOURCE: D.B.S. Labour Force Survey

Number of Hours	Agriculture		Non-Agriculture	
	October 29, 1949	August 20, 1949	October 29, 1949	August 20, 1949
0.....	1.4	0.6	2.1	5.7
1-14.....	3.9	4.5	1.5	0.9
15-24.....	5.2	4.4	2.9	2.2
25-34.....	5.0	3.3	3.6	3.4
35-44.....	13.2	6.9	44.4	42.0
45-54.....	26.7	13.1	35.0	34.6
55 hours and over.....	44.6	67.2	10.5	11.2
Total.....	100.0	100.0	100.0	100.0

NOTE.—Newfoundland included in estimates for October, 1949, only.

**TABLE A-6.—REGIONAL DISTRIBUTION OF PERSONS WITHOUT JOBS AND SEEKING WORK**

(Estimated in Thousands of Persons, 14 Years of Age and over)

SOURCE: D.B.S. Labour Force Survey

Region	October 29, 1949		August 20, 1949	
	Number	Per cent	Number	Per Cent
Newfoundland.....	14	9.5	.....	.....
Maritime Provinces.....	22	15.0	14	14.3
Quebec.....	44	29.9	36	36.7
Ontario.....	37	25.2	28	28.6
Prairie Provinces.....	17	11.6	(a)	9.2
British Columbia.....	13	8.8	11	11.2
<b>CANADA.....</b>	<b>147</b>	<b>100.0</b>	<b>98</b>	<b>100.0</b>

(a) Fewer than 10,000. NOTE.—Newfoundland included in estimates for October, 1949, only.

**TABLE A-7.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA**

SOURCE: Department of Mines and Resources, Immigration Branch

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1924-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
1945—Total.....	4,259	11,620	6,843	22,722
1946—Total.....	9,934	40,818	20,967	71,719
1947—January.....	809	1,143	508	2,760
February.....	831	1,257	489	2,577
March.....	947	1,212	513	2,672
April.....	1,112	1,295	509	2,916
May.....	1,626	2,073	889	4,588
June.....	1,989	2,456	1,455	5,900
July.....	2,291	1,876	942	5,109
August.....	3,014	2,220	1,052	6,286
September.....	3,739	2,151	1,339	7,229
October.....	4,264	3,200	1,477	8,941
November.....	3,635	2,734	1,241	7,610
December.....	3,024	2,870	1,645	7,539
Total.....	27,281	24,787	12,059	64,127
1948—January.....	2,986	2,794	1,468	7,248
February.....	2,234	1,904	1,071	5,209
March.....	4,184	3,963	2,472	10,619
April.....	4,630	3,008	1,778	9,416
May.....	4,141	3,076	2,243	9,460
June.....	7,882	4,747	3,194	15,323
July.....	4,770	4,004	2,329	11,103
August.....	4,995	3,616	2,347	10,958
September.....	4,383	4,755	2,733	11,871
October.....	4,920	5,405	2,758	13,083
November.....	4,473	4,238	2,418	11,129
December.....	3,888	3,681	2,426	9,995
Total.....	52,986	45,191	27,237	125,414
1949—January.....	2,884	2,845	1,720	7,449
February.....	2,797	2,342	1,509	6,648
March.....	3,690	3,104	2,374	9,168
April.....	4,242	2,910	1,940	9,092
May.....	3,987	2,963	2,234	9,184
June.....	5,012	3,770	3,185	11,967
July.....	4,455	3,543	2,618	10,616
August.....	3,057	2,855	1,939	7,851
September.....	1,706	1,494	974	4,174
October.....	2,831	2,907	1,814	7,552
November.....	2,430	2,389	1,533	6,352
December.....	1,953	1,835	1,376	5,164
Total.....	39,044	32,957	23,216	95,217



**TABLE A-8.—DISTRIBUTION OF ALL IMMIGRATION BY REGION**

Source: Department of Mines and Resources, Immigration Branch

Month	Maritimes	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—January.....	279	1,819	3,666	726	758	7,248
February.....	166	1,214	2,566	591	672	5,209
March.....	333	2,093	5,272	1,655	1,266	10,619
April.....	310	1,361	5,259	1,471	1,015	9,416
May.....	371	1,326	4,969	1,725	1,069	9,460
June.....	433	2,643	7,366	3,610	1,271	15,323
July.....	394	2,194	5,612	1,983	920	11,103
August.....	419	1,784	5,868	1,888	999	10,958
September.....	453	2,878	4,953	2,580	1,007	11,871
October.....	663	2,840	5,915	2,516	1,149	13,083
November.....	366	2,384	5,170	2,173	1,036	11,129
December.....	371	2,151	5,005	1,634	834	9,995
Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—January.....	211	1,542	3,770	1,319	607	7,449
February.....	183	1,167	3,983	823	492	6,648
March.....	243	1,475	4,669	2,090	691	9,168
April.....	202	1,576	4,569	2,071	674	9,092
May.....	306	1,936	4,653	1,464	825	9,184
June.....	354	1,907	6,088	2,636	982	11,967
July.....	318	2,104	5,457	1,890	847	10,616
August.....	212	1,657	3,846	1,436	700	7,851
September.....	145	1,083	1,937	625	384	4,174
October.....	259	1,479	3,654	1,501	659	7,552
November.....	242	1,231	3,336	915	628	6,352
December.....	102	848	2,645	1,134	435	5,164
Total.....	2,777	18,005	48,607	17,904	7,924	95,217

**TABLE A-9.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION**

Source: Department of Mines and Resources, Immigration Branch

Month	Agri- culture	Unskilled and Semi- skilled	Skilled	Trading	Others Including Mining	Total
1946—Total.....	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total.....	4,174	7,363	8,546	4,211	2,987	27,281
1948—January.....	468	529	1,195	342	452	2,986
February.....	356	462	763	270	383	2,234
March.....	1,241	685	1,248	446	564	4,184
April.....	959	1,728	1,058	379	506	4,630
May.....	1,151	1,306	925	357	402	4,141
June.....	3,130	1,570	1,568	395	719	7,382
July.....	2,346	556	1,030	368	470	4,770
August.....	1,936	1,193	1,039	356	471	4,995
September.....	1,568	627	1,433	358	397	4,383
October.....	2,077	645	1,463	405	303	4,920
November.....	1,794	565	1,215	364	535	4,473
December.....	1,344	550	1,094	305	595	3,888
Total.....	18,370	10,416	14,031	4,345	5,824	52,986
1949—January.....	1,137	427	801	243	276	2,884
February.....	1,386	414	589	231	177	2,797
March.....	1,818	544	845	278	205	3,690
April.....	2,055	650	891	285	361	4,242
May.....	2,164	538	777	268	240	3,987
June.....	2,535	889	1,020	285	283	5,012
July.....	2,063	700	803	288	601	4,455
August.....	1,405	496	586	236	334	3,057
September.....	440	189	393	203	481	1,706
October.....	1,173	423	641	241	353	2,831
November.....	926	440	593	260	211	2,430
December.....	1,016	228	397	180	132	1,953
Total.....	18,118	5,938	8,336	2,998	3,654	39,044

## B—Labour Income

**TABLE B-1.—MONTHLY ESTIMATES OF CANADIAN LABOUR INCOME**

(\$ Millions)

—	Agriculture, Logging, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Trans- portation, Communi- cation, Storage, Trade	Finance, Services (including Government)	Supple- mentary Labour Income	Total
1938—Average.....	22	59	9	56	59	5	209
1939—Average.....	23	62	8	57	59	5	215
1940—Average.....	27	77	11	63	62	5	245
1941—Average.....	29	107	16	73	67	8	299
1942—Average.....	30	143	18	80	73	10	354
1943—Average.....	31	169	18	86	78	13	395
1944—Average.....	33	172	13	95	83	13	409
1945—Average.....	35	156	15	101	90	13	410
1946—Average.....	42	146	24	114	103	14	443
1947—Average.....	47	175	33	133	113	17	518
1947—November.....	56	190	38	142	116	18	561
December.....	55	189	31	143	116	17	550
1948—January.....	52	187	30	139	119	18	543
February.....	52	193	29	139	116	18	548
March.....	47	189	28	140	120	19	544
April.....	43	194	34	142	121	18	551
May.....	47	195	37	147	125	18	570
June.....	51	201	43	150	130	20	595
July.....	53	201	48	153	130	20	606
August.....	55	204	48	157	130	20	614
September.....	57	220	48	185	130	22	663*
October.....	57	213	48	164	130	21	633
November.....	56	214	46	166	130	21	632
December.....	52	211	39	164	129	21	614
1949—January.....	49	211	35	159	133	20	607
February.....	47	213	34	159	131	20	605
March.....	42	214	35	161	134	20	606
April.....	40	213	39	163	134	19	610
May.....	46	209	42	166	138	20	622
June.....	51	216	46	170	141	20	645
July.....	51	214	49	172	142	21	649
August.....	55	218	51	172	139	23	658
September.....	54	220	53	174	138	22	662
October.....	53	219	52	175	141	22	663
November.....	51	218	50	177	143	23	661

\* Includes retroactive wage payments to railway system employees.

All totals are rounded to the nearest million independently. Therefore, the final total does not necessarily agree with the sum of the individual estimates.



## C—Employment, Hours and Earnings

### TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision)

SOURCE: *The Employment Situation*, D.B.S.

Tables C-1 to C-5 are based on reports from employers having 15 or more employees—At December 1, 20,798 employers in the eight leading industries reported a total employment of 2,106,724 and total payrolls of \$92,324,135

Geographical and Industrial Unit	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941, as 100 p.c.					
				Employment			Payrolls		
	Dec. 1 1949	Nov. 1 1949	Dec. 1 1948	Dec. 1 1949	Nov. 1 1949	Dec. 1 1948	Dec. 1 1949	Nov. 1 1949	Dec. 1 1948
	\$	\$	\$						
(a) PROVINCES									
<b>Maritime Provinces</b> .....	<b>37.60</b>	<b>38.14</b>	<b>37.39</b>	<b>127.1</b>	<b>123.8</b>	<b>129.8</b>	<b>218.1</b>	<b>215.4</b>	<b>221.9</b>
Prince Edward Island.....	33.62	33.74	35.42	160.0	154.1	145.8	247.1	238.8	238.5
Nova Scotia.....	37.76	38.38	37.05	123.8	122.8	125.0	206.4	208.1	205.2
New Brunswick.....	37.62	38.04	38.00	131.1	124.2	137.1	237.0	226.9	250.1
<b>Quebec</b> .....	<b>41.85</b>	<b>41.80</b>	<b>40.44</b>	<b>128.1</b>	<b>128.4</b>	<b>131.9</b>	<b>223.7</b>	<b>224.1</b>	<b>222.7</b>
<b>Ontario</b> .....	<b>45.40</b>	<b>45.26</b>	<b>43.64</b>	<b>129.3</b>	<b>129.3</b>	<b>130.4</b>	<b>216.8</b>	<b>216.3</b>	<b>210.0</b>
<b>Prairie Provinces</b> .....	<b>44.38</b>	<b>44.29</b>	<b>42.53</b>	<b>143.3</b>	<b>144.3</b>	<b>141.0</b>	<b>240.1</b>	<b>241.4</b>	<b>226.5</b>
Manitoba.....	43.76	43.60	41.76	136.6	138.8	135.8	225.8	228.6	214.0
Saskatchewan.....	42.79	42.47	40.81	134.4	134.9	131.1	221.5	220.6	206.3
Alberta.....	45.96	46.10	44.37	157.9	157.8	154.3	271.1	271.8	256.0
<b>British Columbia</b> .....	<b>46.94</b>	<b>46.95</b>	<b>45.05</b>	<b>150.7</b>	<b>151.7</b>	<b>152.8</b>	<b>248.6</b>	<b>255.3</b>	<b>241.7</b>
<b>CANADA</b> .....	<b>43.82</b>	<b>43.80</b>	<b>42.23</b>	<b>132.0</b>	<b>132.3</b>	<b>133.8</b>	<b>224.4</b>	<b>224.8</b>	<b>219.0</b>
(b) CITIES									
Montreal.....	42.99	42.87	41.22	138.1	136.9	136.5	231.7	228.9	219.2
Quebec.....	36.38	36.29	34.89	121.8	122.3	122.5	214.8	215.0	202.3
Toronto.....	45.00	45.02	42.96	137.6	135.9	134.6	231.5	228.6	215.6
Ottawa.....	38.39	38.18	35.86	134.5	131.9	134.7	223.3	218.0	208.6
Hamilton.....	47.94	46.75	45.06	127.1	126.6	125.3	221.0	214.7	205.4
Windsor.....	50.76	51.98	50.38	124.2	127.9	125.7	169.7	179.0	170.1
Winnipeg.....	40.22	39.77	38.30	138.3	140.8	140.3	218.2	219.8	210.7
Vancouver.....	44.66	44.69	42.76	160.7	161.2	166.7	269.6	270.6	267.8
Halifax.....	34.84	35.17	34.12	131.7	127.8	131.8	200.7	196.8	198.2
Saint John.....	35.59	36.17	34.32	121.2	125.9	126.1	201.2	212.4	201.8
Sherbrooke.....	37.37	37.35	35.45	117.5	116.1	122.4	211.5	208.8	206.7
Three Rivers.....	40.95	41.33	41.74	127.8	136.0	134.7	201.6	216.7	216.7
Brantford.....	43.39	43.34	.....	.....	.....	.....	.....	.....	.....
Kitchener-Waterloo.....	41.66	41.79	40.63	139.9	140.2	135.4	237.2	258.5	242.5
London.....	42.04	41.76	39.75	155.3	155.2	151.2	256.7	254.9	236.0
Port William—Port Arthur.....	46.49	47.25	45.47	78.0	80.1	89.4	138.9	144.8	153.2
St. Catharines.....	49.25	49.93	.....	.....	.....	.....	.....	.....	.....
Regina.....	38.87	38.61	36.78	143.8	140.7	139.9	237.8	231.0	217.9
Saskatoon.....	39.02	38.82	36.30	157.5	158.3	152.5	280.0	280.0	251.7
Calgary.....	42.89	42.65	40.89	148.9	148.1	143.0	253.5	250.7	230.6
Edmonton.....	41.63	41.73	40.19	187.5	185.2	176.3	316.4	313.0	284.1
Victoria.....	43.06	43.49	40.00	153.1	152.6	147.1	261.1	262.9	234.8
(c) INDUSTRIES									
<b>Manufacturing</b> .....	<b>45.36</b>	<b>45.10</b>	<b>43.72</b>	<b>121.5</b>	<b>122.9</b>	<b>123.8</b>	<b>212.5</b>	<b>213.6</b>	<b>208.3</b>
Durable Goods <sup>(1)</sup> .....	48.58	48.15	46.88	114.3	115.5	119.2	197.7	198.0	198.3
Non-Durable Goods.....	42.19	42.09	40.52	126.4	127.8	126.4	226.4	228.4	218.4
Electric Light and Power.....	49.94	49.41	47.71	169.2	170.6	158.2	268.7	267.8	238.5
Logging.....	38.57	38.24	38.38	155.8	144.6	221.7	299.3	275.4	426.8
Mining.....	54.32	54.04	51.89	104.1	104.3	102.2	176.9	176.5	165.9
Communications.....	41.53	42.16	39.03	205.6	204.9	187.9	308.4	312.3	266.3
Transportation.....	52.33	52.58	51.49	144.0	144.5	146.3	230.0	231.8	230.0
Construction and Maintenance.....	42.23	42.25	40.41	137.8	142.2	132.8	252.5	260.7	233.1
Services <sup>(2)</sup> .....	29.04	28.74	27.23	144.3	145.0	145.8	253.6	252.3	239.8
Trade.....	37.09	37.45	35.15	157.5	152.2	152.7	244.7	238.9	225.5
<b>Eight Leading Industries</b> .....	<b>43.82</b>	<b>43.80</b>	<b>42.23</b>	<b>132.0</b>	<b>132.3</b>	<b>133.8</b>	<b>224.4</b>	<b>224.8</b>	<b>219.0</b>
Finance.....	41.23	41.20	39.19	148.1	147.8	143.1	210.4	209.9	193.0
<b>Nine Leading Industries</b> .....	<b>43.72</b>	<b>43.69</b>	<b>42.11</b>	<b>132.6</b>	<b>132.9</b>	<b>134.1</b>	<b>223.8</b>	<b>224.2</b>	<b>218.0</b>

(1) This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, as listed in Table C-4, with the exception of electric light and power.

(2) Mainly hotels and restaurants and laundry and dry cleaning plants.

**TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941**

(Base: June 1, 1941=100)  
 (The latest figures are subject to revision)  
 Source: *The Employment Situation*, D.B.S.

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of			Average Salaries and Wages	Index Numbers of			Average Salaries and Wages
	Employment	Aggregate Weekly Payrolls	Average Salaries and Wages		Employment	Aggregate Weekly Payrolls	Average Salaries and Wages	
			\$				\$	
June 1, 1941.....	100-0	100-0	100-0	25-25	100-0	100-0	100-0	25-57
Dec. 1, 1945.....	113-4	139-5	125-3	31-63	109-6	136-7	126-9	32-44
Dec. 1, 1946.....	121-6	159-9	134-5	33-95	115-6	153-6	135-1	34-54
Dec. 1, 1947.....	130-7	193-9	151-6	38-28	122-1	184-6	153-5	39-25
Dec. 1, 1948.....	133-8	219-0	167-2	42-23	123-8	208-3	171-0	43-72
Jan. 1, 1949.....	128-4	204-5	162-8	41-10	120-7	196-6	165-4	42-23
Feb. 1, 1949.....	124-8	207-6	170-0	42-92	120-6	205-3	172-7	44-17
Mar. 1, 1949.....	123-7	207-5	171-4	43-27	120-8	206-6	173-6	44-39
Apr. 1, 1949.....	122-9	206-6	171-7	43-35	120-8	207-4	174-2	44-54
May 1, 1949.....	123-8	207-3	171-9	43-19	121-0	207-1	173-8	44-45
June 1, 1949.....	127-4	209-0	167-6	42-32	122-1	203-7	169-4	43-31
July 1, 1949.....	130-5	217-6	170-1	42-96	123-5	209-8	172-4	44-09
Aug. 1, 1949.....	131-3	218-9	170-3	43-01	122-9	208-5	172-2	44-04
Sept. 1, 1949.....	132-4	222-0	171-4	43-27	124-5	212-1	172-9	44-20
Oct. 1, 1949.....	132-4	223-8	172-5	43-55	124-2	214-4	175-4	44-84
Nov. 1, 1949.....	132-3	224-8	173-5	43-80	122-9	213-6	176-4	45-10
Dec. 1, 1949.....	132-0	224-4	173-5	43-82	121-5	212-5	177-4	45-36

**TABLE C-3.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS**

(Average Calendar Year 1926=100)  
 (The latest figures are subject to revision)  
 Source: *The Employment Situation*, D.B.S.

	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Dec. 1, 1933.....	91-6	93-4	.....	.....	.....	92-4	93-3	89-3	.....	.....	.....	85-4
Dec. 1, 1934.....	98-9	106-9	.....	.....	.....	96-4	101-7	94-3	.....	.....	.....	92-9
Dec. 1, 1935.....	104-6	107-5	.....	.....	.....	103-8	107-0	101-3	.....	.....	.....	99-3
Dec. 1, 1936.....	110-1	115-3	.....	.....	.....	112-6	112-9	98-6	.....	.....	.....	101-5
Dec. 1, 1937.....	121-6	122-5	79-4	127-6	118-9	129-6	125-8	100-5	96-0	99-8	108-0	107-5
Dec. 1, 1938.....	114-0	109-8	85-4	121-5	97-2	121-7	114-4	103-5	95-4	114-1	108-9	105-8
Dec. 1, 1939.....	122-7	123-0	90-6	132-1	113-8	130-3	124-5	108-9	102-2	113-1	116-4	110-0
Dec. 1, 1940.....	139-1	133-2	106-1	142-7	123-4	149-7	142-7	118-8	110-2	123-0	129-4	123-6
Dec. 1, 1941.....	168-8	187-9	117-5	204-4	171-7	179-8	174-0	135-5	129-5	132-7	146-9	144-5
Dec. 1, 1942.....	186-5	195-1	108-6	220-4	169-6	202-2	188-2	141-9	139-1	136-2	149-9	187-4
Dec. 1, 1943.....	190-5	199-6	125-2	220-3	178-0	208-3	188-6	150-3	142-6	140-9	168-5	193-7
Dec. 1, 1944.....	185-7	191-8	133-5	210-4	171-8	197-6	188-0	151-9	147-3	145-3	163-2	182-5
Dec. 1, 1945.....	173-2	186-7	124-9	199-5	174-1	179-4	173-1	153-6	148-1	148-5	165-4	171-5
Dec. 1, 1946.....	185-7	184-5	137-7	193-2	176-2	192-7	188-2	164-7	157-7	160-3	178-1	184-6
Dec. 1, 1947.....	199-6	192-3	164-3	193-9	192-0	205-6	205-0	171-7	161-8	168-4	189-0	206-1
Dec. 1, 1948.....	204-3	197-8	156-2	209-9	184-9	207-5	210-4	180-9	169-3	167-0	207-6	202-6
Jan. 1, 1949.....	196-0	177-2	151-8	178-2	177-6	198-2	206-1	173-9	162-4	158-0	201-8	192-4
Feb. 1, 1949.....	190-5	168-2	139-9	172-4	164-7	193-0	202-8	166-7	157-3	146-2	194-4	181-5
Mar. 1, 1949.....	188-9	167-1	139-1	170-3	164-8	190-2	201-8	165-6	156-4	145-9	192-3	179-6
Apr. 1, 1949.....	187-6	167-4	163-0	173-1	160-5	184-8	200-2	166-0	155-4	146-8	194-6	188-8
May 1, 1949.....	189-1	163-3	139-8	170-7	155-2	186-4	200-1	170-5	159-9	153-0	198-0	196-9
June 1, 1949.....	194-5	169-0	151-2	176-4	160-7	194-6	202-4	177-4	163-7	165-1	206-3	204-7
July 1, 1949.....	199-5	187-4	158-8	202-0	176-6	198-0	206-4	181-8	168-0	167-3	212-2	209-1
Aug. 1, 1949.....	200-5	188-9	157-6	203-8	171-7	199-4	205-5	185-6	170-7	169-7	218-0	212-6
Sept. 1, 1949.....	202-1	190-4	165-3	205-7	172-1	199-5	208-3	186-6	171-7	169-9	220-0	215-1
Oct. 1, 1949.....	202-2	192-0	165-9	208-8	172-0	199-5	209-2	185-9	173-6	170-8	214-3	211-9
Nov. 1, 1949.....	202-0	188-6	165-0	206-1	167-5	202-0	208-6	185-2	173-1	171-8	212-3	208-7
Dec. 1, 1949.....	201-5	193-7	171-4	207-8	176-9	201-5	208-5	183-8	170-4	171-2	212-4	203-3
Relative Weight of Employment by Provinces and Economic Areas as at December 1, 1949.....	100-0	7-2	0-2	4-2	2-8	29-1	42-0	12-3	5-4	2-4	4-5	9-4

Note:—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.



**TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY**

(The latest figures are subject to revision)

Source: *The Employment Situation*, D B.S.

Industries	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941, as 100 p.c.								
				Employment			Aggregate Payrolls					
	Dec. 1 1949	Nov. 1 1949	Dec. 1 1948	Dec. 1 1949	Nov. 1 1949	Dec. 1 1948	Dec. 1 1949	Nov. 1 1949	Dec. 1 1948	Dec. 1 1949	Nov. 1 1949	Dec. 1 1948
	\$	\$	\$									
<b>Manufacturing</b>	<b>45-36</b>	<b>45-10</b>	<b>43-72</b>	<b>121-5</b>	<b>122-9</b>	<b>123-8</b>	<b>212-5</b>	<b>213-6</b>	<b>208-3</b>			
Animal products—edible	44-02	44-49	42-09	138-0	140-1	138-8	239-2	245-4	232-1			
Fur and products	44-05	43-59	41-83	140-6	140-8	145-8	231-5	229-3	228-0			
Leather and products	33-40	33-22	32-42	107-8	108-2	107-2	190-1	189-9	183-5			
Boots and shoes	31-77	31-64	31-14	106-3	106-4	106-4	190-1	189-6	186-6			
Lumber and its products	40-78	40-26	38-98	119-1	124-2	120-6	224-2	230-5	217-9			
Rough and dressed lumber	42-26	41-50	40-41	112-3	119-4	110-3	222-6	232-6	210-0			
Furniture	39-95	39-73	38-00	161-7	160-6	156-9	237-5	234-5	221-3			
Other lumber products	36-61	36-34	35-93	106-8	110-6	126-5	211-7	217-6	243-8			
Plant products—edible	37-91	37-26	35-92	148-1	158-4	145-3	248-5	261-4	231-2			
Pulp and paper products	50-79	50-76	48-92	138-7	140-4	142-1	237-5	240-3	233-5			
Pulp and paper	57-70	57-94	56-98	123-5	127-5	133-5	225-7	233-9	239-2			
Paper products	41-63	41-41	38-94	172-9	174-3	167-3	297-3	298-2	269-0			
Printing and publishing	47-93	47-48	44-47	144-7	143-7	143-4	232-8	228-9	213-8			
Rubber products	45-00	45-30	45-48	123-6	123-3	133-4	237-1	238-1	258-9			
Textile products	35-43	35-50	33-90	116-3	116-4	116-4	215-2	215-9	206-2			
Thread, yarn and cloth	39-50	39-17	36-66	111-4	110-1	113-6	232-9	228-2	220-4			
Cotton yarn and cloth	38-55	38-25	35-72	91-9	91-1	93-0	183-7	180-6	173-0			
Woolen yarn and cloth	37-64	37-54	35-65	102-2	99-4	111-6	215-4	208-8	221-9			
Synthetic silk and silk goods	41-99	41-38	38-36	153-1	152-8	149-2	347-7	341-9	308-9			
Hosiery and knit goods	33-65	33-38	31-04	115-9	114-2	122-8	213-5	208-6	210-2			
Garments and personal furnishings	31-68	32-35	31-75	128-0	130-5	123-1	210-7	219-2	202-1			
Other textile products	37-52	37-70	36-12	96-9	97-0	96-8	179-4	180-5	172-8			
Tobacco	40-58	42-22	38-68	126-1	112-9	127-3	284-8	265-5	274-2			
Beverages	48-65	47-98	46-31	171-7	170-5	168-1	281-8	276-0	263-0			
Chemicals and allied products	48-55	48-51	46-39	94-4	99-3	97-4	175-8	177-1	167-4			
Clay, glass and stone products	46-71	46-84	44-79	144-0	145-2	150-0	273-6	276-6	266-8			
Electric light and power	49-94	49-41	47-71	169-2	170-6	158-2	268-7	267-8	238-5			
Electrical apparatus	48-57	48-90	46-72	166-7	166-3	166-8	302-9	304-2	291-8			
Iron and steel products	50-51	50-02	48-95	106-2	106-7	111-7	176-3	175-4	179-7			
Crude, rolled and forged products	53-42	53-89	50-71	134-0	134-2	144-7	194-4	196-4	198-3			
Machinery (other than vehicles)	48-54	48-24	46-69	109-9	109-1	118-4	186-3	183-8	194-5			
Agricultural implements	49-95	46-60	49-80	167-4	166-5	206-3	309-3	287-0	388-7			
Land vehicles and aircraft	51-85	50-96	50-84	103-0	103-8	102-8	164-4	162-7	160-8			
Automobiles and parts	52-52	52-00	52-43	120-1	123-8	117-6	163-9	167-3	160-5			
Steel shipbuilding and repairing	49-00	48-80	47-28	64-5	68-9	89-3	105-4	112-1	141-1			
Heating appliances	45-84	45-87	43-79	161-5	159-2	152-4	280-1	276-9	252-7			
Iron and steel fabrication (n.e.s.)	50-37	50-90	48-24	101-6	102-4	102-7	216-0	219-8	204-3			
Foundry and machine shop products	48-47	48-77	47-95	88-1	87-5	98-4	207-5	207-3	210-6			
Other iron and steel products	47-93	47-90	45-91	99-1	99-0	101-3	173-2	173-0	170-7			
Non-ferrous metal products	51-25	50-70	48-45	111-7	112-9	121-0	212-3	212-3	212-8			
Non-metallic mineral products	55-94	55-06	53-39	123-5	125-2	120-7	236-2	235-6	220-9			
Miscellaneous	39-37	38-34	36-48	165-9	167-8	146-6	291-3	287-0	275-1			
<b>Logging</b>	<b>38-57</b>	<b>38-24</b>	<b>38-38</b>	<b>155-8</b>	<b>144-6</b>	<b>221-7</b>	<b>299-3</b>	<b>275-4</b>	<b>426-8</b>			
<b>Mining</b>	<b>54-32</b>	<b>54-04</b>	<b>51-89</b>	<b>104-1</b>	<b>104-3</b>	<b>102-2</b>	<b>176-9</b>	<b>176-5</b>	<b>165-9</b>			
Coal	53-66	53-71	51-71	100-2	99-0	100-8	211-3	209-0	204-9			
Metallic ores	56-53	56-21	54-29	92-5	92-7	89-6	144-2	143-6	134-1			
Non-metallic minerals (except coal)	49-63	49-09	46-08	161-5	165-8	158-5	195-7	300-3	269-1			
<b>Communications</b>	<b>41-53</b>	<b>42-16</b>	<b>39-03</b>	<b>205-6</b>	<b>204-9</b>	<b>187-9</b>	<b>308-4</b>	<b>312-3</b>	<b>266-3</b>			
Telegraphs	45-23	45-28	44-76	124-8	126-1	123-3	221-5	224-2	216-6			
Telephones	40-53	41-30	37-85	224-8	224-3	206-6	326-2	331-6	279-9			
<b>Transportation</b>	<b>52-33</b>	<b>52-58</b>	<b>51-49</b>	<b>144-0</b>	<b>144-5</b>	<b>146-3</b>	<b>230-0</b>	<b>231-8</b>	<b>230-0</b>			
Street railways, cartage and storage	47-03	46-89	44-54	159-9	161-4	156-7	257-9	259-6	239-3			
Steam railways	57-49	58-43	58-17	133-5	134-8	135-7	211-8	217-5	218-0			
Shipping and stevedoring	47-89	46-63	45-57	136-5	132-3	150-1	251-7	237-8	263-4			
<b>Construction and Maintenance</b>	<b>42-23</b>	<b>42-25</b>	<b>40-41</b>	<b>137-8</b>	<b>142-2</b>	<b>132-8</b>	<b>252-5</b>	<b>260-7</b>	<b>233-1</b>			
Building	45-93	45-94	43-99	182-8	188-4	170-5	293-6	302-6	261-4			
Highway	36-61	36-85	34-90	121-5	125-7	122-5	230-6	240-1	222-2			
Railway	42-92	42-57	42-46	89-2	91-9	87-0	193-1	197-3	186-0			
<b>Services (as indicated below)</b>	<b>29-04</b>	<b>28-74</b>	<b>27-23</b>	<b>144-3</b>	<b>145-0</b>	<b>145-8</b>	<b>253-6</b>	<b>252-3</b>	<b>239-8</b>			
Hotels and restaurants	26-90	26-43	25-66	152-2	153-7	152-7	270-7	268-5	259-2			
Personal (chiefly laundries)	29-13	29-05	30-24	127-9	130-0	134-6	210-0	212-7	213-8			
<b>Trade</b>	<b>37-09</b>	<b>37-45</b>	<b>35-15</b>	<b>157-5</b>	<b>152-2</b>	<b>152-7</b>	<b>244-7</b>	<b>238-9</b>	<b>225-5</b>			
Retail	34-75	35-03	32-72	156-4	148-6	152-2	248-2	237-7	227-6			
Wholesale	43-28	43-44	41-59	163-6	165-3	157-6	237-8	241-2	221-2			
<b>Eight Leading Industries</b>	<b>43-82</b>	<b>43-80</b>	<b>42-23</b>	<b>132-0</b>	<b>132-3</b>	<b>133-8</b>	<b>224-4</b>	<b>224-8</b>	<b>219-0</b>			
<b>Finance</b>	<b>41-23</b>	<b>41-20</b>	<b>39-19</b>	<b>148-1</b>	<b>147-8</b>	<b>143-1</b>	<b>210-4</b>	<b>209-9</b>	<b>193-0</b>			
Banks and trust companies	37-32	37-37	34-84	158-8	158-8	153-5	227-6	227-0	204-9			
Brokerage and stock market operations	52-84	51-55	49-90	152-6	150-5	153-7	233-1	223-6	222-2			
Insurance	45-81	45-81	44-47	133-9	133-6	128-9	191-0	190-5	178-5			
<b>Nine Leading Industries</b>	<b>43-72</b>	<b>43-69</b>	<b>42-11</b>	<b>132-6</b>	<b>132-9</b>	<b>134-1</b>	<b>223-8</b>	<b>224-2</b>	<b>218-0</b>			



**TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT**

SOURCE: *The Employment Situation, D.B.S.*

Industries	Dec. 1, 1949				Nov. 1, 1949		Dec. 1, 1948	
	Men		Women		Men	Women	Men	Women
	no.	p.c.	no.	p.c.	p.c.	p.c.	p.c.	p.c.
<b>Manufacturing</b>	<b>817,995</b>	<b>246,037</b>	<b>76.9</b>	<b>23.1</b>	<b>76.8</b>	<b>23.2</b>	<b>77.1</b>	<b>22.9</b>
Animal products—edible	30,696	7,408	80.6	19.4	80.3	19.7	80.3	19.7
Fur and products	2,852	1,506	65.4	34.6	64.3	35.7	63.2	36.8
Leather and products	18,739	12,056	60.9	39.1	60.4	39.6	60.8	39.2
Boots and shoes	11,068	8,248	57.3	42.7	57.2	42.8	57.3	42.7
Lumber and products	73,266	6,618	91.7	8.3	92.0	8.0	91.5	8.5
Rough and dressed lumber	45,110	2,407	94.9	5.1	95.2	4.8	94.6	5.4
Furniture	17,118	2,201	88.6	11.4	88.6	11.4	88.0	12.0
Other lumber products	11,038	2,010	84.6	15.4	84.6	15.4	86.0	14.0
Plant products—edible	42,003	22,845	64.8	35.2	62.7	37.3	65.3	34.7
Pulp and paper products	89,620	22,981	79.6	20.4	80.0	20.0	79.8	20.2
Pulp and paper	44,552	2,511	94.7	5.3	94.9	5.1	95.0	5.0
Paper products	13,686	8,209	62.5	37.5	63.3	36.7	62.1	37.9
Printing and publishing	31,382	12,261	71.9	28.1	71.8	28.2	70.9	29.1
Rubber products	15,322	5,664	73.0	27.0	73.1	26.9	74.3	25.7
Textile products	74,851	88,189	45.9	54.1	45.7	54.3	45.1	54.9
Thread, yarn and cloth	37,941	21,193	64.2	35.8	64.3	35.7	62.4	37.6
Cotton yarn and cloth	13,910	8,749	61.4	38.6	62.0	38.0	60.5	39.5
Synthetic silk and silk goods	12,026	5,018	70.6	29.4	70.1	29.9	67.6	32.4
Woolen yarn and cloth	8,896	15,839	36.0	64.0	36.4	63.6	35.0	65.0
Garments and personal furnishings	18,924	43,241	30.4	69.6	30.0	70.0	29.8	70.2
Other textile products	9,090	7,916	53.5	46.5	53.5	46.5	53.5	46.5
Tobacco	4,899	6,311	43.7	56.3	42.4	57.6	42.9	57.1
Beverages	17,235	2,649	86.7	13.3	87.0	13.0	86.0	14.0
Chemicals and allied products	32,628	10,708	75.3	24.7	75.5	24.5	75.6	24.4
Clay, glass and stone products	19,479	2,430	88.9	11.1	89.1	10.9	88.1	11.9
Electric light and power	30,588	4,250	87.8	12.2	87.8	12.2	88.1	11.9
Electrical apparatus	37,994	14,936	71.8	28.2	71.9	28.1	71.8	28.2
Iron and steel products	262,639	21,984	92.3	7.7	92.3	7.7	92.6	7.4
Crude, rolled and forged products	34,816	1,657	95.5	4.5	95.4	4.6	95.8	4.2
Agriculture (other than vehicles)	24,300	3,357	87.9	12.1	87.9	12.1	88.9	11.1
Agricultural implements	14,169	933	93.8	6.2	93.9	6.1	94.4	5.6
Land vehicles and aircraft	110,562	6,600	94.4	5.6	94.3	5.7	94.6	5.4
Automobiles and parts	42,128	4,939	89.5	10.5	89.6	10.4	89.7	10.3
Steel shipbuilding and repairing	12,253	482	96.2	3.8	96.4	3.6	96.6	3.4
Heating appliances	8,509	542	94.0	6.0	94.1	5.9	93.4	6.6
Iron and steel fabrication (n.e.s.)	10,544	935	91.9	8.1	91.8	8.2	92.3	7.7
Foundry and machine shop products	8,002	415	95.1	4.9	95.2	4.8	95.3	4.7
Other iron and steel products	39,484	7,063	84.8	15.2	84.7	15.3	84.9	15.1
Non-ferrous metal products	39,288	6,323	86.1	13.9	86.4	13.6	84.9	15.1
Non-metallic mineral products	14,201	1,393	91.1	8.9	91.1	8.9	91.5	8.5
Miscellaneous	11,695	7,756	60.0	40.0	59.5	40.5	62.1	37.9
<b>Logging</b>	<b>72,900</b>	<b>1,052</b>	<b>98.6</b>	<b>1.4</b>	<b>98.5</b>	<b>1.5</b>	<b>98.4</b>	<b>1.6</b>
<b>Mining</b>	<b>84,849</b>	<b>1,884</b>	<b>97.8</b>	<b>2.2</b>	<b>97.9</b>	<b>2.1</b>	<b>98.0</b>	<b>2.0</b>
Coal	25,052	227	99.1	0.9	99.1	0.9	99.1	0.9
Metallic ores	43,305	855	98.1	1.9	98.1	1.9	98.1	1.9
Non-metallic minerals (except coal)	16,492	802	95.4	4.6	95.6	4.4	96.0	4.0
<b>Communications</b>	<b>26,073</b>	<b>29,166</b>	<b>47.2</b>	<b>52.8</b>	<b>47.3</b>	<b>52.7</b>	<b>47.4</b>	<b>52.6</b>
Telegraphs	6,966	1,528	82.0	18.0	81.5	18.5	81.3	18.7
Telephones	17,013	26,782	38.8	61.2	39.1	60.9	39.8	60.2
<b>Transportation</b>	<b>174,564</b>	<b>10,888</b>	<b>94.1</b>	<b>5.9</b>	<b>94.0</b>	<b>6.0</b>	<b>94.2</b>	<b>5.8</b>
Street railways, cartage and storage	59,363	4,404	93.1	6.9	93.0	7.0	93.1	6.9
Steam railway operation	86,160	5,270	94.2	5.8	94.2	5.8	94.1	5.9
Shipping and stevedoring	29,041	1,214	96.0	4.0	95.5	4.5	96.2	3.8
<b>Construction and Maintenance</b>	<b>219,996</b>	<b>4,711</b>	<b>98.2</b>	<b>1.8</b>	<b>98.2</b>	<b>1.8</b>	<b>98.1</b>	<b>1.9</b>
Building	124,085	3,263	97.4	2.6	97.5	2.5	97.5	2.5
Highway	87,462	1,316	98.5	1.5	98.5	1.5	98.4	1.6
Railway	38,449	132	99.7	0.3	99.7	0.3	99.7	0.3
<b>Services (as specified below)</b>	<b>36,860</b>	<b>37,744</b>	<b>49.4</b>	<b>50.6</b>	<b>48.9</b>	<b>51.1</b>	<b>48.4</b>	<b>51.6</b>
Hotels and restaurants	22,965	22,464	50.6	49.4	50.1	49.9	50.5	49.5
Personal (chiefly laundries)	7,434	12,003	38.2	61.8	38.1	61.9	39.2	60.8
<b>Trade</b>	<b>186,018</b>	<b>125,987</b>	<b>59.6</b>	<b>40.4</b>	<b>60.7</b>	<b>39.3</b>	<b>59.0</b>	<b>41.0</b>
Retail	120,720	105,496	53.4	46.6	54.7	45.3	53.0	47.0
Wholesale	65,298	20,491	76.1	23.9	75.4	24.6	74.9	25.1
<b>Eight Leading Industries</b>	<b>1,649,255</b>	<b>457,469</b>	<b>78.3</b>	<b>21.7</b>	<b>78.5</b>	<b>21.5</b>	<b>78.8</b>	<b>21.2</b>
<b>Finance</b>	<b>47,741</b>	<b>43,129</b>	<b>52.5</b>	<b>47.5</b>	<b>52.6</b>	<b>47.4</b>	<b>53.0</b>	<b>47.0</b>
Banks and trust companies	25,494	26,484	49.0	51.0	49.1	50.9	49.8	50.2
Brokerage and stock market operations	2,299	1,271	64.4	35.6	64.5	35.5	64.9	35.1
Insurance	19,948	15,374	56.5	43.5	56.4	43.6	56.5	43.5
<b>All Industries</b>	<b>1,696,996</b>	<b>500,598</b>	<b>77.2</b>	<b>22.8</b>	<b>77.4</b>	<b>22.6</b>	<b>77.7</b>	<b>22.3</b>

**TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING**

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Tables C-6 to C-9 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-5. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-4 relate to salaried employees as well as to all wage-earners of the co-operating firms.

Week Preceding	Average Hours Worked			Average Hourly Earnings		
	All Manufactures	Durable Goods	Non-Durable Goods	All Manufactures	Durable Goods	Non-Durable Goods
	No.	No.	No.	cts.	cts.	cts.
Dec. 1, 1945	44.8	44.9	44.6	67.0	74.0	60.6
Dec. 1, 1946	43.2	43.2	43.2	74.5	81.8	67.6
Dec. 1, 1947	43.5	43.8	43.2	85.6	92.8	78.3
Dec. 1, 1948	43.2	43.4	43.1	96.0	104.1	87.7
*Jan. 1, 1949	40.6	41.0	40.2	97.2	104.8	89.3
Feb. 1, 1949	42.9	43.2	42.7	97.2	105.0	89.3
Mar. 1, 1949	43.0	43.2	42.7	97.6	105.3	89.6
Apr. 1, 1949	42.9	43.2	42.6	98.2	105.7	90.3
May 1, 1949	42.5	42.7	42.3	98.6	106.2	90.7
June 1, 1949	40.8	41.1	40.5	99.1	106.5	91.5
July 1, 1949	41.8	42.4	41.2	99.1	106.7	91.3
Aug. 1, 1949	41.9	42.1	41.7	98.8	106.5	91.1
Sept. 1, 1949	42.4	42.5	42.2	98.4	106.6	90.4
Oct. 1, 1949	42.7	43.0	42.5	99.3	107.8	91.0
Nov. 1, 1949	42.8	42.8	42.9	99.5	108.0	91.4
Dec. 1, 1949	42.9	43.0	42.9	99.9	108.5	91.5

\* The averages at this date were affected by loss of working time at the year-end holidays in the case of January 1.

**TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURING**

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Week Preceding	All Manufactures <sup>1</sup>		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly		Average Weekly		Average Weekly	
	Salaries and Wages	Wages	Salaries and Wages	Wages	Salaries and Wages	Wages
	\$	\$	\$	\$	\$	\$
Dec. 1, 1945	32.32	30.02	35.20	33.23	29.83	27.03
Dec. 1, 1946	34.43	32.18	37.15	35.34	32.07	29.20
Dec. 1, 1947	39.16	37.24	42.09	40.65	36.50	33.83
Dec. 1, 1948	43.59	41.47	46.88	45.18	40.52	37.80
*Jan. 1, 1949	42.12	39.46	45.23	42.97	39.19	35.90
Feb. 1, 1949	44.04	41.70	47.17	45.36	41.12	38.13
Mar. 1, 1949	44.27	41.97	47.43	45.49	41.30	38.26
Apr. 1, 1949	44.27	42.13	47.43	45.66	41.30	38.47
May 1, 1949	44.31	41.91	47.30	45.35	41.49	38.37
June 1, 1949	43.16	40.43	46.00	43.77	40.49	37.06
July 1, 1949	43.95	41.42	47.26	45.24	40.90	37.62
Aug. 1, 1949	43.90	41.40	46.90	44.84	41.15	37.99
Sept. 1, 1949	44.05	41.72	47.35	45.31	41.12	38.15
Oct. 1, 1949	44.72	42.40	48.20	46.35	41.63	38.68
Nov. 1, 1949	44.95	42.59	48.15	46.22	42.09	39.21
Dec. 1, 1949	45.21	42.86	48.58	46.66	42.19	39.25

<sup>1</sup> Exclusive of electric light and power.

\* See footnote to Table C-6.

**TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES**

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Dec. 1, 1949	Nov. 1, 1949	Dec. 1, 1948	Dec. 1, 1949	Nov. 1, 1949	Dec. 1, 1948
	Nova Scotia	43.2	44.2	45.0	89.9	89.9
New Brunswick	45.6	44.8	45.6	89.6	89.1	87.6
Quebec	44.5	44.4	45.1	90.5	90.4	86.8
Ontario	42.4	42.3	42.4	104.7	104.2	100.9
Manitoba	43.2	42.9	43.0	97.3	96.9	93.6
Saskatchewan	42.3	42.0	43.0	103.2	102.4	98.5
Alberta	42.7	42.9	42.4	101.7	101.4	97.7
British Columbia	38.5	38.4	39.0	119.6	119.4	115.7
Montreal	43.2	43.1	43.8	95.7	95.4	91.6
Toronto	41.6	41.5	41.4	103.0	102.7	99.8
Hamilton	42.4	41.2	42.0	114.8	113.1	107.1
Winnipeg	42.9	42.6	42.7	96.6	96.0	93.0
Vancouver	37.7	37.8	38.4	117.8	117.3	114.0

<sup>1</sup> Exclusive of electric light and power.

\* See footnote to Table C-6.

**TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages		
	Dec. 1 1949	Nov. 1 1949	Dec. 1 1948	Dec. 1 1949	Nov. 1 1949	Dec. 1 1948	Dec. 1 1949	Nov. 1 1949	Dec. 1 1948
	No.	No.	No.	cts.	cts.	cts.	\$	\$	\$
<b>Manufacturing</b> .....	42.9	42.8	43.2	99.9	99.5	96.0	42.86	42.59	41.47
*Durable manufactured goods.....	43.0	42.8	43.4	108.5	108.0	104.1	46.66	46.22	45.18
Non-durable manufactured goods.....	42.9	42.9	43.1	91.5	91.4	87.7	39.25	39.21	37.80
Animal products—edible.....	42.6	43.5	42.4	99.7	100.3	94.3	42.47	43.63	39.98
Dairy products.....	46.2	46.6	46.0	76.5	76.4	73.5	35.34	35.60	33.81
Meat products.....	43.5	43.8	42.6	108.0	109.8	103.1	47.37	48.09	43.92
Leather products.....	40.1	40.3	41.1	76.6	76.2	73.5	30.72	30.71	30.21
Leather boots and shoes.....	39.0	39.3	40.7	73.9	73.7	70.6	28.82	28.96	28.73
*Lumber products.....	42.1	42.0	41.7	92.3	91.4	89.4	38.86	38.39	37.28
Rough and dressed lumber.....	41.0	41.2	40.7	98.6	96.9	95.1	40.43	39.92	38.71
Containers.....	45.9	45.6	44.2	76.8	76.7	75.9	35.25	34.98	34.87
Furniture.....	43.7	43.4	42.7	86.5	86.5	84.1	37.80	37.54	35.91
*Musical instruments.....	45.0	44.8	45.9	87.0	86.6	81.2	39.15	38.80	37.27
Plant products—edible.....	43.9	43.6	43.0	77.5	77.1	74.0	34.02	33.62	32.26
Flour and other milled products.....	44.5	45.9	45.8	95.9	96.0	90.3	42.68	44.06	41.36
Fruit and vegetable preserving.....	41.0	41.1	42.1	72.8	72.1	69.2	29.85	29.63	29.13
Bread and bakery products.....	44.2	43.9	44.0	78.5	78.6	76.2	34.70	34.51	33.53
Chocolate and cocoa products.....	43.8	43.3	42.7	66.3	66.0	63.7	29.04	28.58	26.99
Pulp and paper products.....	45.4	45.4	45.4	108.8	108.9	105.4	49.40	49.44	47.85
Pulp and paper mills.....	48.2	48.5	48.9	114.3	114.4	112.7	55.09	55.48	55.11
Paper products.....	44.4	44.1	42.9	85.4	86.0	81.8	37.92	37.93	35.09
Printing and publishing.....	41.4	41.0	41.0	115.6	115.0	106.6	47.86	47.15	43.71
Rubber products.....	41.7	42.0	42.5	102.4	101.9	102.8	42.70	42.80	43.69
Textile—all branches.....	41.4	41.2	41.8	80.0	80.4	75.7	33.12	33.12	31.64
Thread, yarn and cloth.....	44.2	43.7	44.6	84.5	84.7	77.9	37.35	37.01	34.74
Cotton yarn and cloth.....	43.6	42.8	43.4	84.9	85.9	79.3	37.02	36.77	34.42
Woolen yarn and cloth.....	43.8	43.7	44.1	80.0	79.7	75.9	35.04	34.83	33.47
Synthetic silk and silk goods.....	45.5	44.9	46.6	87.2	86.8	77.9	39.68	38.97	36.30
Hosiery and knit goods.....	42.4	41.8	41.9	75.1	75.3	70.5	31.84	31.48	29.54
Garments and personal furnishings.....	37.1	37.8	38.1	75.3	76.4	74.3	27.94	28.88	28.31
Tobacco.....	42.4	43.7	43.3	89.0	89.6	82.0	37.74	39.16	35.51
Beverages.....	43.9	43.3	43.1	100.5	99.4	96.5	44.12	43.04	41.59
Distilled and malt liquor.....	43.3	42.3	42.5	105.8	104.7	101.0	45.81	44.29	42.93
Chemicals and allied products.....	44.1	44.0	43.9	99.7	99.5	95.6	43.97	43.78	41.97
Drugs and medicines.....	41.8	42.2	41.1	82.9	83.1	78.8	34.65	35.07	32.39
*Clay, glass and stone products.....	45.7	45.8	45.8	98.5	98.4	93.6	45.01	45.07	42.87
Glass products.....	46.2	46.2	45.8	94.4	94.4	89.3	43.61	43.61	40.90
Lime, gypsum and cement products.....	46.9	47.6	47.1	99.3	99.2	92.7	46.57	47.22	43.66
*Electrical apparatus.....	41.9	42.2	41.6	109.1	109.4	106.0	45.71	46.17	44.10
Heavy electrical apparatus <sup>1</sup> .....	43.0	43.0	46.2	122.0	121.8	117.5	52.46	52.37	54.29
*Iron and steel products.....	43.0	42.6	43.8	114.0	113.5	108.8	49.02	48.35	47.65
Crude, rolled and forged products.....	43.1	43.7	44.7	121.0	120.5	111.0	52.15	52.66	49.62
Primary iron and steel.....	42.8	43.4	44.6	123.2	122.6	112.7	52.73	53.21	50.26
Machinery (other than vehicles).....	43.6	43.3	44.7	105.7	105.4	100.6	46.09	45.64	44.97
Agricultural implements.....	41.6	38.5	43.0	115.6	113.6	113.1	48.09	43.74	43.63
Land vehicles and aircraft.....	42.8	42.1	43.4	118.6	118.1	114.8	50.76	49.72	49.82
Railway rolling stock.....	44.8	43.5	45.2	114.7	114.3	111.9	51.39	49.72	50.58
Automobiles and parts.....	40.0	39.9	41.2	124.7	123.8	121.6	49.88	49.40	50.10
Aeroplanes and parts.....	46.0	46.1	44.9	113.4	111.9	101.1	52.16	51.59	45.39
Steel shipbuilding and repairing.....	42.6	42.9	43.1	111.3	110.3	107.1	47.41	47.32	46.16
Iron and steel fabrication n.e.s.....	43.1	43.0	43.0	109.6	109.0	103.5	47.24	46.87	44.51
Hardware, tools and cutlery.....	43.2	43.3	43.4	98.1	98.1	95.8	42.38	42.48	41.58
Foundry and machine shop products.....	42.9	43.2	44.8	111.8	111.6	106.5	47.96	48.21	47.71
Sheet metal work.....	42.9	43.4	42.8	102.7	102.5	97.4	44.06	44.49	41.69
*Non-ferrous metal products.....	44.3	44.1	44.4	109.1	109.2	103.6	48.33	48.16	45.00
Smelting and refining.....	45.4	45.0	.....	118.1	118.8	.....	53.62	53.46	.....
Aluminum and its products.....	43.0	43.4	.....	100.7	100.5	.....	43.30	43.62	.....
Brass and copper manufacturing.....	42.9	42.8	43.0	106.6	106.8	100.5	45.73	45.71	43.22
Non-metallic mineral products.....	42.6	43.4	43.2	121.6	114.3	114.3	51.80	51.78	49.38
Petroleum and its products.....	42.0	43.1	42.6	129.7	126.7	122.7	54.47	54.61	52.27
Miscellaneous manufactured products.....	43.2	41.9	42.6	86.4	85.7	82.1	37.32	35.91	34.97
Mining.....	44.5	44.5	44.0	119.5	118.6	115.3	53.18	52.78	50.73
Coal.....	40.3	40.3	40.3	132.8	132.1	127.4	53.52	53.24	51.34
Metallic ores.....	46.6	46.5	46.1	117.6	117.2	114.2	54.80	54.50	52.65
Non-metallic minerals (except coal).....	45.7	45.4	44.4	105.1	102.8	99.4	48.03	46.67	44.13
<b>Local Transportation</b> <sup>2</sup> .....	46.0	46.0	45.6	102.8	101.9	97.6	47.29	46.87	44.51
<b>Building Construction</b> .....	40.9	41.2	41.1	109.2	109.0	105.0	44.66	44.91	43.16
<b>Highway Construction</b> .....	38.9	38.9	37.0	86.6	86.8	81.7	33.69	33.77	30.23
<b>Services (as indicated below)</b> .....	42.6	41.9	42.4	65.0	64.9	61.6	27.69	27.19	26.12
Hotels and restaurants.....	43.4	42.4	42.9	63.7	63.8	60.9	27.65	27.05	26.13
Personal (chiefly laundries).....	41.0	40.8	41.4	67.7	67.3	62.9	27.76	27.46	26.04

<sup>1</sup> Industries classified in the durable manufactured goods industries.

<sup>2</sup> Since 1941, the Dominion Bureau of Statistics has prepared current indexes of a average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, as 100 p.c., the latest figures are as follows:—Oct. 1, 1949, 230.9; Nov. 1, 1949, 231.1; Dec. 1, 1949, 231.5; at Dec. 1, 1948, the index was 223.0.

<sup>3</sup> Chiefly street and electric railways.



**TABLE C-10.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS  
IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
		cts.	\$			
Week preceding						
January 1, 1945	46.1*	70.0	32.27*	106.8	96.0	111.3
February 1, 1945	45.4	70.1	31.83	105.3	96.0	109.7
March 1, 1945	45.8	70.1	32.11	106.3	96.0	110.7
April 1, 1945	45.6*	70.4	32.10*	106.2	96.0	110.6
May 1, 1945	45.5	70.5	32.08	106.2	96.3	110.3
June 1, 1945	44.3	70.3	31.14	103.0	96.8	106.4
July 1, 1945	44.3	70.1	31.05	102.7	97.3	105.5
August 1, 1945	44.3	69.5	30.79	101.9	97.5	104.5
September 1, 1945	44.1	69.2	30.52	101.9	97.0	104.1
October 1, 1945	44.7	67.8	30.31	100.3	96.8	103.6
November 1, 1945	44.9	67.5	30.31	100.3	97.0	103.4
December 1, 1945	44.8	67.0	30.02	99.3	97.2	102.2
January 1, 1946	42.2*	67.9	30.01*	99.3	97.0	102.4
February 1, 1946	44.1	68.1	30.03	99.4	97.0	102.5
March 1, 1946	44.0	67.9	29.88	98.9	97.2	101.7
April 1, 1946	44.4	68.4	30.37	100.5	97.7	102.9
May 1, 1946	43.0	68.9	29.63	98.0	98.7	99.3
June 1, 1946	42.0	69.1	29.02	96.0	100.0	96.0
July 1, 1946	42.4	70.0	29.68	98.2	101.2	97.0
August 1, 1946	43.0	70.0	30.10	99.6	101.6	98.0
September 1, 1946	42.7	70.6	30.15	99.8	101.5	98.3
October 1, 1946	42.9	71.4	30.63	101.4	102.6	98.8
November 1, 1946	42.4	72.9	30.91	102.3	102.8	99.5
December 1, 1946	43.2	74.5	32.18	106.5	102.8	103.6
January 1, 1947	42.7*	76.2	32.54*	107.7	102.8	104.8
February 1, 1947	43.1	76.3	32.89	108.8	103.4	105.2
March 1, 1947	43.4	77.1	33.46	110.7	104.3	106.1
April 1, 1947	43.2	77.6	33.52	110.9	105.7	104.9
May 1, 1947	43.2	78.3	33.83	111.9	107.7	103.9
June 1, 1947	42.9	79.9	34.28	113.4	109.1	103.9
July 1, 1947	42.0	80.8	33.94	112.3	110.0	102.1
August 1, 1947	42.5	81.3	34.55	114.3	110.5	103.4
September 1, 1947	42.3	82.2	34.77	115.1	112.8	102.0
October 1, 1947	43.1	83.4	35.95	119.0	115.0	103.5
November 1, 1947	42.9	84.7	36.34	120.3	116.2	103.5
December 1, 1947	43.5	85.6	37.24	123.2	118.1	104.3
January 1, 1948	43.2*	86.6	37.41*	123.8	120.0	103.2
February 1, 1948	42.8	86.6	37.06	122.6	121.4	101.0
March 1, 1948	43.2	88.0	38.02	125.8	122.0	103.1
April 1, 1948	43.2*	89.0	38.45*	127.2	122.7	103.7
May 1, 1948	43.1	89.4	38.53	127.5	124.0	102.8
June 1, 1948	41.7	91.4	38.11	126.1	124.8	101.0
July 1, 1948	42.0	92.3	38.77	128.3	126.9	101.1
August 1, 1948	42.1	92.7	39.03	129.2	127.4	101.4
September 1, 1948	41.7	93.4	38.95	128.9	128.6	100.2
October 1, 1948	43.0	94.6	40.68	134.6	129.1	104.3
November 1, 1948	43.1	95.5	41.16	136.2	129.1	105.5
December 1, 1948	43.2	96.0	41.47	137.2	128.6	106.7
January 1, 1949	43.2*	97.2	41.99*	138.9	129.1	107.6
February 1, 1949	42.9	97.2	41.70	138.0	129.0	107.0
March 1, 1949	43.0	97.6	41.97	138.9	128.8	107.8
April 1, 1949	42.9	98.2	42.13	139.4	128.9	108.1
May 1, 1949	41.8*	98.6	41.21*	136.4	129.0	105.7
June 1, 1949	40.8	99.1	40.43	133.8	129.9	103.0
July 1, 1949	41.8	99.1	41.42	137.1	131.1	104.6
August 1, 1949	41.9	98.8	41.40	137.0	131.7	104.0
September 1, 1949	42.4	98.4	41.72	138.1	131.3	105.2
October 1, 1949	42.7	99.3	42.40	140.3	131.2	106.9
November 1, 1949	42.8	99.5	42.59	140.9	130.8	107.7
December 1, 1949 <sup>(1)</sup>	42.9	99.9	42.86	141.8	130.7	108.5

NOTE: Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100).

\* Figures adjusted for holidays. The actual figures are: January 1, 1945, 39.6 hours, \$27.72; April 1, 1945, 43.6 hours, \$30.69; January 1, 1946, 38.1 hours, \$25.87; January 1, 1947, 38.1 hours, \$29.03; January 1, 1948, 38.3 hours, \$33.17; April 1, 1948, 41.6 hours, \$37.02; January 1, 1949, 40.6 hours, \$39.46; May 1, 1949, 42.5 hours, \$41.91.

(1) Latest figures subject to revision.

TABLE C-11.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1919.....	3-1	2-0	3-4	2-7	2-1	3-2	2-0	7-9	3-4
Average 1920.....	1-8	2-0	7-2	3-4	3-1	3-2	2-8	11-2	4-9
Average 1921.....	11-3	8-5	16-6	9-7	8-5	7-8	7-8	23-5	12-7
Average 1926.....	7-8	2-1	6-8	4-2	3-6	3-0	4-9	5-5	5-1
Average 1929.....	4-0	1-6	7-7	4-3	7-1	5-3	6-4	5-9	5-7
Average 1933.....	16-0	13-0	25-2	24-4	20-3	17-2	21-7	20-8	22-3
Average 1939.....	7-1	9-0	16-0	11-1	9-6	8-9	12-3	12-0	12-2
Average 1940.....	3-1	3-7	11-0	6-0	7-3	6-9	9-7	7-6	7-8
Average 1941.....	2-2	2-3	6-1	3-4	4-4	3-4	6-7	4-5	4-5
Average 1942.....	1-1	2-0	2-9	2-2	2-5	1-7	2-9	1-0	2-2
Average 1943.....	0-8	0-9	1-1	0-6	0-9	0-7	0-8	0-4	0-8
Average 1944.....	0-2	0-6	0-7	0-4	0-5	0-6	0-6	0-5	0-5
Average 1945.....	2-0	1-2	1-4	1-5	0-7	0-9	0-6	1-5	1-4
Average 1946.....	2-7	1-7	1-2	1-1	1-2	1-2	0-8	2-7	1-4
Average 1947.....	6-7	3-5	1-3	0-6	0-8	0-8	1-0	1-5	1-3
Average 1948.....	4-1	4-7	2-1	1-6	0-9	1-9	1-5	3-7	2-2
Average 1949.....	4-9	4-1	3-4	2-5	1-6	2-3	1-8	4-3	3-0
Mar. 1920.....	1-9	3-1	3-3	2-3	3-2	3-0	2-1	7-6	3-1
June 1920.....	0-6	0-4	3-1	1-6	1-4	2-2	1-2	5-8	2-1
Sept. 1920.....	0-3	0-1	7-6	1-9	0-5	0-1	0-6	5-1	3-3
Dec. 1920.....	6-9	11-0	19-6	12-3	7-8	10-1	9-2	11-6	13-0
Mar. 1921.....	17-9	11-7	16-9	13-0	10-5	12-1	9-8	34-6	16-5
June 1921.....	14-3	11-7	20-7	6-7	8-0	6-8	9-4	24-4	20-7
Sept. 1921.....	8-7	7-0	13-8	6-2	3-9	2-5	3-0	12-5	8-5
Dec. 1921.....	5-9	6-9	26-8	9-7	15-5	10-4	6-8	24-7	15-1
Mar. 1926.....	19-0	2-7	6-5	8-4	7-0	6-8	4-6	3-0	7-3
June 1926.....	3-8	1-6	8-9	1-9	2-6	0-8	4-9	2-6	4-1
Sept. 1926.....	1-1	1-6	7-1	1-8	0-5	1-1	2-0	5-4	3-3
Dec. 1926.....	3-2	2-2	7-6	5-6	4-3	2-1	6-7	7-5	5-9
Mar. 1929.....	6-2	1-4	7-9	4-5	9-2	7-3	4-9	4-8	6-0
June 1929.....	3-3	1-0	2-9	2-5	3-1	2-8	4-3	2-6	2-9
Sept. 1929.....	1-8	1-6	3-9	3-1	4-7	2-5	6-1	4-5	3-7
Dec. 1929.....	5-2	2-4	14-5	9-7	12-8	13-0	13-9	11-5	11-4
Mar. 1933.....	22-7	16-4	27-3	26-8	20-3	20-5	25-3	23-8	25-1
June 1933.....	13-8	13-0	26-2	23-3	19-4	14-9	24-5	18-6	21-8
Sept. 1933.....	11-0	10-4	24-1	20-9	19-1	13-5	19-7	21-3	19-8
Dec. 1933.....	11-2	11-5	23-2	24-9	20-3	17-2	17-6	19-8	21-0
Mar. 1939.....	9-1	10-6	18-6	15-8	12-9	13-1	16-7	15-3	15-7
June 1939.....	6-3	8-9	15-0	9-7	10-2	6-6	18-2	9-7	11-6
Sept. 1939.....	7-4	6-1	13-2	7-6	4-0	3-2	6-2	10-0	9-1
Dec. 1939.....	5-3	4-3	16-1	9-7	12-0	10-2	4-9	12-4	11-4
Mar. 1945.....	0-5	0-0	1-2	0-6	0-9	0-8	0-8	0-5	0-7
June 1945.....	1-2	0-1	0-6	0-7	0-2	0-9	0-3	0-2	0-5
Sept. 1945.....	2-0	0-5	2-4	0-5	0-4	0-4	0-3	2-4	1-4
Dec. 1945.....	4-6	4-7	1-8	4-0	1-2	1-3	0-9	3-5	3-0
Mar. 1946.....	4-0	1-8	1-4	1-7	1-6	2-1	1-0	3-0	1-9
June 1946.....	3-6	3-7	1-0	0-8	1-5	0-7	0-4	2-3	1-3
Sept. 1946.....	0-9	1-0	1-0	1-0	0-5	0-4	0-5	1-5	1-0
Dec. 1946.....	1-5	0-3	1-4	0-9	1-3	1-5	1-4	3-6	1-5
Mar. 1947.....	15-4	1-7	1-8	0-7	1-3	2-0	1-5	2-0	1-8
June 1947.....	7-2	2-2	0-5	0-5	0-4	0-5	0-3	0-8	0-8
Sept. 1947.....	4-9	0-8	0-6	0-3	0-5	0-2	0-5	1-1	0-7
Dec. 1947.....	3-6	8-4	2-2	0-9	1-1	0-6	1-5	2-0	1-7
Mar. 1948.....	6-1	3-9	2-7	3-1	1-0	2-8	2-9	3-8	3-1
June 1948.....	5-1	6-6	0-9	0-4	0-3	0-2	0-3	2-9	1-3
Sept. 1948.....	3-9	0-9	1-1	0-5	0-7	0-4	0-2	2-1	1-0
Dec. 1948.....	2-4	7-5	3-3	2-8	1-2	3-7	2-4	6-0	3-4
Mar. 1949.....	5-5	6-9	3-4	2-7	1-1	3-8	1-8	3-9	3-2
June 1949.....	1-9	1-8	1-7	1-5	2-6	1-9	1-2	2-8	1-8
Sept. 1949.....	5-2	2-3	3-2	1-8	0-3	0-3	0-3	2-7	2-2
Dec. 1949.....	7-7	5-0	5-5	3-6	2-2	3-1	3-7	7-6	4-8

TABLE C-12.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Note.—In percentages shown below, "0" indicates no unemployment. Where ".0" is used, negligible unemployment (less than .05 per cent) is indicated.

	Lumbering and Logging	Mining	Manufacturing Industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current, etc.	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Rubber products	Iron and its products	Non-ferrous metals
December 1919		1.4	2.5	2.5	.9	6.6	1.1	.....	.....	.2	4	.2	.....	8.1	.....	.....	4.3
December 1920	12.7	1.3	19.4	23.3	6.1	11.9	2.9	.....	14.0	44.9	10.6	60.2	.....	19.5	.....	15.2	19.2
December 1921	45.0	18.5	24.7	21.8	3.9	4.1	4.1	.....	12.3	45.8	4.4	60.8	.....	2.3	.....	25.8	9.6
December 1926	14.0	5.1	7.3	15.6	2.4	2.2	3.4	.....	18.0	6.5	11.0	6.1	8.4	14.7	.....	7.6	6.4
December 1929	2.7	5.0	13.7	9.8	5.9	10.4	3.4	.....	8.3	34.3	1.6	37.3	4.0	.....	.....	8.2	4.5
December 1940	28.5	7.5	6.8	5.2	3.3	2.7	4.5	.....	18.7	9.7	2.5	3.7	23.9	17.6	5.0	4.2	2.8
December 1942	0	.9	.....	.....	.7	.5	1.1	.....	0	.2	0	.2	0	.....	.....	.1	1.6
December 1943	0	.2	.6	.4	.....	.....	.3	.....	0	.1	0	.....	.....	.....	.....	0	.....
December 1944	0	.....	.....	.....	.7	1.0	.....	.....	0	.4	0	.....	.....	.....	.....	0	.....
December 1945	0	4.0	3.9	.....	.....	1.1	.....	.....	3.8	.....	0	.....	.....	.....	.....	0	5.0
December 1946	8.0	2.7	1.4	.....	.....	2.0	.....	.....	1.3	.....	0	.....	.....	.....	.....	0	7.0
December 1947	.....	.....	1.5	1.6	.....	.....	.....	.....	1.5	.....	0	.....	.....	.....	.....	0	4.7
December 1948	66.2	.....	3.5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
December 1949	18.7	1.0	4.4	2.4	2.5	2.0	.....	.....	10.7	.....	1.7	5.6	.....	.....	.....	.....	.....
March 1933	35.8	17.5	28.2	15.4	16.8	19.2	15.9	0	41.6	19.8	29.7	19.0	20.0	26.7	.....	.....	35.3
June 1932	24.1	14.6	21.5	8.4	14.0	12.7	14.5	0	26.8	18.9	10.6	20.7	8.8	20.9	.....	.....	14.0
September 1932	16.9	9.8	21.3	9.3	15.4	15.5	15.4	8.7	28.0	18.1	14.1	7.7	6.4	23.6	.....	.....	16.7
December 1933	19.0	6.8	23.4	16.0	15.3	17.4	14.4	0	13.9	17.2	18.3	11.4	56.6	42.7	.....	.....	29.3
March 1939	31.5	12.8	13.2	8.5	7.7	8.7	6.1	0	8.4	11.6	12.4	11.4	12.4	25.8	.....	.....	2.9
June 1939	10.1	14.7	13.5	4.7	5.5	4.5	7.1	0	3.0	10.0	8.8	20.3	24.1	17.8	.....	.....	7.4
September 1939	24.2	5.0	10.8	3.7	6.8	6.4	7.4	0	22.9	6.1	1.2	3.3	29.3	20.8	.....	.....	1.5
December 1939	23.0	5.0	10.0	4.4	5.7	4.3	8.0	12.1	7.0	9.3	.....	8.0	29.0	33.1	.....	.....	.....
March 1944	.....	7	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
June 1944	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
September 1944	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
December 1944	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
March 1946	4.2	7	1.8	5	4	4	4	0	2.3	.....	0	0	.....	1.2	0	0	2.2
June 1946	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
September 1946	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
December 1946	8.0	7	1.4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
March 1948	27.3	8	2.0	1.5	4	5	3	.....	3.4	.....	.....	.....	.....	.....	.....	.....	.....
June 1948	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
September 1948	4.5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
December 1948	66.2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
March 1949	20.4	1.5	2.4	2.6	1.8	2.5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
June 1949	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
September 1949	14.3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
December 1949	18.7	1.0	4.4	2.4	2.5	3.5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....



**TABLE C-12.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES—Continued**  
 Note.—In percentages shown below, "0" indicates no unemployment. Where ".0" is used, negligible unemployment (less than .05 per cent) is indicated.

	Clay, glass and stone products	Mineral products	Chemical and allied products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone	Trade (retail and wholesale clerks)	Services	Government (civic)	Miscellaneous	All occupations
December 1919	6.2	5.6			12.1	3.8	29.9	1.9	1.6	.1	.1		.6	3.0	.9	4.8	4.3
December 1920	26.1	0			26.5	5.4	37.2	3.3	4.4	2.5	2.5			2.6	1.3	3.7	13.0
December 1921	24.3	0			25.9	9.6	24.2	6.6	.9	1.0	1.0			4.9	2.3	10.7	15.1
December 1926	14.0	0			13.7	3.0	60.9	2.3	0	1.1	1.1	0	0	2.6	1.2	5.7	5.9
December 1929	23.3				39.9	8.3	21.7	9.2	1.1	.7	.7	0	.1	3.8	2.0	5.6	11.4
December 1930	1.2	6.7			20.8	5.4	19.0	6.2	.3	5.4	5.5	0	0	2.8	1.3	4.0	7.4
December 1942	1.8	0	2.5	6.9	5.1	1.9	2.9	2.3	0	1.2	1.3	0	0	.3	.0	.5	1.2
December 1943	0	0	0	1.9	3.1	.7	3.2	.7	0	1.1	1.1	0	0	.4	.0	.8	.8
December 1944	0	0	0	3.6	2.8	.5	2.7	.5	0	1.3	.6	0	1.3	.4	.0	.7	.6
December 1945	2.3	.1	0	.9	3.5	1.4	2.8	1.6	.2	3.2	3.7	0	.3	.8	.2	1.5	3.0
December 1946	2.0	0	2.2	.1	2.6	1.4	10.7	1.3	.3	.9	1.0	0	.5	.6	.3	.9	1.5
December 1947	1.6	.4	4.8	0	6.5	1.0	5.8	1.0	.3	1.1	.1	0	.4	.7	.1	1.3	1.7
December 1948	1.4	1.1	3.4	4.6	7.9	1.4	6.8	1.5	.5	.1	.2	0	.5	1.5	1.7	1.3	3.4
December 1949	4.4	2.4	6.4	2.7	15.0	2.2	4.7	2.8	.4	.7	.9	0	1.3	2.3	2.1	2.3	4.8
March 1933	32.6	0		58.8	71.0	14.1	51.5	16.3	.9	14.8	15.1	0	.8	12.2	7.4	20.9	25.1
June 1933	36.8	0		46.9	62.5	12.0	31.0	13.6	1.0	10.1	10.3	0	2.9	12.9	6.3	23.4	21.8
September 1933	33.1	0		60.9	65.8	12.0	42.1	12.3	1.1	11.5	11.7	0	.6	11.0	5.2	20.2	19.8
December 1933	35.5	0		73.2	69.1	13.4	34.6	14.5	1.1	12.9	13.1	3.8	0	8.7	2.8	19.8	21.0
March 1939	52.1	1.7		34.8	40.2	13.2	69.8	12.9	1.7	6.8	7.0	0	.1	6.2	2.2	9.3	15.7
June 1939	45.3	0		34.1	24.7	6.3	26.3	6.7	1.5	6.1	6.2	0	.1	3.5	1.5	5.8	11.6
September 1939	35.8	0		25.4	21.3	4.2	40.7	3.8	1.0	7.2	7.4	0	.1	4.0	1.2	6.5	9.1
December 1939	13.3	6.8		35.6	30.3	10.0	34.1	10.5	3.9	6.3	6.5	0	0	4.4	4.2	4.6	11.4
March 1944	0	.3	0	.5	6.5	.4	1.0	.4	.0	1.1	1.2	0	0	.4	.0	.7	.9
June 1944	0	0	0	0	.9	.3	1.2	.4	.0	1.5	1.6	0	0	.2	0	.5	.3
September 1944	0	0	0	0	.7	.3	3.1	.3	.0	1.9	2.0	.8	0	.3	0	.5	.3
December 1944	0	0	0	3.6	2.8	.5	2.7	.5	.1	.5	.6	0	1.3	.4	.0	.7	.6
March 1946	0	1.8	0	20.4	3.1	2.0	4.3	2.4	.1	.3	.3	0	5.0	.7	.1	1.4	1.9
June 1946	0	0	0	0	.8	1.5	6.5	1.6	.2	1.4	1.6	0	.0	.4	.0	.7	1.3
September 1946	7.8	0	1.8	4.5	.8	.8	6.7	.5	.1	.2	.6	0	.0	.3	.1	.5	1.0
December 1946	2.0	0	2.2	.1	2.6	1.4	10.7	1.3	.3	.9	1.0	0	.5	.6	.3	.9	1.5
March 1948	1.7	0	2.9	6.3	8.1	1.6	27.3	1.0	.3	.1	.1	0	1.3	.8	.3	1.5	3.1
June 1948	.1	0	2.7	0	1.5	1.2	6.7	1.3	.0	.1	.1	0	.6	.4	.0	.7	1.3
September 1948	0	1.9	1.7	0	1.5	.5	5.0	.4	.0	.1	.1	0	.3	.6	.2	1.1	1.4
December 1948	1.4	.1	3.4	4.6	7.9	1.4	6.8	1.5	.5	.1	.2	0	.5	1.5	1.7	1.3	3.0
March 1949	3.6	.7	1.4	3.1	11.4	1.4	1.9	1.9	.1	.5	.7	0	1.6	1.3	2.0	.6	3.2
June 1949	1.2	0	1.3	.2	4.3	1.0	1.3	1.3	.2	.1	.2	0	1.0	.4	.0	.8	1.8
September 1949	1.6	2.4	1.9	1.6	4.6	2.7	2.7	1.1	.2	.2	.9	0	1.0	1.3	2.0	.7	2.2
December 1949	4.4	2.4	6.4	2.7	13.0	2.2	4.7	2.8	.4	.7	.9	0	1.3	2.3	2.1	2.3	4.8

## D—Employment Service Statistics

### TABLE D-1.—UNFILLED VACANCIES AND UNPLACED APPLICANTS AS AT FIRST OF MONTH

(Source: Form UIC 757)

Month	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
February 1945	84,761	39,464	124,225	54,424	33,159	87,584
February 1946	54,136	30,078	84,214	188,140	45,563	233,703
February 1947	39,908	32,793	72,701	155,965	37,140	193,105
February 1948	18,171	16,007	34,178	142,783	43,951	186,734
January 1949	11,996	13,063	25,059	150,474	36,185	186,659
February 1949	10,026	12,990	23,016	204,897	51,909	256,806
March 1949	10,187	13,544	23,731	209,866	51,898	261,764
April 1949	14,444	16,816	31,260	195,559	50,961	246,520
May 1949	21,673	21,840	43,513	158,794	44,932	203,726
June 1949	23,539	24,035	47,574	113,489	41,359	154,848
July 1949	20,679	21,775	42,454	103,275	44,216	147,491
August 1949	18,043	19,313	37,356	97,154	42,090	139,244
September 1949	19,940	22,620	42,560	97,684	39,667	137,351
October 1949	20,837	20,629	41,466	101,504	41,543	143,047
November 1949	14,535	15,200	29,735	122,664	49,702	172,366
December 1949	10,400	12,085	22,485	164,345	56,439	220,784
January 1950	7,971	9,748	17,719	218,769	55,188	273,957
February 1950 <sup>(1)</sup>	8,315	10,076	18,391	301,039	74,557	375,596

(1) Latest figures subject to revision.

### TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT DECEMBER 29, 1949

(Source: Form UIC 751)

Industry	Male	Female	Total	Change from December 1, 1949	
				Absolute	Percentage
<b>Agriculture, Fishing, Trapping</b>	<b>253</b>	<b>241</b>	<b>494</b>	<b>- 127</b>	<b>- 20.5</b>
<b>Logging</b>	<b>522</b>	<b>8</b>	<b>530</b>	<b>+ 100</b>	<b>+ 23.3</b>
Pulpwood	242	1	243	- 4	- 1.6
Lumber	246	7	253	+ 109	+ 75.7
Other logging	34		34	- 5	- 12.8
<b>Mining</b>	<b>275</b>	<b>13</b>	<b>288</b>	<b>- 74</b>	<b>- 20.5</b>
Coal	139	1	140	- 15	- 9.7
Metallic ores—					
Iron	6	1	7	- 6	- 46.2
Gold	63	3	66	- 17	- 20.5
Nickel	22		22	- 31	- 58.5
Other metallic ores and non-metallic minerals	34	1	35	- 12	- 25.5
Prospecting and oil producing	11	7	18	+ 7	+ 63.6
<b>Manufacturing</b>	<b>2,003</b>	<b>1,912</b>	<b>3,915</b>	<b>- 602</b>	<b>- 13.3</b>
Food and kindred products	173	129	302	- 199	- 39.7
Textiles, apparel, etc.	236	1,132	1,368	- 26	- 1.9
Lumber and finished lumber products	269	49	318	- 118	- 27.1
Pulp and paper products and printing	231	129	360	- 124	- 25.6
Chemicals and allied products	90	44	134	- 33	- 19.8
Products of petroleum and coal	10	3	13	- 5	- 27.8
Rubber products	49	19	68	+ 17	+ 33.3
Leather and products	43	127	170	- 15	- 8.1
Stone, clay and glass products	70	20	90	+ 7	+ 8.4
Iron and steel and products	226	49	275	+ 43	+ 18.5
Non-ferrous metals and products	127	24	151	- 14	- 8.5
Machinery	140	40	180	- 12	- 6.3
Electrical equipment and products	96	60	156	- 23	- 12.9
Transportation equipment and other manufacturing	243	87	330	- 100	- 23.3
<b>Construction</b>	<b>896</b>	<b>53</b>	<b>949</b>	<b>- 324</b>	<b>- 25.5</b>
<b>Transportation and Storage</b>	<b>469</b>	<b>50</b>	<b>519</b>	<b>+ 143</b>	<b>+ 38.0</b>
<b>Communications and Other Public Utilities</b>	<b>158</b>	<b>167</b>	<b>325</b>	<b>- 91</b>	<b>- 21.9</b>
<b>Trade</b>	<b>1,184</b>	<b>955</b>	<b>2,169</b>	<b>-2,215</b>	<b>- 50.5</b>
Wholesale	429	235	664	- 124	- 15.7
Retail	755	750	1,505	-2,091	- 58.2
<b>Finance, Insurance, Real Estate</b>	<b>725</b>	<b>628</b>	<b>1,353</b>	<b>- 143</b>	<b>- 9.6</b>
<b>Service</b>	<b>1,497</b>	<b>5,692</b>	<b>7,189</b>	<b>-1,418</b>	<b>- 16.5</b>
Public	549	396	945	- 889	- 48.5
Domestic	36	3,492	3,528	- 224	- 6.0
Personal	475	1,581	2,056	- 115	- 5.3
Other service	437	223	660	- 190	- 22.4
<b>All Industries</b>	<b>7,982</b>	<b>9,749</b>	<b>17,731</b>	<b>-4,751</b>	<b>- 21.1</b>

**TABLE D-3.—UNFILED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT DECEMBER 29, 1949**

(SOURCE: Form UIC 757)

Occupational Group	Unfiled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	795	233	1,028	3,940	811	4,751
Clerical Workers.....	779	2,217	2,996	7,622	12,753	20,375
Sales Workers.....	1,366	411	1,777	4,288	6,047	10,335
Personal and Domestic Service Workers.....	461	5,127	5,588	14,867	9,769	24,636
Seamen.....	3	.....	3	4,161	41	4,202
Agriculture and Fishing.....	253	3	256	2,701	953	3,654
Skilled and Semiskilled Workers.....	3,038	1,307	4,345	89,995	13,197	103,192
Food and kindred products.....	36	15	51	1,597	800	2,397
Textiles, clothing, etc.....	131	1,011	1,142	2,469	7,923	10,392
Lumber and wood products.....	574	2	576	7,704	149	7,853
Pulp, paper and printing.....	115	47	162	584	295	879
Leather and products.....	32	90	122	1,427	728	2,155
Stone, clay and glass products.....	23	1	24	341	34	375
Metalworking.....	348	27	375	10,720	450	11,170
Electrical.....	58	4	62	1,329	268	1,597
Transportation equipment, n.e.c.....	2	5	7	606	111	717
Mining.....	157	.....	157	1,054	.....	1,054
Construction.....	428	.....	428	27,845	2	27,847
Transportation (except seamen).....	264	5	269	14,310	44	14,354
Communications and public utility.....	29	.....	29	487	2	489
Trade and service.....	90	75	165	1,715	949	2,664
Other skilled and semiskilled.....	637	17	654	11,931	1,204	13,135
Foremen.....	32	4	36	1,927	157	2,084
Apprentices.....	82	4	86	3,949	81	4,030
Unskilled Workers.....	1,276	450	1,726	91,195	11,617	102,812
Food and tobacco.....	25	32	107	2,388	2,594	4,982
Lumber and lumber products.....	150	11	161	4,801	318	5,119
Metalworking.....	21	10	31	3,778	232	4,010
Construction.....	233	.....	233	17,130	2	17,132
Other unskilled workers.....	847	347	1,194	63,098	8,471	71,569
<b>Total.....</b>	<b>7,971</b>	<b>9,748</b>	<b>17,719</b>	<b>218,769</b>	<b>55,188</b>	<b>273,957</b>

**TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF DECEMBER, 1949**

(SOURCE: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, Fishing, Trapping.....	213	201	169
Logging.....	384	350	244
Mining.....	117	127	85
Manufacturing.....	2,421	2,521	1,704
Food and kindred products.....	371	398	276
Textiles, apparel, etc.....	529	475	326
Lumber and finished lumber products.....	267	283	204
Pulp and paper products and printing.....	217	226	147
Chemicals and allied products.....	76	86	52
Products of petroleum and coal.....	13	16	10
Rubber products.....	43	48	29
Leather and products.....	98	97	69
Stone, clay and glass products.....	77	88	64
Iron and steel products.....	137	153	88
Non-ferrous metals and products.....	86	84	58
Machinery.....	123	134	91
Electrical equipment and products.....	121	143	81
Transportation equipment and other manufacturing.....	263	290	209
Construction.....	1,090	1,094	868
Transportation and Storage.....	518	536	414
Communications and Other Public Utilities.....	73	85	40
Trade.....	1,817	2,068	1,510
Finance, Insurance, Real Estate.....	222	248	122
Service.....	7,098	8,452	7,373
All industries.....	13,953	15,712	12,529



**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS DECEMBER 2 TO DECEMBER 29, 1949**

Office	Vacancies		Applicants					Unplaced as at Jan. 26 1950
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	
					Regular	Casual		
<b>Newfoundland</b> .....	<b>191</b>	<b>14</b>	<b>3,075</b>	<b>175</b>	<b>133</b>	<b>23</b>	<b>9,081</b>	<b>13,485</b>
Corner Brook.....	39	5	431	20	10	9	1,407	2,352
Grand Falls.....			381				1,386	1,558
St. John's.....	152	9	2,263	155	123	14	6,288	9,575
<b>Prince Edward Island</b> .....	<b>249</b>	<b>94</b>	<b>1,043</b>	<b>285</b>	<b>150</b>	<b>114</b>	<b>1,851</b>	<b>2,533</b>
Charlottetown.....	130	78	591	172	134	24	1,137	1,551
Summerside.....	119	16	452	113	16	90	714	982
<b>Nova Scotia</b> .....	<b>1,569</b>	<b>551</b>	<b>7,535</b>	<b>1,869</b>	<b>1,181</b>	<b>477</b>	<b>14,979</b>	<b>19,675</b>
Amherst.....	87		267	99	29	58	582	698
Bridgewater.....	27	22	347	26	17		712	949
Halifax.....	804	398	2,119	917	656	281	4,020	5,317
Inverness.....	7		160	10	9		376	559
Kentville.....	32	30	671	36	21	4	1,177	1,711
Liverpool.....	25	4	105	17	7		356	450
New Glasgow.....	190	17	1,317	234	146	41	2,221	2,662
Springhill.....	8		115	10	10		254	325
Sydney.....	293	47	1,298	389	197	89	2,848	3,917
Truro.....	76	32	537	100	59	4	853	1,029
Yarmouth-Shelburne.....	20	1	599	31	30		1,580	2,058
<b>New Brunswick</b> .....	<b>1,323</b>	<b>415</b>	<b>6,500</b>	<b>1,482</b>	<b>898</b>	<b>383</b>	<b>14,125</b>	<b>17,051</b>
Bathurst.....	14	1	576	19	2	12	1,233	1,605
Campbellton.....	57	15	479	94	49	27	920	1,070
Edmundston.....	77	1	326	78	65	11	950	983
Fredericton.....	155	51	400	175	49	119	871	1,066
Minto.....	57	19	86	71	65	3	287	519
Moncton.....	422	146	1,992	507	261	153	3,432	4,546
Newcastle.....	65	7	411	57	42		1,208	1,367
Saint John.....	409	139	1,477	400	313	49	3,227	3,476
St. Stephen.....	16	18	307	27	14	4	1,029	1,287
Sussex.....	31	16	120	30	20	2	273	288
Woodstock.....	20	2	326	24	18	3	695	844
<b>Quebec</b> .....	<b>8,991</b>	<b>3,820</b>	<b>46,205</b>	<b>9,044</b>	<b>5,291</b>	<b>847</b>	<b>88,255</b>	<b>106,640</b>
Asbestos.....	37	21	197	35	5	13	410	414
Beauharnois.....	31	26	229	15	10	1	467	685
Buckingham.....	56	2	232	59	46	9	503	627
Causapsal.....	2	4	274	4	1		656	812
Chandler.....	6	10	762	17	16		1,044	1,568
Chicoutimi.....	130	42	652	155	94	3	1,577	1,846
Dolbeau.....	2		199	2	1		444	470
Drummondville.....	276	45	597	249	215	2	1,367	1,489
Farnham.....	23	53	203	11	4		511	565
Granby.....	55	19	438	81	49	3	921	1,142
Hull.....	155	40	1,090	170	87	39	2,160	2,872
Joliette.....	127	100	621	335	109	8	1,110	1,685
Jonquiere.....	78	3	468	71	50		1,748	1,516
Lachute.....	33	12	200	39	29	1	438	487
La Malbaie.....			479	1	1		968	1,146
La Tuque.....	254	43	366	169	185		618	735
Levis.....	47	31	1,340	54	39		2,830	3,303
Matane.....	46	14	379	36	31		772	1,131
Megantic.....	14		463	49	15		603	664
Mont-Laurier.....	13	9	140	7	4		246	334
Montmagny.....	23	17	755	17	18		1,207	958
Montreal.....	4,853	2,388	17,161	4,259	2,566	535	29,381	36,831
Port Alfred.....	1	1	237	1			757	894
Quebec.....	724	277	6,102	1,004	465	50	10,668	11,907
Rimouski.....	12	4	614	13	11		1,141	1,572
Riviere du Loup.....	50	6	605	20	21		1,302	1,756
Rouyn.....	190	52	571	190	84	36	826	996
St. Agathe.....	91	29	260	118	70	3	386	606
St. Anne de Bellevue.....	21	6	309	22	9		459	650
St. Therese.....	29	9	468	31	24		920	1,171
St. Georges de Beauce.....	242	135	526	264	181	5	974	1,094
St. Hyacinthe.....	53	66	825	41	15	14	1,531	1,398
St. Jean.....	144	52	407	116	69		749	1,014
St. Jerome.....	127	29	562	133	93	5	911	1,326
St. Joseph d'Alma.....	7	7	363	6	4		774	813
Shawinigan Falls.....	70	5	984	168	52		3,030	3,233
Sherbrooke.....	443	86	1,758	488	277	79	3,574	4,303
Sorel.....	15	8	843	16	9	1	2,189	2,069
Thetford Mines.....	83	18	540	108	57	9	956	1,127
Three Rivers.....	184	72	1,434	257	123	13	4,116	4,753
Val d'Or.....	101	37	415	61	46	6	587	801
Valleyfield.....	54	15	560	66	40	8	1,234	1,543
Victoriaville.....	89	27	577	86	66	4	1,190	1,401

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS DECEMBER 2 TO DECEMBER 29, 1949**

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Jan. 26 1950
					Regular	Casual		
<b>Ontario</b> .....	<b>27,189</b>	<b>8,721</b>	<b>56,763</b>	<b>28,655</b>	<b>18,503</b>	<b>4,887</b>	<b>70,258</b>	<b>92,457</b>
Arnprior.....	20	2	140	26	26	.....	206	262
Barrie.....	157	41	361	184	121	.....	425	728
Belleville.....	171	14	604	159	39	42	843	1,325
Bracebridge.....	53	3	301	61	51	2	394	557
Brampton.....	94	20	183	109	58	27	189	299
Brantford.....	259	81	956	302	109	142	1,776	1,836
Brockville.....	75	.....	249	82	39	36	306	402
Carleton Place.....	31	66	148	40	36	.....	366	355
Chatham.....	273	51	822	304	147	95	823	992
Cobourg.....	103	10	226	146	82	33	309	399
Collingwood.....	111	2	253	117	111	.....	588	768
Cornwall.....	230	12	832	269	197	11	1,579	2,064
Fort Erie.....	110	20	152	114	101	3	256	457
Fort Frances.....	45	27	190	57	43	8	295	295
Fort William.....	204	36	1,039	330	69	120	1,843	2,039
Galt.....	198	93	304	123	46	58	425	685
Gananoque.....	42	.....	75	64	34	3	192	232
Goderich.....	62	89	161	37	25	6	250	303
Guelph.....	186	58	509	190	79	77	701	1,043
Hamilton.....	1,894	615	4,617	2,169	555	1,052	5,969	7,536
Hawkesbury.....	45	24	296	39	26	2	720	840
Ingersoll.....	267	49	364	300	264	27	123	196
Kapuskasing.....	36	3	69	41	34	.....	116	151
Kenora.....	105	17	130	95	91	.....	299	370
Kingston.....	444	84	832	497	369	18	910	1,159
Kirkland Lake.....	128	29	362	140	80	14	575	733
Kitchener-Waterloo.....	292	187	677	283	166	40	851	1,102
Leamington.....	86	16	323	126	76	11	397	609
Lindsay.....	132	14	265	161	91	35	320	454
Listowel.....	14	14	95	20	7	3	178	339
London.....	1,023	648	2,242	1,514	1,013	178	1,711	2,349
Mieland.....	72	37	614	68	28	15	994	1,318
Napanee.....	18	1	110	24	11	7	247	419
New Toronto.....	317	123	666	477	166	9	839	1,206
Niagara Falls.....	195	19	600	198	63	105	1,085	1,283
North Bay.....	166	42	541	136	74	41	741	1,018
Orillia.....	134	6	393	138	78	41	869	950
Oshawa.....	330	94	1,089	485	338	13	1,609	1,876
Ottawa.....	1,722	446	3,035	1,674	1,192	344	3,375	4,616
Owen Sound.....	139	31	714	154	69	44	1,324	1,734
Parry Sound.....	17	3	183	17	10	5	310	416
Pembroke.....	124	27	419	107	71	.....	621	864
Perth.....	43	16	168	53	31	4	241	320
Peterborough.....	151	34	578	189	136	2	1,195	1,526
Picton.....	15	5	155	25	22	3	340	353
Port Arthur.....	153	34	1,032	184	84	75	1,928	2,122
Port Colborne.....	37	8	214	49	26	23	587	705
Prescott.....	40	17	184	53	29	.....	267	389
Renfrew.....	46	13	185	47	38	2	317	363
St. Catharines.....	335	131	951	280	193	48	1,934	2,393
St. Thomas.....	237	56	352	247	189	12	406	532
Sarnia.....	225	91	464	198	146	3	822	1,063
Sault Ste. Marie.....	149	21	623	195	176	.....	821	1,170
Simcoe.....	52	28	262	46	24	5	393	623
Sioux-Lookout.....	60	16	94	56	45	4	98	113
Smiths' Falls.....	84	19	241	103	69	6	396	525
Stratford.....	163	38	357	201	100	27	402	587
Sturgeon Falls.....	60	21	177	39	33	6	383	431
Sudbury.....	357	114	1,190	299	185	138	1,343	1,951
Timmins.....	371	92	687	469	233	62	1,083	1,226
Toronto.....	12,922	4,580	17,932	12,535	9,740	1,093	13,135	19,395
Trenton.....	82	3	343	105	74	.....	555	693
Walkerton.....	21	29	119	30	15	.....	282	398
Wallaceburg.....	55	3	333	55	46	5	435	494
Welland.....	177	46	546	177	61	79	1,694	1,952
Weston.....	187	55	504	262	59	88	364	526
Windsor.....	906	46	2,706	1,003	346	529	4,673	5,688
Woodstock.....	137	51	225	169	118	2	245	338
<b>Manitoba</b> .....	<b>3,509</b>	<b>1,195</b>	<b>10,496</b>	<b>4,333</b>	<b>2,011</b>	<b>2,110</b>	<b>13,307</b>	<b>17,969</b>
Brandon.....	236	135	646	234	145	44	797	1,116
Dauphin.....	56	21	239	62	25	7	383	539
Flin Flon.....	76	15	136	67	42	19	117	198
Portage La Prairie.....	81	26	345	70	24	29	510	743
The Pas.....	21	30	65	22	25	2	97	115
Winnipeg.....	3,039	968	9,065	3,898	1,750	2,009	11,403	15,258

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS DECEMBER 2 TO DECEMBER 29, 1949**

Office	Vacancies		Applicants					Unplaced end of period	Unplaced as at Jan. 26 1950
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements				
					Regular	Casual			
<b>Saskatchewan</b> .....	<b>1,713</b>	<b>747</b>	<b>6,670</b>	<b>1,964</b>	<b>796</b>	<b>572</b>	<b>9,265</b>	<b>12,403</b>	
Estevan.....	93	50	168	112	46	2	202	244	
Moose Jaw.....	106	70	834	158	102	17	1,305	1,576	
North Battleford.....	59	32	361	77	48	10	596	877	
Prince Albert.....	113	76	541	165	72	10	841	1,285	
Regina.....	650	154	1,926	720	288	216	2,254	3,054	
Saskatoon.....	540	250	1,839	568	152	276	2,406	2,980	
Swift Current.....	29	31	295	44	13	19	619	823	
Weyburn.....	53	33	167	41	27	4	249	339	
Yorkton.....	70	51	539	79	48	18	793	1,225	
<b>Alberta</b> .....	<b>4,825</b>	<b>1,234</b>	<b>10,285</b>	<b>5,473</b>	<b>3,259</b>	<b>743</b>	<b>10,285</b>	<b>15,711</b>	
Blairmore.....	110	48	82	44	54	.....	101	188	
Calgary.....	1,714	303	3,925	2,259	1,188	331	3,680	5,593	
Drumheller.....	27	3	124	27	39	.....	188	237	
Edmonton.....	2,331	605	4,600	2,559	1,523	347	4,122	6,262	
Edson.....	186	38	109	144	150	.....	87	103	
Lethbridge.....	281	120	891	241	120	63	1,256	2,016	
Medicine Hat.....	101	57	298	120	127	.....	517	756	
Red Deer.....	75	60	256	79	58	2	334	556	
<b>British Columbia</b> .....	<b>6,252</b>	<b>1,226</b>	<b>27,632</b>	<b>9,548</b>	<b>5,883</b>	<b>1,855</b>	<b>42,620</b>	<b>64,229</b>	
Chilliwack.....	105	3	986	115	98	13	1,521	2,234	
Courtenay.....	17	8	517	8	7	.....	954	1,334	
Cranbrook.....	19	7	261	28	15	2	384	784	
Dawson Creek.....	64	11	119	66	68	.....	106	191	
Duncan.....	47	9	500	75	35	1	796	1,575	
Kamloops.....	96	34	311	59	60	.....	456	703	
Kelowna.....	61	17	628	76	12	43	1,184	1,530	
Nanaimo.....	117	11	1,040	158	47	60	1,646	3,206	
Nelson.....	48	12	517	62	33	17	678	1,123	
New Westminster.....	577	126	2,721	808	225	401	5,289	9,016	
North Vancouver.....	471	14	1,032	483	42	411	1,479	2,129	
Penticton.....	63	2	658	81	46	12	935	1,348	
Port Alberni.....	109	18	442	140	103	.....	558	1,213	
Prince George.....	387	51	596	448	280	58	743	977	
Prince Rupert.....	56	33	309	47	37	.....	524	764	
Princeton.....	32	2	85	37	24	10	125	192	
Trail.....	77	20	330	107	18	42	468	721	
Vancouver.....	2,914	650	14,028	5,702	3,968	688	21,044	29,338	
Vernon.....	55	7	645	50	48	.....	1,093	1,667	
Victoria.....	884	170	1,726	950	677	96	2,431	3,959	
Whitehorse.....	53	21	181	48	40	1	206	225	
<b>Canada</b> .....	<b>55,811</b>	<b>18,017</b>	<b>176,204</b>	<b>62,848</b>	<b>38,105</b>	<b>12,011</b>	<b>274,026</b>	<b>362,153</b>	
Males.....	33,155	8,194	137,630	39,502	25,501	7,292	218,838	289,903	
Females.....	22,656	9,823	38,574	23,346	12,604	4,719	55,188	72,250	

**TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES 1939-1949**

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1939.....	579,645	208,327	787,972	270,020	114,862	384,882
1940.....	653,445	235,150	888,595	336,507	138,599	475,106
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949 (52 weeks).....	1,295,690	494,956	1,790,646	464,363	219,816	684,179



TABLE D-7.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT SERVICE OFFICES—SEPTEMBER 30, 1949 TO DECEMBER 29, 1949

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario					
	Placements		Va-can-cities	Casual	Placements		Va-can-cities	Casual	Placements		Va-can-cities	Casual	Placements		Va-can-cities	Casual	Placements		Va-can-cities	Casual	Placements		Va-can-cities	Casual		
	Regular	Casual			Regular	Casual			Regular	Casual			Regular	Casual			Regular	Casual			Regular	Casual			Regular	Casual
<b>Agriculture</b> .....																										
<b>Fishing, Trapping and Hunting</b> .....																										
<b>Logging</b> .....																										
<b>Pulpwood</b> .....																										
<b>Lumber</b> .....																										
<b>Other Logging</b> .....																										
<b>Mining</b> .....																										
<b>Coal</b> .....																										
<b>Iron</b> .....																										
<b>Gold</b> .....																										
<b>Nickel</b> .....																										
<b>Other Metallic Ores and Non-Metallic Minerals</b> .....																										
<b>Manufacturing</b> .....																										
<b>Food and Kindred Products</b> .....																										
<b>Textiles and Apparel</b> .....																										
<b>Lumber and Finished Lumber Products</b> .....																										
<b>Pulp, Paper Products and Printing</b> .....																										
<b>Chemicals and Allied Products</b> .....																										
<b>Petroleum and Coal Products</b> .....																										
<b>Rubber Products</b> .....																										
<b>Leather and Leather Products</b> .....																										
<b>Stone, Clay and Glass Products</b> .....																										
<b>Iron and Steel and Products</b> .....																										
<b>Non-Ferrous Metals and Products</b> .....																										
<b>Machinery</b> .....																										
<b>Electrical Equipment and Products</b> .....																										
<b>Transportation Equipment and Other</b> .....																										
<b>Manufacturing</b> .....																										
<b>Construction</b> .....																										
<b>Buildings and structures</b> .....																										
<b>Highways, Bridges and Streets</b> .....																										
<b>Railway and Maintenance</b> .....																										
<b>Other General Construction</b> .....																										
<b>Public Utilities Operation</b> .....																										
<b>Telephone Construction</b> .....																										
<b>Public Utilities Operation</b> .....																										
<b>Transportation and Storage</b> .....																										
<b>Communications and Other Public Utilities</b> .....																										
<b>Trade</b> .....																										
<b>Wholesale</b> .....																										
<b>Retail</b> .....																										
<b>Finance, Insurance and Real Estate</b> .....																										
<b>Service</b> .....																										
<b>Public</b> .....																										
<b>Domestic</b> .....																										
<b>Personal</b> .....																										
<b>Other Services</b> .....																										
<b>Totals</b> .....																										
<b>Men</b> .....																										
<b>Women</b> .....																										

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
	Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		Vacancies	
	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual
<b>Agriculture.</b>	470	372	6	5	599	11	1,473	2	1,095	2	183	250	190	6,999	5,970	367	6,999	5,970	367	
<b>Fishing, Trapping and Hunting.</b>	10	16	1	1	16	1	627	445	445	4	25	966	569	6,452	3,552	43	6,452	3,552	43	
<b>Logging.</b>	354	227	24	1	30	1	600	428	428	7	7	857	470	3,091	1,864	19	3,091	1,864	19	
<b>Lumber.</b>	20	24	6	1	30	16	97	602	602	1	5	416	370	2,660	1,682	24	2,660	1,682	24	
<b>Other Logging.</b>	151	147	4	1	17	1	467	371	371	1	1	31	7	2,660	1,682	1	2,660	1,682	1	
<b>Mining.</b>	12	4	1	1	29	17	42	40	40	1	1	237	205	50	93	1	50	93	1	
<b>Coal.</b>	57	57	1	1	77	1	67	40	40	4	4	138	128	110	78	9	110	78	9	
<b>Iron.</b>	80	84	1	1	5	5	134	93	93	4	4	159	118	159	118	9	159	118	9	
<b>Nickel.</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Other Metallic Ores and Non-Metallic Minerals.</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Prospecting and Oil Producing.</b>	2,674	1,495	426	426	257	116	1,878	1,333	1,333	153	4,349	2,833	517	47,020	30,381	2,782	47,020	30,381	2,782	
<b>Manufacturing.</b>	641	430	182	19	171	91	396	382	382	79	590	397	53	8,583	4,737	180	8,583	4,737	180	
<b>Mood and Kindred Products.</b>	885	412	19	10	10	7	105	78	78	9	129	108	10	8,583	5,317	138	8,583	5,317	138	
<b>Textiles and Apparel.</b>	224	117	51	25	12	12	430	301	301	16	248	176	11	5,226	3,057	295	5,226	3,057	295	
<b>Lumber and Finished Lumber Products.</b>	196	106	34	21	15	15	116	77	77	16	348	176	11	4,254	2,472	378	4,254	2,472	378	
<b>Pulp, Paper Products and Printing.</b>	80	58	13	4	1	1	12	7	7	2	68	43	3	1,742	1,089	140	1,742	1,089	140	
<b>Chemicals and Allied Products.</b>	30	22	7	7	10	9	11	8	8	2	37	26	9	320	229	19	320	229	19	
<b>Petroleum and Coal Products.</b>	6	4	1	1	1	1	1	1	1	1	1	1	1	675	462	18	675	462	18	
<b>Rubber Products.</b>	37	21	7	7	3	3	286	253	253	11	37	32	24	1,480	939	20	1,480	939	20	
<b>Leather and Leather Products.</b>	65	36	25	6	3	3	105	82	82	2	150	94	14	1,373	965	118	1,373	965	118	
<b>Stone, Clay and Glass Products.</b>	160	70	13	22	6	6	54	39	39	2	259	241	2	2,079	1,212	105	2,079	1,212	105	
<b>Iron and Steel and Products.</b>	76	46	26	14	3	3	33	28	28	1	48	240	209	4	1,655	1,215	126	1,655	1,215	126
<b>Non-Ferrous Metals and Products.</b>	56	25	23	30	5	5	32	15	15	7	55	41	4	2,539	1,706	125	2,539	1,706	125	
<b>Machinery.</b>	105	46	16	16	7	5	119	87	87	2	478	378	2	2,176	1,403	78	2,176	1,403	78	
<b>Electrical Equipment and Products.</b>	154	99	14	7	5	5	119	87	87	2	478	378	2	2,176	1,403	78	2,176	1,403	78	
<b>Transportation Equipment and Other Manufacturing.</b>	1,633	1,492	248	803	514	128	2,850	2,184	2,184	470	1,974	1,503	470	15,838	10,311	2,411	15,838	10,311	2,411	
<b>Buildings and Structures.</b>	995	730	123	108	308	108	1,328	1,001	1,001	253	1,084	842	92	15,838	11,914	1,361	15,838	11,914	1,361	
<b>Highways, Bridges and Streets.</b>	75	43	67	59	67	59	333	281	281	48	240	209	4	1,655	1,215	126	1,655	1,215	126	
<b>Railway and Maintenance.</b>	105	46	16	16	7	5	119	87	87	2	478	378	2	2,176	1,403	78	2,176	1,403	78	
<b>Other General Construction.</b>	41	46	102	27	19	19	102	79	79	2	134	99	99	1	4,041	2,543	45	4,041	2,543	45
<b>Special Trade Contractors.</b>	417	251	85	113	71	19	623	356	356	167	378	235	62	7,050	4,428	751	7,050	4,428	751	
<b>Public Utilities Operation.</b>	1,261	842	116	502	271	89	768	518	518	133	92	1,099	821	97	11,361	6,687	1,850	11,361	6,687	1,850
<b>Transportation and Storage.</b>	1,192	809	110	441	243	81	599	413	413	93	949	741	97	9,562	5,808	1,734	9,562	5,808	1,734	
<b>Communications and Other Public Utilities.</b>	69	33	6	6	61	28	169	105	105	41	120	80	101	2,094	1,543	185	2,094	1,543	185	
<b>Trade.</b>	3,230	1,726	999	1,615	845	552	2,623	1,519	1,519	475	406	332	2,072	34,843	18,886	4,996	34,843	18,886	4,996	
<b>Wholesale.</b>	1,222	434	617	565	208	268	1,176	552	509	1,013	601	1,013	180	180	5,092	2,553	180	180	5,092	2,553
<b>Retail.</b>	2,008	1,292	382	1,050	637	284	1,447	967	967	166	332	4,711	589	24,985	13,794	2,443	24,985	13,794	2,443	
<b>Finance, Insurance and Real Estate.</b>	256	137	14	14	64	11	333	189	189	9	332	188	20	4,066	2,955	151	4,066	2,955	151	
<b>Public.</b>	2,041	694	950	583	265	206	3,195	1,764	1,764	62	5,016	4,110	906	2,675	79,617	40,532	2,675	79,617	40,532	
<b>Domestic.</b>	2,054	285	2,052	1,453	276	606	2,514	1,764	1,764	476	1,521	1,410	110	28,184	18,887	4,382	28,184	18,887	4,382	
<b>Personal.</b>	1,411	763	264	264	621	358	1,516	1,084	1,084	117	1,226	1,226	56	20,206	11,704	1,893	20,206	11,704	1,893	
<b>Other Service.</b>	1,419	213	79	79	131	35	1,516	1,084	1,084	117	1,226	1,226	56	5,841	3,188	756	5,841	3,188	756	
<b>Totals.</b>	16,631	8,139	5,124	7,713	3,856	2,110	18,070	11,520	11,520	3,374	34,169	14,795	4,308	220,526	130,036	35,024	220,526	130,036	35,024	
<b>Men.</b>	9,938	5,069	2,922	4,633	2,282	1,413	11,985	8,398	8,398	1,956	16,007	11,043	2,631	138,447	88,310	20,710	138,447	88,310	20,710	
<b>Women.</b>	6,693	3,070	2,202	3,080	1,574	697	6,085	3,122	3,122	1,418	8,162	3,752	1,677	82,079	41,726	14,314	82,079	41,726	14,314	

## E—Unemployment Insurance

**TABLE E-1.—REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS,  
FROM APRIL 1, 1948, TO DECEMBER 31, 1948 AND FROM APRIL 1, 1949, TO  
DECEMBER 31, 1949**

Region	1948		1949	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	15,775	259,552	18,817	322,148
Quebec.....	55,307	995,003	57,589	1,015,019
Ontario.....	76,433	1,386,421	80,860	1,456,473
Prairie.....	39,705	536,392	42,277	548,064
Pacific.....	24,073	373,064	25,356	377,539
Total for Canada.....	211,293	3,550,432	224,899	3,719,243

**TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER, BY NUMBER  
OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE, AS OF  
DECEMBER 31, 1949**

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	103	33	5	12	25	14	14
Male.....	92	31	5	12	23	9	12
Female.....	11	2	—	—	2	5	2
(Male).....	(5,983)	(1,522)	(432)	(631)	(1,297)	(910)	(1,191)
(Female).....	(162)	(18)	(9)	(24)	(37)	(24)	(50)
Prince Edward Island.....	1,366	359	194	317	266	67	153
Male.....	1,189	337	178	284	213	62	115
Female.....	177	22	16	33	53	15	38
Nova Scotia.....	13,434	3,469	1,711	2,499	2,620	1,270	1,865
Male.....	11,999	3,211	1,564	2,260	2,357	1,079	1,528
Female.....	1,435	258	147	239	263	191	337
New Brunswick.....	12,528	3,009	1,376	2,225	2,649	1,255	2,014
Male.....	10,838	2,678	1,222	2,014	2,309	1,008	1,607
Female.....	1,690	331	154	211	340	247	407
Quebec.....	81,856	19,514	11,498	15,183	15,927	7,872	11,862
Male.....	65,374	15,845	9,510	12,678	13,005	6,074	8,262
Female.....	16,482	3,669	1,988	2,505	2,922	1,798	3,600
Ontario.....	69,039	21,159	10,861	12,145	11,786	4,940	8,148
Male.....	55,722	18,234	9,369	10,056	9,079	3,494	5,490
Female.....	13,317	2,925	1,492	2,089	2,707	1,446	2,658
Manitoba.....	11,374	3,153	1,370	2,241	2,456	908	1,246
Male.....	8,449	2,169	1,120	1,873	1,978	592	717
Female.....	2,925	984	250	368	478	316	529
Saskatchewan.....	7,618	2,011	1,119	1,613	1,693	547	635
Male.....	6,373	1,709	1,003	1,452	1,427	405	377
Female.....	1,245	302	116	161	266	142	258
Alberta.....	8,580	2,985	1,194	1,641	1,514	552	694
Male.....	7,300	2,722	1,101	1,418	1,184	364	511
Female.....	1,280	263	93	223	330	188	183
British Columbia.....	37,012	9,687	4,511	6,607	7,488	3,446	5,273
Male.....	30,572	8,365	3,837	5,573	6,088	2,581	4,128
Female.....	6,440	1,322	674	1,034	1,400	865	1,145
TOTAL.....	242,910	65,379	33,839	44,483	46,424	20,881	31,904
MALE.....	197,908	55,301	28,909	37,620	37,663	15,668	22,747
FEMALE.....	45,002	10,078	4,930	6,863	8,761	5,213	9,157

**TABLE E-3.—CLAIMS FOR BENEFIT, FEBRUARY, 1942, TO DECEMBER, 1949**

—	1942	1943	1944	1945	1946	1947	1948 (1)	1949 (1)
January.....		4,637	11,751	20,412	71,932	63,681	109,311	140,395
February.....	663	4,822	12,284	14,900	59,098	47,141	88,016	108,759
March.....	4,124	5,046	10,667	13,307	50,706	43,675	76,248	103,402
April.....	2,925	3,953	6,463	8,430	35,781	35,859	59,265	68,979
May.....	2,709	2,027	4,654	8,825	34,777	27,603	42,257	63,692
June.....	4,629	1,772	3,226	10,857	30,646	21,365	39,644	53,114
July.....	2,668	1,087	3,106	10,886	27,576	20,034	38,790	49,586
August.....	1,855	1,370	3,241	20,557	25,115	17,281	32,182	57,750
September.....	1,118	1,013	3,715	40,473	28,555	25,847	33,036	59,080
October.....	1,058	1,475	6,222	36,717	34,891	34,743	43,620	77,091
November.....	1,748	2,896	11,798	53,325	37,111	47,372	73,119	124,889
December.....	3,337	6,562	13,770	57,612	52,479	79,849	114,506	150,480
Total.....	26,924	36,660	90,897	296,391	488,667	464,450	749,994	1,057,127

(1) Revised claims included. See Table E-4 for analysis of claims filed at local offices.



**TABLE E-4.—CLAIMS FOR BENEFIT BY PROVINCES, DECEMBER, 1949**

Province	Claims filed at Local Offices				Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Revised	Entitled to Benefit	Not Entitled to Benefit	Referred to Appeal	Pending
Newfoundland.....	122	101	10	11	52	39	.....	81
	(2, 225)	(1, 941)	(88)	(196)	(1, 707)	(382)	(3)	(1, 418)
Prince Edward Island.....	964	627	282	55	672	161	2	289
Nova Scotia.....	8, 159	4, 651	3, 024	484	5, 614	1, 208	31	2, 681
New Brunswick.....	6, 779	4, 231	2, 111	437	4, 987	998	15	1, 967
Quebec.....	50, 494	31, 414	15, 617	3, 463	36, 711	7, 069	254	16, 875
Ontario.....	41, 453	24, 309	13, 378	3, 766	33, 396	6, 883	329	11, 425
Manitoba.....	7, 581	4, 823	2, 055	703	5, 316	1, 296	103	2, 214
Saskatchewan.....	5, 303	3, 574	1, 386	343	3, 690	772	36	1, 749
Alberta.....	6, 390	4, 243	1, 760	387	4, 091	904	47	2, 409
British Columbia.....	22, 235	13, 984	7, 826	1, 425	15, 363	3, 074	107	9, 682
Total, Canada, December, 1949.....	150, 480	91, 957	47, 449	11, 074	100, 892	22, 404 <sup>(1)</sup>	924	49, 370
Total, Canada, November, 1949.....	124, 889	72, 180	42, 708	10, 001	89, 725	18, 816 <sup>(2)</sup>	982	32, 995
Total, Canada, December, 1948.....	114, 506	72, 701	33, 238	8, 567	80, 266	19, 192 <sup>(3)</sup>	953	35, 224

- (1) In addition, there were 885 special requests not granted.
- (2) In addition, there were 693 special requests not granted.
- (3) In addition, there were 605 special requests not granted.

N.B.—Figures in parenthesis are for unemployment assistance in Newfoundland. They are not included in the totals.

**TABLE E-5.—CLAIMANTS NOT ENTITLED TO BENEFIT**

Chief Reasons for Non-Entitlement	Month of December, 1948	Month of December, 1949	Cumulative Total for Current Fiscal Year
Insufficient contributions while in insurable employment.....	10, 152	12, 781	57, 350
Not unemployed.....	477	1, 316	5, 511
Not capable of and not available for work.....	582	757	7, 455
Loss of work due to a labour dispute.....	150	54	2, 081
Refused offer of work and neglected opportunity to work.....	894	679	11, 188
Discharged for misconduct.....	708	815	6, 119
Voluntarily left employment without just cause.....	4, 261	3, 915	32, 592
Other reasons <sup>(1)</sup> .....	1, 968	2, 087	11, 062
Total.....	19, 192	22, 404	133, 388

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

**TABLE E-6.—NUMBER OF PERSONS RECEIVING BENEFIT, AMOUNT OF BENEFIT PAID, DECEMBER, 1949**

Province	Number Receiving Benefit During Week December 10 to 16 inclusive	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid (in dollars)
Newfoundland.....	48	40	1, 655	4, 284
	(2, 802)	(1, 474)	(80, 242)	(205, 149)
Prince Edward Island.....	691	507	13, 071	28, 047
Nova Scotia.....	6, 557	4, 688	164, 197	385, 560
New Brunswick.....	7, 297	4, 368	161, 193	382, 756
Quebec.....	45, 609	30, 119	1, 098, 160	2, 540, 226
Ontario.....	34, 157	27, 010	853, 045	1, 991, 881
Manitoba.....	5, 996	4, 312	145, 492	331, 800
Saskatchewan.....	3, 483	2, 998	88, 831	205, 683
Alberta.....	3, 706	3, 158	90, 072	212, 147
British Columbia.....	17, 681	12, 623	451, 172	1, 098, 617
Total, Canada, December, 1949.....	125, 225	89, 823	3, 066, 888	7, 181, 001
Total, Canada, November, 1949.....	63, 702	2, 178, 130	5, 048, 373	
Total, Canada, December, 1948.....	55, 940	1, 687, 804	3, 592, 155	

**TABLE E-7.—UNEMPLOYMENT INSURANCE FUND**

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941, TO DECEMBER 31, 1949

Fiscal Year Ended March 31	RECEIPTS										DISBURSEMENTS			Balance in Fund
	CONTRIBUTIONS (Gross less refunds)										Total Revenue	Benefit Payments	Balance in Fund	
	Stamps	Meter	Bulk	Total Employer and Employee	Government	Fines	Interest on Investments and Profit on sale of Securities	Total Revenue	Benefit Payments	Balance in Fund				
1942.....	\$ 22,436,001.56	\$ 7,209,058.48	\$ 6,790,549.01	\$ 36,435,609.05	\$ 7,287,121.81	\$ .....	\$ 269,268.74	\$ 43,991,999.60	\$ 27,752.92	\$ 43,964,246.68				
1943.....	30,408,681.15	13,645,258.63	13,380,741.65	57,434,651.43	11,487,057.90	638.11	1,840,448.56	70,762,796.00	716,012.75	114,011,029.93				
1944.....	31,565,232.54	13,205,897.37	16,949,655.09	61,720,785.00	12,344,421.74	1,323.67	3,972,047.14	78,038,577.55	1,721,666.29	190,327,941.19				
1945.....	32,784,177.12	11,926,369.85	19,018,308.47	63,728,855.44	12,746,179.30	2,041.02	6,195,936.42	82,673,002.18	4,966,483.51	288,034,459.86				
1946.....	34,964,786.96	10,816,365.63	16,785,437.07	62,566,589.66	12,513,778.66	2,303.66	6,116,768.84	81,199,440.82	31,993,240.34	317,240,600.34				
1947.....	41,042,425.28	11,500,028.37	23,472,577.26	76,015,030.91	15,203,457.58	3,820.43	7,529,985.56	98,752,294.48	43,114,329.18	372,878,625.64				
1948.....	38,768,926.38	11,508,638.62	33,593,269.47	83,870,834.47	16,366,400.70	5,322.60	9,560,776.12	109,803,333.89	34,947,020.32	447,734,939.21				
1949.....	46,686,689.27	14,363,308.41	37,551,562.30	98,581,559.98	20,924,013.71	8,359.08	12,113,317.56	131,627,250.33	49,826,752.16	529,535,437.38				
April.....	4,659,575.10	1,397,731.77	2,729,335.56	8,786,642.43	959,568.37	1,190.00	1,078,855.51	10,826,256.31	7,944,066.04	532,417,627.65				
May.....	3,882,190.78	1,083,371.36	2,911,585.00	7,877,147.14	1,574,182.43	1,250.00	1,103,618.19	10,556,197.76	5,508,863.01	537,464,982.40				
June.....	4,142,564.77	1,172,772.22	3,044,609.46	8,359,946.45	1,671,443.95	1,454.00	1,119,134.83	11,151,979.23	4,109,708.12	544,507,233.51				
July.....	4,122,196.18	1,284,065.53	3,226,412.12	8,632,673.83	1,726,653.38	1,157.10	1,137,124.22	11,497,608.53	3,381,091.58	552,623,750.46				
August.....	4,208,807.86	1,104,055.98	3,252,116.82	8,564,980.66	1,713,434.31	1,113.55	1,156,157.96	11,435,686.48	3,713,885.12	560,345,551.82				
September.....	4,815,552.07	1,215,256.28	3,132,075.17	9,162,883.52	1,814,427.80	1,637.00	1,192,952.86	12,171,901.18	3,669,715.08	568,847,737.92				
October.....	4,489,023.31	1,176,699.41	3,207,662.10	8,873,384.82	1,794,089.38	2,021.50	1,265,270.78	11,984,766.48	3,841,811.48	576,940,692.92				
November.....	4,576,901.29	1,203,865.64	3,300,446.27	9,141,213.20	1,721,995.05	1,565.00	1,279,433.72	12,144,206.97	5,045,183.99	584,039,715.90				
December.....	4,812,356.69	1,194,796.11	3,270,038.26	9,277,187.06	1,962,148.98	1,471.00	1,292,933.04	12,583,740.08	7,177,759.74	589,395,696.24				
SUB TOTAL.....	39,709,168.05	10,832,614.30	28,134,280.76	78,676,059.11	14,937,943.65	12,859.15	10,625,481.11	104,252,343.02	44,392,084.16	589,395,696.24				
GRAND TOTAL.....	318,366,088.31	105,007,539.66	195,656,381.08	619,029,975.05	123,810,375.05	36,667.72	58,224,020.05	801,101,037.87	211,705,341.63	589,395,696.24				

CONTRIBUTIONS FOR ARMED SERVICE (included in "Bulk" column)  
 To March 31, 1949..... \$42,962,104.41  
 April 1, 1949, to date..... 3,586,086.56  
 Total..... \$46,548,190.97

## F—Prices

### TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month  
(Calculated by the Dominion Bureau of Statistics)

	Percentage Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Commodities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		128.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1923.....		120.7	124.1	116.9	122.5	143.8		110.7	
1924.....		118.8	121.6	117.4	118.9	140.8		108.6	
1925.....		119.8	127.2	117.4	116.8	140.3		106.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1930.....		120.8	131.5	122.7	111.8	130.6		105.4	
1931.....		109.1	103.1	119.4	110.0	114.3		103.3	
1932.....		99.0	85.7	109.7	106.8	100.6		100.4	
1933.....		94.4	84.9	98.6	102.5	93.3		98.2	
1934.....		95.6	92.7	93.1	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....	4.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....	10.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....	16.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....	17.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....	18.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.6	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
April.....	19.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
October.....	25.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
1947									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.3
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
1948									
January.....	47.1	148.3	182.2	119.9	120.4	161.2	158.4	122.6	167.1
April.....	50.4	151.6	186.8	119.9	121.3	172.9	161.9	122.9	172.2
July.....	55.7	156.9	201.3	120.9	124.5	175.4	162.8	123.1	180.4
October.....	58.3	159.6	205.4	121.0	128.8	181.0	165.1	124.4	184.6
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.8
April.....	58.0	159.3	198.5	122.4	131.0	183.2	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.8
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.8

\* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-1939=100.  
† Commodities in the cost-of-living index excluding rents and services.



TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hook-off, per lb.	Bacon, side, fancy, sliced, rind-on, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
<b>P.E.I.—</b>										
1—Charlottetown.....	70.7	65.8	60.6	48.0	46.5	65.0	59.7	45.8	65.9	
<b>Nova Scotia—</b>			b							
2—Halifax.....	69.7	64.3	60.9	45.0	43.7	69.5	60.7	44.7	67.0	
3—New Glasgow.....	75.7	70.6	67.1	49.5	49.2	69.0	64.9	52.9	73.9	
4—Sydney.....	78.5	69.9	.....	54.7	48.7	67.7	63.5	48.5	69.7	
5—Truro.....	69.2	63.6	.....	44.6	45.4	.....	64.0	.....	71.3	
<b>New Brunswick—</b>										
6—Fredericton.....	72.1	64.3	62.3	43.5	41.7	53.0	65.5	59.7	44.5	
7—Moncton.....	72.1	67.7	67.1	47.1	43.1	.....	65.0	63.7	44.6	
8—Saint John.....	72.2	66.7	60.9	44.2	42.5	51.7	68.7	62.4	41.3	
<b>Quebec—</b>										
9—Chicoutimi.....	75.4	69.7	62.7	47.6	40.0	.....	.....	57.4	50.0	
10—Hull.....	66.7	65.0	60.6	47.7	43.5	50.3	70.7	57.4	42.4	
11—Montreal.....	75.5	71.2	67.5	44.6	41.5	50.8	73.0	56.3	44.1	
12—Quebec.....	73.5	69.0	66.1	42.2	39.7	57.6	69.7	49.8	41.5	
13—St. Hyacinthe.....	67.3	62.6	61.7	40.4	34.0	53.7	.....	58.0	44.3	
14—St. Johns.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
15—Sherbrooke.....	78.9	71.7	64.9	46.3	38.0	58.3	.....	58.7	47.6	
16—Sorel.....	67.5	63.8	62.5	40.0	39.7	.....	.....	59.4	45.0	
17—Thetford Mines.....	63.7	62.5	.....	.....	.....	.....	.....	53.5	41.7	
18—Three Rivers.....	77.7	70.0	62.1	43.6	38.5	.....	.....	55.8	44.3	
<b>Ontario—</b>										
19—Belleville.....	67.5	67.0	65.5	48.7	47.0	.....	.....	59.4	42.8	
20—Brantford.....	70.7	67.7	65.7	51.1	46.4	52.7	72.5	64.3	41.3	
21—Brockville.....	74.2	71.7	68.2	48.7	49.5	.....	71.3	67.3	53.0	
22—Chatham.....	71.3	69.5	69.9	50.6	47.0	.....	74.0	69.3	51.2	
23—Cornwall.....	70.0	69.2	66.3	47.2	49.4	.....	.....	64.6	46.2	
24—Fort William.....	65.5	61.7	65.3	47.7	45.5	.....	73.3	65.0	50.3	
25—Galt.....	71.5	67.3	64.3	50.0	46.7	.....	.....	63.5	45.0	
26—Guelph.....	71.1	68.6	68.0	52.0	50.1	54.6	71.2	64.7	40.4	
27—Hamilton.....	71.5	69.3	68.3	50.0	48.2	59.1	75.1	64.5	39.7	
28—Kingston.....	67.4	65.6	62.7	48.2	45.0	.....	69.0	62.7	39.9	
29—Kitchener.....	71.2	68.9	65.4	49.7	47.9	56.0	70.5	62.8	41.7	
30—London.....	70.3	68.9	64.8	49.0	46.2	52.4	76.4	62.8	39.8	
31—Niagara Falls.....	69.5	67.4	65.2	49.5	49.2	57.7	75.7	62.5	43.7	
32—North Bay.....	69.4	68.0	65.5	48.8	47.5	.....	.....	62.7	40.0	
33—Osbawa.....	69.1	68.6	66.4	49.7	47.0	.....	.....	62.4	39.8	

COAL AND RENTALS BY CITIES, JANUARY, 1950

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>P.E.I.—</b>										
1—Charlottetown.....	23-4	30-8	42-3	16-0	68-5	33-2	10-7	7-7	9-8	16-3
<b>Nova Scotia—</b>										
2—Halifax.....	25-1	30-3	47-6	19-0	68-9	31-1	11-2	7-7	11-8	15-8
3—New Glasgow.....	23-8	30-4	50-8	19-0	68-8	32-1	12-0	.....	11-3	16-4
4—Sydney.....	22-8	29-4	53-6	20-0	69-9	32-1	10-0	7-3	10-2	16-4
5—Truro.....	24-3	30-3	48-8	18-0	69-0	33-1	12-0	7-7	9-9	15-5
<b>New Brunswick—</b>										
6—Fredericton.....	24-5	30-9	47-0	17-0	68-7	31-8	11-3	7-6	8-8	15-3
7—Moncton.....	25-1	30-8	49-4	17-0	68-2	31-0	11-3	7-8	10-6	15-5
8—Saint John.....	23-9	30-9	49-2	18-0	68-9	32-0	11-3	7-8	10-2	15-0
<b>Quebec—</b>										
9—Chicoutimi.....	24-8	33-0	51-7	17-0	64-4	32-0	9-3	7-9	.....	17-7
10—Hull.....	19-7	30-6	43-3	18-0	64-2	29-7	10-7	7-0	10-7	14-3
11—Montreal.....	22-0	31-0	44-9	17-5	64-6	29-6	10-0	7-1	10-7	14-7
12—Quebec.....	21-4	30-5	45-9	17-0	64-6	30-9	9-0	7-0	10-8	15-1
13—St. Hyacinthe.....	21-9	30-2	42-9	16-0	64-6	29-7	8-7	7-2	10-8	15-1
14—St. Johns.....	23-0	30-8	45-7	16-0	65-4	30-6	8-7	7-6	10-5	15-0
15—Sherbrooke.....	23-1	29-5	46-4	17-0	64-5	30-6	10-2	7-5	10-6	15-3
16—Sorel.....	22-2	29-8	44-2	16-0	64-7	29-7	8-7	7-4	10-7	14-9
17—Thetford Mines.....	24-8	30-3	45-6	16-0	64-6	30-7	9-3	7-9	10-3	15-5
18—Three Rivers.....	21-4	29-4	43-7	17-0	62-6	30-5	8-7	7-2	10-5	15-0
<b>Ontario—</b>										
19—Belleville.....	23-5	30-7	39-9	18-0	65-7	29-4	10-0	7-3	9-7	14-7
20—Brantford.....	20-9	29-8	42-7	18-0	64-9	28-7	10-0	7-2	10-2	14-5
21—Brockville.....	23-0	30-6	42-8	18-0	64-9	29-0	10-0	7-2	10-6	14-5
22—Chatham.....	21-4	31-4	38-5	18-0	66-3	29-4	10-0	7-1	11-3	14-7
23—Cornwall.....	22-5	29-8	41-9	18-0	65-6	29-0	10-0	7-1	9-5	13-9
24—Fort William.....	22-3	30-0	48-0	20-0	65-2	31-1	10-7	7-2	9-7	15-2
25—Galt.....	20-8	31-0	42-9	18-0	65-4	29-4	10-0	7-3	10-2	14-6
26—Guelph.....	21-4	30-6	42-9	18-0	65-1	28-5	10-0	7-0	10-8	14-5
27—Hamilton.....	22-7	30-7	44-3	19-0	66-1	29-0	10-0	7-2	10-7	14-7
28—Kingston.....	21-4	30-5	41-1	18-0	64-3	29-4	9-3	7-1	10-3	14-5
29—Kitchener.....	22-2	31-4	40-5	18-0	65-7	29-1	10-0	7-3	10-3	14-3
30—London.....	22-0	30-8	41-1	18-0	65-5	29-5	10-0	7-2	10-7	14-4
31—Niagara Falls.....	23-2	30-5	46-3	19-0	66-3	29-3	9-3	7-1	10-1	14-8
32—North Bay.....	24-5	31-5	47-8	18-0	68-0	30-3	10-3	7-5	11-2	15-6
33—Oshawa.....	21-3	30-1	43-1	18-0	64-8	28-8	10-0	7-2	10-0	15-0

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-on, per lb.
	Sirloin steak per lb.	Round steak per lb.	Rib, roast, prime, rolled, per lb.	Blade roast per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	69.8	67.3	66.6	48.3	45.9	71.8	61.8	47.3	72.5	
35—Owen Sound.....	70.4	67.4	67.4	50.9	45.7	69.7	59.7	44.5	66.8	
36—Peterborough.....	71.6	70.6	67.6	51.7	48.7	73.0	65.3	42.0	72.6	
37—Port Arthur.....	62.8	59.3	60.3	47.3	45.1	59.7	46.0	71.4		
38—St. Catharines.....	71.0	69.0	65.2	49.4	49.0	63.4	44.3	66.1		
39—St. Thomas.....	69.1	68.5	65.3	50.4	46.1	51.0	70.3	63.1	43.8	70.5
40—Sarnia.....	69.3	68.4	63.7	50.0	47.0	63.7	44.7	68.3		
41—Sault Ste. Marie.....	68.9	67.2	61.9	48.9	49.4	64.1	47.4	70.6		
42—Stratford.....	67.4	67.4	65.2	48.4	45.2	63.6	40.3	70.1		
43—Sudbury.....	69.6	68.9	63.7	49.9	45.9	50.0	69.5	63.3	47.1	68.0
44—Timmins.....	69.5	67.7	64.5	48.7	48.3	53.0	73.6	61.9	45.3	66.1
45—Toronto.....	72.7	67.6	70.1 <sup>b</sup>	52.5	47.9	57.6	75.0	63.4	39.0	67.8
46—Welland.....	68.4	65.1	59.4	47.3	43.4	63.9	47.9	67.7		
47—Windsor.....	67.9	65.2	62.3	47.6	48.4	71.0	62.7	43.0	67.1	
48—Woodstock.....	70.8	67.8	65.0	48.4	46.3	63.4	40.6	71.6		
<b>Manitoba—</b>										
49—Brandon.....	62.7	57.7	44.0	46.3	71.7	65.3	74.1			
50—Winnipeg.....	64.9	57.9	58.5 <sup>b</sup>	43.5	43.5	47.0	67.0	58.9	45.0	68.4
<b>Saskatchewan—</b>										
51—Moose Jaw.....	65.3	61.4	63.5	45.9	47.1	50.0	68.5	59.6	44.3	79.3
52—Prince Albert.....	60.2	55.5	57.4	41.7	43.0	49.0	68.7	59.2	44.2	73.5
53—Regina.....	63.3	60.3	60.6	44.0	45.4	53.0	67.8	60.7	46.2	79.0
54—Saskatoon.....	61.5	59.5	60.5	43.4	45.9	55.7	64.0	57.8	44.5	74.7
<b>Alberta—</b>										
55—Calgary.....	67.5	63.1	64.8 <sup>b</sup>	45.8	46.6	50.3	72.5	61.0	49.1	80.9
56—Drumheller.....	65.7	63.7	63.5	46.7	45.3	46.0	66.0	49.6	83.8	
57—Edmonton.....	64.2	59.9	61.0	43.1	43.7	52.5	64.2	56.3	40.9	77.5
58—Lethbridge.....	68.5	63.0	65.0	45.7	46.5	56.0	71.3	60.3	47.3	84.6
<b>British Columbia—</b>										
59—Nanaimo.....	78.6	74.0	76.2	53.4	53.5	80.2	65.0	55.0	87.9	
60—New Westminster.....	71.7	66.4	67.1	48.8	50.0	52.3	72.7	63.7	48.8	80.5
61—Prince Rupert.....	81.3	74.5	81.5	51.7	52.5	82.5	65.7	53.0	87.9	
62—Trail.....	76.8	73.3	74.0	53.1	53.0	75.7	67.0	58.4	86.3	
63—Vancouver.....	77.6	70.7	72.9	51.3	52.0	61.1	74.8	64.0	51.6	81.6
64—Victoria.....	77.3	70.3	71.1	52.1	52.9	60.3	78.7	63.6	48.6	81.8



COAL AND RENTALS BY CITIES, JANUARY, 1950

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	21.3	30.3	43.9	18.0	65.9	30.0	10.0	7.3	10.3	14.5
35—Owen Sound.....	22.9	30.6	39.4	18.0	65.6	28.9	10.0	7.4	9.7	14.9
36—Peterborough.....	20.3	29.7	42.6	18.0	65.0	29.5	10.0	7.2	10.5	14.1
37—Port Arthur.....	22.5	30.1	50.2	20.0	63.4	30.6	10.7	7.2	9.7	15.1
38—St. Catharines.....	22.3	29.7	46.3	19.0	66.1	29.2	9.3	7.0	10.1	14.3
39—St. Thomas.....	22.3	30.1	41.4	18.0	66.3	30.2	10.0	7.4	10.3	14.5
40—Sarnia.....	22.2	31.5	40.7	18.0	66.9	29.8	10.0	7.3	10.8	14.8
41—Sault Ste. Marie.....	23.2	30.0	47.6	20.0	65.4	30.3	10.7	7.4	10.5	14.9
42—Stratford.....	22.5	31.6	40.3	18.0	64.8	29.8	10.0	6.8	10.5	14.9
43—Sudbury.....	22.5	30.2	48.1	20.0	67.0	29.8	10.7	7.6	10.7	15.1
44—Timmins.....	24.3	30.3	44.9	20.0	65.3	29.9	11.3	7.6	10.6	15.0
45—Toronto.....	22.5	30.2	44.0	19.0	65.5	28.4	10.0	7.1	10.3	14.1
46—Welland.....	23.1	30.9	44.8	19.0	65.6	29.2	10.7	7.0	9.7	14.1
47—Windsor.....	21.8	30.2	42.5	19.0	66.4	29.3	10.0	7.3	10.6	14.6
48—Woodstock.....	21.5	30.5	39.6	18.0	65.6	29.6	10.0	6.7	9.5	14.9
<b>Manitoba—</b>										
49—Brandon.....	22.6	32.2	43.2	16.0	63.5	31.0	10.7	7.3	8.4	15.6
50—Winnipeg.....	21.4	30.1	44.3	17.0	63.6	30.0	11.0	7.0	9.7	14.9
<b>Saskatchewan—</b>										
51—Moose Jaw.....	20.3	32.1	.....	18.0	62.7	29.9	11.2	7.1	9.1	15.1
52—Prince Albert.....	22.0	31.7	44.0	17.0	63.6	29.5	9.6	7.3	9.0	14.7
53—Regina.....	21.5	32.8	41.0	18.0	62.3	29.9	11.2	7.3	8.8	15.1
54—Saskatoon.....	21.0	32.3	43.7	17.0	63.0	29.3	10.4	7.1	9.0	14.5
<b>Alberta—</b>										
55—Calgary.....	22.5	32.9	44.1	19.0	63.9	29.5	10.4	7.2	8.9	15.1
56—Drumheller.....	25.3	34.3	.....	20.0	65.7	30.2	11.2	7.6	10.7	15.4
57—Edmonton.....	23.4	33.4	41.8	18.0	63.7	29.8	10.4	7.1	9.3	14.5
58—Lethbridge.....	23.1	33.6	44.7	18.0	63.7	30.2	11.2	7.5	9.5	14.7
<b>British Columbia—</b>										
59—Nanaimo.....	25.5	31.7	45.6	20.0	66.6	31.3	12.5	7.4	10.2	15.3
60—New Westminster.....	23.1	29.0	43.8	17.0	65.1	29.9	11.7	7.3	9.9	14.7
61—Prince Rupert.....	27.0	32.1	53.4	25.0	67.3	33.4	14.0	7.9	11.0	16.1
62—Trail.....	25.9	33.8	50.3	20.0	66.0	31.0	13.0	7.6	9.4	15.6
63—Vancouver.....	23.9	29.4	45.2	17.0	64.9	30.3	12.8	7.2	9.8	14.7
64—Victoria.....	25.1	29.2	48.5	19.0	65.3	30.3	12.8	7.6	10.0	15.1

TABLE F-1.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common, dry white, per lb.	Onions, cooking, per lb.	Potatoes, per 10 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar
	Tomatoes, choice 2½ s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>P.E.I.—</b>											
1—Charlottetown.....	23.3	18.6	21.8	12.3	9.1	21.9	20.6	19.9	39.0	71.7	49.8
<b>Nova Scotia—</b>											
2—Halifax.....	22.4	18.6	20.7	12.8	8.0	25.9	22.7	18.5	35.0	52.7	47.9
3—New Glasgow.....	23.3	16.6	21.4	11.6	8.3	26.4	23.0	.....	42.0	60.0	50.0
4—Sydney.....	20.6	18.5	21.8	12.0	8.7	28.7	24.8	19.9	36.4	58.6	47.7
5—Truro.....	20.5	17.0	19.9	12.0	8.7	23.9	23.4	19.9	29.5	60.4	50.4
<b>New Brunswick—</b>											
6—Fredericton.....	20.0	19.6	20.7	12.7	8.3	24.6	21.5	19.1	40.0	55.4	49.4
7—Moncton.....	20.4	19.5	20.0	11.6	9.0	24.9	21.2	20.2	40.8	55.0	50.1
8—Saint John.....	19.2	17.6	19.9	12.4	8.4	22.2	22.7	20.1	37.8	53.6	48.3
<b>Quebec—</b>											
9—Chicoutimi.....	17.0	19.3	20.7	13.0	9.9	33.3	.....	23.8	.....	.....	36.0
10—Hull.....	16.3	17.1	18.8	11.9	8.7	30.2	22.8	19.9	39.0	47.3	45.3
11—Montreal.....	16.0	16.5	18.0	12.3	8.2	27.1	22.7	20.3	41.6	44.1	45.2
12—Quebec.....	15.8	17.8	18.9	11.5	8.5	25.1	22.6	20.0	39.1	46.9	49.2
13—St. Hyacinthe.....	15.3	18.1	19.4	10.8	8.5	27.4	20.8	18.0	32.1	47.7	46.9
14—St. Johns.....	16.7	18.6	19.5	11.5	8.4	26.2	21.3	17.2	31.5	47.4	45.0
15—Sherbrooke.....	15.9	17.2	19.1	11.5	8.5	25.7	24.3	19.8	37.0	49.1	47.3
16—Sorel.....	17.3	18.2	19.6	11.4	9.8	28.0	22.3	19.8	36.0	45.8	45.6
17—Thetford Mines.....	16.8	17.4	20.1	11.9	8.4	26.0	22.6	18.8	.....	59.0	48.9
18—Three Rivers.....	16.3	17.3	19.1	10.5	8.3	26.2	20.7	19.5	37.8	47.0	46.6
<b>Ontario—</b>											
19—Belleville.....	16.9	17.4	19.5	12.1	8.3	29.4	21.6	18.1	32.5	46.1	46.4
20—Brantford.....	19.4	17.0	19.7	11.4	7.8	30.4	22.2	18.0	38.5	50.2	44.3
21—Brockville.....	18.4	17.3	20.0	13.2	8.4	33.0	23.5	17.3	34.0	46.9	48.3
22—Chatham.....	19.3	17.0	18.3	11.0	7.7	27.2	23.0	19.0	35.5	49.5	46.7
23—Cornwall.....	17.2	16.7	18.9	12.1	8.3	29.7	21.7	19.4	39.0	49.8	48.0
24—Fort William.....	17.8	16.7	19.8	12.6	8.0	35.5	21.3	21.7	35.7	52.7	48.0
25—Galt.....	18.5	17.3	18.6	12.8	8.4	31.9	24.2	18.2	38.3	48.4	44.7
26—Guelph.....	19.7	16.5	19.2	12.5	7.8	28.5	22.9	18.0	38.0	48.8	45.0
27—Hamilton.....	18.8	16.1	18.6	13.2	8.1	31.9	25.3	19.2	40.3	50.3	44.8
28—Kingston.....	16.7	16.7	19.3	12.9	7.8	30.4	22.5	17.9	34.0	46.7	46.1
29—Kitchener.....	19.1	18.4	19.7	12.5	7.8	30.8	22.9	18.5	36.0	51.2	45.5
30—London.....	18.4	17.5	19.0	12.3	7.7	28.9	22.6	17.6	36.8	49.9	44.2
31—Niagara Falls.....	18.4	17.7	18.6	12.1	7.9	30.8	22.0	18.3	.....	49.3	46.7
32—North Bay.....	19.4	15.7	20.2	12.6	8.7	33.3	21.3	22.7	38.5	48.8	47.0
33—Oshawa.....	17.1	17.7	19.1	12.1	7.8	26.9	.....	19.6	.....	47.7	45.0

COAL AND RENTALS BY CITIES, JANUARY, 1950

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ¼ lb. package	Coal		Rent (a)
				Granulated per lb.	Yellow per lb.			Anthracite per ton	Bituminous per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
<b>P.E.I.—</b>										
1—Charlottetown.....	27.7	39.0	35.4	9.9	9.8	87.4	50.2	.....	15.50	.....
<b>Nova Scotia—</b>										
2—Halifax.....	29.6	39.9	32.0	9.8	9.9	89.4	50.1	.....	16.75	29.00-33.00
3—New Glasgow.....	29.2	44.1	34.0	10.3	10.3	91.4	50.4	.....	.....	16.00-20.00
4—Sydney.....	29.1	42.5	31.9	10.6	10.3	90.0	50.9	.....	11.85	21.00-25.00
5—Truro.....	29.0	40.8	32.9	9.8	9.9	90.8	52.3	.....	15.65	.....
<b>New Brunswick—</b>										
6—Fredericton.....	28.4	43.3	32.6	9.9	9.8	86.4	50.0	.....	16.75	21.50-25.50
7—Moncton.....	29.0	42.6	31.9	10.4	10.4	86.6	50.1	.....	16.30	.....
8—Saint John.....	27.4	38.4	31.0	10.2	10.0	82.5	50.9	.....	17.25	22.50-26.50
<b>Quebec—</b>										
9—Chicoutimi.....	32.4	41.3	36.0	10.1	9.9	99.0	55.9	25.00	.....	.....
10—Hull.....	26.4	37.8	29.3	9.7	9.6	81.6	53.7	24.25	.....	.....
11—Montreal.....	27.1	38.4	28.3	9.6	9.8	89.6	52.8	25.25	.....	25.50-29.50
12—Quebec.....	28.2	41.6	30.5	9.9	9.8	90.8	53.5	23.00	.....	29.50-33.50
13—St. Hyacinthe.....	28.3	37.7	30.0	9.6	9.5	80.4	53.4	24.75	.....	.....
14—St. Johns.....	29.4	39.4	30.6	9.6	9.6	98.0	52.8	23.00	.....	.....
15—Sherbrooke.....	27.9	40.0	29.3	9.8	9.7	91.3	53.4	24.50	.....	22.50-26.50
16—Sorel.....	29.3	41.0	30.2	9.4	9.2	85.6	52.6	23.75	.....	.....
17—Thetford Mines.....	29.3	38.1	30.9	9.6	9.5	88.2	52.9	25.50	.....	.....
18—Three Rivers.....	26.2	39.0	30.2	9.7	9.5	88.4	53.4	24.00	.....	.....
<b>Ontario—</b>										
19—Belleville.....	.....	35.0	28.4	10.0	9.9	86.2	53.1	23.50	.....	.....
20—Brantford.....	27.0	35.1	27.8	9.9	9.9	82.9	52.5	23.50	.....	23.50-27.50
21—Brockville.....	28.3	36.9	28.9	9.8	9.7	88.7	51.9	24.00	.....	.....
22—Chatham.....	28.2	37.0	28.6	10.4	10.5	84.7	53.5	24.00	.....	.....
23—Cornwall.....	28.1	39.3	28.7	9.8	9.8	89.4	51.7	25.25	.....	.....
24—Fort William.....	26.2	40.6	30.6	10.5	10.5	77.5	51.3	26.85	.....	29.50-33.50
25—Galt.....	24.3	32.2	27.8	10.5	10.5	84.4	53.7	24.00	.....	.....
26—Guelph.....	26.7	34.8	27.7	9.8	9.8	82.9	53.7	23.60	.....	.....
27—Hamilton.....	25.8	32.5	28.3	9.7	9.9	86.2	53.2	23.00	.....	30.50-34.50
28—Kingston.....	29.3	36.3	28.5	10.0	10.0	85.7	52.7	24.00	.....	34.00-38.00
29—Kitchener.....	27.1	35.0	27.1	10.2	10.1	77.3	54.1	23.50	.....	31.50-35.50
30—London.....	27.4	33.1	27.9	10.4	10.2	86.8	52.6	24.00	.....	29.00-33.00
31—Niagara Falls.....	.....	36.2	27.9	9.8	9.7	82.8	53.1	23.00	.....	.....
32—North Bay.....	27.7	35.4	31.0	10.7	10.7	86.0	53.4	26.00	.....	.....
33—Oshawa.....	26.7	33.8	26.9	9.9	9.7	84.5	54.4	23.75	.....	.....



TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common, dry white, per lb.	Onions, cooking, per lb.	Potatoes, per 10 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar
	Tomatoes, choice 2½'s (28 oz.), per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	16.1	17.5	19.3	11.9	8.9	30.3	24.2	19.9	36.8	49.3	45.3
35—Owen Sound.....	19.7	16.4	19.0	13.1	7.0	30.3	19.0	17.8	34.0	49.3	45.9
36—Peterborough.....	17.3	16.3	18.1	12.6	8.0	29.4	23.2	18.2	38.0	48.8	47.4
37—Port Arthur.....	18.0	17.8	19.6	12.9	7.9	35.8	23.3	22.9	38.3	54.3	48.3
38—St. Catharines.....	18.7	16.5	18.6	12.3	7.9	28.6	25.8	18.8	37.3	52.1	45.4
39—St. Thomas.....	18.9	18.9	19.9	10.9	7.7	29.0	22.8	18.3	37.0	45.9	46.2
40—Sarnia.....	19.7	18.7	19.8	12.6	7.8	28.3	22.0	18.1	39.0	48.4	46.6
41—Sault Ste. Marie.....	19.0	16.9	19.6	12.1	7.7	33.0	23.2	19.8	38.5	52.3	47.1
42—Stratford.....	20.5	17.7	19.7	11.6	8.0	28.8	21.5	17.8	34.4	47.1	46.0
43—Sudbury.....	16.9	16.2	18.6	11.7	8.3	35.5	20.9	20.1	37.3	56.7	48.3
44—Timmins.....	17.8	15.8	18.4	12.7	8.5	35.8	22.0	20.7	38.2	50.0	47.8
45—Toronto.....	17.0	16.0	18.1	13.2	7.8	32.2	23.1	18.8	35.4	45.6	43.5
46—Welland.....	18.1	16.0	19.3	12.8	7.5	30.3	21.7	16.9	37.7	49.4	45.0
47—Windsor.....	18.6	18.0	19.9	12.1	7.3	28.8	25.0	18.6	35.3	52.9	45.6
48—Woodstock.....	18.9	17.1	18.4	11.3	8.0	28.7	22.5	17.1	35.0	49.7	44.0
<b>Manitoba—</b>											
49—Brandon.....	21.0	19.9	19.2	15.4	8.7	40.3	21.9	20.4	43.0	59.1	.....
50—Winnipeg.....	19.5	18.5	19.1	14.1	6.7	39.9	22.0	20.0	40.7	62.3	56.8
<b>Saskatchewan—</b>											
51—Moose Jaw.....	21.3	19.1	20.0	14.0	8.6	47.0	22.1	19.6	45.0	69.0	.....
52—Prince Albert.....	23.2	19.5	21.3	14.6	9.2	41.3	22.6	20.0	46.7	74.3	.....
53—Regina.....	22.0	19.8	20.8	13.3	8.3	44.7	22.6	21.1	41.5	59.6	58.9
54—Saskatoon.....	21.7	17.7	20.1	13.2	8.8	44.9	23.5	20.2	41.9	70.3	.....
<b>Alberta—</b>											
55—Calgary.....	22.1	17.1	21.2	13.8	8.6	50.2	21.3	20.3	38.3	69.6	53.7
56—Drumheller.....	.....	17.7	22.0	14.3	8.5	48.6	21.5	20.9	39.5	75.5	56.2
57—Edmonton.....	22.6	18.3	21.6	13.6	8.8	48.9	21.6	19.7	38.8	68.9	55.1
58—Lethbridge.....	23.4	17.4	20.2	12.7	8.1	39.6	23.2	19.8	40.0	83.3	53.7
<b>British Columbia—</b>											
59—Nanaimo.....	23.1	18.0	22.5	15.6	8.8	45.1	23.1	18.4	37.3	62.2	.....
60—New Westminster.....	20.5	18.0	21.7	14.4	8.0	41.7	21.1	18.7	33.4	56.0	49.7
61—Prince Rupert.....	25.1	22.0	24.8	16.3	8.7	47.3	23.6	20.1	44.0	75.7	52.7
62—Trail.....	25.9	20.7	22.2	16.7	9.0	46.1	23.5	21.3	38.0	86.7	57.0
63—Vancouver.....	20.8	17.2	20.6	14.4	7.7	45.1	21.8	20.1	34.0	58.0	49.9
64—Victoria.....	23.3	19.2	22.6	14.5	8.4	46.9	23.0	19.6	39.0	55.6	49.0

COAL AND RENTALS BY CITIES, JANUARY, 1950

Locality	Peaches choice per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. int	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
				Granulated per lb.	Yellow per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
34—Ottawa.....	26.0	37.7	28.4	9.6	9.6	81.6	52.8	24.25	.....	35.00-39.00
35—Owen Sound.....	28.1	33.3	28.8	10.3	10.3	90.5	52.9	24.00	.....	.....
36—Peterborough.....	.....	35.0	27.2	10.1	10.1	83.7	52.2	24.25	.....	.....
37—Port Arthur.....	26.6	42.6	29.9	10.3	10.1	74.8	51.5	26.85	.....	25.00-29.00
38—St. Catharines.....	24.0	32.4	26.8	10.1	9.6	83.0	52.7	23.75	.....	29.50-33.50
39—St. Thomas.....	27.5	38.3	28.8	10.5	10.5	83.3	53.6	24.00	.....	.....
40—Sarnia.....	27.7	37.3	29.1	10.3	10.3	87.0	53.0	23.50	.....	.....
41—Sault Ste. Marie.....	26.9	37.6	30.8	10.3	10.2	81.2	52.7	24.00	.....	.....
42—Stratford.....	28.8	35.7	29.1	10.2	10.1	86.5	52.3	23.50	.....	.....
43—Sudbury.....	28.4	37.9	30.7	10.7	10.3	79.6	53.0	24.75	.....	32.50-36.50
44—Timmings.....	27.5	39.7	30.5	10.8	10.6	77.6	52.6	26.50	.....	31.50-35.50
45—Toronto.....	26.1	35.8	26.6	9.9	9.9	85.9	52.0	22.65	.....	36.50-40.50
46—Welland.....	24.9	33.0	.....	9.6	9.6	78.8	52.4	22.50	.....	.....
47—Windsor.....	26.0	34.6	28.9	10.1	10.2	83.1	52.4	23.50	.....	28.50-32.50
48—Woodstock.....	27.5	36.4	27.6	10.4	10.3	83.7	52.0	24.00	.....	.....
<b>Manitoba—</b>										
49—Brandon.....	29.4	41.7	32.7	11.7	11.5	79.3	51.0	.....	16.35	.....
50—Winnipeg.....	27.0	40.0	29.7	11.3	11.4	75.7	49.6	.....	17.55	30.50-34.50
<b>Saskatchewan—</b>										
51—Moose Jaw.....	29.3	41.3	34.0	11.5	11.4	76.0	50.0	.....	14.60	.....
52—Prince Albert.....	28.7	44.0	33.0	11.7	11.6	85.7	51.3	.....	14.75	.....
53—Regina.....	27.9	41.3	32.5	11.8	12.3	88.3	54.6	.....	15.40	31.50-35.50
54—Saskatoon.....	27.4	43.4	33.0	11.6	12.1	84.3	50.9	.....	14.90	24.50-28.50
<b>Alberta—</b>										
55—Calgary.....	27.1	38.8	32.7	11.2	11.5	83.9	49.9	.....	12.50	28.50-32.50
56—Drumheller.....	30.7	45.5	35.4	11.0	11.6	88.5	49.8	.....	.....	23.50-27.50
57—Edmonton.....	27.2	39.1	31.5	11.1	11.4	86.5	50.3	.....	8.20	27.50-31.50
58—Lethbridge.....	27.8	42.3	32.4	10.6	11.1	75.8	51.0	.....	8.35	.....
<b>British Columbia—</b>										
59—Nanaimo.....	28.0	37.0	29.9	10.0	10.9	87.0	49.9	.....	.....	.....
60—New Westminster.....	26.5	32.9	29.9	9.4	9.5	78.4	50.2	.....	16.65	22.00-26.00
61—Prince Rupert.....	30.0	38.1	33.9	10.5	10.6	86.7	51.1	.....	18.00	21.00-25.00
62—Trail.....	28.8	40.2	33.6	10.3	10.5	88.4	51.1	.....	16.25	.....
63—Vancouver.....	26.6	32.4	28.9	9.6	9.6	81.1	49.5	.....	17.04	27.50-31.50
64—Victoria.....	28.1	35.7	30.0	10.2	10.2	78.0	50.9	.....	18.25	23.50-27.50

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time.

(a) Rental ranges shown above are indicative of prevailing rents being paid. They should not be used as a measure of change in rents paid for the same quality of living accommodation over long periods of time.

(b) Averages include prices for cuts with bone-in.

**TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF JANUARY, 1950**

(BASE:—August 1939 = 100)

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	Jan. 3, 1949	Dec. 1, 1949	Jan. 3, 1950						
Halifax.....	152.3	153.6	152.7	196.3	111.0	132.6	193.3	156.1	122.6
St. John.....	156.2	153.0	157.1	190.8	118.0	134.4	192.8	159.9	130.0
Montreal.....	162.3	164.1	163.8	207.0	120.5	133.2	176.8	172.0	130.0
Toronto.....	155.0	157.4	156.9	192.3	124.6	153.2	182.0	162.5	129.7
Winnipeg.....	153.4	155.7	155.0	197.3	119.5	121.5	176.6	170.3	125.2
Saskatoon.....	162.0	162.7	162.2	207.6	125.3	140.4	188.7	172.2	122.3
Edmonton.....	154.5	156.4	156.9	206.3	113.1	114.6	187.6	162.0	128.4
Vancouver.....	160.8	161.9	161.9	205.6	115.6	139.8	191.9	160.5	134.2

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

**TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS**

(BASE: August 1939=100)

(Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month)

Commodities*	Per	Dec. 1941	Aug. 1945	Dec. 1945	Nov. 1949	Dec. 1949	Jan. 1950	Price Jan. 1950
Beef, sirloin steak.....	lb.	120.7	154.8	154.8	250.5	249.5	251.6	70.2
Beef, round steak.....	lb.	125.7	167.9	167.9	279.3	278.5	281.0	66.6
Beef, rib roast.....	lb.	125.5	174.3	174.3	282.2	281.3	283.5	65.2
Beef, blade.....	lb.	132.7	161.6	162.3	297.5	296.2	300.6	47.8
Beef, stewing, boneless.....	lb.	136.7	168.3	168.3	335.3	334.6	338.3	46.2
Veal, front roll, boneless.....	lb.	139.3	174.0	174.0	312.4	310.7	316.6	53.5
Lamb, leg roast.....	lb.	109.9	164.4	152.8	240.5	245.1	251.1	71.3
Pork, fresh loins, centre cut.....	lb.	125.3	143.8	143.8	238.0	235.1	227.7	61.9
Pork, fresh shoulder, hock off.....	lb.	127.0	143.4	143.4	254.6	246.7	238.3	45.4
Bacon, side, fancy sliced, rind-on.....	lb.	132.3	141.5	142.5	233.9	233.3	227.0	72.4
Lard, pure.....	lb.	151.3	157.9	159.6	220.2	207.9	200.0	22.8
Shortening, vegetable.....	lb.	134.7	137.5	137.5	222.9	216.7	214.6	30.9
Eggs, grade "A", large.....	doz.	156.4	155.3	181.3	223.6	196.6	143.9	44.8
Milk.....	qt.	111.0	95.4	95.4	165.1	165.1	166.1	18.1
Butter, creamery, prints.....	lb.	140.5	144.3	148.0	233.3	239.6	239.9	65.5
Cheese, plain, mild, ½ lb.....	pkg.	174.6	164.4	165.4	226.0	226.0	226.0	30.2
Bread, plain, white, wrapped.....	lb.	106.5	106.3	106.3	165.1	165.1	165.1	10.4
Flour, first grade.....	lb.	127.3	124.2	124.2	221.2	221.2	221.2	7.3
Rolled Oats, package.....	lb.	112.0	114.0	114.0	156.7	159.9	161.5	10.2
Corn flakes, 8 oz.....	pkg.	101.1	100.0	100.0	163.0	163.0	163.0	15.0
Tomatoes, canned, 2½'s.....	tin	129.9	137.7	137.7	186.8	184.0	182.1	19.3
Peas, canned, 2's.....	tin	117.5	121.7	121.7	147.5	147.5	147.5	17.7
Corn, canned 2's.....	tin	128.3	132.7	132.7	180.5	178.8	176.1	19.9
Beans, dry.....	lb.	129.4	133.3	133.3	256.9	252.9	249.0	12.7
Onions.....	lb.	108.2	142.9	126.5	163.3	165.3	169.4	8.3
Potatoes.....	10 lbs.	89.9	218.3	149.4	150.5	150.5	150.9	33.0
Prunes, bulk.....	lb.	115.8	120.2	120.2	193.9	196.5	197.4	22.5
Raisins, seedless, bulk.....	lb.	104.0	107.9	108.6	127.8	128.5	128.5	19.4
Oranges.....	doz.	132.5	154.6	154.3	137.3	135.8	137.7	38.0
Lemons.....	doz.	111.3	147.7	148.6	162.2	166.8	169.8	55.2
Jam, strawberry, 16 oz.....	jar	111.3	115.1	115.1	146.7	146.1	145.5	23.9
Peaches, 20 oz.....	tin	101.5	105.1	106.1	141.6	141.1	140.6	27.7
Marmalade, orange, 16 oz.....	jar	118.3	128.9	128.9	140.7	140.7	140.7	19.1
Corn syrup, 2 lb.....	tin	138.0	158.2	157.7	177.5	176.9	176.9	30.3
Sugar, granulated.....	lb.	132.3	132.3	132.3	150.8	150.8	158.5	10.3
Sugar, yellow.....	lb.	131.3	134.9	134.9	157.1	157.1	163.5	10.3
Coffee.....	lb.	141.6	131.4	131.7	208.9	234.9	250.9	84.8
Tea, black ½ lb.....	pkg.	145.2	131.6	131.6	176.9	177.2	177.2	52.1

\* Descriptions and units of sale apply to January, 1950 prices.



**TABLE F-5.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS**

(1926=100)

	1913	1918	1920	1922	1929	1933	1939	1941	1945	1947	1948	Dec. 1948	Oct. 1949	Nov. 1949	Dec. 1949
<b>All commodities</b> .....	64.0	127.4	155.9	97.3	95.6	67.1	75.4	90.0	103.6	129.1	153.4	159.6	157.1	157.0	156.8
Classified According to Chief Component Material—															
I. Vegetables and Their Products.....	58.1	127.9	167.0	86.2	91.6	59.3	63.7	77.0	97.0	115.1	135.4	139.3	142.6	143.0	142.5
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	109.0	59.4	74.6	92.1	107.9	131.8	168.7	176.0	164.3	164.0	163.0
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	91.3	69.7	70.0	91.0	91.8	128.8	157.0	162.0	158.9	159.3	159.7
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	93.9	62.8	79.2	96.0	120.0	162.4	186.2	167.0	138.1	138.6	138.6
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	93.7	85.4	98.5	111.3	117.1	137.9	159.2	167.1	173.5	173.7	173.9
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	99.2	64.3	71.3	77.7	70.8	104.6	140.6	161.0	141.4	139.8	139.8
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	92.9	84.4	85.3	95.2	102.0	114.5	133.5	137.8	133.2	138.1	139.0
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	95.4	81.3	79.8	98.9	99.4	107.9	120.1	129.2	122.0	119.2	119.3
Classified According to Purpose—															
I. Consumers' Goods.....	62.0	102.7	136.1	96.9	94.7	71.1	75.9	91.1	98.1	117.3	140.8	144.3	143.1	142.4	142.4
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	63.8	73.0	80.5	103.4	122.4	152.3	155.7	153.3	152.8	151.7
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	91.1	76.0	77.2	89.2	94.6	113.6	133.2	136.7	136.3	135.5	136.2
II. Producers' Goods.....	67.7	133.3	164.8	98.8	96.1	63.1	70.4	83.2	100.7	123.3	153.9	162.8	159.2	159.6	159.8
Producers' Equipment.....	55.1	81.9	108.6	104.1	94.6	80.0	95.4	108.7	118.1	133.1	155.7	163.4	162.2	161.9	163.5
Producers' Materials.....	69.1	139.0	171.0	98.2	96.3	66.5	67.6	131.1	103.7	128.9	153.7	162.7	158.9	159.3	159.4
Building and Construction.....	67.0	100.7	144.0	108.7	99.0	78.2	80.7	107.3	127.3	166.4	187.7	193.0	199.3	199.6	200.3
Manufacturers'.....	69.5	148.1	177.3	95.8	95.9	57.3	63.9	70.6	93.8	122.3	146.6	155.8	152.3	152.5	152.5
Classified According to Degree of Manufacture—															
I. All Raw (or partly manufactured).....	63.8	120.8	154.1	94.7	97.5	56.6	67.5	81.8	105.6	130.7	156.2	163.8	160.5	160.5	160.2
II. All Manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	117.4	140.3	143.9	142.9	142.8	142.6
Canadian Farm Products—															
Field.....	56.4	132.0	166.5	81.4	83.8	45.8	54.2	50.0	110.1	126.4	133.0	126.6	123.0	122.6	122.7
Animal.....	77.0	133.6	150.8	90.0	112.5	59.7	61.2	95.9	123.0	143.9	177.6	136.3	131.7	132.5	130.7
TotaL.....	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	114.9	132.9	149.7	148.9	145.0	145.0	144.4

The indexes for 1949 are subject to revision.

TABLE F-6.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzer-land	Egypt	South Africa	Australia	New Zealand
Description of index:	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities:			Mexico City	630	105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base period:	1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914	June—Aug., 1939	1938	1935-39—1000	Dec. 1942—1000
	(a)	(b)		(b)	(t)			(k)	(c)	(m)		(d)	(e)
1913	79.1	70.7		100					100		81.4		628
1914	71.8	71.8		(g)				107.5			85.5		676
1915	80.7	72.5		(f)				129.5			90.8		724
1916	87.0	77.9		(f)				141.7			99.6		786
1917	102.4	91.6		(f)				154.7	204		106.4		850
1918	115.6	107.5		(f)				158.5	222		117.7		912
1919	126.5	123.8		(f)				158.2	224		145.8		1019
1920	145.4	143.0		(f)				157.5	200		132.0		1034
1921	129.9	127.7		(f)				160.3	164		110.1		952
1922	120.4	119.7		(f)	185			162.1	162	125	106.3		1010
1923	121.8	126.4		(f)	176			172.4	161	118	106.6		1004
1924	121.7	122.5		(f)	151			179.2	161	99	93.2		795
1925	94.4	92.4		(f)	178			182.8	131	103	99.9		990
1926	101.5	99.4		(f)	205	108		192.8	138	113	103.4		1051
1927	105.6	100.2		(f)	226	129		193.5	174	138	108.2		1035
1928	111.7	105.2		(f)	250	150		198.2	174	184	117.3		1073
1929	117.0	116.5		(f)	282	175		203.2	193	242	124.4		1002
1930	118.4	123.6		(f)	295	185		209.2	208	279	128.8		1003
1931	118.9	125.5		(f)	295	185		213.5	209	283	132.2		1004
1932	119.5	128.4		(f)	295	193		217.5	208	287	134.1		1008
1933	123.6	139.3		(f)	291	203	457.5	224.4	217	279	139.7		1039
1934	123.6	139.3		(f)	291	203	457.5	224.4	217	281	147.8		1105
1935	123.6	139.3		(f)	291	203	457.5	224.4	217	282	150.2		1107
1936	123.6	139.3		(f)	291	203	457.5	224.4	217	282	150.2		1107
1937	123.6	139.3		(f)	291	203	457.5	224.4	217	282	150.2		1107
1938	123.6	139.3		(f)	291	203	457.5	224.4	217	282	150.2		1107
1939	123.6	139.3		(f)	291	203	457.5	224.4	217	282	150.2		1107
1940	123.6	139.3		(f)	291	203	457.5	224.4	217	282	150.2		1107
1941	123.6	139.3		(f)	291	203	457.5	224.4	217	282	150.2		1107
1942	123.6	139.3		(f)	291	203	457.5	224.4	217	282	150.2		1107
1943	123.6	139.3		(f)	291	203	457.5	224.4	217	282	150.2		1107
1944	123.6	139.3		(f)	291	203	457.5	224.4	217	282	150.2		1107
1945	123.6	139.3		(f)	291	203	457.5	224.4	217	282	150.2		1107
1946	123.6	139.3		(f)	291	203	457.5	224.4	217	282	150.2		1107
1947	123.6	139.3		(f)	291	203	457.5	224.4	217	282	150.2		1107
1948	123.6	139.3		(f)	291	203	457.5	224.4	217	282	150.2		1107
1949—January	158.9	171.4		(g)	99	1632	4847	175.2	225	282	151.2		1000
February	159.6	170.9			109	1928	4917	175.2	225	282	151.2		1000
March	159.6	169.0			109	1935	4985	175.3	222	280	151.7		1000
April	159.2	169.5			109	1857	4988	175.3	222	280	152.0		1000
May	159.3	169.7			109	1781	4980	175.4	222	279	152.9		1000
June	159.5	169.2			109	1757	5082	175.7	221	279	154.2		1002
July	160.5	169.2			111	1738	5047	175.5	222	276	154.7		1002
August	162.1	168.8			111	1715	4851	175.8	221		153.2		1002
September	162.3	168.5			111	1757	4910	175.9	222		153.3		1002
October	162.3	168.6			112	1827	4886	176.2	222		153.6		1002
November	161.7	168.6			112	1885		176.8	221		153.3		1002
December	161.5	167.5			112			176.8	221		153.3		1002

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1914-42 on base 1936-39=1000. (f) Yearly averages are for period from Jul of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914=100. (j) New series on June, 1947 bas (k) Revised index. (l) Annual averages are on base July, 1914=100. (m) Average June-December. (n) New index, base 1st quarter, 1949=1000. (o) New series on June, 1947 bas

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY, 1950, JANUARY AND DECEMBER, 1949†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
January, 1950*.....	9†	9	2,456†	2,456	39,488	0.05
December, 1949*.....	5	13	611	3,041	23,667	0.03
January, 1949*.....	10†	10	1,811†	1,811	9,700	0.01

\* Preliminary figures.

† Strikes un-terminated at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.



TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JANUARY, 1950 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
<b>Strikes and Lockouts in Progress Prior to January, 1950</b>				
FISHING AND TRAPPING— Fishermen, Burin, Nfld.	4	(3) 70	1,540	Commenced December 27, 1949; for increased prices for fish; terminated January 21; return of workers; in favour of employer.
MANUFACTURING— Textiles, Clothing, etc.— Worsted textile factory workers, Trenton, Ont.	1	117	2,450	Commenced December 28, 1949; for a new agreement providing for increased wages and reduced hours; untermiated.
TRADE— Department store clerks, New Westminster, B.C.	1	50	1,000	Commenced August 27, 1949; for a union agreement providing for increased wages and other changes, as recommended by majority report of conciliation board; untermiated.
<b>Strikes and Lockouts Commencing During January, 1950</b>				
MINING— Iron ore miners, Bell Island, Nfld.	4	1,450	24,650	Commenced January 3; dispute over duration of new agreement; terminated January 21; conciliation, provincial; indefinite, work resumed for 30 days pending further negotiations.
Firebosses Bellevue, Blairmore, Cadomin, Canmore, Coleman, Gregg River, Luscar, Alta.	10	180	2,160	Commenced January 16; for implementation of majority report of arbitration board for welfare fund and continuance of monthly wage rates, instead of welfare fund and daily rates proposed by operators; untermiated.
MANUFACTURING— Textiles, Clothing, etc.— Ladies' dress factory workers, Montreal, P.Q.	1	17	30	Commenced January 12; for increased wages, piece rates, for cutters, terminated January 13; return of workers pending further negotiations; indefinite.
Men's work clothing factory workers, Bedford, P.Q.	1	36	18	Commenced January 30; for dismissal of foreman for disciplining two female workers; terminated January 30; return of workers and replacement; in favour of employer.
CONSTRUCTION— Buildings and Structures— Plumbers, steamfitters and helpers, Ottawa, Ont.	37	375	7,000	Commenced January 3; for a new agreement providing for increased wages, two weeks' vacations with pay, double time on Saturdays, check-off, etc.; untermiated.
TRADE— Grocery store employees, Montreal, P.Q.	17	161	640	Commenced January 27; for a new agreement providing for increased wages and reduced hours from 47 to 40 per week, following reference to arbitration board; untermiated.

(1) Preliminary data, based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 170 indirectly affected.

## H—Industrial Accidents

**TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FOURTH QUARTER OF 1949, BY GROUPS OF INDUSTRIES AND CAUSES**

CAUSE											TOTAL		
	Agriculture	Logging	Fishing and Trapping	Mining, Non-ferrous Smelting and Quarrying	Manufacturing	Construction	Electricity, Gas, and Water Production and Supply	Transportation and Public Utilities	Trade	Finance		Service	Unclassified
Prime movers (engines, shaftings, belts, etc.).....		1			3	1							5
Working machines.....				1	2								4
Hoisting apparatus (elevators, conveyors, etc.).....				3	1	1		1					6
Dangerous substances (steam, electricity, flames, explosives, etc.)	3	4	3	2	10	5	2	4				8	41
Striking against or being struck by objects.....	1	11			5	2	1	2				1	23
Falling objects.....	2	13		2	5	1	2	2	2				29
Handling of objects.....		6			2								8
Tools.....		1											1
Moving trains, vehicles, watercraft, etc.....	9	6	7	8	12	9	2	7	5			16	111
Animals.....	8												8
Falls of persons.....	2		1	5	14	8	1	8				4	44
Other causes (industrial diseases, infections, lightning, cave-ins, etc.)..	3	1		20	13	8		16	2			14	77
Total, fourth quarter—1949.....	28	43	11	41	67	35	8	70	9			44	1 357
Total, fourth quarter—1948.....	23	47	4	51	64	34	10	63	20			19	335

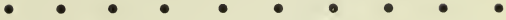
**TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCES AND GROUPS OF INDUSTRIES DURING THE FOURTH QUARTER OF 1949**

INDUSTRY	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....				1	2	13	2	4	5	1		23
Logging.....			1	2	4	9		1	7	19		43
Fishing and Trapping.....					1					10		11
Mining, Non-ferrous Smelting and Quarrying.....	3		5	1	6	10	1		9	6		41
Manufacturing.....				1	26	33	2		1	4		67
Construction.....			4		5	16		2	4	4		35
Electricity, Gas, and Water Production and Supply.....					2	1			3	2		8
Transportation and Public Utilities.....			3	4	16	29	2	5	5	6		70
Trade.....						5	2		1	1		9
Finance.....												
Service.....				3	8	25	4	1	3			44
Unclassified.....					1							1
Total.....	3		13	12	71	141	13	13	38	53		357





# CURRENT LABOUR CONDITIONS



*This article summarizes the latest employment and labour information available at April 10, as the LABOUR GAZETTE went to press. It was prepared by the Economics and Research Branch, Department of Labour.*

**T**HE NEW program of paying supplementary unemployment insurance benefits during the winter months came into effect this year on February 28. Although it is too early yet to assess the effectiveness of the plan in detail, the response to date indicates that it is meeting much of the need for which it was designed. By the end of March, about 80,000 persons had applied for supplementary benefits: of this number, about 56,500 were persons who had not been registered with National Employment Service Offices when the plan began.

About one-half of the applications for supplementary benefits during March came from persons living in the province of Quebec, and a very large proportion of these claimants were loggers. This is to be expected in view of the fact that the logging industry accounted for much of the unemployment in that province this winter. During March, the completion of hauling in the woods increased the number of loggers looking for work, and jobs in agriculture and other industries will not be available for several weeks. Since unemployment insurance was extended to the logging industry only at the end of February, loggers have not had time to build up sufficient contributions to qualify for regular unemployment insurance benefits. The new program enables them to obtain supplementary benefits this year if they have had at least 90 days work in logging or other insurable employment within the previous twelve months.

Another group which is being assisted by the new program consists of unskilled workers who have exhausted their rights to regular benefits. In Canada, many of these workers move from one seasonal industry to another, finding perhaps several weeks' employment in agriculture at the height of the season, and then working for several months in an industry such as construction. By the end of October, construction employment has passed its peak, and layoffs begin. The unskilled men are usually the first to be released; the skilled men are more likely to be retained for finishing work inside the buildings.

In the war and early post-war years, a good many of these unskilled seasonal workers were re-employed during the winter months in other industries where the labour shortage was acute. This winter, labour demand has been low, particularly for the unskilled worker, and many of them have found it difficult to obtain jobs. Many of these workers would have exhausted their benefit rights by the end of February, with a month or so to wait before active spring hiring begins in agriculture, construction and transportation. These are the industries which provide most of the job openings for this type of unskilled worker.

The casual unskilled worker is not likely to benefit a great deal from the spring increase of employment in manufacturing, under way by

early February, in industries such as those producing agricultural implements, clothing, rubber footwear, and some consumer durable goods.

In many of these plants, employers follow the practice of re-hiring experienced workers laid off during the slack season. Many of them operate under collective agreements which usually require hirings and layoffs to be conducted on the basis of seniority provisions.

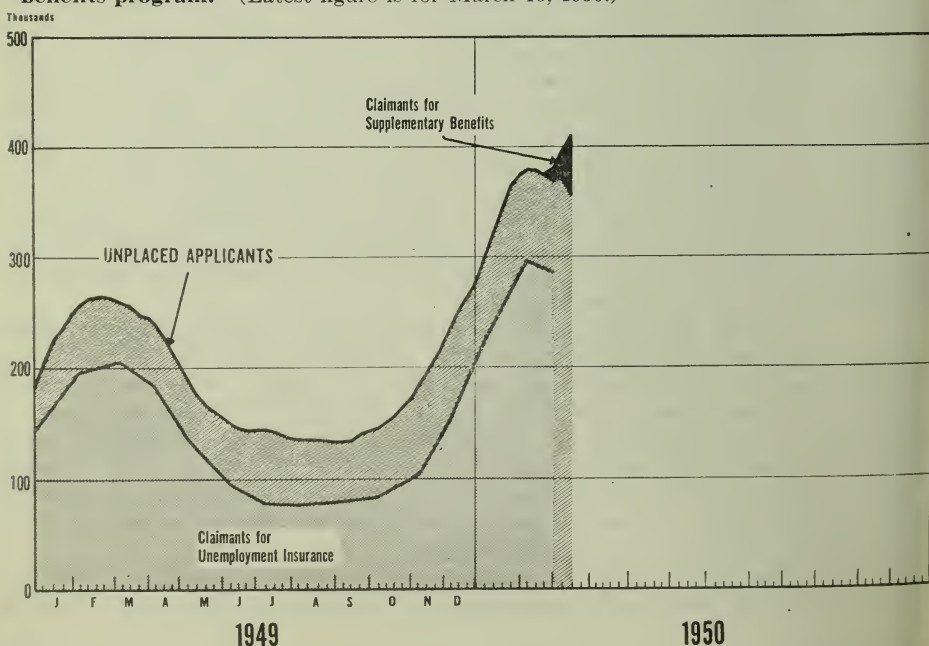
In general, the employment situation improved slightly during March. This improvement is reflected in the number of persons registered with the National Employment Service during the month when allowance is made for additional registrations due to the new supplementary benefit program. Excluding the 56,500 workers claiming supplementary benefits on March 30 who were not registered when the program began on February 28, persons seeking jobs through Employment Service Offices at the end of March numbered 371,700. This was a decline of 1,200 from the comparable figure at March 2. When all claimants for supplementary benefits are included, registrations at the National Employment Service totalled 428,200 on March 30.

This small change over the whole month reflects the fact that March is a transition period between the winter slack season and the rapid spring increase in employment. With the exception of the logging industry, most of the heavy seasonal layoffs are ended. At the same time, spring hiring is not yet underway on a large scale in construction, agriculture and transportation, although advance preparations in these industries have created some job openings. Employment prospects for the next month are excellent, particularly in the construction industry. By the time the supplementary benefit program is terminated on April 15, the seasonal increases in employment should be well under way.

Because of their different economic structure, there is a considerable variation in the employment situation in each of the five regions in Canada at this time of year. In the Pacific region, improved weather, and

(Continued on page 520.)

**The chart below illustrates the increase in the number of unplaced applicants registered at Employment Offices following the inception of the supplementary benefits program. (Latest figure is for March 16, 1950.)**



# CURRENT LABOUR STATISTICS

(Latest available statistics as of April 10, 1950)

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Same Date Previous Year
<b>Manpower—</b>				
Total civilian labour force (a).....	Nov. 1	5,200,000	—	+ 2.5 (c)
Persons with jobs (a).....	Nov. 1	5,053,000	—	+ 2.0 (c)
Persons without jobs and seeking work (a).....	Nov. 1	147,000	—	+25.5 (c)
Registered for work, N.E.S. (b)—				
Atlantic Region.....	Mar. 30	74,154*	—	—
Quebec Region.....	Mar. 30	150,587*	—	—
Ontario Region.....	Mar. 30	95,688*	—	—
Prairie Region.....	Mar. 30	57,353*	—	—
Pacific Region.....	Mar. 30	50,434*	—	—
Total, all regions.....	Mar. 30	428,216*	—	—
Ordinary claims for Unemployment Insurance				
Benefits.....	Feb. 28	286,163	- 3.7	+37.0
Amount of benefit payments.....	Feb.	\$13,605,340	+15.5	+66.8
Index of employment (June, 1941 = 100)				
(Eight leading industries).....	Feb. 1	122.7	- 3.4	- 2.1
Immigration.....	Feb.	4,959	+33.7	(-38.5) (d)
<b>Industrial Relations—</b>				
Strikes and lockouts—days lost.....	Mar.	25,168	—	(-58.1) (d)
Number of workers involved.....	Mar.	5,670	—	(-20.9) (d)
Number of strikes.....	Mar.	22	—	(+58.6) (d)
<b>Earnings and Income</b>				
Average weekly salaries and wages				
(Eight leading industries).....	Feb. 1	\$43.90	+ 3.6	+ 2.3
Average hourly earnings (mfg.).....	Feb. 1	\$1.009	- 0.3	+ 3.8
Average hours per week (mfg.).....	Feb. 1	42.3	- 0.7	- 1.4
Average weekly earnings (mfg.).....	Feb. 1	\$42.68	- 1.0	+ 2.4
Cost of living index (av. 1935-39 = 100).....	Mar. 1	163.7	+ 1.3	+ 2.8
Real weekly earnings (mfg. av. 1946 = 100).....	Feb. 1	108.0	- 1.4	+ 0.9
Total labour income.....	Jan.	\$ 620,000,000	- 3.4	+ 2.1
<b>Industrial Production—</b>				
Total (av. 1935-39 = 100) (e).....	Feb.	184.8	+ 0.2	+ 2.7
Manufacturing.....	Feb.	194.1	+ 0.4	+ 1.8
Non-durables.....	Feb.	177.9	+ 1.8	+ 1.5
Durables.....	Feb.	222.1	- 1.6	+ 2.5
<b>Trade—</b>				
Retail trade.....	Feb.	\$511,730,000	+ 2.0	+ 9.0
Exports.....	Feb.	\$199,500,000	- 9.8	- 2.7
Imports.....	Feb.	\$200,200,000	- 5.5	- 2.8

- (a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.
- (b) Some of these "unplaced applicants" registered at the National Employment Service Offices are persons with a job who are seeking other work. On the other hand, there are persons without jobs and seeking work who do not come to the N.E.S. offices.
- (c) These percentages calculated on basis of 1949 figures excluding Newfoundland.
- (d) These percentages compare the cumulative total to date from first of current year with total for same period previous year.
- (e) All industrial production figures are preliminary.
- \* These figures include persons not registered with N.E.S. on February 28, and now applying for supplementary benefits, as follows: Canada, 56,500; Atlantic, 10,800; Quebec, 37,000; Ontario, 3,500; Prairies, 3,200; Pacific, 2,000. Percentage changes from previous periods are not given, as the inclusion of claimants for supplementary benefits makes the figures not comparable.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Mines and Resources, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the LABOUR GAZETTE.



# NOTES OF CURRENT INTEREST

**Joint Committee of Parliament on old age security**

On motion of the Hon. Paul Martin, Minister of National Health and Welfare, the House of Commons during March agreed to the appointment of a Joint Committee of both Houses of Parliament on Old Age Security.

The terms of reference of the Committee are:—

to examine and study the operation and effects of existing legislation of the Parliament of Canada and of the several provincial legislatures with respect to old age security; similar legislation in other countries; possible alternative measures of old age security for Canada, with or without a means test for beneficiaries, including plans based on contributory insurance principles; the probable cost thereof and possible methods of providing therefor; the constitutional and financial adjustments, if any, required for the effective operations of such plans and other related matters.

Speaking on his motion, Mr. Martin said that the Committee would represent both Houses and all political parties.

"It will provide an opportunity," he continued, "to representatives of labour, industry, agriculture and social welfare organizations, as well as other interested groups, to make their views known on this vital social question."

Noting that the Committee would study the question of the division of constitutional authority Mr. Martin said: "In this connection I should like to stress again that we must view this problem as one in which we are associated in a close working partnership with ten provincial governments. It is important, therefore, that we should seek the solution of this problem in joint consultation with the provinces, since the jurisdiction for contributory old age insurance is clearly in their hands at the present time, and since the only way that financial responsibility can be properly apportioned is as a result of discussion and agreement with them. This procedure of consultation was begun when we called the provinces together in January of this year to discuss important conditions precedent to the discussion of social welfare matters in the fall." The Minister added that further negotiations would take place later in the year.

Mr. Martin gave a brief outline of the development of Canadian pension legislation and of old age security schemes in

certain other countries. He dwelt on some of the financial implications of the different types of schemes.

In conclusion, he said: "In effect, we will be giving this Committee the opportunity of assessing the alternative plans in Canada which, among others, are at least four.

"First, do we want an extension and improvement of the present system, based on joint Dominion-provincial co-operation, or a means tested program, such as Australia has? Undoubtedly, much could be done to improve this.

"Second, do we want an orthodox contributory system as in the United States, limited as to its coverage, and gradual in its approach to full benefit rates?

"Third, do we want a universal superannuation scheme as in New Zealand, gradual in its approach to full benefit rates, gradually designed to eliminate the means test for all the aged, but requiring 30 to 40 years to do so? Do we want to levy a special social security tax to finance the cost of this?

"Fourth, do we want a universal pension scheme, with full benefits to commence immediately at a stated age, as proposed by the Dominion in 1945 in its proposals to the provinces?

"These are but four of the alternatives the committee will want to consider. I submit to you, Mr. Speaker, for the reasons I have stated, this resolution should commend itself to the House."

**Conference on handicapped to be held in May**

The date for a proposed Dominion-Provincial Conference on the Rehabilitation of Handicapped Persons was announced in the House of Commons recently by the Hon. Paul Martin, Minister of National Health and Welfare.

In reply to a question by Mr. Jean François Pouliot, member for Temiscouata, Mr. Martin said: "The Minister of Labour, acting in collaboration with the Minister of Veterans Affairs and the Minister of National Health and Welfare, has issued invitations to provincial authorities to send representatives to a conference on the rehabilitation of handicapped persons. The date has been fixed as May 25. This conference of course will be of an exploratory nature, and will be held on the technical level. It is expected that representatives of some voluntary organizations will be present. The discussions will cover the entire field of rehabilitation."

**Labour bills introduced in Alberta and Ontario** Late in February important bills to amend existing labour laws were introduced in the Legislatures of Alberta and Ontario.

The Ontario bill is intended to replace the Labour Relations Act of 1948. It provides for changes in certification and conciliation procedure.

Changes in labour relations legislation are also proposed in the bill to amend the Alberta Labour Act of 1947, as well as modifications of other sections of the Act dealing with holidays with pay and child labour.

More detailed summaries of both bills appear on page 528 of this issue; and the legislation as finally enacted will be summarized in the *LABOUR GAZETTE* in due course.

**Changes in conditions of prevailing rate employes** Hon. Humphrey Mitchell, Minister of Labour, announced in February that some changes had been made in the new Government policy concerning prevailing rate employees which was announced last September.

In the policy announced last September, the Government had provided for prevailing rate employees, a uniform plan of annual vacations with pay, and pay for statutory holidays not worked that was reasonably in accord so far as possible with the practice of the better private employers (L.G., Dec., 1949, p. 1571). The changes provide for a broadening of this policy to include casual employees—prevailing rate employees of short term employment.

Although the changes do not provide for sick leave, the amended regulations grant recognition to sick leave credits accumulated prior to April 1, 1949, under former regulations. Such former regulations were, in many cases, departmental in nature and did not provide uniformity throughout the service.

Prevailing rate employees who do not complete six months of service will not be entitled to vacations with pay, but will be entitled to a gratuity in lieu of vacation. This gratuity is to be composed of two per cent of normal pay plus pay for vacation credits accrued for work done in the specified holidays.

**Administration of federal compensation legislation** Administration of two Acts of Parliament has recently been transferred from the Department of Transport to the Department of Labour.

The first of these Acts, the Government Employees' Compensation Act, provides

for compensation, including medical and hospital expenses and other benefits and allowances provided by the Workmen's Compensation Acts of the provinces, to be paid to employees in the service of His Majesty.

The Merchant Seamen Compensation Act provides medical and hospital expenses and other benefits to be paid for partial or permanent disability to seamen employed or engaged on a ship registered in Canada. Compensation is also provided under the Act to dependents where death of a seaman results from an injury in line of duty. The Act applies to accidents happening within or without Canada.

**Collective agreements reached in asbestos industry** Summaries of three collective agreements in the asbestos industry are given on pp. 511-12 of this issue. The 1950 contracts cover workers employed by the Asbestos Corporation, Limited, the Canadian Johns-Manville Co., Limited, both of Asbestos, and the Johnson's Company, Limited, Thetford Mines, P.Q.

A prolonged strike of some 4,650 asbestos miners and mill workers in various centres in Quebec commenced on February 14, 1949. The strike was caused by certain issues in connection with renewals of agreements. However, the major demand of the workers was for a general increase of 15 cents per hour (see supplement to this issue, *Strikes and Lockouts in Canada During 1949*).

Following provincial conciliation, work was resumed between June 24 and July 4, 1949, pending reference to provincial arbitration. On December 16, 1949, the majority report of the arbitration board recommended an increase of 10 cents per hour retroactive to the first of January, 1949. The workers accepted this award for the year 1949 but no agreements were signed. A dispute arose over wage rates for the 1950 contracts. Further provincial conciliation resulted in the signing of the new agreements for 1950, providing, among other changes, for the payment of a cost-of-living bonus.

**Plan to co-ordinate civic and national youth agencies** Special importance was attached to the Annual Meeting of the Ottawa Recreation Association, held in the Chateau Laurier, Ottawa, on February 11, 1950. The agenda of the meeting was drawn up in consultation with officials of the Canadian Welfare Council and of the National



Employment Service and was designed to form a pattern for similar meetings of youth organizations, to be held in other centres across Canada during the winter and early spring.

The purpose of the meetings was to launch a practical program for Canadian youth based on their varied interests and activities, as well as their employment needs and interests at the community level. This plan was a culmination of the recommendations of the Canadian Youth Commission (which was dissolved in 1946) and its continuing organization, the Canadian Committee on Youth Services. The latter includes in its membership representatives of youth organizations in all the provinces, the National Employment Service and the Canadian Welfare Council. (See review of *Youth and Jobs in Canada*, L.G., 1946, p. 9.)

Early in 1950, a booklet entitled *Youth in Your Town* was distributed to the mayors and other civic officials in every principal community in Canada. This booklet was designed to arouse civic interest in the need for co-operative action of all youth agencies and organizations, civic and national, in assessing and seeking solutions for the social and economic problems that confront Canadian youth at the community level.

The afternoon session of the meeting of the Ottawa Recreation Association was devoted to a study of reports presented by youth organizations in 14 local civic centres which have a combined membership of several thousand teen-aged youth. Characteristically, these reports were packed with suggestions for "doing something." Many of the questions raised indicated that the teen-agers were aware of and concerned about national and civic affairs, scarcely less purposefully than were older citizens.

The setting up of a youth guidance and placement council was urged, to include representatives of the city Board of Control, youth organizations, the National Employment Service and high school students. It was suggested that the employment counselling service should be expanded in the schools to the primary level.

In the matter of education it was recommended that the salaries of teachers be increased and that the teaching of civics be expanded in the secondary schools. It was held that the school buildings should serve as centres for community activities as well as for class room instruction.

Turning to civic problems the teen-agers declared that without work and homes, family and home life would break down.

To remedy this, extensive housing and works programs should be developed, it was asserted.

The several reports from the civic centres were analysed and briefs prepared which were formally presented to Mayor Bourque and the Board of Control at the evening session. The Mayor praised the work of the several youth centres in Ottawa and declared that they were a major factor in achieving unity in the city. He drew attention to the fact that the city was caught between a mounting tax rate and the demands of various worthy boards and commissions for more money. He gave assurance, however, that the brief, which he considered "worthy of much older people," would receive careful study and consideration.

### **High average of production in 1949**

During 1949 the monthly average of the Dominion Bureau of Statistics general index of production, based on 1935-39 equals 100, was 184.2, an advance of 1.5 per cent over the 1948 average of 181.5, states the Canadian Statistical Review. The 1948 figure, in turn, was 3.4 per cent above the mark of 175.5 for 1947.

This index fluctuated rather widely during 1949, reaching 190.4 in June, the highest point ever attained under peacetime conditions, and dropping to a low of 178.2 in July when factory closing for holiday purposes resulted in lowered production. From this level the index moved up to 188.5 for September and stood at 186.8 for the closing month of the year.

### **Canada-UNESCO fellowships**

An account of the Canada-UNESCO fellowships project has been told in the January issue of *External Affairs*, the monthly bulletin of the Department of External Affairs.

In 1948 the Canadian Council for Reconstruction through UNESCO allotted the sum of \$182,000 to provide six months of advanced study and travel in Canada for university professors, leaders in the mass media, government administrators, teachers, engineers, scientists and other individuals with responsible positions in countries seriously affected by the war.

Sixty-four fellowships are now offered by the Council to members of fourteen countries: Austria, Belgium, Czechoslovakia, Denmark, Ethiopia, France, Greece, Italy, Luxembourg, the Netherlands, Norway, the Philippines, Poland and British Colonial Territories.

Although entirely financed by the CCRU the Canada-UNESCO fellowships project



is a co-operative effort in which UNESCO carries a substantial part of the responsibility, the article states. The Department for the Exchange of Persons of the United Nations handles the recruitment and preliminary screening of the candidates and all successful Canada-UNESCO fellows are sponsored by UNESCO.

Direction of the Canada-UNESCO fellowship program is the responsibility of a panel of Canadian experts in the educational, scientific and cultural fields in Canada.

The study programs prepared for the fellows embrace such varied fields as education, science, technology, the creative arts, the social sciences, the humanities and mass media. By January, forty-eight fellowships had been awarded and sixteen were still pending. Of the forty-eight two were for study in the creative arts, fourteen in education, eight in mass media, nineteen in science and technology and five in the social sciences and the humanities.

Additional information on educational exchange programs may be obtained from the second volume of *Study Abroad, International Handbook of Fellowships, Scholarships and Educational Exchange*. This book contains 350 pages and is published by the Ryerson Press, Toronto.

#### **Death of former official of Department of Labour**

A former Industrial Disputes Inquiry Commissioner and Assistant Director of the Industrial Relations Branch of the Federal Department of Labour, John Slater McCullagh, died at Oshawa, Ontario, on February 13, 1950.

Mr. McCullagh was born in England and came to Canada in 1928. In addition to giving valuable service in conciliation work, he represented the Government of Canada at meetings of the International Labour Organization in Mexico City in 1946 and in Stockholm, Sweden, in 1947. He was the personnel director for an industrial firm at the time of his death.

#### **TUC bans communists as trades council delegates**

The General Council, after a meeting on January 25, announced that trades council delegates who are members of proscribed organizations, among which is the Communist Party, will not in future be eligible for membership of the Trades Councils

Joint Consultative Committee, nor as delegates to attend the annual conference of trades councils.

The General Council's announcement follows several warnings which were issued in the early part of last year (L.G., Jan., 1949, p. 14).

The new ruling will apply to this year's annual conference to be held in Nottingham in May.

#### **Welfare for British workers outside work premises**

Welfare facilities which are provided in the United Kingdom to workpeople outside their employment but in relation to it are described in an article in the British *Ministry of Labour Gazette* for August, 1949. The welfare work is carried on by Regional and District Welfare Officers appointed under the Safety, Health and Welfare Department of the Ministry of Labour and National Service.

The main purpose of the plan is to provide satisfactory conditions, especially in regard to accommodation, travel and eating facilities for British workers who are transferred from one area of employment to another through the machinery of the Ministry or with its approval. The scheme arose with the arrangements for regulating labour in wartime, when it became necessary for the Ministry to take special steps with regard to the welfare of persons directed to employment away from their homes. However, since the transfer of British workers was continued after the war due to the labour demands of the export and basic industries, the work of the welfare organization was extended. In addition to the British transferred workers, groups of foreign workers including European Volunteer Workers from the Displaced Persons Camps in Europe and members of the Polish Resettlement Corps are benefiting from the plan.

Provision of hostel accommodation for British transferred workers and foreign workers has been the most important work of the welfare organization. In July, 1949, there were 102 hostels providing 37,000 places for industrial workers. These hostels are operated by a non-profiting making body, the National Service Hostels' Corporation Limited which is subsidized by the Government.

Accommodation is normally provided on a "single" basis only, but in some cases special provision has been made for married couples, both at work, to live together at a hostel. The standard cost is 35 shillings a week for men and 30 shillings a week for women including two full meals a day.

lodging, recreational and general welfare facilities. The welfare officials encourage European Volunteer Workers to find private lodgings if at all possible, not only to make more room in the hostels, but because they will thereby have greater opportunities of becoming assimilated into the life of the community. Accommodation for dependants of workers is limited; there are three special hostels in operation for dependants of DP's. In these dependants' hostels, the National Service Hostels' Corporation has undertaken to provide for education, feeding, child supervision, and periodic visits to his family by the worker who may be employed at a distance.

In respect to foreign workers, the Ministry makes itself responsible for sea transport, accommodation at reception hostels, travel allowances, medical examination, registration, the issuance of ration books and, where necessary, essential clothing. It brings to the attention of the proper Government authorities any worker's need for social services, such as hospital treatment. Through co-operation from various voluntary societies, the Ministry has been able to solve many of the personal day-to-day problems of the foreign workers and arrangements have been made to provide religious and educational facilities.

In several cases, the Ministry, through the Regional Welfare Officers, acts in an advisory capacity to other Government departments and local authorities, informing them of the need of child-care facilities in certain local areas for the children of mothers who wish to work and of the need for civic restaurants where employees, unable to go home for the mid-day meal, may eat.

The Ministry is concerned with publicizing the need for a staggering of workers' holidays from June to September. A report of the Catering Wages Commission emphasized the ills which result because nearly all employees choose July or August for holidays—inadequate accommodation, too high prices and lowered standards of service. This concentration of holidays in peak periods places a heavy burden on transport authorities and the catering and holiday industries as a whole. Consequently, Committees have been set up which include representatives of employers' and workers' organizations, local authorities and the road and rail transport industry, to attempt to secure a spreading of holidays by voluntary means. School regulations now permit a child's absence for two weeks in order to accompany his parents on holidays. It is planned that all school examinations should be completed by May of each year. Further, a September week-end

holiday is proposed as a substitute for the August Bank Holiday which encourages many people to take holidays to include the extra day.

### **Safety in U.K. cotton weaving factories**

Rules to promote safety of workers in cotton weaving factories are set out in a reprint of the Cotton Weaving Agreement, 1929, as amended, issued by the British Ministry of Labour and National Service. As pointed out in the Introduction, the terms of the Agreement do not take the place of legislation. However, they are of great value to occupiers and officials of cotton weaving factories, and particularly to manufacturers of machines for these factories, since they indicate parts of the machinery on which accidents frequently happen and the methods by which such accidents may be guarded against. The Agreement was signed on February 8, 1929, by representatives of the Federation of Master Cotton Spinners' Associations Limited, the Northern Counties Textile Trades' Federation, the Cotton Spinners' and Manufacturers' Association, and the Factory Department of the Home Office which is now the Ministry of Labour and National Service.

The first Cotton Weaving Agreement was signed in 1913 and was considerably revised between 1926 and 1929. Some of the clauses were affected by the Factories Act, 1937, which extended the safety requirements for factories. In addition, the recent meetings of the Joint Advisory Committee of the Cotton Industry, set up by the Chief Factory Inspector in 1944 to report on methods of improving conditions, have resulted in recommendations which go considerably further than the Agreement, particularly in regard to spacing.

By the 1929 amendment, a Joint Standing Committee was formed to meet in April and October of each year with a view to making recommendations concerning any amendment which appeared desirable in the light of accident returns and special inquiries. This Committee consists of five representatives from the Cotton Spinners' and Manufacturers' Association, three representatives of the Federation of Master Cotton Spinners' Associations Limited, eight representatives of the Northern Counties Textile Trades' Federation and four representatives of the Ministry of Labour and National Service. Amendments by the Committee have considerably strengthened the Agreement regarding the fencing of drag rollers of taping machines, the weighting of looms and protection from flying shuttles.



The Joint Standing Committee's report on the weighting of looms is reproduced as an Appendix to the reprint, together with the report of the Subcommittee appointed to look into the number of weight-lifting accidents, particularly to women. The Committee was agreed that heavy weights in the weaving process should be abolished and recommended that a limit of 28 pounds be put on individual weights. Consequently, the pertinent clause in the Agreement was amended as from June, 1948.

The text of the Agreement consists of six main sections which are concerned with fencing and safeguards; cleaning machinery; lifting of heavy weights; lighting of dark passages and stairways; first aid; and the Joint Standing Committee. Particulars of approved guards and diagrams of guards for nips between drag or cloth rollers and measuring rollers of cotton taping machines are included.

"There is no doubt", the Introduction states in regard to the Agreement, "that by this means a substantial improvement in protection has been obtained".

#### **Report of H.M. Chief Inspector of Mines for 1947**

In 1947 Great Britain had 1,768 mines at work, including coal, stratified ironstone, shale and fireclay, with a total working force of 728,841.

Accidents occurring in the year totalled 3,064, an increase of 86 over 1946. Of this number, 618 were fatal—75 more than in the previous year. Two-thirds of the fatalities were caused by falls of ground and explosions underground.

The incidence of mining industrial diseases showed an improvement, with a decline in the number of cases of almost eight per cent. The most serious of the diseases, and the one responsible for the biggest wastage of manpower, it is reported, is pneumoconiosis, or fibrosis of the lungs due to airborne dust. In this connection the report observes: "The problem of (i) preventing, suppressing or rendering harmless the dust—and especially airborne dust—in coal mines, and (ii) determining the cause and mechanism of the production and development of pneumoconiosis in coal miners, involving as it does the very life of the coal mining industry and the prosperity of the country by the wastage effect of that disease on manpower and its adverse effect on recruitment, must be considered among the most vital problems awaiting solution. Neither effort nor expense must be spared in an endeavour to solve them."

The Coal Mines (Training) General Regulations, 1945, came into full operation

on January 1, 1947. Under the regulations, all new entrants are required to be given preliminary training. During the year some 35,200 persons received such training. Of these about 6,600 were juveniles and about 6,700 were Polish or other foreign adult workers.

The first attempt in the Inspectorate to provide systematic training to newly appointed inspectors on entry was given effect in the latter part of the year. The scheme extends over six months and provides for (1) a one-week residential course at headquarters to acquaint the new inspector with a proper understanding of his duties and responsibilities, and with the organization and work of the Ministry in general, and, in particular, the Health, Safety and Training Division, and to bring him into immediate personal contact with the heads of the service; (2) a five-month course of training in the field; and (3) a follow-up residential course of two weeks in the provinces—preferably at a university, to review and consolidate the knowledge acquired in the field.

Inspections carried out by H.M. Inspectors of Mines number 31,736, in addition to which 4,921 were made by examiners appointed by the workmen under Section 16 of the Coal Mines Act, 1911, and over 3,000 by full-time examiners of District Safety Boards. Inspections made by workmen's examiners, whether statutory or otherwise, are welcomed, the report states, "for not infrequently they bring to light defects which might otherwise have remained undetected and unremedied and which might well have seriously affected the safety of the mines".

#### **Safety in British building industry**

A new code regulating the safety, health and welfare of British workers in building operations, issued by the British Ministry of Labour and National Service pursuant to the Factories Act, 1937 came into effect on October 1, 1948. The previous building regulations of 1926 and 1931 are repealed.

The number of building operations to which the regulations apply has been increased and many thousands of builders are protected for the first time. Coverage of the new safety rules includes the construction, structural alteration, repair or maintenance of a building (including re-pointing, re-decoration and external cleaning), the demolition, preparation and laying of the foundation of a building and the machinery or plant used in such operations.

The former regulations were limited in application to the construction of or addi-



tion to buildings where mechanical, water or steam power were used and to hoisting apparatus outside a building. Until 1937, the Factories Acts restricted regulations for building operations to those sites where mechanical power was used. The 1937 Factories Act, by removing the reference to mechanical power, made it possible to extend the application of these new regulations. During 1947, 60 per cent of fatal accidents and 38 per cent of all accidents on building work reported to the Factory Inspectorate occurred on jobs not covered by the old regulations.

The safety provisions deal with proper scaffolding and means of access, means of raising and lowering with lifting appliances (including cranes), chains, ropes, lifting gear and hoists. Safety precautions which must be taken during excavations and demolition operations have been added. For the first time, regulations now cover the working on, passing over or near, fragile roofing. (The fatality rate in 1948 for asbestos roofs was 1 in 4, the highest rate for any cause of accidents in any premises under the Factories Acts.)

A new health and welfare section provides for first aid, ambulances and ambulance rooms, shelters, accommodation for clothing, and facilities for meals to workers in building operations.

The preparation of the regulations involved discussions with all the main groups interested in or connected with the building industry. The preliminary draft code was published in 1945. As a result of subsequent discussions, a revised draft was issued which was, in turn, discussed by interested groups at a Public Inquiry in December, 1947. The regulations were then issued in final form in accordance with the recommendation of the Commissioner of the Public Inquiry.

It was stated in the preliminary draft regulations that the new rules would be prepared with three things particularly in mind: (1) the International Labour Convention and Recommendations of 1937 relating to safety in the building industry; (2) the accident experience gained from the past, and the change in building construction methods since 1926; (3) the extended scope of the Factories Act of 1937.

**Report of  
British  
Productivity  
Team's visit  
to U.S.A.**

Under the auspices of the Anglo-American Council on Productivity, the First British Productivity Team, representing the steel founding industry, visited the United States in the spring of 1949, to study factory administration, organization, layout, methods and operating

conditions. The Team's findings and recommendations are incorporated in a report, entitled *Steel Founding*, published recently by the Council.

Throughout the six weeks' tour the team was "aware of a widespread degree of productivity-consciousness," it is first observed. "Productivity-consciousness is to be found among all grades of employees, from executives to shop-level." The report examines the fundamental causes and states them to be "mainly psychological"—recognition that high productivity is a benefit to all concerned, and "the compulsions of fear and competitiveness, against the background of constant endeavours to attain higher standards of living."

Incentives are in evidence at all levels, it is further observed, "and monetary incentives are truly effective for the double reason that taxation is not so severe as to nullify, or nearly nullify, the extra reward for extra effort, and that consumer goods are in supply to absorb the extra wages earnable by high rate producers."

Productivity in terms of man-hours per ton is "undoubtedly higher" in the United States than it is in Britain, the report states, "by something between 50 and 90 per cent."

The means through which "the causes of high productivity find expression" are analyzed as: (1) Good factory layout and tidiness of working; (2) Use of power and widespread acceptance of machines to replace manpower; (3) Standardization of output; (4) Application of the results of research. Other contributory factors cited are: supply of power as required; quick delivery of machinery, free interchange of ideas and information within the trade; emphasis on safety; and some technical differences.

Since labour is expensive, the best possible use is made of it, it is observed. "Jobs are organized in such a way that men are kept at a steady pace of production throughout the working day, skilled men being serviced by lower grade men. Similarly, skill is taken away from the operators of machines who are required instead to develop deftness."

Discussing the effect on productivity of labour unions, the report states: "There appears to be little tendency to press any policy which would act in restriction of production. Membership is open to all who sell their labour for wages, and the main objects of the unions are to see that their members get a good price for their labour, and work in good conditions and with the maximum security possible in the circumstances of keen competition."

Safety measures are reviewed and the conclusion reached that "in some respects the American foundries are in advance of British, but in others they are behind." Devices employed for the protection of the eyes, and the measures taken to combat silicosis receive special mention, and the adoption of similar safeguards in British foundries is recommended.

The publication of the report is being followed up by visits of team members in Britain to individual steel foundries, and centres where steel founders can meet for personal discussion.

**New mental approach necessary to greater production**

While new factories, more labour-saving machinery and a greater application of scientific research are vital factors in Britain's campaign for higher productivity, a new mental

approach to this problem is gaining increasing attention in that country, according to *Labour and Industry in Britain*. This publication, which is issued by the U.K. Information Office, dealt at length in the June issue of last year with the physical approach to higher industrial production. A complementary article in the December issue discussed the significance of the psychological factor.

The task of educating management and labour to a greater awareness of productivity is being launched on both the national level where it is given expression in general terms and on the local level where it takes specific shape in each factory. On both levels, the educational drive illustrates the close connection between higher productivity and the well-being of the individual and his family.

Through the media of radio, films, cartoons, pamphlets and exhibitions the Government is stressing the point that "there will be more for everybody only when more is produced."

Instances which reflect a changing attitude on the parts of both management and labour are cited in the article. Long-established firms which could manage without adopting new techniques; companies unwilling to share ideas with competitors; trade associations which allegedly helped to keep inefficient firms in business and gave efficient firms undue profits: all these organizations are reported to be making progress towards discarding the outmoded features of their industrial policy in the face of present-day conditions.

Management's growing awareness of the value of technological training is a reflection of its desire to adopt the United States' advanced technical knowledge in

those cases where American experience is relevant to Britain. Invaluable benefits are expected to accrue from the Anglo-American Council on Productivity which is promoting co-operation in this matter between the two countries.

The defensive attitude of labour in the past is also undergoing transformation, the article states. Trade union leaders who have studied American industrial methods are now assisting management with production problems and endeavouring to banish the belief that increased production leads to loss of employment.

The successful application of changes in individual factories requires the development of a team spirit, the article states. Such a feeling of co-operation is usually brought about through the establishment of labour-management committees. These joint committees are only advisory in function and do not discuss wages and conditions of employment. However, they do provide a common ground for discussing of problems and new ideas on production.

**Ministry of Labour issues resumé of dock strikes**

The British Ministry of Labour has issued a White Paper, *Review of the British Dock Strikes 1949*, summarizing the activities of the Canadian Seamen's Union and the resulting strikes in British docks during the spring and summer of 1949 (L.G., Sept., 1949, p. 1101).

The pamphlet includes a preface by the Rt. Hon. G. A. Isaacs, Minister of Labour and National Service and appendices carrying reproductions of pamphlets issued by the CSU expounding the case of that union, a chart showing the events of the strikes in chronological order, and other relevant material.

In his preface, Mr. Isaacs points out that as a result of the docking strikes over 400,000 working days were lost, resulting in a severe setback to the British recovery program.

"Yet there was no difference between the British dockers and their employers as to the terms and conditions of their employment. . . . The evidence shows that there was throughout a cold and deliberate plan, and that the unofficial leaders were completely indifferent to the loss and suffering that might result. They had one aim and one aim only—to restore the fortunes of the Communist-dominated Canadian Seamen's Union. In the course of the strikes they engaged in misrepresentation and violence and it was inevitable that when the trade union leaders in this country, mindful of the interests of their members,



opposed the strikes and tried to bring out the true facts, they were in turn assailed and abused by the Communists in this country who were supporting the strikes.

"There is a lesson to be drawn from this unfortunate experience," Mr. Isaacs continues.

"The men owe it to themselves, their families and their fellow trade unionists to give loyal support to their trade union leaders. Nothing can be more damaging to the trade union movement than a refusal on the part of the men to honour the agreements entered into on their behalf by their trade union and to refuse to use the joint machinery of the industry for the discussion and settlement of any difference they may feel they have with the employers."

### **Labour unity in U.S.A.**

Recent reports appearing in the United States press have pointed to the possibility of further attempts by the American Federation of Labour and the Congress of Industrial Organizations to achieve labour unity.

The two organizations had discussed the problem in 1947 and 1948 (L.G., Aug., 1948, p. 826), but had disagreed on the issue of membership in the World Federation of Trade Unions. The CIO subsequently withdrew from the WFTU, and joined with the AFL in participating in the founding of the International Confederation of Free Trade Unions last year (L.G., Feb., 1950, p. 172).

Press reports of a meeting of the AFL Executive in February indicated that the AFL would explore the possibility of further discussions with the CIO. There have also been developments in regard to co-operation between certain affiliates of the two organizations; in January, for example, a joint AFL-CIO committee was established in New York City under the title United Labour Committee, to co-ordinate the political activities of the two groups in New York.

At its February Executive meeting the AFL also decided to invite the International Association of Machinists (independent) to reaffiliate with the Federation. Commenting on this invitation, Mr. A. J. Hayes, President of the Machinists, expressed the hope that his union would return to the AFL, and also that some day the AFL and CIO would "unite on the economic field as they are co-operating on the political field."

A recent "no-raiding" agreement between the Machinists and the UAW-CIO is described below.

**"No-raiding" agreement between Machinists and UAW in U.S.A.** A "no-raiding" agreement was negotiated recently between two of the largest United States labour unions, the International Association of Machinists (independent) and the United Automobile Workers (CIO).

In its preamble the agreement cites the objective of "maximum labour solidarity, organization of the unorganized and the ultimate achievement of a united labour movement."

Its main features are as follows:—

"1. Where one of the named organizations has established a contractual relationship with an employer in the U.S.A., or has been certified as the collective bargaining agency by the National Labour Relations Board, the other organization shall not in any way interfere with this relationship by having its officers, representatives, or members solicit or accept membership applications or authorization cards, or cause or promote campaigns of any nature designed to disturb such relationship.

"2. In any unorganized plants, both organizations are free to conduct organizational campaigns in order to enroll the workers in such unorganized plants within their union and gain recognition as the collective bargaining agency. In the conduct of such organizational campaigns, it is agreed that both organizations will conduct themselves in a manner so as to be able to build up trade union loyalty on the part of these workers, and not seek to gain an organizational advantage by tactics and methods which in the long run are detrimental to the over-all interests of the labour movement.

"3. It is further understood and agreed that the two organizations shall strive to achieve maximum co-operation in the promotion of programs and policies designed to advance the best interests of our members and our nation."

The agreement applies to all plants in the United States except a few which are specifically listed.

It is stated that "in the event of any problem or dispute arising out of this agreement, the top officers of both organizations shall meet for the purpose of working out such problems or dispute in the spirit of this agreement."

The agreement is to "continue indefinitely unless modified or cancelled by at least sixty days' written notice . . . and then only after a conference has been held between the accredited representatives of the two organizations."



**Settlement  
of coal  
strike  
in U.S.A.**

Settlement of an eight-month dispute between the United Mine Workers of America and United States soft coal operators was reached on March 5.

Shortly after the President had requested Congressional legislation to seize the mines, an agreement was reached between John L. Lewis, president of the union, and representatives of the operators. Main features of the contract were an increase in wages and in the payments made by the operators to the miners' welfare fund.

The previous contract had expired on June 30, 1949; and since that time the miners had at various stages worked a three-day week, held a general walkout, returned to work for a limited period, and finally, on February 6, conducted a full-scale "wildcat" strike, taken against the instructions of union leaders.

An 80-day injunction under the Taft-Hartley Act was not obeyed by the miners, in spite of an appeal by Mr. Lewis that they return to work. Subsequent contempt-of-court charges against the union and Mr. Lewis were dismissed for lack of evidence.

On March 3 after the full scale strike had lasted 25 days President Truman proposed to Congress that the Government should take over the mines until a settlement had been agreed upon. In his address the President stated: "The danger to the national health and safety is real and immediate. . . . Neither side has bargained freely and effectively on the essential issues in dispute. . . . During the period of government possession of the mines, the owners should receive fair and just compensation for the use of their property and the miners should receive fair and just compensation for their work. . . . We have arrived at the present impasse because both the operators and the union have failed, month after month, to make the efforts in genuine bargaining which could result in a mutually satisfactory settlement. They have been unwilling or unable to lay aside their charges and counter-charges, moderate their fixed positions and undertake serious negotiation in a spirit of accommodation and mutual understanding. We can hope to work toward real solutions of the unstable relations between labour and management in the coal mines only if we come to grips with the problems which foster instability."

Mr. Truman further proposed setting up a Congressional committee "to determine what kinds of actions and what sorts of policies on the part of government, management and labour, will restore the coal industry to economic health and provide a

stable environment for constructive relationships between the operators and their employees.

"The coal industry is a sick industry. Temporary seizure by the Government, though it may be necessary under present circumstances, cannot produce a cure. I am recommending seizure authority because I believe we now have no alternative. But I urge that it be accompanied by a positive and constructive effort to get at the root of the trouble."

The President's decisive action came only after the manifestation of what he termed a "national emergency". Throughout the course of the strike he had hoped the dispute could be settled between the parties concerned. "The law places the responsibility for settling management-labour disputes on the parties, not the Federal Government. The Government can give them mediation assistance; but in the final analysis the parties themselves must write their own collective bargaining agreement."

Following the President's address to Congress an agreement was reached between the union and the soft coal operators in accordance with the following terms:—

- (1) Increase of basic wage from \$14.00 to \$14.75 a day;
- (2) Operators to pay 30 cents a ton instead of 20 cents a ton into the miners' welfare and retirement fund;
- (3) The union shop to be continued but only "to the extent and in the manner permitted by law";
- (4) The clause saying the miners will work only when "able and willing" to be replaced with one declaring the good faith and "mutual understanding" of the parties;
- (5) The memorial period clause of the previous agreement, which permitted Mr. Lewis to call strikes for any duration to mark mine disasters, changed to allow a maximum of five days a year;
- (6) The contract to end on June 30, 1952, subject to reopening for wage conferences after April 1, 1951;
- (7) Payments withheld from the welfare fund to be repaid by March 15.

The sections of the contract, concerning the welfare fund, were made to apply to all employees of the coal industry rather than being restricted to members of the union as in the former contract.

A similar agreement was signed March 9 between the union and the anthracite coal operators.

At the height of the dispute an estimated 600,000 workers were idle in the

United States as a result of the coal strike, including those indirectly affected, with an additional 200,000 employed only part time. Railway train schedules had been cut by as much as 65 per cent and over 250,000 children were reported to have been kept out of school. "Brownouts" in cities and complete shutdowns in industry dependent on coal were felt across the nation for lack of fuel.

In Canada, the Canadian National Railways announced a 25 per cent cutback in train schedules. Consumers' coal supplies became critical and threatened a possible shutdown in the auto industry. One beneficial feature of the strike was an added, although short, impetus given to production in the Maritime coal industry which up to the time of the shortage in Canada had been working on a part-time basis.

#### **CIO expels four unions as Communist-dominated**

The Executive Board of the Congress of Industrial Organizations, meeting in Washington in mid-February, expelled four unions on the grounds that they were Communist-dominated.

The unions concerned are the International Union of Mine, Mill and Smelter Workers; the United Office and Professional Workers of America; the United Public Workers of America; and the Food, Tobacco, Agricultural and Allied Workers Union of America.

The Convention of the CIO had authorized the Executive last November to take action against pro-Communist unions (L.G., Jan., 1950, p. 49). Two unions (the United Electrical, Radio and Machine Workers of America, and the United Farm Equipment and Metal Workers of America) were expelled last November. Charges against six unions are pending. The *CIO News* of February 20 states that one of these unions, the United Furniture Workers of America, is "making an effort to 'clean house.'"

The United Electrical Workers, and the Mine, Mill and Smelter Workers unions have already been expelled by the Canadian Congress of Labour (L.G., Jan., 1950, p. 8; Nov., 1949, p. 1374).

The United Office and Professional Workers of America and the Food, Tobacco, Agricultural and Allied Workers' Union of America have small memberships in Canada, but the Canadian locals are not affiliated with the Canadian Congress of Labour. The United Public Workers of America, the United Farm Equipment and Metal Workers of America and United Furniture Workers of America are not active in Canada.

#### **Further case study into causes of industrial peace**

A 15-year record of peaceful labour relations in a plant where management deals separately with seven AFL unions is analyzed by the National Planning Association of Washington, D.C.,

in a published report made available in February.

The seventh in a series of case studies into the causes of industrial peace under collective bargaining (L.G., June, 1949, p. 703; March, 1950, p. 306) the report deals with the Nashua Gummed and Coated Paper Company, of Nashua, N.H., which has a 15-year record of no strikes or lockouts. The company, it is explained, produces a "diversified line in the highly competitive converted paper products industry," where profits "depend heavily on ability to maintain a high volume of production and sales." Employee productivity is reported as high.

A principal difference between this case study and the earlier studies, it is pointed out, is that more unions are involved. The seven unions, listed in order of size, are:—

Local No. 270, International Brotherhood of Pulp, Sulphite and Paper Mill Workers;

Local No. 33, International Brotherhood of Bookbinders;

Local No. 359, International Printing Pressmen and Assistants' Union of North America;

The Stereotypers' Union of Nashua, New Hampshire, a subsidiary of the International Stereotypers' and Electrotypers' Union of North America;

Local No. 3, International Photo-Engravers' Union of North America;

Local No. 352, International Union of Operating Engineers;

Local No. 14, International Brotherhood of Firemen and Oilers.

Together these unions represent some 700 hourly-rated employees.

Industrial peace, the report says, has been won by good will and hard work by both management and union leadership—local and international. The relationship is based on patience rather than pressure, "day in and day out, not just during annual negotiations." Force is looked upon as a last resort because each party to the bargaining understands and accepts the needs of the other for security and growth, economic gains and profits. Neither party has argued for the inflexible application of broad principles such as management's "prerogatives" or union's "rights." There is no sharp distinction between making and administering contracts. When need arises



issues are negotiated and changes to the contracts are frequent. Only two arbitration cases have occurred during this history of collective bargaining.

Jurisdictional problems, it was found, have been worked out amicably by the seven unions, and the international unions of each have encouraged a high degree of local autonomy. There have been no rivalries created by attempts of other unions to organize the plant along different jurisdictional lines. The locals are set up on normal craft lines, with membership ranging from four in the smallest union to 257 in the largest, and with skilled, semi-skilled, and unskilled workers represented.

The unions have secured steady gains in wage rates and in other economic benefits, it is stated, which compare favourably to the wage structures of both the community and the industry—although wages are still below craft rates in publishing concerns. The unions, like the company, are said to have outstanding reputations in their community, attributable substantially to the quality of their labour-management relations.

Two types of factors have made this relation peaceful and constructive, it is shown:—

(1) environmental factors, which relate to the characteristics of the industry and the organization of the company; to the company's policies and procedures, which are conducive to steady employment and good working conditions; to the company's sound financial position and ability to pay for wage increases and "fringe" benefits; to the democratic and autonomous nature of the several locals; and to the place of the company and union in the community.

(2) Approaches of the parties to immediate problems. "Even with a favourable environment," the reports states, "an air of tension and hostility could make the relationship unstable and unsatisfactory. In this case, however, face-to-face dealings have been amicable."

Questioned as to the possibility of the relationship surviving in the event of a serious decline in business, both sides expressed confidence that they could continue to settle any problems by "full discussion and patient negotiations."

Despite the special problems involved in dealing with seven unions, the report states, "the causes of industrial peace found in this case study are parallel in significant degree to some of those in the six previous reports." Summarized, they are:—

Management's full acceptance of unionism and its belief that strong unions are an asset to management;

The unions' full acceptance of private ownership and operation of the business for profit;

Strong, responsible and democratic unions;

The company's policy of staying out of the unions' internal affairs, and not coming between the unions and their members;

The existence of mutual trust and confidence; the absence of ideological incompatibilities;

The lack of a legalistic approach to bargaining;

Concentration of negotiations on day-to-day problems instead of abstract principles;

Widespread union-management consultation and highly developed information-sharing.

#### **Wage rates reduced under cost-of-living agreement**

A further decline in the official United States cost-of-living index caused the U.S. General Motors Corporation to announce a wage reduction of 2 cents an hour, effective March 1.

The pay cut was effected under terms of an agreement between the corporation and the United Automobile Workers of America (CIO) whereby wages are linked with fluctuations in the cost-of-living index (L.G., July, 1948, p. 701). The reduction is the third such action instituted by the company in the past twelve months and affects 362,000 eligible hourly-rated and salaried employees. Salaried employees affected by the agreement received a \$10 quarterly reduction.

Walter P. Reuther, president of the UAW indicated he would endeavour to abolish the "escalator clause" when a new contract between the company and UAW was negotiated in April.

T. A. Johnstone, director of the UAW General Motors Department said the union had asked the company to waive the reduction, in view of its favourable profit position. (On March 13 General Motors announced a profit for 1949 of \$545,434,232, an increase of 49 per cent over its 1948 total, the previous peak.)

Simultaneously, a price lowering was announced of \$10 to \$40 on passenger vehicles and trucks.

Under the cost-of-living contract wages are adjusted quarterly in line with increases or decreases in the Consumers Price Index. The index for January 15 was 166.9 compared with 168.5 for October 15, 1949.

General Motors has been adding voluntarily .8 to the BLS figure for what is considered an under-statement in the rent



component of the index and the resultant 167.7 was the basis on which the 2 cent reduction was calculated.

The agreement also grants an annual increase of 3 cents an hour by the company based on estimated average annual gains in productive efficiency, regardless of what happens to the cost-of-living index, designed to "increase the standard of living of workmen."

A similar contract is in effect between General Motors of Canada and its employees at Oshawa and Windsor. No wage changes have resulted so far from this agreement, as in Canada increases apply only after the cost-of-living index reaches a level of 164. The Canadian cost-of-living index, December, 1949, was 161.5.

### **Survey of household workers in N.Y. State**

Approximately nine per cent of all women employed in New York State in March, 1948, were engaged in domestic service, according to an estimate of the New York State Department of Labour. In 1940 the ratio was 15 per cent, and in 1910 it was 24 per cent.

The Department, through its Division of Research and Statistics, conducted a survey of household workers in the spring of 1948. The Division's findings are reported in the Department's official publication, *Industrial Bulletin*.

Problems of domestic employment differ greatly from those confronting other workers, it is observed, and it is felt that the study should contribute to a better approach toward possible solutions. Throughout the survey the need for regulation of wages, hours and other working conditions, and the need for improved employment standards and training in the occupation, were constantly stressed.

"Household employment lags far behind the times with respect to labour or social legislation," the report states. "Domestic workers generally do not enjoy the benefits of minimum wage and maximum hours laws, social security, health insurance, and other benefits that are taken for granted in many industries. Instead, characteristic of the occupation are long hours without overtime pay, few opportunities for training, lack of opportunity for advancement regardless of years of service or ability, little economic security for periods of illness or old age, and the social stigma attached to the work."

There appears to be a gradual easing of the acute shortage of most types of household workers, it is reported, particularly for the non-resident jobs. One of the reasons

given for the changing situation is increased living costs. Women who were not previously in the labour force have been forced to seek employment in order to supplement family incomes and, conversely, housewives have been compelled to economize on hired household assistance. As a result, housework jobs can be filled more readily.

A study made by the State Department of Labour in the first post-war year of 1946 disclosed that wages of household workers had risen more sharply during the war years than had the wages of women in other occupations. As a result, the wide gap which formerly existed between the earnings of domestics and the earnings of other women workers narrowed considerably or disappeared entirely. Information collected in the spring of 1948 indicates that wages have changed only slightly. The median weekly wage of \$35, plus food and lodging, for full-time workers in New York City metropolitan area was approximately the same as in 1946, but with relatively fewer offers below this amount. In upstate cities, wages were considerably lower for comparable work, with \$20 the median.

Wages of full-time non-resident workers were practically the same. These wages, however, must be evaluated in relation to hours of work, it is pointed out, which in the case of resident workers are often long and irregular, with no compensation for overtime work.

The absence of legal minimum safeguards in household employment has led to voluntary efforts on the part of non-governmental agencies to meet the problem, the report states. A few states have attempted to provide some minimum safeguards but such protection is usually restricted to a small proportion of the workers.

"For many years, various women's social, civic, and trade union organizations, YWCA's, community groups, and public and private employment agencies have been actively engaged in local campaigns aimed at improving conditions for both the household employer and the household worker. The primary concern of these activities has been to establish standards of work performance and working conditions for the occupation, and to obtain the voluntary co-operation of both employer and employee in effectuating these standards. Improvement in the methods of placing houseworkers, and promotion of training programs have been additional objectives."

As an example of recent activities in this field, the report describes in some detail a community program which was

developed in the city of Cleveland. A committee, composed of representatives of many groups in the community, formulated a set of suggested minimum standards, which were incorporated in an attractive pamphlet for public distribution. The committee's recommendations deal with hours of work, time off, vacations and holidays, wages, living conditions, privileges, health, job description, and trial period. The "desirable" employer and employee are defined, and also the role of the employment agency.

There have been few training programs for household employment, the report states, although it is generally accepted that trained, skilled houseworkers would be of great help in achieving higher standards, and in raising the status of domestic workers.

#### **Jobless insurance for farm workers in Italy**

Unemployment insurance in Italy was extended last year to include unemployment in agriculture. The scheme is now applicable to agricultural workers who are employed under contract of service. The extension applies also to a limited extent to agricultural workers who carry out remunerated work besides work on their own property. Members of this category are entitled to unemployment allowance only if they have been employed for less than 180 days in the course of the current year, including work on their own property. (*Industry and Labour*, International Labour Office, February 1, 1950.)

#### **Encouragement of free collective bargaining in Japan**

Legislation adopted last year in Japan has for its purpose the encouragement of collective bargaining. The amended Japanese Trade Union Act protects the freedom of association of workers and their rights to organize and select representatives for collective bargaining.

Its definition of trade unions excludes those which receive financial support from employers. Unions are required to show non-discrimination in membership, to hold annual general meetings, to submit financial reports to members, and to have secret ballot authorization for strike action. Unions are protected from suits of damages arising through strikes or other proper acts of a union, but may acquire legal personality by registering in accordance with regulations to be laid down by cabinet order, and thereby be exempt from various restrictive measures, including income and other tax measures.

There is provision for the legislative extension of the terms of a collective agreement to workers and employers in the locality who are not parties to the agreement.

National and local "labour relations committees" are to help administer the Act. These committees are tripartite in structure. They may determine whether or not organizations are trade unions within the meaning of the Act and issue certifications thereof, perform conciliation, mediation and arbitration of labour disputes, and determine charges of unfair labour practices.

The Act enumerates a series of unfair labour practices of employers, and establishes procedures for the investigation of charges, and the issuing of orders by labour relations committees.

Amendments to the Japanese Labour Relations Adjustment Act provide for the establishment of conciliation, mediation and voluntary arbitration services by labour relations committees. (*Industry and Labour*, International Labour Office, February 1, 1950.)

#### **Right to bargain on wages restored in France**

The French National Assembly on January 5 voted a return to free collective bargaining between labour and employers. Approved by 351 votes to 185, the bill restores free collective bargaining on wages for the first time since 1939. It also provides for compulsory conciliation and voluntary arbitration.

(An article on collective bargaining in France appeared in the January LABOUR GAZETTE, p. 36.)

#### **Report of Committee on Fair Wages in India**

The tripartite Central Advisory Council for Labour, constituted in 1948 "to ensure the fullest co-operation between labour and management" in India, set up a Committee on Fair Wages in November, 1948. The Report of this Committee has been published, and is summarized in the July issue of the *Indian Labour Gazette*.

The Report sets out the following principles:—

The *living wage* represents a standard of living which provides not merely for a bare physical subsistence but for the maintenance of health and decency, a measure of frugal comfort and some insurance against misfortune.

The *minimum wage* must provide not merely for the bare sustenance of life but for the preservation of the efficiency



of workers by providing some measure of education, medical requirements and amenities.

The minimum wage is the lower limit of the *fair wage*; the upper limit is set by the capacity of industry to pay. Between the two, actual wages will depend on the productivity of labour, the prevailing rates of wages, the level of the national income and its distribution, and the place of the industry in the economy of the country.

The Report recognizes that collective bargaining alone in its present stage of development cannot ensure that prevailing wages will everywhere approximate fair wages. It therefore recommends the adoption of legislation to establish wage fixing machinery to take the form of a central appellate wage board, and a provincial wage board in each province, with provision for setting up regional wage boards for each industry as required. India already has a Minimum Wage Act passed in 1948 (L.G., 1949, p. 283).

#### **Statement of Indonesia's economic policy**

The Government of Indonesia, which in December, 1949 became a sovereign republic following agreement with the Kingdom of the Netherlands, recently issued a statement of its economic policy. "The underlying principle of economic policy is to raise the living standards of the population, whilst at the same time increasing the nation's economic potential," the statement declares, as quoted in *Merdeka*, a publication of the Indonesian Information Service.

To implement this policy a program has been drafted, which calls for increased agricultural production, increased industrial output, and large-scale migration from overpopulated to thinly populated areas of the Archipelago.

"Steps will also be taken to ensure that Indonesian workers receive reasonable payment for their labour, and reasonable care of their welfare, in line with wages and welfare of the workers in the democracies abroad."

Indonesia, to reach its economic objective, "must rely on foreign assistance," the statement declares. "The need for foreign capital investment is obvious; furthermore, foreign technicians and experts in specialized trades and professions will be welcomed." Such capital and other assistance, it is stipulated, will only be acceptable where it will be of real benefit to the Indonesian people. "This does not mean, however, that Indonesia will expect to

receive all the benefits of foreign assistance," the report continues. "Foreign investors and technicians will be expected to take reasonable profits, and indeed they will be justified to do so as just payment for their assistance."

#### **Review of Industrial Safety Survey**

The *Industrial Safety Survey*, a quarterly publication of the International Labour Office contains several interesting articles on the latest developments in accident prevention in a number of countries.

The July-September, 1949, issue of this periodical presents a feature article on "Electricity in Factories under Conditions of Special Flammability" which pertains to British industry. In its discussion of this type of fire hazard, the article mentions such aspects as the history of precautions against the risk of electrical ignition of flammable gas, the degree of risk in factory processes and the necessary precautions. These precautions include (1) ventilation of the process area; (2) flameproof enclosure of electrical equipment; (3) intrinsically safe electrical circuits; (4) segregation of electrical equipment; and (5) pressurization of enclosures.

A regular section entitled "Safety Institutions, Associations and Museums" contains a review of international meetings and conferences on industrial safety, the activities of the Belgian Mining Health Institute, the French National Safety Institute, the new French Association for Industrial Medicine, the volume of papers read during National Safety Week held in Paris in June, 1948, and a report of the Conference on Laboratory Accidents in London.

"Laws and Regulations, Safety Codes", another regular feature in the *Safety Survey* presents the salient features of new legislation in various ILO countries. The countries affected are Argentina, Cuba, France, Germany, India, The Netherlands, Sweden, the United Kingdom and the United States. A considerable portion of the article is devoted to the new Swedish Workers' Protection Act passed on January 3, 1949. This Act replaces the Workers' Protection Act of June 29, 1912 as amended, and comprises 75 sections grouped in 10 chapters.

The 120-page magazine concludes with official reports from numerous countries on such topics as accidents resulting in injuries and deaths, research centres and state social insurance, and reviews of recent periodicals on industrial safety.





# PENSION PLANS

## *in Canadian Industry\**

\* Prepared by the Economics and Research Branch of the Department of Labour.

*At present approximately one million workers in Canada, or about one in every four wage and salary workers, are covered by group pension plans. The number of these organized group plans is estimated to be close to four thousand. Under these plans provisions are made for workers to receive a regular income after retirement. Almost all of the plans now in existence have been inaugurated since 1900; more than three-quarters in fact since 1939.*

*The present article makes some reference to the growth of these industrial pension plans over the past fifty years and analyses the main features of existing plans. The article also deals briefly with some of the advantages and limitations of these plans. Finally, reference is made to the relation of these plans to the broad problem of old age security for all Canadians.*

### GROWTH OF INDUSTRIAL PENSION PLANS

No information is readily available as to the number of group pension plans in existence at the beginning of the present century, but it is known that at least four of the current plans were inaugurated prior to that date. The earliest of these four plans was introduced in 1874 by the Grand

Trunk Railway, now part of the Canadian National Railways, and is known as the Superannuation and Provident Fund Association.<sup>1</sup> Of the other three plans in effect

<sup>1</sup> An earlier Federal Civil Service retirement plan was introduced in 1870. The present Civil Service Superannuation Act, was passed in 1924.

in 1900, two were in financial firms and the third was in a manufacturing concern.

The period since 1900 can be dealt with conveniently in two sections: from 1900 up to the beginning of World War II in 1939 and the decade of the forties. In the earlier period the growth in the number of pension plans was slow—in the latter the number increased rapidly.

### Period from 1900-1939

Over the first four decades of the present century there was a gradual extension in the number of workers covered by industrial pension plans. As the general interest in the problem of old age security increased more firms developed both informal and formal arrangements for helping to provide assistance to retired employees. Most of these early plans were initiated by employers and were usually of a non-contributory nature as far as the employees were concerned. Evidence of the widening interest in old age security during this earlier period is seen in the increasing frequency of parliamentary debates on the subject following the first World War culminating in the passage of the Old Age Pension Act in 1927.<sup>2</sup> This Act inaugurated an over-all federal-provincial program of limited financial assistance to persons over seventy years of age in need of such aid.

Most of the pension plans introduced during this forty-year period were in financial institutions and in manufacturing plants. A recent survey reveals that about 350 of the current industrial pension plans, which were inaugurated prior to World War II, are in finance, while some 300 are in manufacturing.<sup>3</sup> Another 175 plans currently in effect and introduced in the period up to 1939 are in wholesale and retail trade establishments. The number of current plans introduced during these earlier years in the other industry groups is much smaller, about seventy-five in all.

The growth in the size of many financial, trade and manufacturing concerns during these years is no doubt one factor explaining the more rapid introduction of pension plans in these industries than in some others. Besides, manufacturing during these

<sup>2</sup> The assistance provided to older persons under this Act is not based on any previous financial contributions to an established fund but is paid on the basis of need. The assistance given is paid on a different basis from that provided under most industrial plans.

<sup>3</sup> An article outlining the results of a survey conducted by the Dominion Bureau of Statistics in co-operation with the Departments of Labour and National Health and Welfare entitled "Survey of Industrial Pension and Welfare Plans, 1947", was printed in the *LABOUR GAZETTE*, June, 1949, pp. 694-700.

years experienced some important changes in organization. With the rapid increase in the size of establishments and the introduction of mechanization on a large scale, accompanied by greater division of labour and job specialization, the work performed by independent craftsmen diminished in importance. It was during this period, for example, that many of the rural artisans, including blacksmiths, harness makers and wheelwrights, largely disappeared, and the proportion of urban wage-earners increased rapidly. Those workers who formerly continued at their independent crafts now, under the changed conditions, were retired at age sixty-five or seventy because it was found more economic to have their places in the plant taken by younger persons.

These changes in industrial organization in Canada, as well as elsewhere, tended to focus more attention on the problems of workers laid off in their declining years. More firms, sometimes on the urging of unions, recognized some responsibility for the continued security of former employees in return for services previously rendered. Not much is known on the extent to which workers themselves during these years were encouraged by unions, employers and other agencies to set aside savings for their old age. It is significant, however, that relatively early in this period, in 1907, the Annuities Act was passed, "for the encouragement of thrift and the affording of greater facilities for making provision for old age", by the Federal Government.

### Period from 1940-1949

Although the growth in the number of pension plans was slow up to 1940, some foundation was laid for a rapid expansion. During the past decade the number of industrial pension plans has increased by approximately three thousand. The largest group of wage-earners covered by these plans is in manufacturing in which total employment is greater than in any other industry. It is estimated that approximately 25 per cent of all workers in this industry are covered. In transportation about 94 per cent of the 194,000 employees of Canadian railway companies are covered. On the other hand coverage is much smaller in industrial groups such as services, construction and forestry. In these industries there is considerable seasonal and casual employment, a fact which militates against the establishment of pension plans.

There are several factors responsible for the rapid increase in the number and in the coverage of pension plans during recent years. The marked expansion of manufacturing during the war years has given



added importance to the trends noted earlier in industrial organization. Added to this, many establishments have had at their disposal the funds required to inaugurate pension plans. Whether their reasons for desiring to set up such schemes, were based on economic or humanitarian considerations, or both, the state of business during the period was favourable for their establishment.

Under pressure of wartime production needs, employers gave increasing attention to personnel problems. With labour at a premium it was necessary to take every possible step to increase the efficiency of labour.

During the war, the ceiling on wages together with the shortage of labour resulted in a tendency on the part of employers to increase the emphasis placed upon working conditions and to provide benefits in lieu of wage increases. By establishing pension plans, employers were able to increase the over-all economic returns to their employees without increasing their wages.

Another consideration, from the employer's standpoint, has been the desirability of establishing a systematic retirement policy. Under a pension plan employees can be retired without partiality when they have reached the age selected as most suitable. There is less tendency to retain in employment those whose industrial efficiency has declined due to the effects of increasing age, since their retirement will not result in destitution.

Employers' decisions in regard to the establishment of pension plans have also been influenced by the action of the federal government in making contributions paid into approved pension funds, deductible

from income as computed for purposes of corporation income and excess profits taxes.

Employees, on their part, have taken advantage of their stronger bargaining position, resulting both from labour shortages and from larger union membership, to press for welfare plans. This pressure has become particularly noticeable recently as efforts to secure direct wage increases have become a somewhat less active issue in collective bargaining.

Perhaps the most important single reason, however, for the increase in pension plans during recent years has been the growing interest in all forms of social security. Aside from this general interest the position of the older members of the community has been underlined by the higher proportion of older people in the population, due mainly to declining birth rates and to increased longevity.<sup>4</sup>

Actions taken by the government during the decade in regard to older persons, are indicative of this increasing concern of the nation as a whole in social security. The amount of old age assistance set initially

---

<sup>4</sup>In 1949 the number of persons 65 and over represented over 7 per cent of the population, in 1900 it was 5 per cent. It has been estimated that the proportion of the population 65 and over may gradually approach a level of from 10 to 15 per cent of the total population. See LABOUR GAZETTE, January, 1950, page 26.

---

**At present approximately one million workers in Canada, or about one in every four wage and salary workers, are covered by group pension plans.**





at \$20 per month in 1927 was increased on three occasions during the past decade.<sup>5</sup> The federal government also introduced, beginning in 1949, an additional exemption of \$500 for income tax purposes in the case of persons 65 years of age and over.

## LEADING FEATURES OF PENSION PLANS

While most industrial pension plans in Canada show a broad similarity, they may vary as to detail.<sup>6</sup> This is due partly to the differing needs of the groups covered. Large and small firms are likely to establish pension plans of different types. A firm with a stable business and a small labour turnover will have less difficulty in setting up pension and welfare plans than a firm in a less fortunate position. The kinds of benefits provided, and their amounts, depend on such factors as the financial strength of the company, the method by which the plan is financed, whether the plan is contributory or non-contributory, and the presence or absence of other welfare plans for the employees. The leading features of pension plans may be discussed under four headings:—

How is the plan administered?

How is the plan financed?

What benefits does the plan provide, and under what circumstances?

Who are eligible for these benefits?

The Table on pages 448 and 449 gives a brief analysis, under these four headings, of seven Canadian pension plans. Each of these plans has been selected either because it is typical of plans of a certain kind, or because it is important in itself, like that of the federal Civil Service. This table provides examples to illustrate the discussion which follows.

### How is the Plan Administered?

In this respect, nearly all Canadian plans fall into two types: some are organized under contracts with insurance companies or with the Government Annuities Branch of the Federal Department of Labour; some are administered by a board of trustees.

When a plan is underwritten by an insurance company or by the Government Annuities Branch, this underwriting organ-

All of these factors have given rise to much current discussion of old age security problems and in turn serve as an added impetus to industrial pension plans. For this reason it is timely to consider some of the main characteristics of existing plans.

ization accepts the responsibility for paying each employee the pension or other benefit due him under the contract, and in return receives annual sums representing the contributions made by the employee and his employer, or the employer alone, during that employee's working career. The contributions must be adequate actuarially to provide the benefits promised. This form of organization offers the greatest security to both the employer and the employee. Such plans, however, are rather rigid in their requirements, and other types may be found less expensive in some cases.

Under a trustee plan, the annual contributions are deposited with a trustee who administers the funds, paying pensions or purchasing annuities for employees as they retire. The trustees are usually selected by the employer, and are sometimes directors or officials of the company. In some cases, both employer and employees are represented on the board of trustees.

This type of administration permits greater flexibility in the organization of the plan than is allowed by an insurance company. Regulations have been established, however, by the Pensions Fund Branch of the Department of National Revenue, which must be observed in organizing any pension plan if the contributions to the fund by the employer or the employees are to be allowed as exemptions for income tax purposes. Perhaps the most important of these regulations is the requirement that the employer's contributions to the pension fund must be irrevocable.<sup>7</sup> In other words, if the plan is not insured, the contributions must form a trust fund, which the employer cannot recover for his own purposes, but which must be devoted solely to the payment of pensions or other related benefits to the employees covered by the plan.

When pensions are paid from an independent trust fund, instead of being insured, it is evident that all the risks of the plan such as exceptional longevity among the pensioners, must be borne by the established fund alone, instead of being merged in the larger pool of risks carried by the Annuities Branch or by an insurance company. When the trust fund is used to buy annuities for employees as they retire, the fund is protected from the risk of high longevity among the pensioners after

<sup>5</sup> The monthly maximum rate was increased to \$25 in 1943; to \$30 in 1947; and to \$40 in 1949. In addition to paying their share of one-quarter of these amounts some provinces introduced "cost of living" bonuses up to \$10 per month which are still being paid.

<sup>6</sup> See "Types of Pension and Retirement Plans in Canadian Industry", *LABOUR GAZETTE*, February, 1950, pp. 191-192.

<sup>7</sup> Further regulations of the Department of National Revenue are referred to below.

retirement, but some uncertainties remain, due to variations in the mortality rate of employees before retirement, or in the rate of labour turnover. For these reasons, such independent plans are best suited to companies with sufficiently large numbers of employees to make risks reasonably predictable. The cost of administering a trusteed plan is also likely to be excessive for a small company.

### How is the Plan Financed?

The method of financing adopted greatly affects all the other features of the plan, including the types of benefit provided and the vested rights of the employee. Most of all it affects the security of the prospective pensioner, who has an interest not only in the size of his future pension, but in the certainty that it will be paid.

In the case of a plan financed and administered by the employer, it is possible theoretically at least, to operate upon a "pay-as-you-go" basis. The pensions due each year are then paid directly by the employer from current revenues or from his general cash reserves. Under such a plan there is no accumulated pension fund specifically earmarked for the payment of pensions. The continuance of pension payments depends upon the continuance of the prosperity of the business and its ability to carry the plan through a period of recession. In case of bankruptcy the employees would have no claim against the assets of the company. To balance this lack of security, the advantage of such a plan is that it does not require an initial outlay to establish a fund.

There are practically no pure "pay-as-you-go" plans in Canada at present, due in part to the requirements of the Department of National Revenue. As stated above, nearly all plans are either insured or trusteed. Either of these types of plan involves the actuarial calculation of the yearly payments which must be made on behalf of each employee throughout his working career, to provide him on retirement with a pension of the chosen size.<sup>8</sup> The fund formed by the accumulated contributions will be preserved in the hands either of trustees or of an insuring agency, and even should contributions cease, the fund will continue to provide pensions to those employees who have retired, and a certain sum of money for those employees who have not yet reached the retirement age.

It is evident that the pension which the employee ultimately receives will be deter-

mined by, among other things, the number of years during which contributions to the fund are made by him, or on his behalf. In this calculation no account has yet been taken, however, of the past years during which the employee may have worked for the same employer before the pension plan was established. This is a serious matter for those employees who, at the beginning of the plan, are already close to the age of retirement, as they will have only a few years of contributions to their credit when they retire. If their pensions are to be set at rates which take account of their years of service before the plan began, an adequate amount of money must be provided in addition to the normal contributions.

This amount of money is known as the "past service liability" of the pension plan. It is, of course, gradually reduced as the older employees successively retire, receive their pensions, and die. That portion of a pension paid for years which the employee worked before the pension plan began is called the "past service benefit". That portion of the pension paid for years worked after the pension plan began, and during which normal contributions were paid to the pension fund, is called the "future service benefit".

Since it is difficult for employees to contribute toward their past service benefits in addition to their normal contributions toward their future service benefits, the past service benefits are usually financed entirely by the employer. This can be done on a "pay-as-you-go" basis even if the future service benefits are funded. The Department of National Revenue, however, requires the past service liability to be liquidated according to a definite plan, by payment of a lump sum into the pension fund, or of instalments over a pre-determined period, or of premiums during the remaining years of service of the employees concerned.

The maximum deduction for income tax purposes, in any one year, allowed under this heading is one-tenth of the total past service liability. It is usual, therefore, for employers to plan to fund the whole sum by regular contributions over a period of ten years or somewhat longer.

Pension benefits for past service, under the same regulations, may not exceed those for future service. In fact, as the table shows, the rates of past service benefits are usually lower, in proportion to length of service and the earnings of the employee. This is most likely to be true of contributory plans, due to the difficulty of obtaining additional contributions from employees.

Within the general category of funded plans, two further types must be distin-

<sup>8</sup>In the case of "money purchase" plans, the annual contribution is fixed as a percentage of the employee's earnings, and the pension paid is calculated actuarially from the contributions.

# SELECTED CANADIAN

Main Features of Pension Plan	Montreal Star	National Carbon Limited	Great Lakes Paper
<b>Administration</b> Underwriting agency	Annuities Branch, Canadian Department of Labour, and Insurance Company	Annuities Branch, Canadian Department of Labour, and Insurance Company	Insurance Company
<b>Contributions</b>			
(a) Employee contributions	4% of basic earnings	3% of annual earnings under \$3000—4% of excess over \$3000	4% of earnings
(b) Employer contributions	4% of basic earnings of each member, plus cost of past-service benefits	Balance of cost of plan	Balance of cost of plan (about 60% of total including past service benefits)
<b>Benefits</b>			
(a) Annual Pension Formula			
(i) Future Service	Amount determined by future service contributions given above (Money purchase plan)	1½% of total straight time earnings as a member of plan under \$3000 per year 2% of earnings over \$3000 per year.	1½% of total earnings as member of plan
(ii) Past Service	1% of basic annual earnings as at effective date of plan, for each year of past service after age 35	1½% of annual rate of earnings at effective date of plan, for each year of past service	1% of annual earnings as at effective date of plan multiplied by years of past service minus 5.
(b) Vested rights on termination of employment before retirement age	Paid-up annuity based on employee contributions, plus a percentage of employer contributions if service over 11 years	Over 15 years service: paid-up annuity based on past and future service benefits accrued. Under 15 years: future service benefits resulting from 3% contributions only	Refund of employee contributions as cash annuity; percentage of employer contribution if service over 5 years
(c) Survivors' Benefits			
(i) Death before retirement	Lump sum equal to employee contributions plus interest, plus a percentage of employer contributions if service over 11 years, and if the employee's death occurred after 20 years' service and after age 50, a further lump sum equal to all the employer's past service contributions plus interest	If age at death over 55 for men, over 50 for women, beneficiary receives reduced pension for 10 years. Under such age, total employee contributions refunded, with interest only on 3% contributions	Refund of employee contributions
(ii) Death after normal retirement	5 years payments guaranteed, or other options	10 years payments guaranteed, or other options	5 years payments guaranteed
<b>Eligibility Requirements</b>			
(a) Eligibility to join plan	Regular employees with 2 years service, aged 25-59 men, 25-54 women. Employees past age limit receive pension of 1% of final salary for each year of service after age 35	Regular employees with one year's service, men under 65, women under 60	Regular employees, aged 21 or over, one year service for men, 3 years service for women
(b) Normal age of retirement with pension	Men 65, women 60, earlier or later in special circumstances	Men 65, women 60, earlier in special circumstances	Men 65, women 60 but under 10 years service men retire at 70, women 65
<b>Effective Date</b>	March 31, 1948	July 1, 1939	April 30, 1947



# GROUP PENSION PLANS

George Weston Ltd.	Canadian National Railways	Canadian Industries Limited	Federal Civil Service
Trustees selected by Board of Directors	Canadian National Railway Company as trustee	Future service liabilities funded under trustees selected by Company	Canadian Government
3½% of earnings for future service pension	Zero to 10% of earnings at option of employee, toward supplemental pension	None	5% of salary \$1,200 or less yearly. 5½% of salary \$1,200-\$1,500 yearly. 6% of salary over \$1,500. All females 5% of salary
Balance of cost of future service pensions (4.7%) and entire cost of past service pensions	Matches employee contribution up to 5% of earnings, plus total cost of basic pensions and past service pensions	Total cost of plan; periodic contributions to trust fund to cover future service liabilities	Balance of cost of plan
1½% of aggregate earnings while contributor to plan unless minimum pension (below) applies	Basic pension \$300 annually, plus supplemental pension determined by above contributions	1% of average annual earnings during final ten years, multiplied by number of years service	2% of average earnings during last ten years, for each year of service up to 35 years
For employees with 5 years or more past service, prior to 1946 minimum pension is 30% of 1946 earnings	If over 10 years past service, service pension replaces basic pension unless basic pension is greater. Service pension—1% average annual earnings for best 10 years multiplied by years of past service (1)	Same formula as future service	Same basis as future service, if employee elects to make contributions for past service. Includes overseas service in forces, employment as temporary civil servant, or other pensionable employment.
Paid-up pension based on own contributions, also on a percentage of employer's contributions if service over 10 years; or cash refund of own contributions without interest	Employee contributions refunded with compound interest; no interest on contributions during first 10 years service	None	Retiring allowance on leaving before retirement age, after ten years or more service, due to disability or abolition of position. Under other circumstances, adjusted retiring allowance, or gratuity, or return of contributions without interest
Refund of employee's contributions plus interest	Refund of employee's contributions plus interest	Life Insurance Benefit Plan separate from pension plan, provides \$1,500 to named beneficiary if close relative, otherwise \$300	If 15 years' or more service, allowance to widow equal to one-half of allowance payable if contributor had reached retirement age at date of death. Small allowance for children. If service under 10 years, small allowance or gratuity
5 years payments guaranteed	Dependent on type of annuity selected by employee	See above item	Allowance to widow equal to one-half of pension received. Small allowances for children
2 years continuous service, men under 50, women under 45	Basic pension: begin service before age 45, continue to age 65. Supplemental pensions: 10 years continuous service before employer contributions begin; employee contributions may begin on entering service if under 55	All regular employees from date of employment	All permanent civil servants appointed after effective date of plan, having passed medical examination; those appointed earlier who elect to join
5 for men, 60 for women, earlier under special circumstances	Normal: 65, after 20 years Disability: 60, after 20 years Voluntary: 60, after 35 years, or after 30 years at reduced pension	Compulsory at 65 after 15 years' service. Voluntary at 60 after 30 years' service Disability, any time after 15 years' service	Retirement permitted at 60 Retirement compulsory at 65, with few exceptions
December 1, 1946	January 1, 1935	September 26, 1919	July 19, 1924

) C.N.R.—When past service exceeds 10 years, if service pension, plus supplemental pension purchasable by a 5% matched contribution, does not equal 1% of average earnings of last ten years, for each year of service, the difference is made up by the Company.

guished: the contributory and the non-contributory. Under a contributory plan, the employee as well as the employer contributes to the pension fund. Under a non-contributory plan, the employer pays the total cost of the pension. Plans under which the employee contributes, but not the employer, are nowadays rare, except as a voluntary supplement to the company's basic pension plan; as basic plans, they would not be approved by the Department of National Revenue.

The table shows several examples both of contributory and non-contributory plans. The survey of pension plans made by the Dominion Bureau of Statistics in 1947 showed nearly 250,000 workers covered by non-contributory plans, and about 380,000 by the contributory type. The latter group includes the large railway pension plans. Excluding the railways, the survey showed that the non-contributory plans were, on the average, much larger than the contributory ones, since they covered an average of about 400 workers apiece, while the average contributory plan covered only about 70 persons.<sup>9</sup>

Since pension plans in Canada have only recently become an object of collective bargaining, it is evident that many of the existing non-contributory plans have been set up on the initiative of employers. Employers may often favour the non-contributory type of plan, because of its greater economy in administration, because the employer is likely to have more control of its management, and because it increases his influence with his employees.

The contributory type of plan, however, also has advantages. From the point of view of management, it has the advantage of making employees conscious of the cost of their pensions. From the point of view of labour, it increases the financial independence of the employee, and is likely to provide him with a larger pension and greater vested rights in the pension fund.

### What Benefits Does the Plan Provide?

The principal benefit is obviously the pension itself. Every pension plan contains a formula by which the rate of pension for each employee is accurately determined. As the table shows, there is wide variety in the formulae used, although the majority of them show a general similarity. In nearly all cases, the annual pension is calculated as a certain small percentage of the employee's average annual earnings, multiplied by the number of years of service.

<sup>9</sup> Cf. "Pension and Welfare Plans in Canadian Industry", in *LABOUR GAZETTE*, June, 1949, pp. 694-700.

If average earnings are computed from the employee's years of highest earnings, or from the last five or ten years of employment, rather than from his total period of service, the rate of pension is usually increased. In such a case the percentage of such earnings used in the calculation of the pension may be reduced, for example, from  $1\frac{1}{2}$  to 1 per cent, or the contributions may be higher, or other benefits from the plan may be reduced.

Supplementary pension plans are sometimes provided in addition to the basic pension plans, for the use of employees who wish to increase their rate of pension by additional voluntary saving of their own. Such supplementary plans are intended especially to serve employees who began to work for the firm at a relatively advanced age, and whose pension rates would therefore otherwise be low.

The vesting policy of a plan is a feature which any employee must consider, in estimating the prospective benefit of the plan to himself, in addition to the expected rate of pension. If the plan grants vested rights to the employee, this means that he has a claim to a certain part of the accumulated pension fund. If his employment should terminate, after a certain number of years of service, he is entitled either to a cash payment from the fund, or to a part pension at a future date, the amount of which will depend on the length of his service with the company.

Most Canadian private pension plans now grant the employee vested rights. The employer's contributions to the fund are irrevocable, and the whole fund at any time is therefore vested in the employees. If the plan is wound up, the fund must be divided among the employees, in the form of pensions, part pensions, or cash refunds, depending upon their length of service and other circumstances. Such provisions are required if the plan is to qualify for income tax exemption.

This does not mean that an employee who leaves a firm after only one or two years' service will enjoy full vested rights. If he has himself made contributions to the fund, he is always entitled to have them returned to him, with or without interest, either as cash or as a future annuity. But in most cases, he will have no claim to the sum contributed by his employer on his behalf, unless he has been with the company for a considerable number of years. Partly as a result of Canadian income tax regulations, the most common practice at present is to vest part of the employer's contributions in the employee after ten years' service, and to grant full



vesting after twenty years. Other variations are shown in the table.

This does not mean that the employee, after twenty years' service, can withdraw from the pension fund in cash the total sum represented by his own and the employer's contributions. Even if he is leaving the company, it may be that the greatest cash refund he can obtain is the total of his own contributions with or without interest. To enjoy his vested right to his employer's contribution, it is likely that he will have to leave the whole sum, including his own contribution, in the pension fund until he can receive it as an annuity at the normal retirement age.

Vesting helps to some extent the older worker who finds it necessary to change jobs, since it provides him at least with a part pension, proportioned to the time he has spent with the company. It does not greatly help a worker, however, who changes jobs every five or ten years, since this period is not usually long enough for him to gain full vested rights.

### Who are Eligible for Benefits?

This problem may be broken down into two sets of more detailed questions:—

(1) Which employees are permitted to join the plan? How many years of service are required before joining? Is there a maximum age after which the employee cannot join?

(2) What is the normal retirement age for male and female employees respectively? What is the minimum number of years of service required to qualify for a pension?


The table gives brief answers to these questions for the seven plans analyzed. It is evident that these questions are closely interdependent.

Not all of the questions are applicable to all plans. The question, which employees are permitted to join the plan, and at what date, applies chiefly to contributory plans, since the employee on joining begins to pay contributions. Joining the plan is often compulsory, except for employees hired before the plan was inaugurated.

In a non-contributory plan, all permanent employees are usually included automatically, but a certain minimum length of service is usually required before retirement to qualify for a pension.

The normal retirement age is most often 65 for men and 60 for women. Most plans allow earlier retirement on reduced pension in cases of disability or under other special circumstances.<sup>10</sup> Many plans permit later retirement, in approved cases. Two of the plans shown in the table set forth, instead

<sup>10</sup> A system of pensions payable only in case of disability has been established for members of the United Mine Workers, District 18, in Alberta, Saskatchewan, and British Columbia. These pensions are paid from the "Welfare Fund" a trust fund established as a result of collective bargaining, to which the employers pay the sum of fifteen cents (three cents in Saskatchewan) for every ton of coal sold or used. A pension of \$60 per month or less is paid to union members "mentally or physically disabled as the result of long service in the coal-mining industry" to such an extent as to be partially or wholly unemployable.



Pension plans have contributed to the trend of recent years towards earlier retirement of industrial workers.



of a fixed retirement age, a schedule of ages at which retirement is permitted, decreasing as length of service increases.

It is evident that the earlier the age of retirement on pension, the greater the cost to the plan of a pension of given size. For this and other reasons, many people now consider that retirement at 65 may be unduly early.

Discrimination between different classes of employees in granting pension rights is forbidden by the Canadian income tax regulations, especially discrimination between high and low salary classes. The coverage of the plan may be restricted to certain well-defined classes of employees. Part-time, temporary, or seasonal workers are practically always excluded. There may be different eligibility requirements for males and females.

### Cost of a Pension Plan

In concluding this section, it may be appropriate to mention the principal factors affecting the cost of a pension plan, some

## CURRENT ISSUES

The increased interest in old age pensions during recent years, referred to earlier in this article, implies much discussion of the advantages and disadvantages of industrial group plans and of their relation to an over-all security program for older workers. These more active discussions of industrial pension plans spring, to a large extent, from a greater emphasis placed on the need for pensions for older workers by Canadian trade unions.

Until the last year or two pension plans had not been an important factor in collective bargaining within Canadian industry. The recent bargaining on plans in the United States<sup>11</sup> and the great concern about social security problems shown by Canadians of all ages, have led some Canadian unions to press for pensions, especially in

<sup>11</sup> The collective bargaining activity concerning pension plans in the United States has centred about three industries—coal, steel and automobile. In these industries the unions have bargained for regular employer contributions to a pension fund. The resulting plans are employer financed, but it is to be noted that the plans are devised as supplements to the Government Social Security program which is employee-employer financed. In Canada, no over-all pension scheme exists, and the unions which have bargained on this issue have urged a full pension as compared with the partial pension requested by the American unions. Almost all of the unions which have carried on these negotiations for industrial pension plans have been industrial unions and represent large bodies of employees of a single employer.

of which have now been discussed. The most obvious factor is, of course, whether the pensions are large or small. There is also the degree of security provided, a fully-funded plan being more secure and more costly than one partially funded, and a pay-as-you-go plan being the cheapest at the beginning, but in the long run the least secure. A generous vesting policy is more costly than a parsimonious one. Costs are also affected by the age distribution of present and future employees, the expected mortality rates of employees before and after retirement, and of course the retirement age. Among the numerous other factors which might be mentioned are the rate of labour turnover and the type of administration selected for the plan.

Of external economic factors affecting the cost of the plan, the most important is the prevailing rate of interest, which must determine the rate of interest assumed by the actuaries in calculating contributions and benefits. The decline in interest rates since 1929 has greatly increased the cost of a pension.

industries where no plans are already in effect. The establishment of pension plans was listed as an issue in a number of strikes which took place in Canada during 1949. Moreover, a recent conciliation board recommended the establishment of a plan in the automotive industry.

More detailed information on individual industrial pension plans is required to assess their contribution towards a solution of the general problem of economic security for Canadian workers. However, some broader aspects of group pension plans and of national social security measures for older workers might be mentioned briefly in this final section.

One of the principal limitations of many industrial pension plans is lack of provision for the worker to transfer his full pension credits should he change employers. Even if the second firm also has a pension plan it seldom recognizes the previous experience of the worker. The worker's vested rights usually depend to an important extent on the length of employment with a company. Thus if he is to receive an adequate pension he must usually remain at least twenty years with a single employer.

This constitutes a restriction of the workers' mobility and often will tie him to a given firm even though it may be in the interests of the worker and of the economy that he move elsewhere. From the point of

view of the employer also, the credit of the employee in a pension plan may deter the employer from discharging him even though he may be less productive than the average or redundant to the activities of the firm.

The inability of the worker to retain his credit toward a pension when transferring from job to job may react to the disadvantage of older workers seeking employment. Firms may be hesitant to hire workers who are relatively close to retirement age as it may require retiring the worker at a low pension. Such a problem is not easily overcome. The basic need appears to be for the coverage of all workers or at least for the extension of vested rights which the worker can carry with him.

One further result of a pension plan is the necessity of setting a definite age for retirement, usually sixty-five years for men and sixty for women. Against the advantage of such a retirement policy, must be balanced certain disadvantages in the encouragement of retirement from the standpoint of the individual and the industry. In some cases workers on reaching the retirement age are still capable of a valuable contribution. Medical advances which have lengthened life have also probably lengthened man's potential working career. Too early retirement, therefore, may be wasteful and may even shorten the life of the individual concerned. Besides there is an increasing number of jobs requiring light manual labour which might be performed by older workers who would otherwise retire into inactivity.

The initial cost of a pension plan, depending on the nature of the plan, is often high and once embarked on, the current expenses must be paid as an annual charge. The total cost of a pension plan must also be considered in the light of other cost items.<sup>12</sup> In some industries where labour costs are already relatively high, the effect of an additional expense may have a more important effect on the competitive position of the industry than where labour costs are relatively small.

The main over-all limitation of the system of industrial plans today, from the point of view of the worker, as has been stated above, is its restricted coverage. Three-quarters of the wage and salary workers in Canada today are not covered, in addition to most of the "own account" and other members of our labour force not earning wages and salaries.<sup>13</sup> Many of the workers who are not covered could not readily be included in industrial pension plans. This is one of the factors which

has led to a demand for a national pension program. Representatives of management and of labour have recently advocated the setting up of such a plan.

It is evident that the establishment of an over-all public program would assist in overcoming some of the difficulties mentioned above. But the introduction of such a plan by the federal government presents certain other difficulties. First, there must be agreement between the federal and provincial governments on financial arrangements. A second consideration is the magnitude of the cost involved in an over-all pension plan. Pension plans at the levels now advocated in various quarters would require the increase of government social security payments to from one-and-a-half to four times their present level.<sup>14</sup> An expenditure of this size on one section of the population requires a willingness on the part of the remaining sections to meet the cost. These are two of the problems which the recently established Joint Committee on Old Age Security of the Senate and the House of Commons has under consideration.<sup>15</sup> They are also expected to be discussed at the Federal-Provincial Conference later this year.

With the introduction of an over-all old age security program, there would still appear to be a place for industrial pension plans. While a broader plan might establish a higher minimum of old age security for a large part, or perhaps all, of the population, there would be room for supplemental pensions, provided by the group plans of individual industries. In the meantime these industrial pension plans are making a substantial contribution to the income security of many older persons.

<sup>12</sup> Under the Canadian Government Annuity Plan the total cost of an annuity of \$50 monthly purchased at age 65 with monthly payments to start immediately would be \$7,150 and a \$100 annuity would be \$14,300. Annual payments from age 35 to give similar annuities would be \$145 and \$290 respectively.

<sup>13</sup> Out of a total of 5,100,000 in the labour force, 950,000 are "own account" workers; 250,000 are employers with their own business or profession; 3,600,000 are paid workers; and 300,000 are unpaid family workers.

<sup>14</sup> Estimates of total cost made by the Department of Health and Welfare show a monthly pension of \$40 for all persons over 70 years of age would cost \$323 million in 1951, \$417 million in 1961 and \$500 million in 1971. A \$100 monthly pension for all persons over 60 years would cost between \$2 and \$2.5 billion. Some conception of the magnitude of this expenditure is gained when it is realized that all present social security payments by the federal government total approximately \$700 million. (Hansard, March 10, 1950, p. 640.)

<sup>15</sup> For the terms of reference of the Committee see page 428 of this month's *LABOUR GAZETTE*.



# CONCILIATION BOARD RECOMMENDS NON-CONTRIBUTORY PENSION PLAN AT FORD MOTOR COMPANY OF CANADA

*On February 27 the Department of Labour of the Province of Ontario made public the Report of a Board of Conciliation, established under provincial legislation, dealing with a dispute between the Ford Motor Company of Canada, and its employees, members of Local 200, United Automobile Workers of America (CIO).*

*While this Report covers a number of issues, considerable general interest attaches to the sections dealing with the union's request for a pension plan and health program. These sections are reprinted below.*

*The Report is in two parts: a majority report, signed by C. P. McTague, Chairman, and J. C. Adams, company's nominee; and a minority report, signed by Drummond Wren, employees' member. Both reports recommend the establishment of a non-contributory pension plan, but are at considerable variance in their proposals as to pension benefit rates and other matters.*

## Majority Report

*In the matter of the Labour Relations Act, 1948, and Regulations made thereunder and of a dispute between:*

FORD MOTOR COMPANY OF CANADA, LIMITED,  
WINDSOR, ONTARIO, *Employer,*  
and

LOCAL 200, UNITED AUTOMOBILE WORKERS  
OF AMERICA (CIO), *Employees.*

The Honourable  
The Minister of Labour for the  
Province of Ontario  
Parliament Buildings  
Toronto.

SIR:—

The Board of Conciliation established by you under date of November 14, 1949, reports as follows:—

The Board met with the parties at the City of Windsor on December 14, 15, and 16, 1949. The parties were represented as follows:

For the Company: Mr. Wallace H. Clark;  
Mr. Gregory Kew.

For the Union: Mr. George Burt; Mr. Joseph H. Daoust; Mr. Kunio Hidaka.

The issues upon which the parties were unable to agree, and which were presented to this Board for consideration, fell into two main divisions—

1. Changes in the text of the former collective agreement.

2. The request of the union for old age retirement income and health security program.

It will be convenient to deal with these issues in the order in which they were presented by the union, but before entering into a detailed discussion of the items in dispute and indicating our recommendations to the parties we think it appropriate to comment generally as follows:

The union seems to regard the matters in issue here as being of special importance because from their point of view the collective agreement with Ford Motor Company of Canada, Limited, will establish a pattern for negotiations with other companies.

While it cannot be denied that the collective agreement between a large industrial organization and a union representing upwards of 10,000 employees must be of considerable significance we do not consider that any particular clause of the collective agreement between these parties should necessarily be regarded as a pattern in other negotiations, which must always be resolved in relation to the particular facts and circumstances applicable to the parties in those negotiations.

Nevertheless because the Union in these proceedings is desirous of establishing herein patterns for future negotiations, that seems to us to give the Board of Conciliation greater scope in expressing their views and in making recommendations than would otherwise be the case.



*(The sections of the Majority Report dealing with contract changes are omitted.)*

We come now to the more difficult questions of pension and welfare programs.

It is first to be noted that there is no issue before us as a Conciliation Board between a contributory pension plan and a non-contributory one. The simple fact is that the Union in the normal process of collective bargaining has demanded a non-contributory pension plan of \$100 per month at age 65 after twenty-five years of service and the Company has conceded the principle of a non-contributory plan but at the rate of \$55 per month at age 65 after thirty years of service. Our duty as a Conciliation Board is to try to bring the parties into agreement on the principle already accepted by both and on a basis which in the circumstances represents our view of how equity and cost can best be reconciled. In that connection we must keep in mind that the cost will be borne in the last analysis by the purchasers of the products manufactured. The cost of pension plans like any other cost including wages must be reflected in the price of the product and be borne generally by the purchasing public.

It is clearly apparent that the pension agreement arrived at between the same Union and Ford Motor Company of Detroit is a most important factor in its bearing upon the present case. It becomes necessary to analyse that agreement. No matter how that contract may have been described in press references, it is clearly not a contract to establish at the expense of the Ford Motor Company pensions of \$100 per month at age 65 after thirty years of service. It can be fairly described as a contract by which the Ford Motor Car Company obligates itself to pay an amount equal to the difference between general social security benefits and \$100 a month—quite a different proposition.

The agreement as to pensions obviously is based upon a premise or forecast that United States Social Security payments will be increased during the term of the pension plan and that consequently the contribution of the Company to a pension of \$100 a month derived from both Social Security and straight Ford pension will decrease. It might be described with some degree of accuracy as an agreement to underwrite the difference between \$100 a month and what is provided or will be provided by general Social Security payments under social security legislation in the United States.

It is quite obvious that in Canada there is no parallel at the present time with United States Social Security. While we have Old Age Pensions they are subject

to the means test and as presently administered the pensioner who receives a pension from other sources would likely be disqualified. The pension plan offered by the Ford Motor Company of Canada, Limited, appears to be based upon a premise or forecast that during the period of the pension agreement there will be brought into force legislation by which the means test will be abolished in Canada. In the result the plan offered by Canadian Ford may be described as a firm commitment to pay pensions to those eligible under the plan at the rate of \$55 per month at age 65 after thirty years of service until such legislation is brought into force and if the benefits from future legislation plus the benefits of the Company plan together exceed \$100 a month then the Company's contribution may be reduced by an amount equivalent to the excess.

Both plans are founded upon premises that may never come about. Nevertheless it would be far from prudent on the part of either Company from point of view of cost, which as we have said, must eventually be borne by the public, to enter into an agreement and ignore pending legislation in the United States on the one hand and a powerful movement to bring about abolishment of the means test and increase in Old Age Pensions in Canada on the other.

It seems quite evident that Ford of Canada in devising its particular plan has tried to follow the lines, as closely as possible in the somewhat different circumstances which prevail in Canada, of the pension plan reached in the collective bargaining process between American Ford and the same Union. In addition, it has quite evidently also made a sincere attempt to equate the benefits to its employees to the benefits received under the Detroit Plan. Having in mind that wages in the Canadian plant on the average are about 78 per cent of those paid in the Michigan Plant, we believe that the plan offered, subject to some modifications, is fair by comparison.

Since this is the first time the question of non-contributory pensions has been made the subject of collective bargaining in Canada the case before us assumes unusual importance from point of view of a pattern in the immediate future. We do not express any opinion as to the desirability of contributory pensions as against non-contributory pensions. In view of the position taken by the Company that becomes unnecessary and irrelevant as far as we are concerned as a Conciliation Board. We have no doubt that the principle of pensions is a desirable one but it must be con-

sidered in relation to what may be done in respect to general Social Security through Governmental action and it must be considered as well in relation to cost. There can be no doubt that the public generally must bear the cost of pension plans as it can only be recovered in the price of the product. Generally speaking the overall result will be exactly what must accompany high wages—namely, high prices. It does seem generally somewhat inequitable that because a man happens to be fortunate enough to be employed by a large and strong organization like Ford, he should enjoy advantages which have to be paid for to some extent at least by the less fortunate members of the community who have no opportunity to enjoy the benefits of any pension plan whatsoever. One can readily understand that there should be some equitable relationship between what an industry does for its employees in the way of pensions and what the country in general does for its citizens along similar lines if it proposes to do anything.

There can be no doubt whatever that the initiation of any new pension plan in these days must necessarily involve inequities as far as particular individuals are concerned. The Ford of Canada Plan bases past service credits on seniority as defined in the collective bargaining agreement. Much objection is taken and will be taken as to that. The pension plan of course has to do mainly with the future and too great concessions to present employees in equity will necessarily result in too high costs in the future. All in all, we are of the opinion that the commencement of past service credits on the basis proposed by the Company is reasonable. It must be kept in mind that this industry has been comparatively a high wage industry and at least over the last few years the thrifty employee has had an opportunity to build up savings.

Generally speaking we recommend acceptance of the Company's Proposed Retirement Plan as outlined in Schedule I of its submission concerning pensions and insurance. We suggest, however, that in the last line of paragraph (a) under "Benefits" ten years should be substituted for fifteen years. In paragraph (a) under "Crediting of Service" we think there should be added the following sentence—"Past Service shall be credited for years beyond age 65 but not so as to increase the total years of credited service beyond thirty". Under "Retirement Age" we think the words—"but there shall be no increase in benefits after age 65", could well be struck out. We also suggest that under "Commencement of Payments and Benefits" the date November 16, 1949, should be substituted for January 1, 1950.

We recommend that the Company's proposal with such modifications as we have suggested should be accepted.

Before parting with the subject of pensions we should like to emphasize that our recommendations in connection with the plan before us are based to a large extent upon the unusual circumstance that the American Company had only very recently agreed upon a plan with the same Union which very much closely approximates the plan we are endorsing. Much different conditions are likely to apply in respect of future applications. There are a number of features of the plan of which we are not too enamoured. In the case of smaller industries it is difficult to see much practical benefit in the principle of joint administration when the same thing might be accomplished through insurance. What we really want to emphasize is that we specifically refrain from attempting to set any particular pattern. Each case shall be left to be dealt with in the light of its own particular circumstances.

The demands of the Union with regard to Health Security and Death Benefits should be withdrawn in view of our recommendation as to retirement benefits particularly since the Company's employees are presently covered under a Group Life and Disability Insurance program to a somewhat comparable extent as that asked by the Union.

We wish to extend to both parties our appreciation of the dignified manner in which they presented their viewpoints on the matters dealt with.

All of which is respectfully submitted.

Dated at Toronto, this 15th day of February, 1950.

(Sgd.) C. P. McTAGUE,  
Chairman.

(Sgd.) J. C. ADAMS,  
Company's Nominee.

## Minority Report

DEAR SIR:—

Before submitting my views on the above matter I wish to draw your attention to the most astonishing situation that occurred relative to it. Following the hearings before this Board in Windsor the chairman and members of the Board met in Toronto on January 19. The Retirement Pension Plan was discussed at that meeting. It was agreed, however, that in view of the many changes in the text of the current collective agreement the Company nominee and the Union nominee would in writing exchange their points of view on these matters and submit them to the Chairman.



A few days later I received such material from Mr. Adams, the Company nominee, and conveyed mine to both him and the Chairman. Several futile attempts to contact the Chairman by telephone were made. I had expected that there would have been some discussion of the parties' respective presentations as there are several issues, vital to them, contained in the proposed contract changes. However on phoning Mr. Adams on February 14 he informed me that as the Chairman was agreeing with his submission he thought the complete report would be forwarded to you that day. On February 17 I received from the Chairman a copy of the complete majority report dated February 15 with an accompanying letter dated February 16.

It has been my firm belief that the Province of Ontario's conciliation procedure has played an important part in resolving many labour relations problems, in spite of its many inadequacies and labour's protests. But if such methods are to be employed as in this case the attacks on the Province's conciliation services will be justified. Finally even the provocative submission of the Company nominee pertaining to changes in the text of the collective agreement have been included *in toto* as part of the recommendation of the majority and this in spite of comments to the effect that many of the changes requested by the Union were overdue.

Before dealing with the issues I wish to make some general comments.

The matters in issue here, exclusive of the Retirement Pension and Health and Security proposals, are of vital concern because of the peculiar circumstances surrounding their initial inclusion in the collective agreement and of the importance that is alleged to be attached to the conclusion of these negotiations.

It will be recalled that Windsor was an "open shop" area where terrific resistance to the inception of labour unions was evident in the early stages of organization. It is equally evident that the present good labour management relationship grew out of struggle between the parties. One needs only to recall the costly strikes for the union to obtain recognition and later for a measure of union security. It is only natural, therefore, that other industries in the area, many of them suppliers of, and therefore dependent upon the Ford Company, followed in some measure the pattern established by the Ford negotiations. To that extent the Union statement that the conclusions arrived at with Ford would become a pattern is undoubtedly correct. It is nevertheless true that out of such an environment fraught with antagonism the

conclusions were not the result of sound purposeful negotiations, but were compromises of manoeuvring.

It now appearing that a sound labour management relationship has been established between the parties, the time has arrived for the frustrative words and phrases to be removed from the agreement in acknowledgment of this newer and better relationship. It is with such a view in mind that I beg to report to you on them as follows:—

*(The minority recommendations on contract changes are omitted.)*

### **Retirement Pension Proposals**

As the details of the Union's proposal were numerous, supported by detailed data, I will confine my comments on this question to its salient features, to examine and appraise the proposals of both parties. Before proceeding to that point, however, I would comment generally on the principle of pension payment<sup>2</sup>.

Before arriving at its net profit figure an industry will make provision for a multiplicity of items among which are depreciation and contingencies. While contingencies are usually another form of "earned surplus", depreciation has for its purpose providing for the replacement of physical equipment. In addition to such a provision there is also one for repair and upkeep of physical equipment. It would appear, therefore, that provision for the proper maintenance and replacement of equipment and building is adequately taken care of. As was shown by the evidence of the Union, Depreciation Reserve stands at 75 per cent of the cost of the assets, and recent Income Tax amendments allow a higher rate of depreciation than was in effect formerly.

While the "wearing out" or replacement of equipment and building has, apparently, been amply provided for, and while a huge earned surplus has accumulated from the profits of the Ford Motor Company in Canada, no arrangement had been suggested until 1947 for the "depreciation" of the human element in this industry. However, through the efforts of the Union another proposal is now before it.

A. The Union requested a Retirement Pension Plan, set out in every detail, of \$100 monthly after 25 years of service with the Company. The Company countered with an offer of a plan which would provide \$55 monthly after 30 years of seniority with the Company. The importance of the difference between seniority and service with the Company is considerable. The Company's limitation to seniority would deprive any employee of any benefit for



any year or years of service with the Company prior to his being re-employed after having left the employ of the Company for any length of time, or for any reason.

**B.** The Company says, in its supplementary brief, that—

First of all I want to emphasize that the offer we have made is substantially the same as the agreement concluded by the same Union just a few short weeks ago with Ford Motor Company in the United States.

A most able actuary, representing the Union, examined the Ford offer and proved that the Ford Motor Company in the United States was paying for an average monthly Pension of approximately \$82.

As the majority report in this case states, the Ford Motor Company agreement with the Union does not provide for a \$100 a month pension but "it can be fairly described as a contract by which the Ford Motor Company obligates itself to pay an amount equal to the difference between general social security benefits and \$100 a month—quite a different proposition."

Indeed, it is quite a different proposition. First, because it is not an obligation to \$55 a month, as the Company offers in Canada. It is actually an offer to pay an average minimum of \$64 monthly, direct from the Pension Fund, because the estimated amount the Ford Workers, retiring in the next few years, will receive from social security will be \$36. For this \$36 the Company contributes at least half the cost. In the final analysis the Company, therefore, is in reality contributing sufficient to make an \$82 monthly pension available.

It is evident from these facts that the Company is not making an offer to the employees in Canada which is substantially the same as that agreed upon in the United States.

**C.** It is obvious that the offer is inadequate. As the Union pointed out in support of its claim that \$55 a month was inadequate the Department of National Revenue, of the Dominion of Canada, in its Tax Ruling No. 2, states—

For example, a pension of 50 per cent of the average salary for the five-year period prior to retirement is deemed reasonable and anything over 70 per cent of such average salary will be deemed excessive.

The Company offer of \$55 monthly is only 24 per cent of the average wage. The \$100 monthly would be 44 per cent of the average wage, still well within the "reasonable" amount determined by the National Revenue Department.

**D.** The requirement in the Company's offer of thirty years seniority with the Company practically makes the pension offer meaningless. It would mean that of all employees age 55 and older, 76 per cent cannot qualify and of the remaining 24 per cent, many would not qualify for the full monthly benefit.

**E.** The question might well centre around "Ability to Pay" but that apparently was not a factor. The principal relevant factor was the period over which the Company would be required to pay, including past service benefits. The Company's proposal will cost it 10.7 cents per hour per employee, while the Union proposal of its adequate plan would cost the Company 12½ cents per hour.

The slight difference in estimated hourly cost results from the difference in the period over which the past service benefits would be funded. The Company's proposal is to fund such benefits over a period of ten years, which is the minimum permissible for tax deduction purposes. The Union proposes funding the amount over a period of 40 years, permitting its request for adequate benefits to be paid with a slight hourly cost greater than what it will cost the Company to fund its proposals over the ten-year period.

**F.** Whether one looks at pension benefits as a deferred wage, or as a measure of "depreciation", it must be conceded that the employees, through their Union, are dropping other economic demands in favour of their pension proposals. It would not be anticipated that other economic gains would be for a period of ten years, but for an indefinite period, that is their view regarding the cost attributed to a Pension Plan. The actual difference, in hourly cost, irrespective over what period it is to be paid, is less than 2 cents. However, the difference between the benefits of both plans is vast; and it is the benefits that are of vital concern to the employees.

**G.** The purpose of the Government's "Old Age Pension" scheme is to provide for the indigent at relief standards; whether or not that is the conscious purpose, it is its effect. There is no reason for the question of "Old Age Pensions" to become confused with the Union's request for a proper Retirement Pension Plan. While one is relief for the needy, the latter is the deferred payment of an economic demand and gain. It is conceivable that if and when Old Age Pensions are replaced by adequate Retirement Pensions by Legislation that some measure to amalgamate the two, or to have one supplement the other, would be arrived at. There is no

justification for beclouding the issue with the matter of "Old Age Pensions" at this time.

II. \$100 monthly, or 44 per cent of the average wage, cannot, by any stretch of the imagination, be considered sufficient to provide even a "minimum of health and decency". It is on that basis the amount must be considered, not on the basis of a percentage of a pension benefit in the United States because of some difference in wage rates. There is no relationship between a comparison of wage rates and a comparison of minimum pension benefits. When a minimum is arrived at it must not be reduced further because of some other consideration.

I. I have not herein dealt with the many differences in the detail of the Company's offer and the Union's request. I am of the opinion that the main difference is the hourly cost necessary to provide either of the proposed plans, and if this were resolved, these differences would be resolved. In the final analysis, therefore, it is a question of whether the Company will pay 10·7 cents for ten years and then continue the payment necessary for future benefits, or whether it will pay 12·12 cents for forty years and then only the amount necessary for future benefits. For the reasons I have expressed above, in (F) I come to the conclusion that the 12·12 cents should be paid by the Company and that the Union's request should be granted.

In the U.S.A. the Steel Fact Finding Board gave the Matter of Pensions and Medical Benefits thorough and proper consideration and it reported as follows:—

... we think that all industry, in the absence of adequate Government programs, owes an obligation to workers to provide for maintenance of the human body in the form of medical and similar benefits and full depreciation in the form of Old Age Retirement—in the same way as it does now for plant and machinery.

If the Ford Retirement Pension Plan were to be based on this well considered finding, the minimum requirement would be that which the Union has suggested.

### Health Security

Under this heading, the Union requests that "all workers covered by the Collective Bargaining Agreement will be covered under the Health Security Program". The worker's family (spouse and dependent children) will be included in his coverage for hospital, medical and surgical services.

At present there is a Health Security Program in effect in the Ford plant on a

contributory basis. However, as the Union points out in its supplementary brief, that while the Company represents to the employees that it pays 31·4 per cent of the premium payments, because it retains all rebates and dividend payments pertaining to the plant, the Union estimates that the Company's contribution is less than 7 per cent of the cost of this Health Insurance.

In addition to requesting that the total cost of an adequate Health Insurance Program be paid by the Company, which is estimated at a cost of 9 cents per hour, the Union requests that any dividend returns be allocated to building up reserves, or in purchasing extra benefits.

It is probable that the inequities that exist under the present Health Insurance arise from the fact that it is administered solely by the Company. I say inequities because with the employees paying the major part of the Health Insurance cost, the Company retains the dividend payments to reduce its portion of the cost, which might well, with good experience, result in the total cost actually being met by the employees.

I would recommend that full consideration of an adequate Health Insurance Program, with a Joint Board of Trustees responsible for its administration, be given proper consideration by both parties.

In view of my recommendation regarding Pensions and the cost pertaining thereto, I hesitate to make any further recommendation on this matter at this time, although in principle I accept the expressed opinion of the U.S.A. Steel Board that industry owes an "obligation to workers to provide for maintenance of the human body in the form of medical and similar benefits".

All of which is respectfully submitted.

DRUMMOND WREN,  
*Member.*

Dated this Twenty-first day of February, 1950, at Toronto.

### Ford Pension Agreement

As the LABOUR GAZETTE went to press, word was received that the Union and the Ford Motor Company had reached agreement on a company-financed pension plan providing for payment of a pension of \$55 a month for workers retiring at age 65 after 30 years' service. Details of this agreement will be published in a future issue of the LABOUR GAZETTE.



# LEGISLATIVE PROPOSALS OF LABOUR ORGANIZATIONS

*Early in March the Trades and Labour Congress of Canada and the Canadian and Catholic Confederation of Labour held their annual interviews with the Federal Cabinet, and submitted proposals in regard to labour legislation and its administration. Both organizations laid stress on the problem of unemployment. The presentation of the Canadian Congress of Labour, which was made on March 31, will be summarized in next month's LABOUR GAZETTE.*

## Trades and Labour Congress of Canada

Emphasizing the problem of unemployment and urging a program of needed public works, the Executive Council of the Trades and Labour Congress supported by some 60 leading officers of the organization, presented its annual brief on labour and related matters to the Federal Cabinet on the ninth of March. The memorandum, read by President Percy R. Bengough, set out in abbreviated manner the Congress' support of certain Government policies and its legislative aspirations for 1950.

In its introductory remarks, the Congress commended the Government upon its activities in international affairs, particularly in its support of the United Nations and the International Labour Organization and in its completion of the North Atlantic Security Pact.

The Government's abolition of appeals to the Privy Council and the transfer of power to the Supreme Court of Canada as the final court of appeal also received the endorsement of the Congress.

In reiterating its opposition to Communism the Congress stated that it was "diametrically opposed" to Communist policies. "We believe that the most effective way of preventing the growth of Communism is by making democracy work effectively in the best interests of the people, by eliminating as much as is humanly possible the causes of dissatisfaction and the fear of want and insecurity. We note with a considerable degree of optimism the attitude of your Government to this menace abroad but we cannot escape the feeling that certain powerful groups on this continent, bent upon their own selfish enterprises, fail to appreciate the true seriousness of the problem. It is our hope that the pressure of such groups be resisted in the interests of the preservation of our democratic way of life and the continued advancement of the

standards of living of the mass of the people. In this connection we note with some alarm the failure of our financial institutions to modernize their thinking and operations to suit the needs of present day economic situations, both national and international."

### Unemployment

On the subject of unemployment the Congress expressed itself as follows: "Throughout its history the Trades and Labour Congress of Canada has advocated that finance be the servant and not the master of the people. We strongly urge your Government to take steps to revamp our financial operations. We note the continued existence of hungry people in many parts of the world and their needs for food and essentials of life. In Canada our producers are losing their markets rather than expanding them, only because our financial bottlenecks prevent the necessary adjustments whereby the growing chasm between our producers and the vast potential markets for their goods could be bridged. When we see such a situation we urge your Government to find an effective solution to this problem of financing our home and Overseas business. We are not prepared to remain as quiet bystanders watching the failure of our financial operations which, if allowed to continue, in effect will definitely assist in the spread of Communism. This failure already has had unfortunate influences upon our national economy. Unemployment is rising and has reached the critical point.

"At more than twelve per cent of the working force it has reached the condition of a national emergency. Important markets for our forest products have been either lost or greatly diminished. Markets for our agricultural products have been cut



off or severely curtailed. We believe the remedy for this undesirable economic condition is in the hands of this Government. Markets for our products being available, it is our opinion the financial obstacles to the flow of our products to these markets could be removed. We urge your Government to inaugurate the necessary financial policy changes in order to stimulate our forest and agricultural industries, that will tend to establish and maintain sound employment conditions. However, there is the immediate problem of more than 390,000 unemployed workers, many of whom have no immediate prospect of a job.

"We urge your Government to take immediate action to provide employment for these people. We would remind your Government that needed public works projects were to be ready for such an emergency."

Dealing with amendments to the British North America Act, the Congress considered that the "working people of Canada have suffered very serious and unnecessary hardships because our Governments have failed to attack this major problem. It is our earnest hope that the formula finding process will not be unreasonably delayed and that amendments urgently needed and long overdue will be made quickly. Among these amendments we request that all jurisdiction over matters of health, social welfare and labour relations be placed under the Federal Government and the Parliament of Canada."

### **National Labour Code**

In its brief the Congress reiterated that the Industrial Relations and Disputes Investigation Act was a good start in the right direction. However, the Congress did not feel entirely satisfied with all interpretations of it by responsible officials. "In particular," the executive stated, "we are greatly concerned with the interpretation being placed on the definition of 'confidential employee.' This definition is quite plain in the Act, being 'one who is employed in a confidential capacity in matters relating to labour relations.' This definition was never intended to be the same thing or have the same diffused meaning as the expression, 'hire and fire.' We request that your Government consult with the National Labour Relations Board concerning the interpretation of the status of confidential employees in relation to the definition as laid down in the Act with a view to having this definition interpreted by the Board in conformity with the provision of the Act as passed.

"We again wish to emphasize that this Act is too limited in its scope. We urge the Government to extend its provisions to cover all employees of the Government including those on hourly rates. We also wish to see its provisions broadened to cover all municipal employees.

"In regard to Government employees, we urge that any group of these who so desire be permitted to determine their own bargaining agent quite independent of any overall or currently existing body of employees to which they may belong.

"We urge that provisions for check-off of union dues be included in the Act, and that such provisions make the check-off mandatory upon the employer when and if the recognized bargaining agency properly authorizes it.

"We reiterate that effective Labour Relations legislation will be achieved only when the provisions of the Federal Act are applicable to the entire country."

The Congress again urged prohibition of the use of injunctions in labour disputes until both disputants are allowed to present their cases. It pointed out that "illness still accounts for more lost time than any other factor," and that while "every organ of news and opinion controlled by management continually urges the need for greater production as a solution for our economic difficulties at home and abroad, little is done to remove the greatest cause of lost time." The brief again called upon the Government to "establish without delay a comprehensive National Insurance Act."

### **Old Age Pensions**

In dealing with what the brief termed "the plight of our elder citizens," it considered that the "puny pension allowed under the Old Age Pension law is far from adequate and sadly needs adjustment." Continuing, the Congress brief referred to another problem viz. the growth of private pension plans, which have provided protection for some but have nonetheless created great difficulties.

These plans have tended to immobilize the labour force and to reduce the freedom of economic movement of the individual. They have created the condition in which old age can now begin at forty years. The solution to the problem of the old age pensions themselves requires the removal of the means test, raising of the monthly allowances and a reduction in the age at which older men and women can become eligible for the pensions. The solution to the problem of industrial pensions and the freeing of the labour force from the financial

restrictions imposed by private pension plans requires the implementation of a national scheme of full social security."

The following recommendation was therefore laid before the Cabinet: Old age pensions of \$60 a month payable at 65 for men and 60 for women without the means test, and with the Federal Government taking full responsibility for old age and blind pensions. The Congress also asked for substantial increases in mothers' and widows' allowances.

### **Unemployment Insurance**

With regard to this subject, the memorandum requested the following:—

- (1) Increase in weekly benefits.
- (2) Coverage of all workers regardless of income or type of employment.
- (3) Payment of benefits for all statutory holidays.
- (4) Clearer definition of the phrase "suitable employment."
- (5) An increase in the time limit for registration and substantial decrease in the waiting period for the payment of benefits.
- (6) Where claims have been established, the claimant to have the right to draw benefits until the amounts to his credit are exhausted.
- (7) All employees, full or part-time, to be required to deposit their insurance books with their employer.
- (8) Payment of benefits in respect of dependent persons to be made whether or not the dependent shares the same domicile.
- (9) Reduction of contributions by long-shoremen from 450 to 300 days and in dead seasons from 50 to 35 days.

### **Immigration**

While satisfied that Canada can continue to welcome new citizens, the Trades and Labour Congress stated that it was not prepared "to endorse large scale immigration that is out of balance with our economy." Again the Congress was convinced that immigration should be the sole responsibility of the Department of Labour and at the same time advocated the establishment of an Immigration Commission with equal representation for Government, labour and management.

### **Government employees**

The principle of the forty-hour week for all employees in Government corporations and undertakings and full recognition of their right to organize and bargain collectively were again urged by the Congress. Two other requests were the restoration of overtime payment at time and a half for Postal Department employees and a reduction in overtime for employees in the Unemployment Insurance Commission.

Attention was also called to what the Congress termed "unwarranted delays" in dealing with the matter of working conditions in certain departments, particularly the Department of Transport.

### **Price Control**

As on previous occasions, the TLC expressed the opinion that there should be a return to price control. It recommended legislation to establish a Prices and Trade Board to reimpose price controls; subsidization of staple foods for the benefit of the medium and lower income groups; reimposition of the 100 per cent excess profits tax; and price increases only on application to the Prices Board, on which board there would be labour representation.

The Congress then drew attention to the "improvement in the stability of our economy resulting from the extension of the negotiated wage contract to large numbers of industries and employed persons. We believe that stability is the greatest factor tending to promote initiative as well as long range development of agricultural, industrial and commercial production and distribution programs. We are therefore urging your Government to extend the stability of our economy by applying the principle of the wage contract to prices."

### **Rent Control**

Once again the Congress expressed its disapproval of the recent increase of 20 to 25 per cent in rentals, adding that it was opposed to the Government relinquishing its control of rent until the housing situation has improved.

### **Housing**

In regard to the "critical" housing shortage the Congress made two major recommendations. It requested "the Dominion Government to undertake, in co-operation with provincial and municipal governments, a nation-wide low rental home building program financed by national credit and designed to house, under decent conditions, ex-service personnel and those in low income brackets."

The Congress considered that the 4½ per cent interest on first mortgages, as stipulated in the National Housing Act, is "excessive and uneconomical."

In concluding this section, the TLC said: "We also note the new provisions of the Act through which the Federal Government will assume 75 per cent of the capital cost and the profits or losses incurred in connection with the construction of low cost or low rental housing, the individual provinces assuming the remaining 25 per cent



of such responsibilities. However, this is only enabling legislation and the initiative must come from the provinces or lower levels of government. We urge further amendment of this Act at this session of Parliament so that the initiative for such imperative projects will come from the Dominion Government as it rightly should."

### Taxation

The Congress questioned "the justification of taxing people in the lower income brackets," and requested that the present income tax exemption be raised to \$2,400 per year for married persons and \$1,200 per year for single persons, that the exemption for each child be \$400 and that no portion of family allowance be taxable, irrespective of income.

At the same time, the Congress reaffirmed its request for the removal of all sales taxes and requested the exemption of union dues from income tax.

### Other Recommendations

- (1) Revision of Cost-of-Living Index.
- (2) Greater Federal responsibility in aiding education in all its aspects. The Congress endorsed the Canadian Teachers' Federation in their request for Federal aid for education on a per capita basis.
- (3) A Canadian Bill of Rights assuring every individual "freedom of speech, freedom of assembly and association, freedom of worship, freedom of the Press, freedom from arbitrary arrest and detention and equal opportunity for all, regardless of race or national origin, colour or creed.
- (4) The Federal Government to appoint a non-partisan board or commission to formulate and implement a nationwide program of education on Canadian citizenship with the aim of eliminating racial and religious discrimination.
- (5) Continued maintenance of the Canadian Broadcasting Corporation as a government-owned utility, but with increased Labour representation on its directorate.
- (6) Railway repair shops at car repair points for all Canadian railways.
- (7) The use of the Allied Printing Trades Label on all Government and parliamentary printing.
- (8) Extension of all rights, privileges and recognition, enjoyed by other volunteer service men, to the Canadian Corps of Overseas Fire Fighters.
- (9) Establishment of a Canadian coast guard service.
- (10) (a) Abolition of the practice of combining duties of radio officer with other classifications.

(b) Adoption and implementation of radio section of International Convention for the Safety of Life at Sea, 1948.

(c) Application of same requirements regarding radio to ships on domestic voyages on the West Coast as those governing Canadian ships on International voyages.

(11) Extension of the franchise to all citizens over the age of 18 years.

In its concluding remarks the Congress made the following statement:—

We would reiterate that these views and requests are being made at a critical time for all our people. The outlook for trade and employment is far from what it was a year ago. We strongly urge that more effective efforts be made to expand our export trade as a means of stimulating our economy and the demand for the services of our working people. We again request that public works projects be started immediately to absorb those already without work. This is the greatest challenge of the moment. How it is met by your Government can influence the entire development of our social and political life in the future. With the ever present threat to our Canadian ways, both from without and within our country, none of us, including your Government, can afford to trifle with the situation.

### Government's Reply

The delegation was received by the Rt. Hon. Louis St. Laurent, Prime Minister, and the following members of the Cabinet: Rt. Hon. C. D. Howe, Minister of Trade and Commerce; Hon. L. B. Pearson, Secretary of State for External Affairs; Hon. J. D. Abbott, Minister of Finance; Hon. J. J. McCann, Minister of National Revenue and Minister of Mines and Technical Surveys; Hon. Paul Martin, Minister of National Health and Welfare; Hon. L. Chevrier, Minister of Transport; Hon. Stuart Garson, Minister of Justice; Hon. E. Rinfret, Postmaster General; Hon. G. Bradley, Secretary of State; Hon. W. Harris, Minister of Citizenship and Immigration; Hon. H. Lapointe, Solicitor General; and Mr. Paul E. Côté, Parliamentary Assistant to the Minister of Labour.

In commencing his reply, the Prime Minister, Rt. Hon. Louis St. Laurent stated: "We all regret that the Minister of Labour is not with us. But I am happy to say he has had a restful and healthful holiday and expects to be back on duty early next week and he is now quite as well as at any time since he became a member of this government."

He considered that the submission while it represented quite a proportion of organized workers also was indicative of the aspirations of a large unorganized group of workers.



He disagreed that the general conditions were such as those pictured in the gloomy parts of the brief.

Dealing with the trade picture, he pointed out that dollars and sterling are only symbols of what can be obtained in goods and services. Trade difficulties, he attributed to the inadequacy of distribution of goods and services, rather than a shortage of dollars.

"There would be markets for our products," he asserted, "if those who take our services could give us something we could take and use. It is something about which all Government Departments are doing their best, but it also requires something which requires action by the people themselves."

He emphasized his point by referring to the "gentlemen adventurers of England" who organized the fur trade and added: "We have got to have gentlemen traders to go out and organize this interchange of goods and services. We have got along fairly well on our system of private enterprise, and I do not know that government trading is the cause of our present difficulties. Government trading is not the answer to restoring multilateral trading throughout the world.

"Take the profit motive out of trade and you haven't any trade. We must still be adventuring in trade."

Dealing with unemployment, the Prime Minister, while stating that it had been larger than usual, attributed it mainly to two major factors—climatic conditions and reduction of inventories. On this point he said: "The cause is not altogether seasonal but has been contributed to by a spirit of fear. There was a diminution of trade to the South and it was considered risky to have big inventories. Consequently, in some cases, inventories are low but they are going to be rebuilt and will be a factor in the optimistic outlook for the immediate future."

The Prime Minister challenged the Trades and Labour Congress statement of 12 per cent of the working force unemployed, pointing out that that would represent about 600,000 unemployed. He disagreed that such was the case. "While it is not a matter of exact information to the decimal," he suggested it was closer to 350,000. He considered that "the trend since February 9 had been downward and is set in that direction."

He doubted the efficacy of large scale projects at this time and considered that it would not add to the total of construction in this country—a point which the Finance Minister carried further in his remarks later.

"Our business surveys," the Prime Minister observed, "indicate projected construction to the extent of three billion six hundred million."

Continuing, the Prime Minister pointed to the increase in capital investment in this country. "No nation in the world has done so much in capital investment as Canada. An increase of 10 per cent is considered normal, but we are up to 22 per cent."

Several recommendations in the Congress brief involved constitutional amendments. In this respect the Prime Minister told the delegation that "you can do more to bring about constitutional changes than we can. They have got to come by the pressure of public opinion. No government is going to take the lead in giving away its jurisdiction. But we are all of the same Canadian nation and when enough of us get together on something it gets done."

This development of public opinion, he stressed, in the brief's recommended amendments to the Unemployment Insurance Act, Old Age Pensions and other social security measures.

Of unemployment insurance, he noted that the built-up fund of 600 million dollars gave a good measure of guaranteed security to the labour force of the country, and he hoped it would remain a stabilizing feature of the national economy.

As regards a requested abolishing of the means test for old age pensions the Prime Minister asserted that "we cannot impose direct taxation for such social services without an amendment to the constitution."

Mr. St. Laurent then referred to a statement in the brief which stated that in the view of some experts on Commonwealth defence a "broad and extensive education of our people is of greater importance than the existence of large military forces."

The Prime Minister answered that without military outlay Canada could not maintain its share as a signatory to the North Atlantic Pact, which he declared was "a premium against war. It won't do us any good just to sign a pact. All those in it must make any potential aggressor feel that it would be unhealthy to start anything against us," he asserted. Referring to the 425 million dollars in the Budget for preparedness he said that the Government would like to use that for other purposes, but under the circumstances it could not.

He pointed out that the total budget of 2 billion, 300 million, included something in the order of 700 million for social measures. "None of us contemplate any reduction in that, for it all represents money well spent," but, he added, that "the amount susceptible of being varied" (out of the total budget) is of small proportion."

On price control he said it was not possible within a general contract, "and neither you or we want wage control." He considered that the less government interference with collective bargaining, the better, and he doubted "if we attempted to have collective bargaining between producers and consumers" if prices would come down. Referring to the Congress advocacy of the principle of wage contracts being applied to prices, he considered that since, in the past, wage contracts had worked toward higher wages, it could be expected to have the same effect on prices.

With rent control the Government had tried to strike a happy medium. It had, he thought, "avoided much more serious hardship than had the controls lapsed entirely."

On the whole field of legislation he observed: "We look upon government as a trust which we are trying to operate for the whole nation. We have never attempted to make the police force the enforcing agency of legislation. It must be accepted by a majority of reasonable-minded people."

Regarding the recommendations of the Congress on taxation and excess profits, the Prime Minister stated that excess profits taxes could not be continued on the same basis as during the war because the conditions of war are different from those of today.

On the question of "collecting most of the taxes from those least able to pay them," Mr. St. Laurent said that the majority of people in this country are in the lower income brackets and if we taxed only those with \$25,000 or more the revenue collected would be puny. He said he did not know of any country where the level of income is so uniform, i.e. where income is so evenly distributed, as in Canada.

He pointed out that in the past year there had been a substantial reduction in the income tax together with an increase in exemptions. He intimated that the Finance Minister might not have the balance he desired if there were any further reductions in the income tax structure.

Criticism of the cost-of-living index was countered by the Prime Minister's statement that "while it may be that the basis is not truly representative, and that its mathematical accuracy may at times be questioned, yet it does indicate the trend in rising and lowering costs."

Under the heading of "National Labour Code" the Congress brief made a number of recommendations among which was its extension to municipal employees. On this section of the brief the Prime Minister expressed himself as follows. "I would suggest you foster that idea (that the Code

cover municipal employees) and get public opinion to the point that it is the right thing to do, and then the provincial administrations will agree with you."

As regards the prohibition of injunctions in labour disputes, the Prime Minister could not recall the utilization of the injunction in any recent industrial disputes to which the Federal Labour Code applies.

The Minister of Trade and Commerce, the Rt. Hon. C. D. Howe, told the delegates that the brief was "unduly pessimistic." On his recent visit to Europe he had seen nothing to indicate pessimism in our markets abroad. "I came back feeling that the continent was in a better position to resume normal trading than at any time since 1947, and when Marshall Aid ends we need not fear about getting rid of our surplus," he said.

Hon. Lionel Chevrier, Minister of Transport, replied to the representations affecting that Department. In regard to establishing of a Canadian coast-guard, he said this matter was under study by a committee, and he thought it would favour the co-ordination of East and West coast services.

Regarding the complaint that radio officers had their duties combined with other functions, he said an amendment to the Canada Shipping Act would rectify this.

The Minister indicated that the Government favoured the implementation of the Safety of Life at Sea Convention and that it would be done by amendment to the Canada Shipping Act. He regretted the delays in reclassification of employees at Gander, and instanced the difficulties in the situation there.

Referring to the recommendation of Congress that all ships be compelled to install modern fire fighting equipment, Mr. Chevrier stated it was the intention to bring into effect some of the recommendations of the Kellogg Commission investigating the *Noronic* disaster.

Hon. Paul Martin, Minister of Health and Welfare, who was representing the Minister of Labour, stated at the outset: "No one is happier than myself in regard to the Prime Minister's announcement that the Hon. Mr. Mitchell is returning, restored in health. During my association with the Department of Labour I have learned something of the great responsibilities which Mr. Mitchell has carried."

After pointing to the increased coverage by recent amendments to the Unemployment Insurance Act, the Minister dealt with the request of Congress for an all-embracing social security Act on a contributory basis.

He first pointed out that it was not within the competence of the Federal Parliament and that the Prime Minister



had already indicated how it was necessary to have public support. Every country had adopted its program step by step, "and that is what we have been doing," he said, adding that "it is by no means insignificant." He quoted one billion dollars as the amount spent on health and welfare benefits in this country.

He noted that in California they are retracing some of their social security benefits. They are also talking along the same line in New Zealand and in France they had to do the same thing. There is retrenchment in Britain's health program.

"We are setting up a Committee now, not for delay, but to give Parliament and Labour the facts.

"Our old age pension system, even with its inadequacies will compare with any country in the world. Our means test is less rigid than in New Zealand and more generous than Great Britain's.

"I have been told that what we need is an orthodox old age retirement plan such as in the United States. If that is what Labour wants I would not hesitate to

recommend it because, while it is comprised of employer and employee contributions, there is no contribution whatsoever from the State. It would relieve our Federal Government of an expenditure of about 130 million dollars.

"The important point to note is that it is a two-way contribution only, but in our country it comes out of the general tax fund.

"We are spending a billion dollars in Canada on social welfare of which 800 million comes from only one source—from our people.

"I ask are we now ready to add for old age pensions alone another \$850,000,000?

"Then you ask for health insurance. We can only do things within our capacity."

The Finance Minister, Hon. Douglas Abbott, referring to the proposal for a public works program to relieve unemployment stated "there was no financial problem at all, but that the construction industry was pretty well taken up and any further public construction would not add to the over-all volume.

## Canadian and Catholic Confederation of Labour

The Canadian and Catholic Confederation of Labour representing close to 95,000 members, submitted its annual memorandum to the Federal Cabinet on March 10, 1950.

The large delegation under the direction of Gérard Picard and Jean Marchand, respectively President and Secretary of the Canadian and Catholic Confederation of Labour, was received by the Prime Minister, the Rt. Hon. Louis St. Laurent assisted by the following: Hon. Alphonse Fournier, Minister of Public Works; Hon. D. C. Abbott, Finance; Hon. Brooke Claxton, National Defence; Hon. J. J. McCann, Mines and National Revenue; Hon. Milton Gregg, Veterans Affairs; Hon. Lester B. Pearson, External Affairs; Hon. Hugues Lapointe, Solicitor General; Hon. Edouard Rinfret, Postmaster General; and Mr. Paul Emile Côté, Parliamentary Assistant to the Minister of Labour.

Following the preliminary remarks made by Gérard Picard who thanked the Government for having appointed a French editor to the *LABOUR GAZETTE* "the standard of which has been improved and the delivery accelerated", the Secretary-General of the CCCL, Jean Marchand, read the memorandum. He set it aside for a moment in order to plead more specifically the case of

the unemployed of the town of Lauzon where the main industry is shipbuilding.

### Unemployment

After stressing that unemployment is already affecting the Canadian working class and stating that the unemployed are not responsible for the confused situation into which they have been thrown, the CCCL memorandum went on to state precisely that unemployment is not a political phenomenon but an economic one and that it is on the latter plane that efforts must be made to check it.

"The first responsibility of unemployment therefore rests with those who direct economic activity. In a free enterprise economy, this responsibility is very divided. The CCCL notes that the majority of those responsible for economic activity, act too often without thinking, being content to benefit from the advantages of the system while putting aside the responsibilities.

"They will surely not be able to maintain their influence on the national economy if the people are not convinced, by some action, that private enterprise is not interested only in profits, but equally in the welfare of the nation and its security. The example of the principal European countries should impel it to avoid the errors which caused its downfall in those



countries. The favourable declarations of public men will not suffice to hold it in place.

"As the Canadian economy depends to a great extent on export markets, it would be unjust to place on those who direct it, all the responsibility of the situation we deplore. The CCCL, however, is convinced that they could interest themselves more in the problem and not throw the task of settling it to governments alone.

"The governments can lessen partially the consequences of unemployment by relief or public works; they may also try to diversify our export markets in order to stabilize our economy; but their action will always be subordinated to the efforts that private enterprise will make to solve the problem of unemployment."

The CCCL submitted the following suggestions to solve or lessen the unemployment crisis:—

- (a) That the Federal Government, through its trade commissioners, try to diversify as much as possible, our export markets;
- (b) That the Federal Government, with the help of the other public authorities, undertake without delay public works to stimulate economic activity;
- (c) That the Federal Government create an Economic Council, on which would be represented public bodies, employers and labour unions, to study the true causes of unemployment and submit adequate solutions;
- (d) That the Federal Government urge employers to furnish as much work as possible, taking into consideration existing collective agreements, and that Government publicity state its responsibility in this domain.

In its memorandum, the CCCL congratulated the Government on the improvements it has just made in the Unemployment Insurance Act in order to meet the present crisis. The CCCL undertook to meet the Unemployment Insurance Commission later to submit to it other propositions.

## Housing

In connection with housing, the memorandum included the same recommendations as were contained in the memorandum submitted to the provincial authorities in Quebec, on March 2 (see below).

The CCCL repeated that it approves the propositions made by the Federation of Housing Co-operatives of the Province of Quebec (La Fédération des Coopératives d'Habitation de la Province de Québec) to the effect that a system of contributions be instituted by the authorities concerned (25 per cent from the municipalities, 37½

per cent from the Provincial Government and 37½ per cent from the Federal Government).

The CCCL believed that it would be an opportune time to form a Central Housing Committee for each of the Provinces on which public bodies, labour unions and employers would be represented, in order to better co-ordinate the efforts and facilitate the application of the different housing laws.

## Income Tax

The CCCL expressed the opinion that, provided certain slight changes are made in the income tax set-up, the Government could maintain its revenues and at the same time reduce taxes for wage-earners who fall in the lower taxable brackets. The fact that under the present law, "capital profits are not taxable," was said to constitute an injustice to the workers.

The CCCL contended that the subtle distinction that the law makes between income and capital profits is only an encouragement to evade, and that the Government could no doubt recover far more appropriately, through taxation on profits, the revenues that it would lose by an increase in individual exemptions.

The CCCL made the following suggestions in the matter of individual exemptions which would have as a result the reduction of the burden on heads of families.

"Under the present system, when a married man and his wife work, they are considered, for taxation purposes, as single, and each benefit from the individual exemption for the single person.

"If the husband is the only wage-earner or if his wife's income is less than \$250 a year, he benefits by an individual exemption double that of the single person.

"Now, because of the progressive rate of income tax, it happens that the husband who is the only wage-earner, is often in an inferior position compared with a family in which the man and the woman work. In other words, if in both cases the taxable family income is \$4,000 (other conditions being comparable), the former pays more income tax than the two others together.

"This appears to be an anomaly and shows a lack of appreciation for the merit of the mother who stays at home to raise the children. We do not wish to infer by this that women who work are deserting their homes; many are obliged for various reasons to increase the family income. But we do not see why the Income Tax Act considers on a different basis these two cases and gives a definite advantage to the second.

"The CCCL therefore suggests that the taxable family income could be considered by the law as having been earned equally by the husband and the wife and that both could produce their income tax report as though they were single and benefit from the exemptions provided for this latter class. Obviously, the father would continue to profit from the exemptions allowed for dependents.

"This formula would apply not only in the case where the man alone works but equally in cases where both parties receive an income over the minimum required. It would only be necessary to add the two incomes, divide them by two and consider the answer to this calculation as the individual income of both the husband and the wife."

The CCCL proposed that the people affected by this suggestion could choose either the existing method or the method outlined above.

### **Independence of Canada**

The CCCL commented that the abolition of appeals to the Privy Council and the right that Canada now has to amend her constitution, "make our country a sovereign nation to which we have new reasons for being proud to belong" and expressed the hope that the present Government would proclaim the complete independence of Canada in order to make it an autonomous republic.

The Confederation believed also that the time was ripe to give Canada the "attributes of a sovereign nation" such as a flag and a national anthem. It suggested that the Canadian flag should not include any "foreign emblem" and should be truly a symbol of independence. As to the national anthem, the CCCL proposed that the song "O Canada", be designated as the official national anthem.

### **Vatican Representation**

On the occasion of the Holy Year, the CCCL suggested to the Federal Government that an Ambassador be named to the Vatican.

### **Religious Persecutions**

The CCCL said that it deplored, "along with the Canadian Government," the religious persecutions which continue to take place in the sphere of Russian influence. It urged the Government to continue its protest and to support the United Nations in all the procedures that it takes to restore religious liberty in the countries that have suppressed it.

### **Internationalization of Jerusalem**

The CCCL following the request formulated by His Holiness Pope Pius XII, expressed itself as favouring the internationalization of Jerusalem. It inquired as to the reasons motivating Canada's attitude on this question.

### **Protection of Canadian Industry**

The Confederation hoped that the Government would continue to protect Canadian industries against foreign competition, as long and as much as the stability and prosperity of these industries require it.

### **Old Age Pensions**

The CCCL suggested increasing to \$50 per month the old age pension, and lowering the pensionable age to 65 years for men and 60 years for women. This last suggestion was in conformity with a recommendation of the International Labour Office.

The memorandum suggests also that the pension should be left intact when the annual income does not exceed \$500. Moreover, when a wage-earner receives an income of less than \$1,000 yearly from a contributory pension fund, the CCCL asked that he be not deprived of the advantages of his old age pension.

### **Military Training and Immigration**

The CCCL stated again that it is against compulsory military training in time of peace. It requested the Government to reduce to a strict minimum the entry of immigrants into the country, in view of the unemployment situation which prevails in Canada.

### **Labour Gazette**

The CCCL thanked the Government for having appointed a French editor to the *LABOUR GAZETTE* and expressed its satisfaction for the improvements made to and the rapid delivery of, this monthly publication of the Department of Labour.

Mr. Gérard Picard, president of the CCCL interrupted the reading of the memorandum to congratulate the Prime Minister and the Government on the happy results of the Federal-Provincial Conference held in Ottawa last January.

### **Prime Minister's Statement**

In his reply, the Rt. Hon. Louis St. Laurent dwelt on each of the points brought up in the memorandum of the CCCL. The Prime Minister took advantage of the opportunity to outline the basic principles which motivate the Government's



action and its policy to maintain balance and stability between the different classes of society, to seek the most acceptable middle course between conflicting interests and to avoid everything which may jeopardize national unity.

## Unemployment

The Prime Minister stated that pessimism should be done away with and that fear of an economic crisis was enough in itself to slow up activity and give rise to a depression. He advised the leaders of the Canadian and Catholic Confederation of Labour to work towards the maintaining of confidence amongst all ranks of the population.

"The unusually high level of unemployment this winter," pointed out the Prime Minister, "has already begun to ease during the past two weeks. And the Government expects that in the next month or two, the Unemployment Insurance Fund which, for the first time in close to ten years, had given out more money than it had received in February, will start increasing again. If we yield to fear and pessimism, if we are afraid of the future and if our industries are content merely to take means to prevent losses, we will only hasten an economic depression."

Mr. St. Laurent recalled that since the end of the war, Canada had spent over \$14,000,000,000 for industrial improvements representing investments of capital. The estimated total for expenses of this kind this year equalled at least \$3,600,000,000.

For that reason, the Government still believed it advisable to delay further the large program of public works planned even before the end of the war and held up in order to leave workers and materials at the disposal of private enterprise. Mr. St. Laurent stated his conviction that government interference would not add to the total volume of construction and that the Government would be well advised not to undertake this year any but the works considered necessary and urgent.

When the abnormal unemployment situation developed this winter, the Federal Government tried to speed up its own works but it was already too late to correct the situation in this way. Supplementary benefits now available to 100,000 unemployed workers, would be of great help "because conditions in our country are such that we will always have unemployment during the months of January, February and March."

The Prime Minister mentioned as an example, the pessimism of the pulp companies which feared a decrease in the demand for newsprint and which decided

to cut their inventories with the result that, this winter, the number of jobs available in logging, was lower than that of last year, by 25,000. Yet those fears were so unfounded that the sale of newsprint was higher in 1949 than ever before and there now existed a demand for all the wood pulp available.

Mr. St. Laurent added that this was not the only case of its kind. "The Liberal Government is not a socialist government and therefore, it is private enterprise and not the State which must undertake works which will help maintain a high level of employment. But industry must not give in to unfounded fears because the economic outlook is still bright."

## Foreign Trade

In answer to the recommendations contained in the memorandum of the CCCL to the effect that the Federal Government should do everything in its power to diversify our foreign trade and thus maintain full employment, the Prime Minister assured the delegates that that was already being done and that our Trade Commissions were working without respite in order to multiply and diversify our export markets. Nevertheless, he reminded the CCCL delegates that "if we wish to export we must realize that we shall have to accept imported products in return. The exchange of bank notes is not enough, these bank notes must be exchangeable for goods."

## The Housing Problem

The CCCL memorandum claimed that the initial payment is too high for the lower-paid workers who wish to become property-owners. In this matter, Mr. St. Laurent pointed out that at the last session of the Federal Government, the initial payment had been reduced by half. According to the newspapers, Mr. Leslie Frost, Prime Minister of Ontario was thinking of reducing the initial payment to nothing. "If Mr. Frost succeeds, this will be an example which you will be able to recommend to other provincial administrators."

## Rent Control

The memorandum criticized the 18 to 22 per cent increase which landlords are authorized to make. On this point, Mr. St. Laurent stated that, at any rate, rent control must sometime disappear and that it must disappear gradually. The increase authorized last fall was superior to any which would have resulted from the suppression altogether of the control. At any rate, the Government is not infallible "but the



mistakes that it does make are not the result of ill will, nor are they caused because the Government does not feel, like the next fellow, the proper concern for the maintenance of balance and stability between the conflicting interests within the nation." The Government showed the same concern in the income tax set-up.

### National Unity

As regards the ticklish question of the appointment of an ambassador to the Vatican, Mr. St. Laurent stated that there would certainly be advantages for Canada in having a representative at the Vatican. But to benefit by these advantages, the appointment must not be made at a time when it would stir up a religious controversy in our country. It would be preferable to wait for more auspicious circumstances.

The same line of thought applied in connection with the choice of a national flag and the adoption of a national anthem.

It was better to delay some more in order to choose a flag which would be a symbol of unity and not a fire-brand.

In connection with the internationalization of Jerusalem, Mr. St. Laurent made it clear that the Government was in favour of it, in principle. Those who supported the resolution towards that purpose at the United Nations were not ready to raise an army to enforce it. Considering the situation, the Canadian Government had deemed it advisable to temporize in order to obtain

suitable conditions which would allow Christians to enter the Holy Land in all security.

### Imposition of a Tax on Capital Profits

As for the above, Mr. St. Laurent stated that if the Government adopted the measure, it would also have to grant deductions for losses of capital and it was doubtful whether on the whole the Treasury would profit by the operation.

### Compulsory Military Training

There is no danger that the Government will inaugurate compulsory military training in peacetime, Mr. St. Laurent said. "We already have to spend \$425,000,000 per year for defence purposes and it would certainly be impossible to start compulsory military training with that amount."

### Immigration

Mr. St. Laurent believed that immigration into Canada would continue. He said that the Labour Department is presently studying a new plan of selective immigration, and hoped that amongst the immigrants, an adequate number would be assimilated into our group.

In closing, the Rt. Hon. Louis St. Laurent recommended that the CCCL do its share so that the public will remain optimistic. "If confidence is maintained in all ranks of the population, economic activity will continue at a high enough level to assure the continued prosperity of the country."

## Views of Provincial Labour Organizations

*Summarized below are the legislative proposals of labour organizations in British Columbia, Manitoba, and Quebec, as submitted to their respective provincial governments.*

### British Columbia Executive (TLC)

The British Columbia Executive of the Trades and Labour Congress of Canada submitted legislative proposals to the Premier of the Province, Hon. Byron Johnson, and members of his Cabinet on January 31, 1950.

Before presenting specific legislative requests, the Executive expressed its concern with the unemployment situation. While recognizing that this problem was primarily "one that should be met by the Federal Government," it was hoped that the Provincial Government would "urge immediate action in assistance to the unemployed and long range planning to avoid this condition in future." However, it was the opinion of the Executive that there were many projects that could be undertaken by the

Provincial Government "which would bring immediate relief."

**Industrial Conciliation and Arbitration Act.**—Early in January the Executive presented a special brief to the provincial government which embodied specific suggestions for amending this Act. (A synopsis of this brief was published in the March issue of the *LABOUR GAZETTE*, p. 327.)

**Old Age Pension Act.**—In the opinion of the Executive, "the glaring inadequacy of the Old Age Pension Act to meet even the basic needs of our senior citizens has too long gone unheeded." The following amendments were urged:—

(1) raising the minimum payment to \$60 per month; (2) reducing the eligible age

to 60 years for women and 65 for men; (3) abolition of the means test; (4) lowering of residential qualifications to 15 years in Canada; (5) making the Act contributory and applicable to all senior citizens and, in addition, to the blind or totally disabled over 18 years of age; (6) discontinuing the practice of combining the Old Age Pension Act with the Parents Maintenance Act; (7) elimination of the practice of placing liens on the homes of pensioners; (8) establishment of community homes for the aged with adequate provision for married couples to live together; such homes to be under the supervision of the federal government and to provide hospitalization and full medical care.

**Automobile Insurance.**—It was submitted that since automobile insurance was in effect compulsory, to leave the fixing of rates to private business, was to make possible the charging of excessive rates. The Executive, therefore urged that "the provincial government assume the administration and control of automobile insurance, with special reference to the 'Proof of Financial Responsibility' section in the British Columbia Motor Vehicles Act."

**Hours of Work and Minimum Wages.**—The Executive requested that horticultural and domestic workers and ambulance drivers be included under the Hours of Work Act and also under the Minimum Wage Act. It was recommended that the maximum work-week be set at 40 hours with no reduction in take-home pay and that a basic minimum wage of 75 cents an hour be provided.

**Annual Holidays Act.**—The Executive asked for the inauguration of a system requiring employers to contribute four per cent of their employees' wages to provide for two weeks' annual vacation with pay for all workers in the province.

**Hospital Insurance Act.**—It was urged that the Hospital Insurance Act be amended to include all persons in receipt of pensions that do not exceed \$100 a month. This suggestion was designed to benefit particularly, those pensioners for whom the government does not pay the mandatory premiums required by the Act. In addition, it was asked that the practice of charging hospital patients private and semi-private rates when they could not be accommodated in public wards be discontinued. It was suggested further, that a Commission be set up to administer the Hospital Insurance Act; and that the cost of anaesthetic treatments and the cost of transportation to centres where specialized treatment could be obtained be paid by the government under the terms of the Act.

The Executive expressed concern with regard to the pay received by student nurses, which it was held, was barely sufficient to maintain a decent standard of living. To correct this, the suggestion was made that student nurses should be included under the provisions of the Apprenticeship Act.

**Other Recommendations.**—Among other requests made by the Executive were: (1) the reduction of the voting age to 18 years; (2) the discontinuance of the tax on meals served in bunk-houses; (3) the establishment of a British Columbia plumbing code; and (4) government supervision of existing company towns and the prohibition of the establishment of additional ones.

## CCL Unions in Manitoba

A delegation from the Winnipeg Labour Council, Brandon Labour Council and the Canadian Congress of Labour waited upon the Premier of Manitoba, Hon. D. L. Campbell and members of his cabinet recently, to suggest amendments in existing legislation affecting labour.

In a preliminary statement, the delegation declared that unemployment problems in Manitoba were "serious" and warranted immediate action by the Provincial Government at the forthcoming session of the legislature. One method suggested to relieve unemployment was a public works program.

**Labour Relations Code.**—The delegation recommended that the following amendments be made to the Labour Relations Code:—

- (1) that provincial civil servants be given collective bargaining privileges;
- (2) that policemen be permitted to organize;
- (3) that the government should put a controller in charge of the business of an employer who wilfully disregards an order of the labour board;
- (4) that the check-off and union security be defined and explicitly provided for in the code;
- (5) that employers be forbidden to change wage rates or conditions after an application for certification has been filed with the labour board, unless the certified bargaining agency gives its consent;
- (6) that the voting procedure for selecting a bargaining agency by a group of employees be clearly outlined and provide specifically that the choice be determined by the majority of the votes cast and not by the majority of those eligible to vote.



**Workmen's Compensation Act.**—Suggested changes in the Workmen's Compensation Act included:—

- (1) compulsory coverage for all working people in the province;
- (2) compensation to an injured workman to the extent of 100 per cent of his earnings;
- (3) the designation of dermatitis as an occupational disease.

**Vacations-With-Pay Act.**—The following amendments to the Vacations-With-Pay Act were recommended:—

- (1) that the present regulation establishing one week's vacation with pay for workers be changed to provide for a minimum of two weeks' vacation with pay;
- (2) that an employee, upon separation from his employment receive, in addition to pay for his services, a *pro rata* vacation payment corresponding to the portion of the year he has worked;
- (3) that legislation be enacted at the next session of the legislature to provide for eight statutory holidays with pay for all workers in Manitoba.

**Other Recommendations.**—Among other suggestions and recommendations made by the delegation were the following:—

- (1) social security legislation to provide protection against unemployment, sickness, accident, disability, old age and family risks and free medical, surgical, dental and hospital services;
- (2) that more inspectors be employed to enforce the provisions of the Minimum Wage Act, the Factories Act and the Hours of Work Act;
- (3) that education be provided free, from the nursery up to, and including the university;
- (4) that a provincial department of co-operatives be created;
- (5) that a Bill of Rights be enacted for the province of Manitoba;
- (6) that the government take over rent controls and co-operate with the municipalities in a housing program;
- (7) that a permanent commission be appointed to conduct a continuing study of seasonal unemployment in Manitoba.

## Manitoba Executive Committee (TLC)

A joint deputation from the Manitoba Executive of the Trades and Labour Congress of Canada, the Winnipeg District Trades and Labour Council, the city of Brandon Trades and Labour Council and the Flin Flon Trades and Labour Council,

presented to the government of Manitoba, in January, suggestions designed to improve labour and social legislation.

**Social Security.**—The deputation urged the Provincial Government "to redouble its efforts to impress upon the Dominion Government the dire need for early implementation" for overall social security legislation on a contributory basis. It was claimed that in the interest of efficiency and economy, such legislation should be under a single administration. It should "guarantee to every citizen a satisfactory retirement pension without any 'means test'; adequate income and medical care during illness; 100 per cent compensation for injury from accidents, whether in industry, the home or on the highways; adequate insurance against unemployment; allowances for children; and proper maintenance for widows, blind persons, and others who are so handicapped that the earning of a decent livelihood is impossible."

In order to facilitate the provision of these benefits, it was urged that "greater assistance be given to municipalities for the construction and maintenance of hospitals; the integration of curative and preventive medical services, the education and training of sufficient skilled personnel to guarantee to every citizen the medical, surgical, dental and nursing care he may require."

**Labour Relations.**—It was contended that:—

- (1) seniority and pension rights of workers should be protected under the Manitoba Labour Act in the same way that such rights are protected by federal legislation;
- (2) the section in the Act which prevents the affiliation of police organizations should be repealed;
- (3) "extra-provincial" companies whose Boards of Directors do not meet in Manitoba, should appoint Manitoba representatives clothed with authority to bargain collectively and enter into collective agreements that would be binding on the companies;
- (4) provision should be made in the Act for the check-off of union dues;
- (5) a member of the provincial legislature should be permitted to accept an allowance for expenses incurred while acting as a member of a Conciliation Board, without endangering his rights as a member of the legislature;
- (6) the Labour Relations Board should be given the responsibility for the prosecution of persons violating the Act;
- (7) government employees, including employees of government commissions and boards, should be given the right to organize and to bargain collectively;
- (8) the issue of injunctions during the course of a labour dispute should be prohibited;



- (9) fifty-one per cent of the votes actually cast in a vote to select a bargaining agency should determine the organization to be certified;
- (10) conciliation procedure should be speeded up and penalties provided for employers who deliberately cause delays in order to defeat the intention of the Act.

**Workmen's Compensation.**—The delegation re-stated former submissions asking that accident prevention services be administered by the Workmen's Compensation Board.

A request was made that the Workmen's Compensation Act be revised to provide for the filing of claims after 12 months have elapsed, when it can be proven to the satisfaction of the Board that the claim is a *bona fide* result of an accident treated previously by a physician who failed to file a report thereon to the Board.

Upward revision in the pensions paid to widows or invalid widowers from \$50 to \$60 per month was urged, and \$25 per month be paid for each child under 18 years of age, or each child who is completing a high school education, university, or technical school training.

Other changes suggested in the Act included (1) increasing the maximum amount in calculating average earnings and earning capacity of a workman to \$3,000 per year; (2) making available chiropractic treatment to workers in industry who come under the Act; (3) bringing under the Act occupational hazards such as skin diseases and diseases causing irritation to the lungs; (4) coverage for farm labour.

**Minimum Wages.**—The deputation expressed appreciation of the improvements made in the Minimum Wage Regulations during the past year, but requested that more inspectors be employed to enforce present rates and conditions. It was again urged that the Act be amended to provide for a minimum wage of 75 cents an hour with equal pay for equal work and that a 15 per cent higher rate be established for the Flin Flon area, inasmuch as living costs were higher in that district. The opinion was expressed that workers in hospitals and charitable institutions should be included under the Minimum Wage Regulations.

**Fair Wage Act and Hours of Work Act.**—It was asked that all Manitoba industries be brought under the terms of the Fair Wage Act.

It was held that the Hours of Work Act and regulations thereunder should be amended to give the Manitoba Labour Board power to collect wages due to a workman who had not been paid overtime in accordance with the terms of the Act.

**Vacations with Pay.**—Inasmuch as labour was dissatisfied with present vacations with pay legislation and did not consider one week's vacation adequate, the delegation asked for an extension to provide for two weeks with pay, the equivalent of four per cent of earnings. It was suggested further, that the stamp credit system used in the city of Winnipeg be extended to cover the entire province.

**Old Age Pensions.**—Pending the enactment of legislation on a national basis, the provincial government was asked to increase present pensions by ten dollars per month; this to be applicable also to blind and disabled persons.

**Unemployment.**—Asserting that there was serious unemployment throughout Canada, the deputation requested immediate governmental action on a federal and provincial basis. The Provincial Government was asked to assist municipalities to institute public works projects.

**Housing.**—The Provincial Government was urged to undertake, in co-operation with federal and municipal authorities, a low-rental home building program to provide adequate housing for ex-service personnel and those in the low income brackets, together with strict control of rents. In addition, the provincial government was asked to require the federal government to re-instate the home-improvement plan and to institute a system that would enable persons with small incomes to purchase homes on a long term basis at low interest.

**Apprenticeship.**—The government was requested to amend the Apprenticeship Act so as to make it necessary for an employer to pay the apprentice attending technical or vocational classes the difference between the \$11 per week now stipulated in the Act and the amount the apprentice would receive if working during the school period.

**Other Requests.**—Among other matters dealt with by the deputation were:—

- (1) amendments to the Manitoba Election Act designed to improve methods of enumeration and granting workers three hours off on election days without loss of pay, to exercise their franchise;
- (2) the adoption of measures to assure that wiring of farm homes be done only by qualified, licensed electricians;
- (3) that the provincial government urge the federal government to raise the minimum exemptions for personal income tax to \$1,200 for single persons, \$2,400 for married persons, with exemptions of \$400 for each dependent; that no portion of family allowances be refundable to the government; and that trade union dues be allowed as a deduction

from income; (4) amendments to the Highway Traffic Act to provide stricter regulations in the granting of drivers' licences, and the installation of danger signals at all railway crossings; (5) amendments to the Automobile Insurance Act to place the issuance of all automobile insurance in the province under the government; and (6) suggesting that the Federal Government be urged to enact a National Bill of Rights.

## **Quebec Provincial Federation of Labour (TLC)**

The Quebec Provincial Federation of Labour, which includes affiliates of the American Federation of Labour and of the Trades and Labour Congress of Canada, submitted its annual brief to the provincial authorities on March 1, 1950. The delegation was received by the Prime Minister, Hon. Maurice Duplessis, and members of his Cabinet, and was headed by Mr. Marcel Franco, president of the Provincial Federation. The brief dealt with the Federal-Provincial Conference, unemployment, public works, labour legislation, and contained a declaration in connection with a proposed Labour Code for the Province of Quebec.

### **Industrial Peace**

In the opening remarks of its brief, the Federation energetically protested against certain public declarations alleging that one of the most alarming and dangerous problems of the hour is that of employer-employee relations, that the labour movement is a source of confusion in the provincial economy and that it is a menace to industrial peace.

We declare, and this the Department of Labour is in a position to confirm, that our affiliated unions peacefully conclude hundreds of collective agreements each year and that only in a very small percentage of cases is it necessary to resort to conciliation or arbitration. As in the past, our movement continues to act within the bounds of discipline and respect of the laws. This attitude is all the more deserving since it is maintained even in cases where we feel that the present labour laws are defective and contrary to the best interests of the working class.

As regards the Federal-Provincial Conference held at Ottawa last January, the Federation expressed its satisfaction in the following manner:—

Our political leaders have placed the welfare of Canada above their political interests. We were also pleased to note that the Quebec political leaders have proved themselves to be well-informed

statesmen and to be primarily seeking the interests and welfare of the Canadian people.

### **Unemployment**

The brief declared that unemployment seems to be taking an alarming turn following a decade of relatively plentiful employment, and requested the Provincial Government to do all in its power to alleviate the situation before it gets worse.

It was urged that if private enterprise is unable to provide full employment, governments should do everything within their power to create employment by means of public works. The Federation noted that the Provincial Government had undertaken a huge program of road building and repairing, but it also requested the Government to undertake public works in order to provide work for the unemployed workers in the cities.

### **Labour Relations Act and Labour Relations Board**

The Federation claimed that since its inception the above law has been a source of disappointment for the workers of Quebec and that its administration and interpretation by the Board have been deplorable. However, it was acknowledged that the fundamental principles and the provisions of this law are sound.

"Employers and employees were not given the quality of treatment they should have received under the law," declared the brief. "Employers guilty of infractions of the law and of anti-union practices have avoided prosecution. On the other hand, some labour unions have been ill-used and have been refused certification or have had their certification cancelled through the action of certain employers. Finally, company unions have unfortunately become too numerous in spite of the fact that they are forbidden by law."

The delegation congratulated the Provincial Government for having appointed two experienced and competent labour representatives to the Labour Relations Board; these appointments should eliminate the great number of complaints regarding the administration and interpretation of the Labour Relations Act, it was asserted.

### **Rent Controls**

The brief recalled that a large part of the workman's budget goes towards paying rent, and since rentals have greatly and constantly increased, the workman has been placed in an unbearable and urgent situation. The Federation stated that this state of affairs must be remedied through rent



controls, otherwise labour will be forced to raise its wage claims considerably in order to balance its budget. The brief added that the lack of balance in the budget due to prohibitive rentals is a menace to the general industrial peace of the Province of Quebec.

## Labour Legislation

The Federation brief suggested a number of amendments to certain labour laws. The main recommendations made by the Federation are given below.

### Law Concerning Fire Departments.—

The brief declared that Bill 60 or 13 has considerably modified the firemen's situation in connection with arbitration and that under pretence of safeguarding the autonomy of municipal corporations, the firemen's right of association and affiliation, their right to union security and to grievance procedure should not in any way be attacked or minimized.

It was requested that arbitration awards be made absolutely binding and that the necessary measures be taken by the Provincial Government in order that municipalities may be compelled to comply with the awards as soon as they are rendered. The brief requested that appeals to the Board of Municipal Affairs be abolished since this body is an interested party.

A survey of a law concerning Fire Departments should be immediately undertaken, as is done in other provinces. Pension funds, civil service commissions and shorter working hours are the main improvements we are requesting on behalf of firemen.

**Notice of dismissal.**—The Federation asked the Government to request, through the medium of the Minimum Wage Act, the passing of an order along the line of Order No. 3 concerning paid vacations, stipulating that all employers must serve a notice of dismissal based on the employee's pay period, in order to avoid all possible injustice and eliminate the growing number of dismissals and lay-offs in industry, without previous notice.

**Law concerning municipal and school corporations and their employees.**—The Federation recognized that municipal and school corporations must safeguard their autonomy, but it did not admit that it should be possible for a legislative text to forbid any procedure tending to rectify injustice caused by a municipal or school corporation through dismissal or suspension.

We must not lose sight of the fact that municipal and school authorities are human beings, and as such liable to error, and that their employees cannot go on strike.

The Federation requested the repeal of Paragraph 2 of Section 13 of the law concerning municipal and school corporations and their employees.

It also suggested the amending of Order in Council No. 35 of January 4, 1950, so that procedure concerning allowances and expenses in connection with municipal and school arbitration will be the same as for industrial arbitration.

The Federation claimed that this Order in Council, which stipulates that expenses, costs and travel allowances are to be borne by the parties, causes great prejudice to municipal and school corporation employees since they are forced to bear expenses which in many cases are too heavy, and since this condition prevents them from freely choosing competent arbitrators on account of their lack of funds and the lack of interest which competent persons will show in accepting the office of arbitrator, and finally because the said order constitutes an unfair distinction between employees of municipal and school corporations and those of industry in the matter of government services.

**Workmen's Compensation Act.**—The Federation declared that it has always been in favour of the fundamental principles of the present Workmen's Compensation Act. However, it was the opinion of the Federation that this Act should be amended in certain ways so as to render its application "fairer and more conformable to present-day needs and to fill in certain gaps which experience has revealed." The following are some of these suggestions:—

1. That your Government, through inter-provincial agreements, make every effort to have a uniform rate of compensation of 100 per cent of the injured workman's earnings established throughout Canada.

2. That the Act apply to all trades and services, for all accidents attributable to the nature of the employment.

3. That compensation be paid from date of accident or incapacity, without waiting period.

4. That accident prevention measures be supervised by the Workmen's Compensation Board and that the mechanism necessary to ensure its proper functioning be established.

5. That all industrial diseases or diseases attributable to employment be covered, no matter what the disease or the employment.

The Federation requested that strong action be taken by the Provincial Government to ensure safety and health in plants. It proposed that the Workmen's Compensation Commission services and the



Industrial and Commercial Establishments Inspection Division be re-organized, and recommended that the inspectors of the Industrial and Commercial Establishments Inspection Division come under the jurisdiction of the Workmen's Compensation Commission, and that heavy penalties be imposed upon establishments guilty of infringement or omission with regard to orders from the Commission.

**Minimum Wage Act.**—Dealing with the Minimum Wage Act, the memorandum recognized that this legislation has rendered enormous services to the workers of the Province of Quebec, but that it must follow the rapid progress and the constant evolution of trade and commerce. The Federation suggested that Minimum Wage Commission Orders be adapted to new conditions and amended to meet future requirements:—

It is clear that if Order No. 4, which covered trade and all industries, and both men and women, was satisfactory a few years ago, it is no longer adequate. A glance at the American Wage and Hour Law reveals that each individual industry should now be examined and governed by a specific Order so as to cover each of the new and complex aspects of that industry. A General Order is too indefinite and becomes inoperative.

If it is also considered that almost all collective agreements, separate or based on extending decrees, stipulate the 48-hour week or less, it must be admitted that the Minimum Wage Act is obsolete in this respect. As to wage minima, conditions have changed to such an extent in recent years that the rates specified in Order No. 4 are absolutely useless and childish.

Employees and employers realize this, and all agreements reach far beyond those rates. So much so that at a recent Conference held at Granby our affiliated unions resolved to request a minimum wage rate of 75 cents an hour. Basic rates should be considerably increased if the Minimum Wage Act is to play a part really consistent with its purpose, that of fixing floors reflecting the true condition of industry.

The Federation suggested that special premiums be paid for overtime and night work. It also requested that home-work be abolished and urged the disappearance of sweat-shops "waging unfair competition against manufacturers respectful of the laws of our Province."

The memorandum concluded with a statement of fundamental principles which the Provincial Labour Federation believed should be included in any Labour Code the Government of the Province of Quebec might eventually adopt. This proposal was adopted by the Federation's annual Conference held at Granby in June, 1949.

## Canadian and Catholic Confederation of Labour

The Canadian and Catholic Confederation of Labour (CCCL) presented its annual brief to the Government of the Province of Quebec on March 2, 1950.

The delegation included Messrs. Gérard Picard and Jean Marchand, President and Secretary respectively of the CCCL, and about twenty officers of the General Council and the various affiliated federations. A general outline of the principal requests contained in the memorandum was given the Premier, the Hon. Maurice Duplessis, by Mr. Marchand.

In addition to the questions of general interest dealt with in the main brief, the Canadian and Catholic Confederation of Labour presented a supplementary memorandum, of a more technical nature, intended to bring before the provincial authorities various resolutions adopted, for the most part, at the CCCL's last convention (L.G., Nov., 1949, pp. 1379-87).

### Dominion-Provincial Relations

The CCCL congratulated the provincial delegation on the important part it had played at the last Dominion-Provincial Conference, stating that it was in agreement with the Government of the Province of Quebec in connection with the latter's request for clarification of tax matters. The brief adopted a definite position in favour of provincial autonomy. In it the CCCL asserted that

on no consideration must the constitutional independence of Canada, which we approve, mark the beginning of an encroachment on the rights of French-Canadians . . .

and added that, where this question is concerned, there is more at stake for the Province of Quebec

because of its ethnical, linguistic and religious characteristics, than for the other provinces,

and that

it is therefore natural for its resistance to be greater and its attitude firmer.

The brief laid emphasis on the fact that

if, however, the CCCL favours the maintenance of the rights of the Province of Quebec as guaranteed in the Canadian constitution, it cannot on the other hand disregard other rights—such as the right to life, the right to an adequate wage, the right to participate in the prosperity of the country, etc.—the recognition of which is of prime importance if we wish to ensure social peace.

No greater mistake could be made than that of making it possible for the secular rights of French-Canadians to be set in opposition to their economic and social well-being.

## Housing

The main theme of the memorandum was the housing problem. The CCCL gave its support to a plan put forward by the "Fédération des coopératives d'habitation du Québec" in which it was suggested that a provincial loan, and even a municipal loan, should be added to the federal loan in order to facilitate the initial outlay for small wage-earners and thus enable them to avail themselves of existing laws.

"Those concerned must at all costs co-operate closely to improve the lot of tenants and to increase the number of small property owners.

"Right now, we must prevent landlords from taking advantage of their tenants because of the housing shortage. Certain controls must be maintained until a balance is struck.

"The real solution, however, can be found only in a generous and progressive policy with regard to family dwellings.

"The Provincial Government has already passed a number of laws, for which we are grateful, favouring the building of houses. A great many workers have taken advantage of them. The Federal Government, for its part, has legislation favouring the acquiring of property. The municipalities are authorized to grant certain privileges to future property owners, such as commutation of taxes, lots at a low price, etc. . . .

"The greatest difficulty encountered is the problem of the small wage-earners who are unable to pay the initial amount either for the purchase of a lot or to begin the work up to a point which would permit them to profit by existing legislation.

"The 'Fédération des coopératives d'habitation de la province de Québec' has suggested a plan to which the CCCL gave its complete approval at its last convention."

Here is a brief outline of the said plan:—

1. At the time of the loan, the Provincial Government would provide a contribution equal to that of the Federal Government;

2. However, it would pay only the amount over 3 per cent, instead of 2 per cent as at present, which would make up for its initial contribution;

The amount of the contributions would be set as follows:

1. For loans not exceeding \$6,000 the contribution would be \$1,200;

2. For loans over \$6,000 but not exceeding \$10,000 the contribution would be \$8,000.

This contribution would be distributed among the three public authorities (federal, provincial and municipal) in accordance with the following percentage:

25 per cent would come from the municipality,

37½ per cent from the Provincial Government,

37½ per cent from the Federal Government.

(The reason for the municipality's making a smaller contribution than the other governments is that it has to provide the public services, such as sewers, drains, etc.)

The CCCL brief suggested the setting up of an organization with sufficient funds to enable it, if need be, to rediscount mortgages, so that the People's Banks and other loan institutions might be able to place the necessary funds at the disposal of future property owners.

## Labour Legislation

The CCCL brief stressed the fact that the Superior Labour Council of the Province of Quebec is fully qualified to carry out its role, and assured the latter of its entire co-operation in the consideration of provincial labour legislation.

## Unemployment

The CCCL showed anxiety in its brief over the increase in unemployment, and called on private enterprise and the municipalities, as well as the governments, to co-operate closely in order to solve this problem, especially in the centres affected most by unemployment:—

"Private enterprise itself must leave no stone unturned in order to correct the present situation. If it wants to preserve its freedom of action and maintain its prominent influence over the national economy, it must not content itself with profiting by the advantages of the system and simply thrust aside the responsibilities. Let us not forget that industry exists for men, and not men for industry.

"There is urgent need for the governments to fight down the first onslaught of the crisis by stimulating economic activity through public works and, in order to remedy the situation, to inquire into the causes of the slowing down of production in certain industrial sectors. Those who really have it at heart to fight subversive ideologies will not allow conditions to be created here which favour the development of such ideologies."

## Freedom of Association

The CCCL again asked the Government this year to restore recourse to arbitration in favour of men and women teachers practising their profession in rural municipalities. It believed that the present restrictions amount to denying freedom of association to these wage-earners who, nevertheless, are badly in need of it.

The memorandum also reminded the Government that the CCCL is still opposed to recourse to the Municipal Board set up in defiance of the awards made in public services.



## **Social Security**

The CCCL emphasized the fact that social security is the order of the day, and that the workers are looking for protection against the risks to which they might be subject in their personal and family life. According to the CCCL, it should also be possible for the various plans for social security to be carried out on the level of labour and industrial production, right from the collective agreements:—

“In this way plans for health insurance and hospitalization, as well as pension funds, are drawn up. These are most praiseworthy efforts, and the CCCL requests the Government to encourage them by clearly indicating in the Labour Relations Act and the Trades Disputes Act that they can form the subject of collective bargaining.”

## **Supplementary Brief**

In its supplementary memorandum, which was more technical in scope, the CCCL submitted to the Provincial authorities, suggested and recommended amendments or modifications to the Provincial Acts respecting professional syndicates, collective agreements, labour relations, trades disputes and disputes between public services and their employees, as well as minimum wages, workmen's compensation, housing and industrial establishments. This second CCCL brief also contained various recommendations concerning matters of health and of public and industrial safety.

## **Professional Syndicates Act**

Among other amendments, the CCCL suggested that the incorporation of workers' syndicates under the Professional Syndicates Act should be compulsory so that they might benefit by existing legislation and enjoy the privilege of representation on public bodies, that the Professional Syndicates Act be amended so as to facilitate the incorporation of all professional syndicates of workers, and that the administration of the Act be entrusted to the Minister of Labour.

## **Collective Agreement Act**

The CCCL suggested, among other changes, that all public and political bodies be subject to the Collective Agreement Act, and that the Cities and Towns Act, the Municipal Code, the Education Act and the Factories Act be amended so as to indicate clearly that the corporations existing by virtue of these Acts have power to sign collective agreements with unions, and that they can be brought under the legal exten-

sion of a collective agreement made by an Order, if they are not signatories to this agreement.

The CCCL asked the Department of Labour to carry on a campaign of suitable propaganda in order to let the public know what distinctions must be drawn between syndicates and parity committees.

With regard to trade qualifications cards, the CCCL brief suggested that, in case of appeal against the decision of a parity committee, the Department of Labour should proceed in the same way as a parity committee, that is it should have candidates try examinations before issuing trade qualifications cards.

The CCCL requested higher fines for employers who break the law by employing too many apprentices with respect to the number of journeymen.

## **Minimum Wage Act**

The most important recommendations made by the CCCL with regard to the Minimum Wage Act and its main ordinances suggested that it should be a matter of public policy that no order adopted under the authority of the Collective Agreement Act might contain wage scales or working conditions less favourable than those set forth in the Minimum Wage Commission orders, and that the Act should be amended so that any workers' syndicate or any federation of syndicates might call upon the Minimum Wage Commission to set up a Conciliation Board when there is occasion to renew an order or to prepare a special one.

The CCCL requested that the Commission be allowed to exercise not only the recourses arising from orders in favour of wage-earners, but all those arising from the Act itself.

## **Workmen's Compensation Act**

Among other amendments to the Workmen's Compensation Act, the CCCL suggested that the decisions of the Workmen's Compensation Commission should not be final and without appeal, but that the victims of accidents should have the right to appeal, without cost, to the Superior Labour Council.

The CCCL also submitted

that the provisions of Section 51 be made applicable to workers affected by industrial diseases, and that the word “can” in the first line of this section be replaced by the word “must”, so that the rehabilitation of the victims of accidents and of workers affected by industrial diseases might become an obligation for the Commission;

that provision be made in the Act that in the case of dermatosis, silicosis, asbestosis and other similar industrial diseases,



the Commission should see that the workers affected are placed in other employment and should pay compensation if the wage for the new employment is less;

that the provisions of Section 21 of the Act be amended so as to oblige employers to report all industrial accidents, no matter how slight, and all symptoms of industrial illnesses, in order to ensure a better administration of the Act and effective protection for workers.

With regard to the asbestos industry, the CCCL asked for the establishment of industrial clinics at Thetford Mines and Asbestos, at the expense of the Workmen's Compensation Commission, as authorized by Section 109 of the Act; and that an investigation be made by the Department of Health in the asbestos district in order to determine the percentage of tuberculosis there and to find the relationship between tuberculosis and the asbestos dust saturating the air in the mines and mining towns.

The CCCL suggested that the Provincial Government should make special grants to the Faculties of Medicine of the universities of the Province to enable them to carry on scientific studies with regard to this industrial disease and to give the medical world definite information concerning asbestosis, the possibilities of certain diagnosis and the methods of curing it.

### **Municipal and School Corporations and their Employees Act**

Among other amendments, the CCCL asked that the administration of the Act should be entrusted to the Minister of Labour, and that the latter should appoint as members of the arbitration board the qualified persons recommended to him within ten days following their recommendation by the employer and by the association.

The CCCL asked the Government to establish urban credit, make automobile insurance compulsory, abolish the municipal 4 per cent sales tax on all articles, and suggested that allowances to indigent mothers and blind persons be increased by at least \$10 a month. It objected to the establishment of closed towns and suggested the adoption of various measures concerning public safety, health and immigration.

The CCCL suggested that the Government create a Provincial Bureau of Statistics with a view to determining the increase in the cost of living, that such surveys be made by zones and that the average family in the Province of Quebec be considered, and also that the Provincial Department of Labour publish a *LABOUR GAZETTE*.

With regard to immigration, the CCCL urged the Provincial Government to assist by an annual grant, private organizations

which concern themselves with immigrants regarded as sympathetic to the French-Canadian cause, so as to help such organizations to achieve their goal.

### **The Premier's Remarks**

The Provincial Premier, Hon. Maurice Duplessis, told the delegates of the Canadian and Catholic Confederation of Labour that the Government was thinking of setting up a financial body which would rediscount the housing loans granted by the People's Banks.

Mr. Duplessis also approved of the CCCL's statement to the effect that private enterprise, if it wants to retain its prerogatives, must likewise contribute to the fight against unemployment by carrying out all the public works possible in time of crisis.

The Premier did not promise to agree to the CCCL's suggestion with regard to contributions from the municipalities and the two governments in order to obtain the initial amount needed by the majority of workers who want to build a house. This plan, as mentioned above, involved a contribution of 25 per cent from the municipalities.

With regard to pension funds, Mr. Duplessis stated that we must build if we want it to last. "Because actuaries were not consulted," he pointed out, "trade unions and companies are in conflict because the funds accumulated are not sufficient to meet the needs of the employees when the time comes for them to retire."

At the conclusion of the interview the Hon. Maurice Duplessis recalled the strike at Asbestos.

"When you came to see me about Asbestos," he said, "I settled the problem to your advantage. I had the satisfaction of doing my duty there, and I do not regret anything I did. Trade unionism is legitimate and worthy of commendation. It is necessary. However, law and authority must be respected by all—employers and workers. Sabotage of civilian authority leads, beyond all question, to sabotage of religious authority."

---

### **Correction**

On page 172 of the February issue of the *LABOUR GAZETTE*, reference is made to the number of workers represented by delegates to the Conference of the International Confederation of Free Trade Unions. The total given was 500,000,000; this should have been 50,000,000.

# STRIKES AND LOCKOUTS

## IN CANADA, 1949

There were fewer strikes and lockouts in Canada during 1949 than in any year since 1939, according to a supplement\* to this issue of the *LABOUR GAZETTE*. The number of workers involved in work stoppages during 1949 and the time loss were somewhat greater than in 1948. However, improvement in industrial relations is shown by strike statistics for the last two years as compared with the preceding two-year period, the time loss for 1948-1949 being less than one-third of that in 1946-1947. The small number of work stoppages in existence during 1949 also reflects the progress made in collective bargaining without resort to strike action. The latest figures available show that in 1948 collective agreements in effect covered more than 1,200,000 workers (L.G., Dec., 1949, p. 1521). The great majority of these contracts have been renewed by peaceful negotiations between workers and employers.

In 1949, the demand for higher wages, frequently accompanied by other issues affecting unionism and working conditions, was the central cause of 63 per cent of the work stoppages, affected 56 per cent of the workers and caused 84 per cent of the total

time loss. For the past four years the question of increased wages has been the major cause of strikes and lockouts as workers sought to maintain their purchasing power and offset rising prices with higher wage rates. In 1948, 83 per cent of the time loss resulted from disputes over wage increases, 91 per cent in 1947, and 96 per cent in 1946. Pension and welfare plans were not an important cause of work stoppages in 1949.

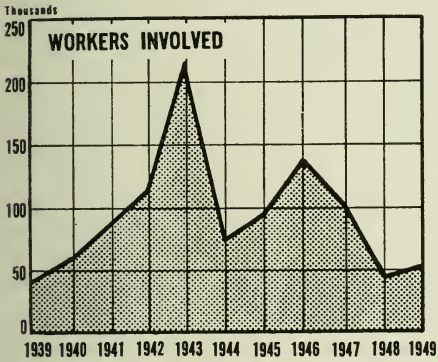
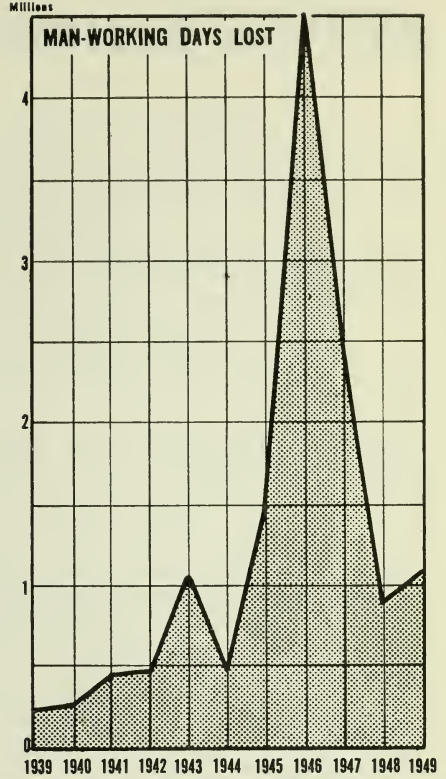
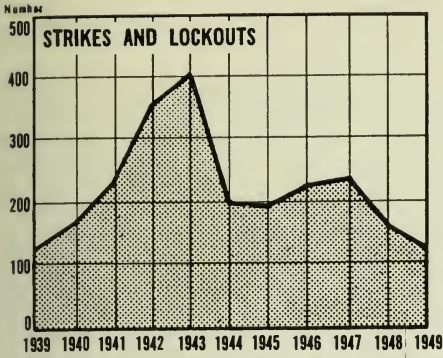
The greatest amount of time lost in 1949 was in the mining industry, caused by the strike of asbestos miners and mill workers in various centres in Quebec. This strike alone accounted for almost half the total time lost during the year. Strikes in the coal mining industry were few and caused little time loss. In 1947, the largest amount of time loss was also in the mining industry, because of a prolonged strike of coal miners in Nova Scotia and New Brunswick. With the exception of 1949 and 1947, during the last eight years the time loss in manufacturing, with the largest working force of any industry, has been greater than in all other industries combined.

\* *Strikes and Lockouts in Canada During 1949, with Information for Certain Other Countries.*

### STRIKES AND LOCKOUTS IN CANADA BY YEARS, 1939-1949

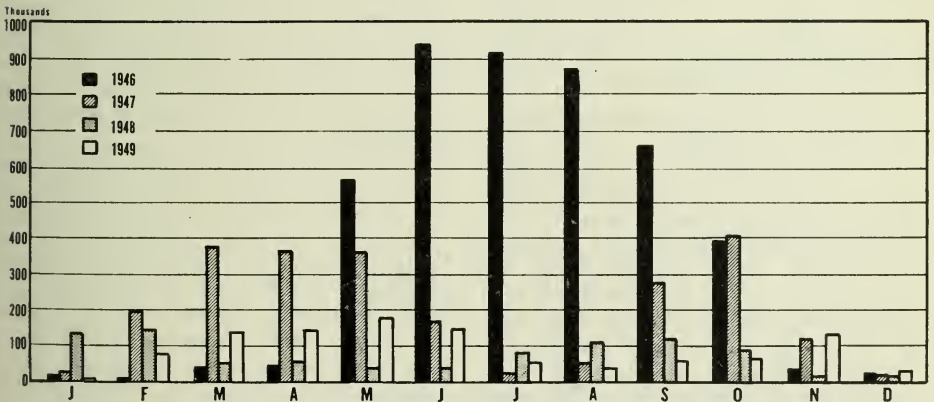
Year	Number Beginning During the Year	Strikes and Lockouts in Existence During Year						
		All Industries						
		Number of Strikes and Lockouts	Number of Employers	Number of Workers Involved	Time Loss			
					In Man-Working Days	Average Days Per Wage and Salary Earner	Average Days Per Worker Involved	Per cent of Estimated Working Time
1939.....	120	122	243	41,038	224,588	0-11	5-47	0-04
1940.....	166	168	894	60,619	266,318	0-12	4-39	0-04
1941.....	229	231	658	87,091	433,914	0-17	4-98	0-06
1942.....	352	354	492	113,916	450,202	0-16	3-95	0-05
1943.....	401	402	651	218,404	1,041,198	0-35	4-77	0-12
1944.....	195	199	400	75,290	490,139	0-16	6-51	0-06
1945.....	196	197	418	96,068	1,457,420	0-49	15-17	0-17
1946.....	225	228	1,299	139,474	4,516,393	1-49	32-38	0-50
1947.....	232	236	1,173	104,120	2,397,340	0-77	23-02	0-26
1948.....	147	154	674	42,820	885,793	0-27	20-68	0-09
1949.....	132	137	542	51,437	1,063,667	0-32	20-68	0-11

# STRIKES AND LOCKOUTS IN CANADA, 1939-1949



## WORKING-DAYS LOST THROUGH STRIKES AND LOCKOUTS

By Months 1946-1949





# INTERNATIONAL STUDY OF INDUSTRIAL RELATIONS

*Collective agreements, conciliation and arbitration, and co-operation between public authorities and employers' and workers' organizations are to be among the subjects for consideration at the forthcoming International Labour Conference in June. In preparation for the discussion, several reports have been issued by the International Labour Office which set out the law and practice in the different countries, and, under the heading "Proposed Conclusions", indicate the points considered suitable for inclusion in international regulations.\**

Forming part of the general problem of Freedom of Association and Industrial Relations which has been studied by the ILO at three successive annual Conferences with a view to the adoption of a series of international regulations, the questions of collective agreements, conciliation and arbitration, and co-operation between public authorities and employers' and workers' organizations have been placed on the agenda of the 1950 Conference which is to be held in Geneva in June. It is expected that the Conference will hold a "first discussion" of these subjects under its "double discussion" procedure.

The question of Freedom of Association and Industrial Relations was first placed on the agenda of the Conference in 1947 at the request of the Economic and Social Council of the United Nations which in turn had been asked to consider it by the World Federation of Trade Unions and the American Federation of Labour. It was decided that the questions should be dealt with under the following heads:—

1. Freedom of association and protection of the right to organize;

2. (a) The application of the principles of right to organize and to bargain collectively; (b) collective agreements; (c) conciliation and arbitration; and (d) co-operation between the public authorities and employers' and workers' organizations.

Questions 1 and 2 (a) have been dealt with and disposed of by the Conferences of 1947, 1948 and 1949. Questions 2 (b) (c) and (d) are on the agenda of this year's Conference.

The 1947 Conference unanimously passed a Resolution defining the fundamental

principles on which freedom of association should be based and which should form the basis for international regulation, and laid plans for further examination of the problem in 1948. Following this initial action, the Conference at its 31st session in San Francisco adopted a Convention (No. 87) concerning freedom of association and protection of the right to organize (L.G., 1948, p. 974). At Geneva, in June, 1949, a second Convention (No. 98) was adopted concerning the right to organize and bargain collectively (L.G., 1949, p. 1090). The latter is an extension of the principles set out in the Freedom of Association Convention.

At the same time, as a means of establishing international machinery for safeguarding freedom of association, the Governing Body of the ILO approved in principle the establishment of a conciliation and fact-finding commission to investigate charges of violation of trade union rights (L.G., 1949, p. 1091). Since the 1949 Conference, it has been decided to set up an international nine-member fact-finding commission.

In accordance with ILO procedures, the International Labour Office in 1947 circulated to the Governments a preliminary Report on the law and practice in the different countries relating to Industrial Relations, together with a questionnaire on each of the main aspects of the problem. A further Report contains the replies of Governments to the questionnaires, a short analysis of the replies, and Proposed Conclusions to be submitted to the Conference as a basis for discussion. The Office was also able to prepare for the 1949 Conference a supplementary Report setting out the developments in legislation and practice which have arisen since the two earlier Reports were published.

\* In dealing with Canada, the Report, with one or two exceptions, examines federal legislation only. Laws regulating labour relations in the Provinces follow the general pattern of federal legislation.

These Reports of the ILO are reviewed in the present article, with particular emphasis on the Proposed Conclusions which are likely to be examined at the

forthcoming Conference. The question of co-operation between public authorities and employers' and workers' organizations is only briefly dealt with.

## COLLECTIVE AGREEMENTS

### The Development of Collective Bargaining

Although collective bargaining had been in practice in many countries before 1914, it was not until after the First World War that the principle of collective bargaining gained general acceptance. By 1939, a large percentage of workers in nearly all industrially advanced countries were covered by collective agreements. In the United Kingdom in 1945, 12,500,000 workers were employed under collective agreements and in the United States, 14,800,000 were covered in 1946.<sup>1</sup> Also, in the countries where industrialization is fairly recent, collective agreements have begun to replace the traditional individual contract of employment between worker and employer.

According to the ILO Report, there are at the present time three particular trends in collective bargaining:—

1. Free collective bargaining as a means of fixing wages and other conditions of

employment. The practice and law of Canada, the United States, the United Kingdom, Switzerland, Italy, etc., reflect this principle;

2. Collective bargaining partially restricted by wages legislation. France,<sup>2</sup> the Netherlands, Norway and Austria are examples of countries following this trend;

3. Collective bargaining as part of a general system of state regulation of wages and other conditions of employment. This trend may be observed in Albania, Bulgaria, Poland, Yugoslavia, Hungary and Czechoslovakia. In the USSR, too, collective bargaining serves as a means of giving effect to State regulations.

<sup>1</sup> In Canada, 1,212,964 workers were employed under collective agreements in 1948. This represented approximately 35 per cent of the total number of Canadian wage and salary workers (3,441,000) in November, 1948. (L.G. 1949, p. 1521).

<sup>2</sup> In January, 1950, however, the French Government passed an Act providing for a return to free collective bargaining between labour and employers.

## World Trends in Collective Bargaining

There are at present three main world trends in collective bargaining, according to the ILO:—

1. Free collective bargaining;
2. Collective bargaining partially restricted by wages legislation;
3. Collective bargaining as part of a general system of state control.

This year, the International Labour Conference will seek to formulate a Recommendation on Collective Agreements.

The ILO proposes that the Recommendation contain the following main points:—

1. Governments should establish, where necessary, machinery to assist the parties in making agreements;
2. Agreements should apply to all workers in the service of the contracting employer;
3. National regulations should make it possible for an agreement to be extended to cover all employers and workers in a given area or industry;
4. An agreement should provide procedure for settlement of any dispute arising out of its interpretation or application. If this breaks down, the dispute should be referred to compulsory procedure.



In discussing the first trend, the Report points out that even the countries which have a long tradition of free collective bargaining recognized the necessity of maintaining some reasonable stabilization or relationship of wages and prices to guard against inflation in the war and immediate post-war periods. This position has been taken by Canada, the United States and the United Kingdom.

[In Canada, the purpose of the Industrial Relations and Disputes Investigation Act, 1948 (L.G., 1948, p. 1255) is "to create conditions favourable to the free exercise of collective bargaining between employers and employees."<sup>3</sup> Government intervention is limited, in the main, to those situations where the parties have reached an impasse. This Act, however, is restricted in application to industries and undertakings under federal jurisdiction. Nine Canadian provinces have collective bargaining legislation applying the free collective bargaining principle to industries and undertakings within provincial jurisdiction. During the war period, it was the federal Government's policy to stabilize or freeze wages. No change could be made in a collective agreement with respect to wage provisions without authorization from the National War Labour Board.]

In the United Kingdom, it is the Government's policy to rely, even in nationalized industries, on free collective bargaining to achieve a reasonable and voluntary stabilization of wages and prices, subject to wage increases justified in special cases or by increased production. The 1948 amendment to the Wages Councils Act strengthened voluntary negotiating. The amendment extended the establishment of wages councils and central co-ordinating committees for the purpose of regulating minimum wages in those industries in which collective bargaining has not so far developed as to be able to guarantee the full protection of the workers. At the same time, the amendment facilitated further the establishing of joint collective bargaining machinery and the abolition of wages councils in those industries where the parties can be entrusted with full control over the collective regulation of wages.

The second major trend in collective bargaining may be seen in the Collective Agreements Act, 1946 in France (L.G., 1950, p. 37) and the Employment Relations Decree of 1945 in the Netherlands. Such partially-restrictive legislation, while encouraging collective bargaining in principle, empowers the Governments to fix wages or to lay down a general wages policy with

which collective agreements must conform. These States "while entertaining hopes of returning in the future to their pre-war traditions of free collective bargaining, have taken the view that voluntary negotiation alone cannot be relied upon entirely at the present time to achieve the necessary stabilization". In Norway and Austria, stabilization is being secured by legislation and collective agreements jointly. Employers' and workers' organizations are asked to co-operate in preparing the necessary legislation and to supplement it by collective bargaining.

Among the countries where the third major trend is reflected is Poland, where, under a planned economy and a system of nationalized industries, collective agreements are concluded between the central trade union federations and the public administrations, and when approved are made binding throughout the industries to which they refer. Collective agreements thus fulfill the same role as State regulations issued by Decree. In Czechoslovakia, wages and other conditions of employment are fixed by the Government and agreements have been almost completely abandoned as being unnecessary in view of the regulations issued by Decree.

### **Examination of the Law and Practice Concerning Collective Agreements**

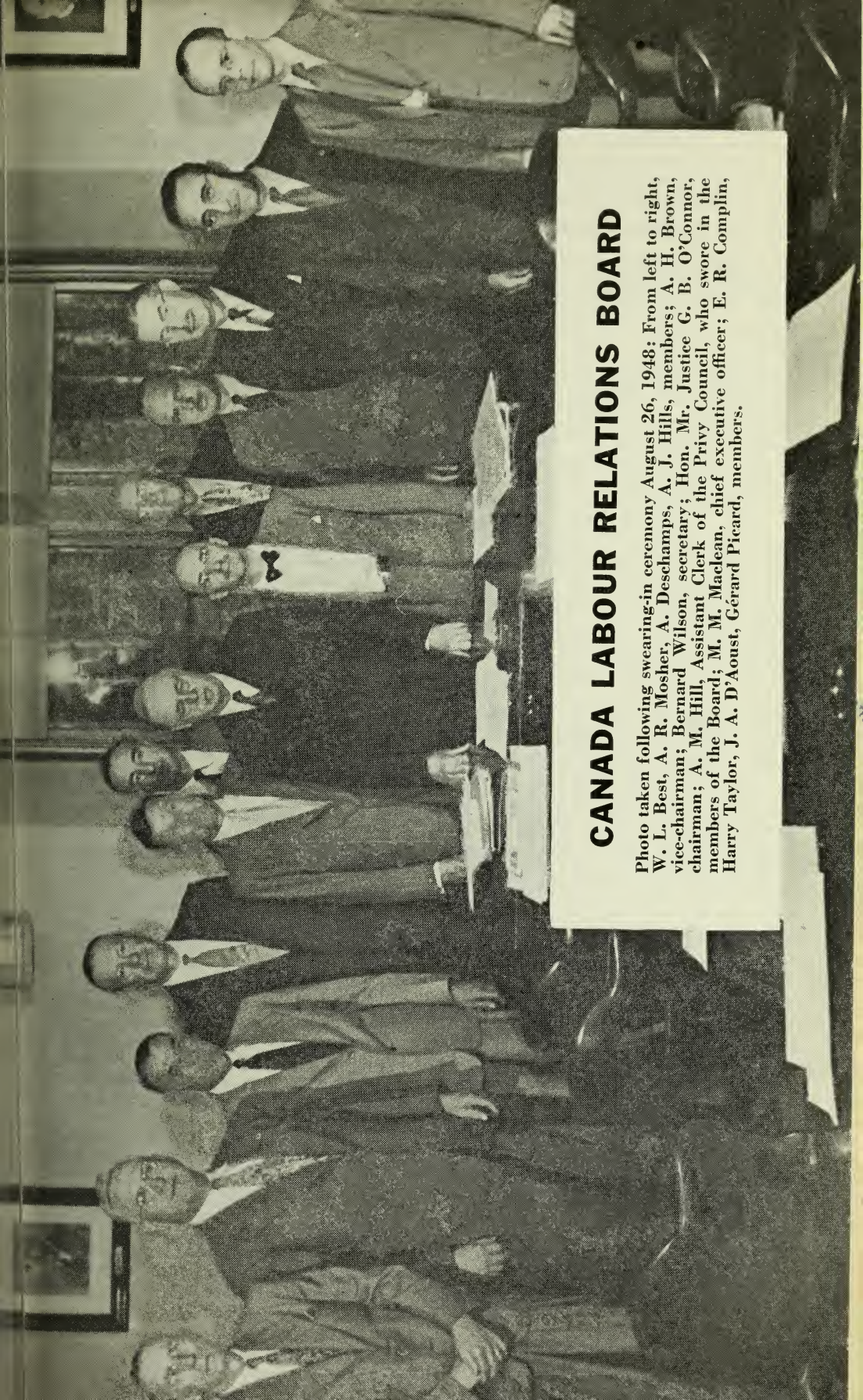
An examination of the law and practice of the different countries shows that, although most countries now have collective agreement legislation of one sort or another, the provisions vary considerably. The degree of regulation ranges from the United Kingdom system where the parties to a collective agreement are left entirely free to determine as they please the contents, scope, and duration of the agreements to the Czechoslovak or USSR systems where collective agreements serve as a channel, in respect to conditions of work, for enforcement of a general economic plan. Any international regulation on the subject should, according to the Report, provide a maximum of flexibility and leave wide scope for the initiative of the parties. The first question, therefore, which the ILO Report asked the member countries was what form the international regulations on collective agreements should take, a Recommendation or a Convention. The Proposed Conclusion of the Report is:—

International regulations concerning collective agreements to be adopted in the form of a Recommendation.

The Report deals with five main aspects of collective agreements: (1) collective

<sup>3</sup> Hansard, April 6, 1948, p. 2709.





## CANADA LABOUR RELATIONS BOARD

Photo taken following swearing-in ceremony August 26, 1948: From left to right, W. L. Best, A. R. Mosher, A. Deschamps, A. J. Hills, members; A. H. Brown, vice-chairman; Bernard Willson, secretary; Hon. Mr. Justice G. B. O'Connor, chairman; A. M. Hill, Assistant Clerk of the Privy Council, who swore in the members of the Board; M. M. Maclean, chief executive officer; E. R. Complin, Harry Taylor, J. A. D'Aoust, Gérard Picard, members.



bargaining machinery; (2) the regulation by law of collective agreements; (3) the extension of collective agreements; (4) the methods of enforcing the agreements and the responsibilities of the parties; (5) the various means by which the application of collective agreements may be supervised.

### Collective Bargaining Machinery

The Report studies first the methods of determining the organizations which are competent to be parties to collective agreements. They may be determined either by voluntary agreement between the parties or by law.

The United Kingdom, for example, leaves employers' and workers' organizations entirely free to recognize each other voluntarily as the appropriate bargaining agency. This is due to the fact that employers and workers have been able to organize themselves into strongly unified associations whose representative character is never questioned. The Scandinavian states also leave the determining of the competent party to voluntary agreement.

In Canada, the United States, Argentina, Australia, Mexico, New Zealand, and the Union of South Africa, the competent bargaining group is determined by law. In such of these countries where the trade union movement is divided, jurisdictional disputes often arise between rival unions, each claiming the right to represent the workers concerned; the legislature, in most cases, has found it necessary to intervene in order to determine which of the unions is sufficiently representative of the workers to conduct collective bargaining. Such intervention usually takes one of the four following forms: (1) *ad hoc* intervention to bring about a decision in each particular case (as in the USA and Canada); (2) only one organization may be recognized as being representative for the purposes of concluding collective agreements for a particular industry or region (as in Argentina, Australia, Mexico, New Zealand, the Union of South Africa); (3) only one single organization may be recognized as representing all workers for all purposes (as in Czechoslovakia, Poland, Roumania and Yugoslavia); or may even have been established with that object as part of the economic system (as in USSR); or (4) the law may lay down certain criteria or conditions and those organizations which fulfil these conditions are recognized as being representative (as in Belgium and France).

In the USA, the National Labour Relations Board uses the *ad hoc* method of determining the representative character of a trade union. The Board first decides whether the particular unit to be certified

for collective bargaining purposes shall be the employer unit, the craft unit, the plant unit, or a subdivision of one of these units. There are procedures for hearings through regional offices, elections by secret ballot and subsequent certification of the union obtaining a majority of the votes. However, no union may be certified if it has failed to submit certain annual returns regarding finances, etc., and affidavits that officers of the union are not members or affiliates of the Communist party or any subversive organization.

In Canada, under the Industrial Relations and Disputes Investigation Act, the Canada Labour Relations Board may certify trade unions as exclusive bargaining agents for employees in units appropriate for collective bargaining. The Board must be satisfied that a majority of the employees are members in good standing of the union. The Board may grant separate certification where the majority of a distinguishable craft or technical group are members of a union pertaining to such craft or group. If the Board finds it necessary to order a vote in order to dispose of an application, it may certify the union obtaining the votes of the majority of employees in the bargaining unit. No trade union which is influenced or dominated by an employer may be certified.

Under the laws in the United States and Canada, there is actually nothing to prevent an employer from voluntarily recognizing a union and bargaining with it collectively without invoking the certification procedures under the Acts. In the USA, however, only a certified union could negotiate a collective agreement which contained a union shop clause, and only a certified union can become entitled to the protection of the Act against unfair labour practices.

Recognition of one organization for a given industry or region is the method used in Australia and New Zealand for determining the competent bargaining agent. The organization is registered and obtains the exclusive right of representation. The competent authority is bound to refuse registration to an association if there already exists an organization to which the members of the new association might conveniently belong. Very similar regulations are in effect in the Union of South Africa where the employers, employers' associations and trade unions constitute industrial councils. These councils are agencies for negotiation and conciliation and are recognized only if they are sufficiently representative.

In Czechoslovakia and Poland, since the war, a single trade union is recognized exclusively for all purposes.

In Belgium, France and Luxembourg, the law has laid down certain criteria for determining the representative character of a trade union. In France, the criteria are: the numbers of members regularly paying contributions, the independence of the organization in relation to the employers, the age and experience of the organization, the patriotic attitude of the organization during the Second World War, etc.

The joint collective bargaining machinery which is actually in operation in the various countries is dealt with next. Again, the Report distinguishes between the machinery created by mutual agreement and the machinery recognized by legislation or created by law. In the United Kingdom, collective bargaining machinery, such as joint committees, has been gradually set up in several industries by mutual agreement of the employer and worker organizations and now forms an integrated network of local, regional and national agencies. These are competent to undertake collective bargaining and to settle all disputes which may arise as to the conclusion, renewal, and revision of collective agreements or as to their interpretation or application.

In certain countries, collective bargaining machinery such as joint boards or committees, national and regional, composed of representatives of most employer and worker organizations, has been established by law. The joint committees in Belgium and France and the industrial councils in the Union of South Africa fall into this category. Most collective agreements in these countries are concluded under the auspices of such bodies.

It is pointed out that in some countries minimum wage-fixing machinery is instituted to aid indirectly the conclusion of collective agreements. It fortifies the normal machinery created by agreement between the parties. The Wages Councils in the United Kingdom, for example, were first set up in those industries where wages were comparatively low and workers poorly organized as a preliminary to the establishment of voluntary joint bargaining machinery. The Industrial Standards Acts in the Canadian provinces of Nova Scotia, New Brunswick, Ontario, and Saskatchewan and similar legislation in Alberta and Manitoba provide for the fixing of minimum wages in industries by conferences of employees' and employers' representatives called by a government authority upon petition.

Under the heading of collective bargaining machinery, mention is made, too, of the Labour Relations Boards of the United States and Canada whose functions of

certifying bargaining agents have already been described. Under some other systems, the conciliation and arbitration authorities perform a similar task. The machinery noted above has made a great contribution to the progress of the movement towards collective bargaining without encroaching on the independence of the contracting parties.

Thus, the Report, recognizing the diversity of the machinery in effect, proposed the following Conclusion for the international regulations:—

1. (a) Appropriate machinery corresponding to the particular conditions existing in each country to be established, if necessary, which would be available to assist the parties in the conclusion, revision and renewal of collective agreements.

(b) The organization, methods of operation and functions of such machinery to be determined by national regulations.

### **Regulation of Collective Agreements**

Collective agreements are regulated by law in one aspect or another in nearly all countries except the United Kingdom. In the United Kingdom, the law leaves the associations entirely free to determine the contents, form, and duration of the agreements and the rights and obligations which they involve.

In other countries, however, the legal regulation of collective agreements may relate to (1) the definition; (2) the conditions of validity; (3) the contents; and (4) the compulsory effects.

The Report finds that the law in an increasing number of countries defines those agreements which it will consider to be collective agreements, stipulating that the workers who are a party to the agreement must be organized.

The Proposed Conclusion of the Report with respect to a definition of collective agreement is:—

2. For the purposes of applying the international regulations "collective agreements" to be understood to mean all agreements regarding terms and conditions of employment concluded between an employer, a group of employers or an employers' organization on the one hand, and a workers' organization on the other.

All the laws which regulate collective agreements require that certain conditions be fulfilled before the agreements are valid. For example, it may be that the agreement must be drawn up in writing, the duration must be specified, and the rights and obligations of the parties stated clearly. Collective agreements must be lodged and generally registered in Costa Rica, Cuba,



Ecuador, Mexico, Norway, Chile, Venezuela, and Australia. Although registration is mainly intended as a publicity measure, the laws in certain countries provide that registration may be refused and the agreements will become non-applicable if statutory conditions are not fulfilled. Under the 1946 Act in France, agreements require the approval of the Minister of Labour.

Collective agreements which are declared binding on employers and workers other than members of the contracting organizations must be published in an official publication in Quebec, France, Brazil, the United Kingdom (cotton industry). This applies as well to arbitration awards in Australia.

In respect to contents there are two kinds of clauses which are usually included in collective agreements: clauses governing conditions of employment, such as the employers' and workers' obligations; and clauses dealing with the contractual relations between the parties to the agreement. Instances of the first type are: wages, allowances, rights, overtime, holidays with pay, the workers' undertaking to perform work at specified hours, etc. The second type, the "contractual" clauses, include such matters as the enforcement of agreements, the organization of collective relations and the establishment of joint bodies.

A recent National Labour Relations Board decision in the United States broadened the potential terms of collective agreements when it ruled that employers must bargain with their employees on pension and retirement plans if the employees so request; the payment of benefits, according to the Board, falls within the category of "wages" in the Act.

In some countries including the United Kingdom, Sweden, the United States and Canada, the parties are left to settle the contents of the agreement by purely voluntary negotiations. Usually there is a general reservation that the agreements shall not be contrary to existing legislation, and in Canada, with the express intention of avoiding future disputes, all collective agreements must contain clauses providing for a settlement of a dispute concerning the meaning or violation of the agreement without a work stoppage.

In other countries, such as France, Australia, New Zealand, Costa Rica, Colombia, Brazil, Ecuador, etc., the law prescribes certain terms which must be inserted in agreements and generally leaves the parties to add such other clauses as they may agree on. In France, the 1946 Act stipulated that every national collective agreement must contain terms regarding

freedom of association, freedom of opinion for employees, rights of remuneration, etc. In Australia and New Zealand, the contents of arbitration awards which replace collective agreements are laid down as part of a general system of regulation. For example, the Australian Arbitration Court may deal with hours, work, wages, privileges, rights and duties of employees, etc. In Poland and Czechoslovakia, the contents of agreements must be in conformity with and in furtherance of the over-all economic plan for production.

In discussing their compulsory effects the Report points out that the object of collective agreements is to establish working conditions for the benefit of the workers who are members of the contracting trade union and employed by the contracting employer. Where a collective agreement is not legally recognized, as in the United Kingdom, there may be nothing but the economic strength of the unions or the good will of the employers to prevent workers and employers from entering individual contracts of employment containing terms which conflict with the collective agreement. In countries where agreements are regulated by law, it is generally provided that if such individual contracts are concluded between employers and workers, the conflicting provisions shall be null and void and automatically replaced by the corresponding provisions in the agreement. The Report states that this is a standard clause intended to establish the precedence of collective agreements over individual contracts. Bolivia, Brazil, Chile, Colombia, Costa Rica, Cuba, Ecuador, Finland, France, Greece, Iran, Mexico, Netherlands, Nicaragua, Norway, Sweden, Switzerland and Venezuela are some of the countries with this regulation in force. In Australia, regulations reinforce this provision by declaring illegal any voluntary waiver of the terms of an arbitration award or a collective agreement.

In regard to the contents and compulsory effects of agreements, the following Provisions and Conclusions are set forth:—

3. (a) Employers and workers bound by a collective agreement or who are members of the contracting organizations not to be able to agree to include in individual contracts of employment stipulations contrary to those contained in the collective agreement.

(b) Stipulations in individual contracts which are contrary to the collective agreement to be null and void and automatically replaced by the corresponding stipulations of the collective agreement.

(c) However, stipulations in individual contracts which are more favourable to the workers than those prescribed by a collective agreement not to be deemed contrary to the collective agreement.

### **Determination of the Scope of Collective Agreements**

The Report deals first with the scope of agreements as determined by the parties voluntarily. In the USA and Canada, agreements are usually concluded by an individual employer and in such cases cover the establishments under his control. If several employers are parties to an agreement, their respective undertakings are covered. If an agreement is concluded by an employers' association, as in the United Kingdom and the Scandinavian countries, all the undertakings of the employers in the association are included within the scope of the agreement.

In regard to the coverage of workers, a collective agreement is entered into by a trade union and will generally cover all the categories of wage-earners which it represents. In the case of an industrial union, all the workers who are organized and working in the industry will be covered, but in a craft union, or a union limited to certain occupations, the agreement will only cover the particular occupational category represented by the trade union. In the latter case, there may be as many agreements in one undertaking as there are trade unions represented.

In the United Kingdom, the parties specify whether the agreement shall cover all the undertakings in a given area, and in Sweden, whether it shall cover all the undertakings through the national territory. In the United Kingdom, however, the practice of nation-wide bargaining has gradually increased and workers in many industries are now under national agreements and national wage scales.

In certain cases, the law determines the scope of collective agreements. For instance, the United States National Labour Relations Board, and the Canada Labour Relations Board, in certifying the organization which is the exclusive bargaining agent, determine the occupational scope of the agreement.

### **Extension of Collective Agreements**

One of the most important problems raised by the regulation of collective agreements is the extension of the terms of the agreement, *first* to workers who, though not members of the organized party to the agreement, are in the employ of an employer or employers bound thereby and *secondly*, to all employers and workers in

a given industry who, though not members of the contracting organizations, nevertheless operate within the industrial and territorial scope of the agreement. In each case, third parties not participating in the agreement are made subject to its terms.

In dealing with the extension of the scope of agreements first to all the work-people, whether organized or not, in the undertaking or undertakings covered by the agreement, the Report states that this is now an accepted principle of most national legislation because it has been impossible to distinguish, as regards remuneration or conditions of work, between organized and unorganized workers employed in the same establishments. This principle is prescribed by law in Brazil, Luxembourg, Sweden, etc., and is the view taken by the courts in the United Kingdom. In United States and Canada, such an extension of an agreement may be accomplished as a result of the representative bargaining union being certified as competent to conclude a collective agreement on behalf of all the workers employed in the unit whether they are organized or not. The Report proposes the following clause on this method of extending application:—

4. The stipulations of a collective agreement concluded between one or several employers on the one hand, and a workers' organization representing the majority of the workers concerned on the other hand, to apply to all the workers in the service of the employer or employers bound by the collective agreement.

Secondly, collective agreements can also be extended to make the terms of the agreement generally binding on all employees and employers in a given industry or trade covered by the agreement.

One of the reasons for such an extension of an agreement is that any employer who has not signed a collective agreement, or who does not belong to the contracting employers' association, may employ his workers under less advantageous conditions than those laid down by the agreement and so may jeopardize collective bargaining by competition.

Such extension can only be effected by law, as it is a matter entirely beyond the contractual authority of the parties. This legal intervention may be either by legislation which provides for extension to non-parties or which provides *ab initio* that any agreement which is concluded shall be generally binding. The first method is the one most generally adopted, for example, in Australia, Belgium, Brazil, the Province of Quebec, Colombia, Costa Rica, Ecuador,



Greece, Hungary, Ireland, Luxembourg, Mexico, Netherlands, New Zealand, Poland, Portugal, Switzerland, Union of South Africa, the United Kingdom, etc.

In most countries, there are a number of conditions attached to the extension. For instance, an agreement cannot be extended unless it has acquired outstanding importance in the industry by reason of it being concluded by a majority of employers and workers engaged in that industry. In six Canadian provinces, industrial standards legislation provides that an agreement may be declared binding throughout the industries and areas concerned if the authority considers that it has been agreed to by a proper and sufficient representation of employers and workers concerned. In Latin-American countries, it is generally provided that a collective agreement must be concluded by two-thirds of the employers and two-thirds of the employees in a particular branch of industry of a specified area before it can be made generally binding on that industry and area.

The decision decreeing the extension of a collective agreement is generally taken only after investigation. In Quebec, for example, and in Mexico, New Zealand, and the Union of South Africa, the agreement is published and all concerned, including those to whom it might be applicable by an extension, are asked to submit observations and objections. If the objections are accepted, the competent authority might refuse to extend the application of the agreement.

Under the French Collective Agreements Act, 1946, a second method of effecting an extension is used. Here, agreements concluded between workers' and employers' organizations apply *ab initio* to a whole industry or trade throughout France as soon as they have been approved.

The Report points out that its proposal does not aim at extending the territorial or industrial scope of the agreement as freely determined by the parties, but simply seeks to include in that scope a minority of persons—employers or workers who are not members of the contracting bodies. The Proposed Conclusion on this point is:—

5. National regulations, taking account of the particular conditions existing in each country, to prescribe appropriate measures to enable the benefit of collective agreements, concluded by employers' and workers' organizations representing respectively a majority of the employers and workers to be extended to all the employers and workers engaged within the industrial and territorial scope of such agreements.

## Enforcement of Collective Agreements

The ILO Report examined the different methods of enforcing collective agreements, that is, of settling disputes as to their interpretation and application. The questionnaire, on this point, asked whether the member countries considered that disputes should be submitted to a procedure for settlement agreed to by the parties and, if this breaks down, whether they should be referred to compulsory arbitration or an appropriate judicial procedure.

Those countries where agreements are enforced without recourse to court procedure are discussed first. Organizations of workers and employers in many countries admit that disputes regarding interpretation of agreements should be settled by negotiation and provision is made within the collective agreements themselves for a settlement procedure. In the United Kingdom, the observance of agreements rests mainly on the good faith of the parties and on the economic power of the organizations concerned to secure their observance. It is lawful in the United Kingdom to resort to direct action to enforce a collective agreement subject to certain temporary strike restrictions. In Canada, the United States and the United Kingdom, it is usual for the parties to include arbitration clauses in the agreements providing for a permanent or an *ad hoc* procedure. In Canada, under federal legislation, each collective agreement is required to contain a provision for settlement, by arbitration or otherwise, of all disputes concerning the meaning or violation of the provisions of such agreement, without a work stoppage. When such a provision is omitted, the Canada Labour Relations Board must prescribe it on the request of either party. In Mexico and certain other Latin-American countries, strikes may lawfully be called for the purpose of obtaining compliance with a collective agreement.

Some legislation, as in France and the Netherlands, provides that disputes regarding the interpretation of collective agreements should be taken to the regular courts of the country concerned as an action for damages. The Report comments that many countries have considered it inappropriate to give jurisdiction to the ordinary courts in such matters, since the procedure is comparatively lengthy and expensive, and in a labour dispute, delay should be avoided at all costs. Further, a regular judiciary may not be fully acquainted with the particular problems relating to collective agreements.

A third group of countries, Norway, Sweden, Denmark and Ireland, have set up special labour courts to ensure a prompt settlement of disputes. The Report states

that these special judicial systems are composed of judges who are expert on labour matters, recruited from the occupational circles concerned or appointed on the basis of proposals by the occupational organizations.

The Report, in summary, states that workers' organizations are apprehensive of the intervention of the ordinary courts because of their slow procedure and their lack of experience. On the basis of answers to the question, the Proposed Conclusion of the Office reads as follows:—

6. Disputes arising out of the interpretation or application of a collective agreement to be submitted to a procedure for settlement agreed to by the parties and, if this breaks down, to be referred to an appropriate compulsory procedure.

The responsibility of the parties to collective agreements is one of the most important problems to be considered in relation to the question of enforcement. In the questionnaire, the ILO asked whether the responsibility of the parties should be determined by agreement or, failing that, should be determined by legislation. A distinction is made between the responsibilities of the individual members of an organization and the responsibility of the contracting organization itself.

In most cases, the individual member of an organization is not made directly responsible for observing the agreement as a matter of civil law. However, he does become liable for a breach of any of the provisions which become, expressly or by implication, terms of his own contract of service, just as he would be liable for a breach of any other contract he concludes. On the other hand, in Sweden, by statutory provision, and in France, where collective agreements are made generally binding, an individual is made answerable in varying degrees for his own acts of contravention as distinct from those of other members of the organization. However, this means an observance of the law in force rather than a responsibility for observing the contract.

The responsibility of the contracting organization gives rise to more complicated problems. Legally speaking, an occupational organization is neither a "contractor" nor a "sub-contractor". Although the contracting organizations determine the rights and obligations of the terms of employment of their members, they cannot always undertake to put them into application. Their responsibility can only be involved if it is possible to prove that they have deliberately provoked the violation of an agreement. This means that an organization cannot be held responsible for any dispute

which occurs without its knowledge or for reasons other than an application of the agreement. Further, an organization cannot be answerable if its officers have exceeded their powers as defined in the group's constitution. Finally, in some countries, proceedings can only be taken against an organization if it is incorporated, that is, if it has a legal capacity to assume obligation.

Thus, in general, because of the practical difficulties involved, many legislatures have not ruled explicitly on this question of responsibility. The United Kingdom has formally freed occupational organizations of any liability to be sued for a breach of a collective agreement and any action against an individual who contemplates or furthers a trade dispute is limited. Further, since collective agreements are not as such enforceable by law, the responsibility of the parties to collective agreements cannot be referred to in a legal sense. In the United Kingdom, collective agreements themselves frequently contain provisions relating to the responsibility of the parties. Many countries have restricted the unions' responsibility because an application of common law principles regarding contractual liability would lead to the material ruin of the unions if they had to make good in full all loss caused by an illegal strike. Other countries impose fines or penalties merely as a matter of principle. In Quebec, France, the Netherlands and Sweden, damages are required to be paid but the amount of such damages is limited. France protects certain assets from distraint. In the United States, unions are liable to damages but there is no limit on the amount or on the responsibility of the organization. The United States law provides that any money judgment against a labour organization shall be enforceable against it as an entity and against its assets but not against an individual member or his assets.

Thus, in view of the wide diversity of opinion in regard to responsibility of the parties, the Report recommends the following clauses to be inserted in the international regulations:—

7. (a) Employers' and workers' organizations, parties to collective agreements, to undertake to determine by agreement their respective obligations resulting from the application of such collective agreements.

(b) The legal regulation of such responsibility to be contemplated only in the absence of its regulation by agreement.

(c) National regulations to provide that such movable or immovable assets as are indispensable to the normal functioning of employers' and workers' organizations shall not be liable to distraint.



## Supervision of the Application of Collective Agreements

The member countries were asked in the questionnaire whether they considered that labour inspectors should be used to supervise or police the application of collective agreements.

At present, in most countries, such supervision is undertaken either by the employers' and workers' organizations themselves or by representatives of the personnel acting in the establishments. Such supervision is frequently provided for in the collective agreement itself. In the United Kingdom and Sweden, the joint committees in the various industries undertake this task.

Legislation in a number of countries provides for authorized persons or bodies such as labour inspectorates to supervise the application of collective agreements. These inspectorates have been established especially in cases where agreements have been declared generally binding because the administrative authority which extended the application of the agreement to third parties must be the authority to intervene in a supervisory capacity.

In France, labour inspectors act as supervisors assisted by staff delegates. In several other countries, the staff representatives have the right to supervise and to inform

the labour inspectorates of any breaches of the agreements. In Australia and the Union of South Africa, the conciliation and arbitration boards and tribunals and industrial councils control the application of agreements and arbitral awards through their own inspectorates or with the co-operation of labour inspectorates.

In summary, the Report comments that the system of union supervision such as exists in many countries can only relate successfully to members of the participating organizations to the agreement and not to the third parties to whom the agreement may have been extended. In the latter case, legislators have taken the view that application of collective agreements should be ensured in the same way as that of social legislation. The Report proposes that the following clauses should deal with the question of supervision:—

8. (a) Employers' and workers' organizations, parties to collective agreements, to ensure supervision of the application of such collective agreements.

(b) In the absence of adequate supervision by the organizations concerned, labour inspectors or an inspectorate established *ad hoc* to be empowered to supervise the application of collective agreements.

## CONCILIATION AND ARBITRATION

Practically all countries have established some form of conciliation and arbitration for the settlement of industrial disputes. Where agreement cannot be reached by negotiation or with the help of such voluntary joint machinery as may be set up by the parties themselves, some other means of settling disputes must be found if industrial strife is to be avoided. The Report points out that national systems may be roughly divided into two fundamental types:—

(1) Voluntary systems, which merely make official machinery available to the parties when collective bargaining has broken down; and

(2) Compulsory systems, under which a settlement may be imposed on the parties and which takes the place of an agreement.

The system adopted in each country is to some degree dependent on the nature of the national economy. In countries with a free economy, where the normal method of regulating wages and other working conditions is free collective bargaining between employer and workers, backed in case of need by such means of direct economic pressure as the strike and lockout, voluntary systems of conciliation and arbi-

tration are the general rule. In countries where the economy is wholly or partly planned, or during periods of emergency, the State tends to determine wages and conditions of employment in relation to the whole economy. Under compulsory systems, strikes and lockouts are prohibited, or, if not specifically forbidden, are considered as being incompatible with the achievement of an economic plan.

The legislation of certain countries, e.g. the United Kingdom, imposes no restrictions on the right of the parties to engage in strikes or lockouts during the procedure.

In Mexico and other Latin-American countries, the right to strike or lockout is guaranteed by law, subject to certain statutory provisions prescribing the conditions under which strikes or lockouts may be considered lawful. If a strike or lockout is declared legal, the parties are free to resort to it.

Under the prevailing systems in a large number of countries, the right to resort to strike or lockout is temporarily suspended, either for a specified period or during the entire conciliation and arbitration procedure.

In some instances (Denmark, Ecuador, Mexico, Sweden), the only restriction

imposed is that the party which is contemplating a work stoppage must notify the conciliation authorities and the other party a specified period in advance. In the United States, the parties are required to give 60 days' notice of intention to modify or terminate an agreement, and during such period the contract provisions must be maintained in force and no strike or lockout may legally take place. An employee striking during the 60-day period forfeits his status as an employee under the Act.

The more general rule, however, is a temporary restriction during conciliation and arbitration procedure. In Canada, the Union of South Africa, India, Venezuela, Panama, Haiti, Guatemala, China, Syria and Iran, strikes and lockouts are illegal until the prescribed procedure has been complied with. In Canada, this includes the collective bargaining and conciliation procedures prescribed in the Industrial Relations and Disputes Investigation Act, under which the parties must enter upon negotiations for the conclusion of a collective agreement, and, if such negotiations fail, a strike or lockout is forbidden until seven days have elapsed after a Conciliation Board has reported on the dispute to the Minister of Labour. In India, strikes and lockouts are forbidden during the period of conciliation and arbitration proceedings and for fixed periods thereafter, or during the time in which a settlement or award is in operation.

In most of these countries, the law seeks to compensate the parties to some extent for their loss of freedom to resort to direct action by laying down rules regarding the reinstatement or protection of workers or

by forbidding any change in the conditions giving rise to the dispute until the parties resume freedom of action following the failure of conciliation. Such provision is made in the law of Canada, China, Ecuador, India, Mexico, Union of South Africa and the United States. In some countries, the parties may resort to strike or lockout if the procedure is not strictly followed or an award not observed. In Mexico, if a strike has been declared lawful, it only suspends the labour contract so that workers must, on resuming work, be reinstated in their former employment.

In Canada, the employer must not, without the consent of the employees, decrease wage rates or alter other existing conditions of employment, pending conclusion of a collective agreement or until conciliation procedure has been exhausted.

To prevent or lessen the effects of strikes and lockouts in the public services or in public utility undertakings which would work hardship on the community and affect public health and safety, special provisions have been enacted in a number of countries. Such services include those which furnish power, light, heat, water, sanitation, public transport and the like. Some countries such as Mexico, Ecuador, and India, require a specified period of notice to be given before a strike or lockout is called; others, such as the United States, prohibit work stoppages during conciliation and arbitration proceedings or for a specified period in consequence of the granting of an injunction; still others, such as certain Latin-American countries (Colombia, Salvador, Costa Rica, Nicaragua, Panama and Chile), prohibit entirely all strikes and lockouts in the industries concerned.

## Conciliation and Arbitration

Delegates to the International Labour Conference will consider the following basic principles for inclusion in a Recommendation on Conciliation and Arbitration:—

1. Official conciliation machinery should be established on a permanent basis so as to be immediately available to employers and workers in case of disputes, and should be supplemented by a voluntary system of arbitration to which the parties might have recourse when conciliation fails.
2. If a dispute has been submitted to conciliation, with the consent of the parties, they should not strike or lockout until conciliation procedures have been exhausted.
3. When the parties mutually agree to resort to arbitration for final settlement, they should be required to accept the arbitration award.



## Compulsory Conciliation and Arbitration

Compulsory systems of conciliation and arbitration are surveyed briefly. In this section of the Report, compulsory systems which have been in effect in Australia and New Zealand for many years are described, and some mention is made of the methods of settling disputes in countries where wages and other conditions are determined primarily through economic and social planning, e.g., the USSR, Poland and Czechoslovakia.

Under wartime legislation, compulsory conciliation and arbitration under one form or another were imposed in Canada, the United Kingdom and the United States. Compulsory arbitration has been temporarily retained in the United Kingdom under the Conditions of Employment and National Arbitration Order, 1940.

The Australian and New Zealand systems of compulsory conciliation and arbitration are based on the principle that, in compensation for the voluntary surrender of the right to strike or lockout by their associations, workers shall be guaranteed by

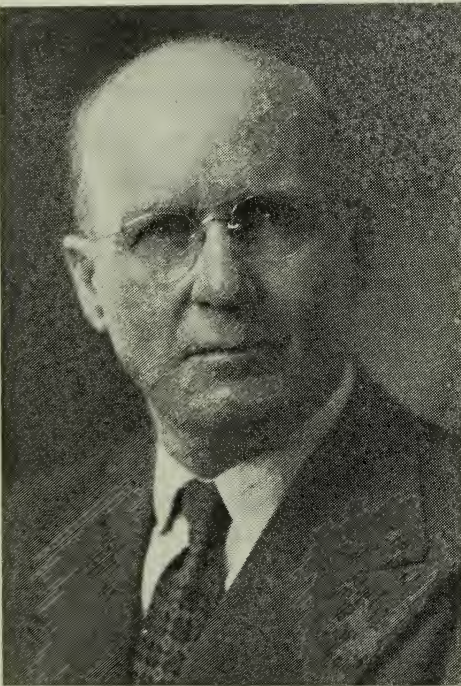
law a certain standard of living. Under such systems, the establishment of a minimum living wage has long been one of the principal functions of the system of conciliation and arbitration. The competent authority fixes a minimum wage calculated to guarantee a proper standard of living. The minimum varies in accordance with fluctuations in the cost of living. Above the level of the guaranteed minimum, wage rates are established by collective agreement. If the parties are unable to conclude a collective agreement, the competent authority determines wages and other conditions of employment by an award which takes into account general economic conditions as well as the interests of the parties. The award binds the parties and may be declared binding on the whole industry. The authority may also make the provisions of a collective agreement generally binding. Strikes and lockouts are forbidden, disputes having to be submitted to the courts of arbitration, and awards and collective agreements are enforced under penalties.

It might be added that in several countries, compulsory procedure is provided for the settlement of disputes involving public utility services, or agriculture (Chile, Argentina) and, as in Canada, in disputes of a legal character, i.e. those arising out of the interpretation or application of collective agreements. In these cases, strikes and lockouts are forbidden.

An examination of the widely varying law and practice in the different countries led to the conclusion that the voluntary system of conciliation and arbitration was most likely to afford at least a minimum of agreement by the Conference, since this method is very generally accepted as a first stage in the settlement of disputes even in those countries which have recourse to compulsory arbitration as a final stage.

In considering what form could be given at this time to international regulations on the subject, the Report comments that the method of a Convention does not appear to be the appropriate one, but that, on the other hand, it would be possible to put together a number of general principles in the form of a Recommendation.

Accordingly, the questionnaire sent out by the ILO dealt only with Voluntary Conciliation and Arbitration. The first question asked whether the Conference should adopt international regulations concerning voluntary conciliation and arbitration in the form of a Recommendation. Of the 24 replies received, all but one was in favour of regulations in the form of a Recommendation.



In Canada, federal labour relations legislation dates back to the year 1900 when the Conciliation Act was adopted by Parliament. Mr. M. M. Maclean (above) is the present Director of the Industrial Relations Branch of the Department of Labour.

## Voluntary Conciliation and Arbitration

### Conciliation Machinery

Voluntary conciliation, it is pointed out, is in effect a continuation of the collective bargaining process, whereby the parties resume negotiations under the guidance of an independent agency and endeavour to reach an agreement for the regulation of working conditions without any infringement of their right to accept or reject the recommendations of the conciliation authorities.

In most countries, the Minister of Labour or some other competent authority with regard to labour relations may intervene directly in labour disputes, either by offering his own services or by delegating authority to qualified persons.

In the United Kingdom, the Minister of Labour may intervene on his own motion either under the Conciliation Act, 1896, or under the Industrial Courts Act, 1919. He does not normally do so, however, unless the ordinary negotiating machinery of the parties has failed. If the Minister considers that the dispute concerns matters of major importance affecting wider interests than those of the immediate parties, he may constitute a Court of Inquiry under the Industrial Courts Act or a less formal Committee of Investigation under the Conciliation Act.

In some countries *ad hoc* bodies are set up when a dispute arises or threatens to arise. Such a body is temporary in character and constituted for a particular dispute. These bodies are usually composed of representatives of the parties with an independent chairman, often a Government official who has no voting power. *Ad hoc* bodies of this kind are constituted in a number of Latin-American countries, and in India.

[The Conciliation Boards appointed under Canadian legislation, both federal and provincial, are *ad hoc* boards. These three-man boards consist of a nominee of each party and a chairman appointed on the joint nomination of the other two members.]

More frequently, however, national legislation provides for the establishment of permanent agencies which are immediately available to undertake their duties and which since their members are independent of the parties and familiar with industrial problems, are qualified to give an objective opinion on the questions at issue. Legislation establishing permanent agencies may provide for the appointment either of individual conciliators or mediators as in the United States, Canada, the Scandinavian countries and the Netherlands, or of joint agencies including equal numbers of

representatives of employers and workers and appointed as a rule, on the recommendation of their most representative organizations.

In the United States, the Director of the Federal Mediation and Conciliation Service or any authorized subordinate official, may intervene by proffering his services in any dispute which threatens to cause a substantial interruption of commerce and may convene the parties which, however, are free to accept or reject any suggested procedure. If unsuccessful, he must seek to persuade the parties to find other means of peaceful settlement.

An example of a joint agency is found in the bipartite permanent industrial councils set up under the 1937 Industrial Conciliation Act of the Union of South Africa. Equally representative of employers and workers, these councils merely assist the parties to negotiate an agreement and, if unsuccessful, must report to the competent authorities.

Alternatively, the permanent conciliation agencies may be tripartite as in Chile, Mexico, and other Latin-American countries, in which case conciliation boards are composed of employers' and workers' representatives under the chairmanship of a Government or public official.

### Conciliation Procedure

Since the longer a dispute continues, the harder it becomes to reconcile conflicting views, it is important to provide a rapid and informal procedure by which the parties may continue their negotiations. Many laws, such as those of Canada and Australia, provide that the formal legal rules of procedure or evidence are not binding on conciliation agencies. Some, by failing to make any provision on the subject, leave the conciliation agencies free to follow such procedure as is deemed desirable, as in the United Kingdom and the United States. Some systems, such as those of Australia, India and Mexico, prohibit the appearance of legal counsel in the presentation of disputes before the conciliation authorities.

Under several systems, the conciliator is empowered to intervene on his own initiative to convene the disputing parties for negotiation as in the Scandinavian countries, or by a proffer of his services, as in the United States. In several Latin-American countries, the initiative must be taken by one or both of the parties who must submit a statement of their demands to the conciliation authority, as well as to the other, within a specified time. In China and India, the procedure must be initiated at the request of the parties, or *ex officio* by the competent authority.



In Canada, under the federal Industrial Relations and Disputes Investigation Act, where a notice to commence collective bargaining has been given, either party may, upon submitting a statement of the difficulties encountered, request the Minister of Labour to instruct a Conciliation Officer to confer with the parties. The Minister may grant such request as he sees fit. He is also empowered to name a Conciliation Officer on his own initiative.

To prevent delays, laws frequently impose time-limits for the various stages of the procedure. In the United States, if the conciliation attempt of the Director of the Federal Mediation and Conciliation Service is not successful "within a reasonable time", he must urge the parties to find other means of settlement. Under the Labour Code of Chile, the conciliation procedure must be completed within 15 days. In Canada, a Conciliation Officer must report to the Minister normally within 14 days. A Conciliation Board must report its findings to the Minister within the same period. However, in each case a longer time may be allowed by the Minister or by the joint consent of the parties.

Conciliation agencies may be empowered to summon witnesses, to make investigations on the spot and call for the production of relevant documents, and the law sometimes prescribes definite periods within which such action must be taken. Under many legal systems, e.g. that of Canada, the investigation constitutes the essential part of the conciliation procedure.

If the parties reach an agreement, either by means of independent negotiation during the procedure or as a result of the recommendations of the conciliation authority, the agreement, in so far as it relates to wages or other working conditions, is considered to have the status and effect of a collective agreement. This has been provided for by law in Mexico and India.

If conciliation fails, the parties resume their full freedom of action. Frequently, the law provides that the conciliation agency shall publish a report of the dispute together with its recommendations for settlement in order that the parties may, under the pressure of public opinion, be led to settle the dispute in spite of the failure of conciliation. In Canada, the Minister has authority to publish the report of a Conciliation Board in such manner as he sees fit. The Act thus places some reliance on public opinion to induce the parties to effect a settlement.

Mention is made in the Report of the reference of various matters connected with disputes to a court or board of inquiry,

in order that Governments may obtain an independent judgment of the facts involved, as in India, Mexico, the United Kingdom and the United States. It is pointed out that while such a procedure has no direct relationship to conciliation and arbitration, the public examination of the factors giving rise to the dispute may provide a basis for further negotiations leading to a settlement. In the United Kingdom, in major disputes the Minister of Labour may constitute a court of inquiry under the Industrial Courts Act, consisting of one or more persons appointed by the Minister. It may include employers and workers outside the industry concerned and an independent chairman. The consent of the parties is not required for the appointment of a court whose primary purpose is to inform Parliament and the public on the facts and underlying causes of the dispute. It may make recommendations for settlement but neither party is bound to accept such recommendations. In the United States, the President may appoint a fact-finding board consisting of such members as he shall determine, to look into the causes of a dispute and report to him. The report may not include recommendations for settlement.

Mention might be made too, of the power given to the federal Minister of Labour of Canada to appoint Industrial Inquiry Commissions of one or more persons, either on application or on his own initiative, for the purpose of making "any inquiries he thinks fit regarding industrial matters" or of investigating complaints of alleged violations of the Act. Such a commission reports its findings to the Minister who publishes them as he sees fit.

### Arbitration Machinery

Voluntary arbitration, used either as a substitute for or after the failure of conciliation, provides a method by which the parties may compose their differences through an award given by one or more independent persons or arbitrators. The effectiveness of voluntary arbitration procedure is increased if the parties, having consented to submit the dispute to arbitration, agree in advance to accept the award.

Agreement to arbitrate may include the appointment of the arbitrator. A number of countries have found it desirable to provide either *ad hoc* or permanent voluntary arbitration facilities.

In Venezuela, for example, on the failure of a conciliation board to achieve a settlement, the board may unanimously recommend reference of the dispute to voluntary arbitration. It may then set up an arbitra-

tion board consisting of an independent chairman and three representatives of each party, who are not connected with the industry concerned and who are selected from panels submitted by trade associations. The decisions of the board must be adopted by a majority vote, and are binding on the parties for a specified period.

In the Union of South Africa, an industrial council or conciliation board may, on the failure of conciliation, refer the dispute to a single arbitrator or to an arbitration board sitting under an umpire. The arbitrator or board and umpire are selected by representatives of the employers and employees and their award is legally binding on both parties.

Legal systems establishing permanent machinery for voluntary arbitration may make permanent arbitrators available to the parties as in the United States, Sweden, and the United Kingdom, or may provide for the appointment of permanent arbitration commissions or tribunals, including employers' and workers' representatives appointed on the recommendation of the most representative organizations, e.g. the Industrial Court in the United Kingdom and permanent agencies in Switzerland, Mexico and other Latin-American countries. As a part of the facilities offered by the United States Federal Mediation and Conciliation Service, a list is kept of arbitrators whose services are available, on application by the parties.

The permanent Industrial Court of the United Kingdom, set up under the Industrial Courts Act in order that there might be a Standing Arbitration Council to which disputes affecting whole industries or parts of industries might be referred, consists of persons appointed by the Minister of Labour, of whom some are independent, some represent employers and some represent workers. The general practice is for the Court to sit as a panel of three. Its decisions are not legally binding. In France, the Economic Council which is the advisory body of Parliament and the Government, and on which employers' and workers' organizations are represented, may be called upon to arbitrate in industrial disputes, provided that the parties so request and the Ministers concerned agree.

[In Canada, legislation provides for arbitration of disputes which arise over the interpretation or an alleged violation of a collective agreement. In this type of dispute, strikes and lockouts are forbidden during the life of the agreement since the Industrial Relations and Disputes Investigation Act requires every collective agreement to contain a provision for final settle-

ment of such differences, by arbitration or otherwise, without stoppage of work. When such provision is not included, the Labour Relations Board must, on the application of either party, insert it in the agreement. Most agreements provide for "grievance procedure" which usually involves a series of stages of conferences between, on the one hand, the aggrieved employee, union representatives and committees, augmented by international union officials, and, on the other, supervisors and successive levels of management. The agreement may provide that any dispute which has properly been carried through the various steps of the grievance procedure and which has not been amicably settled will, at the request of either party, be referred to a board of arbitration appointed by the disputants themselves.

As regards disputes concerning the negotiation, renewal or revision of an agreement, the Industrial Relations and Disputes Investigation Act does not provide for arbitration facilities. Conciliation facilities, however, are provided for, as has been noted above, and the recommendations of a Conciliation Board for the settlement of a dispute are binding on the parties if they so agree in writing.

Another federal statute, the Conciliation and Labour Act, 1906, provides for arbitration. Normally intervention under this Act is restricted to industries under federal jurisdiction but conciliation or arbitration facilities are provided in industries within provincial jurisdiction upon the joint request of the parties and upon the express request or consent of the provincial authorities concerned.

The Act provides that, upon the application of both parties, the Minister of Labour may appoint an arbitrator. The part of this Act most commonly used, however, is that empowering the Minister to appoint a Conciliation Officer to inquire into a dispute.]

### Arbitration Procedure

Arbitration agencies, particularly the *ad hoc* agencies, are usually allowed the greatest possible freedom regarding procedure.

### Nature and Effect of Arbitration Award

Awards of an arbitration board may be binding, with the same force as that of a freely concluded collective agreement, or they may merely take the form of a recommendation. Awards of the permanent Industrial Court of the United Kingdom



and of arbitration boards in Sweden have no legally binding force. In practice, however, awards of this character are usually accepted by the parties.

In most cases, however, an award is binding on both parties by virtue of the agreement to arbitrate or by virtue of express statutory provisions establishing the procedure.

## **Proposed Conclusions for a Recommendation**

### **I. Voluntary Conciliation**

It is the opinion of a majority of the Governments who replied to the questionnaire that voluntary conciliation authorities, having regard to the particular conditions existing in each country, should be established on a permanent basis and in sufficient number to enable them to offer their assistance to the parties in the prevention and settlement of collective industrial disputes. It is felt that conciliation facilities should be of a permanent character in order that they may be quickly put into operation when disputes arise.

Voluntary conciliation authorities of a multilateral character should, it is considered, include equal numbers of representatives of organizations of employers and workers. Participation of employers' and workers' associations in the conciliation procedure is necessary if the disputing parties are to have confidence in the procedure. Organizations of employers and workers concerned in a dispute should be associated in all stages of the procedure.

Practically all Governments accept the principle that the conciliation procedure should be free of charge and expeditious but consider that international regulations should be flexible enough to permit each Government freedom to regulate details of the procedure. The periods prescribed by national regulations for examination of the dispute should be fixed in advance and kept to a minimum.

To offset delays in bringing the machinery into motion and to take account of the possibility that for varying reasons no party will initiate the conciliation procedure, the international regulations should provide for the setting in motion of the procedure *ex officio* by the voluntary conciliation authority, as well as on the initiative of any of the parties to the dispute.

If a dispute has been submitted to a conciliation authority with the consent of all parties concerned, they should be required to abstain from strikes and lock-outs while conciliation is in process. It was pointed out that, where the parties mutually agree to substitute conciliation for direct action, they should, if acting in good faith, refrain from resorting to strike or lockout during conciliation proceedings.

A majority of the replies received support the principle that any agreement which the parties may reach during conciliation procedure, whether or not as a result of accepting the recommendations of the conciliation authorities, should be drawn up in writing and should be treated as freely concluded collective agreements.

### **II. Voluntary Arbitration**

As regards voluntary arbitration, Governments were asked: (1) if they considered that a system of voluntary arbitration should be established to which the parties might have recourse either at the outset or after breakdown of the conciliation procedure, and (2) whether it should be provided that, once a dispute has been submitted to arbitration with the consent of all parties concerned, they should be required to accept the arbitration award.

The principle of voluntary arbitration is supported by a majority of the replies. As with voluntary conciliation, it is considered that a permanent system of voluntary arbitration should be established which has the advantage of being immediately available to the disputing parties. The form of the facilities and the procedure to be followed are largely matters to be determined by Governments in the light of experience within each country.

With respect to the second question, it is noted that the mere fact that the parties mutually agree to have recourse to voluntary arbitration carries an implied intent to abide by the result and as a rule the terms of submission contain an express provision that the parties agree to be bound thereby. In the absence of such an agreement, the arbitration procedure could result in nothing more than an advisory opinion which the parties might either accept or reject. The Proposed Conclusion, therefore, is that if a dispute has been submitted to arbitration for final settlement with the consent of all parties concerned, the parties should be required to accept the arbitration award.

## CO-OPERATION BETWEEN PUBLIC AUTHORITIES AND EMPLOYERS' AND WORKERS' ORGANIZATIONS

In order that Governments may increase production and labour efficiency and raise the standard of living of workers, the question of co-operation between the State, management and workers has become an important one.

The Report surveys the recent experience of the different countries in co-operation between the public authorities and employers' and workers' organizations at three levels: the level of the undertaking, the level of the industry, and the national level.

In a very large number of countries some machinery for such co-operation has been established at the level of the undertaking, either by agreement between the parties or by legislative action. The agencies for co-operation in the undertaking are, for the most part, joint production committees, work committees or councils, staff delegations, etc. These committees perform both social functions, on the one hand, and technical and economic functions on the other. For the most part, the committees deal with matters concerning the welfare of the workers, e.g. safety and health, vocational training, apprenticeship and amenities. In the technical or economic field, their functions are usually of an exclusively advisory kind. The committees study production methods, employment problems, etc., and make suggestions with the object

of increasing production, and rendering the undertaking more efficient.

The Report finds that experience with such machinery is sufficiently general as to make appropriate the drafting of international regulations on this subject, either in the form of a Convention or a Recommendation.

As regards co-operation at the industrial level, the Report finds a wide variation in the extent to which such co-operation is being effected in the different countries. An example of co-operation at the industrial level is found in the Working Parties set up in the United Kingdom in about 20 major industries, for instance, in the cotton, boot and shoe, pottery and hosiery industries. Working Parties represent employers, trade unions and the general public.

Machinery for co-operation at the national level also varies widely. It may take the form of economic councils, planning councils, national labour councils, etc. In some countries, these bodies have purely advisory powers; in others, they may initiate action and even make decisions.

The Report comments that the problem of Government-employer-worker-co-operation is a vast one which will probably occupy the attention of the ILO for several years.

## Quebec Roman Catholic Bishops Issue Pastoral Letter on Labour

The Roman Catholic Episcopate of the Province of Quebec issued a pastoral letter on March 19, on the "problem of the worker in the light of the social doctrine of the Church." The 35,000-word document, signed by heads of 25 archdioceses and dioceses, advocates social action toward a reform of enterprise which would "gradually lead organized workers to participate in management, profits, and ownership, according to a just conception of the nature of private property and of the legitimate rights of proprietors over productive property."

The pastoral letter also recommends establishment of an "organization of labour based on a workable statute to protect the right of association—employers' as well as workers'—which will normally lead the associations of employers and employees towards the guild system (*organization corporative*)."

Among the main recommendations in the letter, which was read in all Roman

Catholic churches in the Province of Quebec, are:—

1. Support of the Canadian and Catholic Confederation of Labour.
2. Legislation to give the labouring class the means to take its place in the community and to "share in the benefits of progress and contemporary culture." "Legislation concerning the right of association," states the episcopal document, "should constantly be improved so as to permit a sound unionism to fulfil its necessary role as an agent of order and social peace."
3. Support of state measures to combat Communism. "Above all," says the pastoral letter, "it is necessary to favour a better distribution of riches, a state of security for all honest and conscientious workers, and a system of labour which respects the human dignity of the worker."
4. Support of priests active in social action, based on the church's social doctrine, and in labour and employer organizations.
5. Endorsement of the work of the Sacerdotal Commission on Social Studies, an organization of the clergy with power to pronounce itself on social questions.



# INTERNATIONAL LABOUR ORGANIZATION

## Vocational Training of Adults Including Disabled Persons To be Studied at ILO Conference

*Proposals for international regulations on the training of adults, including disabled persons, were drafted recently at an ILO technical meeting, and will be studied by the International Labour Conference in June.*

The question of the vocational training of adults, including disabled persons, is to be one of the items on the agenda<sup>1</sup> of the International Labour Conference at its 33rd Session, to be held at Geneva this June.

In preparation for the Conference, a preliminary meeting was held at Geneva from January 23 to February 3, which gave study to the question and drew up a draft text for submission to the June Conference.

The text sets forth in detail the principles which should apply in the training of adults, and makes recommendations for the organization and administration of vocational training. It notes among other things, the possibilities of training as a means of facilitating the upgrading of employees, and of aiding in the re-employment of jobless workers.

It proposes that disabled workers be trained so far as possible in accordance with the same conditions as other adults, but that special facilities be provided for them where necessary.

The Preparatory Technical Tripartite Conference was attended by representatives of seventeen governments.

The following ten countries sent tripartite delegations, consisting of government, employers' and workers' delegates: Belgium, Canada, Denmark, Finland, France, United States, Netherlands, United Kingdom, Sweden, and Switzerland. The other countries which were represented at the Conference were Austria, Brazil, Chile, India, Iran, Italy, Norway.

The Canadian Delegation consisted of the following:—

*Government Delegate:* Brigadier J. E. Lyon, Assistant Director, Training Branch, Department of Labour, Ottawa.

*Employers' Delegate:* Mr. Roy L. Campbell, Secretary, International Paper Company Limited, Montreal, Quebec.

*Workers' Delegate:* Mr. William H. Burnell, First Vice-President, International Brotherhood of Pulp, Sulphite, and Paper-mill Workers, Cornwall, Ontario.

Both Mr. Campbell and Mr. Burnell were selected as group substitutes on the Steering Committee. Mr. Burnell was also a member of the working party which carried out preliminary study of the points dealing with the training of disabled persons. Brigadier Lyon and Mr. Campbell both served on the Drafting Committee, the job of which was to study carefully all the final recommendations of the Conference and ensure that the French version coincided with the English version.

In his opening address to the Conference, the Secretary-General emphasized the importance of the question on the agenda. He recalled that, even though the training of adults had been subject to precise and manifold regulation during periods in the past, it had been neglected somewhat at the beginning of the contemporary industrial age. The question of vocational training, and in particular the training of adults, had been considered by all Regional Conferences and by the great majority of industrial committees of the ILO which had met since the war and was, therefore, one to be dealt with appropriately on an international level. The Assistant Secretary-General described briefly the purpose of the Conference and reminded delegates that its task was to provide an international basis for national action which would produce the desired economic and social results.

Throughout the Conference, although discussions were lengthy and at times heated, it was evident that there was not a great deal of real conflict about the principles which were being discussed. Many of the countries which were represented are well advanced in their thinking about vocational training and in their plans for carrying it out.

<sup>1</sup> The full agenda was published in last month's LABOUR GAZETTE (p. 318).

## Summary of Proposed Text

The text which was approved recommends the adoption of international regulations on the vocational training of adults, including disabled persons, in the form of a Recommendation. It also sets forth the scope of the training envisaged, including the provision of training facilities, and the persons for whom training should be provided. It lists those for whom special training or retraining measures should be taken. Priorities in admission to training facilities are recommended, as are training facilities for production workers and supervisors.

The principles of training are set forth as follows:—

- (a) Vocational training of adults to be developed in collaboration with employers' and workers' organizations according to the situation and trend of the employment market and the efforts to increase national production, and to the possibilities of absorbing trainees into suitable employment.
- (b) Vocational training also, as far as possible, to enable adults to obtain background knowledge related to the occupations they are learning and to

the industries in which they may be employed in particular to facilitate upgrading of workers.

- (c) Vocational training of unemployed adults not to be used as a substitute for unemployment insurance or assistance schemes but, in this connection, to be used to facilitate the re-employment of unemployed workers who require training in order to find suitable employment.

Methods of training, which include selection, preparation of training programs and supervision measures, are outlined and practices recommended both for in-plant training and also for training outside the undertakings. Three paragraphs are devoted to the training of supervisors and two to the recruitment and training of instructors.

The training of disabled persons comprises a separate section of the Recommendations and the first principle laid down is that the principles, measures and methods of training set forth for adults should be applied to all disabled persons in so far as medical and educational conditions permit. In this connection, the general feeling seemed to be that, if suitable training



Canadian Government, Worker, and Employer representatives at the ILO preparatory conference on training of adults and disabled persons: R. L. Campbell, Secretary of the Canadian International Paper Co. Ltd., Brigadier J. E. Lyon, Assistant Director of the Canadian Vocational Training Branch of the Department of Labour, and W. H. Burnell, First Vice-President of the International Brotherhood of Pulp, Sulphite and Papermill Workers.



facilities are provided for adults, the training of disabled persons follows naturally. However, attention is drawn to the necessity for medical supervision of most disabled persons under training and for special facilities in cases where disabled persons, by reason of the nature of their disabilities, cannot be trained in company with able-bodied persons.

The recommendations for the organization and administration of vocational training are set forth in some detail and are quite comprehensive. A final paragraph deals with international co-operation in the training of adults. It is recommended that States' Members should co-operate where necessary and practicable, and where desired with the help of the International

Labour Office, in measures to promote the training of adults. Suggestions as to how that co-operation might be carried out are given.

The adoption of the text was unanimous, although the Employers' Group requested that their reservation be recorded to a paragraph which dealt with the provision of remuneration or allowances to adults under training, having regard for any unemployment benefit or any other allowance they might be receiving and other factors, such as age, family responsibilities, cost of living in the district concerned, and special personal expenses connected with the training, such as those for transport or housing.

## Third Session of Iron and Steel Committee

*Resolutions on the guaranteed wage and on the social effects of technological improvements were adopted by the ILO Iron and Steel Committee during the course of its third session.*

The Iron and Steel Committee of the International Labour Organization, at its Third Session during November-December, 1949, in Geneva, Switzerland, recommended that the attention of employers' and workers' organizations and wage-fixing authorities be drawn to the need for study of the possible values of a guaranteed wage for the iron and steel industry in the light of relevant economic and social conditions.

Another important resolution concerned the need for study of the social effects of technological improvements in the industry, especially the effects on employment, and the need for co-operation between employers and workers to prepare in advance plans to meet the effects of the resulting displacement of workers.

The Committee also reviewed action taken by member nations and the International Labour Office in the light of the conclusions of its Second Session, and recent developments in the industry.

### Canadian Delegation

The Canadian Delegation to the Iron and Steel Committee Session was as follows:—

*Government delegates.*—J. E. Matthews, M.P., of Brandon, Manitoba, and F. J. Ainsborough, Industrial Relations Officer of the Federal Department of Labour.

*Employers' delegates.*—A. L. Lott, Manager of Industrial Relations for the Steel Company of Canada, Hamilton, Ontario, and P. J. Power, Superintendent of Industrial Relations for the Dominion Steel and Coal Corporation, Sydney, Nova Scotia.

*Workers' delegates.*—G. P. Schollie, Canadian Vice-President of the International Association of Machinists, and L. Lavallee, President of the Montreal Machine Shop Workers' Union.

The honour of opening the general debate of the Committee was given to Mr. Matthews, and Mr. Ainsborough was elected a member of the Steering Committee for the Session.

### Agenda

The first item on the agenda was the General Report prepared by the International Labour Office, outlining action taken in various countries to implement the conclusions of the Second Session, steps taken by the Office to follow up the studies and inquiries proposed at that Session, and recent events and developments in the iron and steel industry. The second item on the agenda was the subject of guaranteed wages in the iron and steel industry, and the third was a consideration of technological improvements in the industry and their effects on employment, which are matters of growing concern to both employers and workers. These two latter items were referred to subcommittees for study.

### General Discussion

The Chairman, J. J. Ricard of the Ministry of Social Affairs of Denmark, opened the first of seven plenary sittings of the Committee by welcoming the delegates of 13 countries: Belgium, Canada,

China, France, India, Italy, Luxembourg, Mexico, Netherlands, Sweden, Union of South Africa, United Kingdom, and United States, to this Third Session of the Committee, and referring to the accomplishments of the First Session, Cleveland, Ohio, 1946, and the Second Session, Stockholm, Sweden, 1947. He also welcomed the observers present from the United Nations, from the International Federation of Trades Unions of Salaried Employees, Professional Workers and Supervisors, from the International Federation of Christian Metal Workers' Trades Unions, and from the World Federation of Trade Unions.

J. E. Matthews, M.P., of Canada, opened general discussions at the second plenary sitting, with a brief résumé of the situation in the primary iron and steel industry of Canada. He said that wartime advances in new equipment and modernization have resulted in a 60 per cent increase in production, which has continued at capacity since the war to meet a growing demand for steel in peacetime industries. In the last ten years, workers in the industry increased from 15,000 to 35,000, while average weekly earnings went up approximately 68 per cent and yearly income was even higher because of steady year-round employment. The wide dispersal of coal and iron deposits and markets in Canada has imposed peculiar problems on the industry which have been approached realistically; new iron ore deposits on the Quebec-Labrador boundary are being developed which will help to facilitate the stabilization and expansion of the industry in Canada.

After the general debate, John Price, the Secretary-General, summarized the discussion and replied to certain criticisms which had been expressed by delegates. Some difficulty had been encountered because of the lack of standard definitions and classifications for occupations and processes in the industry, making it hard to correlate the available data on the industry in various countries, but this would be overcome as statistics were improved, in accuracy and uniformity. The Industrial Committees after some initial delays were proving themselves extremely useful in promoting an understanding of problems in the different countries and providing the basis for international co-operation and assistance. The real problem of the Iron and Steel Committee was how to awaken the consciousness in member countries that its work could be of value to the industry, and to make more widely known the assistance which the International Labour Organization could afford to the development of the industry.

## Guaranteed Wages in the Iron and Steel Industry

The discussions of the Subcommittee set up to deal with this item were based principally upon a Report prepared by the International Labour Office entitled *Guaranteed Wages in the Iron and Steel Industry*, as well as on previous ILO Reports on Wages. Workers' members emphasized that guaranteed wages would help to remove the causes of the misery of unemployment. They were almost unanimous in urging that the whole financial responsibility for a guaranteed wage scheme should be borne by the employers as a result of collective bargaining between the employers' and workers' organizations in the industry, rather than as a result of legislation, except in countries where wage-fixing authorities determined the conditions of employment of workers in the iron and steel industry. It was hoped that appropriate studies would be made to reduce so far as possible cyclical fluctuations and seasonal variations in production and employment.

The United States Government member drew attention to the fact that if any scheme for guaranteed wages was introduced, existing legislation in such fields as unemployment insurance, premium overtime payments and taxation might have to be amended to prevent duplication and other obstacles. The Chairman, who was the United Kingdom Government member, indicated that the basis for the acceptance of the principle of the guaranteed wage in the United Kingdom was, in his opinion, recognition of the fact that industry had some responsibility for protecting workers against a stoppage of wages due to factors outside their control. He felt that industry did have an obligation to protect workers who were under-employed or unemployed due to circumstances existing within the industry.

There was some difficulty in agreeing upon an exact definition of a guaranteed wage, and whether it should cover such circumstances as sickness, bad weather, fires in the plant, and strikes. Most members felt that the guaranteed wage scheme should only be stated in general terms and that the details in each country should be worked out between employers' and workers' organizations to cover the local situation. For example, in some countries unemployment insurance and other legislation made provision for matters like sickness which were not within the control of the employer. So far as the International Labour Office knew,



the guaranteed wage scheme in Australia was the only one in which the guaranteed wage applied during sickness.

Employers' members pointed out that the employers had opposed the Resolution concerning the guaranteed wage which was adopted by the 31st Session of the International Labour Conference, but nevertheless they recognized that the demand for a guaranteed wage arose from a legitimate aspiration of the workers, security of employment, and they were willing to discuss the question in good faith. A scheme of guaranteed wages would increase production costs in the industry, and in a period of serious depression this might ruin the industry. Stability of employment was closely linked to stability of production.

A draft memorandum was submitted by the Drafting Committee, which, after some modifications, was adopted by the Subcommittee in the form of a Resolution, the operative part of which is as follows:—

### **Resolution concerning Guaranteed Wages in the Iron and Steel Industry.<sup>1</sup>**

The Governing Body of the International Labour Office is invited to request the Governments of States Members of the International Labour Organization to draw the attention of employers' and workers' organizations in the iron and steel industry, and, where considered appropriate, the wage-fixing authorities concerned, to the following points agreed by the Iron and Steel Committee concerning the guaranteed wage in the iron and steel industry:—

#### *1. Experience of Guaranteed Wage Schemes to date.*

Practical experience with guaranteed wage schemes at the present time, both in iron and steel and in other industries is extremely limited. Such schemes have been established in very few countries, and in general even in those countries these schemes have been in force for a limited period. Those schemes inaugurated during recent years have operated in general under conditions of full employment and a high level of activity for the industry, and the effectiveness and practicability of the schemes in different economic conditions cannot yet be assessed. For this and other reasons the application of guaranteed wage schemes is in an experimental stage of development and must be regarded as subject to reconsideration and review.

#### *2. Description of the Guaranteed Wage.*

A guaranteed wage scheme may be defined as an arrangement whereby an employer, having undertaken to provide employment at the ordinary rates of pay for a specified number of hours, days or weeks, pays a specified amount of wages if, the worker being available, neither his customary work nor reasonably alternative work can be provided. An arrangement similar to the above,

but under which the wages are paid not directly by the employer but by an organization taking his place, would fall within the definition of a guaranteed wage. The requirement to provide for a guaranteed wage is normally subject to certain limitations and conditions as defined in collective agreements, legislation or orders of wage-fixing authorities.

#### *3. Purpose and Objects.*

The main purpose of a guaranteed wage scheme is to provide security of wages for the workers in the industry. Insecurity of wages, following from unemployment or under-employment in any industry, may be caused by a variety of circumstances, and it is difficult to define precisely the field which can appropriately and effectively be covered by a guaranteed wage scheme. Variations in the level of employment affecting the security of income and employment of workers are of four main types:

- (a) Long period and permanent changes resulting, for example, from changes in demand or from technical developments.
- (b) Cyclical fluctuations in production arising from general economic conditions.
- (c) Seasonal variations.
- (d) Occasional fluctuations which may arise from the economic policy of undertakings or Governments or from other causes.

Because of these variations and fluctuations, workers in this industry have experienced fluctuations in employment and income. The extent of such fluctuations and the amount of unemployment experienced by workers varies, of course, from country to country.

The extent to which a guaranteed wage scheme can meet the circumstances described above and secure an increased security of workers' incomes will vary according to the social and industrial conditions in different countries. In general, however, it would seem an appropriate means of affording protection against the consequences of temporary interruption or dislocation of work which will arise from time to time, but would not seem to provide appropriate or fully effective protection against the consequences of long-term and other unemployment of the kind likely to arise under types (a) and (b) above. Certain of the problems which arise in these circumstances are not appropriate for consideration in detail in relation to the guaranteed wage, and are, in part, under consideration by the Subcommittee on Technological Changes. It should be noted, however, that the increased security of income provided by the application of a guaranteed wage scheme may, in some countries, contribute to reducing the fluctuations in industrial activity due to changes in demand.

#### *4. The Appropriate Method of Application of the Principle of a Guaranteed Wage for the Iron and Steel Industry.*

It would appear that the most appropriate method of applying guaranteed wage schemes in the iron and steel industry would be for these schemes (and particularly the period of the guarantee and the limitations on their application) to be negotiated by collective bargaining between the employers' and workers' organizations particularly concerned. In some countries, however, where

<sup>1</sup> This resolution was adopted by 36 votes to 1, with 11 abstentions, at a Plenary Sitting of the Committee.

the conditions of employment of workers in the iron and steel industry are normally determined by wage-fixing authorities or by legislation, such schemes may be determined or approved by these means.

##### 5. *Some Economic Considerations to be taken into account in applying the Guaranteed Wage in the Iron and Steel Industry.*

The cost of a guaranteed wage scheme is of fundamental importance in determining the feasibility of such a guarantee in the industry. Its introduction will generally involve some increase in production costs. The size of the increase will depend on the details of the scheme and on a number of other considerations including the effectiveness of policies at the national level designed to maintain a high and stable level of employment. Within the industry itself, an important economic consideration will be the relative proportion of labour cost to total production cost which varies in different countries and in different processes.

The application of the guaranteed wage should accordingly be considered in relation to its effects on costs of production and prices ruling in the industry and more particularly in relation to other provisions in respect of wages and conditions of employment which in part determine the labour costs. These considerations will vary widely in different countries.

The question of the guaranteed wage will also have to be examined in relation to other provisions for securing increased security of incomes which may already exist on a national or industrial scale and which may be financed in part or in whole by the industry and therefore represent an addition to its costs.

##### 6. *Conclusions.*

(a) The application of a guaranteed wage may be of real value to the workers in the iron and steel industry in providing increased security of income, but each particular guaranteed wage scheme must be determined in the light of the relevant economic and social conditions affecting the iron and steel industry in each country, failing which the economic effects may be of such a character as to render a scheme incompatible with the satisfactory operation of the industry and thereby make the scheme ineffective.

(b) All questions related to any such schemes are matters for the customary machinery for determining wages in the country in question. Guaranteed wage schemes should secure the objectives set out in point 3 above, having regard to the major economic considerations set out in point 5 above.

### **Technological Improvements and their Effects on Employment**

This Subcommittee began by discussing the Report prepared by the International Labour Office on *Technological Improvements in the Iron and Steel Industry and Their Effects on Employment* which reviewed modernization and development plans in the industry in 18 major industrial countries.

After analysing some effects of technological advances on employment, and measures to combat "technological unemployment" in individual countries, the Report posed twelve questions for general discussions by the Subcommittee, which aroused considerable debate. Employers' members maintained that the social effects of technological improvements often materialized very slowly and with a minimum of disturbance to the workers concerned, but Workers' members declared that it was the short-run temporary employment which caused great hardship to individual workers.

One of the questions arousing most discussion was whether employers could reasonably be expected to make financial provision in their budgets for the social costs as well as for the financial costs of technological improvements. The Workers' members suggested a national redundancy and rehabilitation fund in each country to compensate iron and steel workers whose jobs became redundant as a result of technological improvements, from which they might either be trained for re-employment or if elderly given retirement pensions. The Employers' members thought that this scheme would add to the costs of production and indirectly increase unemployment, but were prepared to agree, in the event of technological improvements leading to a reduction in the number of workers, that redundant workers should be either fitted into other jobs in the plant or retrained for new jobs. The United States Government member felt that such a levy on finished products might overlap and conflict with existing Government programs in some countries for retraining workers, with collective bargaining provisions, and with old age pensions and unemployment insurance. Several compromise proposals were put forward, from which the Drafting Committee was able to arrive at the text of the final Resolution.

Another subject arousing differences of opinion was the problem of the extent to which major schemes for reorganization or modernization of the industry should be submitted for approval either to the Government or to a public board including independent members and workers' as well as employers' representatives. The Workers' members supported such a plan, while the Employers' members considered the question was not within the competence of the International Labour Organization. The Drafting Committee omitted any reference to this point in the Resolution, in view of the wide divergence of viewpoints.



The Resolution finally passed by the Subcommittee follows:—

### **Resolution concerning Technological Improvements in the Iron and Steel Industry and their Effects on Employment.<sup>1</sup>**

The Iron and Steel Committee of the International Labour Organization,

Having been convened by the Governing Body of the International Labour Office, and

Having met at Geneva for its Third Session from November 22 to December 2, 1949;

Recognizing that technological improvements in the iron and steel industry are of the utmost importance because they

- (a) may enable the products of the industry to be produced more cheaply, and
- (b) may lead in the long run to a higher standard of living for the workers in the form, for example, of shorter hours of work, higher wages, or lower prices for consumption goods of which iron and steel form constituent parts;

Considering, however, that technological improvements may cause in some cases displacement of workers in the industry with the result that these workers are threatened with a period of unemployment until they can be reabsorbed either into the iron and steel industry itself or into another industry;

Noting moreover that measures to deal with this situation will be much more effective if the general employment situation is favourable than if there is general unemployment due to the fluctuations of the business cycle, and that consequently measures aimed at ensuring full employment are essential to the successful solution of the problem of technological unemployment in the iron and steel industry; and

Being convinced that special consideration should be given to preventing if possible or to minimizing such unemployment,

Adopts this 2nd day of December, 1949 the following Resolution:—

1. Careful study and attention should be devoted by Governments, employers and workers in the various countries concerned to the social effects of technological improvements in the iron and steel industry and especially to the effects on employment.

2. There should be co-operation between the employers' and workers' organizations concerned with respect to:

- (a) the preparation in advance of plans to deal with the effects of technological improvements;
- (b) advance notification to the workers and their representatives and to the public employment service of expected displacements of workers;
- (c) the granting within the industry of a preference to displaced iron and steel workers in filling vacancies;
- (d) vocational guidance of displaced workers within the industry; and
- (e) the action to be taken when workers become redundant as a result of technological improvements and are threatened with unemployment.

<sup>1</sup> This Resolution was adopted by 50 votes to 1 at the Seventh Plenary Sitting of the Committee.

3. (1) Provision should be made so far as practicable for the re-training of displaced workers, to enable them to find new employment.

(2) This provision should be made:

- (a) by the iron and steel industry in so far as new openings are available within the industry;
- (b) by the public authorities in cases in which transfer to another industry becomes necessary, and adequate re-training facilities are not available in the industry to which the workers are transferred.

4. (1) Arrangements should be made as far as possible by agreement between the employers and the workers to enable displaced workers to accept employment within the industry and whenever possible accrued advantages of seniority should be continued.

(2) Arrangements should be considered in the light of agreements existing between employers and workers in the various countries to deal with other accrued benefits, for example holiday credits and pension rights.

5. (1) Steps should be taken to promote and facilitate the movement of workers in the industry, and their families, from places where employment opportunities are contracting or may be expected to contract to places where employment opportunities are expanding.

(2) For this purpose special attention should be given to the provision of adequate accommodation both for workers transferred within a particular country and for immigrants who are to be employed in the industry.

6. (1) In view of the fact that technological improvements may cause hardship to some workers in the industry, consideration should be given in accordance with the normal negotiating machinery existing in individual countries to the possibility of financial provision being made to mitigate such hardship.

(2) The Governing Body of the International Labour Office is invited to authorize the Office to study this question further and to report thereon to a future session of the Iron and Steel Committee.

7. The public employment service and the Workers' organizations should do everything in their power to give workers an intelligent understanding of the social implications of technological improvements and to assist them to adjust themselves to changed conditions resulting from such improvements.

### **Other Resolutions**

Four other resolutions were adopted by the Committee after some discussion:—

(1) A Resolution prepared by the Working Party on Statistics, asking the Governing Body to request all member countries to provide the Office with complete lists of official sources of statistics relating to the iron and steel industry and to keep the Office informed of new statistics issued for the industry concerning such matters as productive capacity, total production, distribution to consumers, employment and unemployment, earnings, hours of work, industrial disputes, accidents and labour turnover.

(2) A Resolution urging the Governing Body to do all in its power to fulfil requests for technical assistance made by the iron and steel industry in the under-developed countries, to ensure a progressive increase in their volume and efficiency of production.

(3) A Resolution requesting the Governing Body to suggest to Governments of member countries that they call together representatives of the organizations concerned in the iron and steel industry, to

discuss the Resolutions adopted by the Iron and Steel Committee and consider what action should be taken to give effect to them.

(4) A Resolution inviting the Governing Body to ensure that the Office completes its inquiry into vocational training and promotion in the iron and steel industry, in order that this subject may be placed on the agenda of the Committee at its Fourth Session.

---

This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

## INDUSTRIAL RELATIONS AND CONCILIATION

*Chief interest during February in the field of industrial relations under Dominion jurisdiction centred on disputes affecting Canadian railways and Polymer Corporation, Limited, and an application for certification involving employees of the Canadian Press.*

### Introduction

Late in February hearings were resumed in Montreal by the two Boards of Conciliation under the chairmanship of Hon. Mr. Justice J. O. Wilson, of Vancouver, which are dealing with the current dispute between the principal Canadian railways and groups of railway labour unions over demands for higher wage rates and shorter working hours made by the employees and proposals concerning changes in rules and working conditions made by the carriers. These cases constitute the only dispute of any real magnitude presently existing in the field of industrial relations which comes within the jurisdiction of the federal Department of Labour.

The February sittings of the Canada Labour Relations Board attracted considerable attention because of a public hearing in connection with an application for certification made by the American Newspaper Guild on behalf of editorial employees employed within Canada by the Canadian Press, the nation-wide news gathering and distribution agency of Canadian daily newspapers. The Board deferred its decision in the matter. At its March session the Board decided that it had jurisdiction in the matter, determined the scope of the bargaining unit and ordered the taking of a secret representation vote. (The Board's Reasons for Judgment will be printed in next month's LABOUR GAZETTE.)

Early in March the Minister of Labour announced the receipt of a unanimous report of the Board of Conciliation which, in sittings extending from late November, 1949, to February, 1950, dealt with a dispute between the Polymer Corporation, Limited, of Sarnia, Ont., and its employees represented by Local 14, United Gas, Coke and Chemical Workers of America, CIO. This dispute arose out of demands which had been made for a general wage increase of ten cents per hour and for the establishment of shift differentials in wages of five and ten cents per hour. After considering concessions offered by the management of the crown company and modified demands proposed by the union, the Board recommended the establishment of shift differentials of three cents and six cents per hour and wage increases of six and seven cents per hour for lower-paid and higher-paid employees respectively, effective as from January 1, 1950.

Although, in the opinion of the Conciliation Board, its recommendations met in great part the Union's request that any increases should be uniform in size without too seriously affecting the relative rates of pay in percentages of all classes of employees, it was reported in mid-March that the members of the union had rejected the Board's proposals and voted in favour of strike action unless their demands were met.

(The text of this report will be printed in next month's LABOUR GAZETTE.)



**The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act.**

Conciliation services under the Industrial Relations and Disputes Investigation Act and under the Conciliation and Labour 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 under the former Act.

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 succeeded by the Wartime Regulations in 1944.

Proceedings begun under the Wartime Regulations are continued in so far as the services involved in such proceedings are authorized under the new Act. Likewise, decisions, orders and certifications given by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the new Act.

The Act applies to industries within Dominion 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 Dominion 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, Industrial Inquiry Commissions, for the consideration of complaints that the Act has been violated or that a party has failed to bargain collectively, and of applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to admin-

ister 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 and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Conciliation services are also provided by the Industrial Relations Branch under the provisions of the Conciliation and Labour Act. This statute empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or arbitrator when requested by the parties concerned.

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. From time to time, as required, a third article under this section will cover Conciliation Proceedings under the Conciliation and Labour Act.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the province of Quebec, and two officers resident in Fredericton 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.

## **Certification and Other Proceedings Before The Canada Labour Relations Board**

The Canada Labour Relations Board met for two days and held five hearings during the month of February. The Board issued three certificates designating bargaining agents, ordered one representation vote, and allowed the withdrawal of one application. During the month the Board received fourteen applications for certification.

### **Applications for Certification Granted**

1. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, for a unit of employees of the Canadian Pacific Railway

Company comprising clerical employees under the jurisdiction of the District Accountant, Windsor Street Station, Montreal, P.Q. (L.G., Feb., 1950, p. 202).

2. The Brotherhood of Maintenance of Way Employees for a unit of employees of the Canadian Pacific Railway Company, comprising employees of its Maintenance of Way Department employed in shops located at Saint John, N.B., Montreal, P.Q., Toronto and North Bay, Ont., classified as gas engine maintainer, gas and diesel engine maintainer, mechanic's helper, truck driver-clerk, and carpenter (L.G., Feb., 1950, p. 202).

3. Radio and Cables Department, Local No. 6, Canadian Communications Association, for a unit of clerical employees of the Pacific Cable Board, associated with Cable and Wireless Ltd., and the Halifax and Bermuda Cable Company (L.G., March, 1950, p. 339).

### **Representation Vote Ordered**

The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and the Canadian Pacific Railway Company (Office of the Auditor of Passenger Receipts, Montreal) (L.G., Feb., 1950, p. 202). Following an investigation of the application and a public hearing of the parties concerned, the Board ordered a representation vote of the employees affected (Returning Officer: L. Pepin).

### **Applications for Certification Received**

1. The Brotherhood of Locomotive Firemen and Enginemen on behalf of locomotive firemen, helpers, hostlers, and hostler helpers employed by the Dominion Atlantic Railway, Kentville, N.S. (Investigating Officer: L. Pepin).

2. The Brotherhood of Locomotive Firemen and Enginemen on behalf of locomotive engineers employed by the Dominion Atlantic Railway, Kentville, N.S. (Investigating Officer: L. Pepin).

3. The West Coast Seamen's Union (Canada) on behalf of unlicensed personnel employed on vessels operated by Vancouver Barge Transportation Limited, Vancouver (Investigating Officer: G. R. Currie).

4. The National Catholic Longshoremen's Syndicate of Sorel, Inc., on behalf of employees of the Eastern Canada Stevedoring Company, Limited, employed as longshoremen at Sorel, P.Q. (Investigating Officer: L. Pepin).

5. The National Catholic Longshoremen's Syndicate of Sorel, Inc., on behalf of employees of the Economic Stevedoring Corporation of Montreal, employed as longshoremen at Sorel, P.Q. (Investigating Officer: L. Pepin).

6. The National Catholic Longshoremen's Syndicate of Sorel, Inc., on behalf of employees of the Empire Stevedoring Company, Limited, employed as longshoremen at Sorel, P.Q. (Investigating Officer: L. Pepin).

7. The National Catholic Longshoremen's Syndicate of Sorel, Inc., on behalf of employees of J. C. Malone and Company, employed as longshoremen at Sorel, P.Q. (Investigating Officer: L. Pepin).

8. The National Catholic Longshoremen's Syndicate of Sorel, Inc., on behalf of employees of the Montreal and St. John Stevedoring Company, employed as longshoremen at Sorel, P.Q. (Investigating Officer: L. Pepin).

9. The National Catholic Longshoremen's Syndicate of Sorel, Inc., on behalf of employees of North American Elevators Limited, employed as longshoremen at Sorel, P.Q. (Investigating Officer: L. Pepin).

10. The National Catholic Longshoremen's Syndicate of Sorel, Inc., on behalf of employees of the Sorel Dock and Stevedoring Company, employed as longshoremen at Sorel, P.Q. (Investigating Officer: L. Pepin).

11. The National Catholic Longshoremen's Syndicate of Sorel, Inc., on behalf of employees of J. C. A. Turcotte, employed as longshoremen at Sorel, P.Q. (Investigating Officer: L. Pepin).

12. The National Catholic Longshoremen's Syndicate of Sorel, Inc., on behalf of employees of Wolfe Stevedores, Limited, employed as longshoremen at Sorel, P.Q. (Investigating Officer: L. Pepin).

13. The National Catholic Longshoremen's Syndicate of Sorel, Inc., on behalf of employees of Brown and Ryan Limited, employed as longshoremen at Sorel, P.Q. (Investigating Officer: L. Pepin).

14. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of one clerk employed by the Canadian National Railways in its freight office at Ogden Point Docks, Victoria, B.C. (Investigating Officer: G. R. Currie). This application was withdrawn later in the month.

## **Conciliation and Other Proceedings Before the Minister of Labour**

### **Settlement Facilitated by Conciliation Officer**

On February 4, 1950, the Minister of Labour received a report from H. Perkins, Conciliation Officer, indicating the settlement of matters in dispute between De Luxe Transportation Limited, North Bay, Ont., and the Canadian Brotherhood of

Railway Employees and Other Transport Workers (L.G., March, 1950, p. 339).

### **Conciliation Officer Appointed**

On February 4, 1950, the Minister of Labour appointed a Conciliation Officer to deal with a dispute between Hull City Transport Limited, Hull, P.Q., and the Hull City Transport Employees' Syndicate (Conciliation Officer: L. Pepin).



# COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

## Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and from the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts, etc., are summarized in separate articles following this.

### Logging

#### BRIITAIN COLUMBIA COASTAL REGION— CERTAIN LOGGING AND WOODWORKING FIRMS AND INTERNATIONAL WOOD- WORKERS OF AMERICA.

Agreements to be in effect from June 15, 1949, to June 15, 1950, and thereafter from year to year, subject to 60 days' notice. The companies recognize the union as the sole collective bargaining agency for all eligible employees and agree that the only certification that they will recognize during the term of this agreement is that of the above union, unless ordered by due process of law to recognize some other bargaining authority. The provisions of this agreement regarding check-off, hours of work, overtime, vacations with pay and night shift premium are the same as in the agreement previously in effect and summarized in the *LABOUR GAZETTE*, February, 1949. The present agreement further provides that the 1948 wage scale shall apply for the duration of the agreement; it may, subject to mutual consent of both parties, be revised once annually. The minimum rate for common labour (men) is \$1.08 per hour. The rate for board and lodging in logging camp boarding-houses shall not exceed \$2.25 per day, effective September 15, 1949. Where a lesser rate is in effect that rate shall prevail.

Provision is also made for *seniority rights* and *grievance procedure*.

#### SOUTHEASTERN INTERIOR (CRANBROOK) AREA, B.C.—CERTAIN LOGGING FIRMS AND LUMBER AND OTHER WOOD PRODUCTS MANUFACTURERS AND INTERNATIONAL WOODWORKERS OF AMERICA.

Agreements to be in effect from September 1, 1949, to August 31, 1950, and thereafter from year to year, subject to 60 days' notice. The companies agree to recognize and to bargain with the union as the sole bargaining agency on behalf of all eligible employees. During the term of this agreement the bargaining authority of the union shall not be impaired and the only certification the companies will recognize is that of the union, unless otherwise ordered by due process of law.

A weekly cost-of-living bonus based on the Cost-of-Living Index of the Dominion Bureau of Statistics, to be calculated on a daily basis, is a feature of the agreements between three asbestos mining companies and Le Syndicat National des Travailleurs de L'Amiante summarized below. The agreements provide for both an upward and a downward adjustment, the latter to be made only in the event that the index figure exceeds 165.6.

*Check-off:* the companies agree to deduct union dues and assessments from the pay of employees who so authorize and to remit same to the union. Such authorization shall be revokable, but an employee may waive his right to revoke.

*Hours:* subject to Hours of Work Act, 8 per day 5½ days, a 44-hour week, except for stationary engineers, firemen, and oilers (whose hours shall not exceed 9 in any one day or 48 in any one week, where plant is operated on a one-shift basis), and for cook and bunkhouse employees in unorganized territories, fire fighters, boatmen and employees engaged exclusively in the transportation of men and supplies; for persons employed in booming operations, transporting logs by horse or river driving a maximum of 48 hours per week. *Overtime* at time and one-half shall be paid for work in excess of the regular daily and/or weekly hours and for work on 7 specified holidays.

*Vacations with pay* will be granted in accordance with the Annual Holidays Act of British Columbia. Cooks and bunkhouse employees shall be entitled to one week's vacation with pay after 6 months' continuous service, provided that they shall not be entitled to more than 2 weeks' vacation with pay in any one year.

The rate for board and lodging shall be \$2 per day; where a lesser rate is being charged as of September 1, 1949, that lesser rate shall prevail for the term of the agreement.

*Hourly wage rates* for certain classes in the Cranbrook area: mill operations—boomman, cut-off saw, deckman, dogger, planer feeder, planer tailer (where he grades), piler (dry), resaw feeder, sawyer tailer, trimmerman 97½ cents to \$1.00½; canter \$1.02½ to \$1.10½; car loader 97½ cents to \$1.02½; edgerman, tie packer \$1.00½ to \$1.10½; edger tailer (where he grades) 97½ cents to \$1.10½; engineer, second class \$1.20½ to \$1.30½, third class \$1.10½ to \$1.20½, fourth class \$1.05½; filer, head \$1.30½ to \$1.40½, second \$1.10½ to \$1.20½; fireman 98 cents to \$1.00½; first aid man \$1.00½ (or job rate plus 50 cents per day); gangsaw helper, green chain (mill), edger tailer, jacker to edger, jackladder, labourer, planer tailer, resaw tailer, slasher

sawyer, truck swamper 97½ cents; grader (lumber) \$1.00½ to \$1.05½; millwright, head \$1.15½ to \$1.20½, helper \$1.00½; planer set-up \$1.10½ to \$1.20½; piler (green) \$1.05½ (or 44 cents per M plus 30½ cents per hour); sawyer, head \$1.10½ to \$1.40½, gang \$1.05½; scaler (government licensed) 97½ cents to \$1.07½; truck drivers 97½ cents to \$1.05½; boys (16-18 years) 71 cents increasing gradually until job rate is reached after 6 months; bush operations—blacksmith \$105 to \$120 per month; clerk \$95 to \$105 per month; cook, 10-20 men \$104 to \$144 per month, 21 to 30 men \$144 to \$184 per month, over 30 men \$184 to \$228 per month; bull-cook, flunkey \$84 to \$104 per month (in addition, above monthly paid employees get board and 20½ cents per hour); dumpman, bull ropeman, barnboss, swampers and common bush labour 97½ cents; cat driver \$1.10½ to \$1.30½; cat chokerman \$1.00½, cross-cut saw filer 97½ cents to \$1.10½; decker, hoist operator 97½ cents to \$1.00½; hoist engineer \$1.15½; chokerman \$1.05½; river driver \$1.00½; scaler \$1.10½. Where only a single rate is quoted the employer may pay up to 5 cents per hour less for not more than 60 days.

Provision is made for *grievance procedure, seniority rights and the health and safety of employees.*

**SOUTHERN INTERIOR (KAMLOOPS AND KELOWNA) AREA, B.C.—CERTAIN LOGGING FIRMS AND LUMBER AND OTHER WOOD PRODUCTS MANUFACTURERS AND INTERNATIONAL WOODWORKERS OF AMERICA.**

Agreements to be in effect from September 1, 1949, to August 31, 1950, and thereafter from year to year, subject to 60 days' notice. The agreements are similar to those for the Cranbrook area for the same industries, summarized above, the only exception being the wage scale: while the rates are in most cases the same as in the Cranbrook area, where they do differ they are, with a few exceptions, slightly lower. The following are additional rates for this area: box factories—box cutoff, veneer lathe operator 97½ cents to \$1.05½; filer \$1.20½ to \$1.30½; first aid man \$6.50 per day plus board or job rate plus 50 cents per day; head planer \$1.05½ to \$1.20½; core sawyer clipper operator, trucker, bundler tie-up, drag saw 97½ cents; ripsaw 90 cents to \$1.00½; splicer operator (hopper fed), barking machine operator 97½ cents to \$1.00½. Boys and females in box factory and veneer plant: woman inspector 76½ to 87 cents; all others from 65½ to 72, 74 or 76½ cents.

**NORTHERN INTERIOR AREA, B.C.—CERTAIN LOGGING FIRMS AND LUMBER AND OTHER WOOD PRODUCTS MANUFACTURERS AND INTERNATIONAL WOODWORKERS OF AMERICA.**

Agreements to be in effect from September 1, 1949, to August 31, 1950, and thereafter from year to year, subject to 60 days' notice. The agreements are similar to those for the Cranbrook area for the same industries, summarized above, except for the wage scale and with the following addition:—

*Vacations with pay:* employees with 5 or more years' continuous service (1,250 working days) will receive one week in addition to the period provided under the Annual Holiday Act.

*Hourly wage rates* for certain classes: boomman, car-loaders, fireman, gang saw

helper, cant setter, jitney drivers, pilers (dry), unpiler, resaw feeder, shop handyman \$1.02½; jackladder, deckman, labourer, resaw taylor, slasher saw man 97½ cents; blacksmith \$1.17½; canter, carrier driver, shipper \$1.10½; cut-off saw, dry kiln operator, oiler, planer feeder and set up man, pilers (green), tallyman, trimmerman \$1.05½; carpenter \$1.30½; dogger, edger taylor, gang saw taylor, jacker to edger \$1.00½; engineer, second class \$1.30½, third class \$1.20½, fourth class \$1.10½; edgerman \$1.07½ to \$1.17½; filer, head \$1.57½, second \$1.22½; gang mill sawyer, round log \$1.57½, cant \$1.15½; millwright, head \$1.35½, helper \$1.02½; planer taylor 97½ cents and \$1.05½ (where he grades); sawyer head \$1.42½ and \$1.57½; setter \$1.20½; scaler, government licensed \$1.12½; truck drivers \$1.02½ and \$1.05½; electrician \$1.22½; welder, machinist, truckmotor mechanic \$1.32½. Logging—blacksmith \$1.17½, bullock, barnboss, cat helper, labourers and swampers 97½ cents; cat chokerman, cross cut saw filer, fallers and buckers, 10 wheel truck driver, power saw filers, self-loading truck driver \$1.20½; cat operators \$1.32½ and \$1.42½; dumpman, greaser, hookman \$1.05½; hoist operator, truck driver, river drivers \$1.17½; cooks \$173.20 to \$277.20 per month and board; camp clerk \$187.20 per month and board. Where hourly rates are given employers may pay up to 5 cents per hour less for a period not exceeding 60 days.

## Mining

### *Non-metallic Mineral Mining*

**THETFORD MINES, P.Q.—ASBESTOS CORPORATION LIMITED AND LE SYNDICAT NATIONAL DES TRAVAILLEURS DE L'AMIANTE DE L'ASBESTOS CORPORATION LIMITED INC. (NATIONAL SYNDICAT OF ASBESTOS WORKERS).**

Agreement, which was made following provincial conciliation, to be in effect from January 1, 1950, to December 31, 1950, and thereafter from year to year, subject to notice. The company agrees to notify each new employee at the time of his engagement of the existence of the present collective labour agreement and that the union is the sole bargaining agent for all eligible employees. There shall be no discrimination, intimidation or coercion because of membership or non-membership in the union.

*Check-off:* the company will deduct union fees monthly from the pay of union members who so authorize and remit same to the union. The authorization shall be irrevocable for the duration of this agreement.

*Hours:* 8 per day Monday through Saturday, a 48-hour week (except for watchmen, stablemen, etc.). *Overtime* at time and one-half will be paid for work in excess of the regular daily hours, for work on Sundays and on 5 specified holidays. An additional 4 specified holidays are *paid holidays* (an increase of 2 from previous agreement) and work on these will be paid for at double time and one-half. If an employee is recalled to work after 15 or more minutes have elapsed since leaving his work, he shall be paid either a minimum of 4 hours at straight time or time and one-half for the exact time worked, whichever is the greater.

*Vacations with pay:* employees with less than one year's service shall be entitled to half a day for each 25 days worked,



employees with one year's service to 6 days; after 2 years' service they shall be entitled to an additional day per year of service, after 5 years to a total of 12 days and after 25 years to 18 days. The provisions for an additional day per year of service after 2 years' service and for 18 days after 25 years' service are new. Unless otherwise agreed, paid vacations shall be taken between May 1, and October 31, and shall be of continuous duration. (The previous agreement provided that the second 6 days vacation were to be taken during the New Year holiday period.) Vacation pay for hourly paid employees is to be based on their average earnings during the 3 months preceding June 1 and for piece or contract workers on their average earnings during the 13 weeks preceding June 1.

*Apprentices* shall be limited to the following trades: machinists—mechanics, welders, pipefitters, carpenters, tinsmiths and electricians. There shall not be more than one apprentice for each 5 tradesmen or fraction thereof. New apprentices shall not be under 16 nor over 23 years of age.

*Hourly wage rates* for certain classes: mining—raiseman \$1.20; driftman, skip loader, shute blaster \$1.15; diamond core driller \$1.13, helper \$1.02; muck machine operator \$1.10; grizzlyman \$1.20; timberman \$1.09 and \$1.15; pumppman \$1.01; underground labourer and mucker 98 cents; pit labourer 95 cents; pit driller \$1.09; helper \$1.01; pit blockhole driller \$1.04; shovel operator \$1.16; shovel oiler \$1.01; drill carrier 95 cents. Hoisting and transportation—shaft cage hoistman \$1.15; shaft cage hoistman and compressor operator \$1.08; electric loco. driver, underground \$1.15, surface 99 cents, pit \$1.03, raises \$1.05; steam loco. engineer \$1.09, fireman \$1.01; trackman 95 cents to \$1.05; brakeman 97 to 99 cents; brakeman and car loader \$1.03; cable inspector \$1.10; Euclid truck driver, road grader operator \$1.04; general labourer, dumpman on dump 95 cents. Crushing and drying—millwright "A" \$1.09, jaw crusher feeder \$1 and \$1.01; jaw crusher oiler 98 cents; cone crusher man, conveyor man, waste rock and granite picker man, general labourer 95 cents. Milling—millwright \$1 to \$1.09; fibre controlman \$1.12; tester and fibre controlman \$1.09 and \$1.10; tester \$1.04 and \$1.07; grader \$1.02 and \$1.10; fibre spreader 95 cents; sewing machine operator \$1.02; mill control operator \$1.01 to \$1.06; mill carpenter 97 cents to \$1.09, helper 95 cents. Miscellaneous labour—bulldozer operator \$1.09; compressor operator \$1 and \$1.02; powder house man 98 cents; dryer furnace mason \$1.36; loader and piler \$1 and \$1.01. Shops—carpenters, tinsmiths 97 cents to \$1.09; electricians 99 cents to \$1.14 (underground electricians in King Mine get 3 cents more); machinists, mechanics 97 cents to \$1.12; blacksmiths 99 cents to \$1.09; drill steel sharpener 98 cents to \$1.09; electric welders 99 cents to \$1.12; pipefitters \$1.03; shop helpers 95 cents. A class "A" tradesman required to supervise 4 or more employees of his trade shall receive 3 cents per hour extra. Apprentice rates: starting at age 16 or 17—first year 76 cents, increased by 5 cents per hour each year until minimum wage rate of trade is reached in fifth year; starting at age 18 or 19—first year 81 cents, increased by 5 cents per hour each year until minimum trade rate is reached in fourth year; starting at age 20 to 23—first year 83 cents, second year 88 cents, third year 93 cents, fourth year

minimum rate of trade. The above rates are 10 cents per hour higher than the rates for 1948; no collective agreement was signed for 1949. For the duration of the present agreement, to the above rates will be added a *cost-of-living bonus* of 40 cents per week for every increase of one full point in the Bureau of Statistics' "Cost-of-Living Index" above 159.6 (index figure for January, 1949); in the event that the index should exceed 165.6 the cost-of-living bonus is to be adjusted downward on the same basis. The bonus shall be calculated on a daily basis and shall apply only to normal working days (not less than 4 hours) and to paid holidays.

Provision is made for *grievance procedure, seniority rights* and *safety* of employees.

THETFORD MINES, P.Q.—JOHNSON'S COMPANY LIMITED AND LE SYNDICAT NATIONAL DES TRAVAILLEURS DE L'AMIANTE DE JOHNSON'S COMPANY INC. (NATIONAL SYNDICATE OF ASBESTOS WORKERS).

Agreement to be in effect from January 1, 1950, to December 31, 1950, and thereafter from year to year, subject to notice. This agreement is similar to the one between Asbestos Corporation Limited and Le Syndicat National des Travailleurs de L'Amiante de L'Asbestos Corporation Limited Inc., summarized above.

ASBESTOS, P.Q.—CANADIAN JOHNS-MANVILLE COMPANY LIMITED AND JOINTLY THE SYNDICAT NATIONAL DE L'AMIANTE D'ASBESTOS INC., AND THE FEDERATION NATIONALE DES EMPLOYES DE L'INDUSTRIE MINIERE, INC.

Agreement, following provincial conciliation, to be in effect from February 1, 1950, to January 31, 1951, and thereafter from year to year, subject to notice. Each new employee at time of employment will be notified of the existence of this agreement and that the union is the exclusive bargaining agent. There shall be no discrimination, intimidation, interference, restraint or coercion against any employee because of membership or non-membership in the union.

*Check-off*: the company shall, for the duration of this agreement, deduct union dues monthly from the wages of all employees who so authorize and remit same to the union.

*Hours*: 8 per day, 48 per week. *Overtime* at time and one-half will be paid for work in excess of 8 hours in any 24-hour period, or 48 hours in any work-week, whichever results in greater pay, provided that, when a shift of more than 8 hours is established by agreement in order to permit completion of a 48-hour work-week in less than 6 full working days, the overtime rate will be paid only for hours worked in excess of such longer shift. Time and one-half will also be paid for work on Sundays and on 5 specified holidays; an additional 4 specified holidays are *paid holidays* (The 1948 agreement did not provide for any paid holidays), and work on these will be paid for at double time and one-half: If an employee is called back to work or reports on call-duty on a Sunday or holiday he shall receive a minimum of 4 hours at straight time or pay for the hours worked at the appropriate rate, whichever is greater.

*Vacations with pay*: after 1 year's continuous service 1 week, after 3 years' continuous service 2 weeks and after 25 years' continuous service 3 weeks (The 1948 agree-

ment provided for 1 week after 1 year's and 2 weeks after 5 years' continuous service). There will be a general plant shutdown in June or July, 1950, and it is intended that all vacations will be taken during this period.

**Hourly wage rates for certain classes:** Mining department, open pit—electric shovel operator \$1.33; gas shovel operator \$1.20; grader operator \$1.09; haulage truck operator, blaster \$1.10; connector, tamper \$1.07; jack bit grinder, powder magazine man, primary driller, primary loader \$1.02; blacksmith \$1.04; bulldozer operator \$1.09 and \$1.13; pumpman 99 cents; yard labour, starting 95 cents, after 6 months 96 cents; shovel fitter \$1.14; shovel repairmen \$1.05 and \$1.09; welder \$1.18. Railway department—freight conductor \$1.17; electric loco. engineer \$1.26, freight engineer \$1.29, brakemen \$1.02 to \$1.05; freight fireman \$1.13; other firemen \$1.09; car repairmen \$1.02 and \$1.07; locomotive fitter \$1.13; carpenter \$1.11; motor mechanic \$1.29; weighmaster, dumper \$1.02; trackmen 96 to 99 cents. Milling department—baggers 95 cents; sewers, shippers 99 cents; belt conveyor attendant 98 cents; cone crusher attendant, fiberizer attendant, inventory checker \$1.01; cottrell operator \$1.06; dryer fireman, fibre storage attendant \$1; feeder 96 cents and \$1; fibre picker janitor 95 cents; lift truck operator, pay loader operator \$1.09; crushermen 99 cents and \$1; XZ mill operator \$1.03; millwright \$1.05 to \$1.11; tinsmiths \$1.05 and \$1.10; bricklayer \$1.20. Mine department, underground—blaster \$1.16; brakeman, crusherman \$1.11; diamond driller \$1.21; deckman \$1; drill fitter, hoistman (surface) \$1.13; dryman, labourer (surface) 95 cents; rigger, loader operator, mobile crane operator \$1.15; mucker \$1.02; nipper, scoop-mobile operator \$1.05; powderman, tippelman \$1.09; pumpman \$1.06; steel worker \$1.12 and \$1.17, helper \$1.03; skip tender topman \$1.17; trackman \$1.03. Apprentices—first year 81 cents, second year 87 cents, third year 94 cents, fourth year \$1, thereafter trade rate. The above rates represent a 10 cents per hour increase over the 1948 rates; no collective agreement was signed for the period February 1, 1949, to January 31, 1950. To the above rates will be added, for the duration of the present agreement, a *cost-of-living bonus* of 40 cents per week for every increase of one full point above 159.6 (index figure for January, 1949) in the Bureau of Statistics' "Cost-of-Living Index"; in the event that the index should exceed 165.6, the cost-of-living bonus is to be adjusted downward on the same basis. The bonus shall be calculated on a daily basis and shall apply only to normal working days and to paid holidays.

Provision is made for *seniority rights, grievance procedure, apprenticeship plan* and *safety* of employees.

## Manufacturing

### Vegetable Foods

WINNIPEG, MAN.—CHRISTIE, BROWN AND COMPANY LIMITED AND UNITED BAKERY AND CONFECTIONERY WORKERS, LOCAL 476.

Agreement to be in effect from November 1, 1949, to October 16, 1950, and thereafter from year to year, subject to 30 days' notice. This agreement is similar to the one pre-

viously in effect (L.G., May, 1949, p. 598), with the following changes:—

**Hours of work** for production staff are reduced from 45 to 44 hours per week—9 hours per day Monday through Thursday, 8 hours on Friday. *Overtime* is paid at time and one-half for work in excess of above hours.

**Hourly wage rates for certain classes:** females—machine operator 87 cents; general operator 60 to 76 cents; males—machine captain, ovenman \$1.07; assemblyman \$1.02; assistant mixers 97 cents to \$1.07; mechanics \$1.10 to \$1.25; day engineer \$1.05, engineer watchman 95 cents, general 77 to 97 cents; shipper \$45.80 per week, assistant shipper \$30.80 to \$40 per week, deliveryman \$44.80 per week. Starting and step-up rates: for females and boys under 18 years 60 cents, increased to 62 cents after one month, to 64 cents after 2 months and to 68 cents after 4 months; for males 77 cents, increased to 80 cents after one month, to 83 cents after 2 months and to 87 cents after 4 months; for agency and shipping branch \$30.80 per week, increased to \$32 per week after one month, to \$33.20 after 2 months and to \$35.40 after 4 months. Additional raises based on merit will be granted. At the end of 12 months actually worked time for the company employees shall reach the maximum of their classification. The above rates represent a general increase of 5 cents per hour over the previous rates.

## Textiles and Clothing

KINGSTON, ONT.—CANADIAN INDUSTRIES LTD. (NYLON DIVISION) AND UNITED MINE WORKERS OF AMERICA, DISTRICT 50, CANADIAN CHEMICAL DIVISION, LOCAL 13160.

Agreement to be in effect from December 12, 1949, to December 11, 1950. Either party may, on 10 clear days' notice in writing, require the other party to enter into negotiations for the renewal of the agreement within 2 months prior to the expiry date and both parties shall thereupon enter into such negotiations in good faith. This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, March, 1948, p. 188, with the following changes:—

**Check-off:** both parties agree to a voluntary irrevocable check-off of union dues.

**Paid holidays:** the 8 statutory holidays observed are now paid holidays provided that an employee does not refuse to work on such holidays when required or scheduled to do so and that he is not absent without good cause on the scheduled working day immediately preceding or succeeding such holiday. If an employee is required to work on a paid holiday he shall be paid double time provided he is entitled to the paid holiday; otherwise he shall be paid time and one-half.

**Hourly wage rates for certain classes:** Production department—package preparation and winding service operator 65 cents; doubling operator, sizing operator, scale clerk, uptwist inspector and spooling operator, 77 cents; coning operator and final inspector 81 cents; operator instructor, winding, 86 cents, spinning and twisting \$1.09; upgrader and reinspector 86 cents; carton preparation, inspection service, package preparation service and staple service operators and shipping trucker 88 cents; drawtwist service and shipping operators and



baler 92 cents; staple creel and uptwist operators 96 cents; solution operator \$1; drawtwist and staple operators \$1.04; spinning operators and spinning day man \$1.09; Dowtherm and Inert gas, polymer casting and polymer preparation operators \$1.16. Technical department—77 cents to \$1.16. Works engineering department—carpenter, electrician, instrument mechanic, mechanic, pipefitter: first class \$1.28, second class \$1.14, third class \$1.01; bulldozer operator and textile guide inspector \$1.07; cement finisher \$1.14; gardener, labourer, textile machine cleaner 92 cents; janitor 88 cents; insulation mechanic \$1.22; machinist, first class \$1.28, second class \$1.14; oiler, first class \$1.07, second class 96 cents; painter, first class \$1.22, second class \$1.07; sheet metal worker \$1.22; shops helper 96 cents; stationary engineer 96 cents to \$1.31; textile mechanic, first class \$1.22, second class \$1.14, third class \$1.01; welder, first class \$1.28, second class \$1.14. Personnel department—chef, first class \$1.16, second class \$1.04; cook 86 cents, assistant cook 81 cents; cafeteria night man 96 cents; cafeteria server, days 68 cents, shift 72 cents, shift helper 68 cents. Office department—station wagon driver and stores attendant \$1; truck driver and stores receiver \$1.04; stores material handler 88 cents.

### Wood Products

PEMBROKE, ONT.—PEMBROKE SHOOK MILLS LIMITED AND THE NATIONAL UNION OF WOODWORKERS, LOCAL 13.

Agreement to be in effect from January 9, 1950, to October 27, 1950. Either party may begin negotiations for a new agreement 30 days before the expiry date. The company recognizes the union as the certified bargaining representative for all eligible employees. There shall be no discrimination, coercion, restraint or intimidation because of membership or non-membership in any lawful association or union.

**Union security:** all employees presently members of the union in good standing will remain members in good standing during the life of this agreement. Each member shall have 2 weeks immediately following the expiry date of this agreement to withdraw his membership if he so desires. No employee shall be considered a member of the union until he has had 3 months' continuous service with the company.

**Check-off:** the company agrees to deduct union dues monthly, for the duration of this agreement, from the pay of all eligible employees who so authorize and to remit same to the union.

**Hours:** the regular working week shall be 48 hours with such additional hours as may be mutually agreed upon within the regulations of the Department of Labour. On request of the company the union agrees to consider extending working hours of any one or more departments up to 55 hours per week at standard rates, if such action will benefit plant production, customer requirements and the employees as a whole. A decision by the union so to increase hours or to work on a legal holiday shall be considered binding on all employees concerned. **Overtime** at time and one-half shall be paid for all work (except emergency repairs) required to be done in excess of the 48-hours or the standard working week and for work done on Sundays and on 7 specified

holidays. Overtime rates are not applicable to employees engaged in maintenance, power and service departments, and whose work hours are governed by conditions over which the company cannot exercise control, such as log handling. The opportunity of sharing overtime work shall be made equally available to all those normally performing that work. Employees will be granted one 10-minute rest period each day except Saturday.

**Vacations with pay:** after 1 year of continuous service 1 week, after 5 years 1 week and 1 day, after 10 years 1 week and 2 days, after 15 years 1 week and 3 days, after 20 years 1 week and 4 days and after 25 years 2 weeks. Matters pertaining to computation of pay for one week vacations shall be as per government regulations.

**Wage rates:** the existing schedule of job classifications and wage rates shall be a part of this agreement and is to be maintained during the life of this agreement. Where females are employed on jobs heretofore performed by men and they can perform same unassisted they shall receive equal pay for equal work. The existing schedule of job ratings and incentives shall remain effective during the life of this agreement subject to change as changes in equipment and manufacturing procedures warrant.

Provision is made for *seniority rights, grievance procedure* and the *safety and health* of employees.

BRITISH COLUMBIA COAST REGION—CERTAIN FIRMS ENGAGED IN MANUFACTURING OF ROUGH AND DRESSED LUMBER, PLYWOOD, VENEER, BOXES, SHINGLES, DOORS, ETC. AND INTERNATIONAL WOODWORKERS OF AMERICA.

The agreements summarized above under "Logging" apply also to a number of companies engaged in manufacturing above products.

SOUTHEASTERN INTERIOR (CRANBROOK) AREA, B.C.—CERTAIN LUMBER AND OTHER WOOD PRODUCTS MANUFACTURERS AND INTERNATIONAL WOODWORKERS OF AMERICA.

The agreements summarized above under "Logging" apply also to a number of companies engaged in the above operations.

SOUTHERN INTERIOR (KAMLOOPS AND KELOWNA) AREA, B.C.—CERTAIN LUMBER AND OTHER WOOD PRODUCTS MANUFACTURERS AND INTERNATIONAL WOODWORKERS OF AMERICA.

The agreements summarized above under "Logging" apply also to a number of companies engaged in the above operations.

NORTHERN INTERIOR AREA, B.C.—CERTAIN LUMBER AND OTHER WOOD PRODUCTS MANUFACTURERS AND INTERNATIONAL WOODWORKERS OF AMERICA.

The agreements summarized above under "Logging" apply also to a number of companies engaged in the above operations.

### Metal Products

HAMILTON, ONT.—ROBERTSON-IRWIN LIMITED AND UNITED STEELWORKERS OF AMERICA, LOCAL 4166.

Agreement to be in effect from December 7, 1949, to December 7, 1950. The company recognizes the union as the sole bargaining agent for all eligible employees.

**Check-off:** the company agrees to deduct monthly from the earnings of employees who so authorize union dues and to remit same to the union. The authorization shall be irrevocable for the duration of this agreement.

**Hours:** 8 per day Monday through Friday, a 40-hour week. **Overtime** at time and one-half shall be paid for the first 4 hours worked in excess of any regular working shift and for the first 8 hours worked on Saturdays (except where a shift ends or starts on Saturday), double time thereafter and for work on Sundays and on 8 specified *paid holidays* (previously only 6 holidays were paid for), except where a shift ends or starts on a Sunday or a statutory holiday and involves working 4 or fewer hours on such day.

**Vacations with pay:** one week in accordance with the Hours of Work and Vacations with Pay Act 1944 as amended and the regulations established thereunder to all employees covered by this agreement; in addition, employees with 2 years' continuous service will be granted one day's, employees with 3 years' service 2 days' and employees with 4 years' service 3 days' vacation pay. Employees with 5 or more years' service will be granted 2 weeks' vacation with pay.

**Hourly wage rates:** power shear operators \$1.02 to \$1.22; press brake operators \$1.07 to \$1.27; punch press operators 97 cents to \$1.17; powerroll operator, circular shear and flange operator, angle roll operator, roll corrugator operator, burner, spotwelder, painter, handyman \$1.07 to \$1.17; welders 97 cents to \$1.27; culvert operator \$1.05 to \$1.25; assembler and fitter \$1.02 to \$1.12, helper 97 cents to \$1.07; general factory help 92 cents to \$1.02; warehouseman, shipping and receiving helpers, truck drivers 97 cents to \$1.07; master maintenance mechanic \$1.27 to \$1.37; maintenance mechanics, maintenance electricians \$1.07 to \$1.27; die setters \$1.25 to \$1.45; Ford truck operator \$1.04 to \$1.14; tank tester \$1.02 to \$1.12. In practically all cases the above rates represent an increase of 5 cents per hour over the rates previously in effect.

Provision is made for *seniority rights, grievance procedure* and *safety* of employees.

### **Non-metallic Minerals and Chemicals**

ASBESTOS, P.Q.—CANADIAN JOHNS-MANVILLE COMPANY LIMITED AND JOINTLY THE SYNDICAT NATIONAL DE L'AMIANTE D'ASBESTOS INC. AND THE FEDERATION NATIONALE DES EMPLOYES DE L'INDUSTRIE MINIERE INC.

The agreement summarized above under "Mining" applies also to the "Canadian Products Division" except for wage rates.

**Hourly wage rates** for certain classes: Paper department—back tender \$1.11, third hand \$1.02, fourth hand 99 cents, baler operator, rag cutter 95 cents; beater engineer \$1.13; beater 97 cents to \$1.04; machine tender \$1.24; oiler \$1.01; wood chipper operator \$1. Roofing department—coaters \$1.03 and \$1.05; drum man, packer and tier, take-off man \$1.01; filler man, trucker (hand) 95 cents; Merrill process man \$1.03; saturator \$1.06; shingle chopper operator \$1.10; silo man \$1.04; splicer 99 cents; winder operator \$1.02; wrapper 98 cents. Pipe covering department—band saw operator \$1.01; corrugator cutter, liner cutter

99 cents, corrugator operator \$1.05; packer \$1.01 and \$1.03; sawmen 99 cents to \$1.04; stitcher 96 cents; trucker and miscellaneous helper 95 cents. Rigid shingles department—bundler (automatic) \$1.02; die man \$1.07; dry mix operator \$1.06, helper \$1; ground scrap operator 99 cents; punch press operators \$1.04 and \$1.06; punch press racker \$1.03 and \$1.04; sorter, veneer man \$1.03. Maintenance department—boiler fireman \$1.06; carpenters \$1.03 and \$1.11; crate maker, painter \$1.02; electricians \$1.13 and \$1.22; machinists \$1.10 and \$1.18; ribbon die maker \$1.07; saw filer \$1.10; steam fitters, tinsmiths \$1.05 and \$1.10; welders \$1.14 and \$1.18. Textile department—card operator, oiler \$1.01; set up man \$1.05; weavers (M) 98 cents and \$1.01. Factory general—labourer 95 cents; girls 82 cents; textile trainees (girls), first 4 weeks 74 cents, after 4 weeks 82 cents.

TORONTO, ONT.—REXALL DRUG COMPANY LIMITED AND INTERNATIONAL CHEMICAL WORKERS' UNION, LOCAL 279.

Agreement to be in effect from December 10, 1949, to December 9, 1950, and thereafter from year to year, subject to notice. The company recognizes the union as the sole collective bargaining agency for all eligible employees.

**Union security:** both parties agree that it is desirable that all employees take advantage of the privilege of membership in the union. All future employees shall, as a condition of their employment, become members of the union upon completion of three months of continuous service and together with all present employees who are now, or who may later become members of the union shall remain members in good standing during the life of the agreement as a condition of employment.

**Check-off:** the company agrees to deduct, upon voluntary authorization, from the pay of each new employee after three months of continuous service his union initiation fee and thereafter monthly his union dues and to remit same to the union; the authorization is irrevocable.

**Hours:** 8 per day 5 days a week, a 40-hour week. **Overtime:** time and one-half shall be paid for work performed in excess of 8 hours on any standard work day or on the sixth and seventh days of an employee's work week. There will be *rest periods* in the morning and afternoon of 10 minutes each. Employees will be granted 8 specified *paid statutory holidays*, provided they are not absent from work on the work day immediately preceding or the day immediately following the holiday; if requested to work on any of the paid holidays employees shall be given equivalent time off with pay.

**Vacation with pay:** one week after one year's service, 2 weeks after 4 years' service and 3 weeks after 25 years' service.

**Wages:** the wage rates in effect prior to December 10, 1949, are increased (except for beginners) by 7 cents per hour in the case of all males and by 3 cents in the case of all girls; in the case of piece work 3 cents per hour are added to the base rate of 74 cents and an equivalent of 3 cents per hour to the piece rates.

Provision is made for *grievance procedure* and *seniority rights*.



## Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,\* include the extension of one new agreement, the repeal of one, and the amendment of ten others. These include, in addition to those summarized below, the amendment of the agreement for barbers and hairdressers at Sherbrooke, published in the *Quebec Official Gazette*, issue of January 21; the amendment of the agreements for barbers and hairdressers at Quebec, for the fine glove and the work glove industries in the province, published January 28; for garage and service station employees at Quebec in the issue of February 4; the amendment of the agreement for the building trades at Sherbrooke in the issue of February 11, and the amendment of the agreement for jewellers and clockmakers in the counties of Drummond, Arthabaska, etc. published February 18.

A request for a new agreement for the building materials industry in the province and requests for the amendment of the agreements for the corrugated paper box industry in the province, for the printing trades at Quebec and for trade and office employees at Arvida were published January 28. Requests for amendments to the agreements for retail stores at Chicoutimi, for the uncorrugated paper box industry at Quebec, for the building trades, and for truck drivers at Montreal were published in the *Quebec Official Gazette*, issue of February 18.

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

\* In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Reference to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

## Manufacturing

### Pulp, Paper and Paper Products

#### UNCORRUGATED PAPER BOX INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated January 25, and gazetted February 4, amends the previous Orders in Council for this industry (L.G., Dec., 1947, p. 1802; Aug., 1948, p. 871; March, 1949, p. 301; Oct., p. 1246).

The number of firms comprising the contracting parties of the first part is decreased by 2 firms which have discontinued the fabrication of paper boxes.

New Year's Day, provided employees work the regular working day preceding and the regular working day following, shall be observed as a paid holiday.

*Minimum hourly wage rates in zone 1 (Montreal district) for female employees: set-up department—hand worker (first class) 57 cents; hand worker (second class), covering machine operator, staying machine operator, Stoke & Smith machine operator, top-piece machine operator 51 cents; hand-fed machine table gummer, feeder (four-corner machine) 49 cents; folding department—stitcher operator 51 cents; feeder (automatic gluing machine), feeder (Brightwood machine), stripper, folder 49 cents; general—forelady 61 cents; tier 51 cents; operators of machines not classified above, division assembler, packer 49 cents. (The above rates are an increase of 4 cents per hour.) Basic hourly wage rates for female employees are from 40 cents during the first 6 months to 48 cents per hour during the fourth 3 months.*

*Minimum hourly wage rates in zone 1 for male employees: set-up department—circular saw operator, splitter operator 72 cents, end-piece operator (single) 77 cents (double) 80 cents; four-corner stayer operator 84 cents; punch operator, feeder (four-corner machine) 71 cents; scorer 88 cents; folding department—automatic gluing machine operator 91 cents; Brightwood machine operator 84 cents; Colt press operator 81 cents; cylinder box press operator 86 cents; die maker 98 cents (assistant) 72 cents; feeder (Brightwood machine), feeder (Colt press), feeder (cylinder box press) 71 cents; stripper 68 cents; general—foreman \$1.10 (assistant) 96 cents; bale press operator 70 cents; cutter on knife (first class) 84 cents; cutter on knife (second class), truck driver 74 cents; foreman (machinist) \$1.06; machinist 88 cents; maintenance and repairman 76 cents; shipper 83 cents; boiler fireman 67 cents. (The above rates represent in most cases an increase of 6 cents per hour.) Minimum hourly rate for stationary engineman remains unchanged at 78 cents. Minimum weekly wage rate for chief engineman (second class) is increased by 55 cents per week to \$43.50; chief engineman (third class) \$37.25 (an increase of 30 cents per week). Basic hourly wage rates for male employees are from 50 cents per hour during the first 3 months to 65 cents per hour during the fourth 3 months.*

*Vacation in zone 1 (Montreal district): employees with 4 months of service or more for the same employer are entitled to a continued paid vacation of one-half day for each month of service up to one complete working week. Previously the minimum length of service was fixed at 6 months or more.*

## Metal Products

### GARAGES AND SERVICE STATIONS, MONTREAL.

An Order in Council, dated February 8, and gazetted February 18, makes obligatory the terms of a new agreement between The Montreal Automobile Trade Association Limited, The Automobile Section of the Retail Mercants Association of Canada, Inc., The Canadian Automotive Wholesalers Association, Eastern Division, Montreal, "L'Association canadienne des Distributeurs d'Essence, inc.", and "L'Union independante des Employés de Garage." Agreement to be in effect from February 18, 1950, to February 17, 1951, and thereafter from year to year, subject to notice.

The agreement governs employers, artisans and wage-earners in garages, gasoline stations, service stations, parking grounds, scrapping yards and machine shops. It does not apply to commercial and industrial establishments, to establishments manufacturing motor vehicles or engaged in the assembling of parts used on new motor vehicles nor to public bus or truck transport concerns, inasmuch as they limit their services exclusively to their own needs and do not work for public customers.

*Territorial jurisdiction* is the Island of Montreal.

*Hours:* for day and night journeymen and apprentices, 9 per day, 4 on Saturday, a 49-hour week; for garage day service men, 60 hours per week distributed between 7 a.m. and 7 p.m.; garage night service men, 72 hours per week distributed between 7 p.m. and 7 a.m. Service men in gasoline and service stations, 10 per day, 60 in a week. Night watchmen 72 per week. The weekly duration of work of service men (day or night) in garages, gasoline and service stations shall not exceed 72 hours including overtime. (Hours for garage day service men and service men in gasoline or service stations are increased by 6 weekly; for garage night service men by 12 per week; other classifications unchanged.)

*Overtime:* for day journeymen and apprentices, time and one-half for all work in excess of 49 hours per week and for work between 7 p.m. and 11 p.m. from Monday to Friday inclusively and between 12 noon and 5 p.m. on Saturday; double time between 11 p.m. and 7 a.m. from Monday to Saturday morning inclusively and after 5 p.m. on Saturday; for night journeymen and apprentices: time and one-half for work in excess of 49 hours per week and after 7 a.m. from Monday to Friday inclusively, double time between 11 a.m. and 7 p.m. Monday to Saturday inclusively. For garage day service men: time and one-half for work in excess of 60 hours per week and for all work performed after 7 p.m.; service men in gasoline and service stations: time and one-half for hours worked in excess of 60 per week between 7 a.m. and 7 p.m. and from 7 p.m. to 10 p.m., thereafter, double time to 7 a.m. Double time is paid for work on Sundays and 6 specified holidays, 3 of which are paid holidays, to all employees except garage service men.

*Minimum hourly wage rates:* blacksmiths, wheelwrights, bodymen, electricians, machinists, mechanics, carpenters, upholstery cleaners, upholstery makers, painters, lettering painters, radiator repairers, gas welders, electric welders, dyers, sheet metal workers, testers, glaziers and vulcanizers, etc. (day

journeymen)—first class \$1.05 per hour, second class 90 cents, third class 75 cents; night journeymen—first class \$1.15 per hour, second class \$1, third class 85 cents; apprentices (day) from 40 cents per hour during the first 6 months to 65 cents in the third year; apprentices (night) from 45 cents per hour during the first 6 months to 75 cents in the third year. (Apprenticeship previously completed only after 4 years.) Demolishers (less than 4 months' experience in the automobile industry) 55 cents; all others 65 cents; garage day service men 55 cents; garage day service men (less than 4 months' experience) 40 cents; garage night service men 60 cents; garage night service men (less than 4 months' experience) 50 cents; service men in gasoline and service stations 60 cents per hour. (In most cases the above rates are similar to those previously in effect excepting day journeymen (first class) whose rates are increased 5 cents per hour, and demolishers whose rates are decreased 15 cents per hour). Night watchmen class A \$36 per week and class B \$43.20 per week are added classifications. Certain changes have been made in the above classifications where more than one class of employee is concerned.

*Guaranteed weekly pay:* journeymen, tradesmen and apprentices are guaranteed a minimum of 40 hours' pay every week with the total hours of voluntary absence and for loss of time for being late to be deducted from this 40 hours' guarantee. If, during a regular working week, there should be a holiday or holidays, other than the 6 already specified, the employer may, if he chooses, close his establishment and reduce the 40 hours' guarantee to 35 hours' salary. All journeymen and apprentices called to work less than the regular day are entitled to 4 hours' pay at the regular rate.

*Vacation:* 6 working days with pay annually after one year's service, one half-day for each calendar month of service to those employed less than one year; 2 continuous weeks with pay for employees with 5 or more years' service. Vacation pay shall be equal to the wages an employee would have earned during his vacation period (if he is paid on a time basis) or 2 per cent of the wages earned during the period of service entitling him to his vacation (May 1-April 30), if he is paid on any other basis.

Provision is made for apprenticeship regulations and uniforms.

### RAILWAY CAR AND BUS MANUFACTURING, MONTREAL.

An Order in Council, dated January 18, and gazetted January 28, repeals the Order in Council making this agreement obligatory and later amendments (L.G., Nov., 1948, p. 1246; Feb., 1950, p. 209).

## Construction

### BUILDING TRADES, HULL.

An Order in Council, dated January 25, and gazetted February 4, amends the previous Order in Council for this industry (L.G., Jan., 1950, p. 78) by providing that the territorial jurisdiction now comprises the counties of Hull, Gatineau, Papineau, Pontiac, Labelle and Temiscamingue. This area is divided into 2 zones: zone 1, the city of Hull and territory included in a radius of 10 miles from its limits; zone 2,



the county of Hull (with the exception of the city of Hull and territory included in a radius of 10 miles of its limits) and the counties of Gatineau, Papineau, Pontiac, Labelle and Temiscamingue.

However, outside the cities and towns of zone 2, the decree applies only to construction contracts amounting to \$75,000 or more, wages and material included.

## Service

### *Business and Personal*

#### TAVERN EMPLOYEES, QUEBEC.

An Order in Council, dated February 8, and gazetted February 18, amends the previous Orders in Council for this industry (L.G., Dec., 1946, p. 1774; Nov., 1948, p. 1249 and previous issues). Agreement to be in effect from December 1, 1949 to December 1, 1950, and thereafter from year to year, subject to notice.

This amendment provides for 7 specified paid holidays (unless such holiday falls on Sunday). In addition Ash Wednesday and polling day in the constituency where any

Federal, Provincial or Municipal election is being held shall be considered as holidays with pay but an employer may require his employees to do the usual cleaning work in the tavern. (No holidays provided for previously.)

**Minimum wage rates:** employees paid by the week—barman \$35; waiter \$27; apprentice or beginner \$20; employees paid by the hour—barman 65 cents; waiter 50 cents; apprentice or beginner 40 cents. (The rates shown above represent increases ranging from \$2 to \$5 per week for weekly rated employees and for hourly rated employees from 6 to 10 cents per hour). Barmen (assistant) \$32 per week or in the case of employment by the hour 60 cents is an added classification. Occasional employees are entitled to a minimum of 2 hours' pay per call according to the wage scale determined for his category of employment or a minimum of 45 cents per hour.

**Guaranteed weekly wage:** in the case of employment by the hour, the wages for 50 hours of work per week is guaranteed and shall be paid to regular employees of either category even if such employees worked less than 50 hours during the week.

## Industrial Standards Acts, Etc.

### Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in Nova Scotia, Ontario, Saskatchewan and Alberta.

Recent proceedings under the Industrial Standards Acts, etc.\* include, in addition to those summarized below: a new schedule for the beauty culture industry at Swift Current, published in *The Saskatchewan Gazette*, issue of December 10, and the amendment of the schedule for the baking industry in the Prince Albert zone, published December 31. New schedules for the barbering industry in the Aurora and Newmarket zones; in the Bracebridge, Gravenhurst and Huntsville zones; in the Carleton Place and Perth zones; in the Brampton zone; in the Elora and Fergus zones; in the Midland, Penetanguishene, Port McNicoll and Victoria Harbour zones and in the North Bay zone were published in *The Ontario Gazette*, issue of January 28. The amendment of the schedule for the barbering industry in Saskatchewan was published in *The Saskatchewan Gazette*, issue of February 4, 1950.

## NOVA SCOTIA

### Construction

#### CARPENTERS, SYDNEY.

An Order in Council, dated January 5, and gazetted January 25, makes binding the terms of a new schedule for carpenters at Sydney to be in effect until May 31, 1950, and thereafter from year to year, subject to notice.

\* In six provinces—Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan and Alberta—legislation provides that, following a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all the zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations.

Summaries of these Acts and amendments have been published in the *LABOUR GAZETTE*, as follows: Nova Scotia—Industrial Standards Act, in issues of July, 1936, p. 604, August, 1937, p. 861, July, 1939, page 671, August, 1946, p. 1102, July, 1948, p. 749; New Brunswick—Industrial Standards Act, in issues of October, 1939, p. 996, August, 1941, p. 156, December, 1944, p. 1551, December, 1948, p. 1434; Ontario—Industrial Standards Act, in issues of June, 1935, p. 534, May, 1936, p. 410, May, 1937, p. 505, May, 1938, p. 501, June 1939 p. 574 August, 1948, p. 890, August, 1949, p. 999; Manitoba—Fair Wages Act, Part II, in the issues of May, 1938, p. 499, June, 1939, p. 570, February, 1941, p. 137, June, 1942, p. 696, June, 1946, p. 826; Saskatchewan—Industrial Standards Act, in the issues of June, 1937, p. 635, May, 1938, p. 507, June, 1939, p. 581, June, 1940, p. 559, June, 1948, p. 627; Alberta—Industrial Standards Act in issues of June, 1935, p. 534, June, 1936, p. 501, June, 1937, p. 640, June, 1938, p. 633, June, 1939, p. 567. (This Act was changed to Alberta Labour Act in 1947), June, 1947, p. 837.

*Hours:* 8 per day, Monday through Friday, a 40-hour week.

*Overtime:* time and one-half for all work performed in excess of 8 hours per day and for all time worked in excess of 7 hours on shift work; double time for work on Saturday, Sunday and 8 specified holidays. The vacation pay of 2 cents per hour is not included in calculating overtime pay.

*Minimum hourly wage rates* for journey-men carpenters are increased by 5 cents to \$1.35 per hour. As noted below an additional 2 cents per hour is paid as vacation pay. Apprentices shall receive 68½ cents per hour during the first 500 hours to \$1.23 during the eighth 1,000 hours. When necessary to work 2 or more shifts in 24 hours, workers employed between 5 p.m. and 8 a.m. shall receive 8 hours' pay for 7 hours' work. The advisory committee may fix a lower rate of wages for handicapped workers.

*Vacation:* 2 cents per hour is added to the minimum hourly rate in lieu of vacation with pay.

Apprentices are governed in regard to hours, overtime and holidays the same as journeymen.

## ONTARIO

### Manufacturing

#### Textiles and Clothing

##### MEN'S AND BOYS' CLOTHING INDUSTRY, PROVINCE OF ONTARIO.

An Order in Council, dated January 13, and published in *The Ontario Gazette*, January 28, makes binding throughout the Province of Ontario the terms of a new schedule governing the men's and boys' clothing industry from February 7, 1950, "during pleasure".

*Hours:* 8 per day, a 40-hour week in the counties of Halton, Ontario, Peel, Wentworth and York; 8 per day, 4 on Saturdays, or 9 per day Monday through Thursday, 8 on Fridays, a 44-hour week in either case, in all other parts of Ontario.

*Overtime* and work on 8 specified holidays (an increase of one) is payable at the rates shown in the accompanying table.

*Minimum hourly wage rates:* see table on page 521.

The advisory committee is authorized to fix a lower minimum rate for persons only partly subject to the provisions of this schedule or who are handicapped.

##### MEN'S AND BOYS' HAT AND CAP INDUSTRY, PROVINCE OF ONTARIO.

An Order in Council, dated January 26, and gazetted February 11, makes binding the terms of a first schedule for the men's and boys' hat and cap industry in the province of Ontario, to be in effect from February 21, 1950, "during pleasure".

*Hours:* 8 per day, Monday through Friday, a 40-hour week.

*Overtime:* work performed at any time other than during the regular working periods is payable at the rate of time and one-quarter; double time on Good Friday and Labour Day. Except for one hour Monday to Thursday inclusive no overtime work shall be done without a permit from the advisory committee.

*Minimum hourly wage rates:* class A (cutter) 83½ cents; class B (operator, machine) 77½ cents; class C (blocker) 61 cents; class D (lining maker, machine) 51 cents; class E (hand finisher) 43 cents; class F (general hand) 42 cents.

The advisory committee is authorized to fix a lower minimum rate of wages for employees whose work is only partly subject to the terms of the schedule, who perform work included in more than one classification of employees or who are handicapped.

## SASKATCHEWAN

### Manufacturing

#### Fur and Leather Products

##### SHOE REPAIRERS, REGINA.

An Order in Council, dated December 13, and gazetted December 24, amends the previous Order in Council for this industry (L.G., Oct., 1947, p. 1476). This amendment to come into force January 2, 1950.

*Minimum weekly wage rates* for inexperienced employees are increased by \$2.50 per week and their rates are now \$21 per week during first 6 months to \$25 during the third 6 months, thereafter \$27.50 per week.

## ALBERTA

### Manufacturing

#### Vegetable Foods

##### BAKERS, CALGARY.

An Order in Council, dated December 23, and gazetted January 14, makes binding the terms of a new schedule for bakers in Calgary, to be in effect from January 24, 1950, to January 23, 1951, or thereafter, "during pleasure".

*Hours:* 8 per day, 43 in a week for all employees (male or female). Weekly hours are reduced by 2.

*Overtime:* time and one-half for all time worked in excess of the maximum standard hours and for work on 9 specified paid holidays (an increase of 1) provided one day off in lieu thereof is not allowed within 7 days of such holiday. Holidays with pay shall only be granted provided employees work the full working day preceding and the full working day following said holiday. No overtime work shall be performed without the permission of the advisory committee.

*Minimum weekly wage rates* for male and female employees: ovenmen, doughmen, cake bakers \$44.50; dividermen, moulder men, bench hands \$42; assistant doughmen, assistant ovenmen, assistant moulder men, assistant dividermen \$34.50 per week plus \$1 per week increase every 6 months to \$38.50; bread racker \$30.50 per week plus \$1 per week increase every 6 months to \$34.50 per week; head shipper \$37.50; assistant \$32.50; wrapping machine operator (in charge) \$34.50; assistant \$32.50; mechanics \$39.50; maintenance men \$36.50; janitors, cleaners and pan washers \$31.50 per week plus \$1 per week increase every 6 months to \$34.50; apprentices \$24.50 during the first 6 months to \$38.50 during the eighth 6 months, thereafter \$42 per week.

Minimum wage rates for female employees: female help in bread shop—rackers, bread



wrappers, cake machine wrappers \$26.50 per week during the first 3 months, thereafter \$29.50; female help in cake shop on bench work—cookie and doughnut machine operators \$24.50 during the first 6 months to \$28.50 during the second 6 months, thereafter \$32.50; cake depositor operator \$27.50 during the first 6 months to \$31.50 during the second 6 months, thereafter \$35.50; female help in cake shop—wrappers, finishers, packers, box makers and liners \$24.50 per week plus \$1 per week increase every 6 months to \$31.50. The foregoing rates, except those for female employees (whose rates remain unchanged), represent an increase of \$6.50 per week (L.G., Jan., 1949, p. 68). The following new classifications are added: checkers and packers (female) \$28 per week during the first 3 months, thereafter \$31; receiver \$36.50; machine pan greaser \$36.50. Employees performing work between the hours of 9 p.m. and 6 a.m. are entitled to extra compensation of 5 cents per hour. The minimum rate of wages for temporary or part-time employees (male or female) employed on an hourly or daily basis shall be 10 cents per hour over the single hourly rate of weekly employees. If consecutive hours worked are less than 4, employees shall be paid for 4 hours at the above rate. The rate of wages for foremen to exceed that of ovenmen or doughmen.

Graduated wage increases shall be determined as of the original date of employment with the company.

*Vacations:* 2 weeks with pay (to be computed in accordance with existing Provincial Government Legislation) for employees who have one or more years of continuous service with their employers. In the event of termination of services the employees shall receive wages in lieu of vacation as governed by the above legislation.

Uniforms, if required by the company, shall be supplied to employees free of cost.

Apprenticeship regulations are set forth in this schedule.

#### BAKERY SALESMEN, CALGARY.

An Order in Council, dated December 23, and gazetted January 14, makes binding the terms of a new schedule for bakery salesmen, service men and stablemen at Calgary, to be in effect from January 24, 1950, to January 23, 1951, thereafter, "during pleasure".

*Hours:* 8 per day, 48 in a week for salesmen, service men and stablemen. For bakery salesmen hours shall not extend beyond 7 p.m. on week days and 2 p.m. on Wednesdays except in the case of certain special delivery services.

*Overtime:* time and one-half for all work performed in excess of the regular working hours and for 8 specified paid holidays when one day in lieu thereof is not allowed within 30 days of such holiday.

*Minimum weekly wage rates:* experienced salesmen a minimum guarantee of \$42 per week; service men, stablemen \$41.50; assistant stableman, inexperienced salesmen (first 2 months) \$38. (The rate for experienced salesmen remains unchanged; for other classifications the rates represent increases ranging from \$2.50 to \$3 per week.)

*Vacation:* 2 weeks' vacation for all employees who have completed one or more years of continuous service with their employers. Vacation pay shall be computed in accordance with existing Provincial Government Legislation. In the event of termination of services the employees shall receive wages in lieu of vacation as governed by the above legislation.

Uniforms shall be supplied at the employer's expense but must be cleaned and kept in repair by the employee.

(Continued from page 426.)

continued excellent markets for lumber and pulp and paper, have meant a steady and substantial decline in the number of job seekers; since the middle of February, about 20,000 have returned to work. In Quebec and the Maritime provinces, the end of hauling has meant a net increase in the number of job seekers, exclusive of those claiming supplementary benefits. In Newfoundland, March is the month of heaviest unemployment. The provincial government's winter works program has been terminated, other construction work is at a standstill, and fishing does not begin until the end of April. In Ontario, the increase in production in many manufacturing industries has created new job openings, but these have not been sufficient to offset the decline of employment in the logging industry, and the layoffs in the Windsor area in the automobile and parts industry resulting from a strike in the United States. The Prairie region shows little net change, although some hiring is being done on the farms in preparation for spring planting, and work on the pipe line in Alberta is beginning.

Employment in Canada has not been adversely affected by any large scale Canadian strikes, although early in April a major one was threatening in the automobile industry. On April 2, the workers in the Ford Motor Company plant in Windsor took a preliminary strike vote, and a strike scheduled for April 12 was averted only at the last moment. The union voted to accept the company's offer of a \$55 a month pension, which was also the amount recommended by the Ontario conciliation board.

**MINIMUM HOURLY WAGE RATES AND OVERTIME RATES IN THE MEN'S  
AND BOYS' CLOTHING INDUSTRY, PROVINCE OF ONTARIO**

Class	Minimum Rates per Hour		Overtime Rates per Hour	
	Counties of Halton, Ontario, Peel, Wentworth and York	Rest of Province	Counties of Halton, Ontario, Peel, Wentworth and York	Rest of Province
I—Coats, Vests and Pants (other than odd pants)—	\$	\$	\$	\$
A—Cutter and marker.....	1.19½	1.04½	1.57	1.37
B—Head operator (coats), first operator (vests)....	1.13	.99	1.47	1.28½
C—Trimmer.....	1.11½	.97½	1.45	1.27
D—Pocket maker (coats and pants), edgetaper, seamer (pants), second operator (vests).....	1.05	.92	1.35	1.18
E—Finish presser and fitter (coats), leg and bottom presser (pants), finish presser (vests).....	1.02	.89	1.30½	1.14
F—Shaper, under-baster, top collar baster, edge baster by hand (coats), top stitcher (pants)...	.97½	.85½	1.24	1.08
G—Lining maker, edge stitcher, joiner and pocket tacker, shoulder joiner, gorget sewer, examining brusher, dart sewer (coats), lining maker (pants), waistband operator (pants), top presser (pants), fitter (vests).....	.88½	.77½	1.10	.97½
H—Seam or under presser (vests).....	.85½	.75	1.06	.92½
I—Alteration tailor (coats, vests and pants).....	.84	.73½	1.03½	.91
J—Chopper.....	.83	.72½	1.02	.89
K—Edge presser and seam or under presser (coats)...	.80	.70	.97½	.85½
L—Lining baster, facing baster by hand, collar setter, shoulder and under collar baster, edge baster machine (all on coats), pocket maker and outside seamer on boys' longs, shorts and bloomers and lining stitcher, boys' shorts, etc.....	.77½	.68	.94	.82
M—Try-on baster.....	.76½	.67	.92	.81
N—Seam presser (pants).....	.73	.64	.87	.76
O—Finish presser on boys' longs, shorts and bloomers	.71	.62	.84	.73½
P—Assistant trimmer.....	.67	.58½	.78	.68
Q—Sleeve maker, buttonhole maker (machine), special machine operator, lapel and collar padder, armhole serger, fitter (pants), trimming maker (pants), lining and back maker (vests), third operator and baster (vests)....	.64½	.56½	.74	.65
R—Separator of coats and vests.....	.63	.55	.72	.63
S—Canvas maker hand, separator (pants).....	.60½	.53	.68	.60
T—Ticket pocket maker, canvas baster by machine and hand, facing and bottom tacker, facing baster by machine, finisher (coats), finisher (pants and vests), buttonhole maker by hand, special machine operator (pants), button sewer, buttonhole tacker, canvas maker by machine, cleaner and basting puller, busheler on pants and general helper.....	.58	.50½	.64½	.56
U—Binder, bottom trimmer (pants), pocket piecer (vests), and thread marker.....	.54	.47½	.58½	.51
II—Manufacture of Odd Pants—				
A—Cutter or marker.....	1.03½	.90½	1.40	1.23
B—Trimmer or lining marker, pocket maker, inside and crotch seamer, outside seamer.....	.95	.83	1.27½	1.12
C—Leg presser and lining or top stitcher.....	.89	.78	1.18½	1.03½
D—Top presser, lining sewer, hip pocket cutter.....	.79	.69	1.03½	.91
E—Chopper.....	.72½	.63½	.94	.82
F—Pocket maker, lining sewer, stitcher and presser on boys' longs, shorts and bloomers.....	.67	.58½	.85½	.75
G—Layer-up, fly sewer.....	.62	.54	.78	.68
H—Fitter, seam presser, facing operator, curtain maker, buttonhole maker on odd pants and seamer on boys' longs, shorts and bloomers...	.56	.49	.69	.60
I—Assistant trimmer, cuff presser and waistband operator.....	.55	.48	.67½	.59
J—Pocket serger, bar tacker, fly maker, button sewer, loop maker, buttonhole tacker, cuff machine operator, ticket sewer, examiner and cleaner.....	.50	.43½	.60	.52½
K—Pant crease felling machine operator.....	.49	.43	.58½	.51



# FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

## Schedules Prepared and Contracts Awarded During January

### (1) *Works of Construction, Remodelling, Repair or Demolition.*

During the month of January the Department of Labour prepared 112 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 84 construction contracts was awarded by the various Government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum rates only*" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

### (2) *Contracts for the Manufacture of Supplies and Equipment.*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation. . . . .	6,798	\$16,537,255.39
Post Office. . . . .	16	143,028.91
Public Works. . . . .	4	94,740.00
R.C.M.P. . . . .	2	1,132.65

**CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING JANUARY**

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
	<b>Department of Agriculture</b>			
Charlottetown, P.E.I.	Construction of 32-pen piggery, Experimental Farm.	County Construction Co. Ltd., Charlottetown, P.E.I.	\$ 31,760 00	July 4, 1949
askatoon, Sask.	Construction of 30-pen piggery addition, University of Saskatchewan.	W. C. Wells Construction Co. Ltd., Saskatoon, Sask.	30,333 00	July 4, 1949
Westbank, B.C.	Construction of distribution system, irrigation project.	R. E. Postill & Sons, Vernon, B.C.	298,365 32	July 26, 194
	<b>Canadian Commercial Corporation</b>			
Summerside, P.E.I.	Re-erection of high pressure steam boiler plant, R.C.A.F. Station.	Reid & Cambridge Ltd., Montreal, P.Q.	153,083 00	Jan. 26, 1950
Aldershot, N.S.	Installation of low pressure steam heating system, Building No. 81.	H. B. Mitchell, Wolfville, N.S.	9,033 00	Oct. 28, 1949
Dartmouth, N.S.	Installation of power supply to G.C.I. (No. 16 R.U.), Radar Station.	Nova Scotia Light & Power Co. Ltd., Halifax, N.S.	2,043 40	Feb. 7, 1950
Dartmouth, N.S.	Alterations to Building No. 62 to convert from dormitory type barracks block to cabins, H.M.C.S. "Shearwater".	Foundation Maritime Ltd., Halifax, N.S.	28,356 00	Jan. 26, 1950
Dartmouth, N.S.	Alterations to Building No. 63 to convert from dormitory type barracks block to cabins, H.M.C.S. "Shearwater".	Foundation Maritime Ltd., Halifax, N.S.	28,641 00	Jan. 26, 1950
Halifax, N.S.	Paving of parking area and roadways including installation of catch basins, manhole and storm sewer, R.A. Park.	Municipal Spraying & Contracting Ltd., Halifax, N.S.	7,121 00	Jan. 26, 1950
Yarmouth, N.S.	Construction of chimney and boiler room inside drill hall (Building No. 4) and installation of low pressure heating system.	Powers Bros. Ltd., Lunenburg, N.S.	8,948 00	Jan. 27, 1950
Moncton, N.B.	Erection in place of outdoor, self-contained, fully protected, incinerator unit located at No. 5 Supply Depot.	Francis Hankin & Co. Ltd., Montreal, P.Q.	5,272 00	Jan. 28, 1950
Moncton, N.B.	Construction of chain link fence, No. 5 Supply Depot.	Dominion Steel & Coal Corp. Ltd., Montreal, P.Q.	10,440 00	Feb. 6, 1950
Montreal, P.Q.	Construction of sergeants' and men's messes, H. Q. Quebec Command.	Labrador Construction Co. Ltd., Montreal, P.Q.	23,977 00	Feb. 6, 1950
Montreal, P.Q.	Repair of underfloor joists, soft wood floors, installation of quarterboard or plywood base and covering with linoleum On an equid. tent, Other Banks Quarters, No. 25 Central Ordnance Depot.	Donat Prevost, Montreal, P.Q.	25,143 56	Jan. 27, 1950
Valcartier, P.Q.	Erection on Building No. 55(a), Canadian Armament Research & Development Establishment, of approximately 25 tons of structural steel and 12½ tons of steel bar joists.	Eastern Canada Steel & Iron Works, Ltd., Quebec, P.Q.	9,055 00	Dec. 1, 1949
Valcartier, P.Q.	Construction of a magazine (Building No. 27), Canadian Armament Research and Development Establishment.	Bergerville Estates Ltd., Quebec, P.Q.	15,000 00	Aug. 12, 1949
Hamilton, Ont.	Renovation of Otis-Penson Building.	Olmsted & Parker Construction Co. Ltd., Hamilton, Ont.	20,650 00	Jan. 31, 1950
London, Ont.	Construction of concrete block addition to existing paint spray building at 204 Base Workshop.	Sid. Jones Construction Co. Ltd., London, Ont.	14,055 00	Jan. 21, 1950
Camp Shilo, Man.	Construction of remote control station.	Bird Construction Co. Ltd., Winnipeg, Man.	19,488 00	Feb. 6, 1950
Winnipeg, Man.	Installation of ash removal system, R.C.A.F. Station.	Vulcan Iron & Engineering Ltd., Winnipeg, Man.	13,866 50	Feb. 9, 1950
Nanaimo, Alta.	Construction of remote transmitter building and installation of required services at R.C.A.F. Station.	Chrisensen & MacDonald Ltd., Edmonton, Alta.	280,372 00	Jan. 31, 1950
Ralston, Alta.	Construction of shopping and recreational centre and two eight-stall garages.	Bird Construction Co. Ltd., Lethbridge, Alta.	265,452 00	Feb. 6, 1950



**CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING JANUARY**

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
<b>Canadian Commercial Corporation (Cont'd.)</b>				
Esquimalt, B.C.	Exterior painting and staining of buildings, Work Point/Seaboard Advertising Co. Ltd., Vancouver, B.C.		4,845 00	Aug. 9, 1949
Esquimalt, B.C.	Construction of chain link fencing of drill hall area, Macaulay Dominion Steel & Coal Corp. Ltd., Montreal, P. Q.		4,021 56	Sept. 29, 1949
Esquimalt, B.C.	Installation of hot water heating system, Building No. 1065, C. J. McDowell Plumbing & Heating Ltd., Victoria, B.C.		7,545 00	Feb. 17, 1950
<b>Central Mortgage and Housing Corporation</b>				
Tufts Cove, N.S.	Clearing, grubbing and grading, D. N. D. non-urban project.	Tynor Construction Co. Ltd., St. George, N.B.	64,988 50	Nov. 28, 1949
Greenwood, N.S.	Installation of electrical distribution system, street lighting, power services to houses and fire alarm system.	Bryant Electrical Co., Halifax, N.S.	19,100 00	Oct. 7, 1949*
Rivers, Man.	Installation of electrical distribution system, street lighting and fire alarm system.	Manitoba Power Commission, Winnipeg, Man.	14,500 14	Feb. 14, 1950
Belmont Park, B.C.	Installation of water distribution system, D. N. D. non-urban project.	C. W. Ledingham Co. Ltd., Vancouver, B.C.	97,016 68	Nov. 30, 1949
Belmont Park, B.C.	Installation of sanitary sewerage and storm sewers system, D. N. D. non-urban project.	C. W. Ledingham Co. Ltd., Vancouver, B.C.	145,959 95	Nov. 30, 1949
Vancouver, B.C.	Construction of new District Rental Office.	Robinson Bros. Construction Co., New Westminster, B.C.	32,010 90	Jan. 6, 1950
<b>Department of Mines and Resources</b>				
Lestock, Sask.	Revisions and additions to heating system, Indian Residential School.	Waterman-Waterbury Manufacturing Co. Ltd., Regina, Sask.	3,351 00	Jan. 3, 1950
Banff National Park, Alta.	Erection of superstructure for 180-foot span steel truss highway bridge over Bow River at Mile 0-5.	Hamilton Bridge Co. Ltd., Hamilton, Ont.	64,938 00	Oct. 18, 1949
Alert Bay, B.C.	Revisions and additions to plumbing, heating, water supply and sewage disposal system, Indian Residential School.	Mitchell Bros. Ltd., Vancouver, B.C.	13,868 00	Oct. 12, 1949
Hay River, N. W. T.	Construction of winter road between Hay River and Yellowknife, along route to be selected, and maintenance of this winter road up to and including March 31, 1950.	Bond Construction Co. Ltd., Edmonton, Alta.	40,000 00	Nov. 14, 1949
<b>Department of Public Works</b>				
Anglo-Rustico, P. E. I.	Construction of wharf.	John M. Quinn & John E. MacPhee, Bradairene and Clyde River, P. E. I.	15,037 70	Aug. 23, 1949
Black Point, N. S.	Wharf repairs and improvements.	Barney Mosher & Merrill D. Rawling, Liverpool, N. S.	45,837 24	Oct. 27, 1949
Eastern Passage, N. S.	Breakwater repairs.	Mosher & Rawling, Liverpool, N. S.	31,150 27	Nov. 14, 1949
Pleasant Bay (The Ponds), N. S.	Pier reconstruction.	Allan R. MacDonald, Dan. A. MacDonald, Willie MacDonald & John A. MacDonald, Little Judique Ponds, N. S.	19,873 22	Oct. 31, 1949
Port Matiland, N. S.	Breakwater reconstruction and extension.	Kenny Construction Co. Ltd., Yarmouth, N. S.	125,563 40	Oct. 4, 1949
Fredericton, N. B.	Construction of headhouse of Dominion Laboratory of Entomology.	O'Dell Construction Co. Ltd., Fredericton, N. B.	34,960 00	Jan. 11, 1950
Saint John, N. B.	Renewal of hot and cold water lines at Lancaster Hospital.	Lawton's Plumbing & Heating Co., Saint John, N. B.	8,925 38	Nov. 16, 1949

Saint John, N.B.	Construction of sub-hatchery for Department of Fisheries	R. A. Corbett & Co. Ltd., Saint John, N.B.	17,605 50	Dec. 6, 1949
South Esk, N.B.	Construction of building for cold storage, garage, etc., for Department of Fisheries at Miramichi Hatchery.	Bayside Construction Co. Ltd., Campbellton, N.B.	10,951 00	Dec. 14, 1949
Baie Ste. Catherine, P.Q.	Installation of air conditioning system, etc., Animal House Hull, P.Q.	A. Lanctot Construction Co., Ottawa, Ont.	393,671 75	Nov. 27, 1950
Levis, P.Q.	Reconstruction of wharf	McNamara Construction Co. Ltd., Toronto, Ont.	729,627 00	Sept. 26, 1949
Matane, P.Q.	Breakwater reconstruction	Cuf Maritime Construction Ltd., Matane, P.Q.	296,255 20	Nov. 9, 1949
Mont-Louis, P.Q.	Wharf extension	B. Jones, Matane, P.Q.	162,076 00	Sept. 22, 1949
Montreal, P.Q.	Improved lighting in certain areas, Old Examining Warehouse	B. B. Electric Co. Ltd., Montreal, P.Q.	12,000 00	Nov. 14, 1949
Montreal, P.Q.	Reconstruction of hot water lines, etc., Queen Mary Veterans Hospital	Thomas O'Connell Ltd., Montreal, P.Q.	8,908 00	Nov. 25, 1949
St-Jovelin de Tourelle, P.Q.	Construction of breakwater, Anse des Quinze Collets	B. Jones, Matane, P.Q.	60,617 00	Sept. 20, 1949
Terresmeunier, P.Q.	Apron reconstruction, Ontario side of Temiskaming Dam	Intrusion-Prepakt Ltd., Toronto, Ont.	147,250 00	Feb. 9, 1950
Agincourt, Ont.	Construction of office building for Geophysical Services	C. A. Smith Contracting Co. Ltd., Toronto, Ont.	14,092 00	Jan. 17, 1950
Griffith Island, Ont.	Repairs to approach section of wharf	R. A. Brith, Toronto, Ont.	9,643 65	Nov. 15, 1949
Ottawa, Ont.	Painting at Central Heating Plant	Robert Strang, Ottawa, Ont.	8,250 00	Dec. 22, 1949
Konkano, Ont.	Repairs and improvements to West Pier	Stirling Construction Co. Ltd., Windsor, Ont.	11,809 00	Oct. 1, 1949
Toronto, Ont.	Alteration, etc., for accommodation of Immigration Branch at Austin Motors Building.	F. D. Howie Construction Ltd., Toronto, Ont.	20,475 00	Nov. 21, 1949
Alert Bay, B.C.	Wharf reconstruction	Pacific Pile Driving Co. Ltd., Victoria, B.C.	65,151 00	Nov. 1, 1949
Allison Harbour, B.C.	Construction of float and shed	Oskar Johnson Logging Co., Allison Harbour, B.C.	11,500 00	Oct. 17, 1949
Blubber Bay, B.C.	Wharf reconstruction	W. Greenlee, Vancouver, B.C.	43,745 00	Oct. 27, 1949
Dodge Cove, Digby Island, B.C.	Wharf reconstruction	Armour Salvage & Towing Co. (1945) Prince Rupert, B.C.	27,198 20	Oct. 14, 1949
Granite Bay, B.C.	Wharf replacement	West Coast Salvage & Contracting Co. Ltd., Vancouver, B.C.	7,130 00	Oct. 17, 1949
Half Moon Bay, B.C.	Wharf replacement	Pacific Pile Driving Co. Ltd., Victoria, B.C.	24,664 00	Nov. 24, 1949
Nanaimo, B.C.	Roads, grading, fencing, etc., at Indian Hospital	E. Jenson, Nanaimo, B.C.	9,506 00	Dec. 22, 1949
Nanoose Bay, B.C.	Breakwater construction	Ed. Walsh & Co. Ltd., New Westminster, B.C.	70,330 00	Nov. 17, 1949
Port Renfrew, B.C.	Wharf reconstruction	James McDonald Construction Co. Ltd., Vancouver, B.C.	53,590 00	Oct. 31, 1949
Prince Rupert, B.C.	Renewal of fishermen's floats north of Drydock	Skene's River Piledriving Co., Prince Rupert, B.C.	54,453 00	Sept. 30, 1949
William Head, B.C.	General repairs, painting, etc., to various buildings at Quarantine Station.	Canada Paint & Contracting Co., Victoria, B.C.	10,270 00	Jan. 19, 1950
William Head, B.C.	Breakwater repairs at Quarantine Station.	Victoria Pile Driving Co. Ltd., Victoria, B.C.	13,491 90	Nov. 8, 1949
Zaballos, B.C.	Wharf replacement	Finlay-White Construction Co. Ltd., Qualicum Beach, B.C.	71,992 42	Sept. 9, 1949
Lunenburg, N.S.	Dredging	J. P. Porter Co. Ltd., Montreal, P.Q.	169,303 58	*
Bowmanville, Ont.	Dredging	Canadian Carriers Ltd., Toronto, Ont.	5,160 00	*
Little Current, Ont.	Dredging	Canadian Dredge & Dock Co. Ltd., Toronto, Ont.	599,440 22	*
Talbot River, Ont.	Dredging	British Columbia Construction Co. Ltd., Toronto, Ont.	12,600 00	*
Douglas Island Channel, B.C.	Dredging	Richmond Bridge & Dredging Co. Ltd., Vancouver, B.C.	58,750 00	*
City Floats, Fraser River, B.C.	Dredging	Gilley Bros. Ltd., New Westminster, B.C.	8,579 40	*
Port Alberni, B.C.	Dredging	North Western Dredging Co. Ltd., Vancouver, B.C.	97,995 00	*
Vancouver, B.C.	Dredging	Burrard Dry Dock Co. Ltd., North Vancouver, B.C.	18,750 00	*
Moncton, N.B.	Construction of water supply pipe line and reconditioning of in-door sprinkler system.	in-Bay Construction Ltd., Moncton, N.B.	6,988 75	Aug. 26, 1949
Dafoe, Sask.	Construction of staff dwelling	Bird Construction Co. Ltd., Moose Jaw, Sask.	13,183 25	Nov. 16, 1949
Fort St. John, B.C.	Conversion of barracks into apartments	Vukon Construction Co., Edmonton, Alta.	17,761 00	Nov. 4, 1949
Kimberley, B.C.	Erection of four staff dwellings	Robert Nelson Contracting Co., North Vancouver, B.C.	52,776 00	Nov. 8, 1949
Princeton, B.C.	Erection of six staff dwellings	Richmond Construction Co., Vancouver, B.C.	69,196 95	Nov. 9, 1949

**Department of Transport**

\* The labour conditions of these contracts contain the General Fair Wages Clauses providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.



# LABOUR LAW

## Recent Regulations Under Provincial Legislation

*In British Columbia, a new minimum wage order has been issued covering the undertaking business in certain urban districts for which a minimum of \$33 a week is set. ¶Manitoba has revised the apprenticeship rules for another trade, that of automobile repair and internal combustion engine mechanics, to provide for pre-apprenticeship training and to raise minimum rates of pay during the apprenticeship period.*

### **British Columbia Hospital Insurance Act**

Effective from March 1, two new sections added to the general regulations under this Act by an Order in Council of January 3, gazetted February 9, provide that when an overdue premium is paid, unless the Hospital Insurance Commissioner orders otherwise, eligibility for benefits commences one month after payment. Similarly, persons formerly exempted from the payment of a premium, who elect to come under the Act, are not eligible for benefits until one month after the date on which they pay the hospital premium.

### **British Columbia Male Minimum Wage Act**

From February 5, male workers in undertaking establishments, including funeral attendants and chauffeurs, in Vancouver and its environs, Victoria, Oak Bay, Saanich, Esquimalt and New Westminster must be paid \$33 a week if they work 40 hours or more. Workers who work less than 40 hours in a week must receive at least 80 cents an hour. These minima were fixed by a new Order (No. 15) which was made on December 9, 1949 and gazetted February 2. Musicians, vocalists and persons employed in a supervisory, managerial or confidential capacity are excluded.

Except when authorized in writing by the Board, hours of work are not to exceed eight in a day and 44 in a week. If, under permit from the Board, hours in excess of eight and 44 are worked, time and one-half the regular rate must be paid. When a split shift is worked, working hours must be confined within the 12-hour period immediately following commencement of work.

Where employees reside on the employer's premises, an arrangement may be made for such employees to deal with emergency

calls, subject to the written approval of the Board, but the time spent answering emergency calls is not to be considered in calculating hours of work, overtime or hours worked on a split shift.

A weekly rest of 32 consecutive hours must be granted unless, in exceptional cases, the Board, on the joint application of employer and employees, approves a different arrangement.

An employee who reports for work on the call of the employer and for whom there is no work must be paid for the entire period spent at the place of work, with a guarantee of at least two hours' pay. If the employee commences work, he must receive four hours' pay at the regular rate. The daily guarantee provision may be varied by the written permission of the Board.

### **British Columbia Trade-Schools Regulation Act**

The maximum charges which may be made to the public for the services of any student in barbering and hairdressing schools, as set out in regulations made under the Trade-Schools Regulation Act, have been raised by Orders in Council made on January 31 and gazetted February 9. The Act, which is designed to regulate the operation of trade schools by requiring them to be registered and inspected, provides for the making of regulations prescribing hours of instruction, course of study, fees, charges for materials used or services rendered by students or employees, and other matters.

Before a student may begin a course in barber school, he must enter into a contract, approved by the Minister of Labour, with the trade school operator, and obtain a medical certificate certifying that he is free from a communicable disease. A complete course of study in barbering consists of 1,000 hours' instruction. The hours of instruction are limited to 44 a week.

## Manitoba Apprenticeship Act

The apprenticeship rules for the automobile repair and internal combustion engine mechanics' trades were revised by an Order in Council (Reg. 4/50) filed on January 26, gazetted January 28, chiefly to provide for pre-apprenticeship training. A similar revision has already been made in the rules for the building trades (L.G., 1949, p. 1574; 1950, p. 225).

An employer must report immediately to the Director of Apprenticeship when he employs any person eligible to be an apprentice.

Applicants for apprenticeship in the automobile repair and internal combustion engine mechanics' trades may be recommended by the trade advisory committee for a six to eight months' pre-employment course, terminating in the spring following its commencement.

Each apprentice in these trades must now attend full-time technical school classes for at least six weeks a year during the entire apprenticeship period of five years, but if he has completed at least six months in a pre-employment course, he may be excused from attendance during the second year of apprenticeship. Added to the list of courses which must be given to apprentices is one on the basic principles of diesel-operated vehicles. The classes must also include courses in the subjects which are listed in the schedule of basic training, and in business ethics and salesmanship. There has been no change in the requirements for the practical training given by the employer.

The Minister of Labour, in conjunction with the Minister of Education, may now make any necessary provision for conducting evening classes for these trades in addition to, or as a substitute for, full-time classes.

The normal working hours for apprentices in these trades are those set by the Hours of Work Act, 1949 (which limits hours of male workers to eight and 48 unless time and one-half is paid).

Wage rates are the same percentages of the mechanics' rate as heretofore, but the minimum wage which must be paid has been raised. Fifteen dollars must be paid for a 48-hour week during the first year, the rate to be increased by \$3 in each successive year, so that the minimum wage payable for the fifth year is \$27. Formerly, the apprentice had to be paid \$10 for a 48-hour week during the first year, increased by \$2 in each successive year.

The age qualification and the ratio of the number of apprentices an employer is

permitted for each mechanic remain unchanged.

An employer must make an annual progress report to the trade advisory committee on each of his apprentices. If the employer's final report recommends the granting of a certificate of qualification to an apprentice, and if on examination the apprentice reaches or exceeds the pass mark set on the recommendation of the trade advisory committee, a certificate is to be granted. If the employer's report and the examination results are in disagreement, they must be reviewed by the trade advisory committee.

A person who has been employed in the trade for at least five years before January 28, 1950, may be issued a certificate of qualification after passing such trade tests and examinations as may be agreed upon by the Apprenticeship Board on the recommendation of the trade advisory committee. If he has been engaged in the trade for at least seven years, and if the trade advisory committee so recommends, a certificate may be issued without examination, but no certificate may be issued without examination after March 31, 1950.

Certificates must be renewed annually, after March 31, on payment of a fee of \$1. Failing renewal, an applicant may be required to pass an examination to obtain a new certificate.

## Nova Scotia Public Health Act

Revised regulations under the above Act were issued on January 28, and gazetted February 1, laying down minimum standards of sanitation for hotels, tourist camps and overnight cabins. The former regulations issued in 1941 are rescinded.

Employees who prepare, cook or serve food must be cleanly in their habits and wear clean, washable clothing. Hair nets or other head dresses must be worn by women. Separate hand towels for each employee must be provided. Persons suffering from a communicable disease or who are likely to be carriers of disease are forbidden to prepare, cook or serve food, unless permission is obtained from the Medical Health Officer. The operator of an establishment, under direction of the Medical Health Officer, must furnish temporary accommodation or isolation for any employee found to suffer from a communicable disease until his removal to a suitable place is safe and feasible. Any operator who fails to comply with the regulations will be liable to a fine of from \$10 to \$100.



## Ontario Public Commercial Vehicles Act

New general regulations under this Act (9/50) were made on January 13 and gazetted January 28. As previously, drivers of public commercial vehicles must be at least 18 years of age, of good moral character and fully competent to operate the vehicles under their charge. A record of the hours of labour of drivers of public commercial vehicles must be kept both by the driver himself and also by the person holding an operating licence. The records must be produced when required for inspection by a member of the Provincial Police Force or an officer of the department.

An applicant for an operating licence must file with the Department of Highways a certificate of the Workmen's Compensation Board certifying that he has provisionally complied with the Workmen's Compensation Act.

## Quebec Stationary Enginemen Act

A new section added to the regulations under the Stationary Enginemen Act sets

out the qualifications required of an acting pressure vessel inspector. The amendments were made by an Order in Council (No. 145) on February 1 and gazetted February 11. To serve as an acting pressure vessel inspector, a candidate must have held a second-class stationary engineman's certificate for at least six months, and must be able to make any calculations requested by the Board of Examiners. He must also prove that he has sufficient knowledge of the codes and regulations used by the Board and be able to draw any required plans of steam boilers and accessories.

The qualifications for a pressure vessel inspector's certificate as set out in the 1942 regulations are considerably higher. A candidate for such certificate must (a) hold a first-class stationary engineman's certificate; and (b) be able to make any calculations requested by the Examiners, prove that he has a thorough knowledge of the codes used, speak French and English fluently, and make any scale drawing of steam boilers, steam engines and their auxiliaries.

## Labour Bills Introduced In Ontario and Alberta

*Bills to amend existing labour relations legislation, which were introduced recently in the Legislatures of Ontario and Alberta, are summarized below.*

### New Labour Relations Bill Introduced in Ontario

The Labour Relations Bill, which was introduced in the Ontario Legislature on February 28, is intended to replace the 1948 Act which was patterned on the federal industrial relations legislation. According to the press, some changes were expected before the Bill became law. The following summary is based on the Bill as introduced.

The proposed Act provides for the continuance of the Ontario Labour Relations Board. The Board, which must be equally representative of employers and employees, may be composed of a chairman and either two or four members, instead of four members and a chairman as under the 1948 Act. The Bill would also give the Board new powers, including authority to institute the conciliation procedure and to permit prosecutions in the courts, powers which under the present Act are vested in the Minister of Labour.

Several important changes are made regarding certification of bargaining agents. In cases where a trade union applying for certification has a membership of between 45 and 55 per cent of the employees in

the bargaining unit, the Labour Relations Board must direct that a representation vote be taken. Under the present legislation, a vote can be taken at the discretion of the Board if the union shows that it has as members a majority of the employees. The Board is given discretion to grant certification without a vote if it is satisfied that more than 50 per cent of the employees are members of the union and that the true wishes of the employees are not likely to be disclosed by a vote.

As under the 1948 Act, the Board must certify the trade union as bargaining agent if it obtains more than 50 per cent of the ballots of all those eligible to vote. However, under the proposed Act, in a representation vote absentee employees will no longer be counted as eligible voters.

As regards "company-dominated" unions, the Bill provides that the Board must not certify a trade union if an employer or employers' organization has participated in its formation or administration or has contributed to it financial or other support.

An agreement concluded with such a union will not be deemed a collective agreement under the Act.

The Bill sets out specific provisions under which unions may be decertified. These specify the times at which applications for decertification may be made, depending on the term of the agreement, and the procedure to be followed by the Board, including the taking of a representation vote. The 1948 Act merely provided for decertification when the Board was of the opinion that a bargaining agent no longer represented a majority of employees in the unit. The Bill further provides that the certification of a trade union may be revoked if the union fails to conclude a collective agreement with the employer within one year after certification; if certification has been obtained fraudulently; if a union fails to give the employer notice within 60 days following certification of its desire to bargain with a view to making a collective agreement; or if the union has given notice but fails to commence bargaining within 60 days.

The procedure for negotiation of a collective agreement is in general the same as under the present Act. However, under the proposed Bill, the trade union must be represented during the bargaining by a bargaining committee consisting of employees in the bargaining unit, and they may be accompanied and assisted by one or more officers or representatives of the trade union. It was reported that this section would be amended.

A collective agreement will be deemed invalid if it includes provisions which discriminate against any person because of his race or creed.

The Bill provides that every collective agreement must contain a clause setting up arbitration machinery to settle, without stoppage of work, all differences between the parties arising from the interpretation, application, administration or alleged violation of the agreement. A clause is set out in the Bill which will automatically become part of every agreement which does not contain such a provision, providing for an arbitration board whose decision is final and binding on the parties. Under the 1948 Act, if a clause providing for final settlement of differences was lacking, the Board, on the application of either party, could prescribe one.

A new provision states that an agreement made between an employers' organization and a trade union is binding on each of

the employers individually, and if any one of the group of employers ceases to be a member of the association he will continue to be bound by the agreement until its term expires.

Under the proposed Bill, every publication dealing with the relations between employers or employers' organizations and trade unions or employees must bear the names and addresses of its printer and publisher.

A new provision has been inserted regarding unlawful strikes. If a union authorizes a strike which the employer alleges to be unlawful, he may apply to the Board for a declaration that the strike is unlawful. If the Board makes this declaration, it may withdraw its services from the trade union, or from its parent organization or subordinate branches so long as the strike continues. Similar measures may be taken against an employer, or against an employers' organization, one of whose members has engaged in an illegal lockout. This section aroused controversy and the Minister of Labour was reported to have told the Legislature that it would be withdrawn.

The Minister may appoint a conciliation officer to inquire into any complaint that a person has been refused employment, discharged, discriminated against or otherwise dealt with contrary to the Act. If the conciliation officer fails to settle the matter, the Minister may then appoint a commissioner with powers similar to those of conciliation boards to summon witnesses and enter and inspect premises. The commissioner must make recommendations as to the course that should be taken, which may include a recommendation for reinstatement with or without compensation for loss of earnings and other benefits. After the commissioner makes his recommendations, the Minister must issue whatever order he deems necessary to carry the recommendations into effect and the order is final and must be complied with.

As under the 1948 legislation, offences are punishable by fines on summary conviction. The fines set out in the Bill have been greatly increased. However, fines are not provided for each specific offence. For failure to comply with any provision of the Act or a decision, order, declaration or ruling made under the Act, a fine of not more than \$500 a day may be imposed on an individual, and not more than \$5,000 a day on a corporation, trade union or employers' organization.



## Bill to Amend Alberta Labour Act

The Alberta Labour Act, 1947, which consolidated in one statute provisions regarding hours of work, minimum wages, labour welfare, holidays with pay, industrial standards and conciliation and arbitration, is likely to be amended in a number of important particulars at the present session of the Legislature. Changes in the Act were discussed at a four-day conference of labour and management representatives and government officials which was held in June, 1949.

A Bill to amend the Act was introduced and had first reading on February 24. Changes are proposed in all five Parts of the Act but those dealing with conciliation and arbitration are of most consequence. One amendment, if passed by the Legislature, will have the effect of banning "company" unions. The definition of "trade union" was amended to exclude an employer-dominated organization, and by striking out the words "or organization or association of employees" the Bill stipulates that the "bargaining agent" must be a recognized trade union that acts on behalf of employees in collective bargaining or as a party to a collective agreement with their employer. At the same time, the Bill adds a new section similar to that in the federal Industrial Relations and Disputes Investigation Act which prohibits the certification of any trade union or organization of employees, the administration, management or policy of which is, in the opinion of the Board of Industrial Relations, influenced or dominated by an employer.

Also added is a new definition of "employee". As in the federal Act, "employee" does not include "a manager or superintendent or any other person who, in the opinion of the Board, exercises managerial functions, or is employed in a confidential capacity in matters relating to labour relations" nor persons in the medical, dental, architectural, engineering and legal professions.

The Act presently requires an application for certification of a bargaining agent to be submitted to the Minister of Labour who refers it to the Board of Industrial Relations for inquiry and report. The Bill provides that applications for certification will be received and dealt with by the Board. The Board, instead of the Minister, is to certify the bargaining agent.

As before, a dispute may, on application of either party, be referred by the Minister to a Conciliation Commissioner who is required to report within 14 days or such longer time as may be agreed to by

all parties. This report is to be transmitted to the Board instead of the Minister. A Conciliation Commissioner is required to set out in his report the matters on which the parties have agreed and those on which they cannot agree and he is given authority in the Bill to make recommendations both as to the latter and as to the advisability of appointing a Board of Arbitration.

The Act now provides that, failing settlement by the Conciliation Commissioner, the Minister must forthwith refer the dispute to a three-man Board of Arbitration (which might as appropriately be called a Board of Conciliation), one the nominee of the employer concerned, a second the nominee of the union, and a chairman, the nominee of the other two.

The procedure set out in the Bill is somewhat different. It provides that where a Conciliation Commissioner is unable to bring about a settlement, the Board is to consider his report and may recommend to the Minister that he appoint a Board of Arbitration. If, in the Minister's opinion, a further endeavour should be made to bring about agreement, he may appoint a Board of Arbitration.

Under the present provisions of the Act, no report of a Board of Arbitration is binding. It merely contains recommendations for settlement which must be voted on by the employees.

In addition to providing, as at present, for a separate vote by secret ballot on the question of acceptance or rejection of an Arbitration Board award by the employees directly affected and by the employers, respectively, the Bill contains new provisions which state that if, before an award is made, the parties agree in writing to accept the Board's decision, the award will be binding on the parties who must give effect to it without submitting it to a vote, and must include the terms of the award in a collective agreement. Similarly, the award binds the parties in any case where the award has been accepted by a vote of both parties and where it is accepted in writing by the employer and the employees have voted in favour of it.

A further new section permits the employer to give effect to a proposed change in wages or hours during the time that a strike or lockout is prohibited if he has the consent of the bargaining agent.

Another amendment would provide that an extra-provincial company whose board of directors does not meet in the Province must appoint a person resident in Alberta

with authority to bargain collectively and to conclude a collective agreement on its behalf.

A further new section provides that where a business is sold the purchaser is bound by all proceedings under the Act relating to collective bargaining, conciliation and arbitration. If a bargaining agent was certified, the certification remains in effect and if a collective agreement was in force, the agreement continues to bind the purchaser as if it had been signed by him. Further, the employment of the employees is to be deemed to be continuous for the purpose of computing the holidays with pay to which they are entitled.

Another new provision forbids an employer to deprive an employee of any pension rights or benefits to which he would otherwise be entitled by reason only of his participating in a legal strike or lockout or by reason only of dismissal contrary to the Act.

Two new provisions are concerned with the check-off of union dues which is presently provided for in the Act. An employee must revoke a check-off in writing. The employer at least once a month is

obliged to remit the dues deducted to the trade union, together with a written statement of the name of the employee and the amount of the deduction until such time as a revocation signed by the employee is delivered to the employer. The employer is required to send a copy of such revocation immediately to the trade union concerned.

Of the changes made in other Parts of the Act a few might be noted. Holidays with pay are now included among the subjects to be negotiated at a conference between employers and employees and in the terms of the industrial standards schedule drawn up by such a conference. Penalties for violation of an order of the Board of Industrial Relations requiring employers to grant holidays with pay are also laid down in the Bill.

Another amendment has to do with child labour. At present the Act prohibits the employment of a child under 15 in or about the premises of a factory, shop or office building. To this the Bill would add the provision that a child under 15 may not be employed in any other employment without the consent of the Board.

## New Child Labour Regulations in United States

The Secretary of Labour has revised Child Labour Regulation No. 3 pursuant to the section of the Fair Labour Standards Act, 1938, which reads as follows:—

The Secretary of Labour shall provide by regulation or by order that the employment of employees between the ages of fourteen and sixteen years in occupations other than manufacturing and mining shall not be deemed to constitute oppressive child labour if and to the extent that the Secretary of Labour determines that such employment is confined to periods which will not interfere with their schooling and to conditions which will not interfere with their health and well-being.

The minimum age for employment under the Fair Labour Standards Act is 16 years. The Secretary of Labour may raise the minimum age to 18 in any occupation which he deems to be particularly hazardous. The occupations which have been so designated are: coal mining; manufacture of explosives; operation of power-driven hoisting apparatus; certain occupations in logging and sawmilling; the occupation of motor-vehicle driver and helper; and occupations involving exposure to radio-active substances.

Under the authority of the section of the Act quoted above, the Secretary may lower the minimum age to 14 years, permitting employment of 14- and 15-year-olds only

under conditions which will not interfere with their schooling or impair their health.

In permitted occupations, children 14 and 15 years of age may be employed outside school hours for no more than 3 hours a day, 18 hours a week when school is in session, and 8 hours a day, 40 hours a week when school is not in session. All work must be performed between 7 a.m. and 7 p.m.

“Permitted occupations” are all occupations except manufacturing, mining, operation of hoisting apparatus or power-driven machinery other than office machines, public-messenger services, or occupations declared by the Secretary of Labour to be hazardous for the employment of minors between 16 and 18.

Transportation, warehousing and storage, communications and public utilities and construction were brought under the child labour provisions of the Fair Labour Standards Act by the 1949 Amendment (L.G., 1949, p. 1577), thus making 16 the minimum age, unless the Secretary permitted otherwise. The new regulations, which were effective January 25, provide that office or sales work for 14- and 15-year-olds is permissible in these new fields if it does not involve any duties on trains, motor vehicles, aircraft, vessels or other media of transportation, or at the actual site of construction operations.



# UNEMPLOYMENT INSURANCE

## Recent Amendments to Unemployment Insurance Act

*The most important of the recent amendments provided for the payment of supplementary unemployment insurance benefit during the winter months to persons who had exhausted their benefit right, or who for certain other reasons were not eligible for ordinary benefit.*

*During the first half of March there were 59,000 applications for supplementary benefit, of which 35,000 were from persons who had not been registered at local offices at the time the program was inaugurated.*

Legislation to amend the Unemployment Insurance Act, 1940, was introduced in the House of Commons by Hon. Paul Martin, Acting Minister of Labour, on February 21. It was passed by both Houses of Parliament and received Royal Assent on February 28, 1950.

The main reason for the speedy enactment of this legislation was to provide immediately for the payment of supplementary benefit to persons who had lost their employment during the winter months. The payment of supplementary benefit commenced on March 1, and could be paid up to April 15, 1950. In future years it will be payable only between January 1 and March 31.

### Persons Eligible to Receive Supplementary Benefit

The classes entitled to supplementary benefit include:—

(1) persons who normally work in insurable employment but have exhausted their benefit;

(2) persons who have worked in insurable employment for too short a time to qualify for benefit;

(3) persons who have worked in lumbering and logging (except in British Columbia) for at least 90 days in any 12 consecutive month period falling within 18 months prior to February 28, 1950;

(4) persons who have been working in employments that have been brought under the Act too recently for the employees to have accumulated sufficient contribution credits to qualify for ordinary benefit.

In more detail, the classes eligible for supplementary benefit may be defined as follows:—

*Class 1.*—Persons whose benefit rights under the other provisions of the Act have

become exhausted since the 31st March preceding claim shall be entitled to supplementary benefits during the period January 1 to March 31 in any year for the same number of days to which they were entitled under their last regular benefit year, but not exceeding the number of days in the said period January 1 to March 31.

*Class 2.*—Persons who do not meet the first statutory condition but who during the period subsequent to the 31st of March in the year previous to making a claim for a supplementary benefit who have made a minimum of 90 daily contributions shall be paid a supplementary benefit for the benefit days arrived at by dividing the number of contribution days by five.

*Class 3.*—A person who satisfies the Commission that he has worked in lumbering or logging in Canada other than in the British Columbia region within the period of eighteen months preceding the claim, and who has worked in such employment, or other insurable employment for a minimum period of ninety days in any period of twelve months within eighteen months preceding claim, shall be paid supplementary benefit upon the basis of one benefit for every five days so worked, but no benefit will be paid under this provision after March 31, 1951.

*Class 4.*—A person who satisfies the Commission that he has worked since the 31st of March preceding the claim in an industry which has been made insurable employment in the year preceding the claim, and who has worked in such employment or other insurable employment for a minimum period of ninety days in the period between the preceding 31st of March and the date of claim, shall be paid supplementary benefit upon the basis of one benefit for every five days so worked.

## Supplementary Contribution Rates

The supplementary benefit will be financed in part by an additional contribution of one cent per day paid by each employee working in insurable industry and a similar contribution paid by his employer, with the government contributing one-fifth of the total. The rate of payment of the supplementary benefit will be approximately 80 per cent of regular benefit, and is set out by categories in the amending bill. While the supplementary benefit will become payable immediately to qualified unemployed persons, the new contribution rates will not come into effect until proclaimed, and not before July 1, 1950.

## Changes in Coverage

Amendments to the Act provide for bringing additional workers under unemployment insurance coverage. As the Act formerly stood salaried workers on weekly or monthly rates were insured if their earnings were \$3,120 or less per annum. An amendment which will come into effect on proclamation (probably about July 1, 1950), raises the insurable limit for salaried employees from \$3,120 to \$4,800 a year.

Employees paid by the hour, by the day, or by the piece will continue to be insured irrespective of the amount of their earnings, in the same manner as formerly. The Acting Minister informed the House that it was estimated an additional 90,000 persons would be brought under insurance coverage by this amendment.

By Order in Council the government also extended the provisions of the Act to lumbering and logging in all parts of Canada as from April 1, 1950 (P.C. 474, dated February 23, 1950). Authority for this extension was provided some years ago, but it was stipulated that contributions should become payable in particular areas only as the Unemployment Insurance Commission found it feasible to apply unem-

ployment insurance in each area. Hitherto loggers have been insured only in British Columbia, and in the remainder of Canada employees in saw mills and planing mills have been insured only when the mills operated throughout the greater part of the year. From April 1, 1950, the whole lumbering and logging industry will be insured irrespective of the duration of operations.

## Changes in Contribution and Benefit Rates

The number of contribution classes has been reduced from nine to six, and payments by employees and by their employers have been equalized throughout all classes. An additional higher class has been created in line with the raising of the ceiling for insurability.

The creation of the new class will, however, not result in payment of higher benefit to persons in that category until July 1, 1951. Maximum benefit payable at present is \$14.40 a week for a single person and \$18.30 a week for a person with a dependant. After July 1, 1951, the maximum for a single person will be \$16.20 a week and for a person with a dependant \$21 a week.

Following are the new rates of contributions and benefits. The contribution table includes the additional cent per day for supplementary benefit. As already stated the new rates of contribution and benefit will become effective on proclamation probably on July 1, 1950. Supplementary benefit became payable March 1, 1950.

## Other Changes

### Earnings While Drawing Benefit

A further amendment increased the amount which a person receiving unemployment insurance benefit is allowed to earn without losing any benefit. Heretofore the amount could not exceed a daily average of \$1.50. The amendment raised this to \$2, subject to other provisions of the section.

Range of Weekly Earnings	Rate of Contribution		Rate of Benefit	
	Employer	Employee	Person without Dependant	Person with Dependant
	cents	cents	\$ cts.	\$ cts.
Less than \$9.00.....	18	18	4 20	4 80
\$ 9.00 to \$14.99.....	24	24	6 00	7 50
\$15.00 to \$20.99.....	30	30	8 10	10 20
\$21.00 to \$26.99.....	36	36	10 20	12 90
\$27.00 to \$33.99.....	42	42	12 30	15 60
\$34.00 to \$47.99.....	48	48	14 40	18 30
\$48.00 or more.....	54	54	14 40	18 30
	(After July 1, 1951)		16 20	21 00



### **Non-compensable Days**

Another amendment changed the non-compensable day rule. Under the Act as formerly the first day of unemployment in any week was non-compensable unless it followed, or was in a complete week of unemployment. The amendment provides that the first day of unemployment in any period of unemployment will be non-compensable unless it follows a period of employment of three days or less. If a person is working short time the first day of unemployment in any period of unemployment is non-compensable in every case.

### **Persons Under 16 Years of Age**

Prior to amendment the Act made provision for workers under 16 years of age, the entire contribution being made by the employer. Under the Act as amended there will be no such special class and persons under 16 years will pay their own contributions and, after July 1, 1950, will be eligible for benefit.

### **Contributions Required for Benefit**

Still another amendment changed the first statutory condition for receipt of benefit as set forth in Section 28 (1) of the Act. Under the old Act, this condition required that the applicant must have made 180

contributions during the previous two years. This condition remains under the Act as amended; and a new condition is added: that 60 contributions must have been made in the year preceding claim or 45 contributions in the six months preceding claim. These two periods may be extended for the same reasons as the two-year period may be extended under the Act.

### **Married Women**

An amendment to Section 38 of the Act authorizes the Commission to make regulations in regard to the determination of benefit for married women.

### **Unemployment Insurance Advisory Committee**

An increase in the number of members of the Unemployment Insurance Advisory Committee from six to eight has been provided for. It was explained that this amendment was made in order to give added representation to labour. As representation is on a 50-50 basis it would also give another representative to employers. This Committee is charged with the responsibility of reviewing the status of the fund from time to time and recommending to the government any action with respect thereto which it considers appropriate.

## **Selected Decisions of Umpire Under the Unemployment Insurance Act**

*The Decision of the Umpire in this Appeal was considered to be of sufficient importance and general interest to warrant its publication in the LABOUR GAZETTE practically in full.*

***Held that the stoppage of work due to the labour dispute between the East and West Coast Canadian Ship Owners and the Canadian Seamen's Union ceased to exist for the purpose of the Unemployment Insurance Act on August 18, 1949, and that when the claimant filed his renewal application for benefit on June 17, 1949, he proved that he was not subject to disqualification under Section 39 of the Act.—Case No. CU-B. 531 (December 30, 1949).***

#### **DECISION:**

The claimant, was employed by the Saguenay Terminals Company Limited, Montreal, P.Q., as an oiler on the ss. *Sunvell* from May 19, 1948 to April 19, 1949. Upon termination, his rate of pay was \$175 a month.

On April 22, 1949, he filed an initial application for benefit and stated therein

that he had lost his employment due to "Seamen's strike". In the separation questionnaire, the employer indicated that the claimant had lost his employment because the crew of the ship was on strike.

According to the facts and submissions, the "East and West Coast Canadian Ship Owners", of which the Saguenay Terminals Company Limited is a member, and the Canadian Seamen's Union had a collective agreement which was due to expire on October 15, 1948. This collective agreement applied to all unlicensed personnel with the exception of Cadet Officers, Junior Engineers, Sanitary Engineers, Junior Officers, Electricians and Pursers. The ship owners and the Canadian Seamen's Union started negotiations for a renewal of this agreement but were unable to arrive at a settlement.

A conciliation officer was appointed by the Federal Minister of Labour but he

was unsuccessful in reconciling the differences between the parties concerned. The Minister then appointed a board of conciliation and investigation under the chairmanship of Mr. Justice J. O. Wilson of the Supreme Court of British Columbia which was also unable to effect a settlement. The board's report to the Minister, however, which was made some time in February, 1949, was accompanied by a draft agreement which the board recommended for execution by the ship owners and the union. The draft agreement was acceptable to the ship owners but not to the Canadian Seamen's Union which on March 21, 1949, after the lapse of time prescribed by the law, called a "sit-in" strike on some of the vessels in the port of Halifax in an attempt to prevent the engagement of new crews.

The ship owners took court action and the members of the crews participating in the "sit-in" strike were served with a court order to leave the ships. The ship owners then made an arrangement with the Seafarers International Union (AFL) to man the ships whereupon the Canadian Seamen's Union called a general strike to affect all vessels, at home and abroad, which came within its jurisdiction under the terms of the 1947 bargaining agreement, to be effective at midnight on March 31, 1949.

The ss. *Sunvell* was tied up at the port of Quebec on April 20, 1949, due to the labour dispute and the crew members thereof were served with a court order to leave the ship.

The Insurance Officer disqualified the claimant from the receipt of benefit under Section 39 (1) of the Act, because in his opinion, he had lost his employment by reason of a stoppage of work due to a labour dispute at the premises at which he was employed, said disqualification to remain in effect for as long as the stoppage of work continued.

On June 17, 1949, the claimant filed a renewal application for benefit and stated therein:—

I have left definitely navigation and the Seamen's Union which is still on strike. I am now registered in my former employment as press operator. I went to two newspapers of Quebec: *l'Appel de Sillery* and *l'Action Catholique* to get employment, and I was told that there was no vacancy. I am free and available for that kind of work.

Irrespective of that statement, the Insurance Officer decided that the disqualification previously imposed upon the claimant was to remain in effect.

From this decision of the Insurance Officer, the claimant, on July 18, 1949,

appealed to a Court of Referees. The Court of Referees heard the case in the City of Quebec, P.Q., on August 8, 1949. The majority of the Court upheld the decision of the Insurance Officer. The dissenting member was of the opinion that the claimant should be considered as having lost all interest in the "strike" as of June 17, 1949, the date on which he stated that he was "ready to work in his former employment as a pressman".

From the decision of the Court of Referees, the claimant on August 16, 1949, appealed to the Umpire.

The claimant's solicitor, Mr. Jean Lesage, M.P., requested an oral hearing which was granted. Mr. Lesage and the Commission's representatives Lt.-Col. H. S. Relph, K.C., Chief Claims Officer and Mr. J. D. Durocher, Insurance Officer, appeared before me in the City of Ottawa, on December 21, 1949.

Both parties submitted ably prepared memoranda supported by oral representations.

I shall deal with the arguments presented in favour of the claimant in the order in which they were submitted to me.

The section of the Act under which this case comes reads as follows:—

- 39 (1) "An insured person shall be disqualified from receiving benefit if he has lost his employment by reason of a stoppage of work due to a labour dispute at the factory, workshop or other premises at which he was employed unless he has, during the stoppage of work, become *bona fide* employed elsewhere in the occupation which he usually follows, or has become regularly engaged in some other occupation; but this disqualification shall last only so long as the stoppage of work continues.
- (2) An insured person shall not be disqualified under this section if he proves
- (a) that he is not participating in, or financing or directly interested in the labour dispute which caused the stoppage of work; and
  - (b) that he does not belong to a grade or class of workers of which immediately before the commencement of the stoppage there were members employed at the premises at which the stoppage is taking place any of whom are participating in, financing or directly interested in the dispute.
- (3) Where separate branches of work which are commonly carried on as separate businesses in separate premises are carried on in separate departments on the same premises, each department shall, for the purpose of this section, be deemed to be a separate factory or workshop."



It is not disputed that the claimant on April 20, 1949, lost his employment by reason of a stoppage of work due to a labour dispute at the premises at which he was employed.

It was first argued, however, by Mr. Lesage, that in view of the terminology of subsections (1) and (3) of Section 39 there was no justification for the Insurance Officer or the Court of Referees to consider the "situation" outside the limits of the "premises at which the claimant was employed", that is, the ss. *Sunrell*; that it is immaterial to the issue whether on June 17, 1949, the date on which the claimant filed his claim for benefit, there was on other ships, i.e., at other premises, a stoppage of work due to a labour dispute; that in order to determine cases such as the present one, each ship should be considered as a separate entity and as the ss. *Sunrell* returned to sea shortly after April 20, 1949, there was no longer a stoppage of work, on June 17, 1949, "at the premises at which the claimant was employed", and that therefore, on the latter date he was not subject to disqualification under Section 39 (1) of the Act.

I cannot agree with this contention.

As pointed out by the Commission's representatives, we are confronted with a labour dispute between two collective entities, the Canadian Shipping Federation and the Canadian Seamen's Union. The labour dispute was no more between a captain and his crew than it was between each individual company and the crews of its ships. The stoppage of work therefore, resulting from such a dispute must be considered as a whole and the sailing of a single ship has no bearing on the general "situation".

"The action of the Union executive was that of all members of the Union who have delegated authority and the world-wide strike against an operating company is a world-wide strike of the Union members both individually and collectively."

If a restrictive interpretation as that suggested by the counsel for the claimant were to be placed on Section 39, it would mean that because a ship, which has been tied up due to a strike in the shipping industry, is back to sea with a new crew, the ex-members of the crew are to be relieved from disqualification under Section 39 although they might still perform activities in furtherance of the strike, such as picketing other ships, etc. It is my opinion that Section 39 must be applied in keeping with the intent of the Legislator which was certainly not that a strike be financed by the unemployment insurance fund.

Alternatively the claimant's solicitor contended that, if the "separate premises" argument failed in this case and the whole issue of the labour dispute and the general stoppage of work resulting therefrom must be taken into consideration, the said stoppage of work must be deemed to have ceased immediately the strike was considered ineffective.

Mr. Lesage submitted that according to the figures supplied by the Chief Claims Officer, there were 600 seamen on strike on April 2, 1949 and only 120 on August 13, 1949. Furthermore, he referred to the edition of the *LABOUR GAZETTE*, dated September, 1949, which contains the information that, for all practical purposes, the seamen's strike had collapsed "during July, 1949, when the dockworkers of London, England, voted overwhelmingly to resume work on Canadian flag vessels", and "had ceased to be effective in Canada many weeks before". Consequently, in the opinion of Mr. Lesage, the general stoppage of work had ceased by the time the claimant filed his renewal claim for benefit.

The Chief Claims Officer submitted a letter, dated August 18, 1949, from the Montreal Office of the Commission wherein it is indicated that the Shipping Federation of Canada had informed the said office that there were at that time two ships out of a total of 80 tied up due to the labour dispute. The Chief Claims Officer further submitted a letter from Mr. Harry Davis, President of the Canadian Seamen's Union, in which it is stated that the strike was officially terminated on October 20, 1949.

The question of determining the date on which a stoppage of work is deemed to have ceased to exist is usually not an easy one. However, after having considered the arguments advanced and the various written submissions placed before me, I consider that for the purpose of the Unemployment Insurance Act, it is reasonable to conclude that, in spite of the fact that the dispute was still in existence, there was, on August 18, 1949, such a substantial resumption of work that a termination of the stoppage of work can be deemed to have taken place on that date.

The counsel for the claimant finally contended that as subsection (2) of Section 39 of the Act is written in the present tense, the claimant's status should have been considered as of the date he filed his renewal claim for benefit and not as of the date he lost his employment due to the stoppage of work.

According to Mr. Lesage, the claimant, on June 17, 1949, was in a position to establish that he had lost all interest, if he ever

had any, in the labour dispute which caused his unemployment and that therefore, he was entitled to benefit. In support of this contention, he quoted a decision of the British Empire (Case No. 1884/1926—(BU-662)). He pointed out that the claimant, who is only 22 years of age, is a qualified pressman and had worked in that trade for at least three years prior to 1948. In 1948, he was laid off due to a recession in the trade. Being unemployed, he decided to take work on a ship and after ten months at sea, lost that employment due to the labour dispute. On June 17, he registered in his trade as a pressman, stating emphatically that he had severed all ties with the CSU, had left "navigation for good" and wanted now to obtain work in this trade.

In substantiation of the claimant's good faith, the solicitor submitted a letter from the claimant to the effect that he had found work in his trade, in a printing office in Montreal, at the beginning of October, 1949.

After having carefully considered the solicitor's last contention, I agree with the interpretation he places on subsection (2) of Section 39 of the Act. However, it must be borne in mind that the requirements of both paragraphs (a) and (b) of that subsection must be met before there can be relief from the indefinite disqualification prescribed in subsection (1) of the said section.

Not only must a claimant show that he is not participating in, or financing or directly interested in the labour dispute which caused the stoppage of work but he must also show that he does not belong to any grade or class of workers "of which

immediately before the commencement of the stoppage there were members employed at the premises at which the stoppage is taking place any of whom are participating in, financing or directly interested in the dispute". In order to fulfil those three last conditions, he must establish that the employment he lost on account of the stoppage of work had only been taken by him, outside of his own grade or class, as a temporary measure, that he has no intention of resuming that temporary employment at the conclusion of the stoppage of work but that he definitely intends to return to his regular grade or class. There is no doubt that the statutory authorities have to be particularly careful when applying the present interpretation of subsection (2) of Section 39 and that they must be satisfied that the claimant is acting in good faith.

On the evidence before me, I consider that in this case, the claimant meets the requirements stated in the preceding paragraph and that therefore, he was not subject to disqualification under Section 39 of the Act on June 17, 1949, the date on which he filed his claim for benefit.

The decision I have herein rendered on the general issue of the case, that is, as to the general character of the labour dispute and the stoppage of work resulting therefrom as well as to the date of the cessation of that stoppage, will apply to other cases which are before me, pertaining to the same dispute.

ALFRED SAVARD,  
*Umpire.*

Dated at Ottawa, Ont., this 30th day of December, 1949.

## Unemployment Insurance Statistics January, 1950

The monthly report issued by the Dominion Bureau of Statistics on operations under the Unemployment Insurance Act stated that during the month of January, 1950, 196,624 (196,230 excluding Newfoundland) claims for Unemployment Insurance benefit were filed in local offices of the Unemployment Insurance Commission, as compared to 140,305 in January, 1949 and 150,480 (150,358 excluding Newfoundland) for December, 1949. Initial and renewal claims which provide a measure of new cases of unemployment rose from 126,649 in January, 1949 and 139,406 (139,295 excluding Newfoundland) in December, 1949 to 182,053 (181,686 excluding Newfoundland) in January, 1950. The increase in new cases of unemployment between January, 1950 and the same period in 1949 in percentage terms amounted to almost 43 per cent.

The number of persons on the live unemployment register on the last working day of the month provides an indication of the volume of unemployment among insured persons at a particular time. On the last working day of January, 1950 ordinary claimants on the live unemployment register numbered 297,238 (296,992 excluding Newfoundland) as compared to 197,675 for January, 1949 and 222,064 (221,961 excluding Newfoundland) for December, 1949. Other claimants, that is, mainly claimants working on short time numbered 15,935 on the last day of January, 1950, 20,846, on the last working day of December, 1949 and 5,742 on the last working day of January, 1949. No claimants of this type were registered in Newfoundland.

Persons on the live unemployment register by number of days continuously on the



register indicates duration of unemployment among benefit claimants. Further, the number signing the register for seven days or more provides a rough measure of beneficiaries during the month. For example, of a total of 313,173 persons on the live register as at January 31, 1950, 241,292 or 77 per cent were on the register for seven days or more.

The disposition of claims and reasons for non-entitlement to benefit are shown in Tables E-4 and E-5 respectively. During January, 190,544 claims were handled at adjudicating centres; 157,483 were allowed, 31,039 were disallowed and disqualified, 1,108 special requests were refused and in addition 914 claims were referred to Courts of Referees and the Umpire. Chief reasons for non-entitlement to benefit in order of number of cases were: "insufficient contributions while in insurable employment" 18,524 cases; "voluntarily left without just cause" 3,570 cases; "not unemployed" 3,483 cases; "discharged for misconduct" 914 cases.

In Table E-6 is shown the number of persons commencing the receipt of benefit on initial and renewal claims. For January, 1950 persons in this category totalled 132,619 (132,546 excluding Newfoundland) as compared to 92,713 in January, 1949.

Table E-6 shows also the number of days' benefit paid and the amount of benefit paid. In January, 1950, in respect of 4,925,381

days, \$11,781,142 were paid (4,922,520 days and \$11,773,540 excluding Newfoundland) as compared to 3,056,418 and \$6,727,221 in January, 1949.

The number of persons receiving benefit by province for the week of January 28 to February 3 inclusive is shown in Table E-6. This Table shows that during this period 218,963 persons received benefit for 1,334,062 days in respect of which \$3,204,118 were paid as compared to 125,225 persons, 716,194 days and \$1,681,780 for the week of December 10 to 16 inclusive. The average amount and duration of benefit paid for the week of January 28 to February 3 was \$14.63 and 6.1 days respectively as compared to \$13.43 and 5.7 days respectively for the week ending December 10 to December 16, 1949.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending January 31, 1950, showed 3,764,042 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1949, an increase of 44,799 since December 31, 1949.

As at January 31, 1950, 225,345 employers were registered representing an increase of 446 since December 31, 1949.

# WAGE RATES, HOURS AND WORKING CONDITIONS IN THE RUBBER PRODUCTS INDUSTRY, OCTOBER, 1948\*

*Thirty-five establishments employing 16,500 plant workers were used in this analysis of the Rubber Products Industry. Average hourly wage rates increased 12.4 per cent in 1948. The five-day week was reported by 21 establishments employing 65 per cent of the workers. Most of the workers were covered by written collective agreements. Time and one-half was the most common overtime rate, except for work on statutory holidays when double time was predominant. All workers received an initial paid vacation of one week after a year or less of employment and most received a second week after five years. All establishments observed at least four statutory holidays. The common wage differential for shift work was three cents an hour for those on the second shift and five cents an hour for those on the third shift.*

The rubber industry of Canada, which is engaged in the manufacture of rubber tires and tubes, rubber footwear and other rubber goods, is of considerable importance in the industrial structure of the country. Canada now ranks among the leading countries of the world as a manufacturer of rubber goods. The industry contributes materially to the export trade of Canada.

The rubber industry is practically confined to the Provinces of Ontario and Quebec. The General Manufacturers Section of the Dominion Bureau of Statistics reports<sup>1</sup> that in 1947 the plants in Ontario employed almost 72 per cent of the persons engaged in this industry and produced over 82 per cent of the entire output, while 28 per cent of total employment and 17 per cent of production was in the Province of Quebec. Employment in the eight plants in the other provinces was relatively small.

The 35 establishments used in this analysis of the Rubber Products Industry do not include the few plants primarily engaged in the manufacture of synthetic rubber. The 35 establishments, located in Ontario and Quebec, employed some 16,500 plant and 2,800 office workers during the last pay period preceding October 1, 1948 (Table I). The 22 plants in Ontario employed 72 per cent of the plant workers covered in this survey. The Dominion Bureau of Statistics report referred to indicates that there were about 19,500 wage-earners in the rubber industry in 1947. The index number of employment<sup>2</sup> for 1948, however, shows a decline of 6.6 per cent from 1947.

Seven of the 35 plants for which returns were analysed, employing more than 1,000 workers each, accounted for 56 per cent of the total number of plant workers, while 22 plants, employing not more than 500 workers, accounted for just 18 per cent of the plant workers. Twenty-seven per cent of the plant employees were women.

**Wage Rates.**—The index number of wage rates in the Rubber Products Industry increased 12.4 per cent in 1948 to a high of 113.7 per cent over the base year, 1939. The largest annual increase occurred in 1946 following the relaxation of wartime controls over wages.

\* The information in this article was prepared from data obtained in the general annual survey of wage rates and hours of labour for 1948 made by the Economics and Research Branch of the Department of Labour. Employers were asked to report their straight-time wage or salary rates or the average straight-time earnings for workers on piece work for the last pay period preceding October 1, as well as certain working conditions within their establishments.

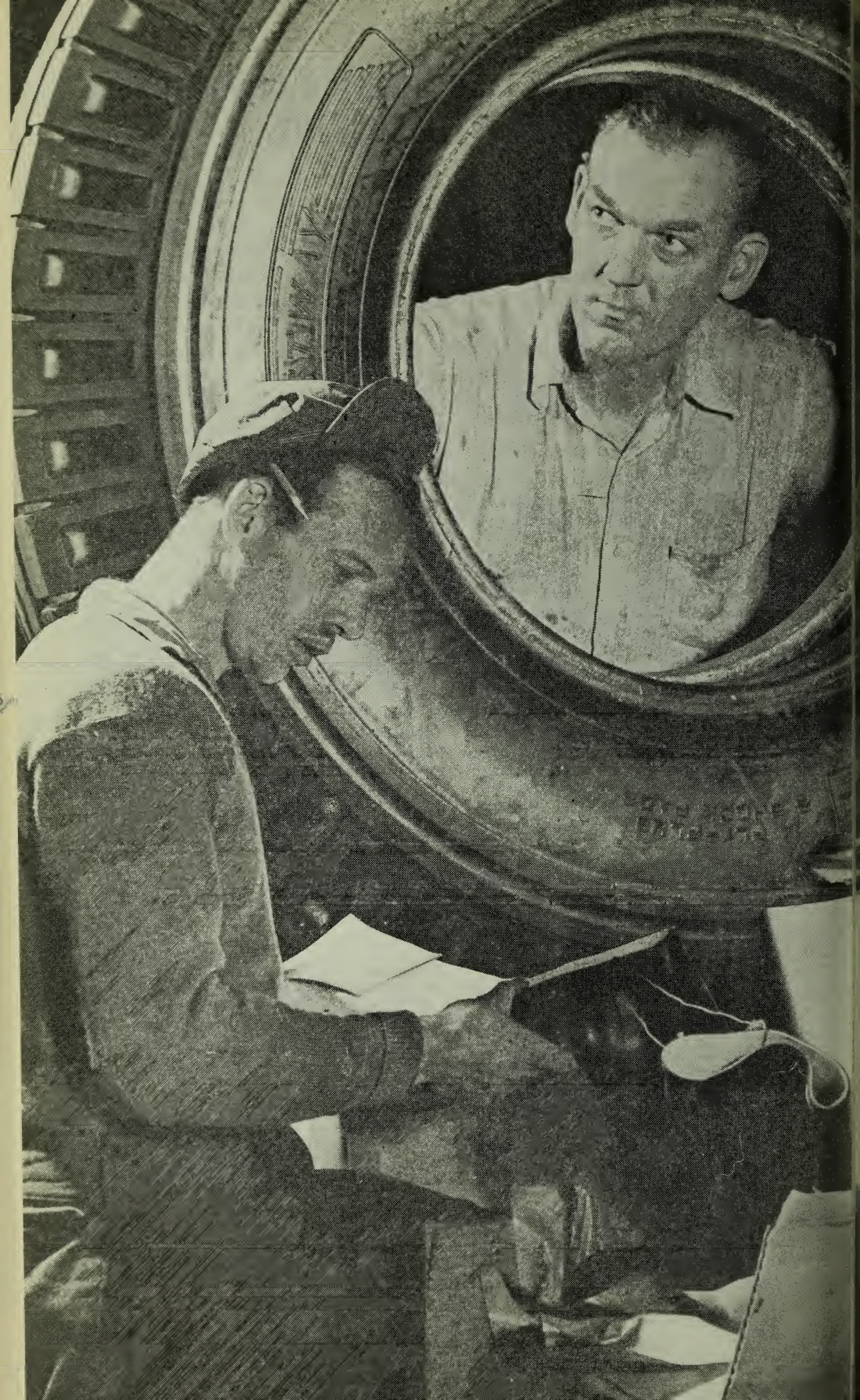
Information on wage rates for 1948 in Logging and Construction was published in the *LABOUR GAZETTE* for April, 1949, and for Civic Employees in the May issue. Information on other industries for 1948 along the line of this present article has been published monthly since June, 1949.

For a summary of provincial legislation on working conditions see *Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation*, an annual publication of the Department of Labour.

<sup>1</sup> *Report on the Rubber Industry in Canada, 1947*, Dominion Bureau of Statistics, Ottawa, 1949.

<sup>2</sup> *Annual Review of Employment and Payrolls in Canada, 1948*, Dominion Bureau of Statistics, Ottawa, 1949.







Year	Wage Rate Index	Annual Percentage Increase
1939	100.0	—
1940	102.1	2.1
1941	117.1	14.7
1942	127.1	8.5
1943	134.4	5.7
1944	139.8	4.0
1945	143.4	2.6
1946	167.7	16.9
1947	190.1	13.4
1948	213.7	12.4

The average hourly wage rates of 31 selected occupations in the three divisions of the Rubber Products Industry ranged from \$1.39 per hour for Curers in the Rubber Tires and Tubes Industry to 69 cents per hour for Female Inspectors in the manufacture of Other Rubber Products. Detailed information on wage rates for representative occupations in each of the divisions of the rubber industry can be obtained from the *Annual Report on Wage Rates and Hours of Labour in Canada, October, 1948*, issued by the Department as a supplement to the *LABOUR GAZETTE*, November, 1949.

Although there have been substantial increases in wage rates over the past few years, there have been no significant changes in the hours and working conditions since the last report for the industry was published for the year 1946.<sup>3</sup> There was, however, a slight decrease in the standard hours and an increase in the number of establishments on a five-day week. There was also some improvement in the length of vacation with pay.

**Standard Weekly Hours, Table II.**—Standard hours of work in this industry varied from 40 to 55 per week, with the largest number of employees working 45 hours. In Quebec the standard weekly hours ranged from 45 to 55, mainly 45 and 50, while in Ontario the standard hours ranged from 40 to 50 per week, with most of the employees working 45 and 48 hours.

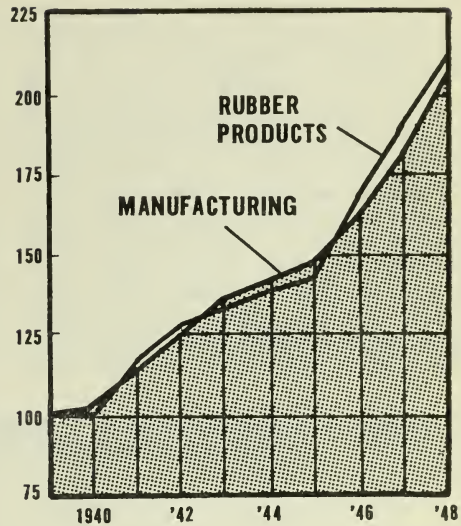
The five-day week was reported by 21 establishments employing 10,780 plant workers. Thirteen of these establishments,

<sup>3</sup> "Wage Rates, Hours and Working Conditions in the Rubber Products Industry" for 1946, the *LABOUR GAZETTE*, August, 1947.

The manufacture of tires and tubes, and rubber footwear comprise two of the major divisions of the rubber products industry in Canada. Wage rates for inspectors in these divisions of the industry (shown at left) averaged \$1.28 and \$1 respectively in 1948.

## INDEX NUMBERS OF WAGE RATES

(Base: 1939 = 100)



having 6,900 workers, were located in Ontario, while the remainder, employing some 3,880 workers, were situated in Quebec. The largest number of these workers were on a 45-hour week.

Most of the establishments reporting work on the sixth day were operating only half-day on Saturday. In Quebec, those establishments reporting a six-day week had a standard work week of from 48 to 55 hours, while in Ontario the plants reporting work on the sixth day had a work week ranging from 44 to 50 hours.

Since 1946, the average standard hours decreased from 48.6 to 45.1 per week, a reduction of 7.2 per cent. A larger proportion of establishments reported operating on a five-day week in 1948 than in 1946.

**Collective Agreements.**—Twenty-four of the plants reported having a total of 13,770 workers covered by written collective agreements. The United Rubber, Cork, Linoleum and Plastic Workers of America (CIO-CCL) represented some 9,000 of these workers and local unions directly chartered by the Trades and Labour Congress represented about 3,000. The remaining workers under collective agreement were represented by other unions and associations of employees.

**Overtime Rates of Pay, Table III.**—Time and one-half was the predominant rate of pay for overtime work in the rubber industry, except for work on statutory holidays. Twenty-eight establishments, employing about 15,800 plant workers, reported paying this rate after either specified daily



or weekly hours had been worked, and all but three of these reported paying time and one-half for work on Sundays.

Double time for work on statutory holidays was reported by 15 establishments employing some 11,500 workers.

There was little change from 1946 in the overtime rates of pay, although there was a tendency for more establishments to pay double time for work on statutory holidays.

**Vacations with Pay, Table IV.**—Annual holidays with pay for most workers are provided by statute in Ontario and under statutory authority in the Province of Quebec. A worker is entitled to one week's holiday with pay after a year of employment. If a worker has worked less than a year, he is entitled, in Quebec, to a half-

day for each calendar month of employment. If he terminates his employment during a working year, he is entitled to holiday pay at the rate of two per cent of earnings. In Ontario the worker must have been employed for upwards of three months before becoming eligible for holiday pay.

Nine establishments did not report granting more than one week's vacation with pay. The remainder, employing almost 16,000 workers, paid for two weeks' vacation, mainly after five years of employment. Of this latter group, three establishments having 2,940 employees, reported paying for three weeks' vacation after 20 years of employment.

Since 1946 the trend has been for more establishments to give a maximum vacation

**TABLE 1.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE RUBBER PRODUCTS INDUSTRY, OCTOBER, 1948**

	Canada	Quebec	Ontario
Number of Establishments.....	35	13	22
Number of Employees.....	19,299	5,274	14,025
Plant Workers:			
Male.....	12,053	2,975	9,078
Female.....	4,429	1,614	2,815
Total Plant Workers.....	16,482	4,589	11,893
Office Workers.....	2,817	685	2,132

**TABLE 2.—STANDARD WEEKLY HOURS FOR PLANT WORKERS IN THE RUBBER PRODUCTS INDUSTRY, 1948**

Standard Weekly Hours	Canada		Quebec		Ontario	
	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers
<i>On a Five-Day Week</i>						
40.....	4	2,435			4	2,435
45.....	10	6,268	3	2,705	7	3,563
48.....	3	1,013	1	108	2	905
50.....	4	1,070	4	1,070		
Total.....	21	10,786	8	3,883	13	6,903
<i>On a Six-Day Week</i>						
44.....	1	1,373			1	1,373
45.....	1	575			1	575
48.....	8	2,008	2	123	6	1,885
50.....	3	1,258	2	101	1	1,157
55.....	1	482	1	482		
Total.....	14	5,696	5	706	9	4,990
<i>Total</i>						
40.....	4	2,435			4	2,435
44.....	1	1,373			1	1,373
45.....	11	6,843	3	2,705	8	4,138
48.....	11	3,021	3	231	8	2,790
50.....	7	2,328	6	1,171	1	1,157
55.....	1	482	1	482		
Total.....	35	16,482	13	4,589	22	11,893

**TABLE 3.—OVERTIME RATES OF PAY FOR PLANT WORKERS IN THE RUBBER PRODUCTS INDUSTRY, 1948**

Overtime Rates by Region	After Daily Hours		Only After Weekly Hours		Sundays		Statutory Holidays	
	Monday to Saturday		Plants	Work-ers	Plants	Work-ers	Plants	Work-ers
	Plants	Work-ers						
Total Plants and Workers.....	22	12, 214	13	4, 268	35	16, 482	35	16, 482
<i>Time and One-Quarter</i>								
Canada (Ontario Only).....			2	54	2	54	1	6
<i>Time and One-Half</i>								
Canada.....	17	11, 578	11	4, 214	23	14, 280	(1) 13	4, 667
Quebec.....	8	3, 721	4	386	9	3, 962	9	3, 771
Ontario.....	9	7, 857	7	3, 828	14	10, 318	4	896
<i>Double Time</i>								
Canada.....					3	427	(2) 15	11, 464
Quebec.....					2	101	4	818
Ontario.....					1	326	11	10, 646
<i>No Premium Pay</i> (3)								
Canada.....	5	636			7	1, 721	6	345

(1) One plant paid double time and another paid double time and one-half for three of the statutory holidays observed.

(2) One plant paid regular rates for two of the statutory holidays observed, and three paid time and one-half for one or two of the holidays observed.

(3) Includes factories paying straight time or not reporting overtime policy.

**TABLE 4.—VACATIONS WITH PAY FOR PLANT WORKERS IN THE RUBBER PRODUCTS INDUSTRY, 1948**

Length of Service Required	Initial Vacation of One Week		Maximum Vacation			
	Plants	Workers	One Week		Two Weeks	
			Plants	Workers	Plants	Workers
<i>Under One Year</i>						
Canada.....	3	342	2	92		
Quebec.....	1	44	1	44		
Ontario.....	2	298	1	48		
<i>One Year</i>						
Canada.....	32	16, 140	7	415		
Quebec.....	12	4, 545	2	254		
Ontario.....	20	11, 595	5	161		
<i>Four Years</i>						
Canada (Ontario Only).....					1	143
<i>Five Years</i>						
Canada.....					(1) 23	15, 486
Quebec.....					10	4, 291
Ontario.....					13	11, 195
<i>Over Five Years</i>						
Canada (Ontario Only).....					2	346
Total.....	35	16, 482	9	507	26	15, 975

(1) Includes three plants (2,940 workers) providing for three weeks' vacation after 20 years of service.



with pay of two weeks, and for the length of employment required for the second week to be reduced.

**Statutory Holidays, Table V.**—All establishments included in this analysis of the Rubber Products Industry reported observing from four to fourteen statutory holidays. Only three plants, employing about 300 workers, did not report paying for some of the observed holidays.

Most of the establishments in Quebec observed ten or eleven statutory holidays and paid for three, while most establishments in Ontario observed eight holidays and paid for seven or eight.

**Shift Work, Table VI.**—Four thousand of the 16,500 plant workers covered in this

study were reported to be on a second or third shift. In two-shift operations, about 730 employees were working the second shift. In three-shift operations, 1,680 employees were reported working the second shift and 1,600 the third.

The most common wage differentials for shift work were three cents per hour for workers on the second shift and five cents per hour for those on the third shift. There was no substantial change in the amounts of the shift differentials from those reported in 1946.

**Sick Leave with Pay.**—Some form of sick leave with pay for plant employees was reported by only six establishments employing about 4,300 workers.

**TABLE 5.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE RUBBER PRODUCTS INDUSTRY, 1948**

	Number of Holidays Observed, by Plants							Total Plants	Total Plant Workers
	4 to 6	7	8	9	10	11	14		
Plants Paying for:									
1 Holiday.....			1					1	97
3 Holidays.....	1				2	4	1	8	3,594
4 ".....	1		1					2	242
5 ".....		2						2	717
6 ".....	1		4					5	1,977
7 ".....		1	3	2				6	6,857
8 ".....			7					7	2,683
9 ".....				1				1	7
Total Plants Paying for One or More Holidays.....	3	3	16	3	2	4	1	32	16,174
Plants not Paying for Holidays.....	1	1			1			3	308
Total Plants Observing Holidays.....	4	4	16	3	3	4	1	35	16,482

**TABLE 6.—WAGE DIFFERENTIAL PAID TO SHIFT WORKERS IN THE RUBBER PRODUCTS INDUSTRY, OCTOBER, 1948**

Wage Differential	Two-Shift Operation	Three-Shift Operation		Total Workers
	2nd Shift	2nd Shift	3rd Shift	
Total Number of Plant Workers.....	729	1,684	1,607	4,020
<i>No Differential</i>				
Canada (Quebec only).....	75	58	34	167
<i>Three and Four Cents per Hour</i>				
Canada (Ontario only).....	282	1,616	69	1,967
<i>Five Cents per Hour</i>				
Canada.....	307	10	1,479	1,796
Quebec.....	233			233
Ontario.....	74	10	1,479	1,563
<i>Ten Per Cent</i>				
Canada (Quebec only).....	65			65
<i>Fifteen Per Cent</i>				
Canada (Quebec only).....			25	25

# WAGE RATES IN THE CONSTRUCTION INDUSTRY, 1949

The index of wage rates in the construction industry is 184.2 as of October 1, 1949, using average rates in 1939 as a base of 100. This is an average rise of approximately 4.5 per cent over the rates in effect on the same date in 1948 and, as indicated by the index, an increase of 84.2 per cent since 1939.

The information given in Tables 2 and 3, showing index numbers of wage rates since 1939, is based on data from 29 of the principal industrial cities. In Table 1, average hourly wage rates for 13 additional cities are shown for the year 1949 but index numbers for these cities have not been calculated.

On an area basis, the greatest increases in construction wage rates since 1939 have occurred in New Brunswick and British Columbia, where changes have slightly exceeded 90 per cent. Rates in Manitoba, on the other hand, have risen less than 65 per cent. Increases of roughly 75 per cent have taken place in Alberta, Nova Scotia and Prince Edward Island, while the overall increases in Saskatchewan, Ontario and Quebec have amounted to approximately 85 per cent.

During the year following October 1, 1948, construction wage rates rose from 4 to 6 per cent in all the provinces with the exception of Quebec, Nova Scotia and Prince Edward Island, where the increases were somewhat less.

Wider variations are found in the percentage increases since 1939 in the cities which are used in the calculation of the index of wage rates. Port Arthur, Fort William and Belleville rates all increased roughly 105 per cent during this period while those for Ottawa, Winnipeg, Edmonton and Kingston rose only about 60 to 65 per cent.

In comparing these percentage increases it should be kept in mind that they are to a large extent dependent on the level of wage rates in 1939. The cities which experienced the greatest percentage increases had, on the whole, the lowest construction wage rates while those cities in which the smallest percentage increases were recorded had, on the average, the highest construction wage rates in 1939.

The percentage increases that have occurred during the past year do not bear the same relationship to one another as do the longer run increases since 1939. The largest increases occurred in Brandon and Victoria with advances of about 11 per cent, followed closely by Port Arthur, Fort William and Peterborough with increases of approximately 9 per cent over 1948 rates. Several other cities, on the other hand, maintained fairly stable rates. In Charlottetown, Halifax, Moncton, and Kingston the changes amounted to less than 1 per cent and in Montreal, Ottawa, Brantford and Vancouver the increases were less than 3 per cent.

For the decade from 1939 to 1949 the percentage increases in wage rates for the skilled trades were similar, averaging about 80 per cent. In comparison with the skilled trades, labourers, although having a lower average wage rate, obtained increases of slightly over 100 per cent.

Although the increases over the decade since 1939 have been strikingly uniform for the various occupations, differences have occurred in the year to year changes in wage rates. During 1949, the wage rates for most trades increased from 3 to 4 per cent while painters and plumbers received increases ranging between 6 and 7 per cent. In contrast to the more rapid increase over the ten-year period, the rates for labourers advanced only 3 per cent during 1949.

For the skilled construction trades, wage rates in Canada for the year 1939 ranged from a low of 40 to 50 cents an hour for painters in Peterborough to \$1.15 an hour for bricklayers and electricians in Windsor. By 1948 the lowest rate reported was 75 cents an hour for sheet metal workers in Charlottetown with a high of \$1.80 an hour for plasterers in Toronto. The figures for 1949 shown in Table 1 show a range of from 75 cents an hour to \$1.90 an hour for the same two occupations and cities.

For labourers in 1939 the range was from 30 to 35 cents an hour in Charlottetown and Moncton to 55 cents an hour in Windsor. By 1948, the range was from 55 cents an hour in Charlottetown to \$1 an hour in Vancouver, Victoria and Windsor and in 1949 the 1948 range applied but with the low in Charlottetown and the high in Vancouver, Victoria and Prince Rupert.



TABLE 1.—WAGE RATES IN THE CONSTRUCTION INDUSTRY,  
OCTOBER 1, 1919

Locality	Average Wage Rate per Hour							
	Brick-layers and Masons	Carpenters	Electricians	Painters	Plasterers	Plumbers	Sheet Metal Workers	Labourers
	\$	\$	\$	\$	\$	\$	\$	\$
<i>Prince Edward Island—</i>								
Charlottetown.....	1.25	.85	.85	.80	1.25	.85	.75	.55
<i>Nova Scotia—</i>								
Halifax.....	1.44	1.23	1.33	1.07	1.35	1.30	1.13	.81
Sydney.....	1.50	1.35	1.25	1.15	1.45	1.25	1.10	.85
<i>New Brunswick—</i>								
Fredericton.....	1.45	1.00	.85	.75	1.25	1.00	.80	.60
Moncton.....	1.35	1.10	.95	.90	1.20	1.15	.85	.65
Saint John.....	1.45	1.10	1.10	1.00	1.35	1.25	1.00	.65
<i>Quebec—</i>								
Chicoutimi.....	1.20	1.10	1.05	1.00	1.20	1.00	1.00	.85
Drummondville.....	1.15	.95	.90	.85	1.15	.95	.95	.75
Hull.....	1.25	1.15	1.05	1.10	1.15	1.55	1.10	.70
Montreal.....	1.60-1.75	1.25	1.35	1.25	1.50	1.55	1.25	.80
Quebec.....	1.50	1.10	1.10	1.05	1.50	1.10	1.10	.75
St. Hyacinthe.....	1.10	.95	.95	.85	1.10	1.00	.95	.70
Sherbrooke.....	1.20	1.00	.95	.90	1.20	1.10	1.10	.80
Thetford-Mines.....	1.15	1.05	1.00	1.00	1.15	1.00	1.00	.75
Trois Rivieres.....	1.25	1.05	1.05	.95	1.25	1.05	1.05	.75
<i>Ontario—</i>								
Belleville.....	1.65	1.25	1.10	1.00	1.65	1.40	1.40	.70
Brantford.....	1.50	1.30	1.15	1.00	1.30	1.45	.95	.85
Fort William.....	1.62	1.46	1.45	1.10	1.65	1.45	1.40	.90
Guelph.....	1.50	1.20	1.05	1.00	1.30	1.40	1.00	.85
Hamilton.....	1.70	1.50	1.55	1.20	1.70	1.60	1.45	.90
Kingston.....	1.50	1.33	1.35	1.15	1.35	1.30	1.15	.75
Kitchener.....	1.50	1.25	1.20	1.00	1.50	1.50	1.15	.90
London.....	1.75	1.45	1.55	.95	1.70	1.55	1.31	.80
Ottawa.....	1.55	1.30	1.30	1.10	1.50	1.60	1.47	.75
Peterborough.....	1.60	1.20	1.00	1.00	1.50	1.25	1.25	.80
Port Arthur.....	1.62	1.46	1.45	1.10	1.65	1.45	1.40	.90
St. Catharines.....	1.50	1.45	1.20	1.00	1.40	1.50	1.40	.80
Toronto.....	1.80	1.60	1.75	1.35	1.90	1.75	1.65	.95
Windsor.....	1.65	1.60	1.75	1.25	1.65	1.75	1.60	.90
<i>Manitoba—</i>								
Brandon.....	1.45	1.25	1.25	1.15	1.45	1.30	1.05	.70
Winnipeg.....	1.60	1.40	1.40	1.20	1.60	1.55	1.10	.75
<i>Saskatchewan—</i>								
Moose Jaw.....	1.71	1.36	1.10	1.10	1.50	1.35	1.20	.75
Prince Albert.....	1.45	1.30	1.05	.80	1.25	1.25	1.20	.70
Regina.....	1.71	1.42	1.45	1.17	1.66	1.50	1.27	.85
Saskatoon.....	1.60	1.39	1.30	1.00	1.50	1.45	1.10	.85
<i>Alberta—</i>								
Calgary.....	1.80	1.47	1.50	1.30	1.75	1.55	1.50	.85
Edmonton.....	1.80	1.47½	1.60	1.25	1.85	1.60	1.55	.95
Medicine Hat.....	1.45	1.32	1.20	.90	1.25	1.25	1.05	.75
Lethbridge.....	1.75	1.45	1.20	1.00	1.50	1.40	1.10	.80
<i>British Columbia—</i>								
Prince Rupert.....	1.50	1.55	1.50	1.25	1.50	1.60	1.35	1.00
Vancouver.....	1.80	1.60	1.70	1.40	1.75	1.70	1.65	1.00
Victoria.....	1.75	1.55	1.60	1.30	1.62½	1.65	1.58	1.00

**TABLE 2.—INDEX NUMBERS OF WAGE RATES IN THE CONSTRUCTION INDUSTRY IN CANADA, BY OCCUPATION, 1939-1949**

Average Rates in 1939=100

Occupation	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949
Bricklayers	103.6	109.4	112.9	118.9	120.4	122.4	134.0	154.1	172.7	178.0
Carpenters	105.1	112.9	119.2	127.6	129.0	131.4	144.4	156.4	176.1	182.7
Electricians	107.0	112.3	118.0	125.5	126.3	129.0	141.9	148.6	171.7	179.2
Painters	104.5	111.0	117.1	127.9	129.3	131.4	143.1	150.8	172.4	183.7
Plasterers	105.7	110.7	113.6	121.3	122.6	125.7	136.1	150.0	178.1	184.5
Plumbers	104.4	113.1	118.4	122.9	123.6	124.9	137.0	148.4	171.3	182.2
Labourers	104.8	108.4	125.4	142.6	148.1	150.5	160.0	173.7	197.4	203.6

**TABLE 3.—INDEX NUMBERS OF WAGE RATES IN THE CONSTRUCTION INDUSTRY IN CANADA, 1939-1949**

Average Rates in 1939=100

Province and City	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949
<i>Prince Edward Island—</i> Charlottetown	100.7	110.0	112.8	130.2	134.9	135.0	149.6	164.4	175.7	175.9
<i>Nova Scotia—</i> Halifax	102.7	114.6	117.1	123.6	132.4	132.3	146.6	155.1	172.8	172.9
Sydney	108.0	108.8	115.6	121.2	127.3	126.2	137.0	140.1	166.1	176.9
<i>New Brunswick—</i> Moncton	101.5	115.4	127.0	135.5	139.8	142.1	162.5	172.0	196.6	198.3
Saint John	107.3	120.2	116.0	136.0	142.3	142.8	153.9	165.9	178.8	192.1
<i>Quebec—</i> Montreal	109.0	115.0	123.0	133.8	133.8	135.3	149.3	152.4	182.7	187.3
Quebec	104.0	112.1	121.0	138.5	138.5	138.5	153.5	156.9	176.7	191.9
<i>Ontario—</i> Belleville	107.8	110.5	111.8	136.8	139.7	139.7	145.8	161.6	194.2	203.4
Brantford	99.7	107.8	119.3	127.5	129.9	131.4	136.7	155.2	177.9	181.9
Fort William					134.4	137.9	147.7	167.6	188.6	205.1
Guelph	101.0	101.8	105.9	126.1	129.7	138.8	147.9	161.6	175.3	187.0
Hamilton	105.6	116.0	121.4	130.6	133.8	136.3	149.4	161.6	185.0	196.6
Kingston	105.1	112.0	113.5	120.7	123.2	122.6	133.7	150.5	166.5	166.4
Kitchener	100.3	102.6	112.4	129.6	132.1	138.0	146.3	165.1	185.0	196.4
London	104.0	114.3	119.1	125.6	127.8	130.1	148.4	165.7	182.1	193.5
Ottawa	101.0	108.0	109.1	116.4	118.0	118.0	127.1	140.0	157.0	159.4
Peterborough	102.6	110.4	120.0	129.1	133.7	135.9	147.3	157.7	177.5	193.0
Port Arthur	101.9				134.2	138.4	147.8	167.8	188.8	205.3
St. Catharines	105.5	116.9	122.1	129.4	134.7	137.3	144.7	164.2	180.2	188.1
Toronto	105.7	122.9	116.9	121.3	123.6	126.7	136.8	154.4	171.0	182.8
Windsor	100.6	109.2	113.6	120.3	122.4	127.2	134.2	148.1	164.5	170.9
<i>Manitoba—</i> Brandon	100.4	113.1	119.4	120.1	121.1	129.4	142.4	155.9	157.3	175.3
Winnipeg	100.5	109.9	115.3	117.0	118.1	123.9	134.8	147.0	157.0	163.3
<i>Saskatchewan—</i> Regina	100.7	113.6	117.7	120.7	122.4	122.8	132.9	153.6	172.4	181.2
Saskatoon	100.6	103.0	112.9	122.0	122.3	137.3	138.7	166.4	188.1	196.1
<i>Alberta—</i> Calgary	108.9	114.2	117.3	122.5	123.6	125.0	133.4	147.3	169.1	179.6
Edmonton	100.3	104.0	109.6	114.5	115.7	116.6	126.2	139.7	157.3	166.4
<i>British Columbia—</i> Vancouver	100.3	106.3	118.9	131.8	132.7	132.6	148.7	166.4	185.4	190.3
Victoria	104.8	111.1	120.7	135.8	139.9	140.4	153.0	173.6	178.6	198.4
<b>Canada</b>	<b>104.5</b>	<b>111.6</b>	<b>118.6</b>	<b>127.7</b>	<b>129.6</b>	<b>131.1</b>	<b>143.9</b>	<b>155.0</b>	<b>176.3</b>	<b>184.2</b>



An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

## EMPLOYMENT CONDITIONS DURING FEBRUARY, 1950

*Unemployment began to decline during the latter part of February. The fishing industry reported poor catches this winter and consequently reduced earnings for fishermen. Wages in manufacturing continued to rise but farm help was being offered lower pay this year. British Columbia showed rapid gains in employment but improvement was slow in the Maritimes. Supplementary benefits will now be paid to various classes of workers who are not in receipt of unemployment insurance benefits.*

Employment conditions throughout most of Canada showed improvement by the end of February. Applicants at employment offices had fallen from the peak of 380,900 at February 9 to 375,900 at March 2. A slight increase had occurred in the last week but this was entirely due to new registrations for supplementary benefits. About 3,000 of these new applicants were registered at March 2.

The decline in unemployment began in British Columbia. As the unusual snow conditions disappeared, large numbers resumed work in the logging, construction and sawmill industries. With the gradual increase in manufacturing activity, employment conditions in the Ontario region started to improve. Heavy snowfalls, too, tended to open up jobs in Eastern Canada, although mostly of a casual nature.

Most of the seasonal expansion, however, will not be under way until later in March and early April. By that time, farmers, contractors and other employers will be getting ready for spring and summer work. Employment in construction is expected to equal last year's level and this should enable most of the unemployed workers to obtain jobs quickly when the weather changes. It is probable, however, that some unemployment may remain in a few areas during the coming year.

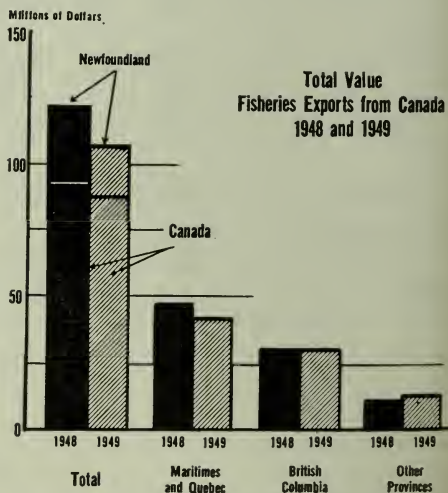
### Industrial Analysis

Wages offered *agricultural* workers this winter have been below 1949 levels, according to the Dominion Bureau of Statistics quarterly report on farm wage rates at January 15. This downward movement continued a trend which became apparent

in some areas last summer and which was now common to all provinces. Wage rates continued to be highest in British Columbia. The Canada average stood at \$98.55 at January 15, 1950 as compared with \$104.45 one year before.

It is estimated that there are approximately 100,000 persons working as paid workers in agriculture in the slack winter season. Labour market activity in this group was very light, although there has been some demand for experienced hands for dairy farms this winter.

The main problem in the *fishing* industry at present is the possible loss of export markets, in which 65 per cent of total production is sold. So far, there has been no major drop in sales, but the immediate future is uncertain in view of international trade restrictions and currency revisions. The Federal government, in conjunction



with the industry, is therefore endeavouring to improve marketing opportunities, both at home and abroad.

During February, reports from the Maritimes indicate that this year's smelt catch was below normal but markets and prices remained steady. Better landings were reported by the fresh fishing fleet during February but competition with Scandinavian countries in the United States market may force prices down. Stocks of salt dry fish have not been moving as fast this year as previously. In the past five years, inventories have been cleared out by March; this year, sales are not expected to be completed until April.

The Newfoundland herring fishing, which normally provides considerable employment and income during the winter and spring months, has been very poor this year. The market for salt fish improved, however, with contracts from Spain and Portugal, although some concern was felt about the price. Commercial fisheries in Labrador were feeling the effect of competition with Iceland and Norway and earnings were small as trading is done with Mediterranean and West Indies countries where prices are low.

In the British Columbia herring fishery, good catches were reported in southern waters but weather conditions made harvesting difficult in the north. The final record for the season was 182,880 tons which was a good average. In the Victoria area, salmon fishing traps were being readied for the seasonal run, with some demand for help for upcoast operations.

In Eastern Canada **logging**, hauling operations, which were delayed by lack of snow and mild weather early in 1950, got under way during February. With heavy snowfalls, trucks, tractors and teams were able to start moving the logs to the mills and dumps. There was an increase in labour requirements for teamsters and loaders for this type of work, with a few vacancies for cutters and peelers still reported. Generally, the supply of labour available exceeded demand, as has been true of the entire logging season. However, a few areas, such as Timmins and The Pas, reported labour shortages of skilled men.

Workers in the logging industry were among those benefiting by the recent amendments to the Unemployment Insurance Act. Employees in lumbering and logging in all provinces except British Columbia, where loggers were already insured, are to be covered by unemployment insurance as of April 1, 1950. In addition, provision is made for these workers to immediately qualify for supplementary benefits if they have worked a

total of 90 days in logging or other insured employment during any continuous twelve-month period in the previous year and a half.

In British Columbia, moderation in weather conditions made possible the gradual resumption of work in the west coast logging industry during February, after snow and cold weather had forced an almost complete shutdown. Low-level camps, benefiting from coastal rains, were first to re-open. In eastern and southern interior points, the majority of operators remained closed because of snow conditions which blocked roads. It will be some time before conditions return to normal in the industry but continuous improvement in the employment situation was expected until the seasonal slump in the Fall.

New collective bargaining agreements were signed in two important sections of the **mining** industry in the first two months of 1950. In the western coal mining industry, a two-year agreement affecting some 5,000 miners was signed by the United Mine Workers (CCL) and the Western Canada Bituminous Coal Operators Association. Under the new contract, wages will remain at approximately the same level as last year. Miners were currently paid a wage varying from \$10.07 per day for labour, motormen and other classifications, to \$11.27 for power house engineers. Contract miners, who work on a tonnage basis, were guaranteed a daily minimum of \$10.95.

In the asbestos mining industry in Quebec, a new agreement was reached in January after a bitter four-month strike in 1949 and several months reference to provincial arbitration. The miners will continue to receive 10 cents an hour more than the pre-strike wage level and, in addition, will receive a cost-of-living bonus, 40 cents weekly for each point rise in the cost-of-living index, retroactive to January 1, 1949.

A review of **manufacturing** employment during 1949 shows that, on the average, the number of paid workers remained at about the same level as in the previous year. An estimate based on data published by the Dominion Bureau of Statistics places the 1949 index of employment at 122.1 (June 1, 1941=100), compared to the 1948 figure of 122.0. Employment was generally higher than 1948 in the first part of the year but fell off in the latter months. Wages, however, continued to rise during 1949, the average being \$44 per week, about \$3 more than the comparable figure for 1948.

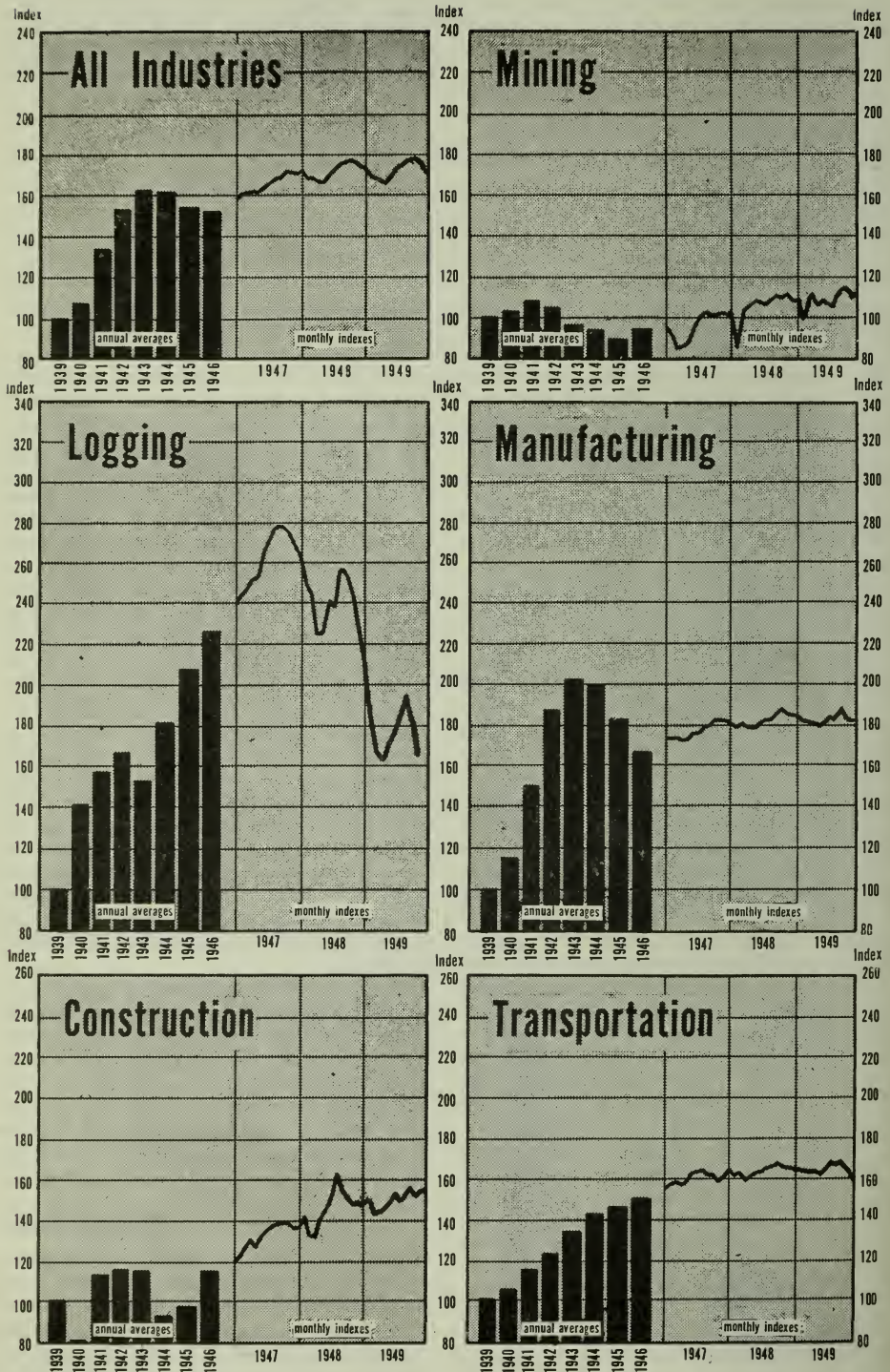
Although wages and employment are high, job opportunities have been decreasing and short-time work and lay-offs are more



# EMPLOYMENT TRENDS IN CANADIAN INDUSTRIES

Average: 1939 = 100

Seasonally Adjusted





evident. There has been a resultant increase in unemployment in manufacturing occupations, of whom some 75,000 were seeking work through the National Employment Service at the beginning of March. About 39,000 of these were classified as skilled and semi-skilled workers, with heavy concentrations in the metalworking, lumber products and textile occupations. Hiring was, however, picking up in several manufacturing industries during February. Many textile, boot and shoe, and rubber plants increased their work force during the month.

Unemployment among **construction** workers in the winter of 1949-50 was considerably larger than in previous post-war years, accounting for about 20 per cent of the total number of persons registered for work. In part, this was due to the fact that more workers were employed in the industry, in the active season, a peak of 360,000 being reached last year, but the winter carryover of work was relatively smaller.

This increase in unemployment was reflected in the number of construction workers seeking jobs through the National Employment Service during February. At the end of the month, the total number registered in offices all across Canada was 68,000. At the same date in 1949, the figure was 46,000.

Although the rate of increase as between skilled and unskilled has been about the same, the increase has been numerically greater among skilled workers, since they constitute about 70 per cent of the labour force in the building trades. The increase in both groups over February, 1949, has been about 50 per cent.

### Regional Analysis

Employment levels in the **Atlantic** region have been sustained at last year's level, but this region was the only one where unemployment, as measured by applicants registered at employment offices, had not shown a decline prior to the implementation of supplementary benefits. Nearly all of the continued increase, however, was due to conditions in Newfoundland—in other areas, stability or slight improvement was evident. Emphasis in most reports from these areas was shifting to the outlook for spring and summer, and once the river drive was under way and construction started on a large scale, the unemployed were expected to be readily absorbed.

In Newfoundland, weather conditions were forcing curtailment of the provincial work program; loss of overseas markets caused lay-offs in iron mining affecting 1,000 men; and secondary industries have been

forced to reduce or cease operations because of competition from the mainland. No improvement was expected until navigation opened in the spring.

Lumbering activity has increased sharply in recent weeks as snow enabled woods operations to proceed more effectively. Contrary to expectations, this season's cut may now equal last year's since farmers and sub-contractors all cut more than scheduled; sawmill employment should therefore be sustained this summer at a normal level.

Employment in the **Quebec** region has risen slightly in the past month, since manufacturing industries have resumed production following the winter slack period, and heavy snowfalls have enabled the resumption of normal winter employment in log hauling, winter resort activity, and civic snow removal. The employment level has been slightly below that of last year, however, because of reduction in logging this winter, and re-adjustment of manufacturing to a declining market.

Unemployment now has passed its peak in this region, and should decline rapidly when seasonal expansion gets under way in April. A heavy construction program was indicated, and substantial mining development and exploration work will be carried out.

Among manufacturing industries, seasonal expansion in clothing production has been evident, especially in the Montreal, Quebec and Lévis areas, although some firms are finding orders more difficult to obtain than usual. The leather industry has also shown some improvement, and furniture manufacturing was being maintained at a fairly high level. Heavy manufacturing industries were operating steadily; the settlement of the United States coal strike prevented stockpiles from completely running out.

The recent amendment of the Unemployment Insurance Act will greatly benefit logging areas, where operations have been below normal and unemployment heavy, and areas where industrial lay-offs have been prolonged, such as Quebec City and Chicoutimi. The benefits will serve to relieve the financial strain in such areas, until seasonal expansion advances sufficiently to absorb the unemployed.

Unemployment has passed its peak in the **Ontario** region and employment conditions were beginning to improve as manufacturing started its seasonal rise. The fluctuations in employment in Ontario have been wider this winter than in the past few years since manufacturing, the dominant industry, has been forced to adjust to more competitive market conditions and there were heavy



seasonal lay-offs in many instances. As a result, the level of winter employment in Ontario has been slightly below that of last year.

The automobile industry was operating at capacity despite the strike of Chrysler employees in progress in the United States. Towards the end of February, however, shortages of parts forced a major lay-off in the Windsor plant of the Chrysler Corporation, which involved 3,500 men. Cut-backs in supplying firms affected the employment of another 1,500 workers. At Oshawa, however, capacity operations were continuing. In Toronto, a new automobile plant has reached the production stage and will open shortly. The clothing industry showed renewed activity and re-hiring has been brisk.

Construction work was still at its low winter level but activity was expected to increase rapidly in the next month. Mining employment has not yet started its seasonal upswing, but prospects were excellent for the coming season.

Employment in the *Prairie* region has shown the greatest gain of all regions over the level of last year. The rural electrification program with its induced demand for electrical consumer equipment, as well as its direct effect on producers goods industries, has stimulated manufacturing employment; oil exploration projects in the west have had a widespread and buoyant influence on the economy; and the high level of farm income contributed to the further expansion of production and employment.

Currently, the seasonal peak of unemployment has passed but the upswing in regional employment has not yet gained momentum. Another record year was expected in construction, mining and oil development, however. Farm revenues for 1949 crops were expected to show a shrinkage as compared with 1948, which will result in reduced purchases of machinery and other goods and services. It is unlikely that farm labour demand will be adversely affected, however, as production plans for field crops are approximately equal to those of 1949.

Orders for farm labour have followed the usual seasonal pattern. There have been a few jobs for choremen, with numerous deferred orders for help in March. A sharp rise in demand for general farm workers was expected by mid-March, and orders for skilled workers to handle mechanized equipment will probably be reported early in April.

The abnormally heavy unemployment in the *Pacific* region has declined sharply with the improvement in weather conditions.

Heavy rains in coastal areas melted the deep snows and ice which had disrupted logging, sawmill and construction employment, and several thousand men have returned to work. The employment level through the winter has shown a slight gain over last year, when similar severe conditions prevailed, and this gain may be expected to continue since the market outlook for most industries is bright.

The milder weather first brought improvement to the sawmill and shingle industries—nearly all mills from Vancouver, New Westminster, Nanaimo, and Port Alberni to Prince George and Prince Rupert have now re-opened, although some are not yet operating at capacity because of log shortages. The lumber industry will probably continue at capacity production during the rest of the year as there is a strong possibility of a \$12 million order from the United Kingdom in addition to the current \$5 million contract. Confirmation of this order and continuance of exports to the United States will keep even the smaller mills in full operation and will sustain employment in the logging industry.

The re-opening of logging camps has been progressing steadily, but only low-level camps in coastal areas were in full operation. In some areas in the interior, deep snow and bad road conditions have held up activity. By the end of March, however, most camps should be in full production.

### Employment Service Activities

During the first week of March, some 20,000 persons applied for supplementary benefits in accordance with the recent amendments to the Unemployment Insurance Act. Many of these workers had previously exhausted their regular benefit rights or did not have sufficient contributions to claim. Others had been employed in industries not previously covered by unemployment insurance. The latter group includes persons employed in lumbering and logging in Central and Eastern Canada.

Each winter, this supplementary aid will be available from January 31 to March 31; this year, it will extend from February 28 to April 15. Payments will amount to 80 per cent of the regular benefits and will be paid for a period which is based upon each workers' employment record.

The trend in unemployment appears to be fairly well defined in the week to week report on applicants registering at employment offices. January, as usual, has been the month when most of the unemployed lost their jobs. Of the approximately 375,000 persons registered at the end of

February, about 100,000 were added during January. Unplaced applicants had increased by about the same number during the previous three months. This steady increase in unemployment began to reverse in February. This year, the downtrend started earlier than last because of improved weather conditions in British Columbia. However, there were also signs of a general improvement in employment conditions. Job-orders on file at employment offices have been consistently increasing, if only slightly, ever since the middle of January. By February, placements were increasing for men and women in almost all regions, and by the end of the month were higher than in both the earlier weeks in 1950 and for the same period in 1949.

Most workers have experienced a longer period of unemployment this year than last. The increase of from 40 to 45 per cent in unplaced applicants over the year indicated not so much more persons looking for work

as the usual seasonal help remaining unemployed for longer periods. Proportionately more this year had been claiming benefits for more than three months. In other years, they would be found in the group registered for two weeks to two months. Despite this change, at the beginning of February, most claimants had been unemployed for less than a month.

There has also been a wider variety of workers displaced this year. The proportion of workers registered who are skilled or semi-skilled is higher than in recent years. More of the applicants are in the age group 20 to 44 years than in previous years. Clerical and trade workers and others not usually seasonally affected have been released this winter. Women workers also were seasonally displaced to a greater extent than usual. In addition, many married women whose husbands were unemployed were registering for jobs.

## Unemployment in Canada as Reported by Trade Unions, 1949

Unemployment in trade unions in 1949 rose to an average of 3.0 per cent from 2.2 per cent in the previous year. This was the highest yearly figure recorded since 1942. In December, 1949, the percentage was 4.8.

The yearly average was obtained from quarterly reports received by the Depart-

ment of Labour from local trade union branches throughout the country. These reports show the number of members in good standing excluding retired or pensioned members, and the number of members totally unemployed at the end of each quarter. A person is recorded as unemployed only when he is idle because of

### PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY INDUSTRIES

	Logging	Mining	Manufacturing	Construction	Transportation	Communication	Trade	Service	All Industries
1933.....	25.4	12.5	24.5	66.7	13.2	12.8	1.5	11.0	22.3
1934.....	26.2	12.8	17.2	61.1	10.5	12.3	7.2	7.3	18.2
1935.....	20.6	11.4	14.7	49.7	8.4	11.1	7.8	6.9	15.4
1936.....	5.1	12.6	13.3	38.2	7.3	10.0	4.0	5.9	13.2
1937.....	2.2	11.5	11.2	28.6	6.2	8.1	.6	4.3	10.7
1938.....	20.2	8.4	14.6	34.5	8.2	7.3	.0	5.6	13.1
1939.....	26.0	10.2	12.0	31.4	8.3	6.3	.2	4.7	12.2
1940.....	15.8	8.8	6.8	19.7	5.6	5.8	.2	2.9	7.8
1941.....	7.3	7.3	3.0	11.2	3.4	4.1	.1	2.0	4.5
1942.....	2.7	2.2	1.5	7.9	1.6	2.3	.0	.7	2.2
1943.....	.2	.4	.4	3.7	.7	1.5	.0	.6	.8
1944.....	.2	.5	.2	2.8	.4	1.3	.3	.3	.5
1945.....	1.5	1.3	1.8	1.9	.7	1.2	.6	.5	1.4
1946.....	3.3	.6	1.6	1.8	1.4	.7	1.6	.5	1.4
1947.....	.2	.5	1.3	3.3	1.0	.4	.1	.5	1.3
1948.....	.....	.7	2.1	4.8	1.2	.1	.6	.9	2.2
1949.....	16.8	1.3	2.8	8.9	1.4	.4	1.0	1.4	3.0
1948—March.....	27.3	.8	2.0	8.1	1.6	.1	1.3	.8	3.1
June.....	0	1.3	1.5	1.5	1.2	.1	.6	.4	1.3
September.....	4.5	.4	1.2	1.5	.5	.1	.3	.6	1.4
December.....	.....	.5	3.5	7.9	1.4	.1	.5	1.5	3.0
1949—March.....	20.4	1.5	2.4	11.4	1.4	.5	1.6	1.3	3.2
June.....	9.7	2.4	1.8	4.3	1.0	.1	0	.4	1.8
September.....	14.3	.5	2.4	4.6	.9	.2	1.0	1.3	2.2
December.....	18.7	1.0	4.4	15.0	2.2	.7	1.3	2.3	4.8



economic causes. Union members idle because of illness, a strike or a lockout, are not considered as unemployed. Reviews of trade union unemployment at the end of each quarter have appeared in the *LABOUR GAZETTE* for March, June, September and December respectively. The statement for the last quarter of 1949, with comparative

figures for earlier years was included in the March, 1950, issue.

During 1949, quarterly reports were received from an average of 2,614 locals with an average combined membership of 510,845. In the previous year an average of 2,558 locals reported and the average combined membership was 512,925.

## PRICES AND THE COST OF LIVING\*

### Cost-of-Living Index

The Dominion urban cost-of-living index advanced from 161·6 for February 1, 1950 to 163·7 for March 1 for a gain of 2·1 points. This marked a new post-war peak, exceeding the previous high point of 162·8 for August 1, 1949. Group indexes for rents, fuel and light, and miscellaneous items are now at their highest post-war levels, while foods, clothing and home furnishings are appreciably below 1949 post-war highs.

The increase in the index during February was due principally to higher levels for rents and firmer prices for certain foods. The results of the March quarterly survey of rents were reflected in an increase in the rent index from 125·0 to 132·7; this advance takes account of all rent changes since last November. The food index rose 2·7 points to 204·0 during February when strength in prices for beef, lamb, eggs, coffee and fresh vegetables outweighed narrow declines for canned vegetables.

Fuel and light, the only other group to register an increase, moved up 0·4 to 136·3. The clothing index receded from 133·0 to 131·4 when lower prices were quoted for men's and women's topcoats and men's suits, while home furnishings and services declined 0·1 point to 166·3. The index for miscellaneous items remained unchanged at 132·1.

### Cost of Living in Eight Cities

Cost-of-living indexes for the eight regional cities moved higher during January. Firmer prices for foods were mainly responsible. Beef, lamb, eggs, oranges, coffee and sugar were generally stronger at most centres, while pork items were easier. Indexes for clothing and home furnishings and services registered fractional declines while fuel costs were unchanged except at Saint John and Montreal where narrow advances occurred. Rents were not surveyed in February and, consequently, the indexes remained steady.

Composite city index increases between January 3 and February 1, 1950 were as

follows:—Vancouver 1·5 to 163·4; Saskatoon 1·4 to 163·6; Winnipeg 1·3 to 156·3; Edmonton 1·2 to 158·1; Toronto 0·7 to 157·6; Saint John 0·7 to 157·8; Halifax 0·6 to 153·3 and Montreal 0·4 to 164·2. In the same interval, the Dominion index rose 0·6 to 160·3.

### Wholesale Prices, January, 1950

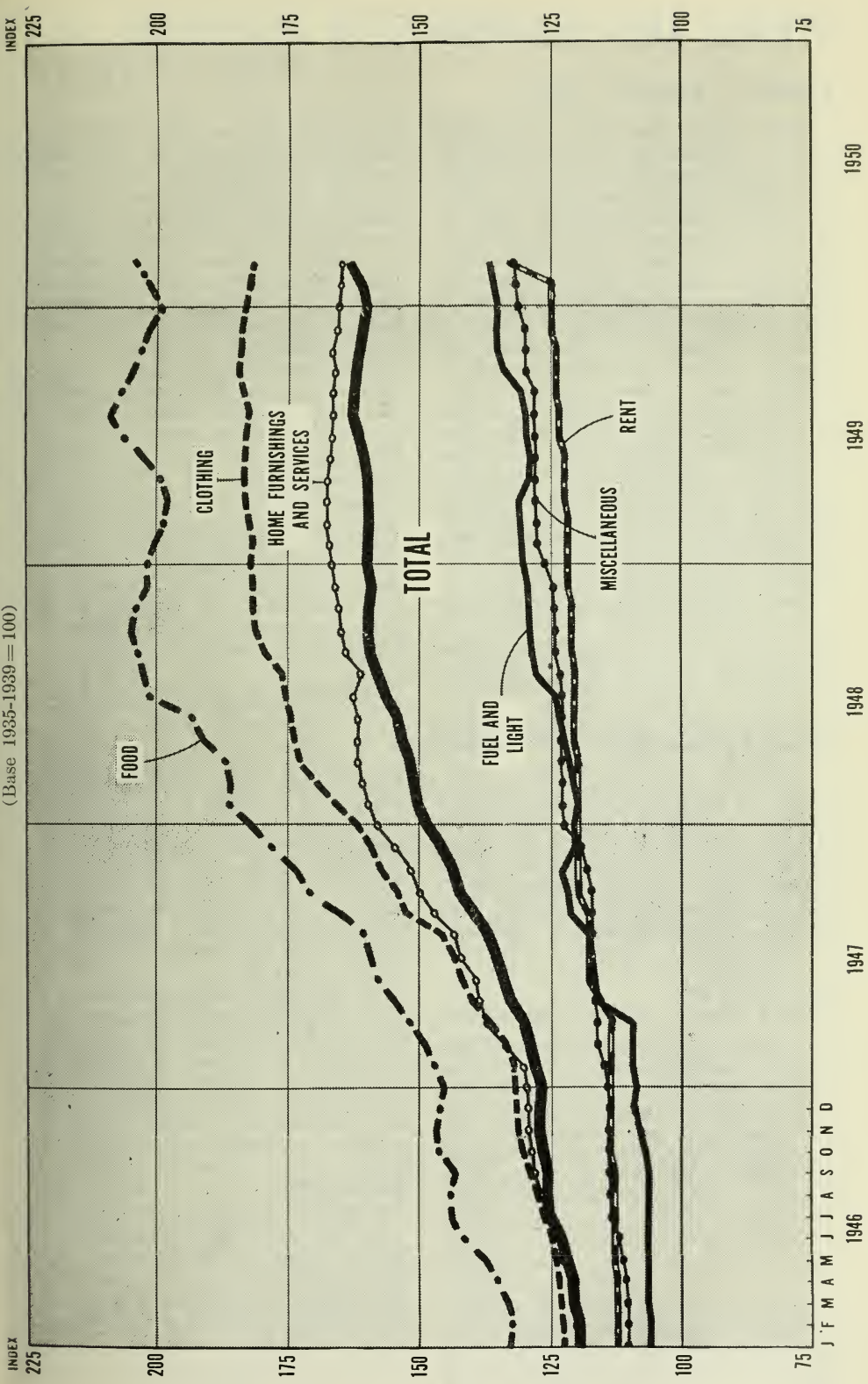
Between December, 1949 and January, 1950 the general index of wholesale prices advanced 0·3 point to 157·1. Five of the eight major groups recorded increases in this period. The most substantial of these was registered by the Textiles Products group, which rose 2·5 points to 162·2. Other group increases were considerably smaller: Vegetable Products moved up 0·9 point to 143·4; Iron Products, 0·9 point to 174·8; Wood Products, 0·5 point to 189·1; Non-metallic Minerals 0·3 point to 139·3. Animal Products registered the largest downward movement with a loss of 2·3 points to 160·7. Chemical Products followed with a drop of 1·3 points to 118·0, while Non-ferrous Metals receded 0·1 point to 139·7. Among commodities to show price increases between December and January were the following: worsted yarn 20·9 per cent, oranges 19·7 per cent, haddock 15·8 per cent, salt 14·5 per cent, raw wool 11·5 per cent, worsted suiting 11·1 per cent, beef carcass (Montreal) 10·2 per cent, cocoa beans (African) 10·1 per cent, crushed stone 9·9 per cent, coconut oil 8·9 per cent, rice 8·6 per cent. In the same period, price decreases were shown for the following: eggs, grade A large, 15·6 per cent, fowl 9·7 per cent, hogs 9·4 per cent, lard 8·9 per cent, auromine O dye 8·5 per cent, barley, No. 1 feed, western, 7·6 per cent, canned cherries 7·0 per cent, bacon 6·7 per cent, nylon hosiery 6·5 per cent, rosin 6·1 per cent, soap 5·9 per cent.

The Canadian Farm Products Index of wholesale prices moved down 0·3 point to 144·1 between December and January. Animal Products declined 2·7 points to 178·0, reflecting a sharp drop in eggs coupled with decreases in fowl and hogs. Field Products increased 1·1 points to 123·8.

\* See Tables F-1 to F-6.

# COST OF LIVING IN CANADA FROM JANUARY, 1946

(Base 1935-1939 = 100)





# STRIKES AND LOCKOUTS\*

## Canada, February, 1950

Strike idleness was down as compared with the previous month, and was little more than one-third of the loss in February, 1949. The number of work stoppages and the workers involved showed a slight increase over January, 1950, but were still few in number. Strikes and lockouts which caused the largest amount of time loss were: plumbers, steamfitters and helpers at Ottawa, Ont., firebosses at various coal mines in Alberta, and beverage room tapmen, waiters and glass washers at Calgary, Alta.

Preliminary figures for February, 1950, show 15 strikes and lockouts in existence, involving 3,764 workers, with a time loss of 26,300 man-working days, as compared with nine strikes and lockouts in January, 1950, with 2,456 workers involved and a loss of 39,488 days. In February, 1949, there were 10 strikes and lockouts, involving 7,245 workers, with a loss of 71,652 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in February was 0.03 per cent of the estimated working time, as compared with 0.05 per cent in January, 1950; 0.09

per cent in February, 1949; 0.04 per cent for the first two months of 1950; and 0.05 per cent for the first two months of 1949.

Of the 15 strikes and lockouts in existence during February, 1950, one was settled in favour of the workers, three in favour of the employer, one was a compromise settlement, and one was indefinite in result, work being resumed pending final settlement. At the end of the month nine work stoppages were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: composers, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; and textile products factory workers at St. Lambert, P.Q., August 29, 1949.

\* See Tables G-1 and G-2.

## Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review issued as a supplement to the *LABOUR GAZETTE* for April, 1950, and in this article are taken, as far as possible, from the government publications of the countries concerned.

### Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in December, 1949, was 72 and 15 were still in progress from the previous month, making a total of 87 during the month. In all stoppages of work in progress in the period there were 14,700 workers involved and a time loss of 69,000 working days was caused.

Of the 72 disputes leading to stoppages of work which began in December, two, directly involving 100 workers, arose out of demands for advances in wages, and 26, directly involving 3,300 workers, on other

wage questions; six, directly involving 700 workers, on questions as to working hours; 11, directly involving 1,500 workers, on questions respecting the employment of particular classes or persons; and 26, directly involving 1,400 workers, on other questions respecting working arrangements. One stoppage, directly involving 1,600 workers, was in support of workers involved in another dispute.

For 1949, preliminary figures show a total of 1,423 work stoppages beginning in the year, 434,000 workers directly and indirectly involved in all stoppages in progress during the year and a time loss of 1,808,000 working days. Comparable figures for 1948 are, 1,759 stoppages, 426,000 workers and a time loss of 1,944,000 working days.

### United States

Preliminary figures for January, 1950, show 225 strikes and lockouts beginning in the month, in which 280,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 2,600,000 man-days. Corresponding figures for December, 1949, are 150 strikes and lockouts, involving 40,000 workers, with a time loss of 1,200,000 days.

# FATAL INDUSTRIAL ACCIDENTS IN CANADA, 1949\*

Industrial fatalities in Canada during the calendar year 1949, were 1,344. The final figure for 1948 includes 37 not previously reported. The total number of fatal and non-fatal accidents reported by provincial Workmen's Compensation Boards decreased from 417,426 in 1948 to 413,132 in 1949.

The accidents recorded are those occurring to persons gainfully employed, during the course of or arising from their employment. Also included are fatalities from industrial diseases reported by Provincial Workmen's Compensation Boards. Reviews of industrial accidents appear in the *LABOUR GAZETTE* quarterly.

The annual totals were compiled from reports received from provincial Workmen's Compensation Boards, the Board of Transport Commissioners, and the Ontario Chief Factory Inspector. Also included were the reports submitted by *LABOUR GAZETTE* correspondents in several Canadian industrial centres.

Press reports served mainly to supplement official information and were included only after careful inquiry to avoid duplication. The record on accidents in agriculture was compiled from such reports. Although it is not known to what extent agricultural accidents are covered, the record is considered fairly complete.

Nine industrial accidents which caused the death of three or more persons in each case were reported to the Department during 1949. A pilot, a mining engineer, and a prospector were killed near Yellowknife, Northwest Territories on or about January 22, when an aircraft in which they were flying crashed. On April 1, at Britannia Beach, British Columbia, three miners were crushed to death under a load of drill steel in an underground accident in a copper mine. The engineer, fireman and conductor of a train were killed on May 9, when it was derailed near Wetaskiwin, Alberta.

On August 10, three slashers engaged in hydro-electric maintenance work at Pine Portage, Ontario, were drowned when a tow rope, which was attached to a boat in which they were travelling, broke, causing the boat to capsize. Four members of the Meteorological Service of the Department of Transport and a nurse on duty were killed near Norway House, Manitoba on August 23, when the aircraft in which they

were travelling crashed. On September 9, an explosion in, and subsequent crash of, an aeroplane near St. Joachim, Quebec, resulted in the death of four members of the crew, and two paper plant employees who were travelling in connection with their work. While there were a number of other passengers killed as a result of this crash it is not known that their deaths were incidental to their employment and hence their deaths are not classed as industrial fatalities.

Three workers engaged in metal refining at Arvida, Quebec were overcome by carbonyl gas poisoning on September 19, and died early in October. Three construction workers were burned to death in a construction project at Sydney, Nova Scotia on November 9. On November 26, six members of the crew of a fishing craft were drowned when their vessel was shipwrecked during a storm off Trial Island, near Victoria, British Columbia.

## Fatalities by Causes

Classification of accidents according to cause (Table H-1) indicates that the largest number, 422, came under the category of "moving trains, vehicles, etc." Automobiles and other power vehicles and implements caused 220 of these fatalities.

Industrial diseases, strain, etc., were responsible for 132 of the 251 industrial deaths recorded in the group, "other causes." Falls of persons resulted in 204 fatalities, while falling objects caused 159, of which 53 occurred in the logging industry. Dangerous substances caused 148 deaths including 44 resulting from electrocution.

## Fatalities by Provinces

The largest number of industrial fatalities recorded in any province in 1949, was 505 in Ontario. Of these 115 occurred in manufacturing, 97 in transportation, and 63 in the service industries. In Quebec, 268 fatalities were recorded including 74 in manufacturing and 56 in transportation. The third largest number, 227, occurred in British Columbia. Logging accounted for 71 of these fatalities.

## Fatalities by Industries

Table H-4 includes an analysis of fatalities by industries and months, and the number of fatalities in each industry is expressed as a percentage of the grand total. The latest

\* See Tables H-1 to H-5.



available census figures of persons employed in the various industries are also given, although they are not, in any case, for the year under review, they are included to provide an approximate indication of the relative frequency of accidents from industry to industry.

The highest percentage of the 1,344 industrial fatalities in 1949 was in transportation with 18.9; the percentage was 17.9 in the

previous year. Manufacturing accounted for 18.2 per cent in comparison to 19.3 in 1948.

The percentage in mining, non-ferrous smelting and quarrying decreased from 14.0 per cent in 1948 to 13.7 in 1949. In construction it declined from 13.1 in 1948 to 11.0 in 1949. The percentage in the logging industry also declined, from 12.3 per cent in 1948 to 10.5 in 1949.

## SELECTED PUBLICATIONS RECEIVED RECENTLY IN LIBRARY OF DEPARTMENT OF LABOUR\*

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, free of charge, 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**

1. INTERNATIONAL LABOUR OFFICE. *Model Code of Safety Regulations for Industrial Establishments for the Guidance of Governments and Industry*. Geneva, 1949. Pp. 483.

2. U.S. BUREAU OF LABOR STANDARDS. *Butch Learns to Lift*. Washington, G.P.O., 1949. Pp. 7.

### **Arbitration, Industrial**

3. SILVERBERG, LOUIS G. *How to Take a Case Before the National Labor Relations Board*. Washington, Bureau of National Affairs, 1949. Pp. 292.

4. UPDEGRAFF, CLARENCE M. *Arbitrating Labor Disputes*. (In: Washington University Law Quarterly. Fall Volume, 1949. P. 54-68.)

5. WHITE, WILLIAM F. *Minimizing Labor Disputes: Processing Grievances, Conciliation and Mediation*. (In: Washington University Law Quarterly. Fall Volume, 1949. P. 44-68.)

### **Collective Bargaining**

6. ILLINOIS UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Pension Plans in Collective Bargaining*, by Louis S. Boffo. Urbana, 1950. Pp. 31.

7. SEYBOLD, JOHN W. *The Philadelphia Printing Industry; a Case Study*. Philadelphia, Published for the Labor Relations

\* List No. 25.

Council of the Wharton School of Finance and Commerce by the University of Pennsylvania Press, 1949. Pp. 109.

8. WEISS, ABRAHAM. *Collective Bargaining Provisions: Strikes and Lockouts; Contract Enforcement*. Washington, G.P.O., 1949. Pp. 101.

9. WOLMAN, LEO. *Industry-Wide Bargaining*. (In: Labor Law Journal, Volume 1, No. 3, Dec., 1949. P. 167-184.)

### **Economic Conditions**

10. JAMES, ROBERT WARREN. *Wartime Economic Co-operation; a Study of Relations Between Canada and the United States*. Toronto, Ryerson Press, 1949. Pp. 415.

11. MEHR, ROBERT I. *Business Life Insurance and Its Economic Applications*, by Robert I. Mehr and Hugh G. Wales. Urbana, University of Illinois, 1950. Pp. 66.

12. OWEN, ROWLAND. *India; Economic and Commercial Conditions in India*. London, H.M.S.O., 1949. Pp. 233.

13. RAMASWAMY, T. N. *Full Employment for India*. Benares, Nand Kishore and Bros., 1946. Pp. 309.

14. UNITED NATIONS, SECRETARIAT. DEPT. OF ECONOMIC AFFAIRS. *Methods of Financing Economic Development in Under-Developed Countries*. New York, 1949. Pp. 163.

15. U.S. BUREAU OF LABOR STATISTICS. *Consumers' Prices in the United States, 1942-48; Analysis of Changes in Cost of Living*. Washington, G.P.O., 1949. Pp. 82.

### **Employees' Benefit Plans**

16. BURNS & Co. LIMITED. *Welfare Plan for Employees and Their Dependents*. Calgary, 1948. Pp. 20.

17. CANADA PACKERS LIMITED. *Employees' Retirement Plan*. Montreal, 1949. Pp. 16.

18. COUNCIL OF PROFIT SHARING INDUSTRIES. *The Installation of a Profit Sharing Plan*. Akron, Ohio, 1949. Pp. 20.

19. GRAY, ROBERT D. *Selected Personnel Practices of Large Employers in Los Angeles County as of April 1, 1949*. Pasadena, California. California Institute of Technology, 1949. Pp. 12.

### **Industrial Relations**

20. KATZ, DANIEL. *Morale and Motivation in Industry*. University of Michigan. Survey Research Center, 1949. Pp. 14.

21. NATIONAL INDUSTRIAL RELATIONS CONFERENCE, CHICAGO, 1949. Current Problems in Industrial Relations, Sponsored by The Chicago Association of Commerce and Industry, The Chamber of Commerce of the United States, The Labor Relations Council of Chambers of Commerce. Chicago, Monarch Printing and Publishing Corp., 1949. Pp. 87.

22. STEINKRAUS, HERMAN W. *Labor-Management Relations Today*; An Address by Herman W. Steinkraus President Chamber of Commerce of the United States before the Annual Meeting of the American Mining Congress. Spokane, 1949. Pp. 24.

23. WEARNE, D. *The Readability of House Magazines*. (In: The Bulletin of Industrial Psychology and Personnel Practice. Dec., 1949. P. 29-32.)

### **Industry**

24. ALUMINUM COMPANY OF AMERICA. *An Outline of Aluminum*. Pittsburgh, 1949. Pp. 64.

25. ANGLO-AMERICAN COUNCIL ON PRODUCTIVITY. *Simplification in Industry*. New York, 1949. Pp. 12.

26. BITUMINOUS COAL INSTITUTE. *Bituminous Coal Annual, 1949*; Facts and Figures. Washington, 1949. Pp. 192.

27. DAS, NABAGOPAL. *Industrial Planning: Why and How*. Calcutta, General Printers and Publishers Limited, 1944. Pp. 132.

28. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Cutting Costs in Industry*. New York, 1950. Pp. 24.

### **Labour Laws and Legislation**

29. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Workmen's Compensation in Canada*; A Comparison of Provincial Laws. Ottawa, 1949. Pp. 40.

30. *Why Taft-Hartley Should be Repealed*. (In: Economic Outlook. January, 1950. 8p.)

### **Occupations**

31. MICHIGAN. UNEMPLOYMENT COMPENSATION COMMISSION. *Needle Trades, Sewing Machine Operators*. Detroit, 1948. Pp. 17.

32. MICHIGAN. UNEMPLOYMENT COMPENSATION COMMISSION. *Plumbing, Steam Fitting and Pipe Fitting Occupations*. Detroit, 1948. Pp. 11.

33. PENNSYLVANIA STATE COLLEGE. SCHOOL OF MINERAL INDUSTRIES. *Careers and Mineral Industries*. State College, Pennsylvania, 1944. Pp. 24.

34. U.S. DEPARTMENT OF COMMERCE. *Establishing and Operating a Dry Cleaning Business*. Washington, G.P.O., 1949. Pp. 210.

35. U.S. WOMEN'S BUREAU. *Night Work for Women in Hotels and Restaurants*. Washington, G.P.O., 1949. Pp. 59.

### **Social Security**

36. ANDERSON, W. M. *Family Security*. (In: The Trades and Labour Congress Journal. January, 1950. P. 33-41.)

37. *A Check Chart of Pensions and Security Plans*. (In: Factory Management and Maintenance. January, 1950. P. 112-120.)

### **Wages and Hours**

38. ANDERSON, ALEX. *How Close are We to the 40-Hour Week?* (In: The Canadian Mineworker. February, 1950. Pp 6-7, 14.)

39. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Annual Report on Wage Rates and Hours of Labour in Canada, October, 1948*. Report No. 31, Issued as a Supplement to The *Labour Gazette*, November, 1949. Ottawa, King's Printer, 1949. Pp. 104.

40. NATIONAL INDUSTRIAL CONFERENCE BOARD. *When Should Wages be Increased?*; An Evening with the Economic Forum. New York, 1950. Pp. 64.

### **Works Councils**

41. *It's Joint Consultation*; Fewer Days have been lost through Disputes since Britain's Ministry of Labour Inaugurated Scheme. (In: The Canadian Mineworker. February, 1950. Pp. 12-13, 24.)

42. *A Study in Joint Consultation*, by M. Kangan. (In: The Bulletin of Industrial Psychology and Personnel Practice. December, 1949. Pp. 3-14.)

### **Miscellaneous**

43. CANADA. DEPT. OF NATIONAL HEALTH AND WELFARE. *A Guide to the Diagnosis of Occupational Diseases*; A Reference Manual for Physicians, Compiled Jointly by the Staffs of the Industrial Health Division. Department of National Health and Welfare and the Division of Industrial Hygiene. Department of Health for Ontario. Ottawa, King's Printer, 1949. Pp. 317.

44. *Changes in Composition of Older Labor Force, 1936-48*. (In: The Monthly Review. February, 1950. P. 22-27.)

45. FOUNDATION FOR ECONOMIC EDUCATION. *Some Facts About*. Irvington-On-Hudson, New York, 1949. Pp. 18.



# LABOUR STATISTICS

	PAGE
Table 1—Statistics Reflecting Industrial Conditions in Canada.....	561
<b>A—Labour Force</b>	
<i>Immigration Branch, Department of Mines and Resources</i>	
Table A-1—Immigration of Adult Males, Adult Females and Children to Canada.....	562
Table A-2—Distribution of All Immigration by Region.....	562
Table A-3—Distribution of Male Immigrants by Occupation.....	563
<b>B—Labour Income</b>	
<i>Dominion Bureau of Statistics: Monthly Estimates of Labour Income</i>	
Table B-1—Monthly Estimates of Canadian Labour Income.....	563
<b>C—Employment, Hours and Earnings</b>	
<i>Dominion Bureau of Statistics: The Employment Situation (as reported by employers having 15 or more employees)</i>	
Table C-1—Employment and Earnings by Province, City and Industry.....	564
Table C-2—Index Numbers of Employment and Earnings since 1941.....	565
Table C-3—Index Numbers of Employment by Provinces since 1933.....	565
Table C-4—Employment and Earnings by Industry.....	566
Table C-5—Sex Distribution of Employed Persons.....	567
<i>Dominion Bureau of Statistics: Hours and Earnings (as reported by employers having 15 or more employees)</i>	
Table C-6—Hours and Hourly Earnings in Manufacturing.....	568
Table C-7—Weekly Salaries and Wages in Manufacturing.....	568
Table C-8—Hours and Earnings in Manufacturing by Provinces and Cities.....	568
Table C-9—Hours and Earnings by Industry.....	569
<i>Economics and Research Branch, Department of Labour</i>	
Table C-10—Real Earnings in Manufacturing.....	570
<b>D—Employment Service Statistics</b>	
<i>Dominion Bureau of Statistics</i>	
Table D-1—Unfilled Vacancies and Unplaced Applicants as at First of Month.....	571
Table D-2—Unfilled Vacancies by Industry and by Sex.....	571
Table D-3—Unfilled Vacancies and Unplaced Applicants by Occupation and by Sex.....	572
Table D-4—Vacancies, Referrals and Placements (Weekly Average).....	572
Table D-5—Activities of National Employment Service Offices.....	573
Table D-6—Applications and Placements Since 1939.....	575
<b>E—Unemployment Insurance</b>	
<i>Unemployment Insurance Commission and Dominion Bureau of Statistics Report on the Operation of the Unemployment Insurance Act</i>	
Table E-1—Registration of Employers and Employees.....	576
Table E-2—Persons Signing the Live Unemployment Register by Number of Days continuously on the Register.....	576
Table E-3—Claims for Benefit Since 1942.....	576
Table E-4—Claims for Benefit by Provinces and Disposal of Claims.....	577
Table E-5—Claimants not Entitled to Benefits with Reason for Non-Entitlement.....	577
Table E-6—Number Receiving Benefit with Amount Paid.....	577
Table E-7—Unemployment Insurance Fund.....	578
<b>F—Prices</b>	
<i>Dominion Bureau of Statistics</i>	
Table F-1—Index Numbers of the Cost of Living in Canada.....	579
Table F-2—Index Numbers of the Cost of Living for Eight Cities of Canada.....	588
Table F-3—Index Numbers of Staple Food Items.....	588
Table F-4—Retail Prices of Staple Foods, Coal and Rentals by Cities.....	580
Table F-5—Index Numbers of Wholesale Prices in Canada.....	589
Table F-6—Index Numbers for Canada and Other Countries.....	590
<b>G—Strikes and Lockouts</b>	
<i>Economics and Research Branch, Department of Labour</i>	
Table G-1—Strikes and Lockouts in Canada by Month.....	591
Table G-2—Strikes and Lockouts in Canada during February.....	592
<b>H—Industrial Accidents</b>	
<i>Economics and Research Branch, Department of Labour</i>	
Table H-1—Fatal Industrial Accidents by Industries and Causes.....	594
Table H-2—Fatal Industrial Accidents by Provinces and Industries.....	598
Table H-3—Fatal Industrial Accidents by Main Industry Groups, 1928-1949.....	599
Table H-4—Fatal Industrial Accidents by Months and Industries.....	600
Table H-5—Industrial Accidents, Non-Fatal, Reported by Provincial Workmen's Compensation Boards.....	602

TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

	1950		1949	1948	1944	1939
	Feb.	Jan.	Jan.	Jan.	Jan.	Jan.
<b>Labour Force—</b>						
Civilian Labour Force (1).....000		5,200	4,964	4,934	†	†
Employed (1).....000		5,053	4,858	4,847	†	†
Male (1).....000		3,967	3,835	3,791	†	†
Female (1).....000		1,080	1,023	1,056	†	†
Paid workers (1).....000		3,580	3,441	3,334	†	†
Unemployed (1).....000		147	106	87	†	†
Index of employment (2).....	187.3	194.0	197.3	193.7	185.7	108.1
Unemployment in trade unions.....%		4.8	3.4	1.7	0.8	11.4
Immigration.....No.	4,959	3,710	7,449	7,248	693	661
Adult males.....No.	1,906	1,234	2,884	2,986	157	160
<b>Earnings and Hours—</b>						
Total labour income.....\$000,000		620	608	545	†	†
Per capita weekly earnings.....\$		42.38	41.10	36.28	30.10	†
Average hourly earnings.....cents	100.9	101.1	97.2	86.6	†	†
Average hours worked per week.....	42.3	39.9	40.6	38.3	†	†
Average real weekly earnings; index (4).....	108.0	109.5	101.2	103.2	†	†
<b>National Employment Service—</b>						
Unplaced applicants (5).....000	375.6	274.0	186.7	142.4	†	†
Unfilled vacancies (5).....000	19.2	18.0	25.5	41.0	†	†
Placements, weekly average.....000	9.5	8.0	8.7	10.3	†	†
<b>Unemployment Insurance—</b>						
Claims.....000	297.2	222.1	144.1	94.5	6.2	†
Balance in fund.....\$000,000	587.8	589.6	522.8	435.7	176.8	†
<b>Price Indexes—</b>						
Wholesale (6).....	158.1	157.1	159.3	146.0	102.5	73.2
Cost of living (6).....	161.6	159.6	159.6	148.3	119.0	101.0
Residential building materials (6).....	227.4	227.3	230.0	207.1	(10) 146.6	(10) 102.3
<b>Production—</b>						
Industrial production index (6).....	186.4	182.9	178.7	178.0	204.1	102.0
Mineral production index (6).....		136.7	132.9	117.2	113.4	105.9
Manufacturing index (6).....	194.6	191.3	188.4	189.8	225.1	100.9
Electric power.....000,000 k.w.h.	3,771	4,072	3,697	3,754	3,529	2,887
<b>Construction—</b>						
Contracts awarded.....\$000,000	64.8	56.7	72.8	34.2	8.8	7.3
Dwelling units, started.....000			3.1	1.7	†	†
Completed.....000			6.8	3.7	†	†
Under construction.....000			52.9	40.2	†	†
Pig iron.....000 tons	157.2	190.4	183.1	160.0	132.1	57.7
Steel ingots and castings.....000 tons	258.1	289.9	284.7	256.7	242.2	78.2
Inspected slaughterings, cattle.....000	93.7	120.6	112.4	129.3	90.3	69.9
Hogs.....000	350.7	362.8	324.8	568.9	941.0	262.9
Flour production.....000 bbl.	1.61	1.55	1.47	1.90	2.04	1.10
Newsprint.....000 tons		403.0	375.7	372.0	242.7	208.4
Cement producers' shipments.....000,000 bbl.	0.8	0.7	0.6	0.5	0.2	0.1
Automobiles and trucks.....000	30.1	28.5	13.9	16.7	13.7	14.8
Gold.....000 fine oz.		373.1	309.0	237.4	256.6	410.9
Copper.....000 tons	22.3	22.2	20.8	20.4	24.4	23.7
Lead.....000 tons		9.6	10.8	11.1	16.4	16.2
Nickel.....000 tons		10.2	11.2	10.8	11.8	7.3
Zinc.....000 tons		24.0	21.9	17.2	24.7	15.3
Coal.....000 tons	1,773	1,749	1,853	1,396	1,621	1,178
<b>Distribution—</b>						
Wholesale sales index, unadjusted (6).....		231.8	243.2	244.6	159.5	77.6
Retail sales.....\$000,000		501.8	493.4	490.8	†	†
Imports, excluding gold.....\$000,000	200.2	211.9	223.8	206.1	126.4	43.7
Exports, excluding gold.....\$000,000	199.5	221.2	237.0	235.4	242.0	70.1
<b>Railways—</b>						
Revenue freight, ton miles.....000,000		3,614	4,702	4,784	5,349	1,871
Car loadings, revenue freight.....000	280.6	248.3	287.8	275.9	268.8	157.9
<b>Banking and Finance—</b>						
Common stocks, index (6).....	118.3	119.0	114.3	107.5	81.5	93.8
Preferred stocks, index (6).....	153.0	152.4	144.7	144.5	118.3	102.5
Bond yields, Dominion, index (6).....	90.3	90.1	95.4	92.1	97.3	97.3
Cheques cashed, individual accounts.....\$000,000	6,000	7,307	6,929	6,491	4,512	2,512
Bank loans, current, public.....\$000,000		2,164	2,054	1,891	1,037	792
Money supply.....\$000,000		4,386	4,162	3,818	(9) 3,153	(9) 1,370
Circulating media in hands of public.....\$000,000		1,131	1,131	1,094	(9) 990	(9) 281
Deposits.....\$000,000		3,255	3,031	2,725	(9) 2,163	(9) 1,089

NOTE.—Many of the statistical data in this table are included in the *Canadian Statistical Review* issued by the Dominion Bureau of Statistics.

†Comparable statistics are not available. (1) Labour Force survey figures given are as of Oct. 29, 1949, Nov. 20, 1948 and Nov. 8, 1947. (2) Base 1926 = 100. (3) Figures are as at end of quarter ending Dec. 31, 1949, 1948, 1944 and 1939 respectively. (4) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average for 1946 = 100. (5) First of month. (6) Base 1935-1939 = 100. (7) Figures are for four week periods. (8) Annual figures; monthly not available. (9) Year-end figures. (10) Annual index.



## A—Labour Force

### TABLE A-1.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA

(SOURCE: Department of Mines and Resources, Immigration Branch)

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
1945—Total.....	4,259	11,620	6,843	22,722
1946—Total.....	9,934	40,818	20,967	71,719
1947—Total.....	27,281	24,787	12,059	64,127
1948—January.....	2,986	2,794	1,468	7,248
February.....	2,234	1,904	1,071	5,209
March.....	4,184	3,963	2,472	10,619
April.....	4,630	3,008	1,778	9,416
May.....	4,141	3,076	2,243	9,460
June.....	7,382	4,747	3,194	15,323
July.....	4,770	4,004	2,329	11,103
August.....	4,995	3,616	2,347	10,958
September.....	4,383	4,755	2,733	11,871
October.....	4,920	5,405	2,758	13,083
November.....	4,473	4,238	2,418	11,129
December.....	3,888	3,681	2,426	9,995
Total.....	52,986	45,191	27,237	125,414
1949—January.....	2,884	2,845	1,720	7,449
February.....	2,797	2,342	1,509	6,648
March.....	3,690	3,104	2,374	9,168
April.....	4,242	2,910	1,940	9,092
May.....	3,987	2,963	2,234	9,184
June.....	5,012	3,770	3,185	11,967
July.....	4,455	3,543	2,618	10,616
August.....	3,057	2,855	1,939	7,851
September.....	1,706	1,494	974	4,174
October.....	2,831	2,907	1,814	7,552
November.....	2,430	2,389	1,533	6,352
December.....	1,953	1,835	1,376	5,164
Total.....	39,044	32,957	23,216	95,217
1950—January.....	1,234	1,414	1,062	3,710

### TABLE A-2.—DISTRIBUTION OF ALL IMMIGRATION BY REGION

(SOURCE: Department of Mines and Resources, Immigration Branch)

Month	Mari- times	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—						
January.....	211	1,542	3,770	1,319	607	7,449
February.....	183	1,167	3,983	823	492	6,648
March.....	243	1,475	4,669	2,090	691	9,168
April.....	202	1,576	4,569	2,071	674	9,092
May.....	306	1,936	4,653	1,464	825	9,184
June.....	354	1,907	6,088	2,636	982	11,967
July.....	318	2,104	5,457	1,890	847	10,616
August.....	212	1,657	3,846	1,436	700	7,851
September.....	145	1,083	1,937	625	384	4,174
October.....	259	1,479	3,654	1,501	659	7,552
November.....	242	1,231	3,336	915	628	6,352
December.....	102	848	2,645	1,134	435	5,164
Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—						
January.....	115	641	1,988	703	263	3,710

**TABLE A-3.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION**

(SOURCE: Department of Mines and Resources, Immigration Branch)

Month	Agriculture	Unskilled and Semi-Skilled	Skilled	Trading	Others Including Mining	Total
1946—Total.....	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total.....	4,174	7,363	8,546	4,211	2,987	27,281
1948—Total.....	18,370	10,416	14,031	4,345	5,824	52,986
1949—January.....	1,137	427	801	243	276	2,884
February.....	1,386	414	589	231	177	2,797
March.....	1,818	544	845	278	205	3,690
April.....	2,055	650	891	285	361	4,242
May.....	2,164	538	777	268	240	3,987
June.....	2,535	889	1,020	285	283	5,012
July.....	2,063	700	803	288	601	4,455
August.....	1,405	496	586	236	334	3,057
September.....	440	189	393	203	481	1,706
October.....	1,173	423	641	241	353	2,831
November.....	926	440	593	260	211	2,430
December.....	1,016	228	397	180	132	1,953
Total.....	18,118	5,938	8,336	2,998	3,654	39,044
1950—January.....	483	152	278	180	141	1,234

**B—Labour Income**
**TABLE B-1.—MONTHLY ESTIMATES OF CANADIAN LABOUR INCOME**

(\$ Millions)

	Agriculture, Logging, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services (including Government)	Supplementary Labour Income	Total
1938—Average.....	22	59	9	56	59	5	209
1939—Average.....	23	62	8	57	59	5	215
1940—Average.....	27	77	11	63	62	5	245
1941—Average.....	29	107	16	73	67	8	299
1942—Average.....	30	143	18	80	73	10	354
1943—Average.....	31	169	18	86	78	13	395
1944—Average.....	33	172	13	95	83	13	409
1945—Average.....	35	156	15	101	90	13	410
1946—Average.....	42	146	24	114	103	14	443
1947—Average.....	47	175	33	133	113	17	518
1947—December.....	55	189	31	143	116	17	550
1948—January.....	52	187	30	139	119	18	543
February.....	52	193	29	139	116	18	548
March.....	47	189	28	140	120	19	544
April.....	43	194	34	142	121	18	551
May.....	47	195	37	147	125	18	570
June.....	51	201	43	150	130	20	595
July.....	53	201	48	153	130	20	606
August.....	55	204	48	157	130	20	614
September.....	57	220	48	185	130	22	663*
October.....	57	213	48	164	130	21	633
November.....	56	214	46	166	130	21	632
December.....	52	211	39	164	129	21	614
1949—January.....	49	211	35	159	133	20	607
February.....	47	213	34	159	131	20	605
March.....	42	214	35	161	134	20	606
April.....	40	213	39	163	134	19	610
May.....	46	209	42	166	138	20	622
June.....	51	216	46	170	141	20	645
July.....	51	214	49	172	142	21	649
August.....	55	218	51	172	139	23	658
September.....	54	220	53	174	138	22	662
October.....	53	219	52	175	141	22	663
November.....	51	218	50	177	143	23	661
December.....	47	217	41	174	141	22	642

\* Includes retroactive wage payments to railway system employees.

All totals are rounded to the nearest million independently. Therefore, the final total does not necessarily agree with the sum of the individual estimates.



## C—Employment, Hours and Earnings

**TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY**

(The latest figures are subject to revision).

SOURCE: *The Employment Situation*, D.B.S.

Tables C-1 to C-5 are based on reports from employers having 15 or more employees—At January 1, 20,917 employers in the eight leading industries reported a total employment of 2,032,277 and total payrolls of \$86,136,190

Geographical and Industrial Unit	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941 as 100 p.c.								
				Employment			Payrolls					
	Jan. 1, 1950	Dec. 1, 1949	Jan. 1, 1949	Jan. 1, 1950	Dec. 1, 1949	Jan. 1, 1949	Jan. 1, 1950	Dec. 1, 1949	Jan. 1, 1949			
(a) PROVINCES												
<b>Maritime Provinces</b> .....	37.19	37.66	35.78	115.8	127.1	116.3	196.5	218.3	189.8			
Prince Edward Island.....	33.49	33.62	33.05	147.4	160.0	141.7	226.7	247.1	216.3			
Nova Scotia.....	37.24	37.73	34.65	107.3	123.9	106.1	176.4	206.4	162.2			
New Brunswick.....	37.33	37.80	37.39	128.2	130.9	131.7	229.9	237.7	236.4			
<b>Quebec</b> .....	40.32	41.83	39.36	121.7	128.4	126.0	204.8	224.0	207.0			
<b>Ontario</b> .....	44.00	45.43	42.54	127.1	129.4	127.8	206.6	217.3	200.5			
<b>Prairie Provinces</b> .....	42.90	44.27	41.98	138.7	143.8	135.5	224.9	240.4	214.9			
Manitoba.....	42.27	43.58	41.33	132.9	137.9	130.2	212.1	227.0	203.1			
Saskatchewan.....	42.89	42.71	40.59	126.2	134.1	124.0	208.6	220.7	194.1			
Alberta.....	43.67	45.93	43.51	154.6	157.9	150.0	252.3	271.0	243.9			
<b>British Columbia</b> .....	44.45	46.87	42.77	143.6	150.6	142.6	224.2	248.1	214.1			
<b>CANADA</b> .....	42.38	43.81	41.10	127.2	132.2	128.4	209.2	224.7	204.5			
(b) CITIES												
Montreal.....	41.05	42.96	40.08	133.0	138.2	132.4	213.1	231.8	206.9			
Quebec.....	35.14	36.39	34.38	113.2	122.5	113.9	192.8	215.9	189.6			
Toronto.....	43.68	45.03	41.80	136.6	138.0	133.5	222.9	232.3	207.9			
Ottawa.....	37.21	38.52	35.24	136.5	134.9	134.3	219.6	224.7	204.1			
Hamilton.....	46.47	47.94	44.35	124.3	127.2	122.2	209.5	221.1	197.2			
Windsor.....	49.51	50.67	48.74	125.3	124.2	123.8	167.0	169.5	162.1			
Winnipeg.....	38.96	40.11	37.41	137.3	141.1	135.4	209.8	222.0	198.7			
Vancouver.....	42.08	44.58	41.29	155.7	160.7	160.7	246.0	269.1	249.2			
Halifax.....	34.02	34.55	33.72	128.9	131.8	133.3	191.9	200.9	196.2			
Saint John.....	36.25	35.82	34.05	133.6	121.0	136.6	226.0	202.2	217.0			
Sherbrooke.....	35.21	37.37	32.89	115.4	117.5	120.7	195.7	211.5	191.3			
Three Rivers.....	40.11	41.50	39.34	124.6	131.5	128.9	192.7	210.2	195.5			
Brantford.....	42.53	43.71	43.61	.....	.....	.....	.....	.....	.....			
Kitchener—Waterloo.....	40.26	41.66	38.80	136.1	139.9	134.6	241.6	257.2	230.3			
London.....	40.38	42.04	38.30	153.7	155.3	149.3	244.0	256.7	224.7			
Fort William—Port Arthur.....	43.82	46.51	43.64	72.1	77.6	86.0	121.1	138.4	141.3			
*St. Catharines.....	47.79	49.16	46.94	.....	.....	.....	.....	.....	.....			
Regina.....	40.07	39.06	37.52	135.9	143.5	137.9	232.0	238.8	219.1			
Saskatoon.....	38.03	38.69	35.65	150.4	157.4	144.8	260.6	277.4	235.5			
Calgary.....	41.26	42.94	40.11	149.8	148.9	140.2	245.4	253.7	221.7			
Edmonton.....	39.44	41.61	37.89	183.1	187.5	167.3	292.9	316.6	254.1			
Victoria.....	40.58	43.23	38.42	150.7	152.0	146.5	242.3	260.3	223.6			
(c) INDUSTRIES												
<b>Manufacturing</b> .....	43.65	45.38	42.28	119.0	121.7	120.7	200.2	212.9	196.6			
Durable Goods <sup>1</sup> .....	46.64	48.62	45.23	112.8	114.3	116.8	187.2	197.9	187.6			
Non-Durable Goods.....	40.57	42.21	39.19	122.8	126.5	122.6	211.5	226.9	204.9			
Electric Light and Power.....	49.45	49.89	47.52	166.3	169.8	156.8	261.5	269.3	235.5			
<b>Logging</b> .....	37.45	39.09	37.10	145.8	155.6	206.1	271.9	302.9	380.1			
<b>Mining</b> .....	50.30	54.21	47.15	101.8	104.1	99.6	160.3	176.6	146.9			
<b>Communications</b> .....	43.09	41.59	39.21	203.8	205.6	188.1	317.2	308.7	267.8			
<b>Transportation</b> .....	51.64	52.34	50.97	137.7	143.9	142.4	216.8	229.8	221.7			
<b>Construction and Maintenance</b> .....	39.55	42.16	38.65	114.7	137.4	110.5	196.8	251.4	185.5			
<b>Services</b> <sup>2</sup> .....	28.56	29.12	26.94	142.4	144.3	142.6	245.5	253.7	231.7			
<b>Trade</b> .....	37.02	36.97	35.65	159.8	158.7	152.4	247.6	245.7	227.7			
<b>Eight Leading Industries</b> .....	42.38	43.81	41.10	127.2	132.2	128.4	209.2	224.7	204.5			
<b>Finance</b> .....	41.23	41.23	39.24	148.2	148.1	143.2	210.6	210.4	193.5			
<b>Nine Leading Industries</b> .....	42.33	43.71	41.02	128.0	132.8	129.0	209.2	224.1	204.1			

<sup>1</sup> This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, as listed in Table C-4, with the exception of electric light and power.

<sup>2</sup> Mainly hotels and restaurants and laundry and dry-cleaning plants.

\* Includes Welland, Thorold and Merriton.

**TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941**

(Base:—June 1, 1941=100)

(The latest figures are subject to revision)

Source: *The Employment Situation, D.B.S.*

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of			Average Weekly Salaries and Wages	Index Numbers of			Average Weekly Salaries and Wages
	Employment	Aggregate Weekly Payrolls	Average Weekly Salaries and Wages		Employment	Aggregate Weekly Payrolls	Average Weekly Salaries and Wages	
June 1, 1941.....	100-0	100-0	100-0	\$ 25-25	100-0	100-0	100-0	\$ 25-57
Jan. 1, 1946.....	110-2	127-6	118-5	29-92	107-1	121-2	115-3	29-49
Jan. 1, 1947.....	118-5	149-9	129-3	32-64	113-5	141-5	126-7	32-40
Jan. 1, 1948.....	126-9	178-3	143-7	36-28	119-0	166-6	142-0	36-31
Jan. 1, 1949.....	128-4	204-5	162-8	41-10	120-7	196-6	165-4	42-28
Feb. 1, 1949.....	124-8	207-6	170-0	42-92	120-6	205-3	172-7	44-17
Mar. 1, 1949.....	123-7	207-5	171-4	43-27	120-8	206-6	173-6	44-39
April 1, 1949.....	122-9	206-5	171-7	43-35	120-8	207-4	174-2	44-54
May 1, 1949.....	123-8	207-3	171-0	43-19	121-0	207-1	173-8	44-45
June 1, 1949.....	127-4	209-0	167-6	42-32	122-1	203-7	169-4	43-31
July 1, 1949.....	130-6	217-6	170-1	42-96	123-5	209-8	172-4	44-09
Aug. 1, 1949.....	131-3	218-9	170-3	43-01	122-9	208-5	172-2	44-04
Sept. 1, 1949.....	132-4	222-0	171-4	43-27	124-5	212-1	172-9	44-20
Oct. 1, 1949.....	132-4	223-8	172-5	43-55	124-2	214-4	175-4	44-84
Nov. 1, 1949.....	132-3	224-8	173-5	43-80	122-9	213-6	176-4	45-10
Dec. 1, 1949.....	132-2	224-7	173-5	43-81	121-7	212-9	177-5	45-38
Jan. 1, 1950.....	127-2	209-2	167-8	42-38	119-0	200-2	170-7	43-65

**TABLE C-3.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS**

(Average calendar year 1926=100)

(The latest figures are subject to revision)

Source: *The Employment Situation, D.B.S.*

	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Jan. 1, 1934.....	88-6	97-0	.....	.....	.....	86-3	91-2	86-4	.....	.....	.....	80-4
Jan. 1, 1935.....	94-4	99-0	.....	.....	.....	91-3	98-0	91-2	.....	.....	.....	88-8
Jan. 1, 1936.....	99-1	108-1	.....	.....	.....	95-5	102-7	95-1	.....	.....	.....	92-4
Jan. 1, 1937.....	103-8	109-5	.....	.....	.....	104-0	107-5	94-2	.....	.....	.....	95-4
Jan. 1, 1938.....	113-4	115-8	73-2	118-3	115-3	119-7	117-5	96-2	92-4	97-8	100-8	97-8
Jan. 1, 1939.....	108-1	109-2	92-2	121-0	95-8	114-9	108-8	97-1	91-8	99-2	103-8	98-0
Jan. 1, 1940.....	116-2	118-9	84-3	126-6	111-6	120-7	120-9	103-3	96-9	103-3	113-2	97-6
Jan. 1, 1941.....	134-2	130-0	112-7	137-5	121-9	139-6	141-1	116-2	113-0	113-4	123-1	116-0
Jan. 1, 1942.....	165-8	183-9	118-9	204-5	162-2	175-0	172-7	131-4	127-2	119-6	145-7	142-6
Jan. 1, 1943.....	183-7	180-0	112-0	194-5	166-1	198-7	187-5	140-6	137-6	131-5	151-3	185-2
Jan. 1, 1944.....	185-7	186-3	128-0	196-9	176-4	201-3	185-4	149-5	141-6	137-5	169-7	190-2
Jan. 1, 1945.....	180-4	182-5	123-2	187-9	179-3	191-1	184-2	149-2	145-0	141-1	160-9	173-9
Jan. 1, 1946.....	168-2	169-5	120-4	176-2	164-1	171-8	172-2	150-6	144-8	143-4	164-0	163-7
Jan. 1, 1947.....	181-0	169-4	128-9	169-0	172-4	186-7	186-7	158-3	151-3	148-4	175-4	180-4
Jan. 1, 1948.....	193-7	181-9	152-2	178-4	188-2	196-8	202-7	166-2	156-3	159-0	186-0	194-0
Jan. 1, 1949.....	196-0	177-2	151-8	178-2	177-6	198-2	206-1	173-9	162-4	158-0	201-8	192-4
Feb. 1, 1949.....	190-5	168-2	139-9	172-4	164-7	193-0	202-8	166-7	157-3	146-2	194-4	181-5
Mar. 1, 1949.....	188-9	167-1	139-1	170-3	164-8	190-2	201-8	165-6	156-4	145-9	192-3	179-6
April 1, 1949.....	187-6	167-4	163-0	173-1	160-5	184-8	200-2	166-0	155-4	146-8	194-6	188-8
May 1, 1949.....	189-1	163-3	139-8	170-7	155-2	186-4	200-1	170-5	159-9	153-0	198-0	196-9
June 1, 1949.....	194-5	169-0	151-2	176-4	160-7	194-6	202-4	177-4	163-7	165-1	206-3	204-7
July 1, 1949.....	199-5	187-4	152-8	202-0	176-6	198-0	206-4	181-8	168-0	167-3	212-2	209-1
Aug. 1, 1949.....	200-5	188-9	157-6	203-8	171-7	199-4	205-5	185-6	170-7	169-7	218-6	212-6
Sept. 1, 1949.....	202-1	190-4	165-3	205-7	172-1	199-5	208-3	186-6	171-7	169-9	220-0	215-1
Oct. 1, 1949.....	202-2	192-0	165-9	208-8	172-0	199-5	209-2	185-9	173-6	170-8	214-3	211-9
Nov. 1, 1949.....	202-0	188-6	165-0	206-1	167-5	202-0	208-6	185-2	173-1	171-8	212-3	208-7
Dec. 1, 1949.....	201-8	193-7	171-4	208-0	176-6	201-9	208-7	184-5	172-0	170-8	212-4	203-2
Jan. 1, 1950.....	194-2	176-5	157-9	180-2	173-0	191-4	205-0	178-0	165-7	160-8	208-0	193-7
Relative Weight of Employment by Provinces and Economic Areas as at January 1, 1950.....	100-0	6-8	0-2	3-8	2-8	28-7	42-9	12-3	5-5	2-3	4-5	9-3

Note:—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.



**TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY**

(The latest figures are subject to revision)

Source: *The Employment Situation, D.B.S.*

Industries	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941, as 100 p.c.					
				Employment			Payrolls		
	Jan. 1, 1950	Dec. 1, 1949	Jan. 1, 1949	Jan. 1, 1950	Dec. 1, 1949	Jan. 1, 1949	Jan. 1, 1950	Dec. 1, 1949	Jan. 1, 1949
<b>Manufacturing</b> .....	43.65	45.38	42.28	119.0	121.7	120.7	200.2	212.9	196.6
Animal products—edible.....	43.11	43.95	39.56	127.2	138.2	124.3	216.2	239.3	196.2
Fur and products.....	40.06	44.31	37.49	136.2	139.9	139.7	203.9	231.7	195.8
Leather and products.....	31.26	33.40	30.93	104.5	107.8	105.5	172.5	190.1	172.4
Boots and shoes.....	29.52	31.77	29.28	104.4	106.3	106.7	173.6	190.1	175.9
Lumber and its products.....	37.41	40.76	36.11	115.5	119.2	115.5	199.5	224.3	192.4
Rough and dressed lumber.....	38.68	42.25	37.35	108.9	112.4	210.0	197.6	222.7	181.1
Furniture.....	37.19	39.92	35.82	157.8	161.7	158.2	215.9	237.5	210.4
Other lumber products.....	33.07	36.61	32.81	102.5	106.8	119.7	183.5	211.7	211.6
Plant products—edible.....	36.27	37.91	35.24	132.1	148.1	130.7	212.0	248.4	205.9
Pulp and paper products.....	48.66	50.83	47.57	138.3	139.4	138.3	226.8	238.8	221.9
Pulp and paper.....	54.92	57.68	55.46	122.0	124.2	127.9	212.3	227.1	224.8
Paper products.....	39.03	41.74	36.72	169.8	173.3	164.4	273.7	298.8	249.3
Printing and publishing.....	46.77	47.98	43.85	146.7	147.7	141.9	230.3	234.1	208.8
Rubber products.....	44.85	45.18	44.90	126.7	123.6	133.0	242.5	238.0	254.7
Textile products.....	33.03	35.40	31.99	113.4	116.5	114.7	195.7	215.5	191.8
Thread, yarn and cloth.....	37.19	39.51	35.67	111.5	111.4	113.6	219.3	233.0	214.6
Cotton yarn and cloth.....	37.67	38.55	37.24	92.9	91.9	94.1	181.5	183.7	181.8
Woolen yarn and cloth.....	35.34	37.64	33.52	100.0	102.2	110.5	197.9	215.4	206.6
Synthetic silk and silk goods.....	37.64	41.98	34.98	153.8	153.3	148.9	311.9	346.8	280.9
Hosiery and knit goods.....	30.11	33.68	28.35	112.1	115.9	120.1	185.1	214.1	187.8
Garments and personal furnishings.....	29.34	31.61	29.36	122.0	128.5	120.2	185.9	211.0	182.7
Other textile products.....	35.61	37.50	33.56	94.6	96.7	94.5	166.4	179.3	156.2
Tobacco.....	37.97	40.59	35.49	135.0	126.0	137.3	285.8	285.0	271.3
Beverages.....	48.89	48.82	47.09	172.8	171.8	168.2	284.9	282.9	267.4
Chemicals and allied products.....	48.23	48.55	46.26	97.4	98.8	96.0	172.8	176.3	164.6
Clay, glass and stone products.....	44.97	46.71	42.47	139.6	144.0	147.4	255.3	273.6	249.3
Electric light and power.....	49.45	49.89	47.52	166.3	169.8	166.8	261.5	269.3	235.5
Electrical apparatus.....	47.57	48.57	46.26	167.0	168.8	156.1	297.1	303.1	287.8
Iron and steel products.....	48.65	50.61	47.36	105.0	106.2	109.9	167.8	176.7	171.1
Crude, rolled and forged products.....	51.05	53.41	48.80	131.5	134.2	143.3	182.3	194.7	189.0
Machinery (other than vehicles).....	46.61	48.54	45.65	108.9	109.9	118.0	177.2	186.3	189.7
Agricultural implements.....	49.42	50.93	49.07	174.4	167.2	206.5	318.9	315.0	379.2
Land vehicles and aircraft.....	50.85	51.93	49.52	102.5	103.0	102.7	160.4	164.6	156.5
Automobiles and parts.....	52.12	52.46	49.86	120.0	120.0	116.3	162.8	163.7	150.9
Steel shipbuilding and repairing.....	45.70	49.29	45.57	63.3	64.5	75.4	96.5	105.9	114.9
Heating appliances.....	40.78	45.84	41.50	152.8	161.5	148.8	235.7	280.1	233.8
Iron and steel fabrication (n.e.s.).....	48.31	50.45	45.82	96.6	101.6	99.9	200.9	216.3	188.8
Foundry and machine shop products.....	44.88	48.55	44.82	86.8	88.0	97.3	189.2	208.3	204.7
Other iron and steel products.....	45.14	47.94	43.75	96.9	99.1	99.6	159.0	173.3	160.0
Non-ferrous metal products.....	49.77	51.03	47.07	111.2	112.2	119.0	205.3	212.3	202.9
Non-metallic mineral products.....	55.55	55.92	53.04	121.4	123.7	119.2	230.5	236.5	216.8
Miscellaneous.....	37.47	39.31	35.35	160.3	165.9	147.1	267.9	290.1	258.0
<b>Logging</b> .....	37.45	39.09	37.10	145.8	155.6	206.1	271.9	302.9	380.1
<b>Mining</b> .....	50.30	54.21	47.15	101.8	104.1	99.6	160.3	176.6	146.9
Coal.....	47.39	53.66	42.40	98.0	100.1	98.7	182.4	211.1	164.3
Metallic ores.....	53.00	56.28	50.88	91.3	92.7	88.6	133.5	143.8	124.3
Non-metallic minerals (except coal).....	47.55	49.72	44.63	154.5	161.3	148.0	270.8	295.7	243.4
<b>Communications</b> .....	43.09	41.59	39.21	203.8	205.6	188.1	317.2	308.7	267.8
Telegraphs.....	45.55	45.23	44.63	122.3	124.8	122.8	218.6	221.5	215.0
Telephones.....	42.44	40.60	38.10	223.3	224.8	206.9	339.3	326.7	282.3
<b>Transportation</b> .....	51.64	52.34	50.97	137.7	143.9	142.4	216.8	229.8	221.7
Street railways, cartage and storage.....	46.29	47.03	44.17	155.8	159.8	154.6	247.5	257.7	234.0
Steam railway operation.....	57.82	57.49	58.32	132.8	133.5	135.7	212.1	211.8	218.5
Shipping and stevedoring.....	42.07	47.97	41.56	108.1	135.7	131.4	175.3	250.8	210.4
<b>Construction and Maintenance</b> .....	39.55	42.16	38.65	114.7	137.4	110.5	196.8	251.4	185.5
Building.....	40.09	45.82	39.56	158.3	182.2	150.2	222.0	291.8	207.5
Highway.....	37.04	36.59	34.87	88.1	121.1	88.1	169.2	229.8	159.8
Railway.....	42.25	42.92	42.88	86.3	89.2	88.1	183.8	193.1	177.1
<b>Services (as indicated below)</b> .....	28.56	29.12	26.94	142.4	144.3	142.6	245.5	253.7	231.7
Hotels and restaurants.....	26.67	26.90	25.69	150.0	152.2	149.3	264.9	270.7	253.7
Personal (chiefly laundries).....	27.30	29.11	26.58	125.8	128.3	124.7	192.5	209.2	183.5
<b>Trade</b> .....	37.02	36.97	35.65	159.8	158.7	152.4	247.6	245.7	227.7
Retail.....	34.68	34.60	33.39	161.1	158.0	153.3	254.9	249.3	233.6
Wholesale.....	43.59	43.31	41.86	159.1	163.8	153.1	232.8	238.2	215.7
<b>Eight Leading Industries</b> .....	42.38	43.81	41.10	127.2	132.2	128.4	209.2	224.7	204.5
<b>Finance</b> .....	41.23	41.23	39.24	148.2	148.1	143.2	210.6	210.4	193.5
Banks and trust companies.....	37.37	37.32	34.90	158.9	158.8	153.5	228.1	227.6	205.1
Brokerage and stock market operations.....	51.32	52.81	48.21	152.0	151.9	154.3	226.5	233.0	216.2
Insurance.....	45.89	45.81	44.65	134.1	133.9	129.2	191.5	191.0	179.7
<b>Nine Leading Industries</b> .....	42.33	43.71	41.02	128.0	132.8	129.0	209.2	224.1	204.1

**TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT**

SOURCE: *The Employment Situation*, D.B.S.

Industries	Jan. 1, 1950		Dec. 1, 1949		Jan. 1, 1949	
	Men	Women	Men	Women	Men	Women
	p. c.	p. c.	p. c.	p. c.	p. c.	p. c.
<b>Manufacturing</b> .....	<b>77.5</b>	<b>22.5</b>	<b>76.9</b>	<b>23.1</b>	<b>77.6</b>	<b>22.4</b>
Animal products—edible.....	81.7	18.3	80.6	19.4	81.6	18.4
Fur and products.....	65.7	34.3	65.4	34.6	63.9	36.1
Leather and products.....	61.4	38.6	60.9	39.1	61.3	38.7
Boots and shoes.....	57.6	42.4	57.3	42.7	57.1	42.9
Lumber and products.....	91.8	8.2	91.7	8.3	91.4	8.6
Rough and dressed lumber.....	95.0	5.0	94.9	5.1	94.4	5.6
Furniture.....	89.0	11.0	88.6	11.4	88.4	11.6
Other lumber products.....	84.6	15.4	84.6	15.4	86.1	13.9
Plant products—edible.....	67.2	32.8	64.8	35.2	68.3	31.7
Pulp and paper products.....	79.7	20.3	79.6	20.4	79.9	20.1
Pulp and paper.....	94.6	5.4	94.7	5.3	94.8	5.2
Paper products.....	63.0	37.0	62.5	37.5	62.5	37.5
Printing and publishing.....	72.1	27.9	71.9	28.1	71.4	28.6
Rubber products.....	75.2	24.8	73.0	27.0	74.8	25.2
Textile products.....	46.9	53.1	45.9	54.1	45.8	54.2
Thread, yarn and cloth.....	64.6	35.4	64.2	35.8	62.5	37.5
Cotton yarn and cloth.....	61.4	38.6	61.4	38.6	60.5	39.5
Woolen yarn and cloth.....	58.7	41.3	57.1	42.9	57.0	43.0
Synthetic silk and silk goods.....	70.6	29.4	70.6	29.4	67.6	32.4
Hosiery and knit goods.....	36.2	63.8	36.0	64.0	35.5	64.5
Garments and personal furnishings.....	31.5	68.5	30.4	69.6	30.6	69.4
Other textile products.....	54.1	45.9	53.5	46.5	54.0	46.0
Tobacco.....	45.7	54.3	43.7	56.3	43.9	56.1
Beverages.....	87.6	12.4	86.7	13.3	86.4	13.6
Chemicals and allied products.....	75.9	24.1	75.3	24.7	75.8	24.2
Clay, glass and stone products.....	88.9	11.1	88.9	11.1	88.2	11.8
Electric light and power.....	87.4	12.6	87.8	12.2	87.9	12.1
Electrical apparatus.....	71.6	28.4	71.8	28.2	71.9	28.1
Iron and steel products.....	92.3	7.7	92.3	7.7	92.7	7.3
Crude, rolled and forged products.....	95.4	4.6	95.5	4.5	95.7	4.3
Machinery (other than vehicles).....	87.9	12.1	87.9	12.1	88.9	11.1
Agricultural implements.....	94.2	5.8	93.8	6.2	94.5	5.5
Land vehicles and aircraft.....	94.3	5.7	94.4	5.6	94.8	5.2
Automobiles and parts.....	89.5	10.5	89.5	10.5	90.3	9.7
Steel shipbuilding and repairing.....	96.2	3.8	96.2	3.8	96.2	3.8
Heating appliances.....	93.8	6.2	94.0	6.0	93.1	6.9
Iron and steel fabrication (n.e.s.).....	91.7	8.3	91.9	8.1	92.0	8.0
Foundry and machine shop products.....	95.2	4.8	95.1	4.9	95.4	4.6
Other iron and steel products.....	84.8	15.2	84.8	15.2	85.2	14.8
Non-ferrous metal products.....	86.4	13.6	86.1	13.9	85.0	15.0
Non-metallic mineral products.....	91.0	9.0	91.1	8.9	91.4	8.6
Miscellaneous.....	61.3	38.7	60.0	40.0	63.6	36.4
<b>Logging</b> .....	<b>98.5</b>	<b>1.5</b>	<b>98.6</b>	<b>1.4</b>	<b>98.4</b>	<b>1.6</b>
<b>Mining</b> .....	<b>97.8</b>	<b>2.2</b>	<b>97.8</b>	<b>2.2</b>	<b>97.9</b>	<b>2.1</b>
Coal.....	99.1	0.9	99.1	0.9	99.1	0.9
Metallic ores.....	98.1	1.9	98.1	1.9	98.0	2.0
Non-metallic minerals (except coal).....	95.2	4.8	95.4	4.6	95.7	4.3
<b>Communications</b> .....	<b>47.1</b>	<b>52.9</b>	<b>47.2</b>	<b>52.8</b>	<b>47.4</b>	<b>52.6</b>
Telegraphs.....	81.8	18.2	82.0	18.0	81.5	18.5
Telephones.....	38.7	61.3	38.8	61.2	39.8	60.2
<b>Transportation</b> .....	<b>93.9</b>	<b>6.1</b>	<b>94.1</b>	<b>5.9</b>	<b>94.1</b>	<b>5.9</b>
Street railways, cartage and storage.....	93.0	7.0	93.1	6.9	93.1	6.9
Steam railway operation.....	94.2	5.8	94.2	5.8	94.2	5.8
Shipping and stevedoring.....	95.3	4.7	96.0	4.0	96.0	4.0
<b>Construction and Maintenance</b> .....	<b>97.8</b>	<b>2.2</b>	<b>98.2</b>	<b>1.8</b>	<b>98.0</b>	<b>2.0</b>
Building.....	97.0	3.0	97.4	2.6	97.4	2.6
Highway.....	98.0	2.0	98.5	1.5	98.2	1.8
Railway.....	99.6	0.4	99.7	0.3	99.7	0.3
<b>Services (as specified below)</b> .....	<b>49.6</b>	<b>50.4</b>	<b>49.4</b>	<b>50.6</b>	<b>48.8</b>	<b>51.2</b>
Hotels and restaurants.....	51.0	49.0	50.6	49.4	50.8	49.2
Personal (chiefly laundries).....	37.6	62.4	38.2	61.8	39.4	60.6
<b>Trade</b> .....	<b>59.7</b>	<b>40.3</b>	<b>59.6</b>	<b>40.4</b>	<b>59.4</b>	<b>40.6</b>
Retail.....	53.5	46.5	53.4	46.6	53.2	46.8
Wholesale.....	77.2	22.8	76.1	23.9	76.4	23.6
<b>Eight Leading Industries</b> .....	<b>78.0</b>	<b>22.0</b>	<b>78.3</b>	<b>21.7</b>	<b>78.7</b>	<b>21.3</b>
<b>Finance</b> .....	<b>52.5</b>	<b>47.5</b>	<b>52.5</b>	<b>47.5</b>	<b>52.9</b>	<b>47.1</b>
Banks and trust companies.....	49.1	50.9	49.0	51.0	49.7	50.3
Brokerage and stock market operations.....	64.4	35.6	64.4	35.6	64.9	35.1
Insurance.....	56.4	43.6	56.5	43.5	56.4	43.6
<b>All industries</b> .....	<b>76.9</b>	<b>23.1</b>	<b>77.2</b>	<b>22.8</b>	<b>77.6</b>	<b>22.7</b>



**TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING**

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Tables C-6 to C-9 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-5. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-4 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Week Preceding	Average Hours Worked			Average Hourly Earnings		
	All Manufactures	Durable Goods	Non-Durable Goods	All Manufactures	Durable Goods	Non-Durable Goods
	No.	No.	No.	cts.	cts.	cts.
*Jan. 1, 1945	39.6	39.7	39.5	70.0	77.1	60.9
*Jan. 1, 1946	38.1	37.5	38.7	67.9	74.7	61.7
*Jan. 1, 1947	38.1	38.0	38.1	76.3	83.3	69.4
*Jan. 1, 1948	38.3	38.5	38.1	86.6	92.9	80.0
*Jan. 1, 1949	40.6	41.0	40.2	97.2	104.8	89.3
Feb. 1, 1949	42.9	43.2	42.7	97.2	105.0	89.3
Mar. 1, 1949	43.0	43.2	42.7	97.6	105.3	89.6
April 1, 1949	42.9	43.2	42.6	98.2	105.7	90.3
May 1, 1949	42.5	42.7	42.3	98.6	106.2	90.7
June 1, 1949	40.8	41.1	40.5	99.1	106.5	91.5
July 1, 1949	41.8	42.4	41.2	99.1	106.7	91.3
Aug. 1, 1949	41.9	42.1	41.7	98.8	106.5	91.1
Sept. 1, 1949	42.4	42.5	42.2	98.4	106.6	90.4
Oct. 1, 1949	42.7	43.0	42.5	99.3	107.8	91.0
Nov. 1, 1949	42.8	42.8	42.9	99.5	108.0	91.4
Dec. 1, 1949	42.9	43.0	42.9	100.0	108.7	91.5
*Jan. 1, 1950	40.0	40.3	39.6	101.2	109.3	93.1

\*The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1.

**TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURING**

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Week Preceding	All Manufactures <sup>1</sup>		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly		Average Weekly		Average Weekly	
	Salaries and Wages	Wages	Salaries and Wages	Wages	Salaries and Wages	Wages
*Jan. 1, 1945	\$ 30.11	\$ 27.72	\$ 32.77	\$ 30.61	\$ 27.05	\$ 24.06
*Jan. 1, 1946	29.32	25.87	31.30	28.01	27.57	23.88
*Jan. 1, 1947	32.23	29.07	34.40	31.65	30.29	26.44
*Jan. 1, 1948	36.15	33.17	38.31	35.77	34.14	30.48
*Jan. 1, 1949	42.12	39.46	45.23	42.97	39.19	35.90
Feb. 1, 1949	44.04	41.70	47.17	45.36	41.12	38.13
Mar. 1, 1949	44.27	41.97	47.43	45.49	41.30	38.26
April 1, 1949	44.27	42.13	47.43	45.66	41.30	38.47
May 1, 1949	44.31	41.91	47.30	45.35	41.49	38.37
June 1, 1949	43.16	40.43	46.00	43.77	40.49	37.06
July 1, 1949	43.95	41.42	47.26	45.24	40.90	37.62
Aug. 1, 1949	43.90	41.40	46.90	44.84	41.15	37.99
Sept. 1, 1949	44.05	41.72	47.35	45.31	41.12	38.15
Oct. 1, 1949	44.72	42.40	48.20	46.35	41.63	38.68
Nov. 1, 1949	44.95	42.59	48.15	46.22	42.09	39.21
Dec. 1, 1949	45.23	42.90	48.62	46.74	42.21	39.25
*Jan. 1, 1950	43.46	40.48	46.64	44.05	40.57	36.87

\* See footnote to Table C-6.

<sup>1</sup> Exclusive of electric light and power.

**TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Jan. 1, 1950	Dec. 1, 1949	Jan. 1, 1949	Jan. 1, 1950	Dec. 1, 1949	Jan. 1, 1949
	Nova Scotia	38.7	43.0	41.0	94.7	89.9
New Brunswick	41.7	45.5	41.7	92.0	89.6	89.3
Quebec	41.2	44.5	42.3	91.3	90.6	88.3
Ontario	39.9	42.4	40.3	106.2	104.9	101.8
Manitoba	40.1	43.2	40.3	98.4	97.4	94.5
Saskatchewan	41.3	42.3	40.9	103.7	103.2	98.4
Alberta	40.2	42.7	40.1	101.9	101.7	99.3
British Columbia	34.5	38.6	35.1	120.8	119.5	117.6
Montreal	39.8	43.2	41.1	96.8	95.8	93.1
Toronto	39.1	41.6	39.1	103.9	103.4	100.1
Hamilton	39.7	42.5	40.8	117.7	114.7	108.5
Winnipeg	39.6	42.9	39.8	97.5	96.7	93.7
Vancouver	33.2	37.8	34.9	117.8	117.7	114.2

**TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages		
	Jan. 1 1950	Dec. 1 1949	Jan. 1 1949	Jan. 1 1950	Dec. 1 1949	Jan. 1 1949	Jan. 1 1950	Dec. 1 1949	Jan. 1 1949
	No.	No.	No.	cts.	cts.	cts.	\$	\$	\$
<b>Manufacturing</b> .....	40-0	42-9	40-6	101-2	100-0	97-2	40-48	42-90	39-46
•Durable manufactured goods.....	40-3	43-0	41-0	109-3	108-7	104-8	44-05	46-74	42-97
Non-durable manufactured goods.....	39-6	42-9	40-2	93-1	91-5	89-3	36-87	39-25	35-90
Animal products—edible.....	39-7	42-5	38-1	100-7	99-8	95-5	39-98	42-42	36-39
Dairy products.....	44-2	46-2	45-1	76-3	76-4	74-5	33-72	35-30	33-60
Meat products.....	40-4	43-5	37-6	109-6	108-9	105-1	44-28	47-37	39-52
Leather products.....	36-8	40-2	38-0	77-0	76-6	73-9	28-34	30-79	28-08
Leather boots and shoes.....	35-8	39-2	37-5	74-2	74-0	70-6	26-56	29-01	26-48
•Lumber products.....	37-6	42-1	37-7	92-7	92-3	89-4	34-86	38-86	33-70
Rough and dressed lumber.....	36-5	41-0	36-6	99-3	98-7	95-6	36-24	40-47	34-99
Containers.....	37-8	45-9	37-9	76-2	76-8	80-2	28-80	35-25	30-40
Furniture.....	39-9	43-7	39-8	86-7	86-5	84-1	34-59	37-80	33-47
•Musical instruments.....	42-8	46-2	44-3	87-4	87-6	82-7	37-41	40-47	36-64
Plant products—edible.....	38-8	43-9	40-5	80-2	77-5	76-5	31-12	34-02	30-98
Flour and other milled products.....	39-8	44-5	41-1	96-6	95-9	91-2	38-45	42-68	37-48
Fruit and vegetable preserving.....	35-3	41-0	37-0	77-3	77-8	72-3	27-29	29-85	26-75
Bread and bakery products.....	42-5	44-2	43-3	80-4	78-3	77-4	34-17	34-61	33-51
Chocolate and cocoa products.....	35-7	43-8	38-4	69-0	66-3	63-8	24-63	29-04	24-50
Pulp and paper products.....	42-3	45-4	43-0	109-3	108-9	106-4	46-23	49-44	45-75
Pulp and paper mills.....	45-3	48-2	46-5	113-6	114-4	113-7	51-46	55-14	52-48
Paper products.....	39-6	44-4	39-2	86-4	85-6	81-6	34-21	38-01	31-99
Printing and publishing.....	39-3	41-4	39-3	116-5	115-6	107-7	45-78	47-86	42-33
Rubber products.....	40-8	41-8	41-3	103-7	102-3	103-7	42-31	42-76	42-83
Textiles—all branches.....	37-3	41-4	38-2	80-9	80-0	77-3	30-18	33-12	29-53
Thread, yarn and cloth.....	41-0	44-2	41-3	84-9	84-5	80-9	34-81	37-35	33-41
Cotton yarn and cloth.....	42-7	43-6	42-2	84-9	84-9	84-5	36-25	37-02	35-66
Woolen yarn and cloth.....	40-0	43-8	40-5	81-0	80-0	75-9	32-40	35-04	30-74
Synthetic silk and silk goods.....	39-2	45-5	40-4	87-9	87-2	80-1	34-46	39-68	32-36
Hosiery and knit goods.....	36-4	42-4	37-7	74-9	75-1	71-4	27-26	31-84	26-92
Garments and personal furnishings.....	32-7	37-2	34-3	77-0	75-2	74-5	25-18	27-97	25-55
Tobacco.....	39-8	42-4	39-2	87-8	89-0	81-2	34-94	37-74	31-83
Beverages.....	43-4	46-0	43-3	101-4	100-6	97-2	44-01	44-16	42-09
Distilled and malt liquor.....	42-4	43-4	42-7	107-2	105-8	102-1	45-45	45-82	43-60
Chemicals and allied products.....	42-7	44-1	42-9	100-7	99-9	96-6	43-00	44-06	41-44
Drugs and medicines.....	40-8	41-4	39-9	83-2	83-7	79-9	33-95	34-65	31-88
•Clay, glass and stone products.....	42-7	45-7	42-3	99-3	98-5	94-7	42-40	45-01	40-06
Glass products.....	44-1	46-2	42-3	95-8	94-4	89-7	42-25	43-61	37-94
Lime, gypsum and cement products.....	43-1	46-9	43-0	99-1	99-3	93-1	42-71	46-57	40-03
•Electrical apparatus.....	39-8	41-9	40-4	110-7	109-2	107-4	44-06	45-75	43-39
Heavy electrical apparatus <sup>1</sup> .....	42-4	43-0	42-5	123-1	122-0	118-5	52-19	52-46	50-36
•Iron and steel products.....	40-6	43-0	41-8	114-3	114-3	108-9	46-41	49-15	45-52
Crude, rolled and forged products.....	40-7	43-1	42-4	121-4	120-9	111-3	49-41	52-11	47-19
Primary iron and steel.....	40-8	42-8	42-2	123-8	123-2	112-7	50-51	52-73	47-56
Machinery (other than vehicles).....	40-9	43-6	42-9	105-5	105-7	101-1	43-15	46-09	43-37
Agricultural implements.....	38-9	41-2	42-4	119-0	119-0	113-4	47-42	49-03	48-08
Land vehicles and aircraft.....	41-7	42-8	42-0	118-1	118-8	114-6	49-25	50-85	48-13
Railway rolling stock.....	43-8	44-9	44-5	113-8	115-0	111-8	49-84	51-64	49-75
Automobiles and parts.....	39-4	40-0	39-0	125-1	124-7	121-3	49-29	49-88	47-31
Aeroplanes and parts.....	41-9	46-0	43-4	109-7	113-4	102-8	45-96	52-16	44-62
Steel shipbuilding and repairing.....	38-9	42-7	41-0	110-9	111-6	107-1	43-14	47-65	43-91
Iron and steel fabrication n.e.s.....	39-3	41-3	40-4	108-6	109-6	103-2	42-68	47-24	41-69
Hardware, tools and cutlery.....	41-3	43-2	41-0	98-9	98-1	96-4	40-85	42-38	39-52
Foundry and machine shop products.....	38-8	42-8	40-7	112-2	112-9	106-7	43-53	48-32	43-43
Sheet metal work.....	37-5	43-0	40-8	102-7	102-7	98-7	38-29	44-16	40-27
•Non-ferrous metal products.....	42-6	44-3	41-7	109-1	109-1	105-8	46-73	48-33	44-12
Smelting and refining.....	45-4	45-4	.....	119-4	118-1	.....	54-21	53-62	.....
Aluminum and its products.....	41-3	43-0	.....	100-8	100-7	.....	41-63	43-30	.....
Brass and copper manufacturing.....	40-1	42-9	41-4	106-3	106-6	101-0	42-63	45-73	41-81
Non-metallic mineral products.....	41-4	42-6	42-0	123-0	121-6	114-7	50-92	51-80	48-17
Petroleum and its products.....	41-5	42-0	41-2	131-8	129-7	123-3	54-70	54-47	50-80
Miscellaneous manufactured products.....	39-0	43-0	38-9	87-1	86-3	82-8	33-97	37-11	32-21
<b>Mining</b> .....	40-2	44-4	38-4	120-0	119-6	117-1	48-24	53-10	44-97
Coal.....	35-1	40-3	31-2	131-3	132-8	130-6	46-09	53-52	40-75
Metallic ores.....	42-8	46-4	41-8	118-7	117-6	115-9	50-80	54-57	48-45
Non-metallic minerals (except coal).....	41-0	45-7	41-0	106-4	105-1	101-6	43-62	48-03	41-66
<b>Local Transportation</b> <sup>2</sup> .....	44-2	46-0	44-5	103-3	102-8	97-8	45-66	47-29	43-52
<b>Building Construction</b> .....	34-7	41-1	35-6	89-6	109-1	105-7	37-68	44-84	37-63
<b>Highway Construction</b> .....	37-5	38-8	35-9	88-4	86-5	84-4	33-53	33-56	30-30
<b>Services (as indicated below)</b> .....	41-4	42-7	41-4	64-7	64-8	61-8	26-79	27-67	25-59
Hotels and restaurants.....	43-3	43-6	42-8	63-4	63-5	61-1	27-45	27-69	26-15
Personal (chiefly laundries).....	37-5	41-0	38-5	67-8	67-7	63-5	25-43	27-76	24-45

<sup>1</sup> Industries classed in the durable manufactured goods industries.

<sup>2</sup> Since 1941, the Dominion Bureau of Statistics has prepared current indexes of average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, as 100 p.c., the latest figures are as follows:—Nov. 1, 1949, 231-1; Dec. 1, 1949, 231-5; Jan. 1, 1950, 233-6; at Jan. 1, 1949 the index was 224-9.

<sup>3</sup> Chiefly street and electric railways.

<sup>4</sup> For information respecting the sex distribution of the persons in recorded employment, see Table C-5.



**TABLE C-10.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS  
IN MANUFACTURING INDUSTRIES IN CANADA**

(SOURCE: Hours Worked and Hourly and Weekly Wages D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour.)

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
Week preceding—			cts.	\$		
January 1, 1945	46.1*	70.0	32.27*	106.8	96.0	111.3
February 1, 1945	45.4	70.1	31.83	105.3	96.0	109.7
March 1, 1945	45.8	70.1	32.11	106.3	96.0	110.7
April 1, 1945	45.6*	70.4	32.10*	106.2	96.0	110.6
May 1, 1945	45.5	70.5	32.08	106.2	96.3	110.3
June 1, 1945	44.3	70.3	31.14	103.0	96.8	106.4
July 1, 1945	44.3	70.1	31.05	102.7	97.3	105.5
August 1, 1945	44.3	69.5	30.79	101.9	97.5	104.5
September 1, 1945	44.1	69.2	30.52	101.9	97.0	104.1
October 1, 1945	44.7	67.8	30.31	100.3	96.8	103.6
November 1, 1945	44.9	67.5	30.31	100.3	97.0	103.4
December 1, 1945	44.8	67.0	30.02	99.3	97.2	102.2
January 1, 1946	44.2*	67.9	30.01*	99.3	97.0	102.4
February 1, 1946	44.1	68.1	30.03	99.4	97.0	102.5
March 1, 1946	44.0	67.9	29.88	98.9	97.2	101.7
April 1, 1946	44.4	68.4	30.37	100.5	97.7	102.9
May 1, 1946	43.0	68.9	29.63	98.0	98.7	99.3
June 1, 1946	42.0	69.1	29.02	96.0	100.0	96.0
July 1, 1946	42.4	70.0	29.68	98.2	101.2	97.0
August 1, 1946	43.0	70.0	30.10	99.6	101.6	98.0
September 1, 1946	42.7	70.6	30.15	99.8	101.5	98.3
October 1, 1946	42.9	71.4	30.63	101.4	102.6	98.8
November 1, 1946	42.4	72.9	30.91	102.3	102.8	99.5
December 1, 1946	43.2	74.5	32.18	106.5	102.8	103.6
January 1, 1947	42.7*	76.2	32.54*	107.7	102.8	104.8
February 1, 1947	43.1	76.3	32.89	108.8	103.4	105.2
March 1, 1947	43.4	77.1	33.46	110.7	104.3	106.1
April 1, 1947	43.2	77.6	33.52	110.9	105.7	104.9
May 1, 1947	43.2	78.3	33.83	111.9	107.7	103.9
June 1, 1947	42.9	79.9	34.28	113.4	109.1	103.9
July 1, 1947	42.0	80.8	33.94	112.3	110.0	102.1
August 1, 1947	42.5	81.3	34.55	114.3	110.5	103.4
September 1, 1947	42.3	82.2	34.77	115.1	112.8	102.0
October 1, 1947	43.1	83.4	35.95	119.0	115.0	103.5
November 1, 1947	42.9	84.7	36.34	120.3	116.2	103.5
December 1, 1947	43.5	85.6	37.24	123.2	118.1	104.3
January 1, 1948	43.2*	86.6	37.41*	123.8	120.0	103.2
February 1, 1948	42.8	86.6	37.06	122.6	121.4	101.0
March 1, 1948	43.2	88.0	38.02	125.8	122.0	103.1
April 1, 1948	43.2*	89.0	38.45*	127.2	122.7	103.7
May 1, 1948	43.1	89.4	38.53	127.5	124.0	102.8
June 1, 1948	41.7	91.4	38.11	126.1	124.8	101.0
July 1, 1948	42.0	92.3	38.77	128.3	126.9	101.1
August 1, 1948	42.1	92.7	39.03	129.2	127.4	101.4
September 1, 1948	41.7	93.4	38.95	128.9	128.6	100.2
October 1, 1948	43.0	94.6	40.68	134.6	129.1	104.3
November 1, 1948	43.1	95.5	41.16	136.2	129.1	105.5
December 1, 1948	43.2	96.0	41.47	137.2	128.6	106.7
January 1, 1949	43.2*	97.2	41.99*	138.9	129.1	107.6
February 1, 1949	42.9	97.2	41.70	138.0	129.0	107.0
March 1, 1949	43.0	97.6	41.97	138.9	128.8	107.8
April 1, 1949	42.9	98.2	42.13	139.4	128.9	108.1
May 1, 1949	41.8*	98.6	41.21*	136.4	129.0	105.7
June 1, 1949	40.8	99.1	40.43	133.8	129.9	103.0
July 1, 1949	41.8	99.1	41.42	137.1	131.1	104.6
August 1, 1949	41.9	98.8	41.40	137.0	131.7	104.0
September 1, 1949	42.4	98.4	41.72	138.1	131.3	105.2
October 1, 1949	42.7	99.3	42.40	140.3	131.2	106.9
November 1, 1949	42.8	99.5	42.59	140.9	130.8	107.7
December 1, 1949	42.9	100.0	42.90	142.0	130.7	108.6
January 1, 1950(1)	42.9*	100.1	43.41*	143.6	130.3	110.2

NOTE: Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946 = 100).

\* Figures adjusted for holidays. The actual figures are: January 1, 1945, 39.6 hours, \$27.72; April 1, 1945, 43.6 hours, \$30.69; January 1, 1946, 33.1 hours, \$25.87; January 1, 1947, 38.1 hours, \$29.03; January 1, 1948, 38.3 hours, \$33.17; April 1, 1948, 41.6 hours, \$37.02; January 1, 1949, 40.6 hours, \$39.46; May 1, 1949, 42.5 hours, \$41.91; January 1, 1950, 40.0 hours, \$40.48.

(1) Latest figures subject to revision.

## D—Employment Service Statistics

**TABLE D-1.—UNFILLED VACANCIES AND UNPLACED APPLICANTS AS AT FIRST OF MONTH**  
(SOURCE: Form UIC 757)

Month	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
March 1945.....	82,623	39,233	121,856	56,170	32,067	88,237
March 1946.....	43,738	31,777	75,515	215,353	48,072	263,425
March 1947.....	36,801	34,995	71,796	156,820	37,994	194,814
March 1948.....	16,416	15,784	32,200	155,249	45,105	200,354
January 1949.....	11,996	13,063	25,059	150,474	36,185	186,659
February 1949.....	10,026	12,990	23,016	204,897	51,909	256,806
March 1949.....	10,187	13,544	23,731	209,866	51,898	261,764
April 1949.....	14,444	16,816	31,260	195,559	50,961	246,520
May 1949.....	21,673	21,840	43,513	158,794	44,932	203,726
June 1949.....	23,539	24,035	47,574	113,489	41,359	154,848
July 1949.....	20,679	21,775	42,454	103,275	44,216	147,491
August 1949.....	18,043	19,313	37,356	97,154	42,090	139,244
September 1949.....	19,940	22,620	42,560	97,684	39,667	137,351
October 1949.....	20,837	20,629	41,466	101,504	41,543	143,047
November 1949.....	14,535	15,200	29,735	122,664	49,702	172,366
December 1949.....	10,400	12,085	22,485	164,345	56,439	220,784
January 1950.....	7,971	9,748	17,719	218,769	55,188	273,957
February 1950.....	8,315	10,076	18,391	301,039	74,557	375,596
March 1950(1).....	9,614	11,429	21,043	300,452	75,646	376,098

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT FEBRUARY 2, 1950**  
(SOURCE: Form UIC 751)

Industry	Male	Female	Total	Change from December 29, 1949	
				Absolute	Percentage
				Agriculture, Fishing, Trapping.....	241
Logging.....	587	5	592	+ 62	+ 11.7
Pulpwood.....	267	.....	267	+ 24	+ 9.9
Lumber.....	286	5	291	+ 38	+ 15.0
Other Logging.....	34	.....	34	0.0	0.0
Mining.....	369	14	383	+ 95	+ 33.0
Coal.....	108	4	112	- 28	- 20.0
Metallic ores—	.....	.....	.....	.....	.....
Iron.....	12	.....	12	+ 5	+ 71.4
Gold.....	75	2	77	+ 11	+ 16.7
Nickel.....	112	.....	112	+ 90	+ 409.1
Other metallic ores and non-metallic minerals.....	41	6	47	+ 12	+ 34.3
Prospecting and oil producing.....	21	2	23	+ 5	+ 27.8
Manufacturing.....	2,272	2,488	4,760	+845	+ 21.6
Food and kindred products.....	187	146	333	+ 31	+ 10.3
Textiles, apparel, etc.....	248	1,477	1,725	+357	+ 26.1
Lumber and finished lumber products.....	374	65	439	+121	+ 38.1
Pulp and paper products and printing.....	253	155	408	+ 48	+ 13.3
Chemicals and allied products.....	104	69	173	+ 39	+ 29.1
Products of petroleum and coal.....	14	12	26	+ 13	+ 100.0
Rubber Products.....	28	22	50	- 18	- 26.5
Leather and products.....	65	201	266	+ 96	+ 56.5
Stone, clay and glass products.....	90	11	101	+ 11	+ 12.2
Iron and steel and products.....	166	51	217	- 58	- 21.1
Non-ferrous metals and products.....	104	21	125	- 26	- 17.2
Machinery.....	160	46	206	+ 26	+ 14.4
Electrical equipment and products.....	150	98	248	+ 92	+ 59.0
Transportation equipment and other manufacturing.....	329	114	443	+ 113	+ 34.2
Construction.....	664	77	741	-208	- 21.9
Transportation and Storage.....	445	53	498	- 21	- 4.1
Communications, and Other Public Utilities.....	131	220	351	+ 26	+ 8.0
Trade.....	1,481	1,377	2,858	+689	+ 31.8
Wholesale.....	538	320	858	+194	+ 29.2
Retail.....	943	1,057	2,000	+495	+ 32.9
Finance, Insurance, Real Estate.....	732	691	1,423	+ 70	+ 5.2
Service.....	1,390	4,915	5,305	-884	- 12.3
Public.....	431	372	803	-142	- 15.0
Domestic.....	62	3,922	3,084	-444	- 12.6
Personal.....	417	1,335	1,752	-304	- 14.8
Other service.....	480	186	666	+ 6	+ 0.9
All Industries.....	8,312	10,074	18,386	+655	+ 3.7



**TABLE D-3.—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT FEBRUARY 2, 1950**

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	807	272	1,079	4,635	952	5,587
Clerical Workers.....	879	2,509	3,388	9,772	16,526	26,298
Sales Workers.....	1,641	740	2,381	5,901	11,305	17,206
Personal and Domestic Service Workers.....	431	4,335	4,766	17,946	13,780	31,726
Seamen.....	5	.....	5	6,183	50	6,233
Agriculture and Fishing.....	234	3	237	3,443	1,103	4,546
Skilled and Semiskilled Workers.....	3,193	1,675	4,868	131,520	15,444	146,964
Food and kindred products.....	35	11	46	2,447	1,106	3,553
Textiles, clothing, etc.....	145	1,310	1,455	3,146	8,720	11,866
Lumber and wood products.....	729	2	731	12,720	215	12,935
Pulp, paper and printing.....	121	25	146	734	413	1,147
Leather and products.....	48	133	181	1,629	665	2,294
Stone, clay and glass products.....	17	2	19	470	69	539
Metalworking.....	405	15	420	13,488	620	14,108
Electrical.....	64	24	88	2,065	370	2,435
Transportation equipment, n.e.c.....	4	.....	4	628	95	723
Mining.....	207	.....	207	1,655	.....	1,655
Construction.....	286	.....	286	43,397	7	43,404
Transportation (except seamen).....	380	.....	380	21,007	63	21,070
Communications and public utility.....	19	.....	19	721	4	725
Trade and service.....	104	108	212	2,380	1,240	3,620
Other skilled and semiskilled.....	522	25	547	16,599	1,533	18,132
Foremen.....	39	8	47	2,319	165	2,984
Apprentices.....	68	12	80	5,615	109	5,724
Unskilled Workers.....	1,125	542	1,667	121,639	15,397	137,036
Food and tobacco.....	26	68	94	3,681	3,678	7,359
Lumber and lumber products.....	149	25	174	9,389	565	9,954
Metalworking.....	34	14	48	4,743	321	5,064
Construction.....	161	.....	161	23,995	4	23,999
Other unskilled workers.....	755	435	1,190	79,831	10,829	90,660
<b>Total.....</b>	<b>8,315</b>	<b>10,076</b>	<b>18,391</b>	<b>301,039</b>	<b>74,557</b>	<b>375,596</b>

**TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF JANUARY, 1950**

(SOURCE: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Place-ments
<b>Agriculture, Fishing, Trapping.....</b>	<b>237</b>	<b>215</b>	<b>167</b>
<b>Logging.....</b>	<b>404</b>	<b>414</b>	<b>299</b>
<b>Mining.....</b>	<b>167</b>	<b>159</b>	<b>107</b>
<b>Manufacturing.....</b>	<b>3,005</b>	<b>3,016</b>	<b>1,904</b>
Food and kindred products.....	325	368	214
Textiles, apparel, etc.....	779	676	399
Lumber and finished lumber products.....	261	251	167
Pulp and paper products and printing.....	253	272	170
Chemicals and allied products.....	113	118	72
Products of petroleum and coal.....	15	16	9
Rubber products.....	34	31	24
Leather and products.....	137	132	85
Stone, clay and glass products.....	85	87	67
Iron and steel products.....	172	194	124
Non-ferrous metals and products.....	114	119	81
Machinery.....	176	192	121
Electrical equipment and products.....	171	173	98
Transportation equipment and other manufacturing.....	370	387	270
<b>Construction.....</b>	<b>936</b>	<b>971</b>	<b>760</b>
<b>Transportation and Storage.....</b>	<b>543</b>	<b>583</b>	<b>417</b>
<b>Communications, and Other Public Utilities.....</b>	<b>149</b>	<b>127</b>	<b>76</b>
<b>Trade.....</b>	<b>1,681</b>	<b>1,945</b>	<b>1,046</b>
<b>Finance, Insurance, Real Estate.....</b>	<b>340</b>	<b>379</b>	<b>167</b>
<b>Service.....</b>	<b>4,173</b>	<b>4,314</b>	<b>3,027</b>
<b>All industries.....</b>	<b>11,635</b>	<b>12,123</b>	<b>7,970</b>

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS—DECEMBER 30, 1949, TO FEBRUARY 2, 1950: UNPLACED APPLICANTS AS AT FEBRUARY 23, 1950**

Office	Vacancies		Applicants					Unplaced as at Feb. 23 1950
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	
					Regular	Casual		
<b>Newfoundland</b> .....	<b>138</b>	<b>46</b>	<b>7,540</b>	<b>117</b>	<b>73</b>	<b>7</b>	<b>14,650</b>	<b>18,054</b>
Amherst.....	17	1	1,264	14	6	7	2,550	3,150
Corner Brook.....	4		602	4	4		1,654	2,482
Grand Falls.....	117	45	5,674	99	63		10,416	12,422
<b>Prince Edward Island</b> .....	<b>227</b>	<b>75</b>	<b>1,347</b>	<b>225</b>	<b>154</b>	<b>25</b>	<b>2,615</b>	<b>2,635</b>
Charlottetown.....	151	60	917	158	102	16	1,620	1,666
Summerside.....	76	15	430	67	52	9	995	969
<b>Nova Scotia</b> .....	<b>1,682</b>	<b>542</b>	<b>10,664</b>	<b>2,049</b>	<b>900</b>	<b>415</b>	<b>20,282</b>	<b>20,599</b>
Amherst.....	72	9	369	89	51	5	830	901
Bridgewater.....	52	21	404	54	33		924	891
Halifax.....	867	329	3,562	1,083	392	282	5,350	5,286
Inverness.....	9		234	9	9		586	663
Kentville.....	67	43	997	62	31	2	1,793	1,999
Liverpool.....	3	3	227	5	2		469	462
New Glasgow.....	253	27	1,170	321	201	33	2,800	2,976
Springhill.....	12		155	12	11		329	316
Sydney.....	252	73	2,147	291	107	92	4,115	4,211
Truro.....	67	36	527	90	35	1	949	906
Yarmouth-Shelburne.....	28	1	872	33	28		2,137	1,988
<b>New Brunswick</b> .....	<b>1,583</b>	<b>404</b>	<b>8,511</b>	<b>1,728</b>	<b>1,113</b>	<b>206</b>	<b>17,366</b>	<b>16,955</b>
Bathurst.....	26	2	692	35	19	5	1,623	1,733
Campbellton.....	60	15	408	55	24	6	1,096	1,126
Edmundston.....	202	2	412	202	194	5	952	902
Fredericton.....	151	77	545	139	64	25	1,080	844
Minto.....	60	11	393	70	66	1	512	503
Moncton.....	468	136	2,711	540	281	106	4,692	4,667
Newcastle.....	36	5	459	42	37		1,405	1,278
Saint John.....	448	126	1,929	483	326	39	3,534	3,366
St. Stephen.....	39	2	498	58	37	15	1,396	1,407
Sussex.....	52	21	127	54	35		279	317
Woodstock.....	41	7	337	50	30	4	797	812
<b>Quebec</b> .....	<b>11,871</b>	<b>4,185</b>	<b>59,188</b>	<b>11,742</b>	<b>6,391</b>	<b>893</b>	<b>109,263</b>	<b>110,143</b>
Asbestos.....	107	41	235	86	30	51	398	398
Beauharnois.....	28	14	430	37	24		710	690
Buckingham.....	63	6	302	65	53	4	663	737
Causapsal.....	7	2	313	7	5		850	842
Chandler.....	70	51	945	16	6	10	1,724	1,722
Chicoutimi.....	110	36	835	122	54	16	1,855	1,848
Dolbeau.....	5	1	229	9	4		483	488
Drummondville.....	159	19	732	168	143		1,505	1,545
Farnham.....	20	19	300	6	6		595	626
Granby.....	77	15	759	94	57	5	1,208	1,159
Hull.....	215	50	1,708	227	136	13	3,084	3,210
Joliette.....	110	50	971	144	70	2	1,645	1,660
Jonquiere.....	82	22	539	80	40		1,566	1,605
Lachute.....	33	13	238	38	19	1	538	553
La Malbaie.....	22	19	345	11	3		1,185	1,022
La Tuque.....	288	68	619	157	206	1	757	614
Levis.....	73	37	1,233	119	43		3,393	3,359
Matane.....	54	31	595	73	28		1,207	1,327
Megantic.....	29	1	303	38	23		702	730
Mont-Laurier.....	19	3	188	21	19		338	327
Montmagny.....	34	16	600	25	19		970	932
Montreal.....	7,191	2,788	25,222	6,223	3,535	496	38,834	39,577
Port Alfred.....	5	1	219	4	4		920	896
Quebec.....	868	291	5,556	1,245	505	68	12,089	11,806
Rimouski.....	11	4	549	8	7		1,601	1,701
Riviere du Loup.....	77	3	943	77	72		1,863	1,765
Rouyn.....	157	28	805	273	97	37	1,068	1,225
St. Agathe.....	71	9	399	90	75		648	705
St. Anne de Bellevue.....	14	12	407	11	7		683	683
St. Therese.....	45	14	518	47	16		1,238	1,321
St. Georges de Beauce.....	165	133	569	171	122	3	1,064	1,146
St. Hyacinthe.....	73	64	624	74	22	20	1,398	1,419
St. Jean.....	173	37	667	153	81		1,075	1,093
St. Jerome.....	67	15	863	67	50	1	1,383	1,308
St. Joseph d'Alma.....	6	2	328	7	5		838	875
Shawinigan Falls.....	91	7	1,173	174	28	41	3,272	3,194
Sherbrooke.....	520	77	2,534	640	313	89	4,134	4,345
Sorel.....	64	12	695	54	41		1,941	1,831
Thetford Mines.....	124	40	653	166	81	1	1,144	1,109
Three Rivers.....	284	68	1,951	448	182	21	4,929	4,996
Val d'Or.....	102	30	535	96	30	11	846	832
Valleyfield.....	56	11	857	59	50	1	1,549	1,515
Victoriaville.....	102	25	702	112	80	1	1,370	1,407



**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS—DECEMBER 30, 1949, TO FEBRUARY 2, 1950: UNPLACED APPLICANTS AS AT FEBRUARY 23, 1950**

Office	Vacancies		Applicants					Unplaced end of period	Unplaced as at Feb. 23 1950
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements				
					Regular	Casual			
<b>Ontario</b> .....	<b>26,353</b>	<b>9,666</b>	<b>73,950</b>	<b>26,567</b>	<b>14,408</b>	<b>3,120</b>	<b>94,798</b>	<b>94,219</b>	
Arnprior.....	45	5	144	45	42	.....	258	266	
Barrie.....	253	65	678	223	137	24	737	745	
Belleville.....	147	24	988	169	96	13	1,340	1,452	
Bracebridge.....	35	5	413	50	28	2	584	567	
Brampton.....	97	24	276	102	50	15	298	310	
Brantford.....	392	89	1,128	367	252	30	1,859	1,887	
Brockville.....	67	1	317	88	60	4	393	379	
Carleton Place.....	37	32	150	67	60	.....	373	390	
Chatham.....	252	26	871	288	192	41	1,005	1,013	
Cobourg.....	173	10	318	204	151	20	393	406	
Collingwood.....	141	.....	418	153	140	.....	820	843	
Cornwall.....	259	19	1,178	296	204	26	2,027	1,941	
Fort Erie.....	68	9	349	83	69	3	468	365	
Fort Frances.....	94	19	243	103	67	10	294	317	
Fort William.....	312	56	1,063	307	209	37	2,007	2,216	
Galt.....	216	94	710	145	106	3	710	589	
Gananoque.....	28	.....	94	31	22	6	226	230	
Goderich.....	44	65	119	43	31	2	306	334	
Guelph.....	268	66	864	288	83	90	1,088	1,227	
Hamilton.....	1,563	619	5,851	1,995	728	337	8,023	7,804	
Hawkesbury.....	61	18	363	44	45	.....	864	845	
Ingersoll.....	107	44	367	102	69	1	203	222	
Kapuskasung.....	126	22	145	121	99	.....	156	138	
Kenora.....	99	27	277	72	77	.....	378	397	
Kingston.....	444	71	1,211	493	350	36	1,200	1,281	
Kirkland Lake.....	209	34	617	199	75	56	795	808	
Kitchener-Waterloo.....	544	184	1,002	510	371	25	1,123	1,152	
Leamington.....	97	19	512	117	69	8	616	535	
Lindsay.....	120	16	371	144	96	12	469	482	
Listowel.....	34	24	279	39	13	2	345	313	
London.....	1,340	561	2,861	1,023	807	224	2,340	2,144	
Midland.....	103	25	672	136	108	2	1,305	1,183	
Napanee.....	22	.....	243	24	16	6	393	429	
New Toronto.....	336	72	1,149	268	199	12	1,290	1,231	
Niagara Falls.....	120	20	664	124	56	25	1,249	1,331	
North Bay.....	214	65	824	261	121	19	1,039	903	
Orillia.....	168	7	448	183	124	32	961	978	
Oshawa.....	538	113	1,679	618	397	24	2,003	1,898	
Ottawa.....	1,251	531	3,785	1,267	568	227	4,991	5,209	
Owen Sound.....	115	24	866	146	64	24	1,777	1,397	
Parry Sound.....	56	8	265	53	37	11	419	390	
Pembroke.....	87	28	518	94	43	16	904	902	
Perth.....	69	8	231	77	52	11	328	329	
Peterborough.....	299	17	1,106	376	286	2	1,590	1,613	
Picton.....	18	4	141	24	14	.....	374	352	
Port Arthur.....	379	31	1,238	365	268	65	2,168	2,328	
Port Colborne.....	28	5	323	29	21	4	720	696	
Prescott.....	16	11	229	24	16	.....	404	417	
Renfrew.....	45	8	211	50	40	.....	403	520	
St. Catharines.....	455	102	1,637	404	257	58	2,465	2,455	
St. Thomas.....	393	46	926	678	341	12	537	536	
Sarnia.....	228	50	789	264	158	3	1,084	1,025	
Sault Ste. Marie.....	251	30	889	244	180	33	1,132	1,218	
Simcoe.....	72	22	469	84	42	11	667	689	
Sioux-Lookout.....	127	72	116	82	53	5	100	105	
Smiths' Falls.....	92	6	380	114	80	3	574	500	
Stratford.....	175	55	500	196	86	30	603	566	
Sturgeon Falls.....	45	16	198	61	37	.....	422	443	
Sudbury.....	526	264	1,468	321	199	53	1,910	1,922	
Timmins.....	423	57	1,032	644	295	96	1,216	1,223	
Toronto.....	10,402	5,423	19,817	8,755	4,469	1,114	19,612	19,920	
Trenton.....	191	51	532	197	131	.....	735	711	
Walkerton.....	44	26	227	52	27	.....	413	507	
Wallaceburg.....	87	5	288	94	83	.....	514	463	
Welland.....	132	44	766	137	84	3	1,949	1,846	
Weston.....	197	60	587	204	100	2	591	590	
Windsor.....	868	48	4,187	1,090	500	189	5,803	5,261	
Woodstock.....	109	64	373	116	58	1	455	535	
<b>Manitoba</b> .....	<b>4,600</b>	<b>1,299</b>	<b>13,849</b>	<b>4,772</b>	<b>1,687</b>	<b>1,599</b>	<b>18,358</b>	<b>19,410</b>	
Brandon.....	345	182	1,007	330	204	27	1,220	1,388	
Dauphin.....	73	12	332	91	42	4	582	648	
Flin Flon.....	62	20	182	68	36	6	180	150	
Portage La Prairie.....	57	36	469	53	25	4	761	803	
The Pas.....	62	52	64	23	29	.....	120	124	
Winnipeg.....	4,001	997	11,795	4,207	1,351	1,558	15,495	16,297	

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS—DECEMBER 30, 1949, TO FEBRUARY 2, 1950: UNPLACED APPLICANTS AS AT FEBRUARY 23, 1950**

Office	Vacancies		Applicants					Unplaced as at Feb. 23 1950
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	
					Regular	Casual		
<b>Saskatchewan</b> .....	<b>2,130</b>	<b>671</b>	<b>8,274</b>	<b>2,489</b>	<b>933</b>	<b>709</b>	<b>12,866</b>	<b>12,817</b>
Estevan.....	31	12	154	49	41	1	260	280
Moose Jaw.....	155	62	844	167	89	24	1,609	1,699
North Battleford.....	77	28	507	71	54	10	914	930
Prince Albert.....	164	57	869	198	117	14	1,347	1,397
Regina.....	1,058	189	2,579	1,300	352	514	3,150	2,960
Saskatoon.....	482	195	1,964	560	202	123	3,099	3,020
Swift Current.....	25	35	340	22	12	3	848	895
Weyburn.....	57	16	245	71	44	11	352	365
Yorkton.....	81	77	772	51	22	9	1,287	1,271
<b>Alberta</b> .....	<b>4,246</b>	<b>1,142</b>	<b>13,768</b>	<b>4,726</b>	<b>2,542</b>	<b>677</b>	<b>16,478</b>	<b>16,383</b>
Blairmore.....	54	25	168	35	34	.....	200	192
Calgary.....	1,288	310	4,781	1,590	687	266	5,944	5,939
Drumheller.....	71	11	181	68	63	.....	253	279
Edmonton.....	2,257	551	6,203	2,493	1,345	382	6,493	6,379
Edson.....	166	61	145	134	132	.....	104	113
Lethbridge.....	183	80	1,278	188	115	23	2,142	2,105
Medicine Hat.....	147	60	552	125	109	.....	733	774
Red Deer.....	80	44	460	93	57	6	609	602
<b>British Columbia</b> .....	<b>5,346</b>	<b>1,143</b>	<b>42,103</b>	<b>6,399</b>	<b>2,571</b>	<b>1,428</b>	<b>68,933</b>	<b>63,337</b>
Chilliwack.....	188	12	1,157	202	115	59	2,348	2,349
Courtenay.....	42	7	563	32	11	20	1,380	1,372
Cranbrook.....	32	.....	539	35	14	18	831	977
Dawson Creek.....	65	9	197	64	61	.....	222	242
Duncan.....	56	7	1,096	95	24	23	1,714	1,693
Kamloops.....	135	35	505	109	97	.....	704	677
Kelowna.....	30	11	696	43	13	16	1,541	1,463
Nanaimo.....	84	8	1,943	84	52	22	3,342	2,947
Nelson.....	43	9	740	57	35	2	1,247	1,399
New Westminster.....	463	145	6,723	518	218	160	10,375	7,844
North Vancouver.....	127	14	1,251	166	29	85	2,155	1,965
Penticton.....	50	1	611	61	29	13	1,395	1,394
Port Alberni.....	58	11	908	67	30	11	1,201	890
Prince George.....	420	9	1,001	521	279	108	1,101	939
Prince Rupert.....	48	21	488	86	47	1	799	751
Princeton.....	40	3	163	42	31	7	205	199
Trail.....	63	12	502	128	31	28	774	785
Vancouver.....	2,691	591	18,629	3,346	1,174	580	31,177	29,659
Vernon.....	22	.....	870	26	22	.....	1,686	1,733
Victoria.....	613	176	3,334	645	211	272	4,511	3,824
Whitehorse.....	76	22	187	72	48	3	225	235
<b>Canada</b> .....	<b>58,176</b>	<b>19,173</b>	<b>239,194</b>	<b>60,614</b>	<b>30,772</b>	<b>9,079</b>	<b>375,609</b>	<b>374,552</b>
Males.....	32,048	8,916	178,812	32,985	18,668	4,910	301,048	298,891
Females.....	26,128	10,257	60,382	27,629	12,104	4,169	74,561	75,661

**TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES, 1940-1950**

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1940.....	653,445	235,150	888,595	336,507	138,599	475,106
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950 (5 weeks).....	178,812	60,382	239,194	23,578	16,273	39,851



## E—Unemployment Insurance

**TABLE E-1.—REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS FROM APRIL 1, 1948, TO JANUARY 31, 1949, AND FROM APRIL 1, 1949, TO JANUARY 31, 1950**

Region	1948-49		1949-1950	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	15,834	266,869	18,789	330,390
Quebec.....	55,486	1,010,769	57,391	1,024,391
Ontario.....	75,891	1,403,429	81,157	1,470,126
Prairie.....	39,804	544,431	42,597	554,964
Pacific.....	24,148	378,499	25,411	384,171
Total for Canada.....	211,163	3,603,997	225,345	3,764,042

**TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE, AS OF JANUARY 31, 1950**

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	246	71	25	53	46	23	28
Male.....	236	68	25	51	46	21	25
Female.....	10	3	.....	2	.....	2	3
(Male).....	(9,371)	(4,165)	(189)	(641)	(1,706)	(1,240)	(1,430)
(Female).....	(230)	(46)	(11)	(33)	(54)	(30)	(56)
Prince Edward Island.....	1,961	353	220	436	567	220	165
Male.....	1,688	299	185	378	523	181	122
Female.....	273	54	35	58	44	39	43
Nova Scotia.....	17,952	4,072	2,279	3,463	3,969	1,847	2,322
Male.....	15,968	3,629	2,022	3,118	3,593	1,675	1,931
Female.....	1,984	443	257	345	376	172	391
New Brunswick.....	14,601	2,562	1,349	2,432	3,873	2,146	2,239
Male.....	12,351	2,135	1,137	2,058	3,393	1,865	1,763
Female.....	2,250	427	212	374	480	281	476
Quebec.....	98,202	19,413	11,895	16,313	23,889	12,218	14,474
Male.....	80,186	15,921	9,642	13,462	20,576	10,188	10,397
Female.....	18,016	3,492	2,253	2,851	3,313	2,030	4,077
Ontario.....	78,655	19,635	9,915	14,485	16,595	7,989	10,036
Male.....	61,604	15,638	7,682	11,486	13,787	6,179	6,832
Female.....	17,051	3,997	2,233	2,999	2,808	1,810	3,204
Manitoba.....	15,570	3,504	1,784	3,194	3,688	1,672	1,728
Male.....	11,486	2,539	1,224	2,353	2,926	1,359	1,085
Female.....	4,084	965	560	841	762	313	643
Saskatchewan.....	10,794	2,010	1,161	2,223	3,153	1,300	947
Male.....	8,863	1,622	923	1,778	2,805	1,092	643
Female.....	1,931	388	238	445	348	208	304
Alberta.....	15,843	6,069	1,742	2,830	3,078	1,101	1,023
Male.....	13,488	5,259	1,444	2,373	2,793	864	755
Female.....	2,355	810	298	457	285	237	268
British Columbia.....	59,349	14,192	8,314	11,655	12,885	5,537	6,766
Male.....	50,675	12,610	7,241	9,919	11,190	4,426	5,289
Female.....	8,674	1,582	1,073	1,736	1,695	1,111	1,477
TOTAL.....	313,173	71,881	38,684	57,084	71,743	34,053	39,728
MALE.....	256,545	59,720	31,525	46,976	61,632	27,850	28,842
FEMALE.....	56,628	12,161	7,159	10,108	10,111	6,203	10,886

N.B.—Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in totals.

**TABLE E-3.—CLAIMS FOR BENEFIT, FEBRUARY, 1942, TO JANUARY, 1950**

—	1942	1943	1944	1945	1946	1947	1948 <sup>(1)</sup>	1949 <sup>(1)</sup>	1950 <sup>(1)</sup>
January.....	.....	4,637	11,751	20,412	71,932	63,681	109,311	140,305	196,624
February.....	663	4,822	12,284	14,990	59,098	47,141	88,016	108,759	.....
March.....	4,124	5,046	10,667	13,307	50,706	43,675	76,248	103,402	.....
April.....	2,925	3,953	6,463	8,430	35,781	35,859	59,265	68,979	.....
May.....	2,799	2,027	4,654	8,825	34,777	27,603	42,257	63,692	.....
June.....	4,629	1,772	3,226	10,857	30,646	21,365	39,644	53,114	.....
July.....	2,668	1,087	3,106	10,886	27,576	20,034	38,790	49,586	.....
August.....	1,855	1,370	3,241	20,557	25,115	17,281	32,182	57,750	.....
September.....	1,118	1,013	3,715	40,473	28,555	25,847	33,036	59,080	.....
October.....	1,058	1,475	6,222	36,717	34,891	34,743	43,620	77,091	.....
November.....	1,748	2,896	11,798	53,325	37,111	47,372	73,119	124,889	.....
December.....	3,337	6,562	13,770	57,612	52,479	79,849	114,506	150,480	.....
Total.....	26,924	36,660	90,897	296,391•	488,667	464,450	749,994	1,057,127	196,624

(1) Revised claims included. See Table E-4 for analysis of claims filed at local offices.

**TABLE E-4.—CLAIMS FOR BENEFIT BY PROVINCES, JANUARY, 1950**

Province	Claims filed at Local Offices				Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Revised	Entitled to Benefit	Not Entitled to Benefit	Referred to Appeal	Pending
Newfoundland.....	394 (6,981)	342 (6,444)	25 (167)	27 (370)	146 (3,480)	70 (589)	..... (3)	256 (4,311)
Prince Edward Island.....	1,172	843	237	92	1,031	197	.....	230
Nova Scotia.....	11,095	7,077	3,222	796	9,120	1,687	32	2,866
New Brunswick.....	7,666	5,168	1,959	539	6,574	1,197	13	1,803
Quebec.....	54,828	37,304	13,217	4,307	48,146	8,735	217	14,220
Ontario.....	55,672	36,753	14,191	4,728	43,092	9,130	368	14,178
Manitoba.....	9,877	6,530	2,440	907	8,212	1,861	115	1,840
Saskatchewan.....	6,511	4,875	1,093	543	5,367	1,211	20	1,633
Alberta.....	10,012	7,501	1,874	637	7,641	1,569	45	3,119
British Columbia.....	39,397	27,478	9,924	1,995	28,154	5,382	104	15,305
Total Canada, January, 1950.....	196,624	133,871	48,182	14,571	157,483	31,039 <sup>(1)</sup>	914	55,450
Total Canada, December, 1949.....	150,480	91,957	47,449	11,074	109,892	22,404 <sup>(2)</sup>	924	49,370
Total Canada January, 1949.....	140,305	96,210	30,439	13,656	115,744	23,959 <sup>(3)</sup>	1,120	33,567

(1) In addition, there were 1,108 special requests not granted.

(2) In addition, there were 885 special requests not granted.

(3) In addition, there were 1,139 special requests not granted.

N.B.—Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in totals.

**TABLE E-5.—CLAIMANTS NOT ENTITLED TO BENEFIT**

Chief Reasons for Non-Entitlement	Month of January 1949	Month of January 1950	Cumulative Total for Current Fiscal Year
Insufficient contributions while in insurable employment.....	13,751	18,524	75,874
Not unemployed.....	568	3,483	8,994
Not capable of and not available for work.....	603	732	8,217
Loss of work due to a labour dispute.....	33	29	2,110
Refused offer of work and neglected opportunity to work.....	735	522	11,710
Discharged for misconduct.....	857	914	7,033
Voluntarily left employment without just cause.....	4,604	3,570	36,162
Other reasons <sup>(1)</sup> .....	2,808	3,265	14,327
Total.....	23,959	31,039	164,427

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

**TABLE E-6.—NUMBER OF PERSONS RECEIVING BENEFIT DURING WEEK JANUARY 28 TO FEBRUARY 3, INCLUSIVE AND NUMBER COMMENCING BENEFIT, NUMBER OF DAYS BENEFIT PAID AND AMOUNT OF BENEFIT PAID DURING MONTH OF JANUARY, 1950**

Province	Number Receiving Benefit During Week January 28 to February 3, Inclusive	Number Commencing Benefit During Week	Number of Days Benefit Paid	Amount of Benefit Paid (in dollars)
Newfoundland.....	100 (6,585)	73 (1,658)	2,861 (124,143)	7,602 (318,089)
Prince Edward Island.....	1,098	909	29,866	66,732
Nova Scotia.....	12,480	7,635	281,150	679,506
New Brunswick.....	10,218	5,489	238,562	569,755
Quebec.....	71,283	41,494	1,740,964	4,114,029
Ontario.....	54,947	34,609	1,244,208	2,951,172
Manitoba.....	11,373	7,091	232,781	541,856
Saskatchewan.....	8,380	4,922	172,046	412,100
Alberta.....	9,095	6,387	183,213	450,115
British Columbia.....	39,989	24,010	799,730	1,988,275
Total, Canada, January, 1950.....	218,963	132,619	4,925,381	11,781,142
Total, Canada, December, 1949.....	.....	89,823	3,066,888	7,181,001
Total, Canada, January, 1949.....	.....	92,713	3,056,418	6,727,221



**TABLE E-7.—UNEMPLOYMENT INSURANCE FUND**

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO JANUARY 31, 1950

Fiscal Year Ended March 31	CONTRIBUTIONS (Gross less refunds)							DISBURSEMENTS			Balance in Fund
	RECEIPTS							Total Revenue	Benefit Payments	Interest on Investments and Profit on Sale of Securities	
	Stamps	Meter	Bulk	Total Employer and Employee	Government	Fines	Total Revenue				
\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
1942	22,436,001 56	7,209,058 48	6,790,549 01	36,435,609 05	7,287,121 81	.....	269,268 74	43,991,999 60	27,752 92	43,964,246 68	
1943	30,408,651 15	13,645,258 63	13,380,741 05	57,434,651 43	11,487,057 90	638 11	1,840,448 56	70,762,796 00	716,012 75	114,011,029 93	
1944	31,565,232 54	13,205,897 37	16,949,655 09	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29	190,327,941 19	
1945	32,784,177 12	11,926,369 85	19,018,308 47	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	268,034,459 86	
1946	34,964,786 96	10,816,365 63	16,785,437 07	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	317,240,600 34	
1947	41,042,425 28	11,500,028 37	23,472,577 26	76,015,030 91	15,203,457 58	3,820 43	7,529,985 56	98,752,294 48	43,114,320 18	372,878,625 64	
1948	38,768,926 38	11,508,638 62	33,593,269 47	83,870,834 47	16,366,400 70	5,322 60	9,560,776 12	109,803,333 89	34,947,020 32	447,734,939 21	
1949	46,686,689 27	14,363,308 41	37,531,562 30	98,581,559 98	20,924,013 71	8,359 08	12,113,317 56	131,627,520 33	49,826,752 16	529,535,437 38	
April.....	4,659,575 10	1,397,731 77	2,729,335 56	8,786,642 43	959,568 37	1,190 00	1,078,855 51	10,826,256 31	7,944,066 04	532,417,627 65	
May.....	3,882,190 78	1,033,371 36	2,911,585 00	7,877,147 14	1,574,182 43	1,250 00	1,103,618 19	10,556,197 76	5,503,863 01	537,464,962 40	
June.....	4,142,564 77	1,172,772 22	3,044,609 46	8,359,946 45	1,671,443 95	1,454 00	1,119,134 83	11,151,979 23	4,109,708 12	544,507,233 51	
July.....	4,122,196 18	1,284,065 53	3,226,412 12	8,632,673 83	1,726,653 38	1,157 10	1,137,124 22	11,497,608 53	3,381,091 58	552,623,750 46	
August.....	4,208,807 86	1,104,055 98	3,252,116 82	8,564,980 66	1,713,434 31	1,113 55	1,156,157 96	11,435,636 48	3,713,885 12	560,345,551 82	
September.....	4,815,552 07	1,215,256 28	3,132,075 17	9,102,883 52	1,814,427 80	1,637 00	1,192,952 86	12,171,901 18	3,669,715 08	568,847,737 92	
October.....	4,489,023 31	1,176,699 41	3,207,662 10	8,873,384 82	1,794,089 38	2,021 50	1,265,270 78	11,934,766 48	3,841,811 48	576,940,692 92	
November.....	4,576,901 29	1,203,865 64	3,360,446 27	9,141,213 20	1,721,995 05	1,565 00	1,279,433 72	12,144,206 97	5,045,183 99	584,039,715 90	
December.....	4,812,352 69	1,194,796 11	3,270,038 26	9,277,187 06	1,962,148 98	1,471 00	1,292,933 04	12,533,740 08	7,177,759 74	589,395,696 24	
January, 1950.....	4,205,601 79	1,149,069 77	3,584,640 19	8,939,311 75	1,787,987 42	1,540 57	1,297,019 58	12,025,859 32	11,779,344, 89	589,642,210 67	
<b>Sub Total.....</b>	<b>43,914,765 84</b>	<b>11,981,684 07</b>	<b>31,718,920 95</b>	<b>87,615,370 86</b>	<b>16,725,931 07</b>	<b>14,399 72</b>	<b>11,922,500 69</b>	<b>116,278,202 34</b>	<b>56,171,420 05</b>	<b>589,642,210 67</b>	
<b>GRAND TOTAL.....</b>	<b>322,571,656 10</b>	<b>106,156,609 43</b>	<b>199,241,021 27</b>	<b>627,969,286 80</b>	<b>125,598,362 47</b>	<b>38,208 29</b>	<b>59,521,039 63</b>	<b>813,126,897 19</b>	<b>223,484,086 32</b>	<b>589,642,210 67</b>	

Contributions for Armed Service (included in "Bulk" column)

To March 31, 1949..... \$42,962,104.41  
 April 1, 1949, to date..... 4,084,943.74

Total..... \$47,047,048.15

## F—Prices

### TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month  
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	93.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1923.....		120.7	124.1	116.9	122.5	143.8		110.7	
1924.....		118.8	121.6	117.4	118.9	140.8		108.6	
1925.....		119.8	127.2	117.4	116.8	140.3		106.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1930.....		120.8	131.5	122.7	111.8	130.6		105.4	
1931.....		109.1	103.1	119.4	110.0	114.3		103.3	
1932.....		99.0	85.7	109.7	106.8	100.6		100.4	
1933.....		94.4	84.9	98.6	102.5	93.3		98.2	
1934.....		95.6	92.7	93.1	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....	4.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....	10.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....	16.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....	17.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....	18.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.6	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
April.....	19.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
October.....	25.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
1947									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.3
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
1948									
January.....	47.1	148.3	182.2	119.9	120.4	161.2	158.4	122.6	167.1
April.....	50.4	151.6	186.8	119.9	121.3	172.9	161.9	122.9	172.2
July.....	55.7	156.9	201.3	120.9	124.5	175.4	162.8	123.1	180.4
October.....	58.3	159.6	205.4	121.0	128.8	181.0	165.1	124.4	184.6
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.8
April.....	58.0	159.3	198.5	122.4	131.0	183.2	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.8
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	.....

\* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.



TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless) per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-on, per lb.	
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hock-off, per lb.		
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.		
<b>P.E.I.—</b>				b	b						
1—Charlottetown.....	71.0	65.0	57.7	49.7	45.7			58.5	45.7	79.7	
<b>Nova Scotia—</b>											
2—Halifax.....	72.6	67.7	67.0	50.7	46.3		70.0	60.1	44.3	87.8	
3—New Glasgow.....	80.0	72.9	68.2	b	48.0		71.3	61.0	48.0	82.4	
4—Sydney.....	75.7	72.0		51.6						88.6	
5—Truro.....	66.3	61.3			44.3			60.5		83.4	
<b>New Brunswick—</b>											
6—Fredericton.....	71.8	64.0	62.0	45.5	43.3	53.4		57.8	43.6	83.3	
7—Moncton.....	74.6	69.2	70.7	50.1	44.9		70.3	65.4	46.7	84.1	
8—Saint John.....	75.5	70.0	62.7	48.0	45.0	53.4	70.0	62.3	42.8	85.1	
<b>Quebec—</b>											
9—Chicoutimi.....	80.0	76.0		55.0						49.5	
10—Hull.....	66.9	65.5	62.6	46.3	44.0	50.6		58.6	43.0	77.3	
11—Montreal.....	74.4	72.0	69.3	44.3	44.2	50.0	70.1	55.3	44.0	74.6	
12—Quebec.....	74.8	72.9	65.1	42.8	38.6	54.7	69.9	44.6	39.3	74.6	
13—St. Hyacinthe.....	64.0	63.3	61.8	46.0	39.7	60.0		56.8	45.4	71.0	
14—St. Johns.....										75.7	
15—Sherbrooke.....	75.5	71.3	68.1	49.0	45.6	54.7		59.0	47.2	80.3	
16—Sorel.....	66.7	65.0		45.0				65.0		76.6	
17—Thetford Mines.....		66.7		44.0						39.3	
18—Thres Rivers.....	74.0	68.9	60.0	46.3	40.7	46.0	58.0	55.1	43.0	76.1	
<b>Ontario—</b>											
19—Belleville.....	68.0	67.7	67.7		51.7		71.3		38.0	81.4	
20—Brantford.....	70.3	67.4	67.5	51.1	47.5	56.2	75.7	62.3	41.2	83.7	
21—Brockville.....	72.3	72.6	72.7	52.7	48.6		72.3	64.3	46.2	81.8	
22—Chatham.....	71.6	69.6	67.6	b	51.3			69.0	46.5	83.8	
23—Cornwall.....	70.7	69.3	68.0	49.8	48.7	50.5		60.0	45.0	80.7	
24—Fort William.....	63.0	59.0	67.2	51.5	47.8			58.2		83.3	
25—Galt.....	71.8	68.4	68.0	53.2	48.0			61.7	44.5	81.6	
26—Guelph.....	72.6	69.6	70.9	b	52.5	49.0	50.8	74.7	63.2	38.1	84.3
27—Hamilton.....	72.7	69.6	67.3	51.8	49.0	57.6	80.9	63.4	40.6	79.3	
28—Kingston.....	68.2	67.3	65.3	49.6	46.3		72.0	60.6	39.1	80.5	
29—Kitchener.....	71.3	70.0	66.8	52.7	51.5	56.0	74.8	62.4	41.8	83.1	
30—London.....	71.0	70.3	67.1	51.3	48.1	49.3	75.1	65.1	40.9	85.0	
31—Niagara Falls.....	69.9	69.1	69.0	51.4	48.2		84.3	61.8	41.2	82.7	
32—North Bay.....	70.5	69.0	65.3	52.3	49.3		71.3	65.0		83.0	
33—Oshawa.....	69.1	69.0	67.4	52.7	46.9	50.7		60.0	40.0	79.3	

**COAL AND RENTALS BY CITIES, FEBRUARY, 1950**

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>P.E.I.—</b>										
1—Charlottetown.....	21-2	29-9	42-4	16-0	66-4	33-3	10-7	7-7	10-3	16-4
<b>Nova Scotia—</b>										
2—Halifax.....	23-7	30-1	49-5	19-0	68-7	30-9	11-2	7-8	11-9	15-8
3—New Glasgow.....	23-0	30-0	47-7	19-0	68-7	31-8	12-0	7-6	11-5	16-5
4—Sydney.....	21-2	28-7	49-2	20-0	67-8	31-2	12-0	7-7	11-9	16-5
5—Truro.....	23-2	29-7	47-0	18-0	68-9	31-7	12-0	7-8	12-0	15-5
<b>New Brunswick—</b>										
6—Fredericton.....	22-7	30-8	49-0	17-0	68-7	31-9	11-3	7-6	11-6	15-3
7—Moncton.....	23-5	30-4	45-9	17-0	68-2	31-1	11-3	8-0	12-3	15-7
8—Saint John.....	23-3	30-4	49-4	18-0	69-0	31-8	11-3	7-8	11-0	15-0
<b>Quebec—</b>										
9—Chicoutimi.....	23-2	33-0	.....	17-0	64-1	32-4	11-2	7-9	.....	.....
10—Hull.....	18-7	29-7	44-3	18-0	64-6	29-9	10-0	7-0	10-6	14-2
11—Montreal.....	20-1	30-3	48-0	17-5	64-5	29-4	10-0	7-1	10-6	14-9
12—Quebec.....	18-8	29-8	45-1	17-0	64-4	30-8	9-5	7-1	11-2	15-4
13—St. Hyacinthe.....	21-8	30-1	45-3	16-0	64-7	29-3	10-0	7-2	10-8	14-9
14—St. Johns.....	20-6	31-0	43-5	16-0	65-0	31-3	8-7	7-5	11-4	15-0
15—Sherbrooke.....	22-2	29-4	48-9	17-0	64-4	30-9	10-2	7-6	11-1	15-4
16—Sorel.....	20-5	29-4	40-8	16-0	64-4	30-0	9-3	7-6	11-2	15-0
17—Thetford Mines.....	25-0	30-0	40-3	16-0	64-2	29-9	9-3	8-1	11-3	15-8
18—Three Rivers.....	19-9	29-5	44-4	17-0	62-1	29-9	8-7	7-1	11-2	15-0
<b>Ontario—</b>										
19—Belleville.....	22-8	30-1	43-7	18-0	65-9	30-0	10-0	7-6	11-0	14-9
20—Brantford.....	18-8	29-6	44-4	18-0	65-1	28-4	10-0	7-3	10-9	14-7
21—Brockville.....	21-2	30-6	45-0	18-0	65-1	28-7	10-0	7-3	11-2	14-5
22—Chatham.....	19-5	31-1	43-7	18-0	66-9	29-4	10-0	7-4	11-5	14-7
23—Cornwall.....	22-1	29-6	40-7	18-0	65-8	29-6	8-7	7-1	11-1	14-6
24—Fort William.....	20-1	29-3	48-7	20-0	64-5	30-8	10-7	7-2	10-2	15-2
25—Galt.....	18-5	30-0	44-3	18-0	65-7	28-9	10-0	7-4	10-6	14-6
26—Guelph.....	19-7	29-6	45-1	18-0	65-3	28-9	10-0	7-3	10-9	14-9
27—Hamilton.....	19-4	29-8	46-2	19-0	66-2	28-8	10-0	7-2	10-8	14-7
28—Kingston.....	19-6	30-4	39-8	18-0	64-8	29-2	9-3	7-1	10-8	14-6
29—Kitchener.....	20-1	30-2	45-5	18-0	65-7	29-2	10-0	7-5	10-8	14-7
30—London.....	20-4	30-1	43-9	18-0	65-5	29-3	10-0	7-0	10-9	14-4
31—Niagara Falls.....	19-9	30-0	46-4	19-0	66-8	29-4	10-0	7-1	10-5	14-6
32—North Bay.....	23-5	31-6	47-2	18-0	67-7	29-9	10-7	7-9	11-8	15-7
33—Oshawa.....	19-9	29-5	43-4	18-0	65-5	28-8	10-0	7-5	10-8	14-7



TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal front roll (boneless) per lb.	Lamb, leg roast, per lb.	Pork		
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roasts) per lb.	Fresh shoulders, hook-off, per lb.	Bacon, side, fancy, sliced, rind-on, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	70-5	68-3	68-9	52-2	47-9	50-4	76-1	58-0	45-7	77-1
35—Owen Sound.....	70-3	67-6	66-9	52-0	45-7	.....	69-7	61-1	40-8	84-4
36—Peterborough.....	70-2	68-0	66-3	51-9	50-0	52-7	79-8	62-0	39-0	82-3
37—Port Arthur.....	64-2	61-8	64-4	49-5	49-1	51-0	.....	56-9	43-7	79-3
38—St. Catharines.....	71-3	69-0	69-0	51-0	49-0	52-7	.....	59-7	.....	80-5
39—St. Thomas.....	70-0	68-8	68-0	52-0	48-0	.....	.....	65-0	38-7	82-0
40—Sarnia.....	70-3	67-9	65-7	52-0	48-1	61-7	73-3	62-7	40-4	82-3
41—Sault Ste. Marie.....	67-3	67-1	63-0	49-7	55-8	.....	.....	63-8	45-5	78-5
42—Stratford.....	68-7	68-0	66-3	51-7	48-3	.....	.....	56-7	38-0	83-4
43—Sudbury.....	70-8	69-7	67-8	50-3	51-0	53-7	71-3	59-6	47-8	82-9
44—Timmins.....	70-5	68-7	65-7	50-2	48-0	59-0	71-3	58-7	44-2	82-4
45—Toronto.....	72-7	68-3	71-9	53-2	47-3	59-9	74-4	61-9	39-8	82-8
46—Welland.....	71-0	68-4	66-0	50-7	46-9	55-7	83-3	62-0	43-4	80-9
47—Windsor.....	72-0	69-6	65-2	48-6	49-3	56-3	73-4	59-9	38-0	84-1
48—Woodstock.....	73-0	69-3	66-3	53-7	46-2	58-3	80-0	61-0	38-3	83-2
<b>Manitoba—</b>										
49—Brandon.....	69-7	65-0	.....	.....	47-7	.....	73-3	61-3	43-3	84-4
50—Winnipeg.....	64-9	61-1	66-6	50-3	46-2	52-7	71-5	57-0	41-8	77-3
<b>Saskatchewan—</b>										
51—Moose Jaw.....	67-5	61-8	64-2	48-7	48-4	55-7	68-3	56-0	40-2	83-7
52—Prince Albert.....	62-3	58-8	57-3 <sup>b</sup>	43-5	45-8	57-5	66-3	55-2	38-7	76-2
53—Regina.....	65-5	62-8	64-7	48-2	46-9	55-8	71-6	57-4	44-3	87-5
54—Saskatoon.....	62-9	59-7	57-9	45-6	48-0	65-0	.....	56-0	41-7 <sup>d</sup>	83-7
<b>Alberta—</b>										
55—Calgary.....	69-3	67-0	70-6	56-0	48-3	57-7	75-8	56-9	47-6	85-3
56—Drumheller.....	68-7	66-3	65-7	48-7 <sup>b</sup>	47-7	.....	.....	58-7	45-0	87-5
57—Edmonton.....	66-6	61-7	62-8	45-9	44-9	57-4	66-5	54-8	39-2	85-3
58—Lethbridge.....	71-3	66-0	70-0	50-5	48-3	57-3	74-7	55-0	41-0	88-4
<b>British Columbia—</b>										
59—Nanaimo.....	82-5	76-5	80-5	58-3	55-6	.....	85-0	66-7	51-7	89-0
60—New Westminster.....	75-0	68-3	68-4	55-8	53-3	56-7	76-3	63-0	51-5	94-3
61—Prince Rupert.....	88-7	80-0	88-3	52-7	51-7	.....	.....	66-7	56-0	92-0
62—Trail.....	74-5	72-3	73-5	54-0	54-5	.....	77-3	63-3	52-3	94-8
63—Vancouver.....	78-9	71-8	78-7	62-6	57-0	66-0	81-2	65-0	51-1	94-7
64—Victoria.....	79-3	73-2	74-4	57-4	59-0	66-7	82-9	64-6	47-9	87-0

COAL AND RENTALS BY CITIES, FEBRUARY, 1950

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A", large, per dozen	Milk, per quart	Butter, creamery, prints per lb.	Cheese, plain, mild, per $\frac{1}{4}$ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	19-4	29-9	43-2	18-0	66-1	29-9	10-0	7-3	11-0	14-7
35—Owen Sound.....	20-4	30-5	43-0	18-0	65-7	28-8	10-0	7-5	11-3	15-0
36—Peterborough.....	19-8	29-2	44-7	18-0	65-0	29-1	10-0	7-3	10-7	13-8
37—Port Arthur.....	21-4	29-4	48-9	20-0	64-4	30-6	10-7	7-0	10-5	15-6
38—St. Catharines.....	19-9	29-1	47-0	19-0	66-1	28-7	10-0	7-0	10-6	14-2
39—St. Thomas.....	20-5	29-6	43-6	18-0	66-5	30-5	10-0	7-4	11-0	14-9
40—Sarnia.....	20-3	31-4	45-0	18-0	66-8	30-2	10-0	7-7	11-2	14-8
41—Sault Ste. Marie.....	22-9	30-2	47-5	20-0	65-5	29-9	10-7	7-4	10-5	14-8
42—Stratford.....	21-2	31-4	42-7	18-0	64-7	29-5	10-0	7-1	10-9	15-1
43—Sudbury.....	20-5	30-3	51-1	20-0	66-8	29-6	10-7	8-0	11-5	15-3
44—Timmins.....	22-2	30-0	46-7	20-0	65-3	29-8	11-3	7-5	10-9	15-2
45—Toronto.....	20-5	29-7	46-3	19-0	65-6	28-1	10-0	7-2	10-7	14-1
46—Welland.....	20-0	30-2	45-2	19-0	66-0	29-0	10-0	7-0	10-3	14-2
47—Windsor.....	20-0	30-1	45-1	19-0	66-3	29-8	10-0	7-4	11-6	15-0
48—Woodstock.....	19-7	30-0	41-7	18-0	65-7	29-8	10-0	6-6	10-8	14-8
<b>Manitoba—</b>										
49—Brandon.....	22-1	32-0	44-7	16-0	63-6	31-0	10-7	7-4	10-8	15-6
50—Winnipeg.....	20-8	29-9	47-6	17-0	63-7	30-1	12-0	7-0	10-1	14-9
<b>Saskatchewan—</b>										
51—Moose Jaw.....	20-1	32-6	.....	18-0	62-5	29-6	11-2	7-1	9-9	15-2
52—Prince Albert.....	21-3	32-4	47-0	17-0	63-9	29-4	9-6	7-4	10-3	14-8
53—Regina.....	21-6	33-4	50-7	18-0	62-2	30-5	11-2	7-2	10-5	15-2
54—Saskatoon.....	20-9	33-3	46-4	18-0	63-0	29-4	10-4	7-0	10-2	14-6
<b>Alberta—</b>										
55—Calgary.....	20-8	33-2	47-8	19-0	63-9	29-5	11-2	7-2	10-3	15-0
56—Drumheller.....	24-5	.....	.....	19-5	65-6	32-0	11-2	.....	.....	.....
57—Edmonton.....	22-3	33-0	43-4	18-0	63-7	30-2	10-4	7-1	10-2	14-6
58—Lethbridge.....	22-0	33-4	53-5	18-0	63-9	30-0	11-2	7-5	10-6	14-9
<b>British Columbia—</b>										
59—Nanaimo.....	24-0	30-7	52-0	19-0	66-7	31-6	13-9	7-2	10-9	14-8
60—New Westminster.....	23-1	28-5	50-0	19-0	65-2	28-7	12-8	7-2	10-5	14-7
61—Prince Rupert.....	26-5	32-0	54-9	25-0	67-2	33-3	14-0	7-9	11-5	15-7
62—Trail.....	25-1	34-7	53-2	20-0	65-9	30-9	13-0	7-6	10-7	15-4
63—Vancouver.....	23-4	29-0	49-6	17-0	64-9	29-6	12-8	7-3	10-4	14-8
64—Victoria.....	23-6	29-3	53-4	19-0	65-6	30-2	12-8	7-5	10-6	14-9



TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 10 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar
	Tomatoes, choice, 2½ s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>P. E. I.—</b>											
1—Charlottetown.....	21·3	15·7	15·1	11·6	9·9	21·7	22·1	19·8	.....	34·9	49·3
<b>Nova Scotia—</b>											
2—Halifax.....	23·1	17·7	16·6	11·6	8·2	26·5	23·5	17·9	43·0	25·3	48·0
3—New Glasgow.....	23·0	.....	16·5	11·0	8·7	27·7	26·0	23·0	45·0	27·5	48·7
4—Sydney.....	20·3	16·3	16·9	11·2	8·7	28·8	.....	18·3	50·0	28·8	47·9
5—Truro.....	18·7	.....	15·7	11·4	8·9	24·3	24·1	18·3	42·0	28·3	49·0
<b>New Brunswick—</b>											
6—Fredericton.....	20·7	17·4	.....	11·8	8·9	25·4	22·5	18·7	40·0	26·6	47·8
7—Moncton.....	20·2	17·4	15·0	10·9	9·4	25·7	24·7	18·0	46·5	28·8	49·3
8—Saint John.....	19·0	15·9	15·5	11·5	8·5	21·5	23·9	19·0	45·0	24·6	47·9
<b>Quebec—</b>											
9—Chicoutimi.....	17·4	.....	13·0	.....	10·4	31·7	.....	23·3	47·0	.....	.....
10—Hull.....	16·7	16·1	16·7	10·7	9·0	30·7	24·0	19·1	42·0	23·3	47·0
11—Montreal.....	14·3	12·4	14·2	11·6	8·4	27·0	22·1	18·3	43·3	22·1	47·2
12—Quebec.....	15·3	16·5	15·0	11·5	8·6	24·9	22·3	19·1	46·9	23·2	48·8
13—St. Hyacinthe.....	14·6	16·6	17·0	10·3	8·6	27·4	22·6	17·6	44·0	24·7	47·7
14—St. Johns.....	15·2	.....	.....	.....	7·9	26·8	22·7	19·1	34·7	22·8	45·4
15—Sherbrooke.....	14·7	14·5	16·0	10·6	8·9	26·0	25·3	18·5	43·7	25·7	49·1
16—Sorel.....	16·7	15·3	16·7	11·4	9·6	28·1	19·5	17·5	40·0	.....	43·8
17—Thetford Mines.....	15·8	.....	.....	11·5	9·2	26·5	23·3	19·2	.....	28·0	48·0
18—Three Rivers.....	15·3	15·7	.....	10·2	8·7	26·2	20·3	19·6	44·3	23·6	47·1
<b>Ontario—</b>											
19—Belleville.....	18·0	13·5	.....	13·6	8·5	31·3	.....	18·5	41·0	23·6	46·4
20—Brantford.....	18·8	16·4	14·8	11·0	8·0	28·7	22·9	18·1	41·5	25·6	45·9
21—Brockville.....	18·2	18·6	14·9	12·1	9·7	31·0	25·0	17·6	35·0	22·5	46·8
22—Chatham.....	19·0	15·6	14·1	10·6	7·9	28·6	24·3	19·0	41·3	23·8	47·0
23—Cornwall.....	19·0	.....	14·8	11·4	8·7	30·7	.....	.....	41·0	24·0	46·0
24—Fort William.....	17·7	17·3	15·3	11·8	8·1	38·1	22·4	22·9	48·3	27·8	48·3
25—Galt.....	16·6	18·2	14·0	12·0	8·3	29·9	23·7	18·4	39·7	24·4	45·4
26—Guelph.....	18·3	16·3	14·0	11·4	7·7	31·2	22·7	18·2	46·7	26·5	44·6
27—Hamilton.....	17·8	18·0	14·8	12·9	8·5	31·4	24·5	18·4	46·8	25·6	45·3
28—Kingston.....	16·0	14·7	15·1	12·5	8·4	31·5	22·7	18·0	41·7	24·5	47·7
29—Kitchener.....	18·1	16·9	14·5	11·2	8·2	31·7	23·6	18·4	43·0	27·3	45·0
30—London.....	18·5	17·3	15·6	11·1	8·3	30·8	22·5	17·4	44·5	26·1	44·6
31—Niagara Falls.....	16·9	16·7	16·0	12·5	8·4	31·1	22·3	18·9	45·0	25·6	47·6
32—North Bay.....	19·5	.....	16·8	11·7	8·6	32·7	.....	.....	39·0	25·0	48·0
33—Oshawa.....	16·0	17·9	13·7	11·3	7·8	26·4	.....	18·4	45·0	23·7	46·4

COAL AND RENTALS BY CITIES, FEBRUARY, 1950

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
				Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
<b>P.E.I.—</b>										
1—Charlottetown.....	29.0	36.3	34.6	10.1	9.7	89.3	50.2		15.50	
<b>Nova Scotia—</b>										
2—Halifax.....	28.5	38.5	31.7	9.8	10.5	91.9	50.1		16.75	29.00-33.00
3—New Glasgow.....	29.3	47.3	33.1	10.2	10.6	92.0	50.1			16.00-20.00
4—Sydney.....	28.8	43.5	31.3	10.5	10.7	89.0	50.3		11.85	21.00-25.00
5—Truro.....	29.3	37.8	32.9	10.0	10.4	91.8	50.1		15.65	
<b>New Brunswick—</b>										
6—Fredericton.....	28.0	41.8	33.2	10.2	10.0	87.3	50.0		16.75	21.50-25.50
7—Moncton.....	27.7	38.8	32.1	10.7	10.5	89.9	49.9		16.30	
8—Saint John.....	27.5	37.6	31.2	10.1	10.0	87.6	50.5		17.25	22.50-26.50
<b>Quebec—</b>										
9—Chicoutimi.....	32.0	41.7	35.0	10.9	10.5	102.0	53.5	25.00		
10—Hull.....	25.9	37.1	28.3	9.9	9.8	87.9	52.1	24.25		
11—Montreal.....	27.3	38.2	28.5	9.7	10.3	91.6	53.0	25.25		25.50-29.50
12—Quebec.....	27.5	41.7	30.0	9.9	9.9	91.5	53.4	23.00		29.50-33.50
13—St. Hyacinthe.....	28.5	37.7	28.0	9.6	9.5	90.4	52.8	24.75		
14—St. Johns.....	28.2	38.0	29.8	9.6	9.3	97.0	53.2	23.00		
15—Sherbrooke.....	27.9	38.5	29.7	9.7	9.8	93.0	53.4	24.50		22.50-26.50
16—Sorel.....	27.1	39.0	30.2	9.6	9.4	86.0	52.2	23.75		
17—Thetford Mines.....	28.2	38.5	31.7	9.8	9.6	91.0	52.7	25.50		
18—Three Rivers.....	26.3	38.7	28.5	9.9	9.8	92.6	53.2	24.00		
<b>Ontario—</b>										
19—Belleville.....		35.0	29.4	10.3	10.5	92.5	52.6	23.50		
20—Brantford.....	25.9	32.8	27.9	10.0	10.4	86.1	52.7	23.50		23.50-27.50
21—Brookville.....		37.0	28.3	9.9	10.4	91.0	52.9	24.00		
22—Chatham.....	25.8	33.6	28.2	10.4	10.8	84.3	53.2	24.00		
23—Cornwall.....	25.8	36.8	28.3	9.8	10.0	91.7	52.5	25.25		
24—Fort William.....	26.2	38.2	30.0	10.8	11.1	83.0	52.2	26.85		29.50-33.50
25—Galt.....	24.5	34.9	28.1	10.5	10.7	87.8	53.2	24.00		
26—Guelph.....	25.5	32.1	27.5	9.9	10.3	86.1	52.6	23.60		
27—Hamilton.....	25.7	31.9	28.1	10.0	10.7	87.1	53.2	23.00		30.50-34.50
28—Kingston.....	28.0	34.2	28.1	9.8	10.0	81.6	51.1	24.00		34.00-38.00
29—Kitchener.....	25.9	35.2	27.2	10.1	10.3	86.3	53.9	23.50		31.50-35.50
30—London.....	26.7	36.5	28.1	10.7	10.8	91.7	52.6	24.00		29.00-33.00
31—Niagara Falls.....	24.0	35.9	28.2	10.1	11.1	88.4	53.7	23.00		
32—North Bay.....	28.0	37.0	31.0	11.0	11.0	99.0	52.5	26.00		
33—Oshawa.....		41.3	27.0	10.2	10.0	87.3	53.6	23.75		



TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 10 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar
	Tomatoes, choice, 2½ s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin								
34—Ottawa.....	17.7	13.8	15.6	10.9	9.5	31.0	23.4	18.4	43.3	23.8	46.4
35—Owen Sound.....	18.2	17.0	15.7	12.0	7.9	29.3	19.2	18.5	39.7	25.0	46.5
36—Peterborough.....	17.7	17.7	14.5	12.3	7.7	28.6	23.3	17.9	44.3	23.4	47.6
37—Port Arthur.....	17.6	18.5	15.0	12.9	7.9	37.7	24.7	24.6	46.7	28.4	48.2
38—St. Catharines.....	18.1	16.2	14.6	12.3	8.4	31.3	24.0	18.0	46.5	25.5	46.0
39—St. Thomas.....	18.7	17.5	15.5	10.3	7.6	26.5	23.2	17.7	45.0	26.7	46.7
40—Sarnia.....	18.9	17.3	16.4	13.1	7.9	28.5	22.5	18.4	44.3	25.7	45.4
41—Sault Ste. Marie.....	18.7	18.2	.....	11.1	8.1	33.4	23.4	19.0	46.5	26.7	47.5
42—Stratford.....	19.3	16.7	15.1	11.7	8.0	29.3	21.7	17.4	42.3	25.5	46.4
43—Sudbury.....	18.1	16.7	16.6	11.6	8.6	35.8	21.5	19.3	43.0	25.8	49.5
44—Timmins.....	17.3	16.8	15.5	12.4	8.3	36.1	23.5	19.0	42.9	25.5	48.0
45—Toronto.....	17.1	17.8 <sup>h</sup>	14.1	12.8	7.6	32.3	20.9	17.5	44.7	24.0	44.0
46—Welland.....	16.4	14.3	14.9	10.8	8.0	32.3	20.3	17.4	46.7	24.7	46.0
47—Windsor.....	18.3	16.1	15.0	10.7	7.5	28.7	21.8	18.5	.....	27.7	46.6
48—Woodstock.....	19.7	16.6	15.0	11.9	8.4	27.7	.....	17.4	42.0	26.6	44.3
<b>Manitoba—</b>											
49—Brandon.....	19.3	.....	17.2	13.6	9.0	43.0	24.1	19.4	45.0	34.5	k 62.4
50—Winnipeg.....	19.1	16.3	15.4	13.4	7.1	40.5	23.0	20.1	48.5	31.2	k 57.5
<b>Saskatchewan—</b>											
51—Moose Jaw.....	20.7	15.9	17.9	12.8	9.9	47.6	.....	18.7	43.0	30.0	k 58.3
52—Prince Albert.....	22.3	17.0	.....	12.3	9.1	47.4	23.3	19.9	45.7	34.7	k 56.1
53—Regina.....	21.8	17.3	16.5	12.4	9.1	45.3	23.4	19.5	41.7	28.7	k 58.7
54—Saskatoon.....	21.5	.....	15.3	12.5	9.3	53.5	24.0	19.6	44.2	29.8	k 56.2
<b>Alberta—</b>											
55—Calgary.....	22.0	14.9	16.1	12.2	9.6	50.3	22.3	19.3	44.0	35.9	k 55.5
56—Drumheller.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
57—Edmonton.....	22.7	16.7	17.3	13.5	9.2	50.2	22.5	19.2	45.3	35.2	k 56.4
58—Lethbridge.....	23.0	.....	16.4	14.4	9.1	46.5	23.5	20.2	46.5	37.2	k 54.3
<b>British Columbia—</b>											
59—Nanaimo.....	22.0	18.4	17.3	15.1	9.7	47.6	22.9	19.3	44.0	37.7	k 55.9
60—New Westminster.....	20.4	17.6	15.4	14.8	9.2	41.9	22.0	18.8	38.7	27.0	k 53.0
61—Prince Rupert.....	24.0	18.5	18.6	15.3	9.3	48.6	24.3	21.7	52.0	38.4	k 57.9
62—Trail.....	25.1	18.0	18.5	16.5	11.2	47.4	.....	19.2	46.3	49.5	k 58.2
63—Vancouver.....	19.9	16.1	15.5	13.7	8.8	48.9	21.6	18.1	40.3	33.3	k 53.3
64—Victoria.....	22.3	18.0	17.3	14.5	8.7	51.0	23.2	17.7	45.3	37.3	k 54.5

COAL AND RENTALS BY CITIES, FEBRUARY, 1950

Locality	Sugar							Coal		Rent (a)
	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Granulated, per lb.	Yellow, per lb.	Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Anthracite, per ton	Bituminous, per ton	
34—Ottawa.....	26.7	36.7	28.3	9.9	10.3	86.1	53.5	24.25		35.00-39.00
35—Owen Sound.....	27.7	34.6	28.5	10.9	10.6	91.0	52.8	24.00		
36—Peterborough.....		33.8	27.2	9.9	10.0	87.7	54.0	24.25		
37—Port Arthur.....	26.4	41.6	29.8	10.5	10.9	84.0	51.0	26.85		25.00-29.00
38—St. Catharines.....	23.2	32.2	26.6	9.7	10.6	87.2	51.8	23.75		29.50-33.50
39—St. Thomas.....	26.2	41.0	29.0	10.6	10.6	89.8	53.4	24.00		
40—Sarnia.....	26.4	37.7	28.9	10.4	10.7	91.2	52.3	23.75		
41—Sault Ste. Marie.....	27.0	37.6	30.3	10.7	10.4	85.7	52.9	24.00		
42—Stratford.....	28.0	36.4	29.4	10.5	10.5	88.6	52.8	23.50		
43—Sudbury.....	27.4	37.6	30.3	10.8	11.3	84.4	52.5	24.75		32.50-36.50
44—Timmins.....	25.7	40.4	30.5	10.8	11.5	87.8	52.5	26.50		31.50-35.50
45—Toronto.....	26.3	34.6	27.0	9.9	10.4	86.6	52.4	22.65		36.50-40.50
46—Welland.....	23.0	33.0	27.5	10.1	10.1	83.1	52.4	22.50		
47—Windsor.....	25.2	33.5	28.5	10.3	10.7	86.0	52.0	23.50		28.50-32.50
48—Woodstock.....	26.0	35.7	27.7	10.5	10.8	92.3	53.0	24.00		
<b>Manitoba—</b>										
49—Brandon.....	30.3	44.2	32.3	11.7	12.3	89.2	52.2		16.35	
50—Winnipeg.....	27.0	38.7	29.7	11.1	12.6	78.0	49.7		17.55	30.50-34.50
<b>Saskatchewan—</b>										
51—Moose Jaw.....	29.0	39.0	34.6	11.5	12.3	81.7	50.6		14.60	
52—Prince Albert.....	28.2	45.5	33.4	12.0	12.7	95.2	51.0		14.75	
53—Regina.....	28.2	39.9	33.3	11.7	12.5	89.6	51.2		15.40	31.50-35.50
54—Saskatoon.....	27.6	47.9	32.7	11.5	12.6	87.2	50.3		14.90	24.50-28.50
<b>Alberta—</b>										
55—Calgary.....	25.9	37.2	32.6	10.9	11.7	84.8	49.4		12.50	28.50-32.50
56—Drumheller.....										23.50-27.50
57—Edmonton.....	27.1	38.4	32.9	11.1	12.2	90.7	50.5		8.20	27.50-31.50
58—Lethbridge.....	27.6	39.0	32.2	11.1	12.1	86.3	51.8		8.35	
<b>British Columbia—</b>										
59—Nanaimo.....	26.5	34.2	30.3	10.3	11.8	87.7	51.8			
60—New Westminster.....	26.0	32.5	28.6	9.6	10.9	82.6	50.0		16.65	22.00-26.00
61—Prince Rupert.....	31.3	38.3	33.1	10.8	12.1	87.4	50.9		18.00	21.00-25.00
62—Trail.....	28.8	39.2	32.6	10.9	12.6	88.8	50.8		16.25	
63—Vancouver.....	26.3	32.2	29.8	9.4	10.9	78.0	49.7		17.04	27.50-31.50
64—Victoria.....	28.0	34.4	30.6	9.9	10.9	83.0	49.8		18.25	23.50-27.50

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Rental ranges shown above are indicative of prevailing rents being paid. They should not be used as a measure of change in rents paid for the same quality of living accommodation over long periods of time. (b) Averages include prices for cuts with bone-in. (c) Hock-on. (d) Mixed hock-off and hock-on. (e) Mixed carton and loose. (f) Loose. (g) Estimate. (h) Fancy. (i) Mixed California and Australia. (j) California. (k) Pure.



**TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF FEBRUARY, 1950**

(BASE: Aug. 1939 = 100)

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	Feb. 1, 1949	Jan. 3, 1950	Feb. 1, 1950						
Halifax .....	152.1	152.7	153.3	198.1	111.0	132.6	193.4	155.8	123.0
Saint John .....	156.2	157.1	157.8	192.8	118.0	134.8	191.8	159.6	130.4
Montreal .....	162.4	163.8	164.2	208.4	120.5	133.6	176.7	171.2	130.3
Toronto .....	154.7	156.9	157.6	194.2	124.6	153.2	181.3	161.3	130.7
Winnipeg .....	153.8	155.0	156.3	201.8	119.5	121.5	176.0	169.7	125.2
Saskatoon .....	162.0	162.2	163.6	212.0	125.3	140.4	188.4	171.8	122.8
Edmonton .....	154.4	156.9	158.1	209.5	113.1	114.6	187.9	161.4	129.2
Vancouver .....	160.8	161.9	163.4	210.5	115.6	139.8	192.1	160.3	134.2

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

**TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS**

(BASE: August 1939 = 100)

(Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month)

Commodities*	Per	Dec.	Feb.	Feb.	Feb.	Jan.	Feb.	Price
		1941	1945	1946	1948	1950	1950	Feb. 1950
Beef, sirloin steak .....	lb.	120.7	153.8	154.8	191.4	251.6	255.9	71.2
Beef, round steak .....	lb.	125.7	166.7	167.9	210.5	281.0	285.2	68.0
Beef, rolled rib roast, prime .....	lb.	125.5	173.0	175.2	216.5	283.5	287.8	67.3
Beef, blade roast, blade removed .....	lb.	132.7	161.0	162.3	213.2	300.6	306.7	50.5
Beef, stewing, boneless .....	lb.	136.7	168.3	168.3	231.4	338.3	345.4	48.1
Veal, front roll, boneless .....	lb.	139.3	174.6	174.6	220.7	316.6	324.7	55.6
Lamb, leg roast .....	lb.	109.9	148.9	152.8	184.5	251.1	258.8	73.9
Pork, fresh loins, centre-cut .....	lb.	125.3	141.5	144.2	197.5	227.7	224.4	60.4
Pork, fresh shoulder, hock-off .....	lb.	127.0	142.3	143.9	212.1	238.3	233.5	43.5
Bacon, side, fancy, sliced, rind-off .....	lb.	132.3	140.9	142.5	219.5	227.0	222.5	82.8
Lard, pure, package .....	lb.	151.3	155.3	160.5	244.7	200.0	192.8	21.4
Shortening, package .....	lb.	134.7	136.8	137.5	218.7	214.6	212.5	30.5
Eggs, grade "A" large .....	doz.	156.4	141.4	144.1	174.4	143.9	150.4	46.3
Milk .....	qt.	111.0	95.4	95.4	157.8	166.1	166.1	18.1
Buttery, creamery, prints .....	lb.	140.5	146.2	148.7	264.5	239.9	239.9	65.5
Cheese, plain, mild, ½ lb. .....	pkg.	174.6	164.4	166.3	210.3	226.0	226.0	30.1
Bread, plain, white, wrapped .....	lb.	106.5	106.3	106.3	149.2	165.1	165.1	10.5
Flour, all purpose .....	lb.	127.3	124.2	124.2	187.9	221.2	221.2	7.4
Rolled Oats, package .....	lb.	112.0	114.0	114.0	153.6	161.5	164.5	10.9
Corn Flakes, 8 oz. .....	pkg.	101.1	100.0	100.0	148.9	163.0	163.0	15.0
Tomatoes, canned, 2½'s .....	tin	129.9	137.7	137.7	252.8	182.1	180.2	18.9
Peas, choice, 15 oz. .....	tin	117.5	122.5	121.7	152.5	147.5	146.6	16.6
Corn, cream, choice, 15 oz. .....	tin	128.3	133.6	132.7	195.6	176.1	175.0	15.7
Beans, dry .....	lb.	129.4	133.3	135.3	298.0	249.0	245.0	12.1
Onions, cooking .....	lb.	108.2	112.2	134.7	175.5	169.4	175.4	8.7
Potatoes, No. 1 table .....	10 lbs.	89.9	136.9	154.0	188.4	150.9	153.2	33.7
Prunes, bulk or in bag .....	lb.	115.8	122.8	130.7	178.1	197.4	198.2	22.9
Raisins, seedless, bulk or in bag .....	lb.	104.0	102.0	117.2	148.3	128.5	129.2	19.0
Oranges, California .....	doz.	132.5	145.4	147.8	133.8	137.7	159.7	44.1
Lemons .....	½ doz.	111.3	143.7	150.5	143.1	169.8	170.5	27.9
Jam, strawberry, 16 oz. .....	jar	111.3	115.1	115.7	160.1	145.5	145.5	24.6
Peaches, 20 oz. .....	tin	101.5	104.1	105.1	156.3	140.6	140.6	27.2
Marmalade, orange, 16 oz. .....	jar *	118.3	129.6	128.9	150.2	140.7	140.7	18.8
Corn Syrup, 2 lb. .....	tin	138.0	155.3	157.7	197.4	176.9	176.9	30.1
Sugar, granulated, bulk or in bag .....	lb.	132.3	132.3	132.3	149.2	158.5	164.8	10.4
Sugar, yellow, in branded package .....	lb.	131.3	134.9	134.9	154.0	163.5	169.8	10.8
Coffee, medium quality, in bag .....	lb.	141.6	131.1	131.7	176.9	250.9	256.4	85.4
Tea, black, ½ lb. .....	pkg.	145.2	131.6	131.6	174.1	177.2	177.2	51.6

\* Description and units of sale apply to February, 1950, prices.

TABLE F-5.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(1926 = 100)

	1913	1918	1920	1922	1929	1933	1939	1941	1945	1947	1948	Jan. 1949	Nov. 1949	Dec. 1949	Jan. 1950
<b>All Commodities</b> .....	64.0	127.4	155.9	97.3	95.6	67.1	75.4	90.0	103.6	129.1	153.4	159.3	157.0	156.8	157.1
Classified According to Chief Component Material—															
I. Vegetables and Their Products.....	58.1	127.9	167.0	86.2	91.6	59.3	63.7	77.0	97.0	115.1	135.4	138.4	143.0	142.5	143.4
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	109.0	59.4	74.6	92.1	107.9	131.8	168.7	173.0	164.0	163.0	160.7
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	91.3	69.7	70.0	91.0	91.8	128.8	157.0	162.7	159.3	159.7	162.2
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	93.9	62.8	79.2	96.0	120.0	162.4	186.2	191.3	188.1	188.6	189.1
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	93.7	85.4	98.5	111.3	117.1	173.9	159.2	170.6	178.7	173.9	174.8
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	99.2	64.3	71.3	77.7	79.8	124.4	149.6	166.0	141.4	139.8	139.7
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	92.9	84.4	85.3	95.2	102.0	114.5	133.5	138.0	138.1	139.0	139.3
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	95.4	81.3	79.8	98.9	99.4	107.9	120.1	130.4	119.2	119.3	118.0
Classified According to Purpose—															
I. Consumers' Goods.....	62.0	102.7	136.1	96.9	94.7	71.1	75.9	91.1	98.1	117.3	140.8	144.0	142.4	142.4	142.5
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	63.8	73.9	89.5	103.4	122.4	132.3	154.3	152.8	151.7	151.3
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	91.1	76.0	77.2	92.2	94.6	113.9	133.2	137.2	135.5	136.2	136.7
II. Producers' Goods.....	67.7	133.3	164.8	98.8	96.1	63.1	70.4	83.6	100.7	129.3	133.9	162.5	159.6	159.8	160.0
Producers' Equipment.....	55.1	81.9	108.6	104.1	94.6	60.5	67.6	105.7	119.1	133.1	155.7	163.3	161.9	163.5	163.5
Producers' Materials.....	69.1	139.0	171.0	98.2	96.3	60.5	67.6	81.1	98.7	128.9	153.7	162.4	159.3	159.4	159.6
Building and Construction.....	67.0	100.7	144.0	108.7	99.0	78.3	89.7	107.3	127.3	166.4	195.7	204.3	199.6	200.3	201.4
Manufacturers.....	69.5	148.1	177.3	95.8	95.9	57.5	63.9	76.6	93.8	122.5	146.6	155.3	152.5	152.5	152.5
Classified According to Degree of Manufacture—															
I. All Raw (or partly manufactured).....	63.8	120.8	154.1	94.7	97.5	56.6	67.5	81.8	105.6	130.7	156.2	163.4	160.5	160.2	160.0
II. All Manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	117.4	140.3	143.3	142.8	142.6	142.8
Canadian Farm Products—															
Field.....	56.4	132.0	166.5	81.4	93.5	45.8	54.2	59.0	110.1	126.4	137.6	126.8	122.6	123.7	123.5
Animal.....	77.0	132.6	150.8	99.0	112.5	50.7	81.2	95.9	123.0	143.9	177.6	184.0	182.5	180.7	178.0
Total.....	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	114.9	132.9	149.7	148.2	145.0	144.4	144.1

The Indexes for 1949 and 1950 are subject to revision.



TABLE F-6.-INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES  
(Base figure 100 except where noted)

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living, Mexico City	Interim Retail Prices, Ministry of Labour	Interim Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities:						Paris				Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period:	1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914	June—Aug. 1939	1938	1936-39—1000	Dec. 1942—1000
1913.....	(a) 79.1	(b) 70.7		(g) 100	(l) 105				(c) 100		81.4		(e) 628
1914.....	79.1	71.8		(h) 123					100		85.5		676
1915.....	80.7	72.5		(i) 146							90.8		724
1916.....	87.0	77.9		(j) 176							99.6		785
1917.....	102.4	91.6		(k) 203					204		106.4		850
1918.....	115.6	107.5		(l) 215					224		117.7		912
1919.....	126.5	123.8		(m) 249					200		132.0		1019
1920.....	145.4	143.0		(n) 226					164		110.1		1034
1921.....	129.9	127.7		(o) 183					125		106.3		952
1922.....	120.4	119.7		(p) 172	185				161		106.6		1010
1923.....	121.8	126.4		(q) 164	176				181		106.3		1004
1924.....	121.7	122.5		(r) 140	151				131		93.2		795
1925.....	94.4	92.4		(s) 158	151				138	(m) 103	99.9		990
1926.....	101.5	99.4	100.0	(t) 184	178	108			107.5		103.2		1035
1927.....	105.6	100.2	100.7	(u) 189	205	129			122.5		108.4		1051
1928.....	111.7	105.2	104.4	(v) 194	226	150			141.7		133		1073
1929.....	118.9	125.5	109.1	(w) 201	295	285			158.2		128.8		1003
1930.....	119.5	128.4	113.5	(x) 203	295	393			137.5		243		1004
1931.....	123.6	139.3	206.7	(y) 203	291	645			160.3		208		1278
1932.....	135.5	159.2	300.3	(z) 203	99	1030	4575		217		139.7		1039
1933.....	155.0	171.2	318.9	(aa) 108	99	1632	4847		224		147.8		1105
1934.....	159.5	169.0	325.9	(ab) 109	99	1857	4988		281		151.7		1000
1935.....	159.2	169.5	329.6	(ac) 109	99	1781	4980		223		152.0		
1936.....	159.3	169.7	329.6	(ad) 111	99	1757	5052		222		152.9		
1937.....	159.5	169.2	333.0	(ae) 111	99	1738	5047		222		154.2		
1938.....	160.5	169.6	333.3	(af) 111	100	1726	4000		222		154.7		
1939.....	162.1	168.5	341.0	(ag) 111	100	1715	4910		221		153.2		
1940.....	162.8	168.8	341.3	(ah) 111	100	1752	4810		223		153.3		
1941.....	162.3	169.6	342.0	(ai) 112	100	1826	4778		222		153.3		1002
1942.....	168.5	168.5	341.8	(aj) 112	100	1885	4790		222		154.2		
1943.....	168.6	168.6	342.7	(ak) 112	100	1913	4790		221		154.7		
1944.....	161.7	167.5	342.7	(al) 113	100	1920	4790		220		153.3		
1945.....	161.0	166.9									153.3		

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1914-49 on base 1926-30=1000. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914=100. (j) Average is for first half of year. (k) Revised index. (l) Annual averages are on base July, 1914=100. (m) Average June-December. (n) New index, base 1st quarter of 1949=100. (o) New series on June, 1947 base. (p) New series on June, 1947 base. (q) New series on June, 1947 base.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-FEBRUARY, 1949-1950†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
<b>1950*</b>						
January.....	9‡	9	2,456‡	2,456	39,488	0.05
February.....	10	15	2,881	3,764	26,300	0.03
Cumulative totals.....	19		5,337		65,788	0.04
<b>1949</b>						
January.....	10‡	10	1,811‡	1,811	9,710	0.01
February.....	7	10	6,721	7,245	71,652	0.09
Cumulative totals.....	17		8,532		81,362	0.05

\* Preliminary figures.

‡ Strikes un-terminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.



**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, FEBRUARY, 1950 (1)**

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
<b>Strikes and Lockouts in Progress Prior to February, 1950</b>				
<b>MINING—</b> Firebosses, Bellevue, Blairmore, Cadomin, Canmore, Coleman, Gregg River, Luscar, Alta.	10	180	3,600	Commenced January 16; for implementation of majority report of arbitration board for welfare fund and continuance of monthly wage rates, instead of welfare fund and daily rates proposed by operators; terminated.
<b>MANUFACTURING—</b> <i>Textiles, Clothing, etc.—</i> Worsted textile factory workers, Trenton, Ont.	1	117	2,300	Commenced December 28, 1949; for a new agreement providing for increased wages and reduced hours; terminated.
<b>CONSTRUCTION—</b> <i>Buildings and Structures—</i> Plumbers, steamfitters and helpers, Ottawa, Ont.	37	375	6,000	Commenced January 3; for a new agreement providing for increased wages, two weeks vacations with pay, double time on Saturdays, check-off, etc.; partial return of workers Feb. 21; terminated.
<b>TRADE—</b> Department store clerks, New Westminster, B.C.	1	50	1,000	Commenced August 27, 1949; for a union agreement providing for increased wages and other changes, as recommended by majority report of conciliation board; terminated.
Grocery store employees, Montreal, P.Q.	17	161	2,000	Commenced January 27, for a new agreement providing for increased wages and reduced hours from 47 to 40 per week, following reference to arbitration board; terminated February 16; conciliation, provincial; compromise, no increase in wages, hours reduced to 45½ per week.
<b>Strikes and Lockouts Commencing During February, 1950</b>				
<b>MINING—</b> Coal miners, Glace Bay, N.S.	1	850	1,700	Commenced February 2; protest against proposed change to dotal pay for tracklayers and pipe fitters, and increase in number of employees; terminated February 3; return of workers; in favour of employer.
Coal miners, Sydney Mines, N.S.	1	700	1,400	Commenced February 7; re payment for loading coal left at wall on previous day due to power shortage; terminated February 8; return of workers pending further negotiations; indefinite.
Coal miners, Cambria, Alta.	1	100	200	Commenced February 24; protesting dismissal of a miner following argument with mine official; terminated February 28; negotiations; in favour of workers, miner reinstated.

**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, FEBRUARY, 1950 (1)**

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Establish- ments	Workers		
<b>Strikes and Lockouts Commencing During February, 1950</b>				
<b>MANUFACTURING—</b>				
<i>Boots and Shoes (Leather)—</i> Shoe factory workers, Richmond, P.Q.	2	195	2,500	Commenced February 15; for union recognition and agreement providing for increased wages and other changes; unterminated.
<i>Textiles, Clothing, etc.—</i> Sportswear factory workers, Toronto, Ont.	1	11	200	Commenced February 3; alleged discrimination in dismissal of three workers; unterminated.
Cotton factory workers, Welland, Ont.	1	300	500	Commenced February 1; refusal to join union by one worker previously not eligible for union membership because of job rating; terminated February 10; return of workers; in favour of employer.
Hosiery and clothing factory workers, Guelph, Ont.	1	59	700	Commenced February 13; refusal of union to accept clause that wage increases in lower brackets be negotiated in recommendations of conciliation board providing for certain wage increases, reduced hours, hospitalization plan, etc., in union agreement under negotiations; unterminated.
Men's clothing factory workers, Montreal, P.Q.	1	31	200	Commenced February 20; against dismissal of a foreman; unterminated.
<i>Metal Products—</i> Electrical apparatus factory workers, Peterborough, Ont.	1	435	200	Commenced February 2 and 6; protest against alleged delay in negotiations for a new agreement; terminated February 2 and 6; return of workers; in favour of employer.
<b>SERVICE—</b>				
<i>Business and Personal—</i> Beverage room tapmen, waiters and glass washers, Calgary, Alta.	20	200	3,800	Commenced February 4; for implementation of award of arbitration board for increased wages in new agreement under negotiations; unterminated.

(1) Preliminary data, based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.



# H—Industrial Accidents

## TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS

Causes	Agriculture	Logging	Fishing and Trapping	Mining, Non-Ferrous Smelting and Quarrying	Metalliferous Mining	Coal Mining	Non-Metallic Mineral Mining and Quarrying, n.e.s.	Structural Materials	Manufacturing	Vegetable Foods, Drink and Tobacco	Animal Foods	Textiles and Clothing	Leather, Fur and Products	Rubber Products	Saw and Planing Mill Products	Wood Products	Pulp, Paper and Paper Products	Printing and Publishing	Iron, Steel and Products	Non-Ferrous Metal Products	Non-Metallic Mineral Products
<b>Prime Movers:</b>																					
Motors, engines, fans, pumps and automatic stokers.....									2						2						
Shafting, coupling, collars, set screws and keys.....									4						1	2	1				
Belts, lines, pulleys, chains and sprockets.....		3		1		1			1												
Gears, cogs, cams, and friction wheels.....									1											1	
<b>Total.....</b>		3		1		1			7						3	2	1			1	
<b>Working Machines.....</b>	2			3	2		1		13	1	2				3	3			3		1
<b>Hoisting Apparatus:</b>																					
Elevators.....				4	2	2			3	1	1									1	
Conveyers and others.....	1	1		1	1				3											2	
<b>Total.....</b>	1	1		5	3	2			6	1	1									3	
<b>Dangerous Substances:</b>																					
Steam escapes, boiler explosions, compressed air.....			2						5											4	1
Explosive substances.....	4	3		1	1				6	2							1				1
Electric current.....	1	1		4	1		3		5								1		2		1
Hot and inflammable substances and flames.....		1							6										3	1	2
Conflagrations.....	1	2	4						1												
Gas fumes, poisons, etc.....	5		1	4	2	2			6	1									1	4	
Explosions, mine (gas, coal dust, etc.).....				7	6		1		1										1		
<b>Total.....</b>	11	9	5	16	10	2	4		30	3						1	1		11	5	5
<b>Striking Against or Being Struck by Objects:</b>																					
Striking against objects.....			2																		
Being struck by objects.....	4	20		3	3				13	1					5	2				3	
<b>Total.....</b>	4	22		3	3				13	1					5	2				3	
<b>Falling Objects:</b>																					
Collapse of structure.....	3								3											3	
Breaking or loosening of straps, cables, etc.....	1	4							4											2	
Objects falling from elevations, loads, piles.....	1	12		2	1		1		12	1					4	1	1			4	
Objects falling in mines and quarries.....				38	24	14															
Falling trees and limbs.....	3	36		1		1			1							1					
Others.....	2	1							2											1	1
<b>Total.....</b>	10	53		41	25	15	1		22	1					4	1	2		10	1	
<b>Handling of Objects:</b>																					
Heavy objects, rolling, carrying, loading, etc.....		9							7	1					1	1	1			2	
Sharp objects.....																					
<b>Total.....</b>		9							7	1					1	1	1			2	
<b>Tools.....</b>	2																				

IN CANADA, IN 1949, BY INDUSTRIES AND CAUSES

Chemical and Allied Products	Shipbuilding	Miscellaneous Products	Construction	Buildings and Structures	Railway	Highway and Bridge	Miscellaneous	Electricity, Gas, and Water Production and Supply	Transportation and Public Utilities	Steam Railways	Street and Electric Railways	Water Transportation	Air Transportation	Local and Highway Transportation	Storage	Telegraphs and Telephones	Express	Unclassified	Trade	Wholesale	Retail	Finance	Service	Public Administration	Recreational	Laundrying, Dyeing and Cleaning	Personal, Domestic and Business	Professional	Unclassified	TOTAL	
																															2
			3				3		1	1									1	1										13	
																														1	
			3				3		1	1									1	1										16	
			2			1	1		2	2									2	1	1			2	2					26	
			2			1	1		1															1	1					11	
	1		3	2		1	1		2			1							1	1									12		
	1		5	2		1	2		3			1		2					1	1			1	1					23		
								1	4		2	1	1						1	1			1				1		14		
2			2	1			1	1	1		1	1											2						21		
1			5			1	4	21	2		1												4		2	1	1		1	44	
			3	3					2				2						1	1									13		
		1	2	1			1		2	1													5	2	1			2	17		
			4				4	1	3				2		1								7	3			3	1	31		
																														8	
3		1	16	5		1	10	24	14	5	1	3		2	1	2			2	1	1		19	8	2		8	1	2	148	
								1	2		2																			5	
1		1	5	5					5	4		1											1	1		1				52	
1		1	5	5				1	7	6		1										1	1		1					57	
			2	1			1	1	1	1																				10	
	2								2			1		1						1	1									12	
1			10	7		1	2	3	5	1			3	1					1	1			2	2					48		
			1				1												1	1			1	1						38	
									1	1													1	1						44	
																								1	1					7	
1	2		13	8		1	4	4	9	3	1		4	1					3	3			4	4					159		
		1							1				1											2	1		1			19	
		1							1				1											2	1		1			19	
									1	1																				3	



TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS

Causes	Agriculture	Logging	Fishing and Trapping	Mining, Non-Ferrous Smelting and Quarrying	Metalliferous Mining	Coal Mining	Non-Metallic Mineral Mining and Quarrying, n.e.s.	Structural Materials	Manufacturing	Vegetable Foods, Drink and Tobacco	Animal Foods	Textiles and Clothing	Leather, Fur and Products	Rubber Products	Saw and Planing Mill Products	Wood Products	Pulp, Paper and Paper Products	Printing and Publishing	Iron, Steel and Products	Non-Ferrous Metal Products	Non-Metallic Mineral Products
<b>Moving Trains, Vehicles, etc.:</b>																					
Derailments, collisions.....		1																			
Being struck or run over by, or crushed by, or between, cars and engines.....				2	1	1		7	2	1									1	2	1
Falling from or in cars or engines.....				1	1																
Mine and quarry cars.....				14	4	10															
Automobile and other power vehicles and implements.....	40	14		8	1	2	5	31	12	6					1	1	2	1	5	1	2
Animal-drawn vehicles and implements.....	4																				
Watercraft.....		6	14	3	3			3							1	1					
Aircraft.....		2	1	1	1			5									4	1			
<b>Total.....</b>	<b>44</b>	<b>23</b>	<b>16</b>	<b>29</b>	<b>9</b>	<b>14</b>	<b>6</b>	<b>46</b>	<b>14</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>8</b>	<b>2</b>	<b>6</b>	<b>3</b>	<b>3</b>
<b>Animals:</b>																					
Horses, n.e.s.....	7	1						1							1						
Other animals.....	14																				
<b>Total.....</b>	<b>1</b>	<b>1</b>						<b>1</b>							<b>1</b>						
<b>Falls of Persons:</b>																					
From elevations.....	4			8	6		2	15	2	1					2	2			3	3	
From ladders.....				1	1			5											3		
Into pits, shafts, harbours, rivers, etc.....		6	5	7	5		2	4		1				2						1	
Into holds of vessels.....																					
On the level.....	1	1	1					4	1	1						1					
From loads, etc.....	4	1						1									1				
Collapse of support.....	3	1	1	3	3			1								1					
On sharp objects.....	1	1		2	2																
Down stairs and inclines.....	1	1						3		1					1	1					
Into tanks, vats, kilns, etc.....				1			1	6							1	1			3		
<b>Total.....</b>	<b>14</b>	<b>11</b>	<b>7</b>	<b>22</b>	<b>17</b>	<b>5</b>	<b>5</b>	<b>39</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>6</b>	<b>1</b>	<b>9</b>	<b>4</b>	<b>4</b>	<b>4</b>
<b>Other Causes:</b>																					
Infection, n.e.s.....				1	1			1												1	
Industrial disease, strain, etc.....	6	1	1	45	33	5	7	46	3	1	2	1			1	2		2	24	4	6
Drowning, n.e.s.....	4	1	3		2			4							1	3					
Shooting and violence.....	1			1			1	1							1						
Cave-ins, land slides, ice jams, etc.....				14	6	6	2	3												1	2
Lightning, frost, storms, sunstroke	7							2								2					
No Particulars.....		5	1	1	1			3							1				1	1	
<b>Total.....</b>	<b>18</b>	<b>7</b>	<b>5</b>	<b>64</b>	<b>42</b>	<b>12</b>	<b>10</b>	<b>60</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>5</b>	<b>2</b>	<b>26</b>	<b>6</b>	<b>8</b>	<b>8</b>
<b>Grand Total.....</b>	<b>118</b>	<b>141</b>	<b>33</b>	<b>184</b>	<b>111</b>	<b>46</b>	<b>27</b>	<b>244</b>	<b>27</b>	<b>12</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>25</b>	<b>11</b>	<b>27</b>	<b>6</b>	<b>74</b>	<b>19</b>	<b>17</b>	<b>17</b>

IN CANADA, IN 1949, BY INDUSTRIES AND CAUSES

Chemical and Allied Products		Shipbuilding	Miscellaneous Products	Construction	Buildings and Structures	Railway	Highway and Bridge	Miscellaneous	Electricity, Gas, and Water Production and Supply	Transportation and Public Utilities	Steam Railways	Street and Electric Railways	Water Transportation	Air Transportation	Local and Highway Transportation	Storage	Telegraphs and Telephones	Express	Unclassified	Trade	Wholesale	Retail	Finance	Service	Public Administration	Recreational	Laundry, Dyeing and Cleaning	Personal, Domestic and Business	Professional	Unclassified	TOTAL	
										18	16				2																	19
				4	2			2		61	54				6	1				8	3	5		4	3						86	
										9	3	1			5								1	2	2						14	
				28	5		9	14	5	51	1	1	2	1	45	1				15	8	7		28	23			4	1		220	
										1					1					2	2										7	
				2				2	3											2	2			4	3			1			35	
									10				10							1	1			5	4			1			27	
				34	7		9	18	8	150	74	2	11	59		2				26	13	13	1	43	35			6	2	2	422	
																															9	
																															7	
																															16	
2				27	19		1	7	3	6	4	1				1				1	1			8	4	1		1	2		72	
1	1			2	2					1	1													1	1						10	
				10	5		1	4		10			9			1								6	4			2			48	
										7			7							1	1			4	3						7	
										2						1	1						1	1							9	
				5	3		2		1	4	1			3						1	1			1	1			1			21	
				2	2					1														2	1						6	
				2	1			1		1	1									1	1			2	1		1				10	
									1											1	1										9	
3	2			48	32		4	12	5	31	7	1	16		4	3				4	1	3		23	14	1		5	3		204	
																															2	
				4	4					14	10		1		1	1	1			1	1			14				3	2		132	
				2	1			1		7	1		6							3	1	2		11	7	2		2			37	
										7					7									8	5	1		1			18	
				15	3		1	11		1			1		1									2	2						35	
										1																					11	
				1						5			3		2																16	
				22	8		1	13		35	14		8	11	1	1	1			4	2	2		35	23	3		6	3	1	251	
8	5	3	148	67		18	63	42	254	113	4	32	11	83	6	5				43	22	21	2	130	88	7		26	9	5	1,344	





	1	2	3	4	5	21	4	3	3	6	48	1	1	7	15	4	3	7	45			
<b>Trade</b>																						
Wholesale	1	2	10	1	3	11	3	1	2	6	22	1	1	3	4	1	3	4	18			
Retail	1	3	11	3	1	2	2	1	2	6	21	1	1	4	11	3	2	3	27			
<b>Finance</b>																						
Public Administration	2	3	23	63	12	5	9	12	1	130	4	4	4	21	44	5	6	7	19			
Recreational	1	3	17	39	10	3	5	9	1	88	3	3	3	14	34	4	6	12	79			
Laundering, dyeing and cleaning	1	1	7	7	1	1	1	1	1	7	1	1	1	1	1	1	1	1	2			
Personal, domestic and business	1	1	5	13	1	1	3	2	1	26	1	1	1	5	8	1	1	4	20			
Professional establishments	1	1	4	1	1	1	1	1	1	9	1	1	1	5	8	1	1	3	3			
<b>Unclassified</b>																						
<b>Total</b>	14	1	55	36	268	505	55	51	123	227	9	1,344	3	83	42	283	491	55	38	117	275	1,387

<sup>1</sup> Includes accidents to seamen and airmen on Canadian craft only; any such accidents occurring outside of Canada are assigned to province from which craft were operated. For quarterly reports of accidents see the Labour Gazette for July, September and December, 1949, and March, 1950. <sup>2</sup> Preliminary figures. <sup>3</sup> Revised figures for 1948.

**TABLE H-3.—FATAL INDUSTRIAL ACCIDENTS IN CANADA BY MAIN INDUSTRY GROUPS 1928-1949**

	Agriculture	Logging	Fishing and Trapping	Mining, Non-Ferrous Smelting and Quarrying	Manufacturing	Construction	Electricity, Gas, and Water Production and Supply	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
1928	194	176	43	260	201	250	34	353	64	1	102		1,677
1929	156	235	54	234	250	298	40	326	58	1	114		1,766
1930	122	175	36	258	196	324	42	327	53		117		1,655
1931	163	76	40	158	142	217	44	205	43	3	97		1,188
1932	184	73	30	123	116	124	21	196	51	2	83	1	974
1933	111	91	36	132	103	65	15	161	48	3	63		808
1934	151	114	47	144	103	118	20	165	52	1	86		1,000
1935	116	116	38	133	103	103	25	184	44	1	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	169	148	29	169	110	133	25	181	44		70		1,107
1940	127	177	34	175	110	133	25	236	51	1	65		1,208
1941	144	178	24	262	263	176	30	317	65	1	93		1,553
1942	107	150	34	199	262	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		110	8	1,476
1948	94	171	30	184	268	182	45	248	45		106	1	1,387
1949 <sup>1</sup>	118	141	33	184	244	148	42	254	43	2	130	5	1,344

<sup>1</sup> Preliminary figures.



TABLE H-4.—FATAL INDUSTRIAL ACCIDENTS IN CANADA IN 1949, BY MONTHS AND INDUSTRIES

Industry	January	February	March	April	May	June	July	August	September	October	November	December	Total, 1949 <sup>(1)</sup>	Per Cent of Total	Total, 1948 <sup>(2)</sup>	Per Cent of Total	Number Gainfully Employed, Latest Census
<b>Agriculture</b> .....	4	5	14	8	9	16	19	15	14	10	4	118	8.8	94	6.8	1,081,994 <sup>3</sup>	
<b>Logging</b> .....	5	7	13	6	13	19	11	12	11	18	15	11	141	10.5	171	12.3	93,850 <sup>3</sup>
<b>Fishing and Trapping</b> .....	1	4	2	2	2	2	1	1	1	1	8	2	33	2.5	30	2.2	73,514 <sup>4</sup>
<b>Mining, Non-Ferrous Smelting and Quarrying</b> .....	14	17	17	12	13	14	18	15	18	19	14	13	184	13.7	194	14.0	104,519 <sup>5</sup>
Metaliferous mining.....	10	12	10	9	8	11	11	8	7	10	8	7	111	8.3	126	9.1	56,783
Coal mining.....	2	5	6	2	3	3	4	5	3	5	3	5	46	3.4	46	3.3	25,307
Non-metallic mineral mining and quarrying, n.e.s.....	2	1	1	1	2	3	3	2	8	4	3	1	27	2.0	22	1.6	9,593
Structural materials.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	12,886
<b>Manufacturing</b> .....	23	13	22	12	23	23	14	21	24	25	27	17	244	18.2	268	19.3	1,131,750 <sup>6</sup>
Vegetable foods, drink and tobacco.....	5	1	1	1	2	1	2	4	3	4	3	3	27	2.0	18	1.3	120,815
Animal foods.....	1	4	1	2	1	2	2	2	1	1	1	1	12	0.9	11	0.8	58,929
Textiles and clothing.....	1	1	2	1	1	1	1	1	1	1	1	1	6	0.4	6	0.4	176,065
Leather, fur and products.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	43,177
Rubber products.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	23,475
Saw and planing mill products.....	3	2	6	2	3	1	4	4	4	4	4	4	25	1.9	64	4.6	71,299
Wood products.....	1	1	1	1	1	1	1	1	1	1	1	1	14	1.1	8	0.6	50,565
Pulp, paper and paper products.....	2	3	1	1	3	3	2	2	2	4	3	1	27	2.0	31	2.2	72,917
Printing and publishing.....	1	1	1	1	1	1	1	1	1	1	1	1	6	0.4	1	0.1	51,832
Iron, steel and products.....	7	4	2	3	7	7	5	7	6	7	13	6	74	5.5	76	5.4	212,363
Non-ferrous metal products.....	1	1	2	4	2	4	5	3	2	5	3	3	19	1.4	12	0.9	96,080
Non-metallic mineral products.....	1	1	2	1	1	4	5	3	3	3	2	2	17	1.3	25	1.8	39,212
Chemical and allied products.....	1	1	1	1	1	2	1	2	1	2	2	2	8	0.6	7	0.5	38,491
Shipbuilding.....	1	1	1	1	1	1	1	1	1	1	1	1	5	0.4	4	0.3	22,926
Miscellaneous products.....	1	1	1	1	1	1	1	1	1	1	1	1	3	0.2	3	0.2	23,574
<b>Construction</b> .....	8	5	10	13	15	22	17	15	12	19	4	148	11.0	182	13.1	284,000 <sup>6</sup>	
Buildings and structures.....	5	5	4	6	5	7	12	6	3	4	9	1	67	5.0	111	8.0	.....
Railway.....	1	1	1	1	1	1	1	1	1	1	1	1	18	1.3	20	1.4	.....
Highway and bridge.....	1	1	4	3	1	2	1	2	1	1	3	1	18	1.3	20	1.4	.....
Miscellaneous.....	3	2	1	3	4	5	9	11	7	7	2	2	63	4.7	51	3.7	.....
<b>Electricity, Gas, and Water Production and Supply</b> .....	1	1	1	2	2	5	9	9	4	2	5	2	42	3.1	45	3.2	26,704 <sup>8</sup>

	17	16	15	11	16	20	20	30	30	18	24	36	254	18-9	248	17-9
<b>Transportation and Public Utilities.</b>																
Steam railways.....	5	7	7	3	10	11	8	9	12	11	11	19	113	8-4	129	9-3
Street and electric railways.....	1	...	3	1	1	4	2	1	5	3	3	1	4	0-3	2	0-1
Water transportation.....	...	...	...	...	...	...	...	...	...	...	...	...	32	2-4	59	4-3
Air transportation.....	2	1	3	1	4	1	1	1	4	...	...	...	11	0-8	6	0-5
Local and highway transportation.....	8	8	5	3	2	5	7	12	9	4	8	12	83	6-2	43	3-1
Storage.....	1	...	...	3	...	...	...	...	...	...	...	...	6	0-4	2	0-1
Telegraphs and telephones.....	...	...	...	...	...	1	1	...	...	...	2	1	5	0-4	7	0-5
Express.....	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Unclassified.....	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
<b>Trade.</b>	3	2	2	6	3	6	5	1	6	1	4	4	43	3-1	45	3-3
Wholesale.....	1	...	...	3	1	3	2	...	5	1	3	3	22	1-6	18	1-3
Retail.....	2	2	2	3	2	3	3	1	1	...	1	1	21	1-5	27	2-0
<b>Finance.</b>	...	...	...	...	...	1	...	1	...	...	...	...	2	0-1	3	0-2
<b>Service.</b>	5	6	8	5	7	17	11	18	6	21	10	16	130	9-7	106	7-6
Public Administration.....	4	3	6	4	3	11	9	16	4	14	5	9	88	6-6	79	5-7
Recreational.....	...	...	...	...	...	1	...	...	...	2	2	2	7	0-5	2	0-1
Laundry, dyeing and cleaning.....	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Personal domestic and business.....	2	...	...	...	...	3	3	2	1	2	5	3	26	1-9	20	1-5
Professional establishments.....	1	1	2	1	1	2	...	1	...	...	...	...	9	0-7	3	0-2
<b>Unclassified.</b>	...	...	...	...	...	...	...	...	...	...	...	...	5	0-4	1	0-1
<b>Total.</b>	76	78	90	82	99	131	138	145	139	131	136	109	1,344	100	1,337	100-0

(1) Preliminary figures. (2) Revised figures. (3) Decennial Census, 1941. (4) Fishermen only; Annual Census of Industry, 1946. (5) Annual Census of Industry, 1947. (6) Annual Census of Industry, 1948.



**TABLE H-5.—INDUSTRIAL ACCIDENTS, NON-FATAL AND FATAL, IN CANADA, REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS**

Province	Medical aid only <sup>1</sup>	Temporary disability	Permanent disability	Fatal	Total
1939					
Nova Scotia.....	3,482	7,715	582	44	11,823
New Brunswick.....	2,577	5,264	263	22	8,126
Quebec.....					53,651
Ontario.....	30,672	21,203	1,020	215	53,110
Manitoba.....	5,128	4,044	196	33	9,401
Saskatchewan.....	2,466	2,670	107	17	5,260
Alberta.....	5,211	6,483	101	37	11,832
British Columbia.....	11,994	14,915	735	132	27,776
Total.....					180,979
1943					
Nova Scotia.....	7,459	8,756	616	100	16,931
New Brunswick.....	3,926	7,175	225	29	11,355
Quebec.....					90,564
Ontario.....	72,532	46,670	1,692	343	121,237
Manitoba.....	7,287	6,369	244	48	13,948
Saskatchewan.....	3,162	3,615	121	23	6,921
Alberta.....	9,035	10,176	141	78	19,700
British Columbia.....	34,919	32,521	979	216	68,635
Total.....					349,291
1944					
Nova Scotia.....	7,558	8,561	543	63	16,725
New Brunswick.....	3,933	7,201	206	25	11,365
Quebec.....					84,308
Ontario.....	66,819	40,191	2,210	286	109,506
Manitoba.....	7,182	6,163	251	34	13,630
Saskatchewan.....	3,010	3,626	122	26	6,784
Alberta.....	9,353	9,379	506	48	19,286
British Columbia.....	27,757	31,504	1,057	145	60,463
Total.....					322,067
1945					
Nova Scotia.....	6,748	9,219	515	55	16,537
New Brunswick.....	3,309	7,652	200	32	11,193
Quebec.....					82,724
Ontario.....	61,298	39,741	2,321	333	103,693
Manitoba.....	7,277	5,885	284	31	13,477
Saskatchewan.....	3,069	4,305	123	12	7,509
Alberta.....	6,171	12,546	363	74	19,154
British Columbia.....	25,718	28,871	1,128	137	55,854
Total.....					310,141
1946					
Nova Scotia.....	6,623	10,361	469	57	17,507
New Brunswick.....	4,824	5,183	237	31	13,275
Quebec.....					90,900
Ontario.....	76,411	43,426	2,440	246	122,523
Manitoba.....	8,021	6,461	279	34	14,795
Saskatchewan.....	4,167	5,160	161	21	9,509
Alberta.....	9,467	13,186	351	64	23,068
British Columbia.....	29,387	29,279	1,113	168	59,947
Total.....					351,524
1947					
Nova Scotia.....	7,491	8,501	409	44	16,445
New Brunswick.....	5,663	8,746	247	37	14,693
Quebec.....					96,135
Ontario.....	77,283	38,744	1,006	159	117,192
Manitoba.....	8,936	6,482	299	29	15,746
Saskatchewan.....	4,658	5,331	142	21	10,152
Alberta.....	11,951	13,362	464	87	25,864
British Columbia.....	40,556	33,083	1,203	176	75,018
Total.....					371,245

**TABLE II-5—INDUSTRIAL ACCIDENTS, NON-FATAL AND FATAL, IN CANADA, REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS—Concluded**

Province	Medical aid only <sup>1</sup>	Temporary disability	Permanent disability	Fatal	Total
1948					
Nova Scotia.....	7,952	9,039	474	54	17,519
New Brunswick.....	6,351	8,512	223	29	15,115
Quebec.....					93,028
Ontario.....	109,904	49,390	2,199	240	161,733
Manitoba.....	10,019	6,414	320	30	16,753
Saskatchewan.....	5,082	5,386	142	17	10,627
Alberta.....	15,374	12,560	522	101	28,557
British Columbia.....	41,311	31,269	1,261	223	74,064
Total.....					417,396
1949 <sup>2</sup>					
Newfoundland <sup>(3)</sup> .....		10	15	10	35
Prince Edward Island <sup>(4)</sup> .....	101	112	3		216
Nova Scotia.....	7,979	8,447	101	44	16,571
New Brunswick.....				34	13,523
Quebec.....					85,040
Ontario.....	117,239	47,400	1,740	283	166,632
Manitoba.....	10,308	6,599	329	30	17,266
Saskatchewan.....	5,734	6,284	159	24	12,201
Alberta.....	18,236	13,500	550	110	32,396
British Columbia.....	40,609	27,049	1,416	178	69,252
Total.....					413,132

(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. (3) For the period April 1 to December 31, 1949. (4) For the period July 1 to December 31, 1949.



# FUNCTIONS OF THE DEPARTMENT OF LABOUR

The Department of Labour of Canada has functioned for almost fifty years as the agency of the Federal Government charged with the administration of labour legislation. During the war the Department's activities were widely expanded. The functions of the principal branches of the Department and agencies associated with it are—

**Industrial Relations.**—This Branch of the Department is charged with the administration of (1) The Industrial Relations and Disputes Investigation Act providing for appointment of Conciliation Officers, Conciliation Boards and Industrial Inquiry Commissions by the Minister of Labour; (2) The Conciliation and Labour Act, empowering the Minister to inquire into the causes and circumstances of disputes and take measures toward their settlement; and (3) The Fair Wages and Hours of Labour Act, 1935, governing the application of minimum and prevailing rates of pay to all employees of Government contractors and subcontractors. The Branch also makes recommendations concerning the wage rates of prevailing rates employees of the Dominion Government.

This Branch has also assumed from the Industrial Production Co-operation Board the responsibility of developing closer co-operation between labour and management through the establishment of joint production committees and by the dissemination of informational material in visual and printed form.

In addition, the Industrial Relations Branch supplies the offices and staff employed by the Canada Labour Relations Board in administering the Industrial Relations and Disputes Investigation Act with respect to the functions described below.

The office of the Director of Industrial Relations is located in Ottawa and Branch Offices and staff are located at Vancouver, Winnipeg, Toronto, Montreal, Fredericton and St. John's, Newfoundland. Labour-Management Co-operation offices and staff are located at Vancouver, B.C., Winnipeg, Man., Hamilton, London, Windsor, St. Catharines, Kitchener, Toronto, Ont., Montreal, Three Rivers, Que., and Fredericton, N.B.

**Canada Labour Relations Board.**—The Board, upon which labour and management are represented equally, administers the provisions of the Industrial Relations and Disputes Investigation Act concerning certification of bargaining representatives, establishment of procedures for the final settlement of disputes concerning the meaning or violation of collective agreements, and complaints that there has been a failure to bargain collectively under the Act.

**Economics and Research.**—The collection, compilation and publication of statistics of employment, wages, hours, strikes and lockouts, industrial accidents, collective agreements, and labour organization; the conduct of investigational and research work bearing on industrial relations and labour conditions; the publication of bulletins of information on these subjects.

**Labour Gazette.**—The monthly publication of the LABOUR GAZETTE provides a review of the labour-industrial situation throughout Canada.

**Legislation.**—Analysis and publication of information concerning all aspects of labour laws in Canada and abroad.

**Canadian Vocational Training.**—The types of training carried on under Dominion-Provincial co-operation include: training of apprentices; retraining of workers released from employment; training of foremen and supervisors; training of young people and assistance to students.

**Dominion Government Annuities.**—The administration of the Government Annuities Act, Chap. 7, R.S.C., 1927, whereby provision may be made for old age by the purchase of annuities by individuals, or associations on behalf of their members or by employers on behalf of their employees.

**Unemployment Insurance Commission.**—The Commission administers the Unemployment Insurance Act, 1940, which provides for a national unemployment insurance system and employment service.

**National Employment Service.**—Authorized by the Unemployment Insurance Act, 1940, and operated by the Unemployment Insurance Commission, under the direction of the Minister of Labour.

**Bureau of Technical Personnel.**—The bureau organizes the placement of scientific and technical engineering personnel for industries and the government service.

**Library.**—The maintenance of a library of publications on labour and economic subjects.

**International Labour Organization.**—The collection and transmission of information in connection with the work of the International Labour Conference and Office, including related correspondence with Federal and Provincial Government Departments and with organizations of employers and employees.

Supplement



CANADA

DEPARTMENT OF LABOUR  
Economics and Research Branch

# STRIKES AND LOCKOUTS IN CANADA DURING 1949

*with Information for Certain Other Countries*

---

*Issued as a Supplement to THE LABOUR GAZETTE, April, 1950*

---

Minister - HONOURABLE HUMPHREY MITCHELL

Deputy Minister - ARTHUR MacNAMARA, C.M.G., LL.D.

OTTAWA  
EDMOND CLOUTIER, C.M.G., B.A., L.Ph.  
KING'S PRINTER AND CONTROLLER OF STATIONERY  
1950







CONTENTS



	PAGE
Strikes and Lockouts in Canada During 1949.....	5

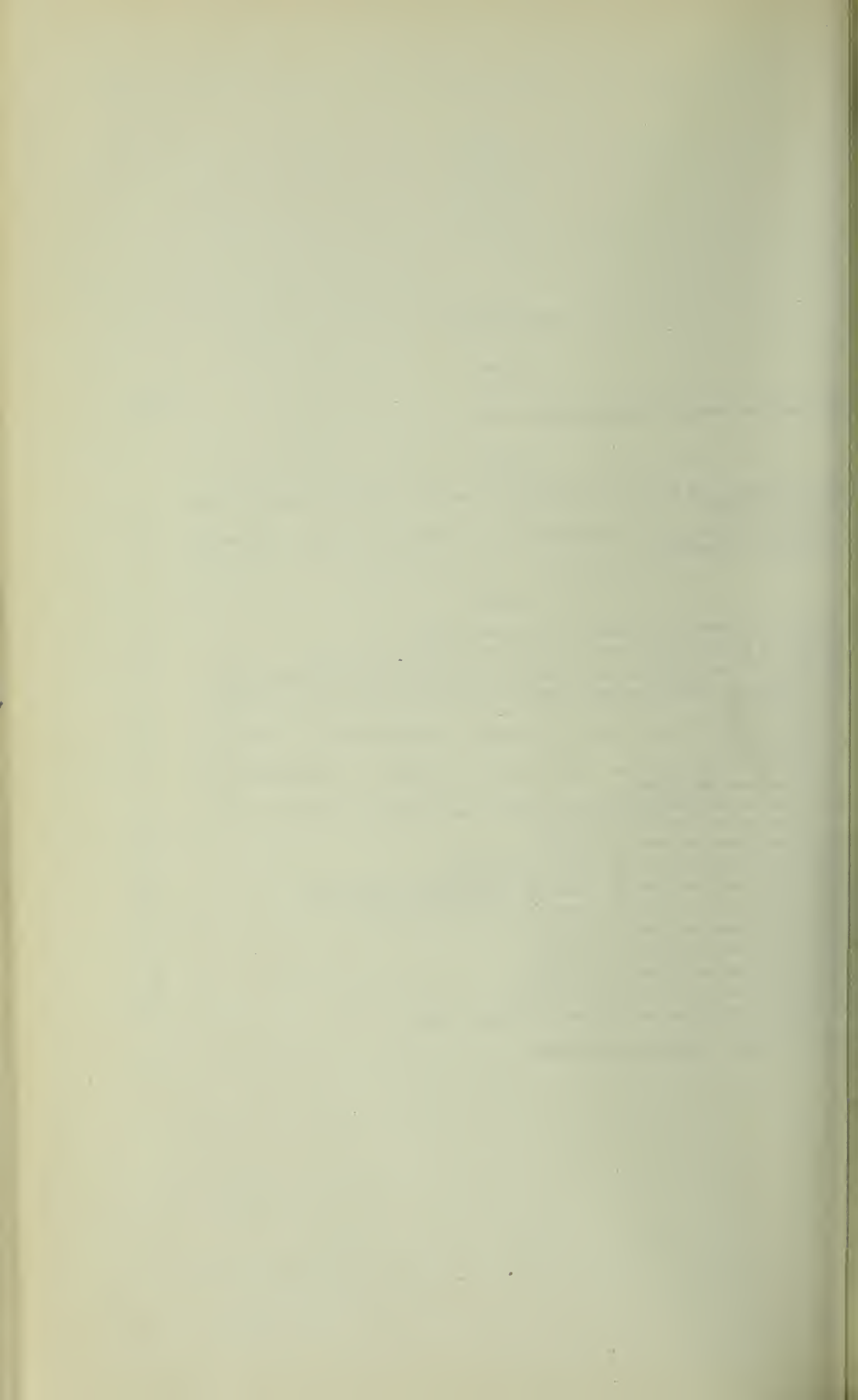
CHARTS

Results of Strikes and Lockouts According to Number of Workers Involved Each Year, 1914-1949.....	6
Loss in Man-Working Days Through Strikes and Lockouts by Groups of Industries Each Year, 1914-1949.....	7

TABLES

1. Strikes and Lockouts in Canada by Years, 1901-1949.....	8
2. Number of Strikes and Lockouts in Canada by Industries, 1901-1949.....	9
3. Workers Involved in Strikes and Lockouts in Canada by Industries, 1901-1949...	10
4. Time Loss in Man-Working Days in Strikes and Lockouts in Canada by Industries, 1901-1949.....	11
5. Number of Strikes and Lockouts in Canada in Manufacturing by Industries, 1901-1949.....	12
6. Workers Involved in Strikes and Lockouts in Canada in Manufacturing by Industries, 1901-1949.....	14
7. Time Loss in Man-Working Days in Strikes and Lockouts in Canada in Manufacturing by Industries, 1901-1949.....	16
8. Strikes and Lockouts, 1949, by Industries.....	18
9. Strikes and Lockouts, 1949, by Causes and Results.....	19
0. Strikes and Lockouts, 1949, by Industries and Methods of Settlement.....	20
1. Strikes and Lockouts, 1949, by Number of Workers Involved.....	21
2. Strikes and Lockouts, 1949, by Time Loss.....	21
3. Strikes and Lockouts, 1949, by Duration.....	21
4. Strikes and Lockouts, 1949, by Provinces.....	21
5. Strikes and Lockouts, 1939-1949, by Months.....	22
6. Detailed List of Strikes and Lockouts in Canada, 1949.....	23
Canada and Other Countries, 1919-1949.....	38





# STRIKES AND LOCKOUTS IN CANADA, 1949

*There were no significant changes in the 1949 record of industrial disputes between workers and employers which resulted in work stoppages (strikes and lockouts) as compared with the previous year. The number of strikes and lockouts declined, being the lowest recorded for any year since 1939. The number of workers involved showed an increase of 8,500 over 1948, and the time loss was greater by 178,000 days. Strike statistics of the last two years indicate a marked improvement in industrial relations as compared with the preceding two-year period, the time loss for 1948-1949 being less than one-third of that in 1946-1947. The small number of work stoppages in existence during 1949, 137 strikes and lockouts, involving 50,000 workers, reflects the progress made in collective bargaining without resort to strike action. The latest figures available show that in 1948 collective agreements in effect covered more than 1,200,000 workers (LABOUR GAZETTE, December, 1949, p. 1521). The great majority of these contracts have been renewed by peaceful negotiations. In 1949, only 58 work stoppages, involving some 20,000 workers, arose out of disputes over renewals of existing contracts.*

*In 1949, almost half the idleness was caused by one strike in the asbestos industry. Seventy per cent of the total loss resulted from four work stoppages, involving asbestos miners and mill workers in various centres in Quebec, railway car factory workers at Hamilton, Ont., lithographers in various centres in Ontario and Quebec, and motor vehicle factory workers at Oshawa, Ont.*

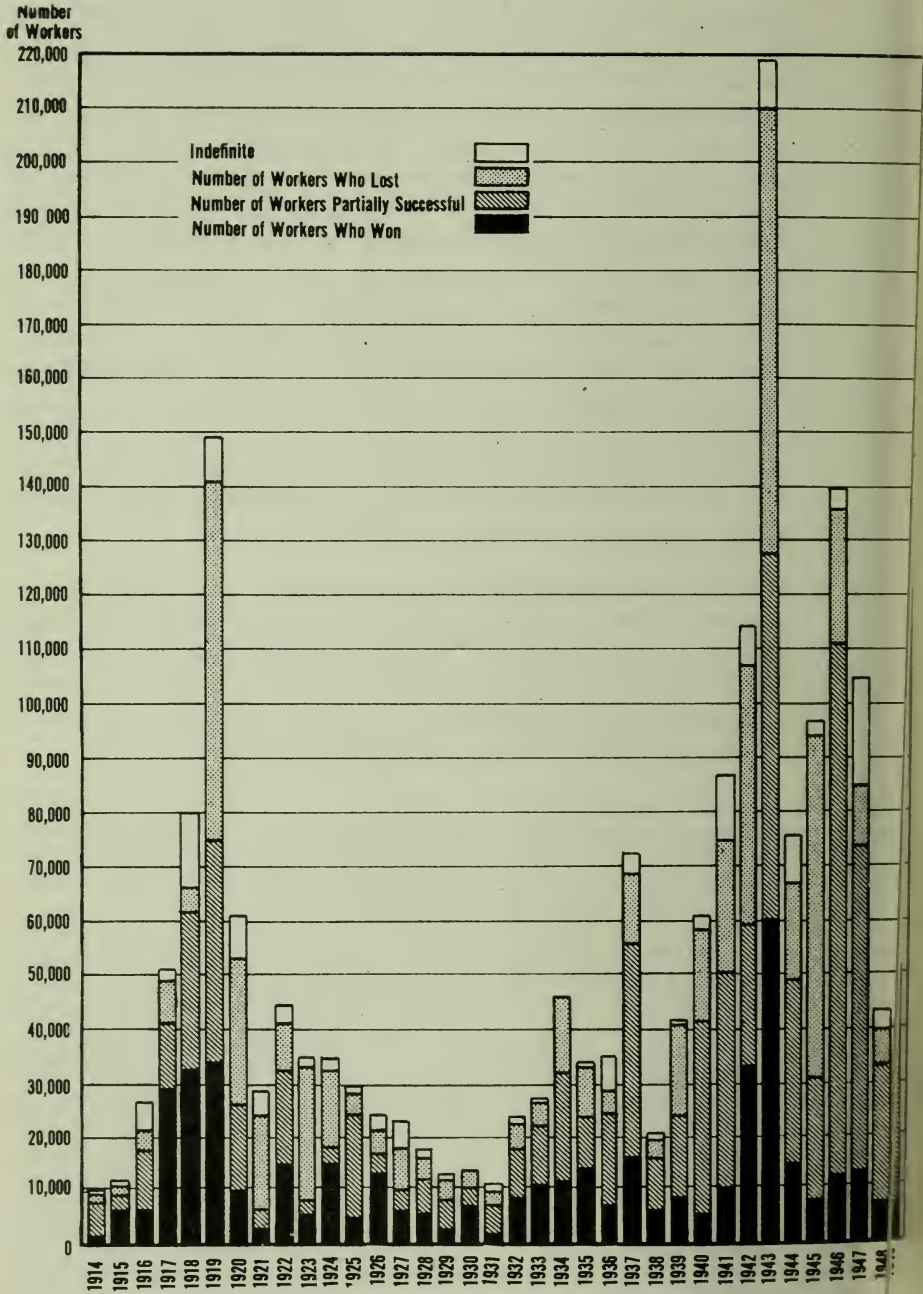
During the year there were 137 strikes and lockouts in existence, as compared with 14 in 1948, 236 in 1947, and 228 in 1946. In 1949, 51,437 workers were involved in work stoppages, 42,820 in 1948, 104,120 in 1947, and 139,474 in 1946. The time loss in 1949 amounted to 1,063,667 man-working days, 885,793 days in 1948, 2,397,340 days in 1947, and 4,516,393 days in 1946, the peak

based on the number of wage and salary workers in Canada, the total amount of time lost was about one-tenth of one per cent of the estimated working time, approximately the same percentage as in 1948, one-tenth of one per cent in 1947, and one-tenth of one per cent in 1946. The total time loss in 1949 was equivalent to an average of about one-third of a day, one-tenth of a day in 1948, three-quarters of a day in 1947, and one and one-half days in 1946. The average loss of time for each worker involved in work stoppages in 1949

was about 21 days, the same as in 1948, 23 days in 1947, 32 days in 1946, 15 days in 1945, less than eight days in each of the preceding seven years, and 41 days in 1925, the highest on record.

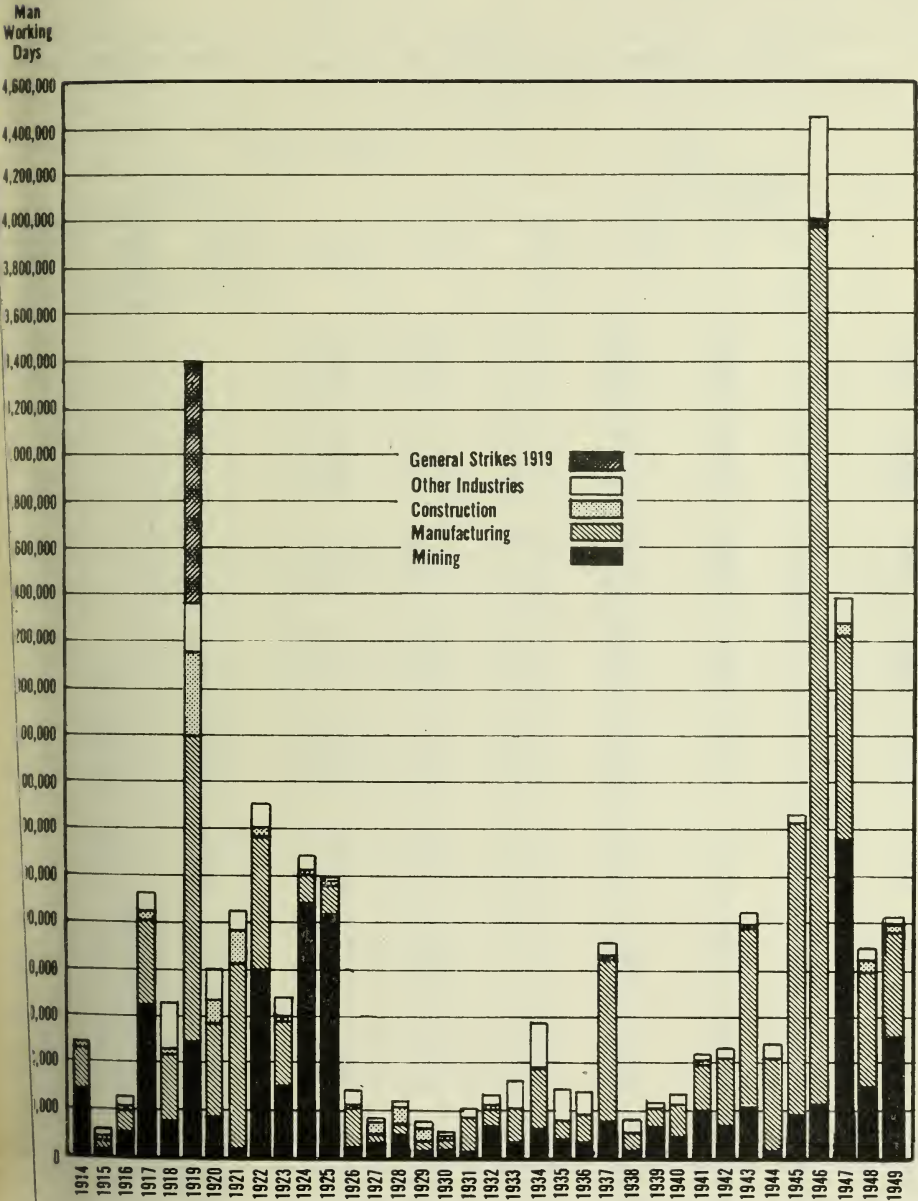
For the past four years the demand for increased wages has been the predominant cause of strikes and lockouts as workers sought to maintain their purchasing power and offset rising prices with increased wage rates. In 1949, this demand for higher wages, frequently accompanied by other issues affecting unionism and working conditions, was the central cause of 63 per cent of the work stoppages, affected 56 per cent of the workers and caused 84 per cent of the total time loss. In the same comparison, the figures for 1948 were: 68 per cent of the strikes, 71 per cent of the workers and 83 per cent of the loss; in 1947, 66 per cent of the strikes, 79 per cent of the workers and 91 per cent of the loss; and in 1946, 48 per cent of the strikes, 76 per cent of the workers, and 96 per cent of the loss.

# RESULTS OF STRIKES AND LOCKOUTS ACCORDING TO NUMBER OF WORKERS INVOLVED EACH YEAR 1914—1949





# LOSS IN MAN-WORKING DAYS THROUGH STRIKES AND LOCKOUTS BY GROUPS OF INDUSTRIES EACH YEAR 1914—1949



Pension and welfare plans were not an important cause of strikes and lockouts in 1949. While accident and hospitalization, pension and welfare funds were listed as issues in some six work stoppages they appeared to be less important in all cases than the question of increased wages, which was the major demand. Settlements of three of these six stoppages included in the signed contracts clauses covering welfare,

accident or hospitalization plans. No pension plan was provided for in any strike settlement.

The great variety and complexity of causes leading to strikes and lockout present difficulties in classification for statistical purposes as there are usually several issues in dispute in each case. There was only one small sympathy strike in 1949 and none in 1948.

TABLE I.—STRIKES AND LOCKOUTS IN CANADA BY YEARS, 1901-1949

Year	Number Beginning During the Year	Strikes and Lockouts in Existence During Year						
		All Industries						
		Number of Strikes and Lockouts	Number of Employers	Number of Workers Involved	Time Loss			
					In Man-Working Days	Average Days Per Wage and Salary Earner	Average Days Per Worker Involved	Per cent of Estimate Working Time
1901	97	99	285	24,089	737,808			
1902	124	125	532	12,709	203,301			
1903	171	175	1,124	38,408	858,959			
1904	103	103	591	11,420	192,890			
1905	95	96	332	12,513	246,138			
1906	149	150	965	23,382	378,276			
1907	183	188	950	34,060	520,142			
1908	72	76	178	26,071	703,571			
1909	88	90	372	18,114	880,663			
1910	94	101	1,233	22,203	731,324			
1911	99	100	533	29,285	1,821,084			
1912	179	181	1,321	42,860	1,135,786			
1913	143	152	1,077	40,519	1,036,254			
1914	58	63	261	9,717	490,850			
1915	62	63	120	11,395	95,042			
1916	118	120	332	26,538	236,814			
1917	158	160	758	50,255	1,123,515			
1918	228	230	782	79,743	647,942			
1919	332	336	1,967	148,915	3,400,942	1.79	22.84	0
1920	310	322	1,374	60,327	799,524	0.42	13.25	0
1921	159	168	1,208	28,257	1,048,914	0.66	37.12	0
1922	89	104	732	43,775	1,528,661	0.95	34.92	0
1923	77	86	450	34,261	671,750	0.39	19.61	0
1924	64	70	435	34,310	1,295,054	0.76	37.75	0
1925	84	87	497	28,949	1,193,281	0.69	41.22	0
1926	75	77	512	23,834	266,601	0.14	11.19	0
1927	72	74	480	22,299	152,570	0.08	6.84	0
1928	96	98	548	17,581	224,212	0.11	12.75	0
1929	88	90	263	12,946	152,080	0.07	11.75	0
1930	67	67	338	13,768	91,797	0.04	6.67	0
1931	86	88	266	10,738	204,238	0.10	19.02	4
1932	111	116	497	23,390	255,000	0.15	10.90	5
1933	122	125	617	26,558	317,547	0.20	11.96	7
1934	189	191	1,100	45,800	574,519	0.33	12.54	1
1935	120	120	719	33,269	288,703	0.16	5.68	5
1936	155	156	709	34,812	276,997	0.15	7.96	5
1937	274	278	630	71,905	886,393	0.44	12.33	2
1938	142	147	614	20,395	148,678	0.08	7.29	2
1939	120	122	243	41,038	224,588	0.11	5.47	4
1940	166	168	894	60,619	266,318	0.12	4.39	4
1941	229	231	658	87,091	433,914	0.17	4.98	6
1942	352	354	492	113,916	450,202	0.16	3.95	2
1943	401	402	651	218,404	1,041,198	0.35	4.77	2
1944	195	199	400	75,290	490,139	0.16	6.51	6
1945	196	197	418	96,068	1,457,420	0.49	15.17	7
1946	225	228	1,299	139,474	4,516,393	1.49	32.38	10
1947	232	236	1,173	104,120	2,397,340	0.77	23.02	16
1948	147	154	674	42,820	885,793	0.27	20.68	7
1949	132	137	542	51,437	1,063,667	0.32	20.68	1
Total.....	7,330	*7,500	*33,146	*2,279,647	39,044,792			

\* In this table figures for strikes and lockouts extending over the end of the year are counted more than once.

Of the 137 strikes and lockouts during the year, about one-sixth were settled in favour of the workers and more than one-quarter in favour of the employers. Almost 40 per cent of the total resulted in a compromise or partial gain to the workers, about the same proportion as in the last two years. Many of the larger work stoppages, involving 50 per cent of the total workers and

causing 80 per cent of the time loss, were settled on a compromise basis. Protracted negotiations in a number of important disputes were continuing at the end of the year and settlements had not been reported in time for this article.

The greatest amount of time lost in 1949 was in the mining industry, caused by the strike of asbestos miners and mill workers

TABLE II.—NUMBER OF STRIKES AND LOCKOUTS IN CANADA BY INDUSTRIES, 1901-1949\*

Year	Industries†										Total
	Agriculture	Logging	Fishing and Trapping	Mining, etc.		Manufacturing‡	Construction‡	Transportation and Public Utilities	Trade	Service	
				Coal	Other						
1901.....		1	1	2	3	59	17	13	1	2	99
1902.....		1	1	3	.....	62	33	21	2	2	125
1903.....			1	7	2	82	49	27	.....	7	175
1904.....			2	4	1	63	21	6	2	4	103
1905.....	2			10	4	49	19	10	.....	2	96
1906.....				13	2	79	33	20	.....	3	150
1907.....			1	13	4	78	56	26	.....	9	178
1908.....				7	3	35	23	7	1	.....	70
1909.....			3	13	2	32	28	11	.....	1	96
1910.....				3	3	47	33	13	2	.....	101
1911.....				6	2	37	33	17	1	4	100
1912.....		1	1	2	5	60	75	28	1	8	181
1913.....			2	4	6	60	46	23	1	10	152
1914.....				3	1	27	23	4	.....	5	63
1915.....				9	2	35	6	5	.....	6	63
1916.....				8	3	57	16	29	3	4	120
1917.....				21	4	72	24	32	1	6	160
1918.....				46	2	94	18	47	2	19	†230
1919.....		19	1	20	6	160	52	30	10	24	†336
1920.....		28		35	11	143	50	27	5	22	†322
1921.....	2	2	1	10	4	98	33	9	2	7	168
1922.....		2	2	21	.....	36	25	9	1	8	104
1923.....		2		23	5	32	10	11	.....	3	86
1924.....		1	1	15	.....	28	1	16	3	6	70
1925.....			2	17	1	43	17	5	.....	2	87
1926.....		4		16	1	36	13	4	.....	3	77
1927.....		2	1	20	.....	19	24	4	.....	4	74
1928.....		5	1	14	.....	45	28	3	.....	2	98
1929.....		3		8	2	41	27	3	1	4	†90
1930.....		2	2	15	.....	21	20	3	.....	4	67
1931.....		3	3	9	.....	43	13	3	.....	14	88
1932.....		11	2	33	.....	54	10	.....	.....	6	116
1933.....	1	14	1	21	1	66	11	3	4	3	125
1934.....	1	17	1	26	2	112	7	10	4	11	191
1935.....	5	2	4	17	3	58	8	14	3	6	120
1936.....	1	6	3	20	2	81	10	15	1	17	156
1937.....	2	7	1	44	5	145	25	16	7	26	278
1938.....	1	4	8	25	1	73	15	9	5	6	147
1939.....		1	1	48	2	44	10	4	4	8	122
1940.....		1	5	65	5	59	15	7	4	7	168
1941.....				45	3	131	23	13	4	11	231
1942.....	2	5	1	53	8	219	31	15	4	15	†354
1943.....		6		111	9	222	12	24	7	16	†402
1944.....		2		46	3	120	6	13	3	6	199
1945.....				39	3	126	7	12	4	6	197
1946.....		2	3	42	8	122	15	20	8	9	‡228
1947.....		1	2	11	5	133	33	23	8	20	236
1948.....		6		11	1	79	19	14	6	17	†154
1949.....			2	7	8	91	13	9	1	6	137
Total.....	17	162	60	1,061	148	3,708	1,151	674	113	391	†‡7,500

\* In this table, figures for strikes and lockouts extending over the end of year are counted more than once.

† Two groups in which few strikes occurred are not shown in this table; they are: Finance—1929, one strike; 1942, one strike; 1948, one strike; Miscellaneous—1907, one strike; 1918, 2 strikes; 1919, 14 strikes, (general strike); 1920, one strike.

‡ In this table the manufacturing group now includes shipbuilding since 1901; prior to 1942 shipbuilding had been in construction group.

§ In 1943 two strikes involved workers in five industries; in 1946, one strike involved workers in two industries.



in various centres in Quebec. Strikes in the coal mining industry were few and caused little time loss. In 1947, the largest amount of time loss was also in the mining industry, because of a prolonged strike of coal miners in Nova Scotia and New Brunswick. With the exception of 1949 and 1947, during the last eight years the time loss

in manufacturing, with the largest working force of any industry, has been greater than all other industries combined. In 1949, the loss in manufacturing amounted to 41 per cent of the total, with idleness in the metal industry causing about half of this percentage. The time loss in fishing and trapping was 2.5 per cent of the total;

**TABLE III.—WORKERS INVOLVED IN STRIKES AND LOCKOUTS IN CANADA BY INDUSTRIES 1901-1949\***

Year	Industries†										
	Agri- culture	Log- ging	Fishing and Trapping	Mining, etc.		Manu- facturing‡	Con- struction‡	Trans- portation and Public Utilities	Trade	Service	Total
				Coal	Other						
1901		100	8,000	1,760	1,125	4,919	2,595	5,547	4	39	24,089
1902		30	30	510		3,852	3,427	4,800	34	26	12,709
1903			4,100	5,410	299	12,219	7,211	8,845		324	38,408
1904			870	184	360	5,151	3,449	1,295	29	82	11,420
1905	850			5,564	281	2,350	1,541	1,813		114	12,513
1906				4,549	215	7,925	8,261	2,374		58	23,382
1907			75	8,990	3,119	9,151	5,852	6,376		491	34,060
1908				3,541	408	10,296	3,269	8,547	10		26,071
1909			1,171	8,618	490	2,851	3,241	1,703		40	18,114
1910				2,950	399	6,854	7,418	4,540	42		22,203
1911				9,890	65	5,318	8,580	4,949	150	333	29,285
1912		33	620	2,243	2,085	9,525	20,788	7,012	30	524	42,860
1913			6,220	4,837	2,008	12,272	10,481	4,459	18	224	40,519
1914				2,500	75	4,887	1,879	253		123	9,717
1915				2,753	2,700	4,242	227	1,340		133	11,395
1916				11,270	2,500	7,260	1,602	3,104	380	422	26,538
1917				17,379	2,310	17,857	2,426	9,470	37	776	50,255
1918				22,920	1,663	29,105	1,556	17,748	38	6,556	79,743
1919		2,741	11	10,130	3,438	58,039	14,611	12,574	1,171	1,801	148,915
1920		3,012		12,128	2,080	24,129	10,069	6,727	586	1,477	60,327
1921	590	345	100	1,456	189	19,727	3,940	1,172	130	608	28,257
1922		250	985	26,475		10,397	1,868	3,628	25	147	43,775
1923		437		20,814	1,906	7,483	980	2,572		69	34,261
1924		1,800	573	21,201		6,818	1,049	133		2,736	34,310
1925			980	18,672	11	7,584	1,499	131		72	28,949
1926		1,750		8,445	35	11,857	1,208	515		24	23,834
1927		770	300	16,653		930	3,238	326		82	22,299
1928		1,006	1,500	5,033		5,503	4,298	132		109	17,581
1929		1,075		3,045	70	2,868	5,606	204	36	31	12,946
1930		170	700	6,228		4,939	1,367	278		86	13,768
1931		236	1,000	2,129		5,406	549	451		967	10,738
1932		1,435	3,200	8,540		8,811	1,307	307		97	23,390
1933	1,200	5,383	250	3,028	400	15,569	254	322	98	54	26,558
1934	93	5,889	50	11,461	1,373	25,150	454	465	116	749	45,800
1935	2,175	2,132	1,330	6,131	638	14,568	379	5,592	69	255	33,269
1936	1,100	2,605	2,840	8,581	74	15,061	685	3,291	17	558	34,812
1937	78	3,010	800	15,477	2,060	46,344	1,286	1,441	188	1,221	71,905
1938	10	870	1,848	5,054	12	7,460	879	2,519	1,489	254	20,295
1939		70	15	31,102	231	8,051	533	265	563	208	41,038
1940		50	1,855	31,052	600	17,018	1,053	6,816	1,404	771	60,619
1941		300		38,136	3,340	37,838	4,781	1,566	193	937	87,091
1942	426	604	3,260	19,670	2,738	80,037	3,889	2,233	61	774	113,916
1943		632		59,017	535	139,656	785	8,712	202	8,865	218,404
1944		90		11,180	864	59,093	427	7,484	105	2,047	75,290
1945				27,422	470	62,788	380	4,322	445	241	96,068
1946		19,000	800	21,414	5,687	86,815	994	3,645	437	682	139,474
1947		50	750	45,467	1,799	41,957	6,091	4,434	880	3,292	104,120
1948		1,495		14,895	2,000	18,500	3,337	1,312	239	1,132	142,820
1949			4,570	1,558	7,179	31,739	3,602	2,255	65	469	51,437
Total	6,522	57,370	48,803	627,262	57,831	1,031,569	175,201	179,692	9,291	41,080	2,279,647

\* In this table figures for strikes and lockouts extending over the end of the year are counted more than once.

† Two groups in which few strikes occurred are not shown in this table; they are: Finance—1929, 11 workers; 1942 224 workers; 1948, 110 workers; Miscellaneous—1907, 6 workers; 1918, 157 workers; 1919, 44,399 workers (general strike); 1920, 119 workers.

‡ In this table the manufacturing group now includes shipbuilding since 1901; prior to 1942 shipbuilding had been in the construction group.

mining, 47.7 per cent; manufacturing, 40.7 per cent; construction, 3.9 per cent; transportation, 4.3 per cent; trade, 0.5 per cent; and service, 0.4 per cent.

Settlement of 62 of the 137 strikes and lockouts in 1949 was brought about by direct negotiations, in some cases with provincial conciliators acting in an advisory capacity at some stage of the negotiations. Provincial conciliation brought about settle-

ment in 18 cases, nine were referred to labour boards, commissioners, etc., 11 were settled by arbitration, and 27 by return of workers and replacement, the latter being a factor in five work stoppages. At the end of the year three strikes and lockouts were reported as unterminated, namely: fishermen at Burin, Newfoundland, worsted textile factory workers at Trenton, Ont.,

(Continued on page 37)

TABLE IV.—TIME LOSS IN MAN-WORKING DAYS IN STRIKES AND LOCKOUTS IN CANADA BY INDUSTRIES 1901-1949

Year	Industries†										Total
	Agriculture	Logging	Fishing and Trapping	Mining, etc.		Manufacturing‡	Construction‡	Transportation and Public Utilities	Trade	Service	
				Coal	Other						
01		1,300	130,000	7,040	90,675	158,456	49,155	300,965	12	205	737,808
02		870	750	10,120		119,722	35,077	35,507	975	280	203,301
03			49,200	173,441	7,902	280,601	147,030	196,208		4,577	858,959
04			4,300	792	5,400	129,059	46,437	6,141	193	568	195,990
05	1,700			101,770	1,073	48,634	29,289	63,001		671	246,138
06				146,622	1,505	143,874	65,573	19,348		1,354	378,276
07			600	102,824	79,189	168,652	125,033	36,518		7,320	1,520,142
08				13,600	2,050	212,897	33,292	441,722	10		703,571
09			6,500	720,180	6,120	89,850	48,319	9,654		40	880,663
10				485,000	6,774	68,564	115,013	55,525	448		731,324
11				1,513,320	2,180	59,966	199,597	38,991	450	6,580	1,821,084
12		198	30,600	107,240	45,468	350,527	508,847	87,938	500	4,468	1,135,786
13			53,800	562,025	58,796	213,860	108,026	36,447	18	3,282	1,036,254
14				280,808	225	176,854	29,025	1,730		2,216	490,850
15				11,907	8,400	38,123	10,500	24,700		1,412	95,042
16				72,387	25,300	92,778	11,563	28,617	1,130	5,039	236,814
17				584,890	61,790	367,870	42,402	60,121	481	5,961	1,123,515
18				130,696	16,693	294,330	12,434	129,078	214	63,975	1,647,942
19		62,301	220	383,659	104,040	1,315,140	353,627	129,172	8,955	10,058	1,400,942
20		52,370		99,529	65,934	405,909	94,156	55,006	6,128	15,531	739,524
21	1,160	11,100	1,400	31,318	1,854	798,684	134,331	65,621	480	2,966	1,048,914
22		3,250	16,290	798,548		571,864	40,156	93,851	75	4,627	1,528,661
23		7,147		299,539	4,124	280,135	6,912	73,218		675	617,750
24		38,000	5,000	1,089,484		129,278	8,331	777		24,184	1,295,054
25			5,355	1,040,276	22	135,798	11,435	269		126	1,193,281
26		52,030		35,193	35	163,417	12,914	1,612		1,400	266,601
27		4,420	300	53,833		37,611	54,567	896		943	152,570
28		12,762	4,500	88,000		39,893	74,654	3,100		1,303	224,212
29		25,725		6,805	9,080	48,834	56,354	4,104	500	528	152,080
30		640	12,400	24,183		40,035	12,367	652		1,520	91,797
31		2,250	11,400	11,523		149,214	3,346	20,900		5,605	204,238
32		9,890	29,500	132,766		75,175	7,257			412	255,000
33	1,500	105,190	6,500	33,019	14,000	150,634	3,186	875	2,383	260	317,547
34	93	193,558	250	91,459	26,700	252,009	2,272	629	778	6,771	574,519
35	6,745	35,090	14,660	65,707	7,771	82,038	846	74,696	289	861	288,703
36	4,000	31,305	40,950	56,042	724	125,666	1,301	12,052	50	4,907	276,997
37	58	26,575	1,600	112,826	26,520	687,510	7,376	14,458	4,156	5,314	886,393
38	85	1,750	22,744	21,366	36	81,339	1,328	9,517	3,439	7,074	148,678
39		210	40	111,274	10,800	81,562	814	325	18,864	6,999	224,588
40		200	12,070	68,763	7,540	151,081	2,026	15,087	6,668	2,883	266,318
41		4,000		109,069	82,620	207,180	12,662	4,224	760	13,399	433,914
42		278	974	66,318	63,211	296,135	4,266	5,439	74	2,407	1,450,202
43		7,287		204,980	3,334	777,661	1,920	18,958	718	26,340	1,041,198
44		145		28,507	864	401,385	1,212	45,426	334	12,266	490,139
45				183,102	396	1,238,901	2,948	28,096	3,220	757	1,457,320
46		450,000	8,360	43,854	185,622	3,760,299	6,995	52,338	3,743	5,182	4,516,393
47		150	31,000	1,314,334	45,443	877,077	44,362	74,271	1,231	9,472	2,397,340
48		9,750		303,639	5,350	487,532	39,666	26,176	2,890	9,255	1,885,793
49			26,850	3,103	504,533	433,022	41,120	45,551	5,500	3,988	1,063,667
Total	15,619	1,150,437	537,139	11,937,063	1,500,093	17,296,635	2,661,319	2,449,507	75,666	289,661	139,044,792

† Two groups in which few strikes occurred are not shown in this table; they are: Finance—1929, 150 days; 1942, 1,100 days; 1948, 1,535 days; Miscellaneous—1907, 6 days; 1918, 522 days; 1919, 1,033,770 days (general strike); 1920, 4,570 days.

‡ In this table the manufacturing group now includes shipbuilding since 1901; prior to 1942 shipbuilding had been in construction group.

TABLE V.—NUMBER OF STRIKES AND LOCKOUTS IN CANADA IN MANUFACTURING, BY INDUSTRIES, 1901-1949\*

Year	Vegetable, and Foods, etc.	Tobacco and Liquors	Rubber and its Products	Animal Foods	Boots and Shoes (leather)	Fur, Leather and Other Animal Products	Textiles Clothing, etc.	Pulp Paper and Paper Products	Printing and Publishing	Miscellaneous Wood Products	Metal Products	Ship-building	Non-metallic Minerals, Chemicals, etc.	Miscellaneous Products	Total
1901															59
1902	3	8		1	3	3	13	1	3	6	18		1	2	62
1903	2	5			6	4	10	1	1	9	17	4	4	1	82
1904	1	7	1	1	9	3	11	6	4	18	18	2	10	3	83
1905	2	2			6		14	1	6	2	14		9	1	49
1906	4	4	2				0						11	3	49
1907	2	1				2	20	1	9	8	16	7	4	2	79
1908	1	1			5	4	26	2	2	8	13	6	9	1	78
1909	1	2			2	1	13	2	1	6	7	9	1		33
1910	1	6			5	1	10			4	6	1	4		32
1911	1	2			2	3	10	2	1	4	12			1	47
1912	2	5			4	3	12			3	11	1	2		37
1913	1	3			3		10	1	3	2	23	2	5		60
1914		1			2	2	10	1	1	4	21	1	2	1	69
1915	1	1			1	1	7	2	3	2	11	4	2		27
1916	1	4		1	4		9	1	3	3	10	4	2		35
1917	1	6			2		12	1	1	1	24	6	1		57
1918	2	6		2	2	1	11	8	4	1	33	10	1		72
1919	13	5	1	3	2	2	31	8	6	5	33	12	7		94
1920	8	7	3	3	2	1	18	7	8	16	40	22	8	2	160
1921		4		4	4	1	15	5	7	16	52	9	5	1	143
1922	1	4	1	4	6	1	17	1	25	9	14	3	9	2	98
1923	1	1			2		11	1	12	3	4	2			36
1924	1	1		1	2	1	7	1	16	3	9	1	1		32
1925	3	1		1	3	4	8	2	6	1	9	1	2		28
1926					3		17	1	6	5	4	3			43
1927	1	1	2		4	3	16	5	2	4	2				36
1928			3		1		12	1	1	1	2		2		19
1929	2	1		3	3	1	27	1	3	2	5		1		45
1930	1			1	1	1	14		2	2	11	2			41
1931					1		11		1	2	4				21
1932			1		2	2	23		3	8	3		2		43
1933			1		1	0	20		2	12	2		2		43
1934	6				2	9	35		1	8	1		2		54
1935	9	1		3	17	8	40	4	1	24	10		1	2	66
1936					5	3	15		3	9	10			7	112
1937									1					1	58
1938															
1939															
1940															
1941															
1942															
1943															
1944															
1945															
1946															
1947															
1948															
1949															



1936	8	3	5	2	4	13	33	3	1	12	4	4	81	
1937	9	1	2	4	7	9	49	7	3	20	23	4	145	
1938	7	1	6	5	6	5	18	5	5	10	13	1	73	
1939	3	2	2	2	1	2	19	1	1	4	7	2	44	
1940	3	2	2	2	2	2	27	2	2	2	17	2	59	
1941	5	3	3	5	4	5	37	3	4	14	37	6	131	
1942	8	7	14	3	10	1	30	16	1	17	74	8	219	
1943	2	2	18	4	6	7	21	8	2	5	102	12	222	
1944	2	2	18	4	1	3	15	7	1	8	42	3	120	
1945	2	2	9	4	3	3	13	1	5	7	64	7	126	
1946	10	1	2	2	4	5	29	2	2	13	44	8	122	
1947	10	2	1	3	5	7	16	1	3	25	42	13	133	
1948	3	2	3	1	4	1	14	2	2	10	37	5	79	
1949	3	2	10	4	4	2	11	2	2	8	29	7	91	
Total	148	112	96	58	165	140	889	101	164	367	999	207	198	3,708

\*In this table, figures for strikes and lockouts extending over the end of the year are counted more than once.

TABLE VI.—WORKERS INVOLVED IN STRIKES AND LOCKOUTS IN CANADA IN MANUFACTURING, BY INDUSTRIES, 1901-1919\*

Year	Vegetable, Foods, etc.	Tobacco and Liquors	Rubber and its Products	Animal Foods	Boots and Shoes (leather)	Fur, Leather and Other Animal Products	Textiles Clothing, etc.	Pulp Paper and Paper Products	Printing and Publishing	Miscellaneous Wood Products	Metal Products	Ship-building	Non-metallic Minerals, Chemicals, etc.	Miscellaneous Products	Total
1901	.....	733	.....	15	365	104	431	800	53	486	1,416	.....	20	496	4,919
1902	59	744	.....	.....	85	528	.....	5	15	735	990	265	267	130	3,852
1903	43	210	200	.....	5,345	178	1,168	.....	201	1,952	2,200	246	414	62	12,219
1904	6	448	.....	40	25	53	623	731	221	230	1,798	.....	960	16	5,151
1905	.....	.....	.....	.....	250	.....	362	9	446	.....	340	13	410	169	2,350
1906	142	139	48	.....	.....	79	3,351	.....	254	855	1,751	334	365	607	7,925
1907	41	47	.....	.....	279	225	5,859	216	39	319	1,230	482	433	11	9,151
1908	.....	.....	.....	.....	105	50	8,391	416	40	410	334	450	100	.....	10,296
1909	65	15	.....	.....	66	88	1,333	.....	.....	500	649	.....	135	.....	10,296
1910	60	376	67	.....	141	67	1,553	30	40	700	3,400	27	.....	100	2,851
1911	200	213	.....	.....	47	56	1,516	68	.....	59	2,989	115	55	.....	5,316
1912	82	12	.....	.....	317	.....	6,587	110	308	622	1,341	10	136	.....	9,525
1913	150	456	.....	.....	3,295	.....	4,423	18	86	711	2,699	170	264	.....	12,272
1914	.....	.....	.....	.....	3,000	71	555	.....	44	75	2,925	65	60	125	4,887
1915	55	20	.....	.....	114	65	227	170	169	42	2,925	348	107	.....	4,242
1916	70	1,385	.....	6	231	.....	1,002	150	45	491	2,525	1,345	10	.....	7,290
1917	242	1,088	.....	529	288	786	6,144	600	240	800	3,353	3,487	300	.....	17,557
1918	50	1,037	71	.....	400	40	570	2,665	495	1,516	12,268	9,131	429	.....	29,105
1919	2,140	657	3,602	4,216	115	169	10,742	1,139	276	4,713	15,893	13,201	644	532	53,039
1920	1,809	899	500	685	162	.....	2,526	1,662	527	2,557	7,742	4,712	171	150	24,129
1921	.....	420	150	2,432	666	9	3,279	4,800	4,991	867	1,094	540	375	54	19,727
1922	29	12	.....	.....	140	.....	6,063	146	2,363	221	63	1,370	.....	.....	10,397
1923	135	52	.....	.....	379	128	249	80	1,578	628	4,246	.....	8	.....	7,483
1924	.....	.....	.....	48	908	.....	3,424	186	1,453	350	26	150	303	.....	6,516
1925	58	7	.....	.....	2,307	616	3,529	32	40	544	72	379	.....	.....	7,584
1926	175	.....	205	.....	3,196	328	7,328	.....	50	251	186	.....	138	.....	11,857
1927	73	.....	.....	.....	65	.....	577	.....	10	18	37	.....	150	.....	5,830
1928	.....	1,728	.....	.....	145	20	2,645	50	100	101	684	.....	30	.....	5,363
1929	63	23	90	.....	293	37	1,353	.....	61	132	696	160	.....	.....	2,868
1930	15	.....	.....	.....	52	350	4,295	.....	8	124	95	.....	.....	.....	4,939
1931	.....	.....	71	.....	.....	220	3,105	.....	169	1,641	127	.....	73	.....	5,406
1932	.....	.....	273	.....	80	924	6,740	.....	48	608	18	.....	60	.....	8,511
1933	188	.....	.....	.....	425	488	12,393	.....	10	1,441	190	20	8	900	15,969
1934	.....	.....	.....	123	2,242	.....	10,100	372	30	2,176	1,519	125	.....	279	23,390
1935	574	150	724	.....	.....	122	.....	.....	110	976	.....	.....	44	118	14,568

1936	518	257	1,370	293	405	1,472	10,166	397	14	1,102	387	704	384	15,061
1937	509	9	31	950	1,505	857	25,955	.....	135	4,871	8,522	682	384	46,344
1938	303	.....	2,062	.....	715	143	3,461	.....	202	991	1,232	285	88	7,460
1939	.....	.....	347	.....	16	76	3,840	.....	20	381	1,272	104	130	8,051
1940	290	.....	.....	.....	86	.....	10,982	.....	.....	318	3,579	430	76	17,015
1941	691	.....	441	1,247	272	534	5,564	476	917	1,930	24,330	457	571	37,838
1942	665	6,263	.....	435	6,125	65	4,815	3,060	28	2,487	36,432	439	797	80,057
1943	210	1,718	3,794	657	1,450	304	3,946	2,948	40	720	83,302	1,557	580	139,636
1944	42	.....	8,250	655	17	212	3,360	1,548	34	911	25,386	192	.....	53,083
1945	802	.....	8,607	7,221	67	344	4,355	278	283	1,868	36,196	557	100	62,788
1946	1,249	700	11,571	69	255	904	12,404	153	397	24,899	32,721	1,493	.....	86,815
1947	939	50	560	13,328	1,969	1,624	10,111	250	1,183	2,584	6,055	1,282	105	41,357
1948	231	173	330	200	.....	44	3,794	.....	869	1,791	10,735	312	71	18,500
1949	1,339	186	4,588	400	227	390	1,787	226	864	576	18,861	1,877	358	31,739
Totals	14,548	20,485	47,221	34,573	39,008	13,170	248,575	23,451	18,906	73,710	365,028	10,920	6,229	1,031,569

\*In this table, figures for strikes and lockouts extending over the end of the year are counted more than once.



TABLE VII.—TIME LOSS IN MAN-WORKING DAYS IN STRIKES AND LOCKOUTS IN CANADA IN MANUFACTURING, BY INDUSTRIES 1901-1919

Year	Vegetable, Foods, etc.	Tobacco and Liquors	Rubber and Its Products	Animal Foods	Boots and Shoes (leather)	Fur, Leather and Other Animal Products	Textiles Clothing, etc.	Pulp Paper and Paper Products	Printing and Publishing	Miscellaneous Wood Products	Metal Products	Ship-building	Non-metallic Minerals, Chemicals, etc.	Miscellaneous Products	Total
1901															158,456
1902	1,900	114,102		120	2,096	458	3,026	3,200	929	14,792	14,613		960	4,160	119,722
1903	1,600	43,466			148,127	588	11,132	45	1,600	15,530	33,991		3,810	4,550	280,601
1904	54	12,267	12,400	3,400	48,127	4,507	10,252	14,488	1,246	32,609	40,529		13,424	1,119	129,059
1905	4,180	6,384			2,907	761	5,509	700	7,493	1,300	70,996	39	3,128	6,330	48,634
1906	3,270	1,827	342			1,738	39,676		5,230	24,425	18,399	4,341	9,500	35,126	143,874
1907	126	1,128			2,927	3,121	60,557	15,000	140	4,743	49,557	23,650	7,381	22	168,652
1908		1,000			1,100		162,224	5,030	8,000	13,871	14,022	23,450	7,200		212,897
1909	1,200	1,600			1,747	5,250	37,495			9,840	32,058		2,100		89,850
1910	200	4,634			1,400	2,200	26,580	500	200	4,940	27,202	108		600	68,564
1911	1,600	373			199	1,000	26,381	7,678		349	21,351	690	345		59,966
1912	1,224	12			3,977		313,767	1,110	2,546	3,696	23,845	70	280		350,527
1913	2,180	8,660			5,655		100,228	126	11,693	35,062	43,106	2,750	4,400		213,860
1914		8,384			114,000	1,840	27,555	2,670	514	1,000	18,476		4,080	125	176,854
1915	275	1,240			684	130	2,584		1,514	1,235	10,443	4,306	14,042		38,123
1916	630	26,803			1,092		17,216	450	1,020	1,616	36,171		10		92,778
1917	9,438	10,764			3,168	21,288	226,911	2,400	4,800	8,000	31,339	34,677	3,000		367,870
1918	1,022	20,463	300		4,175	360	17,883	21,729	3,354	23,540	99,161	94,797	7,461		294,330
1919	22,833	10,336	55,217	23,731	2,770	676	293,864	21,924	2,805	52,845	542,244	261,945	16,727	10,218	1,315,140
1920	30,344	5,345	11,635	6,980	2,391	50	15,404	14,778	2,646	41,615	165,669	100,993	3,259	4,300	405,909
1921	13,030		150	38,826	15,113	400	60,516	188,365	438,047	10,430	14,497	8,690	13,935	745	798,684
1922	248	120			1,490		39,520	243	512,330	3,161	6,152				571,864
1923	540	250			2,775	1,800	6,990	800	202,834	7,784	56,338		24		280,135
1924				216	11,672		29,476	816	66,743	2,100	1,005	4,000	13,250		129,278
1925	396	628			29,875	54,664	32,366	1,300	2,041	7,544	2,978	4,006			133,798
1926	22		450		85,587	12,137	50,440		372	1,073	13,018		318		163,417
1927	8,500				650		17,071		800	1,240	800		9,550		37,611
1928			14,265		1,989	1,500	16,354	800	350	1,101	2,804		720		39,893
1929	1,012	60	335		3,540	1,000	19,913		1,334	1,204	18,706	2,730			48,834
1930	250				1,200	1,400	33,483		32	2,385	1,285				40,035
1931			71			5,100	68,538		21,191	51,657	1,115		1,542		149,214
1932			4,500		500	13,460	48,995		3,095	4,089	1,36		503		75,175
1933	423				705	6,630	108,210		1,800	29,830	1,800	40	96	850	150,634
1934	1,060			2,820	12,550	3,478	190,646	4,210	1,200	30,937	1,800			4,308	252,009
1935	1,581	900			8,822	2,130	36,751		12,100	6,784	10,285	310	175	2,200	82,038

1839	2,176	460	7,700	24,595	80,907	50	3,238	1,790	4,840	125,466
1840	1,554	27,800	10,250	22,333	435,304	1,275	41,684	105,905	6,717	687,510
1841	100	42,460	4,156	5,592	27,474	1,793	18,991	10,783	12,533	81,532
1842	410	1,564	2,645	508	27,835	60	1,005	6,370	2,500	81,562
1843	3,050	255	1,280	1,633	118,333	2,892	9,756	19,626	4,750	151,081
1844	6,081	4,745	4,841	65	37,339	25	9,756	136,623	1,280	207,180
1845	13,580	6,054	40,841	4,392	24,980	25	15,359	127,942	2,136	206,135
1846	80	333	9,385	4,392	17,391	215	1,899	545,169	18,232	777,661
1847	160	20,019	40	137	35,804	57	2,047	251,116	18,340	401,385
1848	14,382	34,938	420	4,791	10,282	6,582	8,022	1,117,117	3,535	1,233,991
1849	10,900	807,800	1,392	6,445	394,794	300	710,124	1,705,490	2,419	3,760,200
1847	16,279	465,253	57,259	20,430	103,253	12,013	46,098	114,943	72,453	877,077
1848	2,135	1,479	1,400	1,400	133,298	7,645	86,186	251,984	14,733	487,532
1849	19,370	54,859	1,860	1,650	20,359	89,125	11,467	208,663	2,315	433,022
Total	187,009	1,104,667	610,530	243,637	3,626,149	1,489,126	1,406,096	6,086,994	314,517	17,296,635

TABLE VIII. STRIKES AND LOCKOUTS, 1949, BY INDUSTRIES

Industry	Strikes and Lockouts		Workers Involved		Time Loss	
	Number	Per Cent of Total	Number	Per Cent of Total	Man-working Days	Per Cent of Total
<b>Agriculture</b> .....						
<b>Logging</b> .....						
<b>Fishing and Trapping</b> .....	2	1.5	4,570	8.9	26,850	2.5
<b>Mining (1)</b> .....	15	10.9	8,737	17.0	507,636	47.7
Coal.....	7	5.1	1,558	3.0	3,103	0.3
Other.....	8	5.8	7,179	14.0	504,533	47.4
<b>Manufacturing</b> .....	91	66.4	31,739	61.7	433,022	40.7
Vegetable foods, etc.....	3	2.1	1,399	2.7	19,370	1.8
Tobacco and liquors.....	2	1.5	186	0.4	7,325	0.7
Rubber and its products (including synthetic).....	10	7.3	4,588	8.9	54,859	5.2
Animal foods.....	4	2.9	400	0.8	7,670	0.7
Boots and shoes (leather).....	4	2.9	227	0.4	1,860	0.2
Fur, leather and other animal products.....	2	1.5	390	0.8	1,650	0.2
Textiles, clothing etc.....	11	8.0	1,787	3.5	20,359	1.9
Pulp, paper and paper products.....	2	1.5	226	0.4	1,390	0.1
Printing and publishing.....	2	1.5	864	1.7	89,125	8.4
Miscellaneous wood products.....	8	5.8	576	1.1	11,467	1.1
Metal products.....	29	21.2	18,861	36.7	203,663	19.1
<i>Ferrous</i> .....	20	14.6	12,492	24.3	184,656	17.2
<i>Non-Ferrous</i> .....	9	6.6	6,369	12.4	19,007	1.7
Shipbuilding.....						
Non-metallic minerals, chemicals, etc.....	7	5.1	1,877	3.6	9,661	0.9
Miscellaneous products.....	7	5.1	358	0.7	4,623	0.4
<b>Construction (1)</b> .....	13	9.5	3,602	7.0	41,120	3.9
Buildings and structures.....	13	9.5	3,602	7.0	41,120	3.9
Railway.....						
Bridge (1).....						
Highway.....						
Canal, harbour, waterway.....						
Miscellaneous.....						
<b>Transportation and Public Utilities</b> .....	9	6.6	2,255	4.4	45,551	4.3
Steam railways.....						
Electric railways and local bus lines.....	3	2.2	308	0.6	4,700	0.4
Other local and highway transport.....	3	2.2	365	0.7	2,251	0.2
Water transport.....	2	1.5	1,576	3.1	28,350	2.7
Air transport.....						
Telegraph and telephone.....	1	0.7	6	0.0	250	0.0
Electricity and gas.....						
Miscellaneous.....						
<b>Trade</b> .....	1	0.8	65	0.1	5,500	0.5
<b>Finance</b> .....						
<b>Service</b> .....	6	4.3	469	0.9	3,988	0.4
Public administration (1).....	1	0.7	136	0.3	68	0.0
Recreation.....	1	0.7	12	0.0	72	0.0
Business and personal.....	4	2.9	321	0.6	3,848	0.4
<b>Total</b> .....	137	100.0	51,437	100.0	1,063,667	100.0

(1) Non-ferrous smelting is included with mining; erection of all large bridges is under bridge construction; water service is under public administration.



Cause or Object	In Favour of Workers			In Favour of Employers			Partially Successful			Indefinite or Unterminated			Total		
	Strikes and Lock-outs	Workers	Time Loss in Man-working Days	Strikes and Lock-outs	Workers	Time Loss in Man-working Days	Strikes and Lock-outs	Workers	Time Loss in Man-working Days	Strikes and Lock-outs	Workers	Time Loss in Man-working Days	Strikes and Lock-outs	Workers	Time Loss in Man-working Days
<b>Wages (1)</b> .....	13	2,107	11,631	7	772	20,395	46	19,463	743,445	23	6,685	119,370	89	29,027	893,341
Increase in wages.....	7	1,638	5,112	2	90	2,130	5	5,427	28,572	2	103	440	16	7,259	36,254
Decrease in wages.....	1	120	3,840	1	5	125	1	35	105	1	35	105	2	125	3,965
Increase in wages and reduced hours.....	5	348	2,679	4	677	18,140	40	14,001	714,768	21	6,582	119,430	70	21,908	855,017
<b>Hours of Labour</b> .....															
Reduced hours.....															
Increased hours.....															
<b>Other causes affecting wages and working conditions</b> .....	3	2,025	4,795	9	1,025	3,928	3	6,254	102,990	6	3,530	7,530	21	12,834	119,243
<b>Union Questions</b> .....	7	380	2,947	12	2,613	46,770	39	13,969	714,420	23	6,716	121,154	81	29,678	885,291
Recognition of union (2).....	1	30	160	3	303	5,495	2	84	1,744	2	84	1,744	6	417	7,399
Collective agreements— First agreements, renewals and amendments Closed shop, union shop, maintenance-of- membership, check-off, etc.....	4	321	2,665	4	677	18,140	39	13,969	714,420	20	6,576	119,180	67	21,543	854,405
Increase in wages and other changes (1).....	1	14	42	2	200	2,300	2	246	550	1	56	230	3	256	2,530
Decrease in wages and other changes.....	1	15	80	2	200	2,300	1	160	480	1	160	480	1	15	80
Employment of union members only.....	1	15	80	2	200	2,300	1	160	480	1	160	480	1	15	80
Discharge of workers for union activity or membership.....	3	1,900	3,616	4	4,177	12,596	2	246	550	2	246	550	9	6,323	16,762
Union jurisdiction (1).....				2	253	865	1	160	480	1	160	480	3	413	1,345
Other union questions.....				1	705	90							1	705	90
<b>Discharge of workers (2) (6)</b> .....															
<b>Employment of particular persons (2)</b> .....															
<b>Sympathy</b> .....															
<b>Unclassified</b> .....	22	6,091	20,324	31	8,868	66,504	52	26,123	847,465	32	10,355	129,374	137	51,437	1,062,667
<b>Total (2)</b> .....															

(1) The figures for the group "Increase in wages and other changes" under "Union Questions—Collective Agreements" are included in these totals and are therefore shown twice in the table but counted only once in the final total, see footnote 2; in addition to increase in wages, "other changes" may include union security, reduced hours, changes in working conditions, vacations with pay, sick leave, pension plan, payment for statutory holidays, overtime rates, shift differential, etc.

(2) These totals are not the sum of the above group totals, see footnote 1.

(3) Inter-union dispute caused one strike, involving 199 workers with a time loss of 1,300 days.

(4) Union jurisdiction refers to disputes between unions as to the character or class of work which their respective members should perform, not to disputes re bargaining agency.

(5) Other than in connection with union questions.

(6) Including suspension and refusal to reinstate.

TABLE X.—STRIKES AND LOCKOUTS, 1949, BY INDUSTRIES AND METHODS OF SETTLEMENT

Industry	Negotiations		Conciliation or Mediation		Reference to Labour Boards, Commissioners, etc.		Arbitration		Return of Workers and Replacement		Indefinite or Unterminated		Total	
	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers
<b>Agriculture</b> .....														
<b>Logging</b> .....														
<b>Fishing and trapping</b> .....	1	4,500									1	70	2	4,570
<b>Mining</b> .....	8	2,954	3	428			2	4,877	2	478			15	8,737
<b>Manufacturing</b> .....	42	15,035	10	3,102	6	6,115	7	5,043	22	2,216	4	228	91	31,739
Clothing, textiles and leather (1).....	10	859	1	118	1	750	1	137	3	423	1	117	17	2,404
Metal.....	11	8,028	2	307	4	5,247	2	4,111	10	1,167			29	18,861
Shipbuilding.....														
Other.....	21	6,147	7	2,677	1	118	4	795	9	626	3	111	45	10,474
<b>Construction</b> .....	5	973	3	862	3	1,377	1	15	1	375			13	3,602
<b>Transportation and public utilities</b> .....	3	425	1	138			1	16			4	1,676	9	2,255
<b>Trade</b> .....													1	65
<b>Finance</b> .....														
<b>Service</b> .....	3	158	1	32					2	279			6	469
<b>Miscellaneous</b> .....														
<b>Total</b> .....	62	24,045	18	4,562	9	7,492	11	9,951	27	3,348	10	2,039	137	51,437

(1) Textiles, clothing, etc., fur, leather and other animal products; boots and shoes (leather).

(2) Conciliation provincial in all cases.

(3) Replacement was a factor in five cases involving 425 workers.

**TABLE XI.—STRIKES AND LOCKOUTS, 1949, BY NUMBER OF WORKERS INVOLVED**

Number of Workers Involved	Strikes and Lockouts		Workers Involved		Time Loss	
	Number	Per Cent of Total	Number	Per Cent of Total	Man-working Days	Per Cent of Total
Under 10.....	3	2.2	16	0.0	500	0.0
10 and under 50.....	39	28.4	1,026	2.0	13,442	1.3
50 and under 100.....	20	14.6	1,481	2.9	30,274	2.9
100 and under 500.....	53	38.7	10,027	19.5	89,744	8.4
500 and under 1,000.....	9	6.6	6,416	12.5	161,957	15.2
1,000 and over.....	13	9.5	32,471	63.1	767,750	72.2
Total.....	137	100.0	51,437	100.0	1,063,667	100.0

**TABLE XII.—STRIKES AND LOCKOUTS, 1949, BY TIME LOSS**

Number of Man-Working Days Lost	Strikes and Lockouts		Workers Involved		Time Loss	
	Number	Per Cent of Total	Number	Per Cent of Total	Man-working Days	Per Cent of Total
Under 100.....	26	19.0	2,054	4.0	1,343	0.1
100 and under 500.....	34	24.8	3,088	6.0	8,912	0.8
500 and under 1,000.....	23	16.8	4,421	8.6	16,373	1.5
1,000 and under 10,000.....	42	30.7	16,118	31.3	122,789	11.6
10,000 and under 50,000.....	8	5.8	13,347	26.0	174,250	16.4
50,000 and over.....	4	2.9	12,409	24.1	740,000	69.6
Total.....	137	100.0	51,437	100.0	1,063,667	100.0

**TABLE XIII.—STRIKES AND LOCKOUTS, 1949, BY DURATION**

Period of Duration	Strikes and Lockouts		Workers Involved		Time Loss	
	Number	Per Cent of Total	Number	Per Cent of Total	Man-working Days	Per Cent of Total
Under 5 days.....	64	46.7	22,955	44.6	49,758	4.7
5 days and under 10.....	16	11.7	7,051	13.7	42,877	4.0
10 days and under 15.....	8	5.8	866	1.7	10,028	1.0
15 days and under 20.....	11	8.1	6,774	13.2	125,535	11.8
20 days and under 25.....	3	2.2	1,249	2.4	21,120	2.0
25 days and under 50.....	14	10.2	4,149	8.1	147,884	13.9
50 days and under 100.....	9	6.6	561	1.1	27,880	2.6
100 days and over.....	4	2.9	7,095	13.8	626,975	58.9
Unterminated or carried over from previous year.....	8	5.8	737	1.4	11,610	1.1
Total.....	137	100.0	51,437	100.0	1,063,667	100.0

**TABLE XIV.—STRIKES AND LOCKOUTS, 1949, BY PROVINCES**

Province	Strikes and Lockouts		Workers Involved		Time Loss	
	Number	Per Cent of Total	Number	Per Cent of Total	Man-working Days	Per Cent of Total
Newfoundland (1).....	8	5.8	2,798	5.4	23,078	2.2
Nova Scotia.....	8	5.8	1,552	3.0	6,281	0.6
Prince Edward Island.....						
New Brunswick.....	2	1.5	22	0.0	54	0.0
Quebec.....	23	16.8	8,306	16.2	531,857	50.0
Ontario.....	63	46.0	28,935	56.3	307,155	28.9
Manitoba.....	3	2.2	1,034	2.0	19,150	1.8
Saskatchewan.....	6	4.4	425	0.9	4,548	0.4
Alberta.....	8	5.8	687	1.3	4,865	0.4
British Columbia.....	14	10.2	5,319	10.3	40,129	3.8
Interprovincial (2).....	2	1.5	2,359	4.6	126,550	11.9
Total.....	137	100.0	51,437	100.0	1,063,667	100.0

(1) From April 1, 1949.

(2) One strike of seamen, Nova Scotia, New Brunswick, Quebec, British Columbia and foreign ports, 1,500 workers, time loss, 37,550 days; figures are estimates only and have not been broken down by provinces. One strike of lithographers: Quebec, 290 workers, time loss 25,600 days; Ontario, 569 workers, time loss, 63,400 days.



TABLE XV.—STRIKES AND LOCKOUTS, 1939-1949, BY MONTHS

Month	Number of Strikes and Lockouts Beginning in Month										
	1939	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949
January.....	10	5	12	12	32	22	16	10	10	12	5
February.....	5	11	6	20	27	18	16	16	13	8	7
March.....	4	10	12	14	25	11	22	22	13	9	9
April.....	6	15	30	17	35	12	15	22	23	12	9
May.....	11	19	30	28	35	24	13	29	33	13	15
June.....	8	12	28	50	53	22	12	25	20	16	16
July.....	9	21	26	61	33	22	25	33	19	13	12
August.....	17	20	28	53	46	22	19	20	22	18	14
September.....	14	13	24	35	35	9	16	18	27	18	13
October.....	21	21	18	25	36	14	14	11	29	10	14
November.....	8	10	8	25	24	10	21	14	15	14	11
December.....	7	9	7	12	20	9	7	5	8	4	7
Year.....	120	166	229	352	401	195	196	225	232	147	132
Month	Number of Strikes and Lockouts in Existence During Month										
	1939	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949
January.....	12	7	14	14	33	26	17	13	14	19	10
February.....	7	13	9	21	31	20	17	19	21	14	10
March.....	8	12	13	18	27	14	23	30	21	15	11
April.....	6	19	35	20	37	12	15	30	29	18	18
May.....	13	23	34	32	40	25	15	36	47	22	23
June.....	13	14	32	55	59	23	13	36	53	29	28
July.....	10	21	29	68	39	23	27	47	29	26	20
August.....	18	22	35	59	50	26	27	46	38	31	20
September.....	17	15	29	43	38	9	17	37	42	31	25
October.....	27	22	23	26	38	14	18	27	48	22	22
November.....	14	13	12	26	28	12	24	20	29	21	22
December.....	12	10	9	15	22	11	13	10	15	12	15
Year.....	*122	*168	*231	*354	*402	*199	*197	*228	*236	*154	*137
Month	Number of Workers Involved in New Strikes and Lockouts										
	1939	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949
January.....	1,164	732	1,610	852	19,740	4,839	5,426	2,277	2,058	11,596	1,326
February.....	1,818	2,599	1,618	1,507	2,611	8,737	5,012	3,594	29,449	1,858	6,721
March.....	424	1,775	1,108	3,432	16,688	1,612	4,770	4,299	1,012	1,360	1,951
April.....	315	12,629	20,004	7,272	32,292	14,384	4,622	4,924	3,113	2,152	2,097
May.....	3,519	8,327	5,462	5,512	7,210	9,481	3,242	46,681	19,350	1,157	4,028
June.....	1,746	4,826	6,918	15,740	21,765	5,840	2,773	31,556	3,077	2,048	4,290
July.....	4,415	8,563	21,500	17,048	14,205	9,229	11,738	28,226	1,767	6,368	7,717
August.....	10,623	6,894	8,878	20,156	35,346	9,086	8,509	5,180	5,737	2,046	3,390
September.....	7,434	2,746	8,352	12,875	9,797	1,024	19,635	2,036	16,495	6,296	6,515
October.....	5,649	8,102	4,718	6,062	6,092	4,260	6,737	7,212	10,869	2,638	10,769
November.....	2,920	2,339	3,769	20,262	17,489	1,380	20,924	1,970	8,508	2,373	1,381
December.....	839	903	3,088	1,185	35,049	2,117	2,654	839	1,450	1,795	767
Year.....	40,866	60,435	87,025	111,903	218,284	71,989	96,042	138,794	102,885	41,687	50,952
Month	Number of Workers Involved in All Strikes and Lockouts in Existence										
	1939	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949
January.....	1,336	916	1,676	2,865	19,860	8,140	5,452	2,957	3,293	12,729	1,811
February.....	2,622	3,041	1,819	3,007	5,239	8,782	5,023	3,699	32,552	11,058	7,245
March.....	1,598	1,981	1,189	3,777	16,993	1,669	4,800	6,097	17,070	3,845	6,801
April.....	315	13,839	20,460	7,483	32,496	14,384	4,622	7,110	17,988	4,678	7,851
May.....	3,728	8,590	5,975	6,507	15,306	22,827	3,336	47,855	35,893	3,204	10,832
June.....	2,355	6,837	7,547	16,275	23,321	5,980	2,926	70,600	19,101	3,804	11,511
July.....	4,420	8,563	22,170	21,736	15,679	9,571	11,975	50,429	3,105	8,393	12,592
August.....	11,823	6,923	13,314	21,434	35,645	12,585	13,190	42,506	7,255	7,617	4,574
September.....	8,190	3,057	10,773	13,357	10,305	1,024	19,819	33,451	21,528	11,619	8,588
October.....	6,496	8,130	5,511	6,107	6,361	4,260	25,868	33,425	26,759	7,908	16,433
November.....	4,863	3,657	4,740	20,439	18,172	1,662	31,054	7,915	14,775	3,452	8,925
December.....	1,666	953	5,688	1,488	35,227	2,312	19,511	2,256	3,387	2,566	3,197
Year.....	*41,038	*60,619	*87,091	*113,916	*218,404	*75,290	*96,068	*139,474	*104,120	*42,820	*51,437
Month	Time Loss in Man-working Days for All Strikes and Lockouts in Existence										
	1939	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949
January.....	10,472	5,962	3,508	46,635	166,715	23,658	31,937	18,948	28,504	135,835	9,710
February.....	24,098	12,749	7,126	24,141	24,301	39,888	6,656	11,891	198,214	140,130	71,652
March.....	9,982	14,940	3,670	21,602	30,822	2,834	8,709	45,856	378,580	57,133	136,317
April.....	1,361	64,914	77,036	20,869	103,936	115,994	23,533	45,764	365,687	51,269	138,931
May.....	16,732	51,122	22,397	17,780	47,229	126,386	6,738	566,410	366,070	39,754	173,925
June.....	8,616	38,827	39,284	41,593	142,917	9,528	5,138	933,876	168,737	34,337	141,197
July.....	12,445	21,186	48,859	53,498	65,632	26,023	45,497	915,911	23,769	77,588	58,005
August.....	32,298	13,821	33,569	49,951	240,493	120,283	41,122	870,694	51,758	110,625	36,276
September.....	17,546	6,476	82,463	37,808	37,598	800	184,556	657,714	273,947	112,759	67,933
October.....	33,724	17,949	19,693	26,926	25,639	7,139	419,242	392,247	400,114	88,598	69,992
November.....	36,851	15,222	41,764	103,355	103,566	5,080	422,673	33,278	119,701	17,000	135,690
December.....	20,963	3,150	54,545	6,044	52,350	12,526	261,619	23,804	22,259	20,765	24,039
Year.....	224,588	266,318	433,914	450,202	1,041,198	490,138	1,457,420	4,516,393	2,397,340	885,793	1,063,667

\* These figures relate to the actual number of strikes and lockouts in existence and the workers involved during the year, not being a summation in each case of the monthly figures.

TABLE XVI.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1949

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Loss in Working Days	Duration in Working Days
							Employers	Workers		
FISHING AND TRAPPING— Salmon fishermen, tendermen, etc. Fishermen	British Columbia	For increased prices for fish.	Negotiations	Compromise	Sept. 26.	Oct. 3.	4,500		26,500	6
	Burn, Nfld.	For increased prices for fish.	Unterminated		Dec. 27.		1	70	350	5
MINING— Coal— Strip coal miners.	Brentit-Estevan Field, Sask.	For a new agreement providing for increased wages, retention of 40-hour week, welfare fund, etc., following reference to conciliation board	Conciliation, provincial.	Compromise on wages, 44-hour week, welfare fund referred to Royal Commission	Nov. 3, 1948	Jan. 10.	9	200	1,000	5
	Florence, N.S.	Dispute over payment for cleaning off part of longwall	Negotiations.	Compromise	Mar. 4.	Mar. 7.	1	627	627	1
Coal miners	Midlandvale, Alta.	Protest against refusal to re-employ miner absent for six weeks seeking other work	Negotiations	Compromise, miner reinstated pending further negotiations	June 6.	June 9.	1	160	480	3
Coal miners	East Coulee, Alta.	Dispute over interpretation of clause in agreement re vacations with pay	Return of workers pending further negotiations	Indefinite settlement not reached by end of year	June 16.	June 20.	1	119	238	2
Coal miners	New Waterford, N.S.	Dispute over preparation of working place and payment for standing time, resulting in dismissal of 17 loaders involved	Reference to umpire.	Compromise, loaders reinstated	Oct. 25.	Nov. 7.	1	227	363	9
Coal miners	Drumheller, Alta.	Protest against penalty deductions from wages of haulage workers for failure to complete 8-hour shift.	Return of workers.	Employer.	Nov. 1.	Nov. 2.	1	140	140	1
Coal miners	Drumheller, Alta.	To have holiday lists posted monthly instead of yearly	Negotiations	Workers.	Nov. 1.	Nov. 4.	1	85	255	3
								1,558		3,103

TABLE XVI.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1949—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result—in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Loss in Man-Working Days	Duration in Working Days
							Employers	Workers		
MINING— <i>Other</i> — Asbestos miners, etc.	Norbestos, P.Q.	For dismissal of three foremen	Conciliation, provincial	Employer	Feb. 10	Feb. 15	1	108	430	4
	Asbestos, Black Lake, Coleraine, Norbestos, St. Remy de Tingwick, Thetford Mines, Vimy Ridge, P.Q.	For a new agreement providing for increased wages, elimination of asbestos dust, welfare and pension plan, extension of vacations with pay, pay for nine statutory holidays, following provincial conciliation	Conciliation, provincial and Archbishop of Quebec and return of workers pending reference to arbitration	Compromise	By July 4	Feb. 14	494,000	13	4,650*	117
Fluorspar mine workers	St. Lawrence, Nfld.	Protesting reduction of 2c. per hour in cost-of-living bonus	Conciliation, provincial	Workers, bonus incorporated in basic pay, plus increase in wages	Apr. 26	June 3	1	120	3,840	33
Gold miners	Tulsequah, B.C.	For a new agreement providing for increased wages	Negotiations	Compromise	Apr. 27	May 2	1	163	650	4
Gypsum quarry workers	Wentworth Creek, N.S.	For a new agreement providing for increased wages and reduced hours	Return of workers pending further negotiations	Compromise	June 1	June 3	1	350	700	2
Iron ore miners	Wabana, Nfld.	Delay in application of 8-hour day to underground workers	Negotiations	Workers	Aug. 1	Aug. 5	1	1,300*	3,900	3
Iron ore miners	Wabana, Nfld.	Protest against one-day suspension of four drillers for unsatisfactory work	Return of workers	Employer	Sept. 20	Sept. 21	1	338	338	1
Gold miners and millworkers	Hedley, B.C.	For a new agreement providing for increased wages reduced hours, union shop, payment for statutory holidays, and sickness and pension plan, following reference to conciliation board	Negotiations	Compromise, increase in wages granted	Oct. 25	Oct. 31	1	150	675	4½
MANUFACTURING— <i>Vegetable Foods, etc.</i> — Bakery workers	Winnipeg and Selkirk, Man.	For a greater increase in wages than recommended by unanimous report of conciliation board, guaranteed wage for salesmen, etc., in new agreement under negotiations	Conciliation, provincial	Compromise	Mar. 13	Apr. 15 to 24	5	644	17,500	33
								7,179	504,633	



Bakery workers	Windsor, Ont.	For a union agreement providing for increased wages, time and one half after 8 hours, and minimum pay of 48 hours per week for salesmen	Conciliation, provincial followed by negotiations	Compromise	June 29	July 13	1	115	1,230	11
Candy factory workers	Montreal, P. Q.	Protest against change to two shifts per day with alleged reduction in earnings	Conciliation, provincial, and reference to arbitration	Workers	Aug. 1	Aug. 1	1	640	640	1
								1,399	19,370	
<i>Tobacco and Liquors—</i> Soft drink factory workers	Windsor, Ont.	For a union agreement providing for increased wages, payment for empties, check-off, seniority, etc. following reference to conciliation board	Employment conditions no longer affected by the end of Dec. 1949	Indefinite	Aug. 5	++	1	86	6,425	125
Brewery workers	Regina, Sask.	For a new agreement providing for increased wages	Negotiations	Compromise	Nov. 9	Nov. 21	1	100	900	9
								186	7,325	
<i>Rubber and Its Products (Including Synthetic)</i> Tire factory workers, mixers	New Toronto, Ont.	Protest against change in method of work on new machine and resulting wage payment	Return of workers pending settlement under grievance procedure in agreement	Employer	Jan. 14	Jan. 18	1	100**	200	2
Rubber footwear factory workers	Kitchener, Ont.	Protest against change in time standards and methods affecting out style of footwear	Conciliation, provincial, and return of workers pending reference to grievance committee	Employer	Feb. 17	Feb. 24	1	666	3,300	5
Tire factory workers, tread tubers	Kitchener, Ont.	Protesting inability to maintain earnings on established rates	Return of workers pending further negotiations	Workers	Apr. 18	Apr. 26	1	32**	70	21
Tire factory workers, pocket builders	Kitchener, Ont.	Dispute over seniority of one worker	Return of workers	Employer	June 15	June 20	1	18**	54	3
Tire factory workers	Hamilton, Ont.	For a new agreement providing for 40-hour week, time and one-half for Saturday and double time for Sunday	Negotiations	Indefinite, settlement not reached by end of year	July 15	July 18	1	1,200	1,800	1½
Tire factory workers	Kitchener, Ont.	Protest against suspension of maintenance man for one week following dispute over job classification	Negotiations	Workers, renewal pending further negotiations, job classifications	July 26	July 28	1	1,217	1,500	1½
Tire factory workers, press room	Kitchener, Ont.	Protest against working with a certain employee	Return of workers	Employer	Sept. 7	Sept. 12	1	143**	435	3
Tire factory workers	Kitchener, Ont.	Against dismissal of a worker for insubordination	Conciliation, provincial	Compromise, worker suspended for two weeks without pay	Oct. 4	Oct. 5	1	96	150	2

TABLE XVI.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1919—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result—in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Lost in Man-Working Days	Duration in Working Days
							Em- ployers	Workers		
MANUFACTURING— Con- Rubber and Its Products (Including Synthetic) -cont. Rubber factory workers	Toronto, Ont.....	For a new agreement providing for increased wages, flat formula for union dues, pay for two additional statutory holidays (one retroactive), following reference to conciliation board	Conciliation, provincial....	Compromise....	Oct. 12.....	Dec. 14.....	1	925	40,000	45
Rubber products fac- tory workers	Drummondville, P.Q.	For a new agreement providing for increased wages retroactive to Apr. 23-49, two weeks' vacations with pay, and revision of hours of work	Conciliation, provincial....	Compromise....	Nov. 10.....	Dec. 27.....	1	189	7,350	39
Animal Foods— Fish packers.....	Chatham, N.B.....	For increased wages, piece rates...	Packing transferred to branch factory until job completed	Employer.....	Feb. 11.....	Feb. 15.....	1	10	30	3
Fish packers.....	Harbour Grace, Nfld.	For union recognition and agree- ment providing for increased wages, overtime rates, union shop, etc.	Negotiations.....	Workers.....	May 12.....	May 16.....	1	200	600	3
Meat packing plant workers	Hamilton, Ont.....	For a new agreement providing for certain changes in hours of work, seniority, payment for statutory holidays, etc., as recommended by conciliation board, and wage increase granted to be retroactive to Mar. 1-49	Negotiations.....	Compromise....	Oct. 26.....	Dec. 27.....	1	152	6,400	43
Veget packing plant workers	Windsor, Ont.....	For a union agreement providing for increased wages, reduced hours and other changes, under consideration by conciliation board	Negotiations, and refer- ence to conciliation board	Indefinite, set- tlement not reached by end of year	Nov. 18.....	Dec. 13.....	1	33	640	19
								400	7,670	

<i>Boots and shoes (Leather)</i> Shoe factory workers	Quebec, P.Q.	For implementation of award of arbitration board for increased wages, piece rates	Negotiations.	Workers	Feb. 7.....	Feb. 11.....	1	16*	50	3½
Shoe factory workers	Midland Ont.	For a union agreement providing for increased wages	Negotiations.	Indefinite, see later strike	May 27.....	May 31.....	1	41	120	3
Shoe factory workers	Midland, Ont.	Misunderstanding over wage rates for two workers pending ratification of union agreement under negotiations	Negotiations.	Indefinite, settlement not reached by end of year	June 20.....	June 23.....	1	33	90	2½
Shoe factory workers	Toronto, Ont.	Alleged delay in negotiations for a new agreement providing for increased wages, etc.	Conciliation, provincial, and reference to arbitration	Compromise.....	July 25.....	Aug. 11.....	1	137	1,600	12½
								227	1,860	
<i>Fur, Leather and Other Animal Products</i> Fur factory workers.	Winnipeg, Man.	For a new agreement providing for increased wages, time and one-half for overtime, two weeks' vacations with pay, pay for statutory holidays, etc.	Return of workers pending further negotiations	Indefinite, see later strike	Mar. 14.....	Mar. 16.....	3	200	400	2
Fur factory workers.	Winnipeg, Man.	For a new agreement providing for increased wages, time and one-half after eight-hour day, two weeks' vacations with pay, etc.	Negotiations.	Compromise.....	Apr. 1.....	Apr. 11.....	3	190	1,250	7
								390	1,650	
<i>Textiles, Clothing, etc.</i> Textile factory workers	St. Johns P.Q.	Alleged discrimination in dismissal of workers	Return of workers	Employers.....	July 12, 1948	Jan. 18.....	3	100	1,000	13
Woolen yarn factory workers	St. Hyacinthe, P.Q.	Protest against dismissal of one foreman and for dismissal of another	Negotiations.	Employer.....	Jan. 10.....	Jan. 13.....	1	37	110	3
Cotton factory workers	Welland, Ont.	For increased wages	Reference to conciliation board, followed by negotiations	Compromise.....	Jan. 10.....	Jan. 14.....	1	750	500	2½
Woolen factory workers	Huntingdon, P.Q.	For a new agreement providing for increased wages	Negotiations.	Compromise.....	Jan. 18.....	Feb. 7.....	1	189	2,700	13
Knitting factory workers	Paris, Ont.	For a union agreement providing for increased wages, reduced hours, union security, pay for eight statutory holidays, and extension of vacation plan, etc.	Return of workers and re-employment	Employer.....	Jan. 18.....	Apr. 11.....	1	250	10,400	59
Hosiery factory workers	Plessisville, P.Q.	For a new agreement providing for increased wages and reduced hours	Negotiations.	Compromise.....	Apr. 1.....	June 6.....	1	67	3,250	50
Clothing factory workers	Montreal, P.Q.	For a union agreement providing for increased wages, reduced hours, payment for statutory holidays, etc.	Negotiations.	Workers.....	May 11.....	May 16.....	1	30	90	3



TABLE XVI.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1949—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result—in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Loss in Man-Working Days	Duration in Working Days
							Employers	Workers		
<b>MANUFACTURING—</b> <i>Conc.</i> <i>Textiles, Clothing, etc.—</i> Textile products factory workers	St. Lambert, P.Q.	For union recognition and agreement with increased wages and other changes	Partial return of workers, employment conditions no longer affected by the end of September, 1949	Indefinite	Aug. 29	†	1	73	1,419	28
Worsted textile factory workers	Trenton, Ont.	For a new agreement providing for increased wages and reduced hours	Return of workers pending further provincial conciliation	Indefinite; see later strike	Dec. 7	Dec. 16	1	118	400	3½
Shirt factory workers	Hamilton, Ont.	Alleged discrimination in dismissal of female worker	Negotiations	Indefinite; settlement not reached by end of year	Dec. 9	Dec. 16	1	56	230	4 1/8
Worsted textile factory workers	Trenton, Ont.	For a new agreement providing for increased wages and reduced hours	Unterminated		Dec. 28		1	117	260	2½
<i>Pulp, Paper and Paper Products—</i> Paper box factory workers	Toronto, Ont.	Refusal by union to accept unanimous report of conciliation board providing for increased wages in new agreement under negotiations	Return of workers following second vote re acceptance	Employer	Sept. 23	Sept. 29	1	184	690	3 3/4
Paper products factory workers	Montreal, P.Q.	For implementation of award of arbitration board for increased wages retroactive to Jan. 1-49, in new agreement under negotiations	Conciliation, provincial	Workers	Nov. 1	Nov. 22	1	42	700	17
<i>Printing and Publishing—</i> Lithographers	London, Hamilton, Ottawa, Toronto, Ont., Montreal, P.Q.	For a new agreement providing for increased wages, reduced hours, insurance, and welfare plan, etc., following reference to conciliation board	Negotiations	Compromise	June 29	†† By Dec. 14	41	859	89,000	128
Web pressmen	Toronto, Ont.	Dispute over placement of pressmen on the day shift following discontinuance of night shift	Replacement	Employer	Oct. 18	Nov. 24	1	5	125	27½
								864	89,125	

Miscellaneous Wood Products— Wood heel factory workers	Montreal, P.Q.	Because application for union recognition refused by Labour Relations Board as not representative of majority of employees	Return of workers and re- placement	Employer	Nov. 19, 1948	Feb. 19	1	85	2,500	41
Sawmill workers	Blairmore, Alta.	For increased wages to offset reduction in earnings when hours conform with government regulations	Negotiations	Compromise	May 6	May 10	1	35	105	3
Box factory workers	Yarmouth, N.S.	For a union agreement providing for increased wages and reduced hours	Negotiations	Compromise	June 1	June 8	1	32	192	6
Sash and door factory workers	Saskatoon, Sask.	For a new agreement providing for increased wages	Negotiations	Compromise	June 25	July 4	2	39	190	4 7/8
Wood products factory workers	New Westminster, B.C.	For a new agreement providing for increased wages as recommended by conciliation board	Negotiations	Compromise	Aug. 30	Sept. 26	1	37	650	17 5/8
Furniture frame factory workers	Montreal, P.Q.	For implementation of award of arbitration board for increased wages in new agreement under negotiations	Negotiations	Employer	Sept. 2	Sept. 13	2	41	250	6 3/4
Veneer and plywood factory workers	Mont Laurier, P.Q.	For implementation of award of arbitration board for increased wages and for union security in union agreement under negotiations	Return of workers pending further negotiations	Indefinite, settlement not reached by end of year	Sept. 19	Sept. 28	1	105	780	7 1/2
Wood products factory workers	Megantic, P.Q.	For implementation of award of arbitration board for increased wages, reduced hours, time and one-half for overtime, two weeks vacations with pay, in new agreement under negotiations	Negotiations	Employer	Nov. 2	Dec. 12	1	202	6,800	34
								576	11,467	
Metal Products (Ferrous)— Pattern makers	Toronto, Ont.	For a greater increase in wages than recommended by conciliation board in new agreement under negotiations	Negotiations	Compromise	Mar. 28	Apr. 12	6	66	700	10 3/4
Metal factory workers	Watford, Ont.	For a union agreement providing for increased wages, time and one-half after 48 hours, pay for four statutory holidays, etc., following reference to conciliation board	Conciliation, provincial and civic	Compromise	Apr. 12	June 27	1	123	7,650	64
Motor vehicle factory workers, door hangers	Windsor, Ont.	Protest against alleged speed-up	Return of workers	Employer	Apr. 29	May 2	1	25*	13	1/2
Motor vehicle factory workers, jitney drivers	Windsor, Ont.	Protest against job classification for one worker	Return of workers pending reference to grievance procedure	Indefinite	May 5	May 9	1	20**	35	2

TABLE XVI.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1949—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result—in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Lost in Non-Working Days	Duration in Working Days
							Employers	Workers		
<b>MANUFACTURING—</b>										
<i>Conc.</i>										
<i>Metal Products (Ferrous)</i>										
Motor vehicle factory workers, door hangers	Windsor, Ont.	Protest against alleged speed-up.	Return of workers.	Employer.	May 25	May 26	1	20* <sup>10</sup>	20	1
Railway car factory workers	Hamilton, Ont.	For a new agreement providing for increased wages retroactive to March, 1949, and reduced hours	Conciliation, provincial, followed by negotiations, and reference to conciliation board	Indefinite, settlement not reached by end of year	May 26	July 21	1	1,500	55,000	39 3/4
Freight car wheels factory workers	Trenton, N.S.	For increased wages.	Negotiations.	Compromise.	June 8	June 17	1	75	600	8
Sheet metal workers	London, Ont.	For a new agreement providing for increased wages and other changes	Negotiations.	Compromise.	July 14	July 18	6	58	87	1 1/2
Foundry workers.	North Sydney, N.S.	Misunderstanding over group accident insurance plan and extreme heat	Return of workers.	Employer.	July 22	July 25	1	32	64	2
Radiator foundry workers	Plessisville, P.Q.	For a new agreement providing for increased wages and other changes, following reference to arbitration board	Negotiations.	Indefinite, see later strike	July 25	Oct. 3	1	33	1,800	55
Farm implement factory workers	Toronto, Ont.	Against dismissal of a worker, president of union, for alleged infractions of terms agreement	Conciliation, provincial, and return of workers pending reference to arbitration	Employer.	July 26	Aug. 2	1	3,728	12,000	3 1/2
Farm implement factory workers	Brantford, Ont.	To attend mass meeting re strike of farm implement workers in Toronto	Return of workers.	Employer.	July 29	July 29	1	705	90	1/8
Steel and enamelled products factory workers	Hespeler, Ont.	For a new agreement providing for a greater increase in wages than recommended by conciliation board	Negotiations.	Compromise.	Aug. 12	Sept. 12	1	121	2,375	19 3/4
Steel drum factory workers	Hamilton, Ont.	For a union agreement providing for increased wages	Negotiations.	Compromise.	Aug. 24	Sept. 19	1	20	335	16 3/4
Metal factory workers	Toronto, Ont.	For implementation of unanimous report of conciliation board for increased wages and union security in new agreement, under negotiations, plus wage increase retroactive to June 1-49	Conciliation, provincial.	Compromise, wage increase retroactive for four weeks	Aug. 26	Sept. 1	1	184	650	3 5/8
Hardware factory workers	Peterborough, Ont.	For a new agreement providing for increased wages, reduced hours, extension of vacation plan, etc.	Reference to conciliation board	Indefinite, settlement not reached by end of year	Sept. 27	Sept. 28	1	180	65	3/8





TABLE XVI.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1949—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result—in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Loss in Man-Working Days	Duration in Working Days
							Em- ployers	Workers		
<b>MANUFACTURING—</b>										
<i>Non-Metallic, Minerals, Chemicals, etc.</i> Chemical factory workers	Shawinigan Falls, P.Q.	For a greater increase in wages than recommended by majority report of arbitration board	Negotiations	Workers	Feb. 10	Feb. 13	1	1,357 <sup>214</sup>	4,000	3
Optical lens factory workers	Edmonton, Alta.	For union recognition and agreement providing for increased wages, following reference to arbitration board	Employment conditions no longer affected by the end of June, 1949	Indefinite	Apr. 9	†	1	11	325	66½
Crushed stone and cement block factory workers	Ottawa, Ont.	For a union agreement providing for increased wages	Negotiations	Compromise	May 27	June 2	1	50	225	4½
Chemical factory workers	Bishopric, Sask.	For a new agreement providing for increased wages	Negotiations and reference to arbitration board	Compromise	Aug. 11	Oct. 17	1	38	1,750	50
Chemical factory workers	Calgary, Alta.	For increased wages in new agreement under negotiations, following reference to arbitration board	Negotiations	Compromise	Aug. 15	Sept. 17	1	125	3,250	26
Vitreous tile factory workers	Kingsston, Ont.	For a new agreement providing for reduced hours with the same take-home pay, union shop and group insurance plan	Return of workers pending further negotiations and strike vote	Indefinite, settlement not reached by end of year	Oct. 27	Oct. 28	1	176	45	½
Automotive parts factory workers, asbestos	Peterborough, Ont.	Refusal of union to accept recommendation of conciliation board against wage increase in new agreement under negotiations	Negotiations	Compromise	Nov. 4	Nov. 11	1	120	66	1½
<i>Miscellaneous Products—</i>										
Upholsterers	Vancouver, B.C.	Refusal to accept reduced piece-work rates on newly designed furniture	Replacement	Employer	Mar. 10	Apr. 25	1	5	125	30½
Stencil factory workers	Vancouver, B.C.	For a new agreement providing for increased wages and reduced hours, following reference to arbitration and conciliation boards	Employment conditions no longer affected by the end of June, 1949	Indefinite	Mar. 26	†	1	14	760	75
Baby carriage factory workers	Orillia, Ont.	Alleged discrimination in dismissal of eighteen workers during union organization of plant	Conciliation, provincial, and return of workers pending reference to arbitration re dismissed workers	Employer, sixteen of the dismissed workers later re-hired as the need arose	May 2	May 17	1	100	1,300	13

Ice cream cone factory workers	Hamilton, Ont.	Alleged discrimination in dismissal of one worker and for union recognition	Negotiations.	Workers	May 30	June 6	1	30	160	5½
Upholsterers	Montreal, P.Q.	For a new agreement providing for increased wages and other changes	Return of workers pending reference to arbitration	Indefinite, Montreal plant ceased operations	June 8	June 10	1	17	30	1 3/4
Toy factory workers	Montreal, P.Q.	Protesting dismissal of seven workers for cause	Return of workers	Employer	Aug. 17	Aug. 19	1	74	148	2
Outdoor advertising sign workers	Vancouver, B.C.	For a greater increase in wages than recommended by conciliation board	Further reference to conciliation board	Compromise	Oct. 5	Nov. 1	11	118	2,100	18
<b>CONSTRUCTION—</b>										
Electricians, helpers and apprentices	Victoria, B.C.	For a greater increase in wages than recommended by conciliation board	Negotiations.	Compromise	Oct. 25, 1948	Jan. 17	14	90	900	10
Building trades workers	Toronto, Ont.	Protest against employment of plumbers of another union on installation of refrigeration equipment	Negotiations.	Workers	Feb. 16	Feb. 21	1	14*15	42	3
Carpenters	St. Catharines, Ont.	For increased vacation pay from two to four per cent and payment for four statutory holidays	Negotiations, following provincial conciliation	Compromise, increase in wages granted	May 2	May 18		250	3,000	12
Labourers	Toronto, Ont.	For a union agreement with closed shop clause	Conciliation, provincial, and return of workers pending application to Ontario Labour Relations Board for union certification	Employers	May 2	May 30	92	1,200*16	20,000	20
Carpenters	Sydney, Glace Bay, N.S.	For a new agreement providing for increased wages	Reference to conciliation board	Compromise	May 16	June 13	5	150	2,850	19
Carpenters	Yarmouth, N.S.	For a union agreement providing for increased wages and reduced hours	Negotiations.	Compromise on wages, no agreement signed	June 1	June 21	4	59	885	15
Carpenters	London, Ont.	For a union agreement providing for increased wages, two weeks' vacations with pay, and other changes	Negotiations.	Partially successful, no increase in wages, some minor concessions, agreement covering some workers	June 8	June 13		450	1,300	3½
Carpenters	Coverdale, N.B.	For prevailing rates on job sublet to non-member of Moncton Construction Association	Conciliation, provincial	Workers	July 25	July 27	1	12	24	2
Shinglers	Victoria, B.C.	For increased wages and protest against lay-off of three union workers	Reference to conciliation board	Workers	Aug. 6	Aug. 8	1	27*17	14	½
Carpenters and building trades workers	St. John's, Nfld.	For a new agreement providing for increased wages and other changes	Conciliation, provincial	Compromise	Aug. 31	Sept. 23	26	600	10,300	1½



TABLE XVI. — DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1949 — Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result—in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Loss in Man-Working Days	Duration in Working Days
							Employers	Workers		
CONSTRUCTION — <i>conc.</i> <i>conc.</i> Buildings and Structures— <i>conc.</i> Sheet metal workers.	Toronto, Ont.	For a new agreement providing for increased wages retroactive to May 1, 1949, as recommended by conciliation board	Return of workers pending further negotiations	Compromise	Sept. 22	Sept. 28	28	360	1,350	31
	Victoria, B.C.	Jurisdictional dispute as to whether lathers or carpenters should install wallboard	Return of workers pending reference to arbitration	Workers, carpenters to install gyprock wallboard, except where covered by plaster	Nov. 17	Nov. 25	2	15	80	53
	Plumbers	Ottawa, Ont.	For a new agreement providing for increased wages, two weeks' vacations with pay, double time on Saturdays, etc.	Return of workers	Indefinite	Dec. 28	Dec. 29	37	375	375
TRANSPORTATION AND PUBLIC UTILITIES— <i>Electric Railways and Local Bus Lines— Bus drivers, mechan- ics, etc.</i>	St. John's, Nfld.	For a union agreement providing for increased wages, revision in hours of work, etc.	Conciliation, provincial, and return of workers pending reference to board of inquiry	Indefinite, see later strike	July 6	July 22	1	90	1,050	134
	Quebec, P.Q.	For a greater increase in wages than recommended by conciliation board in new agreement under negotiations	Conciliation, federal	Compromise	Sept. 8	Sept. 16	1	138 <sup>46</sup>	950	7
	Bus drivers, mechanics, etc.	St. John's, Nfld.	For time and one-half for overtime and against dismissal of president of union	Exclusive franchise of company terminated Nov. 2, 1949	Indefinite	Sept. 23		1	2,700	331
								308	4,700	

<i>Other, Local and Highway Transport— Truck drivers</i>	Courtenay, Duncan, Nanaimo, Port Alberni, Victoria, B.C.	For a new agreement providing for increased wages, two weeks va- cations with pay and contribu- tory medical-hospitalization plan, following reference to con- ciliation board	Negotiations	Workers	Mar. 21	Apr. 22	5	49 <sup>1949</sup>	1, 275	26
Taxi drivers	Saskatoon, Sask.	For a new agreement providing for increased wages, etc., as recom- mended by conciliation board	Arbitration	Compromise	July 24	Aug. 20	3	16	360	23
Taxi drivers	Toronto, Ont.	Dispute over seniority of a worker reinstated after dismissal	Negotiations	Workers	Nov. 15	Nov. 17	12	300	616	3
<i>Water Transport— Seamen</i>	Nova Scotia, New Brunswick, Que- bec, British Col- umbia and foreign ports	For a union agreement providing for increased wages, reduced hours, changes in working con- ditions, preferential hiring ar- rangements, etc., following refer- ence to conciliation board	Employment conditions no longer affected by the end of August, 1949	Indefinite	Mar. 22	Called off by union Oct. 20	\$73	\$1,500	\$97,550	140
Seamen	Seattle, Wash., U.S.A.	For increase in wages to American rates on Pan-American vessels	Negotiations	Workers	Oct. 11	Oct. 27	1	75	800	103
<i>Telegraph and Telephone Telephone operators</i>	Dashwood, Ont.	For increased wages and in protest against resignation of manager	Employment conditions no longer affected by the end of November, 1949	Indefinite	Sept. 27	†	1	6	250	55
TRADE— Department store clerks	New Westminster, B.C.	For a union agreement providing for increased wages and other changes as recommended by ma- jority report of conciliation board	Unterminated		Aug. 27		1	65	5,500	964
SERVICE— Public Administration— Garbage collectors	Hamilton, Ont.	For increased wages	Negotiations	Workers	June 13	June 13	1	136	68	1
								136	68	

TABLE XVI.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1949—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result—in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Loss in Man-Working Days	Duration in Working Days
							Employers	Workers		
<b>SERVICE—cont.</b> <i>Recreation—</i> Moving picture projectionists	Calgary, Alta.....	For a greater increase in wages than granted by arbitration board, following change in regulations for shifts from two men to one man	Negotiations.....	Compromise.....	Dec. 19.....	Dec. 26.....	5	12* <sup>20</sup>	72	6
<i>Business and Personal—</i> Cleaners and dyers...	Vancouver, B.C.....	For increased wages as recommended by conciliation board	Negotiations.....	Workers.....	Dec. 7, 1948	Jan. 17.....	1	10	100	10
Hotel barmen, waiters and apprentices	Quebec, P.Q.....	For increased wages as recommended by arbitration board	Return of workers and replacement	Employers.....	Mar. 7.....	By Apr. 13	21	80* <sup>21</sup>	2, 100	32
Laundry and dry cleaning plant workers	Moose Jaw, Sask....	Protest against dismissal of six workers for alleged slow-down, following refusal of demands for increased wages	Conciliation, provincial...	Re-instatement of six workers and compromise on wage increase	Apr. 29.....	May 13.....	1	32* <sup>22</sup>	348	11
Laundry and dry cleaning plant workers	Windsor, Ont.....	Inter-union dispute re union affiliation	Return of workers under terms of present agreement	Employers.....	July 11.....	July 20.....	4	199	1, 300	7

† Number of employers or establishments.

‡ Workers involved in Ontario, 569, time loss 63, 400 days; workers involved in Quebec, 290, time loss 25,600 days; work resumed by: Montreal and Hamilton, Dec. 7; London, Dec. 8 and Dec. 12; Ottawa, Dec. 14; Toronto, Dec. 7, at all but five establishments, and all but one by Dec. 31; employment conditions considered to be no longer affected by the end of the year.

§ Employment conditions no longer affected.

|| Listed as employment conditions no longer affected at end of year; work resumed on January 23, 1950, a union agreement having been signed.

\*\* Estimated only because of difficulty in securing precise details.

†† During the year the total time loss in all strikes listed due to workers indirectly affected, that is workers in the plant made idle because of the strike, amounted to about 134,600 days. Workers in other plants who may have been indirectly affected are not included. The following list shows the number of workers indirectly affected in each case.

1	820	7	600	13	94	19	25
2	200	8	1, 400	14	215	20	15
3	1, 600	9	2, 000	15	120	21	170
4	958	10	1, 800	16	3, 000	22	38
5	839	11	2, 000	17	28		
6	846	12	94	18	370		



and department store clerks at New Westminster, B.C. The fishermen at Burin resumed work on January 23, 1950, without settlement having been reached.

More than 87 per cent of the total time loss was caused by 22 strikes and lockouts which involved more than 500 workers in each case. Fifty-three work stoppages each involved between 100 and 500 workers and caused more than eight per cent of the idleness. Sixty-two disputes involved less than 100 workers in each case, causing only four per cent of the total loss.

Female workers were involved in 60 of the 137 strikes and lockouts during 1949, slightly more than 4,400, or about nine per cent of the total workers, being women and girls. The ten-year average, 1939-1948, of females in work stoppages was 66 strikes and 9,000 women and girls, or about nine per cent of the total of all workers involved in strikes.

About 58 per cent of the strikes and lockouts were settled within 10 days. These involved 58 per cent of the workers, but, being of short duration, caused less than nine per cent of the total loss. Sixteen per cent of the disputes, involving more than 17 per cent of the workers and causing about 15 per cent of the total loss, lasted between 10 and 25 days. Seventeen per cent, with nine per cent of the workers and more than 16 per cent of the total loss, lasted between 25 and 100 days. Four work stoppages, which lasted more than 100 days in each case, involved 14 per cent of the workers and caused 59 per cent of the total loss.

## Compilation of Statistics

Since its establishment toward the end of 1900 the Department of Labour has maintained a record of strikes and lockouts in Canada, publishing in the *LABOUR GAZETTE* each month a complete list of those in progress, so far as available, with particulars as to the nature and result of each strike. Early in each year a review of the previous year has been given, including statistical tables analysing the data, and since 1912 including a complete list of the disputes on record during the year. As the monthly statements in the *LABOUR GAZETTE* are necessarily of a preliminary nature, the annual review constitutes the revised record for the year.

The annual review for 1930, appearing in the *LABOUR GAZETTE*, February, 1931, included summary tables back to 1901, the result of a revision of the record on the basis of the classification of industries adopted by the Dominion Bureau of Statistics and other government depart-

ments for official statistics. This classification had been used for strikes and lockouts since 1921, and it was advisable to have the record for earlier years on the same basis. Other revisions to secure uniformity throughout the whole period were made.

The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical tables, therefore, strikes and lockouts are recorded together. In this discussion the word "strikes" is frequently used for convenience in place of "strikes and lockouts".

A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting one working day or more. Strikes of less than one day's duration and those involving less than six employees have not been included in the published record unless a time loss of 10 days or more is caused. A separate record of such minor strikes is maintained in the Department. During 1949 there were six such strikes, involving 98 workers and causing a time loss of 27 man-days. In 1948, three were recorded, involving 81 workers, with a time loss of 16 days.

In tables I and XVI the number of employers involved is given. In strikes which involve large numbers of shops or factories, such as clothing, fur, furniture, etc., or building construction jobs, logging and fishing operations, etc., only the approximate number of employers is usually reported.

The figures in this report are inclusive of all strikes which come to the knowledge of the Department, and the methods taken to secure information practically preclude probability of omissions of a serious nature. As to duration of strikes, numbers of employees concerned, etc., it is not always possible to secure exact information but the estimates made in such cases are the result of painstaking methods in the collection of data, and it is believed that the statistics indicate the conditions with reasonable precision. The estimate of time loss is reached by multiplying the number of working days during which each strike lasted by the number of employees directly involved from time to time, so far as known. The number of employees recorded for each strike is the number of those directly involved, that is on strike or locked out, and does not include those indirectly affected. The figures in the tables as to workers are therefore the number of those directly involved. In

recent years, when the information was available, the numbers indirectly affected, if important, have been shown in footnotes to the table listing in detail the strikes and lockouts during the year. The workers indirectly affected in each strike are those in the establishment who are unable to continue work because of the stoppage but not participating in the strike. Data as to workers or idleness in other plants which

may have been indirectly affected are not included in any of the statistics owing to the difficulty of securing exact information.

### Charts

The accompanying charts show the results of strikes according to the number of workers involved and the time loss in man-working days by groups of industries each year, for the period 1914 to 1949.

## CANADA AND OTHER COUNTRIES

The accompanying tables give information as to industrial disputes resulting in work stoppages (strikes and lockouts) in certain countries since 1919, including Canada, showing the number of strikes and lockouts, the number of workers involved and the time loss in man-working days.

During the war years, and the dislocation following the war, statistics for many countries were not available and our yearly strike review from 1941 to 1948 was confined to seven countries, *see* Supplement to the LABOUR GAZETTE, April, 1948, p. 32. In 1940, tables were given for Canada and 31 other countries, *see* LABOUR GAZETTE, March, 1940, p. 234. The review for this year includes data for such countries as have resumed publication of statistical tables on strikes and lockouts and for which information has been received in the Department. Throughout the year figures for the different countries are given in the monthly articles in the LABOUR GAZETTE as they are received in the Department.

In the different countries variations occur in the definition of strikes and lockouts and in the methods of compilation of statistics. In nearly all countries no distinction is made between strikes and lockouts but in a few cases the figures are for strikes only. In some cases the number of strikes and lockouts shown for the year is the number commencing during the year

and in other cases it is the number in existence during the year, including those carried over from the previous year.

The figures published by some countries as to the number of workers involved show not only the number of workers directly involved but also the number of those indirectly affected, that is thrown out of work by strikes and lockouts to which they were not parties, but exact information on this point is not always given. In the tables herewith, the column showing the number of workers involved includes figures for the numbers directly involved or the total number directly and indirectly involved, according to the method adopted by the country concerned. Footnotes to the tables indicate the nature of the statistics with reference to the above points.

For these reasons the figures for strike and lockouts for the various countries are not exactly comparable.

Many countries publish statistics dealing with disputes resulting in work stoppage only once each year or even less frequently the figures being issued in some cases after an interval of great length. Most countries revise their figures when additional facts are brought to light, even though such revisions may necessitate changes in statistics published a considerable time previously. In nearly all cases statistics dealing with strikes and lockouts in other countries published in the LABOUR GAZETTE are obtained from official publications of the countries concerned.

**CANADA**

Year	Number		Workers Involved (2) (1)	Time Loss in Man- working Days (2)
	(1)	(2)		
1919.....	332		148,915	3,400,942
1920.....	310		60,327	799,524
1921.....	159		28,257	1,048,914
1922.....	89		43,775	1,528,661
1923.....	77		34,261	671,750
1924.....	64		34,310	1,295,054
1925.....	86		28,949	1,193,281
1926.....	75		23,834	266,601
1927.....	72		22,299	152,570
1928.....	96		17,581	224,212
1929.....	88		12,946	152,080
1930.....	67		13,768	91,797
1931.....	86		10,738	204,238
1932.....	111		23,390	255,000
1933.....	122		26,558	317,547
1934.....	189		45,800	574,519
1935.....	120		33,269	284,028
1936.....	155		34,812	276,997
1937.....	274		71,905	886,393
1938.....	142		20,295	148,678
1939.....	120		41,038	224,588
1940.....	166		60,619	266,318
1941.....	229		87,091	433,914
1942.....	352		113,916	450,202
1943.....	401		218,404	1,041,198
1944.....	195		75,290	490,139
1945.....	197		96,068	1,457,420
1946.....	228		139,474	4,516,393
1947.....	236		104,120	2,397,340
1948.....	154		42,820	885,793
1949.....	137		51,437	1,063,667
1949, January.....	10		1,811	9,710
February.....	10		7,245	71,652
March.....	11		6,601	136,317
April.....	18		7,851	138,931
May.....	23		10,532	173,925
June.....	28		11,511	141,197
July.....	20		12,592	58,005
August.....	20		4,574	36,276
September.....	25		8,588	67,933
October.....	22		16,433	69,992
November.....	22		8,925	135,690
December.....	15		3,197	24,039

(1) Strikes and lockouts in existence in the period.

(2) Strikes of less than one day's duration and those involving less than six employees have not been included in the published record unless a time loss of 10 days or more is caused.

(3) Directly involved only. In 1949, time loss due to workers indirectly affected, that is workers in the plant made idle because of the strike, amounted to about 134,600 days. Workers and idleness in other plants which may have been indirectly affected are not included in any of the statistics.



**ARGENTINA**

Year	Number (1)	Workers Involved	Time Loss in Man working Days
1919.....	367	308,967	3,262,705
1920.....	206	134,015	3,693,782
1921.....	86	139,751	976,270
1922.....	116	4,737	150,894
1923.....	93	19,190	895,842
1924.....	77	277,071	1,268,318
1925.....	89	39,142	125,367
1926.....	67	15,580	287,379
1927.....	58	38,236	352,963
1928.....	135	28,109	224,800
1929.....	113	28,271	457,022
1930.....	125	29,331	699,790
1931.....	43	4,622	54,531
1932.....	105	34,562	1,299,061
1933.....	52	3,481	44,773
1934.....	42	25,940	742,250
1935.....	69	52,143	2,642,570
1936.....	109	85,438	1,344,461
1937.....	82	49,993	517,643
1938.....	44	8,871	228,703
1939.....	49	19,718	241,099
1940.....	53	12,721	224,599
1941.....	54	6,606	247,599
1942.....	113	39,865	634,333
1943.....	85	6,754	86,296
1944.....	27	9,121	41,388
1945.....	47	44,186	509,021
1946.....	142	333,929	2,047,600
1947.....	64	541,377	3,467,190

(1) Strikes only.

AUSTRALIA

Year	Number (1)	Workers Involved (2)	Time Loss in Man- working Days (2)
1919.....	460	100,300	6,308,226
1920.....	554	102,519	1,872,065
1921.....	624	120,198	956,617
1922.....	445	100,263	858,685
1923.....	274	66,093	1,145,977
1924.....	504	132,569	918,646
1925.....	499	154,599	1,128,570
1926.....	360	80,768	1,310,261
1927.....	441	157,581	1,713,581
1928.....	287	82,349	777,278
1929.....	259	88,293	4,671,478
1930.....	183	51,972	1,511,241
1931.....	134	34,541	245,961
1932.....	127	29,329	212,318
1933.....	90	26,988	111,956
1934.....	155	46,963	370,386
1935.....	183	44,813	495,124
1936.....	235	57,118	497,248
1937.....	342	92,121	557,111
1938.....	376	132,480	1,337,994
1939.....	416	143,228	459,154
1940.....	350	178,939	1,507,252
1941.....	567	240,845	984,174
1942.....	602	166,167	378,195
1943.....	785	288,028	990,151
1944.....	941	260,792	912,752
1945.....	945	326,641	2,119,641
1946.....	869	331,865	1,947,844
1947.....	982	280,718	1,338,728
1948.....	1,133	298,913	1,655,338
1948, 1st quarter.....	346	115,533	1,072,325
2nd quarter.....	258	45,011	88,862
3rd quarter.....	367	68,388	168,768
4th quarter.....	162	69,981	325,383
1949, 1st quarter.....	308	76,335	272,781

- (1) Work stoppages in existence in the period.
- (2) Workers directly involved only.
- (3) Time loss for workers directly and indirectly involved.

**BELGIUM**

Year	Number ( <sup>1</sup> )	Workers Involved ( <sup>2</sup> )	Time Loss in Man- working Days
1919	372	164,030	
1920	517	296,192	
1921	258	127,293	
1922	172	85,605	
1923	168	126,278	
1924	188	84,447	
1925	112	81,988	
1926	140	77,368	
1927	186	39,873	1,658,836
1928	192	74,707	2,254,424
1929	168	60,557	799,117
1930	93	64,718	781,646
1931	74	20,024	399,037
1932	63	162,693	580,674
1933	87	39,136	664,044
1934	79	33,628	2,441,335
1935	150	98,543	623,002
1936	999	564,831	
1937	209	81,544	647,647
1938	126	32,900	240,937
1939	68	45,763	157,242
1940	43	25,519	36,451
1945	160	147,417	563,173
1946	287	183,231	1,052,594
1947	473	353,732	2,211,786

(<sup>1</sup>) Disputes ending in period.

(<sup>2</sup>) Directly involved only.

**DENMARK**

Year	Number ( <sup>1</sup> )	Workers Involved ( <sup>2</sup> )	Time Loss in Man- working Days
1919	472	35,575	877,548
1920, ( <sup>3</sup> )	243	21,965	690,089
1921	110	48,147	1,321,184
1922	31	48,859	2,272,054
1923	58	1,941	19,677
1924	71	9,758	175,090
1925	48	102,331	4,138,486
1926	32	1,050	23,000
1927	17	2,851	119,000
1928	11	469	11,000
1929	22	1,040	41,000
1930	37	5,349	144,000
1931	16	3,692	246,000
1932	18	5,760	87,000
1933	26	492	18,000
1934	38	11,546	146,000
1935	14	827	14,000
1936	12	96,862	2,946,000
1937	22	1,372	21,000
1938	22	3,650	90,000
1939	19	523	16,000
1940	9	257	5,000
1941	2	65	3,000
1942	7	3,155	11,000
1943	8	14,627	31,000
1944	15	8,885	89,000
1945	85	9,656	66,000
1946	108	56,304	1,386,000
1947	116	16,174	473,000
1948	85	4,448	10,000

(<sup>1</sup>) Work stoppages beginning in period.

(<sup>2</sup>) Workers directly involved only.

(<sup>3</sup>) Exclusive of general strike of April, 1920.



**FIRE**

Year	Number (1) (2)	Workers Involved (3)	Time Loss in Man- working Days (3)
1923	131	20,635	1,298,734
1924	104	16,403	301,705
1925	86	6,855	293,792
1926	57	3,455	85,345
1927	53	2,312	64,020
1928	52	2,190	54,292
1929	53	4,533	101,397
1930	83	3,410	77,417
1931	60	5,431	310,199
1932	70	4,222	42,152
1933	88	9,059	200,126
1934	99	9,288	180,080
1935	99	9,513	288,077
1936	107	9,443	185,623
1937	145	26,734	1,754,949
1938	137	13,736	208,784
1939	99	6,667	106,476
1940	89	7,715	152,076
1941	71	4,895	77,133
1942	69	5,132	115,039
1943	81	5,921	61,809
1944	84	4,387	38,308
1945	87	8,785	243,932
1946	105	10,896	150,108
1947	194	22,253	449,438
1948	147	16,567	258,166

(1) Disputes which last less than one day or which involve an aggregate loss of less than 10 man-days are excluded.

(2) Work stoppages beginning in the period.

(3) It is not stated whether the employees indirectly involved are included.

**FINLAND**

Year	Number (1)	Workers Involved	Time Loss in Man- working Days
1919	39	4,065	160,130
1920	146	21,001	455,588
1921	76	6,251	119,868
1922	53	9,840	252,374
1923	50	7,588	261,474
1924	31	3,121	51,049
1925	38	2,921	113,024
1926	72	10,230	386,355
1927	79	13,368	1,528,182
1928	71	27,226	502,236
1929	26	2,443	74,887
1930	11	1,673	12,120
1931	1	53	106
1932	3	284	2,310
1933	4	1,274	9,536
1934	46	5,883	89,727
1935	23	2,274	60,843
1936	29	2,935	35,360
1937	38	6,168	183,629
1938	31	4,087	110,456
1939	29	6,120	259,628
1940	4	513	5,397
1941	12	2,164	27,078
1942	102	37,129	357,664
1943	42	18,936	115,984
1944	228	113,359	479,496

(1) Work stoppages beginning in period.

**FRANCE**

Year	Number ( <sup>1</sup> )	Workers Involved ( <sup>2</sup> )	Time Loss in Man- working Days ( <sup>2</sup> )
1919.....	2,026	1,150,718	15,478.31
1920.....	1,832	1,316,559	23,112.03
1921.....	475	402,377	7,027.07
1922.....	665	290,326	3,935.49
1923.....	1,068	330,954	4,172.39
1924.....	1,083	274,865	3,863.18
1925.....	931	249,198	2,046.56
1926.....	1,660	349,309	4,072.16
1927.....	396	110,458	1,046.01
1928.....	816	204,116	6,376.67
1929.....	1,213	239,878	2,764.60
1930.....	1,093	581,927	7,209.34
1931.....	261	35,723	949.56
1932.....	330	54,088	2,244.28
1933.....	331	84,391	1,199.33
1934.....	361	61,445	2,393.46
1935.....	412	89,726	1,182.15
1936.....	17,091	2,422,844	.....
1946.....	528	180,067	386.45
1947.....	.....	2,866,085	22,673.28

(1) Strikes only beginning in period.  
(2) Directly involved only.

**GREAT BRITAIN AND NORTHERN IRELAND**

Year	Number ( <sup>1</sup> ) ( <sup>2</sup> )	Workers Involved ( <sup>1</sup> ) ( <sup>2</sup> )	Time Loss in Man- working Days ( <sup>2</sup> )
1919.....	1,352	2,401,000	34,970.00
1920.....	1,607	1,779,000	25,570.00
1921.....	763	1,770,000	85,870.00
1922.....	576	556,000	19,850.00
1923.....	628	399,000	10,670.00
1924.....	710	613,000	8,420.00
1925.....	603	441,000	7,950.00
1926.....	323	2,734,000	162,230.00
1927.....	308	108,000	1,710.00
1928.....	302	124,000	1,390.00
1929.....	431	533,000	8,290.00
1930.....	422	307,000	4,400.00
1931.....	420	490,000	6,980.00
1932.....	389	379,000	6,490.00
1933.....	357	136,000	1,070.00
1934.....	471	134,000	959.00
1935.....	553	279,000	1,935.00
1936.....	818	322,000	1,829.00
1937.....	1,129	610,000	3,413.00
1938.....	875	275,000	1,334.00
1939.....	940	337,000	1,350.00
1940.....	922	299,000	940.00
1941.....	1,251	361,000	1,079.00
1942.....	1,303	457,000	1,527.00
1943.....	1,785	559,000	1,808.00
1944.....	2,194	826,000	3,714.00
1945.....	2,293	532,000	2,835.00
1946.....	2,205	529,000	2,158.00
1947.....	1,721	623,000	2,433.00
1948.....	1,759	426,000	1,944.00
1949 ( <sup>4</sup> ).....	1,423	434,000	1,808.00

(1) Work stoppages beginning in the period.  
(2) Work stoppages involving less than 10 workers and those lasting less than one day are omitted except when time loss exceeds 100 days.  
(3) Workers indirectly involved (i.e. thrown out of work at the establishments where the dispute occurred but not themselves parties to the dispute) are included in these totals, as well as workers directly involved.  
(4) Preliminary figures.

## HUNGARY

Year	Number (1)	Workers Involved (2)	Time Loss in Man- working Days
1926	57	9,618	52,003
1927	84	25,428	294,941
1928	31	10,289	131,174
1929	63	15,065	149,204
1930	35	5,770	79,596
1931	38	11,195	189,781
1932	20	4,925	32,914
1933	31	10,367	125,178
1934	49	12,762	92,156
1935	50	16,674	110,967
1936	122	20,747	232,622
1937	89	25,853	160,554
1938	64	9,392	104,645
1939	53	26,311	169,638
1940	35	32,457	370,351
1941	3	767	1,174
1942	7	501	2,107
1943	8	510	1,020
1944			
1945	9	6,342	7,282
1946	17	25,926	57,163
1947	5	4,767	6,732

(1) Method of counting disputes not stated.  
(2) Directly and indirectly involved.

## INDIA (1)

Year	Number (2) (3)	Workers Involved (4)	Time Loss in Man- working Days
1921	396	600,351	6,984,426
1922	278	435,434	3,972,727
1923	213	301,044	5,051,704
1924	133	312,462	8,730,918
1925	134	270,423	12,578,129
1926	128	186,811	1,097,478
1927	129	131,655	2,019,970
1928	203	506,851	31,647,404
1929	141	532,016	12,165,961
1930	148	196,301	2,261,731
1931	166	203,008	2,408,000
1932	118	128,099	1,922,437
1933	146	164,938	2,168,961
1934	159	220,808	4,775,559
1935	145	114,217	973,457
1936	159	169,029	2,358,062
1937	379	647,801	8,982,257
1938	399	400,075	9,198,708
1939	406	409,189	4,922,795
1940	322	452,539	7,577,281
1941	359	291,054	3,330,503
1942	694	772,653	5,779,965
1943	716	525,088	2,342,278
1944	658	550,015	3,447,306
1945	820	747,530	4,054,499
1946	1,629	1,961,948	12,717,762
1947 (1)	1,811	1,840,784	16,562,666
1948	1,259	1,059,120	7,837,173

(1) Formerly listed as British India; since partition to Dominion of India and Pakistan on August 15, 1947, the Government of India has continued the strike statistics.

(2) Industrial disputes which have resulted in work stoppages involving 10 or more workers.

(3) Work stoppages in existence in the period.

(4) Includes workers indirectly involved.



**JAPAN**

Year	Number ( <sup>1</sup> )	Workers Involved ( <sup>2</sup> )	Time Loss in Man- working Days ( <sup>2</sup> )
1921.....	246	58,225	
1922.....	250	41,503	
1923.....	270	36,259	
1924.....	333	54,526	638,393
1925.....	293	40,742	361,225
1926.....	495	67,234	722,292
1927.....	383	46,672	791,599
1928.....	393	43,337	323,805
1929.....	571	77,281	678,670
1930.....	900	79,791	1,049,474
1931.....	984	63,305	960,774
1932.....	870	53,338	513,249
1933.....	598	46,787	384,565
1934.....	623	49,478	446,176
1935.....	584	37,365	301,324
1936.....	546	30,857	162,590
1937.....	628	123,730	338,146
1938.....	262	18,307	40,566
1939.....	358	72,835	34,993
1940.....	271	32,949	54,129
1941.....	159	10,869	
1942.....	173	9,625	
1943.....	292	10,626	
1944.....	216	6,627	
1945.....	95	35,647	
1946.....	635	493,173	5,915,313
1947.....	537	254,626	2,624,710

(<sup>1</sup>) Method of counting disputes not stated.

(<sup>2</sup>) Not stated whether employees indirectly involved are included.

**NETHERLANDS**

Year	Number ( <sup>1</sup> )	Workers Involved ( <sup>2</sup> )	Time Loss in Man- working Days
1919.....	649	61,700	1,056,800
1920.....	481	66,500	2,354,900
1921.....	209	47,700	1,383,709
1922.....	325	44,000	1,108,300
1923.....	289	56,400	3,986,500
1924.....	239	27,100	427,100
1925.....	262	31,700	780,860
1926.....	212	9,100	281,300
1927.....	216	12,200	220,500
1928.....	195	15,380	647,700
1929.....	214	20,330	990,800
1930.....	204	10,260	273,000
1931.....	200	27,050	856,100
1932.....	204	31,230	1,772,600
1933.....	168	13,300	533,800
1934.....	148	5,670	114,200
1935.....	142	11,580	262,400
1936.....	92	9,070	94,800
1937.....	95	4,650	38,800
1938.....	141	8,600	124,800
1939.....	90	5,320	96,600
1945 (May-December).....	118	39,700	161,200
1946.....	270	74,802	681,607
1947.....	272	59,915	203,399
1948 ( <sup>3</sup> ).....	183	17,740	131,394

(<sup>1</sup>) Work stoppages in existence in period.

(<sup>2</sup>) Workers directly involved only.

(<sup>3</sup>) Preliminary figures.

NEW ZEALAND

Year	Number	Workers Involved (1)	Time Loss in Man-working Days (1)
1919	45	4,030	.....
1920	77	15,138	54,735
1921	77	10,433	119,208
1922	58	6,414	93,456
1923	49	7,162	201,812
1924	34	14,815	89,105
1925	83	9,905	74,552
1926	59	6,264	47,811
1927	36	4,384	10,395
1928	41	9,822	22,817
1929	49	7,831	26,808
1930	45	5,632	33,233
1931	24	6,356	48,486
1932	23	9,335	108,528
1933	16	3,957	111,935
1934	24	3,733	10,393
1935	12	2,323	18,563
1936	43	7,354	16,980
1937	52	11,411	29,916
1938	72	11,388	35,456
1939	66	15,682	53,801
1940	57	10,475	28,097
1941	89	15,261	26,237
1942	65	14,345	51,189
1943	69	10,915	14,687
1944	149	29,766	52,602
1945	154	39,418	66,629
1946	96	15,696	30,393
1947	134	26,970	102,725
1948	101	28,494	98,092
1948, 1st quarter	26	11,419	25,445
2nd quarter	22	4,363	25,008
3rd quarter	31	8,148	44,638
4th quarter	22	4,564	3,001
1949, 1st quarter	38	21,897	25,265
2nd quarter	33	12,360	124,869
3rd quarter	35	17,084	55,549

(1) Workers directly or indirectly affected are included.

**NORWAY**

Year	Number ( <sup>1</sup> )	Workers Involved ( <sup>2</sup> )	Time Loss in Man- working Days ( <sup>2</sup> )
1921	89	154,421	3,583,742
1922	26	2,168	91,380
1923	57	24,965	796,274
1924	61	63,117	5,152,386
1925	84	13,752	666,650
1926	113	51,487	2,204,365
1927	96	22,456	1,374,089
1928	63	8,042	363,844
1929	73	4,796	196,704
1930	94	4,652	240,454
1931	82	59,524	7,585,832
1932	91	6,360	394,002
1933	93	6,306	364,240
1934	85	6,364	235,075
1935	103	3,548	168,000
1936	175	15,286	396,000
1937	195	28,785	1,014,000
1938	248	24,045	567,300
1939	81	15,978	859,683
1945	16	4,074	65,000
1946	39	4,658	79,000
1947	47	8,250	41,000
1948	58	5,919	92,000
1949	47	9,010	105,000

(<sup>1</sup>) Method of counting disputes not stated.

(<sup>2</sup>) Not stated whether employees indirectly involved are included.

**PALESTINE**

Year	Number ( <sup>1</sup> )	Workers Involved ( <sup>2</sup> )	Time Loss in Man- working Days ( <sup>2</sup> )
1922	9		2,017
1923	21		6,705
1924	46		24,025
1925	61		33,302
1926	21		8,863
1927	20	562	13,469
1928	22	886	4,379
1929	45	679	8,773
1930	22	393	9,234
1931	31	1,385	6,786
1932	47	1,300	10,060
1933	57	2,050	19,000
1934	49	2,040	17,300
1935	60	3,650	28,400
1936	20	956	11,625
1937	53	6,305	21,167
1938	74	1,876	14,149
1939	103	2,964	19,435
1940	85	2,221	22,108
1941	80	3,803	36,342
1942	109	8,540	137,640
1943	147	17,846	131,650
1944	119	9,835	184,014
1945	119	6,063	101,570
1946	129	28,082	334,706

(<sup>1</sup>) Method of counting disputes not stated.

(<sup>2</sup>) Not stated whether employees indirectly involved are included.



**SOUTH AFRICA**

Year	Number (1)	Workers Involved (2)	Time Loss in Man- working Days (2)
1919	47	23,799	537,138
1920	66	105,658	239,415
1921	25	9,892	112,357
1922	12	29,001	1,339,508
1923	2	50	740
1924	7	1,856	10,129
1925	0	0	0
1926	3	768	890
1927	12	5,158	9,126
1928	10	5,746	10,535
1929	10	2,962	.....
1930	12	5,050	2,600
1931	19	6,278	54,575
1932	12	4,011	26,034
1933	10	1,585	16,081
1934	12	2,379	52,132
1935	17	2,367	19,564
1936	20	2,198	5,009
1937	28	5,121	25,690
1938	20	3,798	4,070
1939	20	4,871	4,246
1940	24	1,846	12,907
1941	35	5,450	23,199
1942	62	14,050	49,547
1943	53	9,162	47,713
1944	53	12,221	62,709
1945	60	16,215	91,180
1946	80	95,574	209,350

(1) Disputes beginning in period.

(2) Not stated whether workers indirectly involved are included.

**SWEDEN**

Year	Number (1)	Workers Involved (2)	Time Loss in Man- working Days (2)
1919	440	81,041	2,295,900
1920	486	139,039	8,942,500
1921	347	49,712	2,663,300
1922	392	75,679	2,674,580
1923	206	102,896	6,907,390
1924	261	23,976	1,204,500
1925	239	145,778	2,559,700
1926	206	52,891	1,711,200
1927	189	9,477	400,000
1928	201	71,461	4,835,000
1929	180	12,676	667,000
1930	261	20,751	1,021,000
1931	193	40,899	2,627,000
1932	182	50,147	3,095,000
1933	140	31,980	3,434,000
1934	103	13,588	760,000
1935	98	17,189	788,000
1936	60	3,474	438,000
1937	67	30,904	861,000
1938	85	28,951	1,284,000
1939	45	2,194	159,000
1940	38	3,936	78,000
1941	34	1,929	94,000
1942	139	1,332	53,000
1943	167	6,926	94,000
1944	214	7,021	228,000
1945	163	133,171	11,321,000
1946	137	1,277	27,000
1947	81	56,851	125,000
1948	47	6,061	151,000

(1) Method of counting disputes not stated.

(2) Not stated whether employees indirectly involved are included.

**SWITZERLAND**

Year	Number ( <sup>1</sup> )	Workers Involved ( <sup>2</sup> )	Time Loss in Man- working Days
1919.....	237	21,294	
1920.....	184	13,989	
1921.....	55	2,786	
1922.....	104	10,340	
1923.....	44	3,567	
1924.....	70	6,741	
1925.....	42	3,299	
1926.....	35	2,721	
1927.....	26	2,058	34,160
1928.....	45	5,474	98,015
1929.....	39	4,661	99,608
1930.....	31	6,397	265,699
1931.....	25	4,746	73,977
1932.....	38	5,083	159,157
1933.....	35	2,705	69,066
1934.....	20	2,763	33,307
1935.....	16	866	15,131
1936.....	41	3,612	38,781
1937.....	37	6,043	115,641
1938.....	17	706	16,291
1939.....	7	238	4,041
1940.....	6	578	1,481
1941.....	15	722	14,311
1942.....	19	822	4,081
1943.....	19	1,069	12,061
1944.....	18	1,324	17,661
1945.....	35	3,686	37,181
1946.....	55	15,173	184,481
1947.....	29	6,963	102,201

(<sup>1</sup>) Method of counting disputes not stated.  
 (<sup>2</sup>) Directly involved only.

UNITED STATES

Year	Number		Workers Involved		Time Loss in Man-working Days (2)
	(1)	(2)	(1)	(2)	
1919.....	3,639		4,160,348		
1920.....	3,411		1,463,054		
1921.....	2,385		1,099,247		
1922.....	1,112		1,612,562		
1923.....	1,553		756,584		
1924.....	1,249		654,641		
1925.....	1,301		428,416		
1926.....	1,035		329,592		
1927.....	707		329,939		26,218,628
1928.....	604		314,210		12,631,863
1929.....	921		288,572		5,351,540
1930.....	637		182,975		3,316,908
1931.....	810		341,817		6,893,244
1932.....	841		324,210		10,502,033
1933.....	1,695		1,168,272		16,872,128
1934.....	1,856		1,466,695		19,591,949
1935.....	2,014		1,117,213		15,456,337
1936.....	2,102		788,648		13,901,956
1937.....	4,740		1,860,621		28,424,857
1938.....	2,772		688,376		9,148,273
1939.....	2,613		1,170,962		17,812,219
1940.....	2,508		576,988		6,700,872
1941.....	4,288		2,362,620		23,047,556
1942.....	2,968		839,961		4,182,557
1943.....	3,752		1,981,279		13,500,529
1944.....	4,956		2,115,637		8,880,078
1945.....	4,750		3,470,000		38,000,000
1946.....	4,985		4,600,000		116,000,000
1947.....	3,693		2,170,000		34,600,000
1948.....	3,419		1,960,000		34,100,000
1949.....	3,606		3,030,000		50,500,000
1950 January.....	274		77,100		726,000
February.....	239		77,500		675,000
March.....	289		490,000		3,460,000
April.....	360		160,000		1,880,000
May.....	449		231,000		3,430,000
June.....	377		572,000		4,470,000
July.....	343		110,000		2,350,000
August.....	365		134,000		2,140,000
September.....	287		507,000		6,270,000
October.....	256		570,000		17,500,000
November.....	197		56,600		6,270,000
December.....	170		45,500		1,350,000

(1) Work stoppages due to labour-management disputes beginning in the period.

(2) Work stoppages due to labour-management disputes which involve as many as six workers and last as long as all day or shift are included.

(3) All workers in the plant made idle because of the dispute, but not workers or idleness in other plants indirectly affected, are included.







## CURRENT LABOUR CONDITIONS

• • • • •

*This article summarizes the latest employment and labour information available at May 10, as the LABOUR GAZETTE went to press. It was prepared by the Economics and Research Branch, Department of Labour.*

**A**FTER a winter of the heaviest unemployment since the end of the war, the employment situation in most sections of the country was beginning to improve rapidly by the first of May. A slow improvement had been evident for more than a month, but it was not until towards the end of April that construction, transportation, the service industries and agriculture began to provide a large number of jobs for many of those who have been seeking work through National Employment Service offices.

The supplementary unemployment insurance benefit program, which ended this year on April 15, brought to the employment offices many job seekers who had not previously registered for work. As a result, total registrations at the National Employment Service reached a peak of 434,700 on April 6, even though there had been considerable improvement in the employment situation by that time. After this date, registrations began to decline, at first slowly and then more rapidly as the month advanced. In the last week of April alone, total registrations dropped by over 19,000, and by May 4, there was a further decline to 387,600, 47,100 below the April 6 peak.

At this time of year, when there are many new job openings, the official figures on registrations at National Employment Service offices tend to understate the extent of the decline in the numbers seeking work. Any application for work remains on file at the local employment office for 30 days after the date of the last registration. Should a worker find a job before the 30 days has elapsed, neither he nor his employer is under obligation to notify the local offices.

In addition to the job openings in construction, agriculture and transportation, other seasonal increases of employment continue to take place in manufacturing industries such as those producing household furniture, electrical apparatus, and in sawmills, heavy metal industries and some sections of the clothing industry. In some of these plants, employment has been increasing at a somewhat slower rate than is usual at this time of year. Not all manufacturing groups share in this improvement: a certain amount of short time work still exists in such industries as primary textiles and foundries.

In themselves, seasonal increases in employment give little indication of the economic conditions of the country; employment in Canada has always increased during April and May whether there has been a boom or a depression. Of more significance is the level of employment likely to be reached throughout the rest of the year.

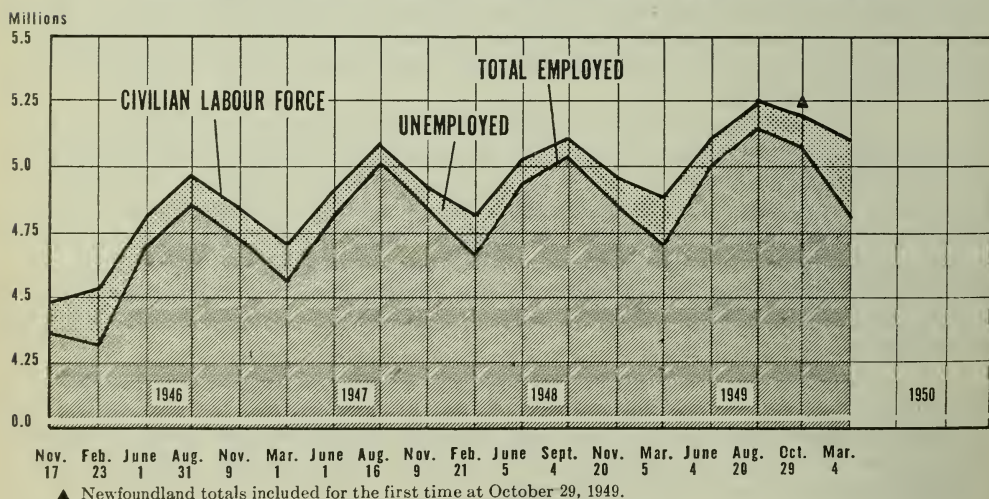
It is anticipated that employment in almost all major industry groups during 1950 will reach a level slightly above that of last year. Employment prospects in the construction industry are particularly good, and in agriculture it is unlikely that reduced farm income will decrease the demand for workers, assuming a normal crop year.

The most important exception to the general upward trend is the manufacturing industry, where the level of employment is expected to be slightly below that of last year. The outlook for the different industries within the manufacturing group varies considerably. In the automobile industry, for example, employment is expected to increase as the industry produces at or near capacity to fill the continuing strong demand for cars. In the primary iron and steel industry, most plants expect to produce at high levels throughout most of the year. Uncertain supplies from the United States for some types of steel and the fact that the Canadian steel prices are below the American will result in a steady demand for the Canadian products for some months to come. In contrast, firms producing railroad equipment will probably continue to reduce their staffs, as orders from the railroads decrease.

A program of capital investment which will reach an estimated \$3.6 billion, favourable markets for our exports in the United States, and a continuing strong consumer demand are among the important basic factors on employment in Canadian industries. A large portion of the capital investment will be concentrated in housing and public utilities, and the development of natural resources, such as oil in Alberta, and iron ore in Ungava. While the dollar shortages are reducing British and European demand for Canadian goods, alternative markets for many of these products are being found in the United States, which has already become our single most important export market. During March, when total value of exports was 5 per cent above that of March, 1949, two-thirds of our exports were shipped across the border, a proportion of sales to the United States unprecedented in Canadian history. The American demand is particularly strong for pulp and paper, mineral products and lumber. In the domestic market, increases in wage rates and weekly earnings, and a continued high level of employment will

(Concluded on page 694)

## LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT





# CURRENT LABOUR STATISTICS

(Latest available statistics as of May 10, 1950)

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Same Date Previous Year
<b>Manpower—</b>				
Total civilian labour force (a).....	Mar. 4	5,108,000	—	+ 2.2(c)
Persons with jobs (a).....	Mar. 4	4,796,000	—	+ 0.4(c)
Persons without jobs and seeking work (a).....	Mar. 4	312,000	—	+45.7(c)
Registered for work, N.E.S. (b)—				
Atlantic Region.....	May 4	76,855	- 1.0	— (e)
Quebec Region.....	May 4	144,985	- 6.9	—
Ontario Region.....	May 4	77,997	-17.7	—
Prairie Region.....	May 4	48,465	-15.1	—
Pacific Region.....	May 4	39,272	-20.6	—
Total, all regions.....	May 4	387,574	-10.8	—
Ordinary claims for Unemployment Insurance				
Benefits.....	Mar. 31	265,382	- 7.3	+42.8
Amount of benefit payments.....	Mar.	\$15,747,725	+15.7	+52.0
Index of employment (June, 1941 = 100)				
(Eight leading industries).....	Mar. 1	122.2	- 0.4	- 1.2
Immigration.....	Feb.	4,959	+33.7	(-38.5) (d)
<b>Industrial Relations—</b>				
Strikes and lockouts-days lost.....	April	14,640	—	(-70.4) (d)
Number of workers involved.....	April	2,585	—	(-36.9) (d)
Number of strikes.....	April	20	—	(+41.3) (d)
<b>Earnings and Income—</b>				
Average weekly salaries and wages				
(Eight leading industries).....	Mar. 1	\$44.69	+ 1.8	+ 3.3
Average hourly earnings (mfg.).....	Mar. 1	\$1.014	+ 0.5	+ 3.9
Average hours per week (mfg.).....	Mar. 1	42.5	+ 0.5	- 1.2
Average weekly earnings (mfg.).....	Mar. 1	\$43.10	+ 1.0	+ 2.7
Cost of living index (av. 1935-39=100).....	April 1	164.0	+ 0.2	+ 3.0
Real weekly earnings (mfg. av. 1946 = 100).....	Mar. 1	107.7	- 0.3	- 0.1
Total labour income.....	Jan.	\$620,000,000	- 3.4	+ 2.1
<b>Industrial Production—</b>				
Total (av. 1935-39 = 100).....	Mar.	189.0	+ 1.1	+ 1.7
Manufacturing.....	Mar.	197.8	+ 1.3	+ 0.2
Non-durables.....	Mar.	182.6	+ 2.8	+ 1.7
Durables.....	Mar.	223.9	- 0.7	- 1.9
<b>Trade—</b>				
Retail trade.....	Mar.	\$620,200,000	+ 21.2	+ 7.0
Exports.....	Mar.	\$228,200,000	+ 14.4	+ 5.3
Imports.....	Mar.	\$237,400,000	+ 18.6	+ 0.6

- (a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.
- (b) Some of these "unplaced applicants" registered at the National Employment Service Offices are persons with a job who are seeking other work. On the other hand, there are persons without jobs and seeking work who do not come to the N.E.S. offices.
- (c) These percentages calculated on basis of 1949 figures excluding Newfoundland.
- (d) These percentages compare the cumulative total to date from first of current year with total for same period previous year.
- (e) Percentage change from previous year is not given, as the inclusion of claimants for supplementary benefits makes the figures not comparable.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economic and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the LABOUR GAZETTE.

# NOTES OF CURRENT INTEREST

## **Dominion-provincial farm labour agreements renewed**

Renewal of the annual Farm Labour Agreements between the Dominion and the several provinces was ratified by Order in Council, P.C. 1317, dated March 14, 1950, which was tabled in

the House of Commons by Mr. Paul Côté, Parliamentary Assistant to the Hon. Humphrey Mitchell, Minister of Labour, on March 27, 1950.

The Order gave authority to the Minister of Labour to enter into an agreement on behalf of the Federal government with each of the provinces for the movement and placement of persons in employment in agriculture and related industries on substantially the same terms and conditions as in former years (L.G., 1948, p. 418).

The agreements were first entered into in 1943 (L.G., 1943, p. 568) and have been renewed annually with slight modifications from time to time. This co-operative arrangement between the Dominion and the several provinces proved its worth in wartime and has continued to be a valuable factor in the efficient placement of farm labour in the post-war period.

The scheme was approved in principle at the conference of farm labour officials held in Ottawa last December, subject to ratification by the responsible provincial administrative officials (L.G., Feb., 1950, p. 192). Copies of the agreements covering the 1950 crop season were sent to the provincial governments by the Immigration and Farm Placements Branch of the Federal Department of Labour on March 30. It was expected that they would be returned duly executed by most, if not all of the provinces, by the end of April.

Mr. Mitchell stated recently that a major objective of the agreements was to provide farm help when and where it was most needed. Largely as a result of movements of agricultural workers under the provisions of the agreements, no crop losses were reported in 1949 due to shortage of farm help. He pointed out that considerable satisfaction had been expressed in connection with the joint efforts of Dominion and Provincial officials to solve farm labour problems during the past few years. He cited as an example a resolution recently passed by the B.C. Fruit Growers' Association to the effect that the program had been of great benefit to the fruit growing areas of British Columbia and requested that the service be continued this year.

Approximately 3,500 agricultural workers were involved in movements within Canadian borders during 1949, organized under these Dominion-provincial agreements. The largest movement was the reciprocal swing of harvesters from West to East and from East to West which involved approximately 1,700 workers. Other important movements were: potato pickers from New Brunswick and Nova Scotia to Prince Edward Island; fruit pickers from the Prairies to British Columbia; and hay harvesters from Nova Scotia to Prince Edward Island.

In addition to the movements of workers within Canadian borders there were three large international movements between Canada and United States. These included 1,350 potato pickers from New Brunswick and Quebec to Maine, and 350 sugar beet workers from Saskatchewan to Montana. A third international movement was of 2,150 tobacco workers from United States to Ontario.

## **Rent controls continued until 1951**

Speaking in the House of Commons on March 24, 1950, the Hon. Douglas Abbott, Minister of Finance, announced the Government's intention to continue rent controls until April 30, 1951, but no longer. He said that in the meantime "no further adjustments will be made in rental ceilings or in the conditions affecting security of tenure, except in individual cases as permitted under the regulations as they now stand, or minor amendments to the regulations that may be found necessary. In short, there will be a standstill in rent control."

Mr. Abbott referred to the unanimous decision of the Supreme Court (summarized elsewhere in this issue, on page 710) that the federal Wartime Leasehold Regulations are valid during the continuance of the emergency they were adopted to meet.

"The Government considers," he said, "that it should not ask Parliament to continue its emergency authority any longer than is absolutely necessary. These are extraordinary powers and they should be exercised with great discretion. As the Chief Justice has said, 'There is no doubt that under normal conditions the subject matter of rents belongs to the provincial jurisdiction under the head of property and civil rights, in Section 92 of the British North America Act.' The Federal Government has never disputed this, and has in fact, over the past two years, offered to

vacate the field to any province that desired to assume responsibility; and one province, Saskatchewan, has already arranged to take over on April 1, 1950.

"For these reasons, the Government does not intend to ask for a further extension of the Continuation of Transitional Measures Act beyond April 30, 1951. It is the government's view that over the next thirteen months the operation of the relaxations now in effect, combined with additions to the housing supply, will have permitted enough adjustment to take place so that any problem which may remain can be dealt with adequately—and with closer regard to local conditions and needs—on a provincial basis."

On March 30, the Royal Assent was given to legislation extending the Continuation of Transitional Measures Act.

**Minister of Finance on employment problems**

In his annual Budget address, delivered in the House of Commons on March 28, the Hon. Douglas Abbott, Minister of Finance, made reference to employment in Canada and Government policy in regard to regional problems.

"Total unemployment," he said, "even at its seasonal peak, has not been large, judged by normal and usual conditions in this country. It has, however, been uneven in its regional incidence.

"The largest single element in the past winter's unemployment has been the sharp decline in woods operations associated with the policy of the principal pulp and paper companies in reducing their heavy pulpwood inventories. Other pools of unemployment have been created by decline of particular export markets.

"The marketing prospects for our pulp and paper industry appear to be good, and if these are maintained I would expect the woods operations next winter to be at a normal level. We shall continue to give all the help we can in finding markets for such other commodities as may from time to time find their markets upset.

"I want to make it clear, however, that the central government cannot and should not attempt to assume responsibility for all these regional problems. In my mind the proper role of the central government in our federal state is fourfold. First, through its fiscal and general policies it should endeavour to create a favourable climate for healthy economic expansion and development. Second, it should have careful regard in planning its own operations for the best timing and the best placing of its capital and developmental

expenditures. Third, it should recognize a special responsibility for the promotion and development of our basic primary industries and other industries of a national significance. Fourth, it should be ready to co-operate actively with provincial governments, and through the provincial governments with municipalities, in meeting regional problems that threaten nation-wide economic repercussions. . . .

"The consensus of informed views about the outlook for 1950," said Mr. Abbott, "is that employment output and price levels in both Canada and the United States will show no great change from 1949. The balance of probabilities for Canada indicates a moderate increase in the domestic and United States demand for our products, offset in part by a reduction in overseas demands, with prices tending slightly downward, and employment slightly upward."

**Canadian safety film wins competition**

Hon. Humphrey Mitchell, Minister of Labour, announced recently that a Department of Labour safety film produced by the National Film Board in co-operation with the Information Branch of the Department of Labour had been judged the outstanding non-theatrical motion picture in the occupational safety field produced in Canada and the United States in 1949. The award was made by the National Committee on Films for Safety, with headquarters at Chicago.

The picture, which was circulated throughout Canada during 1949, dealing with safe clothing in industry, is the fifth in the series of industrial safety films, "Accidents Don't Happen—They're Caused", produced for the Department of Labour.

The picture demonstrates with humour, sometimes grim, the chances a machinist takes when he wears the wrong clothes on the job. Brogan thought Foreman McCardle had gone crazy when he had him, Brogan, carried away from his machine to hospital on a stretcher. When the industrial nurse started to operate, Brogan, who was feeling perfectly healthy, was terrified. But it was Brogan's clothes that got the surgery—his trailing necktie, his baggy-sleeved sweater, his cuffed pants and his thin-soled shoes.

The other four films in the series deal with the organization of safety committees, safe practice in machine operation, proper handling of heavy objects and accidents due to falls. All films were produced in both French and English versions.

A total of 3,446 showings of these films have been made in Canada since they were



issued in 1946, reaching an audience in this country of about 266,000. Estimated audience reached by the prints of the films which were sold in Canada and abroad is well over one million. A total of 216 prints of the film have been sold in Canada and 960 abroad, in the United States, Great Britain, France and in countries as far away as Turkey and New Zealand.

**Monograph on sheet metal trade**

A new publication in the "Canadian Occupations" series, entitled *Sheet Metal Worker* was released for distribution on March 14 by Hon. Humphrey Mitchell, Minister of Labour.

Like the five earlier publications on trades in the construction group, this is issued both as a monograph dealing with the occupations in considerable detail, and as a shorter, simplified pamphlet.

These Department of Labour monographs are designed to fill a need for specific and accurate information on careers in the various Canadian occupations. Each monograph covers a particular trade from such standpoints as the qualifications required, duties, training, earnings, advantages and disadvantages. The co-operation of labour and management officials in receiving manuscripts and suggesting improvements had been of the greatest assistance to the Department in assembling accurate material.

There has been an increasing demand for these publications, the Division points out, not only from young people who were planning their careers, but from teachers, youth counsellors, employment officers and union officials. Industry and the trades are expected to benefit from the wide distribution of this type of information by receiving young entrants alive to the possibilities and requirements of their chosen professions.

Further publications in the "Canadian Occupations" series are now being prepared.

**Silicosis, TB X-ray services to be expanded**

An extension of chest X-ray services for industrial workers exposed to silica dust is to be financed from Ontario's share in the federal health grants, Hon.

Paul Martin, Minister of National Health and Welfare announced on March 7.

Large X-ray units operated by the Ontario health department's division of industrial hygiene give periodical chest X-rays to workers in foundries, quarries, mines, potteries and other industries where there is danger of pulmonary ailments developing through exposure to silica dust, Mr. Martin explained. Because of the extensive territory to be covered, the large

X-ray units cannot visit an industry more often than once in about 18 months.

With a \$7,000 grant from federal health funds, the Minister of Health said a smaller mobile X-ray unit will be bought to provide follow-up examinations for men who are found to have chest conditions requiring observation or review more frequently than the regular examinations permit.

"Silicosis ranks well up among the health hazards of modern industry," Mr. Martin stated. "Both industry and government are anxious to see that every possible measure is taken to prevent the development of this disease among men whose work exposes them to it. . . ."

On March 10 Mr. Martin revealed that Ontario's tuberculosis services will be expanded with the purchase of four more mobile X-ray units. The new units will be stationed at the sanatoria in London, Weston, St. Catharines and Fort William.

Expansion of clinical facilities has been a co-operative enterprise with the Ontario Department of Health and the sanatoria providing clinical supervision and local, voluntary tuberculosis committees paying the costs of operation from Christmas seal funds, Mr. Martin explained. Since the local groups cannot assume the full cost of expanded services in their districts the Federal Government will provide the necessary equipment and meet the salaries of the clinic physician and the X-ray technician needed to operate it. The voluntary associations will still be responsible for equipment upkeep, supplies and travelling expenses.

**Health plan to meet hazards of radioactive materials**

The Industrial Health Division of the Department of National Health and Welfare has formed a new section to develop a radiological health program to meet potential health

hazards created by the increased use of radioactive materials and radiation-producing apparatus.

This was announced on March 22 by the Minister of National Health and Welfare, Hon. Paul Martin, who said that the Civil Service Commission had approved the appointment of Dr. G. H. Guest, Chalk River, Ont., to take charge of this work. Dr. Guest was formerly head of the health radiation branch in the National Research Council's atomic energy project at Chalk River.

According to Dr. K. C. Charron, chief of the Industrial Health Division, more and more radioactive materials are being distributed in Canada. Many of the

universities are now receiving them for medical and biological research as are a few of the larger hospitals. Industry has also begun to use radioactive substance, particularly radium and radioactive cobalt. Their uses include, detection of flaws in metal castings and as static eliminators. The health radiation section will deal with radiological health problems referred to the federal health department, act as a source of information on radiological health for other departments of the federal government, and assist provincial and local health agencies in health radiation problems.

Experience has shown, Dr. Guest stated, that persons can work with radioactive substances with safety, provided proper care is taken. However, industry and laboratories must be properly equipped to handle these potentially dangerous materials. Health precautions include use of electronic equipment such as a Geiger counter for checking hands, clothing and furniture for radioactive contamination; use of specially sensitized film to ensure that no one is receiving a dangerous amount of radiation; special laboratory clothing and special cleaning and disposal services.

### **Production higher in Canada in 1949**

Preliminary estimates by the Dominion Bureau of Statistics indicate that Canada had a gross national product and expenditure of more than \$15.9 million in 1949, an increase of three per cent from the revised estimate of nearly \$15.5 billion for 1948. In volume terms, the Bureau estimates the gain last year over 1948 at two per cent.

The Bureau has published its findings in a report entitled *National Accounts, Income and Expenditure, Preliminary, 1949*. The report contains a series of tables showing figures for such matters as salaries and wages, corporation profits, spending and investment, and taxes.

National income increased in 1949 to \$13.0 billion from the revised estimate of \$12.5 billion in 1948, the Bureau states. This gain of four per cent is fully accounted for by a rise of seven per cent in salaries, wages and supplementary labour income, placed at \$7.630 million as against \$7.113 million in the previous year. Agricultural income, which showed a sharp increase in 1948, was down four per cent, from \$1,660 to \$1,587 million, despite higher wheat adjustment payments, while net income of other unincorporated business advanced to \$1,272 from \$1,252 million. Investment income also rose slightly to \$2,373 from \$2,348 million, a decline in corporation

profits—largest component of investment income—being more than offset by increases in other components.

The most striking change shown in the components of gross national expenditure was a marked decline in the rate of inventory accumulation. There was no noticeable increase in inventories at the end of 1949 over 12 months earlier, whereas there was an increase of \$646 million or four per cent of gross national expenditure in 1948. In physical terms, an actual reduction of inventories last year is indicated.

Gross home investment increased in housing to \$753 million from \$647 million the previous year, and in plant and equipment to \$2,076 from \$2,016 million. However, housing alone showed an increase in volume.

Consumer spending rose seven per cent from \$10.1 to \$10.8 billion, representing—after allowance for price increases—an advance of two per cent in real consumption. The largest volume increase in consumer spending was on durable goods, such as automobiles and furniture, amounting to 10 per cent. On the other hand, spending on semi-durable goods, although slightly higher in value, actually declined in physical terms.

Government expenditure on goods and services increased to \$2,108 million in 1949 from \$1,787 million in 1948, accounting for 13 per cent of gross national expenditure as compared with 12 per cent. Increased federal spending on national defence and on inventories in connection with price support programs, and increased capital expenditure at provincial and municipal levels accounted for most of the change.

Exports of goods and services last year remained at approximately the 1948 level of \$4.0 billion, but imports increased from \$3.6 billion to \$3.8 billion. Thus net foreign investment declined substantially.

### **Ford pension plan settlement**

It was announced in the press on April 11 that settlement had been reached in the dispute between the United Automobile Workers (CIO-CCL) and the Ford Motor Company of Canada Limited concerning the adoption of a company-financed pension plan for employees. The dispute commenced about a year ago and was followed by the handing down of a decision by a Conciliation Board which recommended the establishment of a \$55 a month pension (L.G., April, 1950, pp. 454-9).



The new pension plan is the major innovation in the revised Ford contract, although other changes will be included in the contract which will be signed on September 1 of this year according to the statement. Preliminary reports indicate that the plan provides for payment of a \$55 a month pension as was suggested by the Conciliation Board. This will be financed by the company and it is estimated that the cost will be \$1,000,000 annually for future funded pensions and \$1,460,000 additional each year for a 10-year period to finance past service credits.

The plan, as presently constituted, will be administered jointly by the Company and the Union. Its terms will not be subject to further negotiations for a period of five years. The pension provisions will go into effect 4 months after the agreement is signed. Although the retirement age is set at 65 years after 30 years of service, the Company has agreed not to force any worker to retire until his 68th birthday after May 1, 1951.

**Joint consultation in industry enters new stage**

The practice of joint consultation between management and labour which received great impetus in Britain during wartime, then became less important in the period immediately following, has entered a new stage of its development, according to the British *Ministry of Labour Gazette* of February.

The necessity of resuming activities became apparent soon after the end of the war with the growing awareness of the "country's serious economic position," the article states. Early in 1947 the National Joint Advisory Council of the Ministry of Labour and National Service, with a view to increasing production, initiated a fresh campaign to get the consultation principle accepted by management and labour alike and put into effect throughout the whole field of industry.

The Council adopted a resolution recommending its constituent organizations on both sides to set up joint consultative machinery where it did not already exist, on lines best suited to the needs of the industry involved. The recommendation clearly stressed that the machinery would be voluntary and advisory and that it would not deal with terms and conditions of employment normally dealt with through machinery of joint negotiation.

As a result of the campaign, states the article, many industries which previously had not arrived at any national agreement about joint consultation have now formally

accepted the principle. Other industries have revised and brought up to date their existing agreements.

In the Acts which provided for the socialization of the coal, transport, civil aviation, electricity and gas industries, there is a clause obligating management "to seek consultation with the appropriate trade unions . . . for the promotion and encouragement of the workers, and for the discussion of other matters of mutual interest, including efficiency in the operation of services provided by the industry."

In recent months the British Labour Ministry has sponsored conferences of firms with and without formal methods of consultation. Through its Personnel Management Advisory Service the Ministry has also given help to firms on this subject.

**Guaranteed wage for New York laundry workers**

A guarantee of forty hours' work every week is contained in a two-year agreement recently negotiated between the Laundry Workers' Joint Board, affiliated with the Amalgamated Clothing Workers (CIO), and four major employer associations in the New York City area, according to the *New York Times*.

Inasmuch as the laundry industry operates year-round and is not seasonal, these conditions of employment mean that under normal conditions employees can look forward to what amounts to a guaranteed annual wage, in the view of the union.

**High construction activity in U.S.A.**

Construction activity in the United States is described officially as having been "unusually high" throughout the winter months of 1950.

A summary for the first quarter of 1950 shows new construction work valued at \$4.4 billion, 18 per cent above the total for the first quarter of last year and the largest first quarter total on record. Private construction was up 17 per cent and public construction 21 per cent. Non-farm home-building, at \$1.9 billion, accounted for about 44 per cent of the first quarter total, compared with about 35 per cent for the first quarter of 1949.

**European industrial teams study U.S. methods**

Nearly 500 technicians and workers from 15 Marshall Plan countries visited the United States during 1949 to study American production techniques in fields ranging from wood research to fertilizer production, the Economic Co-operation Administration announced recently.



The studies included tours of large and small manufacturing plants, visits to private, university and government research stations and institutions, conferences with leading industrial, labour and agricultural authorities and actual experience in working with American technicians and workmen.

The projects sponsored under the program include visits of experts, technicians, and workers. All the participants agree to make the knowledge they gain available throughout industry in their own country.

Industrial teams from Denmark, France, and the United Kingdom have participated in the program. Other groups of technicians or individual experts from Austria, Belgium, Germany, Ireland, Italy, Luxembourg, The Netherlands, Sweden, Switzerland, Norway and Turkey have also visited the United States. An even greater volume of visits is anticipated in 1950.

### **CCL appoints committee on co-operatives**

Appointment of a committee to investigate the possibilities of establishing consumer co-operatives and credit unions, was announced by the Executive Council of the Canadian Congress of Labour on March 29. The committee is composed of Roy England, United Automobile Workers, Windsor; Tom MacLaughlin, Retail Wholesale and Department Store Workers' Union, Toronto; and Pat Conroy, Canadian Congress of Labour, Ottawa.

### **Housing construction in Canada 1949**

Dwelling units completed in Canada in 1949 reached a total of 90,955 (87,533 new constructions and 3,422 conversions) according to estimates of the Dominion Bureau of Statistics. This figure compares with 81,243 units completed in 1948 and brings the total number of dwelling units completed in the last five years to 367,471.

The carry-over of dwellings under construction at the end of this year was only slightly higher than at the end of 1948, "indicating that activity in the construction field may be levelling off," the Bureau reported. At the end of December, 1949, the number of unfinished dwellings (excluding conversions) reached 58,169 compared with 56,456 dwellings uncompleted at the end of December, 1948.

An average of 7.0 months was required to build each dwelling unit completed in Canada in 1949, compared with a 1948 average of 6.5 months. The monthly averages show a definite seasonal pattern, dwellings completed during the first half of the year taking longer than the average for the year and those completed during

the last half of the year taking slightly less time than the average for the year.

Most of the new dwelling units completed in 1949 were of the one-family detached type. These numbered 68,422, the remainder comprising 7,250 two-family detached, 480 in rows or terraces, 10,962 apartments or flats, and 419 other types.

Completions of newly constructed units by provinces in 1949 (compared with 1948 figures) were as follows: Prince Edward Island 258 (230); Nova Scotia 3,056 (2,588); New Brunswick 1,801 (1,991); Quebec 22,912 (20,171); Ontario 31,440 (26,391); Manitoba 4,807 (4,561); Saskatchewan 3,576 (3,211); Alberta 9,411 (6,223); British Columbia 10,272 (10,731).

From the types of dwelling constructed, an estimated 26 per cent of those completed in 1949 are for rental purposes compared with 25 per cent in 1948. The remainder will be owner-occupied.

### **End of manpower controls in Britain**

Early in March the United Kingdom Government announced the end of controls on the movement of labour, with the revocation of the Control of Engagement Order, 1947.

The Order, which was a modified form of the manpower controls used in wartime, made compulsory the use of Employment Exchanges. It also gave the Minister of Labour power to direct people into jobs regarded as essential.

The Rt. Hon. George Isaacs, Minister of Labour, said in Parliament on March 9 that there had been progressive relaxations in the administration of the Order; and that its application to coal mining and agriculture had ended at the end of 1949.

The Employment Exchanges, he said, "will remain freely at the service of employers and workers."

Although the duration of the visits varies according to the subject being studied, most of the projects provide for about six weeks of observations in the United States. The projects are not completed, however, when the visitors leave the United States as each delegation is committed to a full program of spreading the information they learn about American techniques.

Information is disseminated in the participating countries through such means as the distribution of reports and articles in technical publications and special meetings and lectures for those who could benefit.

The participating countries bear more than 50 per cent of the total costs of the projects. ECA meets the dollar costs of

the trips including travel and living expenses of the visitors while in this country. All other costs, such as ocean transportation, salaries of the experts and expenses involved in printing of reports, etc., are met by the sponsoring country.

**New York law to aid older workers under study**

The possibility of introducing legislation to prevent employment discrimination against older workers has been under study by a committee on Problems of the Ageing of the New York State Legislature.

The Committee decided to postpone introducing the legislation until the 1951 Session of the Legislature, in order to give business an opportunity to improve the situation voluntarily, according to the *New York Times*.

**Safety code for manlifts**

*A Safety Code for Manlifts* which has been approved by the American Standards Association as an American Standard (ASA A90.1-1949), was recently published by the American Society of Mechanical Engineers.

The Code is intended as a guide to state and municipal authorities in the drafting of their regulations, and also for the voluntary use of manufacturers, architects, plant designers, and consulting engineers, and for users of equipment. It is applicable to the safe construction, maintenance, inspection and operation of lifts used for the conveyance of plant personnel, and does not cover moving stairways, elevators with enclosed platforms, gravity lifts or conveyors of materials.

The Code is divided into four parts. The rules in Part I deal with general requirements for the safe construction and maintenance of floor openings, landings, entrances and exits, emergency exit ladders and for the control of illumination.

Part II—Mechanical Requirements—recommends safe types of machinery and brakes and gives considerable space to the construction of belts, their proper width, strength and fastenings. Other rules in this section deal with maximum speed, construction of platforms or steps, handholds, emergency stops, electrical requirements and warning signs.

Parts III and IV include recommendations concerning operating rules, tests and inspection. All manlifts, the Code states, should be inspected by a competent, designated person at intervals of not more than 30 days, and a written record kept of each inspection. This record should be made available to qualified inspectors.

A page of safety diagrams illustrates the application of the Code Rules.

**Further progress towards U.S. labour unity**

Last month's *LABOUR GAZETTE* (p. 436) made reference to recent events indicating a trend towards labour unity in the United States.

Early in April a further important development occurred when Philip Murray, President of the Congress of Industrial Organizations sent a letter proposing "unity of action" to William Green, President of the American Federation of Labour.

Mr. Murray also wrote in the same terms to John L. Lewis, President of the United Mine Workers; A. J. Hayes, President of the International Association of Machinists; W. P. Kennedy, President of the Brotherhood of Railroad Trainmen; Alvanley Johnston, Grand Chief Engineer of the Brotherhood of Locomotive Engineers, and H. W. Fraser, Chairman of the Railway Labour Executives Association.

In his letter, Mr. Murray spoke of an "imperative need for common action on the part of organized labour to meet the present critical situation facing labour and the nation."

Referring to "widespread unemployment" and other problems on which legislative action was sought by labour, Mr. Murray stressed the importance of "effective unity of action" to obtain satisfactory results in the 1950 Congressional elections.

"The economic situation, the legislative impasse, and political realities, call for common action on our part—now," Mr. Murray's letter said.

"The ideal way to meet the challenge would be organic unity of all of labour. This is the desirable goal to which, I am sure, we all aspire.

"Pending organic unity, we must find the means, within the framework of our existing organizational structures, to marshal our resources, strength, and membership, in order to overcome the forces of reaction. In this way we can best preserve and advance the interests of our members and of the nation at large.

"I therefore propose that we establish a joint committee consisting of duly accredited representatives of our various organizations with authority to embark upon and pursue a common program. This committee should be given a double mandate. Immediately, it should be empowered to co-ordinate our efforts in the economic, legislative, and political spheres. It should also seek to achieve the organic unity of all of American labour."



Replying to the CIO proposal, the AFL President, William Green, wrote as follows:—

"The conclusions which you express in your letter make it clear that time and experience have shown that labour and labour's friends, united, can successfully deal with the forces of reaction through united action and united effort. That means that one plan and one purpose should be formulated by one strong, well-established labour organization.

"When several plans and policies are formulated, inspired as they may be by the same purpose on the part of those who compose and make up different labour organizations, it is difficult to unite and blend the conflicting plans into unity of purpose.

"I was pleased to note your statement that 'the ideal way to meet the challenge (of reactionary forces of the nation) would be organic unity of all labour. This is the desirable goal of which, I am sure, we all aspire.'

"You supplement this statement by a proposal to establish a joint committee consisting of duly accredited representatives of various organizations 'with authority to embark upon and pursue a common program' and that 'it should be empowered to co-ordinate our efforts in the economic, legislative and political spheres,' and 'it should also seek to achieve the organic unity of all of American labour.'

"Because your proposal deals with plans and policies to be pursued by the organizations to which your letter was addressed, it becomes imperatively necessary to submit your communication to the Executive Council for consideration and official action. I will submit your communication to the Executive Council when it meets on May 8 and will advise you as quickly as possible of such action as the Executive Council may take."

The leaders of the Mine Workers' and Machinists' unions expressed approval of Mr. Murray's proposal.

Mr. Lewis said that the Executive officers of the United Mine Workers would recommend to the UMW Board that it "authorize participation in your suggested Joint Committee."

Mr. Hayes said: "We stand ready to co-operate in any movement toward closer co-operative action. We also stand ready at all times to help bring about a completely united labour movement. . . ."

Replies from two of the railway organizations were to the effect that the proposals would be discussed in the early future.

### **AFL seeks formation of community employment committees**

The American Federation of Labour has urged its local unions to foster community full employment committees to help find jobs for unemployed workers.

According to an AFL publication, *Labour's Monthly Survey*, such committees, representing labour, management and other groups, have already been founded in a number of communities.

Working in conjunction with the Employment Service, their functions are to examine local needs and resources; develop resources to meet needs; get new customers, new products, new uses for old products; bring in new industries; get financing for new equipment, working capital, plant expansion, new business; develop jobs, find needed skills, offer job training; start needed public works and service including slum clearance, schools, roads, medical care, teaching.

Stating that "business in general in our country is healthy," and that "the outlook is for continued high levels of business activity, but not for enough business expansion," the AFL declares: "This is the moment to start local activity to increase employment."

### **ICFTU plans training college for Asian trade unionists**

At a dinner given in his honour at Washington recently by the AFL and CIO, J. H. Oldenbroek, discussed the work of the International Confederation of Free Trade Unions, of which he is Secretary-General (L.G., Feb., 1950, p. 172).

In addition to the task of fighting Communist groups, which is necessary but "somewhat negative," Mr. Oldenbroek said that the Confederation must have a "positive" program, and is now working one out.

"We must help improve the conditions of workers all over the world by providing them with advice, technical know-how and other aid," Mr. Oldenbroek said, as quoted in the *CIO News*.

He announced that the ICFTU plans to establish a training college for trade unionists in Asia "to teach them about such things as collective bargaining and playing a bigger role in public life."

The college, he said, would be operated for at least three years "on an experimental basis."

The International Confederation of Free Trade Unions was recently granted consultative status by the Economic and Social Council of the United Nations and by the International Labour Organization (see p. 668).







*The first important collective agreement in the primary textile industry in Canada was signed in 1937. Today, after more than a decade of collective bargaining, some 175 agreements, covering approximately sixty-five per cent of the wage-earners in the industry, are in effect. Besides an increase in the number of agreements, there has been a significant broadening of their scope since 1937, with the result that the agreements now in force include clauses applying to many aspects of labour-management relations.*

*The current agreements affecting production workers in the primary textile industry are analysed in the present article. Following a brief description of the industry, its workers and their organizations, the main features of 155 collective agreements are dealt with individually.\* The agreements studied apply to almost ninety-seven per cent of the workers in the industry covered by collective agreements, while those excluded apply to small groups of specialized workers, for example engineers, textile printers and textile engravers.*

## THE PRIMARY TEXTILE INDUSTRY

The primary textile industry is that section of textile manufacturing which is devoted to the production of basic yarns and fabrics. Any further processing of these materials into garments and other derived products takes place in the secondary textile industry. Consequently, the operations carried out in the primary industry are limited to the spinning of yarns, the weaving of fabrics, and the bleaching, dyeing and finishing of these. The products of the industry take the form of cotton goods, hosiery and knitted goods, woollen goods, silk and artificial silk goods, and miscellaneous textile products.

In terms of gross value of production, and of the number of persons employed, cotton goods manufacturing is the most important section of the industry. The major products of this section are cotton yarn and cloth, but other products, including thread, batting and wadding, gauze and bandages, also bulk large in its output. In addition to hosiery, the products of the hosiery and knitted goods division include knitted outerwear and underwear. The woollen goods division is engaged in the manufacture of woollen cloth, yarn, and miscellaneous goods such as felts, of which woollen cloth production ranks first in importance. Yarns, threads and fabrics of silk, rayon and nylon make up the output

of the silk and artificial silk section of primary textiles. Finally the manufacture of miscellaneous textile products, including carpets, mats and rugs, linen fabrics, cordage, rope and twine and cotton and jute bags, comprises the remaining and smallest section of the industry.

Primary textiles as a whole, occupy an important position in Canadian manufacturing. Since the end of the Second World War the value of its products has exceeded five hundred million dollars annually. In the same years, more workers have been employed in the manufacture of primary textiles than in any single manufacturing industry. Approximately one out of every fifteen Canadian workers employed in manufacturing is engaged in the production of primary textiles.

The mills are almost all in the provinces of Ontario and Quebec, ninety per cent of them being located in these two provinces. A relatively small number of firms is in the Maritimes and a few are scattered throughout the western provinces. Most of these establishments have a relatively small capacity, but the situation varies among the major sections of the industry. The woollen and hosiery sections account for a large proportion of the small mills, since the average mill in these two divisions

\* This article is number 10 in the series *Collective Agreement Studies* prepared in the Economics and Research Branch of the Department of Labour. The agreements analysed were those in effect at January 1, 1950.

employs from 95 to 100 workers and produces goods valued at approximately half a million dollars annually. On the other hand, in the cotton and silk industries, production is centralized in larger establishments. The average cotton mill employs

upwards of 500 persons and the gross value of its products is approximately two and one-half million dollars annually. Comparable figures for silk and artificial silk mills are 375 workers and one and three-quarters million dollars, respectively.








## EMPLOYEES IN THE INDUSTRY

Over 90,000 men and women are presently employed in the industry of whom approximately 80,000 are wage-earners. Although many of the jobs performed by these workers do not demand a high degree of skill, attentiveness and considerable manipulative ability are required with the result that most of the industry's employees can be classified as semi-skilled workers. Unskilled labourers comprise the second largest group, while only a small proportion are classified as skilled workers. One other characteristic of the labour force in the textile industry deserving mention here is the relatively large proportions of women and of young persons. At the present time, the wage-earners are almost equally divided between male and female workers, while for manufacturing as a whole, only about one-fifth of the workers are women. It is also estimated that approximately one out of

every five non-salaried employees engaged in primary textile manufacture is nineteen years of age or under and approximately two of every five workers are twenty-four years of age or under. In comparison, similar figures for all Canadian industry are one in eight, and one in four, respectively.

The large proportion of women and young persons in the working force is an important factor contributing to the relatively low average wages of textile workers. Wage rates and earnings in the industry have remained below the average for manufacturing generally. The available statistics indicate that the average weekly earnings of employees in the over-all primary textile industry are approximately \$35.50. This compares with the figure of \$42.50 for manufacturing generally. The rise in textile wage rates, however, over the past ten years has been more rapid than in manufacturing as a whole.

## NUMBER OF WAGE EARNERS EMPLOYED AND NUMBER COVERED BY COLLECTIVE AGREEMENTS IN THE PRIMARY TEXTILES, 1949

COTTON TEXTILES	
HOSIERY AND KNITTED GOODS	
ARTIFICIAL AND REAL SILK	
WOOLLEN TEXTILES	
OTHER TEXTILES	  <div style="display: inline-block; vertical-align: middle; margin-left: 20px;"> <p>covered by collective agreements</p>  <p>not covered by collective agreements</p> </div>
each symbol represents 5,000 workers	



## UNIONS IN PRIMARY TEXTILES

The majority of organized workers in primary textiles are included in three unions: the United Textile Workers of America (TLC-AFL), the Textile Workers' Union of America (CCL-CIO), and the National Catholic Federation of Textile Workers (CCCL). Contracts negotiated by these three unions apply to eighty per cent of the workers covered by collective agreements. Another fourteen per cent of the contracts covering twelve per cent of the employees in organized mills are held by independent unions; the remaining contracts are divided among a number of national and international unions including the International Ladies' Garment Workers Union, the Amalgamated Clothing Workers of America, the Canadian Textile Workers Union and District 50 of the United Mine Workers of America as well as a few local unions directly affiliated with the central labour congresses. According to major divisions of the industry, the three principal unions hold four out of every five contracts covering workers engaged in the manufacture of cotton products, hosiery and knitted goods, and silk products, and three out of every five agreements effective in the woollen yarn and cloth industry.

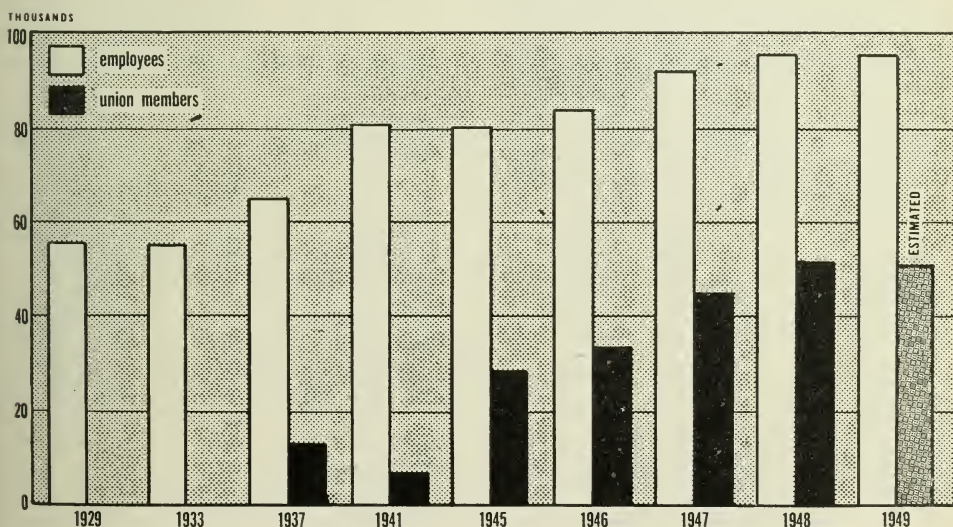
The present character of unionization among primary textile workers reflects developments over almost half a century of organizing efforts on the part of textile employees. The first local unions in the industry were organized in 1905 and to

combine these, a national union, the Federation of Textile Workers of Canada, was formed. Soon after its formation, however, this union, as a result of difficulties encountered in its organizing efforts, became associated with the United Textile Workers of America. The UTWA, therefore, is the oldest of the three principal unions presently active in the field, having had its beginnings in the earliest labour unions organized in the industry. During the early years of its operation in Canada the UTWA was successful in organizing several locals of textile workers and by 1920 its membership had reached some 2,500. Membership in the union, however, declined rapidly after that year and it was not until the late 1930's that this union again became active in organizing Canadian textile workers.

The National Catholic Federation of Textile Workers is the older of the other two major unions in the industry, having been formed in 1926 to unite several Catholic syndicates which had been organized in the Province of Quebec over the period 1920-26. Like the UTWA, the National Catholic Federation was at first successful in increasing its membership, but soon met with reverses and its earlier success was not repeated for approximately ten years.

The organization of textile employees was undertaken with renewed vigour in 1936 and 1937 with the result that both the UTWA,

## EMPLOYEES AND UNION MEMBERS IN PRIMARY TEXTILES FOR SELECTED YEARS



and the Catholic Federation increased their memberships. A number of strikes occurred during these years out of which the first collective bargaining contract emerged. With the advent of collective bargaining, organizing efforts became more aggressive and by 1944 total union members numbered over 27,000. In that year the bulk of the membership was divided among the UTWA, the National Catholic union and three additional unions, the United Textile Workers of Canada, the National Union of Textile Workers, and the Textile Workers' Organizing Committee (CCL), which had come into existence between 1937 and 1944. The latter three organizations were almost entirely absorbed during 1945 and 1946 by the Textile Workers' Union of America (CCL-CIO), the third major union in

textiles, which had commenced organizing in Canada in 1945.<sup>1</sup>

The three large unions which today represent the majority of the workers in the primary textile industry reported membership figures totalling almost 50,000 for the year 1948.<sup>2</sup>

<sup>1</sup> The Textile Workers' Organizing Committee was created by the Canadian Congress of Labour, and was not a part of the Textile Workers' Organizing Committee (CIO) in the United States. The United Textile Workers of Canada was formed in 1941 to unite several textile locals which had previously seceded from the United Textile Workers of America. The locals of the National Union of Textile Workers were originally a part of the Textile Workers' Organizing Committee (CCL). See H. A. Logan, *Trade Unions in Canada*, p. 228.

<sup>2</sup> See *Thirty Eighth Annual Report on Labour Organization in Canada*, Department of Labour, Ottawa.

## PRINCIPAL FEATURES OF COLLECTIVE AGREEMENTS IN PRIMARY TEXTILES

So far, this article has outlined briefly the setting for collective agreements in the primary textile industry. The major purpose of this study, however, is to analyse the contents of the current agreements. This information is set forth below under the following main headings: coverage; union-management relationships (including union security and management rights); working conditions (wages, hours, overtime, etc.); and administration of the agreements (including the formal means by which day to day interpretation and application of contract clauses are made).

### Coverage of the Collective Bargaining Agreements Analysed

As has been previously noted, the textile industry is concentrated in the provinces of Ontario and Quebec. Accordingly, a large percentage of the labour-management agreements now in force apply to mills located in these two provinces. The provincial distribution of the mills affected by the contracts analysed, and of the workers covered by them, is as follows:—

	Mills covered	Workers covered
Ontario .....	86	20,060
Quebec .....	65	25,515
All other provinces.	18	3,025
Total .....	169	48,600

Only seven of the agreements are multi-plant in scope. These agreements, however, take in one-third of the total number of workers dealt with in this study. The

majority of the workers covered in this manner are employees of three large cotton firms, each of which has signed an agreement applying to all its plants. The agreements analysed are classified by bargaining units in Table I.

**Table I.—Agreements Classified According to Single and Multiple Establishment Coverage by Size Groups of the Bargaining Units**

Bargaining Unit Size Groups	Number of Agreements Covering		Total Agreements
	One Establishment	More than one Establishment	
Under 100 workers....	49	1	50
100-500 workers.....	84	3	87
500-1,000 workers.....	11	.....	11
1,000 workers or over..	4	3	7
Total.....	148 (1)	7 (2)	155

(1) These agreements cover 34,700 employees.

(2) These agreements cover 13,900 employees.

The signatories of the single plant agreements are in most cases the local managements and the executives of the local unions. The agreements applicable to each of seven silk firms in Quebec, however, have been bargained on their behalf by an employers' association.

The extent of coverage within the plants is mentioned in 146 agreements. With the



exception of three, these contracts state that all workers other than supervisory and office employees are covered by the terms. The coverage in the three remaining contracts is limited to permit the signing of other agreements by the firms with small groups of craft workers within the same plant.

## **Union-Management Relationships**

Collective agreements in primary textiles, following the pattern of collective contracts generally, include clauses of particular importance to the union and to management. These clauses deal with particular aspects of the relationship between the two and indicate agreed upon principles respecting the status of each of the two parties. The clauses of this type are discussed in the following three subsections.

### **(a) Union Status**

Provisions in the primary textile agreements which establish and define the status of unions as the representatives of the employees deal with such matters as union recognition, union-management consultation, union security and check-off clauses. These are found in varying degrees throughout the agreements.

The union is specified as the recognized bargaining agent of the workers in all but fourteen of the primary textile agreements analysed, and in these, recognition is of course implied. A large percentage of contracts, however, in addition to recognition, provide some form of security for the union either through compulsory union membership clauses, dues check-off arrangements or a combination of the two.

Compulsory membership provisions are contained in almost one-half (48 per cent) of the agreements examined, the most common clause specifying a union shop or a modified union shop (Table II). Under the union shop arrangement, all present and future employees must join the union and retain their membership during the term of the present contract as a condition of employment. Under the modified union shop, present employees who are not union members are not required to join. The time allowed the designated workers to become union members under both types of union-shop clauses varies from thirty to ninety days.

Among the remaining agreements containing compulsory union membership provisions, the most commonly found clause provides for maintenance of membership.

Such clauses state that present employees who are union members, and workers who later become union members, must retain their membership during the life of the contract.

The third type of union status clause contained in the textile agreements is the check-off provision, under which union dues are deducted from wage payments by the company on behalf of the union. Check-off provisions are commonly found in the same agreements as compulsory membership clauses in the primary textile contracts, sixty-seven of the seventy-four compulsory membership clauses being supplemented by check-off provisions. In addition, sixty-three contracts which do not provide for compulsory membership contain check-off provisions. In total, then, eighty-four per cent of the contracts call for the check-off of union dues (Table III).

Although the majority of agreements make provision for the check-off of union dues, it is, in most cases, left to the discretion of the employee as to whether his dues shall be paid in this manner. In almost two-thirds of the agreements the employee must give written authorization before the deduction can be made. Once this authority is given, however, it is only in the minority of cases that the employee is entitled to cancel it during the term of the agreement. In the bulk of the contracts it is stated that such authorizations may not be revoked.

In a relatively small proportion of the 155 agreements the check-off of union dues is made compulsory for all employees. Under this type of provision all employees in the bargaining unit are subject to the check-off. While the compulsory check-off in nine of the contracts is associated with a union shop clause, in an equal number of contracts this method of dues payment applies to all of the workers regardless of whether or not they are union members. In the latter cases the provision is designed after the fashion of the "Rand Formula".<sup>3</sup>

The primary textile contracts frequently include two other kinds of clauses relating to union status. The first of these governs the use of plant bulletin boards for union notices. Under 121 (78 per cent) of the primary textile agreements analysed, the union is permitted to use company bulletin boards for the posting of notices relative to union business. These clauses usually restrict the notices which can be posted to those of a routine business nature such as

<sup>3</sup> See *LABOUR GAZETTE*, Jan. 1946, p. 123.



notices of and reports of union meetings. Such notices must usually be approved by management before being posted.

The remaining group of clauses in this section stipulate that there will be joint consultation on such matters as hours, job time rates, piece rates, vacation arrangements and promotions. Clauses of this nature are found in approximately one-third of the agreements.

The numbers of employees affected by contracts containing the clauses discussed in this section are listed in Table IV. It will be noted that with the exception of the items dealing with joint union-management consultation, the percentage of the workers covered by each type of provision does not differ widely from the percentage of contracts containing these clauses. This results from the tendency of the clauses discussed to be included in agreements covering bargaining units of all sizes. On the other hand, union-management consultation clauses, although contained in a relatively small number of agreements, are found in some of the agreements covering the largest numbers of workers.

#### (b) Management Status

A substantial number of the primary textile agreements include specific "manage-

ment rights" clauses. These refer to the exclusive jurisdiction of management in matters relating to production, efficiency, and general order and discipline in the plant. They include such matters as the determination of the products to be manufactured, the methods of production and the assignment of employees to jobs. Moreover, clauses dealing specifically with disciplinary measures and their application are contained in ninety-one of the agreements. As indicated in the previous section, decisions on matters such as changes in job time rates, piece rates, hours and vacation arrangements are frequently listed in the agreements as subjects for joint consultation. It is also to be noted under the section on arbitration that changes in tasks, work loads and wage rates are subject to arbitration after an initial trial period.

#### (c) Duration and Renewal of the Agreements

Clauses are included in almost all of the agreements defining their duration, the manner in which future agreements are to be negotiated, and prohibiting strikes and lockouts during their terms. Ninety-five per cent of the agreements analysed are effective for a period of one year. The great majority of these (131), however, are auto-

**Table II.—Agreements Classified According to Types of Compulsory Membership Provision by Size Groups of the Bargaining Units**

Bargaining Unit Size Groups	Number of Agreements Specifying				Total Agreements
	Closed Shop	Union Shop	Modified Union Shop	Maintenance of Membership	
Under 100 workers.....	2	12	5	6	25
100-500 workers.....		13	13	14	40
500-1,000 workers.....		3	3	1	7
1,000 workers or over.....			2		2
Total.....	2	28	23	21	74

**Table III.—Agreements Classified According to Types of Check-Off Provision by Size Groups of the Bargaining Units**

Bargaining Unit Size Groups	Number of Agreements Specifying				Total Agreements
	Voluntary Revokable Check-Off	Voluntary Irrevocable Check-Off	Voluntary Check-Off (Revocation not Covered)	Compulsory Check-Off	
Under 100 workers.....	4	15	8	12	39
100-500 workers.....	10	44	11	8	73
500-1,000 workers.....	3	5	2	1	11
1,000 workers or over.....		6		1	7
Total.....	17	70	21	22 (1)	130

(1) This category includes nine agreements with clauses designed after the "Rand Formula."

matically renewable and remain in force from year to year unless terminated by either party. If either the union or the company desires to negotiate a new agreement, or modify the existing agreement, it must serve notice of this intention within a specified period before the annual expiry date of the contract. Most commonly, such notice must be served thirty to sixty days before that date.<sup>4</sup>

It is permissible, however, to revise wage rates under a number of agreements during their terms. Approximately one-third of the contracts permit adjustment of the wage scale during the life of the agreement. Two methods for making such revisions are found. The first, and most common of these, is an "open-end" wage clause which allows renegotiation of wage scales during the life of the contract.<sup>5</sup> In most of these contracts, however, the wage provisions can only be renegotiated under certain conditions, usually after the elapse of a given period of time or after a stated rise in the cost-of-living index. The second and less frequent type of general wage revision allows for the automatic adjustment of wages according to changes in the cost-of-living index (escalator clauses).<sup>6</sup>

Clauses prohibiting strikes and lockouts during the life of the agreement are found in all except twenty-one of the 155 agreements. These clauses are qualified in a small number of the agreements (thirteen) to the extent that the parties agree to exhaust the grievance and arbitration procedures before any strike or lockout will take place.

## Working Conditions

The primary textile agreements include a variety of clauses establishing standards of working conditions. In each of the agreements studied these standards occupy a position of major importance. The clauses deal with such matters as wages, hours, seniority and employee benefits including vacations, holidays and health and welfare plans. These are discussed individually in the following subsections.

### Wage Rates

Provisions relating to basic wage rates deal with such subjects as actual hourly and piece rates, wage adjustments for

<sup>4</sup> Of the remaining agreements, five state that they are to remain in force until notice of termination is given by either party and twelve are effective for a definite length of time, but have no formal provision respecting renewal or renegotiation. Seven of the textile contracts contain no provision relating to duration.

<sup>5</sup> Thirty-eight contracts covering 8,000 workers.

<sup>6</sup> Fourteen contracts covering 2,100 workers.

individual employees and differentials between the rates for male and for female employees. In thirty-one of the agreements analysed, however, definite information on these matters is not available. Consequently, the information in this section is limited to the contents of 124 contracts covering 40,800 workers.

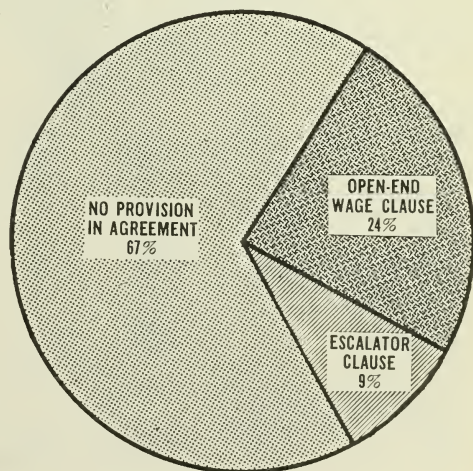
Since wage rates in the primary textile industry are computed on either an hourly or a piece work basis depending on the job, the wage schedules in the contracts list the hourly or piece work rate applying to each particular job. As a result, most contracts, as indicated in Table V, include both hourly rated jobs and piece rated jobs, and set forth the rates for each. It is only in a small minority of the agreements that all the jobs are paid either on an hourly or on a piece-work basis.

There is no common practice set out in the agreements for adjusting individual wage rates. In fact, as will be seen in Table VI, formal arrangements for adjustments of wages are included in only forty-seven of the 124 agreements covered. Of these, upward adjustments in the majority are based on length of service. In other contracts adjustments are based on merit or a combination of length of service and merit.

Lower wage rates for beginners than for experienced employees are established in approximately forty per cent of the 124 contracts. Many of these provide for automatic increases after stated periods until the regular job rate is reached.

More than one-third of the agreements studied make special provisions for the wage rates of female workers. Under about

## METHOD OF ADJUSTING WAGE SCALES IN PRIMARY TEXTILE AGREEMENTS





twenty per cent of the agreements special job classifications are listed for women employees. Among the remaining agreements only two state that women performing the same work as men must be paid at the same rate, but, on the other hand, twelve contracts prescribe lower rates for women. In addition, beginners rates in approximately one out of every five contracts are lower for female than for male employees.

### Overtime Rates

It was found that almost all of the contracts in the primary textile industry provide premium rates of pay for overtime work. Less than two per cent of the workers, as indicated by the agreements analysed, do not receive this concession. Overtime rates are normally one and one-half times the regular job rates and are based on the excess working hours over standard daily or weekly hours or both (See Table VII).

### Weekend Premium Rates

Wage premiums for work performed on Saturdays or Sundays receive special consideration in almost two-thirds of the contracts studied. Work on Saturdays is specifically dealt with in only a small number of contracts and in these the regular overtime rate of time and one-half applies (10 contracts—4,200 workers). Sunday work, however, is a subject of the majority of agreements, seventy-one covering 22,800 workers stipulating a rate of

**Table IV.—Numbers of Workers Covered in Collective Agreements Classified According to Types of Union Status Clauses Provided in the Agreements**

	Workers Covered	Percentage of all Workers Under 155 Agreements
Compulsory Union Membership.....	20,800	43
Union shop.....	5,100	10
Modified union shop.....	11,400	24
Maintenance of membership.....	4,300	9
Check-off.....	45,000	93
Voluntary-irrevocable....	33,600	69
Voluntary-revokable.....	4,000	8
Voluntary (no revocation provision).....	3,400	7
Compulsory.....	4,000	9
Use of bulletin boards permitted.....	34,500	71
Joint union-management consultation on specified issues.....	20,100	41

**Table V.—Agreements and Numbers of Workers Covered Classified According to Method by which Wages are Paid**

Method of Payment	Number of Agreements	Workers Covered
Hourly rates exclusively....	19	6,900
Piece rates exclusively.....	3	600
Hourly or piece rates depending on job.....	102	33,300
No provision.....	31	7,800
Total.....	155	48,600

**Table VI.—Agreements and Numbers of Workers Covered Classified According to Basis of Individual Wage Adjustments**

Basis of Wage Adjustment	Number of Agreements	Workers Covered
Length of service.....	41	18,800
Merit.....	4	900
Length of service and merit	2	350
Indefinite.....	11	1,350
No provision.....	97	27,200
Total.....	155	48,600

**Table VII.—Agreements and Numbers of Workers Covered Classified According to Basis on which Overtime Rates are Paid<sup>(1)</sup>**

Basis of Overtime	Number of Agreements	Workers Covered
After standard hours per day or per week <sup>(2)</sup> .....	63	20,600
After standard hours per week only.....	51	21,400
After standard hours per day only.....	21	4,100
After designated hours (day or week).....	13	1,850
No provision.....	7	650
Total.....	155	48,600

(1) Time and one-half is the overtime rate in all but two of the agreements. These two, covering 230 workers, provide for time and one-quarter.

(2) Under these provisions a worker will be paid overtime rates for all hours worked in excess of standard weekly hours and for hours worked in excess of standard daily hours until the standard weekly hours have been worked.



time and one-half and twenty-two agreements covering 6,400 employees calling for double time.

### Minimum Call Pay

Employees reporting for work must be provided with a minimum number of hours of work, or be paid for that number of hours if no work is available, under 102 of the 155 agreements. Three or four hours are the common minima established for this purpose in the textile agreements. Minimum call pay provisions apply to 38,000 workers.

### Severance Pay

Payment of a sum of money to an employee, on leaving the service of a company, in addition to any outstanding wages,

commonly known as severance pay, is infrequently a subject of the textile agreements. Only seven of the contracts analysed include such provisions. Four of these specify that should technological changes result in staff reductions the employees laid off are entitled to one week's pay for each year of employment with the company and state further that, if an employee who has accepted severance pay is rehired, his previous seniority with the company will not be recognized. Two agreements call for approximately one week's pay for employees who leave the service of the company regardless of their length of service and one contract leaves the details of a severance pay plan to be worked out between the company and the union.

**Table VIII.—Agreements and Numbers of Workers Covered Classified According to Number of Days and Hours in the Standard Work Week**

Standard Weekly Hours	Number of Agreements				Total Agreements	Workers Covered
	Five-Day Week	Five and One-half Day Week	Six-Day Week	Indefinite or not Stated		
40.....	9			1	10	3,700
40-45.....	5	2		3	10	3,100
45.....	23	7		5	35	7,900
45-48.....	12			4	16	2,800
48.....	10	3	5	14	32	5,700
More than 48.....	13	2		9	24	8,300
Indefinite or not stated.....	4	1	1	22	28	17,100
Total <sup>(1)</sup> .....	76	15	6	58	155	48,600

(1) The number of workers covered according to days worked per week is as follows:

Five days.....	17,800
Five and one-half days.....	6,000
Six days.....	700
Indefinite or not stated.....	24,100

**Table IX.—Agreements and Numbers of Workers Covered Classified According to Number of Shifts Operated and Wage Bonus Provisions for Shift Work**

Shift Bonus Provision	Number of Agreements Indicating			Total agreements	Workers Covered
	Three Shift System	Two Shift System	Shift System (number not stated)		
Standard bonus for other than day shift.....	9	19	32	60	24,050
Higher bonus for third than second shift.....	23			23	5,500
Bonus third shift only.....	8			8	400
No shift bonus provision.....	3	4	5	12	2,950
Total <sup>(1)</sup> .....	43	23	37	103 <sup>(2)</sup>	32,900 <sup>(2)</sup>

(1) The numbers of workers covered according to number of shifts operated is as follows:

Three-shift system.....	9,200
Two-shift system.....	4,900
Shift system indicated but number not stated.....	18,800

(2) Fifty-two agreements covering 15,700 workers made no reference to shift work.

## Hours of Work

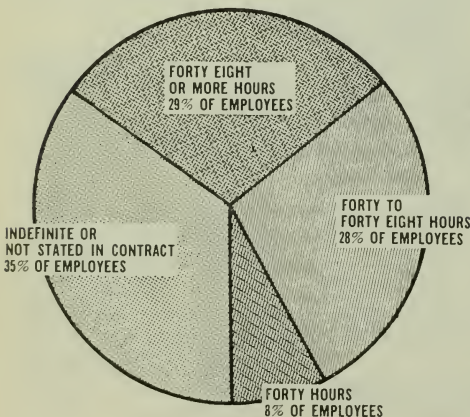
There is wide variation in the hours of work as shown in the agreements and, in addition, many of the contracts are indefinite in regard to hours or contain no reference to the subject. From the agreements which indicate standard weekly hours of work it is evident that the majority of employees covered by them have scheduled weekly hours of forty-five or more, the greatest number of these being subject to a work week of forty-eight hours or longer (Table VIII).

A still lesser number of agreements indicate the work days in the week and those which provide this information cover less than one-half of the workers subject to collective bargaining agreements. Among the workers covered by such clauses, however, two out of every three work a five-day week.

From the information available in the agreements it is not possible to draw reliable conclusions respecting hours of work in the industry. Daily and weekly hours as shown in the agreements, however, indicate that scheduled hours for employees in primary textiles are relatively long in comparison with many other manufacturing industries.

Although shift work is common in the primary textile industry, the agreements do not deal extensively with shift operations. Consequently, the majority of contracts mention shift work, but a substantial proportion of them do not specify the number of shifts to be operated. On the other hand, practically all of the agreements which refer to shift operations stipulate that a worker must be paid a wage bonus when working on other than the day shift (Table IX).

### LENGTH OF WORK WEEK IN PRIMARY TEXTILE AGREEMENTS



In addition to requiring the payment of shift bonuses, the amounts to be paid are set forth in these agreements. Most frequently five cents per hour is added to the regular job rate and where an additional bonus is provided for the third shift, it normally exceeds the second shift bonus by from two to five cents.

Rest periods during shifts are provided under the terms of fifty-six agreements covering thirty per cent of the employees included in this study. Two rest periods on each shift are allowed workers covered by forty-seven agreements. Of these, forty-five provide ten minute periods and two lengthen the rest periods to fifteen minutes. One period of fifteen minutes in each shift is specified in five agreements and in the remaining four, their length and frequency is not detailed.

### Seniority

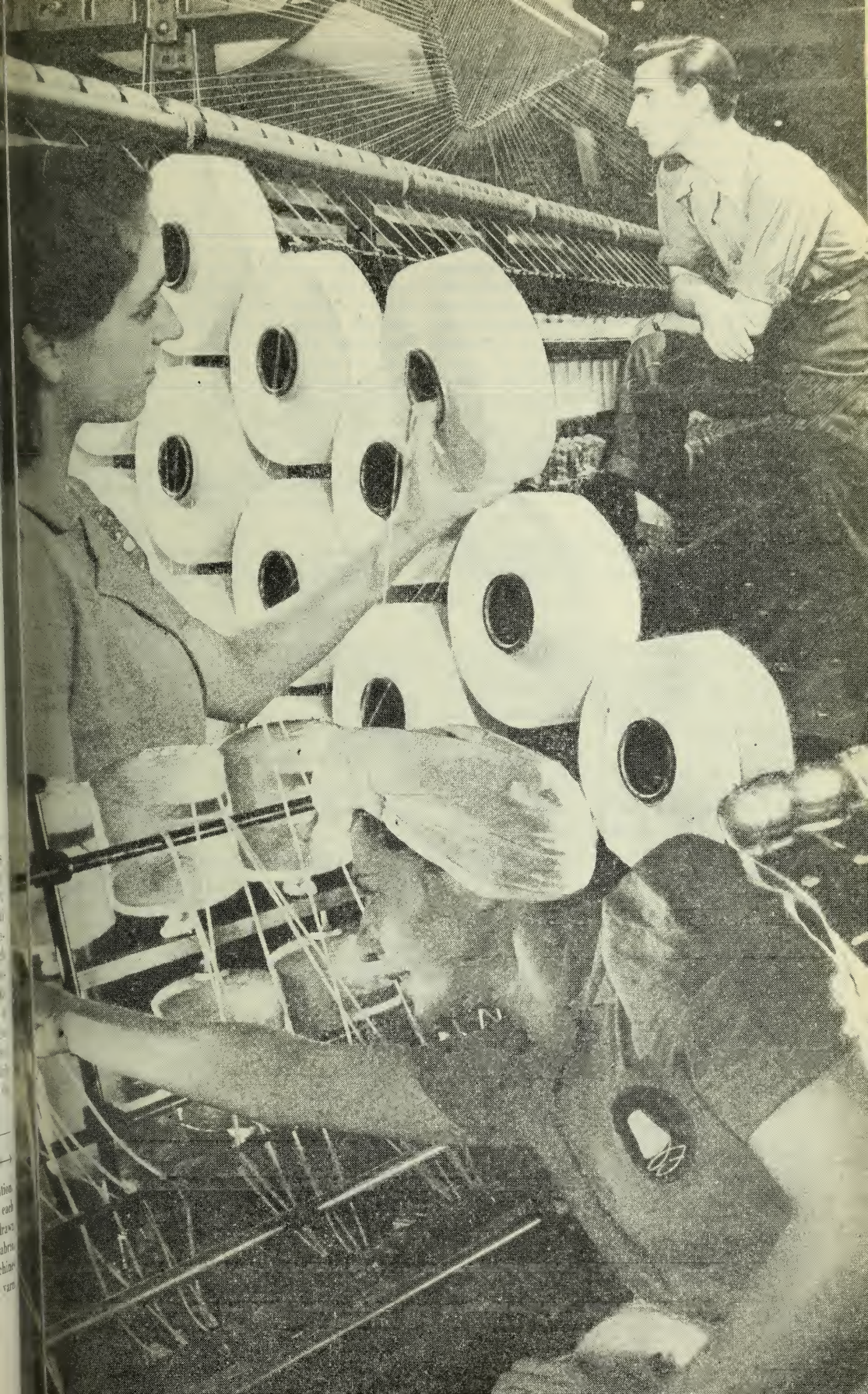
Clauses relating to seniority are contained in 139 agreements, covering 46,600 workers. Broadly speaking, these contain definitions of the groups within which seniority lists are to be set up, a statement of the eligibility requirements for inclusion in any of these groups, and a list of the issues in which seniority is to be considered.

Three criteria are employed in establishing seniority groups—the department, the plant, and the occupation in which the individual works. From Table X it can be seen that the criterion most frequently used is the department and in more than one-half of these cases experience in a given department is the only basis for compiling seniority lists. The latter groups provide that a seniority list be prepared for each department, but if it is necessary to transfer an employee to another department, a means is usually available for a similar transfer of his accumulated seniority. In an almost equal number of agreements departmental seniority is conditioned either by occupational or plant seniority. Under such arrangements two seniority lists are prepared, the first for the department and the second either for the plant as a whole or for the occupations within the department concerned. Normally, promotions are based on seniority within the smaller group while layoffs are governed by seniority within the broader category.

### Textile Workers in Action

Top: A twister machine in operation. Middle: The ends of threads from each of these spools of cotton are drawn together in manufacturing the fabric. Bottom: One of nine different machines which wool passes through to make yarn.





tion  
each  
traw  
abrie  
chine  
varn



In the majority of contracts examined, seniority rights are acquired after an employee has served a probationary period ranging from two to six months. Seniority, however, is computed from the original date of employment once an employee has completed the probationary period.

All of the contracts containing seniority provisions specify the issues in which it is to be one of the deciding factors, as presented in Table XI. Consideration must be given to seniority in making layoffs, in rehiring after layoffs and in promotions according to more than two-thirds of the contracts. Moreover, under fifteen of these, special privileges including choice of vacation periods or choice of shifts are additional matters in which seniority is to be considered.

As a part of the seniority clauses there are references to the role played by individual skills and abilities in applying the seniority principles. Typical clauses dealing with layoffs, rehiring and promotions state that, where skill and ability are relatively equal, seniority will be the deciding factor. Most agreements, however, exclude promotions to supervisory positions from the seniority regulations.

"Super-seniority" provisions are encountered infrequently in the textile agreements. Only five of the 155 agreements analysed place union officials at the top of seniority lists for purposes of layoff, regardless of their length of service.

Many of the contracts also list reasons for loss of seniority rights. Among the conditions under which an employee will lose his seniority status the most frequently mentioned in the agreements are:—

- (1) Voluntary severance of employment.
- (2) Discharge for cause.
- (3) Layoff for more than a specified period, usually six months to one year.
- (4) Failure, upon notice, to report for work within a specified number of days, commonly three to eight, after a layoff.
- (5) Absence without authority for a specified number of days. The number of days ranges from three to ten.
- (6) Working elsewhere, without permission, during a leave of absence.

### Statutory Holidays

Practically all of the workers covered by collective bargaining contracts in the primary textile industry are entitled to statutory holidays. Under a large percentage of the contracts, however, not all of the holidays observed are paid (see Table

XII), and a substantial number do not state that employees will receive pay for any of the observed days:

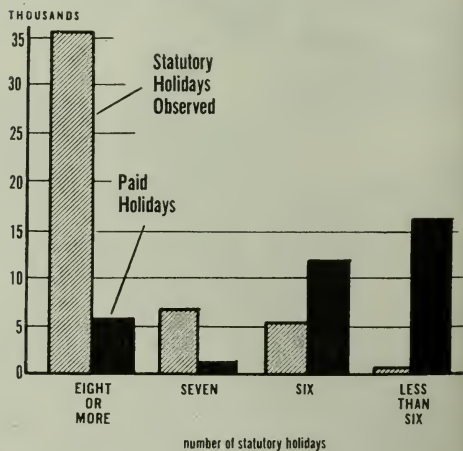
Although holidays may not be paid, the large majority of agreements make provision for premium rates of pay if an employee is required to work on a statutory holiday. Of the 30,700 workers under 114 agreements entitled to holidays with pay, somewhat less than one-half receive straight time and one-half if required to work on a paid holiday. An almost equal division between double time and double time and one-half occurs for the remaining workers. Employees who are entitled to unpaid holidays are normally paid at the rate of time and one-half their regular rates when required to work on such days. In a small minority of cases the rate is double time.

**Table X.—Agreements and Numbers of Workers Covered Classified According to Types of Seniority**

Type of Seniority	Number of Agreements	Workers Covered
Department.....	39	15,200
Plant or company.....	15	2,100
Combination of department and plant or company....	19	10,300
Occupation.....	10	3,200
Combination of occupation and department.....	16	2,800
Not stated.....	40	13,000
No seniority provisions.....	16	2,000
Total.....	155	48,600

### STATUTORY HOLIDAYS OBSERVED AND PAID IN PRIMARY TEXTILE AGREEMENTS

NUMBER OF WORKERS COVERED



### Vacations

Paid vacations are extended to employees in all but six of the agreements analysed, although in an additional eight contracts the type of vacation plan is not detailed. Fifty-six per cent of the agreements provide a graduated vacation plan and thirty-three per cent a uniform plan (Table XIII).

Under the graduated plans the length of the vacation period varies according to the employee's length of service with the company. One week's vacation is normally granted to employees with one year's service. Longer service employees receive two weeks of vacation annually, three to five years service being required to qualify for a second week. Eleven of the agreements covering 2,800 workers provide a third week of vacation annually for workers who have completed a long term of employment, ten to twenty-five years.

Of the fifty-five contracts granting uniform vacations, thirty-nine provide a

vacation period of one week annually (15,500 employees), and sixteen, two weeks annually (9,500 employees). The vacations are normally granted to employees having one year's service or more.

### Leaves of Absence

Clauses referring to unpaid leave of absence are contained in close to three-quarters of the contracts studied. Under 108 agreements, employers may grant leaves of absence for "personal reasons" and in fifty-six, it is provided that employees may obtain leave of absence to attend to union matters.

### Health and Welfare Insurance

Since collective bargaining on the subject of group sickness and accident insurance is a recent development, and one which has received considerable attention during the past year, it is interesting to note that twenty-four of the textile agreements con-

**Table XI.—Agreements and Numbers of Workers Covered Classified According to Condition of Employment Affected by Seniority**

Condition of Employment	Number of Agreements	Workers Covered
Layoffs, rehiring, promotions.....	101	31,900
Layoffs, rehiring, promotions, choice of vacations and/or work.....	15	10,700
Layoffs and rehiring only..	10	1,400
Layoffs and promotions only.....	9	1,100
Promotions only.....	4	1,500
No provision.....	16	2,000
Total.....	155	48,600

**Table XIII.—Agreements and Numbers of Workers Covered Classified According to Type of Vacation-With-Pay Plan**

Vacation-With-Pay Plan	Number of Agreements	Workers Covered
A. Uniform plan		
One week.....	39	15,500
Two weeks.....	16	9,500
B. Graduated plan		
One week maximum..	1	75
Two weeks maximum	74	17,700
Three weeks maximum.....	11	2,800
C. Length of vacation not stated.....	8	2,200
D. No vacation provision..	6	825
Total.....	155	48,600

**Table XII.—Agreements and Numbers of Workers Covered Classified According to Number of Statutory Holidays Observed and Number for which Employees are Paid**

Number of Statutory Holidays	Statutory Holidays Observed		Paid Statutory Holidays	
	Number of Agreements	Workers Covered	Number of Agreements	Workers Covered
Less than six.....	4	350	44	16,100
Six.....	19	5,340	43	13,300
Seven.....	9	6,830	3	2,100
Eight or more.....	116	35,500	24	5,700
Number not stated.....	4	210	.....	.....
No provision.....	3	370	41	11,400
Total.....	155	48,600	155	48,600

tain group insurance provisions applying to 13,300 workers. Of these agreements, nineteen outline the arrangements in some detail while five state merely that employees are covered by a group insurance plan.

The most complete group insurance plans provide for life insurance, weekly sickness and accident benefits, daily hospitalization allowances, an allowance for special hospital expenses and allowances for medical and surgical fees. The insurance plans outlined in twelve of the textile agreements provide for all or most of the above-mentioned benefits. A number of the agreements set forth the amounts that will be paid under the various benefits. Life insurance to the extent of \$1,000, weekly sickness and accident benefits of \$10 or \$12, a daily hospital allowance of \$3 and a sum of \$15 for special hospital services, \$150 for each of medical and surgical fees, are frequent provisions. Very few of the agreements stipulate the period over which sickness and hospitalization will be paid but those which do, limit the weekly payments of sickness and accident benefits to thirteen weeks per disability and the daily hospital benefits to thirty-one days. All but two of the twelve contracts extend the hospitalization, and where provided, the medical and surgical benefits, to cover the dependents of employees as well as the employees themselves.

Under the remaining seven agreements which provide some detailed information on group insurance plans, the benefits are restricted to one or two of the above discussed insurance provisions. Only one of this number extended the benefits to the dependents of employees.

Financing and administration of the group insurance plans is referred to in sixteen of the agreements. Employers bear the entire cost of twelve of these and the remaining four are financed by employer-employee contributions. The amounts are usually paid directly to insurance companies which administer the plans. Under two of the contributory type plans, however, a joint union-management administered trust fund is established, a board of trustees being charged with authority to arrange and administer the insurance program.

### **Safety**

The safety of the employees during working hours is considered in seventy-three (47 per cent) of the agreements. Sixty-three contain a general safety provision by which the managements agree to adopt all reasonable measures to insure safety in the plant. Only seven contracts list safety rules for the employees. In the same number of agreements, provision is

made for the setting up of joint union-management committees to supervise the application of safety rules or to advise management on safety problems.

### **Administration of the Agreements**

Up to this point this study has dealt with the parties to the agreements and the principles agreed upon with respect to working conditions, duration of the contracts and renewal provisions. It now remains to discuss the methods designed to secure day-to-day interpretation and application of these principles during the life of the agreements.

Two methods for administering contract terms are found in practically all of the textile contracts. The first of these involves negotiation by which the parties attempt to resolve differences themselves. For this purpose a formal grievance procedure is outlined in the agreements to facilitate the handling of any disputes which arise under the contracts. The second method established for settling contract interpretation disputes is through arbitration by which the parties agree to allow an appointed arbitrator or arbitration board to make final and binding decisions regarding matters in dispute.

The vast majority (143) of the textile agreements outline a step-by-step procedure for the negotiation of grievances. All but ten of these provide for arbitration also. In all cases, however, arbitration is invoked only after a grievance has been carried through all steps of the negotiation process without a settlement having been reached. Arbitration, then, is in reality the final step in the grievance procedure.

The first company official to handle a grievance is usually the immediate supervisor of a complaining employee. An employee having a grievance must present it to his supervisor under 110 of the contracts, but the appropriate union steward or other designated union representative may be present at this stage of the procedure. The procedure outlined in seventeen agreements requires that an employee first present his grievance to the appropriate union representative for action and in sixteen contracts an employee has the choice of first complaining to his supervisor or his union representative.

Grievances not settled in the first stage of the procedure are invariably carried through a number of steps before arbitration is invoked. Under a common procedure a grievance is carried from the foreman to the departmental supervisor, to the plant supervisor, to the highest company officials, and finally, to arbitration if settlement is



not reached at a previous stage. In many smaller plants, however, the second or third steps, or both, are omitted.

The first union official engaged in processing grievances is a shop steward or equivalent officer. In the majority of contracts (139) a union grievance committee acts on behalf of employees in the later stages. In addition, the help of outside union officials may be obtained under the procedure set forth in many agreements. The presence of an international or a national union officer may be requested at the step preceding arbitration in one out of every three agreements and other agreements provide that local union officials may be called upon in the later stages of the process.

Arbitration in the majority of contracts is placed in the hands of a three-member board. The company and the union each appoint a representative and these two representatives select a chairman. In all except five of the agreements which provide for arbitration a method of selecting a chairman is established should the two representatives fail to agree on this matter. In the great majority of agreements the appropriate Provincial Department of Labour or the Federal Department of Labour performs this function.

Almost one-quarter of the agreements examined do not define the jurisdiction of arbitration boards or arbitrators. On the other hand, in 107 contracts arbitration decisions are limited to matters concerning the interpretation or application of agreement clauses.

## Clauses in Primary Textile Agreements

In this article little reference has been made to the actual wording of the various clauses found in the primary textile contracts. For those especially interested in the actual clauses contained in the agreements, a number of sample clauses have been brought together in this final section. This list contains examples

Under thirty-seven contracts the companies reserve the right to institute changes in tasks and work loads as well as wage rates resulting from these changes. Such changes may, however, be the subject of grievance which can be carried through the various steps of the grievance procedure. A special arbitration clause covering these changes requires that the arbitration chairman be a recognized textile engineer. Before instituting new tasks, work loads or wage rates, a company is required to notify the union, most frequently ten to twelve days before the new working conditions are put into effect and only after a trial period, usually thirty days, may the change become the subject of a grievance.

Two contracts call for the arbitration of any differences between the company and its employees which cannot be settled by negotiation. Both specify, however, that neither party is obligated to accept any decision which adds to or alters the agreement in force.

Approximately sixty per cent of the agreements analysed allow for the speeding up of the grievance machinery in cases of discharges alleged to be in violation of the agreement. Most commonly these grievances may be initiated at the second step of the procedure.

It is not stated in more than one-half of the agreements whether or not employees will be paid for time spent in processing grievances. The remaining contracts state that employee representatives will be paid at their regular job rates for the handling of contract disputes during working hours.

of each type of clause discussed above arranged in an order corresponding to the more general analysis. Although the examples listed are excerpts from specific collective bargaining agreements, they illustrate the general situation. These examples contain only the essential parts of the clauses.

# EXAMPLES OF CLAUSES FOUND IN COLLECTIVE BARGAINING AGREEMENTS IN THE PRIMARY TEXTILE INDUSTRY

## Coverage

### Occupational Coverage

Agreement applies to all hourly rated and piecework employees in the mill and does not apply to members of the office staff, foremen and employees above that rank.

## Union Status

### Recognition

The company recognizes the union as the exclusive bargaining agent for all employees in the bargaining unit.

### Compulsory Union

#### Membership

#### Union Shop

The company agrees that all present employees subject to the agreement shall become and remain members of the union in good standing throughout the period of the agreement as a condition of employment. New employees shall, upon the completion of the probationary period, become and remain members of the union in good standing throughout the period of the agreement.

#### Modified Union Shop

Union members and employees who, during the term of the agreement become members of the union shall, as a condition of their continued employment, remain members for the term of the agreement. New employees shall become union members, and remain members for the term of the agreement, within sixty (60) days after the date of their employment.

### Maintenance of Membership

Employees who are, or become, union members during the term of the agreement shall, as a condition of employment, remain members of the union in good standing during the term of the agreement. This provision shall become effective immediately after the union furnishes the company with a list of employees who are union members in good standing or who may join the union. Employees will not be required to join the union as a condition of employment.

## Check-off

### Voluntary—Irrevocable

The company agrees, upon receipt of a properly authenticated authorization card, to deduct from the first pay of an employee in each calendar month, the regular assessments and dues of the union, and to remit the amount deducted to the union before the last day of the month in which the deduction is made. The company will supply the union with a list containing the names of each employee from whom such deduction has been made at the time of making each remittance. An employee is not required to pay union dues or to sign a dues deduction authorization card as a condition of employment, but an employee who has voluntarily signed such an authorization may not cancel same during the term of the agreement.

### Voluntary—Revocable

During the term of the agreement the company will deduct from the pay of all union members who in writing authorize the company to do so, their monthly union dues, the deduction to be made from the first pay in each month. An employee may, by written notice to the company, revoke such authorization at any time.

### Voluntary (Revocation not covered)

The company for the duration of the agreement, agrees to deduct union dues from the pay of employees who authorize the company, in writing, to do so.

### Compulsory

The company will, for the duration of the agreement, deduct from the pay of all eligible employees monthly union dues and remit same to the union together with the names of employees from whose pay deductions have been made.

## Union-Management

### Consultation

The company agrees to consult with the union before making any changes in tasks or work loads or wage rates. In the event that a considerable lay-off becomes necessary the company agrees to notify the union, and the union and the management will jointly decide whether employees will be laid-off or the available work will be divided amongst all employees. The plant will be closed during the annual vacation period. The time of closing will be decided by joint consultation between the management and the union.

Bulletin Boards	The company will provide bulletin boards in various locations in the plant for the posting of union notices. Such notices must be signed by the proper official of the union and be approved by the plant superintendent.
<b>Management Status</b> Management Rights	The union recognizes that it is the exclusive function of the company to hire, promote, demote, transfer, dismiss or otherwise discipline employees; to maintain order and efficiency providing that a claim that an employee has been unjustly dealt with may be the subject of a grievance; to generally manage the business, and without restricting the generality of the foregoing, to determine the number and location of plants, the products to be manufactured, methods of manufacturing, schedules of production, tools to be used, and the control of materials and parts to be incorporated in the products.
Union-Management Consultation	(See Above).
Disciplinary Measures	The company and the union agree to the adoption of the following procedure to effect and maintain discipline: (1) Reprimand by the immediate supervisor; (2) In the case of a second offence, suspension without pay for a period of from one to five days; (3) For a third offence, dismissal; (4) In the case of a serious offence the above procedure may be dispensed with and the company may take whatever action it deems necessary including dismissal; (5) The company, shall within five days of taking disciplinary measures, notify the union in writing; (6) A dismissal under this section may be the subject of a grievance if the complaint is made within six days of the date of dismissal.
Changes in Tasks, Work Loads and Wage Rates	(See Arbitration).
<b>Term of the Agreements</b> Duration and Renegotiation	The agreement shall continue in effect for one year from . . . . . and shall continue in force automatically thereafter for annual periods of one year unless either party notifies the other in writing not less than thirty days and not more than sixty days prior to the annual expiration date that it desires to amend or terminate the agreement.
Open-End Wage Clause	If at any time, during the term of the agreement, there is an increase or decrease of more than . . . . . points from the present figure of . . . . . in the official cost of living index published by the Dominion Bureau of Statistics, either party may open the wage provisions of the contract for the purpose of negotiating a new wage schedule.
Strikes and Lockouts	The company agrees that it will not engage in any lockout, and the union agrees that it will not cause a strike or otherwise interfere with production during the lifetime of the contract. An employee engaging in a strike, slowdown or other stoppage of work contrary to this provision shall be subject to discipline by the company including dismissal.
<b>Working Conditions</b> Overtime	Authorized work performed in excess of . . . <i>hours per week</i> shall constitute overtime and shall be paid at one and one-half times the employee's regular rate if a time worker and at one and one-half the employee's average hourly earnings, excluding overtime, for the current pay period if a piece worker.  Authorized work performed in excess of . . . <i>hours per day</i> shall constitute overtime and shall be paid at the rate of time and one-half of the regular rate for hourly paid workers and time and one-half the employee's average hourly earnings for the current pay period in the case of piece workers.  Authorized work performed in excess of the <i>normal daily shift hours, or the normal work week</i> shall constitute overtime and shall be paid at the rate of time and one-half the employee's regular hourly rate, or time and one-half the employee's average hourly earnings for the current pay period, excluding overtime, in the case of piece workers.



Week-end Premium Rates	Overtime at time and one-half will be paid for all work done on Saturdays except in those cases where Saturday forms part of an employee's regular work week.
	Overtime at time and one-half will be paid for all hours worked on Sunday.
	All work performed on Sundays will be paid at double the employee's regular rate of pay.
Minimum Call Pay	An employee who reports for work at his regular time shall be entitled to a minimum of four hours pay at not less than his regular rate, unless previously notified by the company to the contrary, provided that, if requested, the employee shall perform such available work as the company may assign.
Severance Pay	In cases of technological unemployment arising from increasing the man-hour output of machines by installation of new equipment, redesigning existing equipment, or displacement of hand work by machine, severance shall take place in accordance with the seniority provisions. Employees displaced will be eligible for a severance allowance on the basis of one week for every full year of service. An employee who receives severance pay shall lose all seniority rights, and in the event of his being re-employed at a later date, shall be regarded as a new employee.
Hours of Work	Standard working hours shall be 45 hours per week made up of five nine-hour days. This shall not be interpreted as a guarantee by the company of the number of hours per day or week or the number of days per week.
	The standard working hours shall consist of fifty hours per week to be worked in five days.
	Forty-eight hours shall be the normal work week for employees.
Shift Work	A bonus of 5 cents per hour shall be paid for work on night shifts.
	The company will pay an off-shift premium of 5 cents per hour with respect to shifts ending before midnight and an off-shift premium of 10 cents per hour respecting shifts ending after midnight.
Rest Periods	Employees shall receive two rest periods of ten minutes each during each full shift.
Seniority	Seniority shall be established on a (departmental) (mill) (departmental and mill) basis and seniority lists based upon the date on which employees commence to work for the company shall be established. These shall be posted on the plant bulletin boards and shall be revised quarterly.
	All employees shall be considered temporary for the first .. months and shall not be subject to the seniority provisions during this probationary period. After the probationary period they shall be considered regular employees and their seniority shall date back to the day on which their employment commenced.
	Provided that a senior employee possesses the necessary skill and ability, the last employee hired shall be the first laid off where a layoff becomes necessary and, similarly, the last employee laid off shall be the first re-hired.
	Subject to the same conditions respecting skill and ability, employees with the longest service shall be given preference in promotions. Promotions to supervisory positions shall not be subject to the seniority provisions.
Statutory Holidays	The following holidays will be granted to all employees without loss of pay provided the employee was not absent on the work day immediately preceding the holiday or the work day immediately following the holiday unless with permission of the company (up to eight days listed).
	The following holidays shall be observed as statutory holidays: (up to ten days listed). An employee shall be paid for each of (less than the number or statutory holidays listed) days at his regular rate of pay multiplied by his standard daily hours, provided he is at work on the work day immediately preceding the holiday and the work day immediately following the holiday.

Pay Rates for Work  
on Paid Holidays

Double time will be paid for all work performed on the listed statutory holidays.

Overtime will be paid for work performed on any of the listed holidays. This overtime pay will be in addition to the regular holiday pay.

Any employee required to work on any of the listed holidays shall receive his regular rate of pay plus a premium of fifty per cent.

Pay Rates for Work  
on Unpaid Holidays

All work done on the above listed days will be paid for at double the employee's regular hourly rate or current average hourly earnings, exclusive of overtime, for piece workers.

All authorized work performed on any of the above listed holidays shall be paid for at the rate of time and one-half.

Vacations with Pay  
Graduated (two weeks  
maximum)

Employees with less than 5 years of continuous service shall be entitled to one week's vacation with pay at the rate of 2 per cent of their gross earnings during the twelve months immediately preceding.

Employees with five or more years of continuous service shall be entitled to two weeks' vacation with pay at the rate of 4 per cent of their gross earnings during the twelve months immediately preceding.

Vacation pay shall be distributed on the pay day immediately preceding the vacation period.

Graduated (three weeks  
maximum)

Employees with less than four years of continuous service with the company shall be granted one week's vacation with pay on the basis of 2 per cent of the gross earnings for the year involved.

Employees with four or more than four years of continuous service with the company shall be granted two weeks' vacation with pay on the basis of 4 per cent of the gross earnings for the year involved.

Employees with fifteen or more than fifteen years of continuous service with the company shall be granted three weeks' vacation with three weeks' pay.

Uniform (one week)

Each employee of the company will be granted one week's vacation. The mill will be closed for one week between June 1, and September 30. Employees having less than five years of continuous service with the company shall be paid 2 per cent of the employee's total earnings during the 12-month period preceding the vacation; employees with five years' but less than twenty-five years' service, 4 per cent; employees with twenty-five years of service or more, 6 per cent.

Uniform (two weeks)

Two weeks' vacation shall be granted to all employees on the following basis:

Employees with less than five years' service shall receive 2 per cent of their gross earnings during the immediately preceding 12-month period.

Employees with five years' service or more, 4 per cent.

Employees with twenty years' service or more, 6 per cent.

Leave of Absence

Delegates of the local union, not exceeding . . . . . in number, shall be granted leave of absence without pay and without loss of seniority for a period or periods not exceeding a total of . . . weeks in one year, upon written notice by the union . . . days before the commencement of the leave.

An employee may be granted leave of absence without pay for legitimate personal reasons, seniority to accumulate during the leave of absence.

Safety

The company agrees to make all reasonable provisions for the safety of its employees while at work and the union agrees to co-operate with the company in accident prevention and the maintenance of safety.

## Administration of the Contracts

### Grievance Procedure

(Statement of the step-by-step procedure in individual plants not included)

The union will appoint one Steward for each department to assist employees in processing grievances.

The union shall notify the company the names of the Stewards and the department each represents and the company will furnish a list of supervisory employees to the union.

In order to maintain production, grievances should be discussed outside of working hours wherever possible. If it becomes necessary for a Steward to take time off from work to deal with a grievance he must first secure permission from his immediate supervisor and report back to the supervisor before again commencing work. The company shall pay an employee for time spent in processing a grievance during working hours where the company requests or agrees that discussions be held during working hours.

The union shall appoint a grievance committee made up of ..... of the Stewards. The same provisions regarding pay for grievance work as in the above paragraph shall apply.

Decisions reached between the company and the representatives of the union respecting grievances shall be final and binding upon the company, the union and the employee or employees concerned.

The agreement does not prevent an employee from taking a grievance directly to the company without the intervention or assistance of the union or its representatives.

### Arbitration

Any matter which has been properly carried through the grievance procedure may be submitted to arbitration upon the written request of one party. Within five full working days thereafter both parties shall nominate an arbitrator. The two arbitrators so nominated shall select a Chairman. If they fail to agree upon a Chairman within three full working days either party may then request the Minister of Labour for the Province of ..... to appoint a Chairman of the Arbitration Board.

An Arbitration Board shall have jurisdiction over matters concerning the meaning or violation of the agreement, but shall have no jurisdiction to make any decision inconsistent with the provisions of the agreement or to alter or amend any of the provisions of the agreement.

A unanimous or majority opinion of an Arbitration Board concerning matters within its jurisdiction shall be final and binding upon the parties to the agreement.

### Productivity

The union recognizes the right of the company to fix and institute changes in tasks or work assignments or changes in wage rates arising from changes in tasks or work assignments. Notice of any such change will be given by the company to the union ..... working days or more before such change is put into effect.

If there is any question as to the feasibility of the change in task or the suitability of the new rates, a trial period not exceeding ..... days shall be instituted in order to give a fair trial to said wage rates and/or tasks or work assignments. During this trial period employees will be paid the wage rates for the task established by the company, but their average hourly earnings shall not be less than their average hourly earnings during the previous quarter.

If the union is dissatisfied it may, within ..... days following the trial period, take the question up as a grievance.

Wage rates, tasks or work assignments in force during the trial period may be submitted to arbitration and a decision of the Arbitration Board involving a change in wage rates shall be retroactive to the time of the inauguration of the trial period.

In any matter submitted to arbitration pursuant to the above the Chairman of the Arbitration Board agreed upon by the first two named arbitrators or appointed by the Minister of Labour for the Province of ..... shall be a textile engineer.



# LEGISLATIVE PROPOSALS OF LABOUR ORGANIZATIONS

*On March 31 a delegation from the Canadian Congress of Labour presented to the Government of Canada the annual proposals of the Congress in regard to labour and social questions. On the same day representatives of the Railway Transportation Brotherhoods also submitted a memorandum to the Cabinet. The legislative proposals of the Trades and Labour Congress of Canada and the Canadian and Catholic Confederation of Labour, which had been presented earlier in the month, were reviewed in the April LABOUR GAZETTE (pp. 460-70).*

## Canadian Congress of Labour

Appearing before the Prime Minister, Rt. Hon. Louis S. St. Laurent, and members of his Cabinet on March 31, officers of the Canadian Congress of Labour presented their annual proposals in regard to labour legislation. The Congress emphasized in particular the subjects of unemployment, housing and social security.

The President of the CCL, Mr. A. R. Mosher, in opening the presentation, called attention to the fact that the Congress was supplementing its memorandum with a separate paper on unemployment, in view of the special importance of this subject. He then introduced the Secretary-Treasurer, Mr. Pat Conroy, who read the two briefs.

### External Affairs

In renewing the approval which it had expressed in previous years, in general, of the Government's foreign policy, the Congress expressed its support of the United Nations and of international economic agencies such as the ILO, support of the North Atlantic Defence Pact and the Marshall Plan, and endorsement of the inspection and control of armaments, including atomic weapons. However, the Congress urged that the Government increase its contribution to the United Nations International Children's Emergency Fund.

On the subject of foreign trade and home markets, the Congress expressed the view that Canada's prosperity no longer "depends wholly or mainly on foreign trade," and stressed the importance of maintaining domestic purchasing power and developing the home market.

Nevertheless, "foreign trade is still vitally important," since "we are still far from self-sufficient. . . . The loss of foreign markets has made unemployment worse. It is essential that these markets be regained

or replaced. The Congress recognizes that this will involve Canada's accepting more foreign goods in exchange. But special care should be taken to protect Canadian industry against dumping of surplus commodities, or the admission of goods manufactured under sweat-shop conditions."

The brief suggested that "with properly-planned development, Canada can produce and distribute a great many essentials of life, and even luxuries, which large numbers of our people are denied for no other reason than lack of purchasing power."

### Unemployment

"Since the beginning of this year," the memorandum stated, "unemployment has reached higher levels than at any period since before the war, and the Congress wishes to say frankly that it has been amazed to find that the Government not only has no policy to deal with unemployment, so far as we are aware, but has endeavoured to minimize the seriousness of the situation, with a view to justifying its own failure to anticipate wide-scale unemployment. Apparently, the Government believes that there is no possibility of widespread unemployment in Canada, and that the demand for goods and services which had been maintained during the post-war period would continue indefinitely. The workers and the people of Canada were told on numerous occasions that the Government had a public works program ready for immediate adoption. Now, however, it would appear that the shelf of Government projects which had been envisaged is bare, and Government spokesmen quite calmly dismiss the unemployment of between 400,000 and 500,000 workers as negligible or as seasonal, and therefore bound to disappear with the advent of warmer weather.

"We should like to point out that there is no diversity of opinion or attitude in this respect so far as the Trades and Labour Congress of Canada, the Canadian and Catholic Confederation of Labour, and the Canadian Congress of Labour are concerned."

In its separate memorandum on unemployment, the Congress dealt in detail with unemployment statistics. Comparing figures for 1949 with those of a year earlier in a number of towns and regions, the Congress noted that substantial increases had taken place, and asserted that these increases could not be accounted for by "normal" seasonal factors, nor by "the peculiar quirks of the present winter."

The Congress urged also that "with proper planning, much of the so-called 'normal' seasonal unemployment can be taken care of, as it was during the war."

The memorandum cited production statistics as evidence that "production has been increasing faster than employment, though not a great deal, and in the last few months . . . there has been a tendency for employment to fall off while production rose slightly.

"More important, however, is the increase in the number of salary and wage-earners plus those seeking work at salaries and wages: the 'labour force' in the sense which is relevant to any discussion of unemployment. . . .

"In short, our labour force is constantly increasing, and our industry is becoming steadily more efficient, so that it needs fewer workers to produce a given quantity of goods. . . . Unless we can raise our standard of living far enough and fast enough to keep pace with the growth in the labour force and in productivity per man, unemployment will continue to grow, though of course, with seasonal fluctuations."

The CCL advanced the following nine proposals to meet the situation:—

- (a) The Government should use monetary and fiscal policy to keep the nation's total expenditure (public and private) high enough to provide effective demand for all we can produce;
- (b) It should use fiscal policy to place and keep as large a proportion of purchasing power as possible in the hands of the lower income groups, who make up the great mass of consumers;
- (c) It should help to keep up consumer income by a comprehensive social security program;
- (d) It should encourage mobility of labour, preferably by bringing industry to labour (as the British Govern-

ment has done in its "Development Areas"). Where an area depends almost exclusively on one or two industries, diversification of industry should be encouraged. The Maritime Provinces are a case in point, and the Dawson Report on Nova Scotia offers valuable and detailed suggestions. Where an area has no real economic possibilities, the Government should help mobility of labour by providing free transportation and assistance in placing people in their new homes. It has already done so to some extent in the Maritimes, but the policy could be extended. A greatly expanded housing program will, of course, be necessary for any considerable transfers of population.

- (e) The Government should do all it can to help industries which are subject to seasonal fluctuations to plan their production to level out the hills and valleys. Where seasonality cannot be ended, the Government should take steps to dovetail the operations of summer and winter industries, so that, as far as possible, workers laid off by the summer industries will be taken on by the winter ones.
- (f) The Government's own White Paper of 1945 affirmed the policy of a "shelf" of public works, ready for execution when occasion demanded. Occasion now demands, urgently. There is plenty of unskilled labour available (over 100,000 at the end of December, according to the *LABOUR GAZETTE*, with a further 100,000 or so described as "skilled and semi-skilled"). Such projects as are ready for execution should be put in hand without delay and the promised "advance planning" of others proceeded with at top speed. Public works are not a cure-all. But they are one useful measure in dealing with the problem. They will not directly provide work for white collar unemployed or others unfitted for construction jobs. But they provide indirect employment for a wide variety of people who help make the materials used, the food the construction workers eat, the clothes they wear, and so forth;
- (g) The Government should seriously consider new methods of keeping and expanding our foreign markets, such as the plan recently advocated by the Minister of Fisheries;
- (h) The Government should do all it can to encourage the adoption of the 40-hour week. For most industries, legislation on this subject comes under the provinces. But the Dominion Government could legislate for the industries within its jurisdiction; it could inform Dominion Boards of Conciliation that it favoured the 40-hour week; it could adopt it for those of its own employees now working longer hours; it could issue favourable publicity;
- (i) The Government should renew its efforts to get the provinces, and through them the municipalities, to plan their public works programs to provide employment when employment in private industry is insufficient.



## Unemployment Insurance

Concerning the recent amendments to the Unemployment Insurance Act the Congress took objection to "the extreme and unwarranted haste shown by the Government" in amending the Act "without either consultation with labour or adequate discussion in the House of Commons. The Government did not even consult the Unemployment Insurance Advisory Committee which was established in accordance with the provisions of the Act."

The Congress recognized that some of the amendments were in line with its own recommendations. For example: the increase in spare-time earnings to unemployed workers; modifications in waiting period and non-compensable days; widening of coverage and provision of supplementary benefits to workers who have exhausted their benefit rights.

The Congress regretted that other recommendations were not translated into amendments. Among these were: the increase of benefit payments to workers with or without dependents, without increase in the contribution rate; the extension of coverage to employees of hospitals and charitable institutions and other classes of workers still excluded; complete elimination of non-compensable days; the reduction of the waiting period by at least three days or its complete elimination; and the payment of benefits to workers laid off without pay during a plant shut-down for vacation purposes.

## Housing

Charging that the housing shortage is "worse than ever before in Canada," particularly in regard to rental accommodation, and that even the cheapest house is beyond the reach of the average worker's purchasing power, the Congress urged the "lowering of interest charges, the encouragement of group or co-operative projects, and a greater development of subsidized low-rent housing."

As on previous occasions the Congress urged the Government to "maintain strict control of rents" until ample housing is available. The recent increase of 18 per cent to 22 per cent in rents was declared to be "wholly inexcusable."

With regard to price controls, the brief stated that the cost of living is higher than it would have been if the Government had continued price controls "along the lines followed during the war."

## National Labour Code

Once again the Congress urged the adoption of a National Labour Code which

would establish "uniformity in the legislation governing labour relations, particularly with respect to industries of national scope and importance."

Repeating the objections previously made to the present federal labour relations legislation, the memorandum stated: "The Act fails to outlaw company unions; the requirement that legal proceedings be taken by unions against unfair employers is costly and ineffective, and the permission given to employers to apply to the Labour Relations Board to have certification revoked is a possible source of irritation and unrest. The legislation is unsatisfactory in other respects, notably in its failure to provide even for a voluntary check-off, which had actually been recommended by the Industrial Relations Committee, but was rejected by the House of Commons. The Congress believes that the Government should amend the Act at the earliest possible opportunity, with a view to meeting the objections of the Congress and other labour organizations to the Act as it now stands."

## Social Security

Stressing in particular the importance of old-age pensions, the CCL again urged the Government to adopt a national social security program. The time has arrived, declared the brief, when the Government's promise to abolish the means test should be kept.

## Immigration

Regarding immigration, the memorandum read as follows: "The Congress is naturally concerned with the question of immigration, and commends the action of the Government in establishing a new Department of Citizenship and Immigration. The Congress wishes to make it clear that it is not opposed to immigration, and it believes that special provision should be made for the immigration of displaced persons. However, in view of the present unemployment situation and the lack of housing, to which reference has already been made, any mass-immigration at the present time would not, in our opinion, be in the best interests of the workers and the people of Canada. The Congress also proposes the establishment of an immigration commission, with equal representation from Government, Labour and Industry, for the purpose of advising the Government with regard to a long-range immigration policy, under which living standards might be protected and employment assured to immigrants at adequate wages."



## Other Recommendations

Other recommendations made by the Congress were:—

(1) Continuance of the Government's present policy on radio broadcasting.

(2) Corporate status to be given to the National Film Board and provision of sufficient funds for it to carry out an effective program. Furthermore, the Congress recommended that such topics as the history and functions of labour unions and collective bargaining be made subjects of documentary films.

(3) Federal financial aid to education.

(4) Federal and provincial legislation to "prevent discrimination on grounds of race, creed and colour." The Congress urged that a Bill of Rights be incorporated in the Constitution.

(5) Appointment of workers' delegates and advisers to annual sessions of the International Labour Conference be made in accordance with the Labour section of the Treaty of Versailles. The Congress confirmed its position of last year that it would not nominate a technical adviser to the workers' delegate to the Conference.

(6) Income tax exemption for a single person to be set at \$1,500 per year and for married persons at \$2,500.

(7) Legislation to provide that all statutory holidays, apart from Good Friday, Christmas and New Year's Day, be observed on Mondays.

(8) Revision of the cost-of-living index to provide "a true picture of the cost of living in Canada."

(9) Assistance by the Federal Government to provide additional Canadian markets for coal mined in Canada.

(10) Amendment of the Election Act to provide a statutory half-holiday with pay on a federal election day, for all workers.

(11) A system of proportional representation for federal elections.

(12) The enactment of legislation outlawing injunctions obtained for the purpose of preventing peaceful picketing, or other interference with the rights of labour.

## Government Replies

The Congress delegation was received by the following members of the Cabinet, in addition to the Prime Minister: Hon. Humphrey Mitchell, Minister of Labour; Hon. Lionel Chevrier, Minister of Transport; Hon. Paul Martin, Minister of National Health and Welfare; Hon. Douglas Abbott, Minister of Finance; Hon. James J. McCann, Minister of National Revenue and Minister of Mines and Tech-

nical Surveys; Hon. Milton Gregg, Minister of Veterans Affairs; Hon. Stuart Garson, Minister of Justice; Hon. Hugues Lapointe, Solicitor-General of Canada.

## Mr. St. Laurent

Following the reading of the memorandum, the Prime Minister, Rt. Hon. Louis S. St. Laurent, said he was glad to have the Congress' views, and that there was very little in the statement of their objectives with which he did not wholeheartedly agree. He expressed the hope that these objectives could be achieved through "continual betterment" instead of "replacement" of "our economic institutions."

Mr. St. Laurent welcomed the stress the Congress had laid on the desirability of developing domestic markets, and of promoting a rising standard of living. Regarding foreign trade, he said that a year ago the lumber industry did suffer "a scare" but since that time conditions in the industry have been encouraging. While he did not think that the country would return to the kind of trading that existed before the war, this did not mean that future trade would not be as good.

Dealing with the employment situation, the Prime Minister pointed out that there had been a high level of employment, but that job opportunities had not kept pace with the growth of the population, thus causing an increase in unemployment.

Regarding public works projects he denied that the Government had a "bare shelf". There were still a "great many" projects ready to be launched in the construction industry. But recent surveys had led the Government to believe that at the present time such projects would not increase the over-all activity of the building industries. The Congress' proposals for coping with unemployment were "all along lines we have been considering," the Prime Minister said.

Replying to the criticism in the brief regarding the haste with which the amendments to the Unemployment Insurance Act had been adopted, Mr. St. Laurent pointed out that haste had been necessary to make the new supplementary benefits available at the earliest possible moment. He felt that the other amendments to the Act would also prove to be satisfactory.

The possibility of increasing benefit rates without a rise in the rate of contributions had been under study; and he hoped that this could be done without risk to the Fund.

The Prime Minister then turned to the subject of housing, and urged that all governments should be regarded as having

responsibilities in this field. He said that the Federal Government was willing to go "a very long way," but he did not feel that it should become "the landlord of too many Canadians."

He pointed out that the increase in rentals had been authorized at a time when the Government was not sure of its continued jurisdiction in this field, and that the requirement that landlords extend leases to May, 1951, had ensured security of tenancy in case the Supreme Court decision went the wrong way. The Government was preparing to withdraw from the rent control field; and in the meantime any province was free to enter.

Regarding the possibility of establishing a National Labour Code he observed that the provinces were not likely to give up their jurisdiction in regard to labour relations without pressure from within the province. He suggested that the Congress could play an important part in organizing public opinion; but declared that the Government could not take from the provinces, without their consent, their rights under the British North America Act. He noted that the recent Dominion-Provincial Conference had shown a "genuine desire" to achieve something that would have the approval of the Canadian public generally.

With regard to old age pensions, the Prime Minister said he did not think that people meant an entire abolition when they spoke of doing away with the means test, but rather that a person should have some other source of income and still receive the old age pension. It was not necessary that the well-to-do should get a pension; the objective was that everyone should have old age security.

Regarding the cost of pensions, and of social security generally, Mr. St. Laurent observed: "We can have all we—the Canadian people—are willing to pay for." The principle of financing such measures was to take from those who were working in order to support those who were not. "We can transfer from those who are producing to those who are not, just as much as the productive workers feel is proper." Mr. St. Laurent expressed the belief that a satisfactory system could be developed for Canada, and he hoped that the joint committee of both Houses on old age security would collect valuable objective data for the Dominion-Provincial conference in the fall.

He noted that a Royal Commission had been requested to make recommendations in regard to radio, and said that the CBC deficit was "more apparent than real." He

agreed with the Congress that films on the evolution of employer-labour relations could be "very helpful."

The subject of education, he pointed out, came within provincial jurisdiction, and he felt that it should remain so in regard to such aspects as curriculum. But "there is nobody who does not want to see our facilities maintained and expanded." He believed that this subject would come up at the Dominion-Provincial Conference.

Concluding his remarks, the Prime Minister declared that within the past three or four years more had been accomplished for labour by collective bargaining than could possibly have been provided "from the top through legislation." The further we accept collective bargaining, he said, the better instrument we forge for improving the conditions of the working people.

He assured the delegation that their various recommendations would all receive very careful consideration, particularly since "we recognize your objectives as being for improvements for your members by means of improvements for the public generally."

#### **Hon. Humphrey Mitchell**

In a brief reply to the delegates, the Hon. Humphrey Mitchell, Minister of Labour, noted the Congress' views that the Government had moved too quickly in putting through the unemployment insurance amendments, and remarked that the "criticism usually comes in the other direction." He thought, however, that the changes in the Act would prove beneficial to labour, but reminded the delegates of the difficulties involved in administering an unemployment insurance system, and said that in no nation was the system altogether satisfactory. Mr. Mitchell said further, in regard to the Congress charges that they had not been consulted on the changes, that there was now much more consultation than there had been ten years ago, and that during his term of office he had continually endeavoured to take all large bodies into consultation.

He asserted his belief in freedom and his dislike of a planned economy. He urged the responsibility of both sides in industry to conduct themselves in the public interest, and cited the "magnificent job" that unions had done in the clothing industry in the City of New York and elsewhere, including Canada, in changing conditions from which this industry had suffered.

He warned also that both sides in industry must be careful "not to price themselves out of the market."

Concluding, he said: "You can rest assured my department will do everything



possible to meet your problems, based on recognition of the principles of human rights."

### **Hon. Paul Martin**

Referring to the setting up of a Parliamentary Committee on Old Age Security, the Hon. Paul Martin, Minister of National Health and Welfare, said that this would give to labour and other organizations what they have asked—the right to be consulted and to have their views known before far-reaching decisions are taken. The Government was anxious, he said, to "develop within our capacity" a system of old age security; and discussions would later be held with the provinces. Even with its present old age pension system, he said, Canada can compare favourably with any other country except three states

in the United States, and we should therefore not underestimate what we have already accomplished in the field of old age security.

### **A. R. Mosher**

The CCL President, Mr. A. R. Mosher, thanked the Prime Minister for his remarks, and assured him that the Congress sought "improvements" in the economic system rather than "an entire change."

Regarding price controls, he recognized the justice of incorporating wage controls in any such system, but added that labour had complained in the past about certain aspects of wage control.

He stressed the desire of his organization for an "immediate change" in the means test system, in order to relieve those who were hit hardest by the existing procedure.

## **Railway Transportation Brotherhoods**

The Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods, on March 31, 1950, presented a memorandum of proposed legislation to the Prime Minister, Rt. Hon. Louis S. St. Laurent, who was accompanied by the Hon. Humphrey Mitchell, Minister of Labour, Hon. Lionel Chevrier, Minister of Transport, and other Members of the Cabinet.

Representing the Brotherhoods were: A. J. Kelly, Chairman of Committee, Brotherhood of Railroad Trainmen; W. H. Phillips, Vice-Chairman of Committee, Order of Railroad Telegraphers; J. B. Ward, Secretary of Committee, Brotherhood of Locomotive Engineers; J. L. D. Ives, Order of Railway Conductors; J. G. McLean, Brotherhood of Locomotive Firemen and Enginemen; and J. J. O'Grady, Brotherhood of Maintenance of Way Employees.

### **The Railway Act**

Referring to proposed amendments to the Railway Act, the memorandum drew attention to previous annual submissions made by the Brotherhoods. This, in addition to recommendations that had been made to the Royal Commission on Transportation, was deemed to be a sufficient statement of the Brotherhoods' point of view, pending the report of the Royal Commission.

### **Customs Act Amendments**

The Minister of Transport, Hon. Lionel Chevrier, was commended for the active interest he had taken in the installation of automatic block signals at highway-railway crossings and other protective warning

devices on Canadian National Railways. But inasmuch as such devices were not made in Canada, it was requested that they be admitted free of duty from the United States.

### **National Transportation Policy**

It was claimed that a review of the recommendations of former Royal Commissions and Dominion-Provincial Conferences revealed that the basic question of division of legislative competence and lack of co-operation by governments in the matter of a Transport Planning Commission remained to be solved. It was held that this basic problem required due consideration by all governments if practical allocations and controls of the various types of transport were to be found and applied.

### **St. Lawrence Waterways**

The memorandum re-affirmed the Brotherhoods' opposition to the St. Lawrence Waterways project, especially for transportation purposes, on the ground that it is not justified by economic or national necessity. Nor could the burden which it would place upon Canadian taxpayers be justified, inasmuch as the project would serve and benefit only "very restricted special interests," it was asserted.

### **Social Security**

The Government was commended for "the expressed interest, studies undertaken and practical action taken on certain phases for a broad social security plan." At the same time it was urged that the Government should assume leadership and direction in any adequate and comprehen-



sive social security program, so that possible confusion and delays would be avoided.

The memorandum urged that in any pension plan that might be developed, "railway employees who have for years built up pension plans (of their own) by service and monetary contributions" should have their equity therein "considered and preserved." Further, it was asked that the Brotherhoods be given opportunity to review any contemplated enactment on social security which the Government may be considering, so that such representations as may appear to be warranted may be made.

### **Old Age Pensions**

While expressing approval of government action in "liberalizing the means test and the provisions governing the blind," the belief was expressed that experience with children's allowances warranted "a somewhat similar plan governing benefits to those at the opposite end of the span of life." It was urged, therefore, "that federal legislation be enacted, uniform in application, to provide a minimum monthly benefit of \$50 per month to Canadian citizens . . . who have attained age 65," but that provision be made to "recapture by taxation all such benefits paid which brought annual income in excess of \$3,000."

### **Railway-Highway Crossings**

It was recommended that in the construction of the Trans-Canada highway "no new level crossings be permitted where engineering possibilities permit constructing the highway under or over the railway." The Government was asked also to consider the elimination of many dangerous crossings on other highways as an important public work.

### **Unemployment Insurance Act**

The memorandum announced the Brotherhoods' desire to arrange a conference with the Minister of Labour, Hon. Humphrey Mitchell, and the administrative officers of the Unemployment Insurance Commission to seek clarification of some of the recent amendments to the Unemployment Insurance Act. Efforts will be made also to have corrected "existing anomalies and injustices" affecting employees of the National Harbours Board Railway.

### **Education**

It was claimed that the federal government "should recognize and accept a share of the responsibility for the education of our citizens and lend assistance where the need can be shown to be beyond the reasonable capacity of those on whom the burden now falls."

### **Income Tax**

The memorandum expressed appreciation of "the relief afforded by increased statutory exemptions," but held that the exemption for single taxpayers be increased to \$1,200; for taxpayers with dependents to \$2,400 and that the exemption for each dependent be \$500. It was suggested too, that reconsideration be given to the present exclusion of union dues from allowable deductions for income tax purposes.

### **Price and Rental Control**

It was submitted that the general problem of decontrols should be given further careful consideration in respect to prices of all essential commodities for the home, including housing, and relaxation made to conform with any improvement in the relationships between supply and demand.

### **Immigration**

In the opinion of the Brotherhoods, Canada's unpopulated areas and undeveloped natural resources should provide a haven for "selected immigrants who are in need of an opportunity to become useful citizens." They held, too, "that with proper selection, supervision and encouragement those whom we befriend will assist in improving our national economy." However, it was stressed that such a policy of selected immigration demanded "extreme care in selection," provision for education in language and citizenship and machinery for "appropriate action to deal with those found to be unworthy."

### **Housing**

The Government was commended for endeavouring "to provide shelter and homes to meet the unprecedented demand." The belief was expressed that continued consideration of regulations and assistance in building average priced permanent homes was warranted and it was recommended that the control of allocation and prices of construction materials should be continued.

### **Radio Broadcasting**

The memorandum re-affirmed former recommendations of the Brotherhoods that radio broadcasting should be publicly owned and controlled, under the trusteeship of the Canadian Broadcasting Corporation.

### **Labour and Public Bodies**

Appreciation was expressed for the Government's policy of placing representatives of labour on public bodies, boards and commissions. It was urged that this policy should be extended to include appointments to the Senate.

# LEGISLATIVE PROPOSALS OF PROVINCIAL LABOUR ORGANIZATIONS

*Provincial branches of the Canadian Congress of Labour (CCL) and the Trades and Labour Congress (TLC) recently have presented their annual legislative memoranda to their respective provincial governments asking for improvements and amendments with respect to labour problems.*

*Although the submissions incorporated a wide variety of subjects the unions sought common objectives in matters concerning social security, unemployment, workmen's compensation, education, housing, cost of living, public works projects, wages and hours of work, vacations and a Bill of Rights.*

*Listed below is a summary of the memoranda submitted by the Manitoba Provincial Executive (TLC), the New Brunswick Federation of Labour (CCL), the Newfoundland Federation of Labour (TLC), the Nova Scotia Federation of Labour (CCL), the Nova Scotia Provincial Executive of the TLC, the Ontario Federation of Labour (CCL), and the Ontario Provincial Federation (TLC). The proposals of other organizations have been described in previous issues.*

## Manitoba Executive Committee (TLC)

Members of the Manitoba Provincial Cabinet, headed by Premier D. Campbell, received legislative proposals submitted by the Manitoba Provincial Executive Committee of the Trades and Labour Congress and representatives of the Manitoba Trades and Labour Councils, and International and National Unions on February 6. The Committee was led by its chairman, Andy Murphy of Winnipeg.

### Social Security

In the brief the committee regretted the Federal Government's failure to take speedy action in enacting appropriate legislation for an over-all social security plan and urged the Provincial Government to impress on the Federal Government the "dire need" for early consideration of this problem.

The Committee offered the opinion that the social security plan, on a contributory basis, should include a "satisfactory retirement pension" without any means test, adequate family allowances, unemployment insurance, workmen's compensation, adequate income and medical care during illness, and increased allowances for widows, blind persons and handicapped persons. In addition, a general plan to improve medical services and facilities in the province was advocated.

### Labour Relations Act

Under this section the Committee contended that seniority and pension rights should be protected under the Manitoba Labour Act as they were under Federal legislation.

The brief called for repeal of a section of the Act preventing the affiliation of police organizations. It asked that a company whose board of directors does not meet in Manitoba should be required to appoint a Manitoba resident to represent the company in collective bargaining. A resident of Manitoba thus selected should have the authority of binding the company to an agreement, stated the brief.

The brief also requested amendments to provide for: the check-off of dues; permission for Legislative Assembly members to accept expense allowances whilst on a Conciliation Board; assumption by the Labour Relations Board of responsibility for prosecuting violations; Government employees' right to organize and bargain; prohibition of injunctions against labour; 51 per cent of votes actually cast to determine the organization to be certified; speeding-up of conciliation procedures; and penalties for employers who deliberately cause delays.

## Workmen's Compensation

The Committee requested that accident prevention service be brought under the Workmen's Compensation Board. They asked for a revision of the Act to provide for the filing of claims after 12 months have elapsed, when it can be proved to the Board's satisfaction that the claim is a *bona fide* result of an accident treated previously by a physician who failed to file a report thereon with the Board.

Increased amounts for widows or invalided widowers were asked for, as well as increased benefits for children.

It was also asked that the maximum amount in calculating average earnings and earning capacity of the workman be increased to \$3,000 per year; that chiropractic treatment be made available; that occupational hazards, such as skin and lung diseases be brought under the Act, and that farm labour be included.

## Unemployment

Noting that there was serious unemployment in Canada, the delegation urged both Federal and Provincial action to alleviate the plight of the unemployed with public works projects.

## Housing

Co-operation between the three levels of government was urged to provide a low-

rental housing program. The delegates requested strict rental control, re-instatement of the home improvement plan, slum clearance and low interest on housing loans.

## Education

Educational standards were declining in Manitoba, charged the brief, which asked for improved conditions and increased salaries for teachers, larger municipal grants, more effective supervision of trade schools and a minimum school leaving age of 16 with a further raise to 18 in the near future. The Government was asked to adopt proposals made by educational organizations to have principles of marketing and manufacturing taught in the schools.

## Other Proposals

Among other matters, the brief also asked for: a 75-cent minimum hourly wage; inclusion of all Manitoba industries under the Fair Wages Act; collection of overtime wages by the Manitoba Labour Board; two weeks' vacations with pay; \$10 monthly increases in old age pensions; labour representation on government boards; northern development of the Province; an increased apprenticeship grant; amendments to the Manitoba Election Act; and the enactment of a National Bill of Rights.

## New Brunswick Federation of Labour (CCL)

The New Brunswick Federation of Labour, led by President James A. Whitebone, MBE, met on February 16 with Premier J. B. McNair and members of the Provincial Cabinet to present their annual legislative brief.

Although the delegation expressed regret that many previous proposals had been ignored, the government was complimented for its attitude in the Dominion-Provincial Conference in setting forth the "legitimate claims of the province".

## Labour Relations Act

It was pointed out by the Federation that there was dissatisfaction amongst government and municipal employees because of their exclusion from provisions of the Labour Relations Act. The delegates contended that New Brunswick and Ontario were the only provinces which excluded municipal employees from the right to organize and bargain collectively with their employers. They declared that in Ontario such employees may be brought under the provisions of the Ontario Labour Relations Act upon application of the employing

body. The brief urged that the necessary legislation be passed forthwith to remedy this situation in order that all workers, regardless of who their employer may be, will be able to enjoy the full rights of trade union organization as free citizens.

## Social Security

The delegation reiterated former requests for the immediate implementation of a nation-wide social security plan on a contributory basis for all citizens. Health insurance, hospitalization benefits, old age pensions, mothers' allowances, widows' allowances and maximum medical benefits should be included in such a plan, the Federation declared.

## Housing

Proposals put forth by the delegation suggested that the Government take advantage of Federal financial assistance to clear slums and build homes. Until ample low-rental homes have been built the delegates requested the prohibiting of building projects.



## Unemployment

Unemployment had reached "alarming proportions" asserted the Federation. Lumber and pulpwood operations had decreased badly in the province, they stated, which, coupled with manufacturing and building declines as well as the decreased activity in railway services, had created wide-spread idleness.

The brief called for early and effective action to provide work for the unemployed and recommended immediate commencement on a public works program. Such a program, stated the brief, in addition to the proposals recommended with regard to the housing situation, should include projects for the Chignecto Canal, the Trans-Canada Highway, the Passamaquoddy Power Project and a general increase in all Provincial works projects.

## Education

The representatives commended the Government for new school construction and improved teachers' salaries. They advocated a critical investigation into the schools' curriculum and the educational system of the province. It was urged that financial assistance be given to children to enable them to continue high school and college.

## Cost of Living

The Government was urged to influence the Federal authorities in re-imposing price controls to maintain a better relation

between wages and prices. The brief protested against the imposition of a Provincial sales tax.

Other proposals of the Federation dealt with the following:—

- an eight-hour work day and a 40-hour week;
- payment of wages weekly;
- vacations with pay;
- unemployment insurance;
- workmen's compensation;
- family allowances payable into an educational fund for orphans, etc.;
- increased mothers' allowances;
- medical inspection of restaurant employees;
- highway safety regulations;
- the Electrical Energy Act;
- scaffold inspection;
- the Stationary Engineers and Boilers Act;
- licensing of tradesmen;
- the Industrial Standards Act;
- the Minimum Wage Act;
- shifts for fire fighters;
- a fair wage clause in Provincial Government contracts;
- increased witness and jury fees;
- improved conditions for student nurses;
- union patronization by the Government;
- supervision of trade schools;
- forest conservation;
- a uniform ballot;
- fatal accident inquests;
- property and liability insurance;
- labour representation on public boards;
- overtime.

## Newfoundland Federation of Labour

On March 7, representatives of the Newfoundland Federation of Labour met a select committee of the Legislative Assembly to present a memorandum on legislation of interest to labour. The previous month the Federation presented a brief to the Royal Commission on the Cost of Living.

In its memorandum to the Government, the delegation stated that progress in making improvements in labour and social legislation prior to 1949 had been very slow and the hope was expressed that more speedy action would be taken by the Government in future to eliminate fear of want and insecurity for all citizens of Newfoundland.

## Labour Relations Act

While giving a large measure of approval to the existing Labour Relations Act, the deputation requested that the following amendments be made:—

(1) Making it mandatory to grant the union shop, when the union could prove to the Board that it had a membership of at least 75 per cent of the eligible employees. It was not asked that the other 25 per cent should be forced to become members of the union, but the deputation was of the opinion that the members of the union should be compelled to maintain their membership and that it be made a condition of employment for new employees to become members.

(2) The Federation asked that a clause be inserted or added to the Act to prevent the employment of legal counsel in bargaining negotiations, or in representations before the Labour Relations Board, unless mutually agreed to by both parties in such cases.

## Trade Union Act

It was asked that three sections of the Trade Union Act be deleted. These sec-

tions require that unions make available for publication and distribution detailed financial statements, a restriction, it was stated, that was not required of either the employer or employer organizations.

## **Cost-of-Living Brief Presented to Royal Commission**

Third Vice-President C. W. Strong and Secretary W. J. May of the Newfoundland Federation of Labour (TLC), presented a brief to the Royal Commission on the Cost of Living, on February 13.

At the outset, the brief expressed gratification that the Commission had been set up to study the causes and possible remedies for the high cost of living, which, it was claimed had reached "astronomical proportions," in Newfoundland.

### **Cost-of-Living Index**

The present Newfoundland cost-of-living index was held to be inferior to similar indexes in use on the mainland of Canada and in the United States, in that it omitted numerous consumer items and services that were important factors in the over-all cost of living. It was urged that no time should be lost in bringing the new province's index into line with that compiled by the Dominion Bureau of Statistics at Ottawa.

### **Distribution of Consumer Goods**

The brief suggested that one of the causes for the high cost of living was to be found in inefficient and out-of-date facilities for distributing consumer goods. Special reference was made to the need for modernizing the waterfront facilities at St. John's, the island's chief distribution centre. It was proposed too, that the Commission investigate possible ways and means of centralizing population with a view to making economies in distribution to the 1,300 settlements scattered along the sparsely settled coast-line.

Full approval was given to the provincial government's policy of road building, but it was felt that a system of "feeder roads"

and better communications in general should be provided, especially for the more remote communities that at present were dependent almost solely on sea communication.

### **Sales Tax on Consumer Goods**

The federation expressed its concern over the Government's declared intention to levy a sales tax on certain goods as a means of increasing provincial revenue. The Commission was asked to recommend to the Government that it should not impose such a tax on essential consumer goods.

### **Land Development**

While the delegation recognized that there was not a great deal of underdeveloped arable land in the province, nevertheless, it was of the opinion that a campaign of education and assistance would enable the province to be nearly self-sufficient in the production of the common varieties of vegetables. In addition, it was held that much could be done to reduce living costs by encouraging the greater production of cattle, sheep, hogs, goats and poultry.

### **Co-operatives**

The Government was commended for its interest in co-operatives. The hope was expressed that an intensive campaign of education would be launched on the island to arouse greater interest in co-operative efforts in the settlement of many common problems, including the current high cost of living.

### **Housing**

The provincial Government was praised for its declared intention of embarking on a low cost housing scheme in co-operation with the federal Government. At the same time it was felt that there was a great need for stronger rent control legislation and its rigid enforcement. The Commission was urged to investigate rental costs and in cases found to be exorbitant, to recommend to the Government that corrective measures be taken as soon as possible.

## **Nova Scotia Federation of Labour (CCL)**

The Nova Scotia Federation of Labour asked for government action to alleviate the unemployment situation when they presented their annual legislative brief to the Provincial Government on March 2.

It was contended that unemployment was the paramount problem facing the Government. Development of the steel industry at Sydney and New Glasgow was

termed "the most basic requirement of all to the solution of chronic unemployment in Nova Scotia," and the brief urged the Government to expand and operate the steel industry as a public utility.

The brief petitioned the provincial authorities to undertake public works projects such as road building, community recreation centres and school replacement.

Concerning housing, the government was asked to initiate subsidized low-rental housing in co-operation with municipal authorities even if funds were unavailable.

Government support was urged by the Federation to create a merchant marine fleet to lessen unemployment in shipbuilding industries.

An experimental plant to encourage research into uses of coal was requested and the Federation included a suggestion that public-owned heating plants burn Nova Scotia coal.

Changes were asked in the Trade Union Act to halt employer influence in union operation. The Federation also asked for a 40-hour week, a minimum wage for men and women, two weeks paid vacation, and compulsory pay on statutory holidays.

The Federation advocated social security legislation to provide a three-way pension

plan with contributions from workers, management and government.

Dealing with workmen's compensation, the Federation suggested a minimum rate of industrial contribution. It also called for increased compensation rates for the partially disabled (from two-thirds to 75 per cent of lost earnings with a maximum of \$3,000 instead of \$2,500); and advocated an adjustment for totally disabled men, to base their compensation on present-day rates of earnings.

Various other recommendations in the brief included re-opening of the Acadia Sugar Refinery, year round usability of Halifax port, a Halifax-Dartmouth bridge, and extension of rural electrification.

Finally, the brief called for a Bill of Rights for Canadians "to guarantee explicitly the rights its people have won."

## Nova Scotia Provincial Executive (TLC)

The provincial government of Nova Scotia heard representations made on behalf of the Nova Scotia Provincial Executive of the Trades and Labour Congress of Canada when the latter submitted their annual brief on labour legislation early in March.

### Trade Union Act

It was requested that such bodies as the Power Commission and the Liquor Commission be included under the Trade Union Act and that all provincial government employees be given bargaining rights under the Act.

The delegation also requested that the Board be empowered to apply to the courts to seek enforcement of its orders, providing that it must first obtain the approval of the Minister.

Full collective rights were requested for fishermen under the Trade Union Act.

### Working Conditions

The brief asked for legislation for a 40-hour week, a minimum wage rate of 75 cents an hour, an annual two weeks' vacation with pay, and one complete day's rest in each 7-day period.

The executive urged a series of regulations for the lumber industry, to be enforced through inspection. Rigid enforcement of the Nova Scotia Labour Act was requested.

Electrical wiring installations and electrical supplies should be government inspected and approved, urged the executive. It was also requested that all skilled tradesmen be requested to qualify under the Trades Standards Act.

### Workmen's Compensation Act

The following amendments to the Act were advocated:—

- permission for the attending doctor to appoint a nurse to attend an injured employee;
- coverage of employees under the Act whilst on the employers' premises;
- the duration of hernia treatment to be established by the attending doctor;
- the Board be empowered to direct workers to suitable employment within the same company after workers have been on compensation and compulsion of employers to re-employ the workers;
- establishment of a compensation office in Sydney;
- full compensation for both injuries should a worker already receiving disability benefits suffer another injury;
- compensation for disability to be computed on 100 per cent of the worker's earnings up to a maximum of \$3,000;
- weekly payments to permanent partially disabled workmen of 100 per cent of the difference between former average earnings and the present average earnings ability, to be payable during his lifetime;
- monthly payments of \$65 to widows and invalid widowers, with \$20 allowance monthly for each child under 16 up to a maximum of \$120 for a widow with children and minimum compensation benefits be increased to \$18 a week.



## Social Security

The Executive asked that: old age pensions begin at 60; residence of 15 years in Canada be considered sufficient qualification for pensions; pensions be increased; equal pensions apply to the blind; the Parents' Maintenance Act with the Old Age Pension be discontinued; free medical care to pensioners and payments to widows or widowers be provided.

Recommendations were also put forth regarding industrial pensions, a Maternity Hospitalization Act, health insurance, milk

subsidies, repeal of the Poor Relief Act and free school books.

Concerning public works, industrial development and employment in Nova Scotia, the Government was urged to initiate public works projects to combat unemployment, and to re-open the Acadia Sugar Refinery. Low-cost housing was requested as well as a program to ensure slum clearance.

The brief included also suggestions dealing with safety legislation, service station attendants, racial discrimination, jury service and town planning.

## Ontario Federation of Labour (CCL)

The Ontario Federation of Labour (CCL) presented its annual brief on labour legislation to the Ontario Government early in March.

### Various Recommendations

The Government was asked to institute the 40-hour week for workers in Ontario; to make mandatory eight statutory holidays and two weeks' vacation with pay and to undertake immediately works projects to provide work for the unemployed.

Dissatisfaction was expressed in the brief with the present alleged inadequate system of factory inspection.

Attention was drawn to the alleged need in many metropolitan areas for some form of unification of services to provide the necessary educational and other facilities for workers living in suburban areas and the provincial Government was urged to cooperate with the federal Government in an effort to get an over-all social security scheme established. The latter should, it was asserted, include health insurance and an old-age pension plan without a means test.

The Federation endorsed the Bill of Rights presented to the Legislature by the Civil Liberties Association and made a strong protest against the discontinuance of the printing of *Hansard*, as well as the

refusal of the Clerk of the Legislature to supply the Research Department of the Federation with mimeographed copies of debates in the Legislature.

### Labour Code

The provincial Government's new labour code was criticized for "its failure to include any union security provisions," and for excluding municipal employees and others from the provisions of the law. It was asked that the Government define "a member of the union" and stipulate in the Act that a simple majority vote would be sufficient for certification.

The brief also demanded speedier conciliation procedure and cheaper arbitration procedure. It was urged too, that independent unions be required to show their sources of revenue to the Labour Relations Board, so that the Board could ascertain how they expected to pay legal fees, etc.

### Workmen's Compensation

The Federation renewed previous demands that 100 per cent compensation be paid injured workers; that coverage be provided for all workers; that ceilings and waiting periods be eliminated and that some relief be given those who are receiving inadequate compensation benefits under the old legislation.

## Ontario Provincial Federation (TLC)

On March 15 the Ontario Provincial Federation of the Trades and Labour Congress of Canada appeared before Premier Leslie M. Frost and members of his Cabinet to present their annual legislative memorandum.

The Officers of the Federation headed by President A. F. MacArthur noted in the brief that many proposals which had been requested repeatedly over past years had

not been adopted and it was hoped the government would give careful attention to them this year.

### Labour Relations Board

Expressing dissatisfaction with the above, the Federation urged the following amendments:—

- (1) provision for revocation of certification should be deleted;

- (2) the Board to have the right to grant conciliation rather than the Minister of Labour;
- (3) prosecution cases to be handled by the Board instead of the Minister;
- (4) a clearer definition of company unions and prohibition of certification of such organizations;
- (5) right to be granted to apply for certification and to obtain a vote when 25 per cent of the employees in the proposed bargaining unit authorize a *bona fide* union to make such application;
- (6) authorization cards signed by the workers to be sufficient evidence of the desire for a vote on certification.
- (7) fifty-one per cent of those actually voting to decide certification;
- (8) a simple majority vote to decide the issue of a union shop and the compulsory check-off of union dues; and
- (9) that employees of municipal corporations, and their boards and commissions be included in the Act.

### Unemployment

Pointing to recent increases in unemployment, the Federation urged the Ontario Government to take steps to ensure every willing worker of a job at trade union rates. In addition, the Delegation also urged the Government to try to extend foreign trade opportunities, with a view to maintaining full employment. It asked that an agreement be made with the Federal Government to provide support to unemployed persons during the whole period of unemployment.

### Hours of Work and Vacations with Pay

A number of amendments were requested to this Act, included in which were the following:—

- (1) that maximum standard working hours for an employee in any industrial undertaking shall not exceed eight hours in the day and forty hours in the week, this provision to be granted without loss of take-home pay and at wages which are adequate to maintain comfort and decency;
- (2) that except where agreements provide overtime pay after a regular work day, a minimum requirement

that all time worked on the sixth day of the week shall be paid for at the rate of time and one-half and on the seventh day at double time;

- (3) abolition of the split shift;
- (4) repeal of the provision which allows employers to work employees for one hundred hours of overtime in one year, this to be limited to a maximum of fifty hours in the summer resort business and then only upon application to the Board for permission;
- (5) extension of the basic vacation period to two weeks in each year with the pay to be based on weekly earnings, with credits for any time lost through illness, injury or lay-offs.

A tightening up of regulations governing the vacation with pay stamp book system for workers in seasonal occupations was also requested.

### Old Age Pensions

The Ontario Government was urged to conclude an agreement with the Dominion Government to bring about the following provisions:—

- (1) reduction of pension age to sixty years for women and sixty-five for men;
- (2) that the Act be made applicable to all;
- (3) that no deduction be made on account of other income;
- (4) that the same pension be made applicable to blind persons;
- (5) that the practice of combining the Old Age Pensions Act and the Parents' Maintenance Act be discontinued;
- (6) that the practice of placing liens on the homes of recipients be discontinued;
- (7) that the amount of the pension be increased to \$65;
- (8) that the means test be abolished; and
- (9) that proof of age and fifteen years' residence in Canada be the only qualifications required.

Accommodation for married couples in community homes, with hospital and medical care was requested. A compulsory pension paid by the industry to workers incapable of continuing after 20 years was asked for also.

## Workmen's Compensation Act

Commending the Ontario Government for previous amendments adopted, the Federation requested these additional provisions:—

- (1) one hundred per cent compensation;
- (2) blanket coverage of all occupational diseases or diseases attributable to the nature of the employment regardless of the disease or the occupation of the worker;
- (3) supervision of preventive measures to be placed under the Compensation Board;
- (4) compensation to be paid from the date of injury or disability without waiting period;
- (5) uniform coverage of all occupations and diseases and injuries attributable to the nature of such occupations;
- (6) speeding up of investigations and the making of payments;
- (7) increases in payments to widows, invalid husbands and orphans;
- (8) increase in burial expenses; and
- (9) increase in maximum earnings on which compensation is payable from \$3,000 to \$3,600.

A number of other items such as referring injured workmen to light work, provision of more medical examiners for unorganized territories, etc., were also dealt with in the brief.

## Education

The brief urged presentation of the report of the Royal Commission on Education so that action could be taken to improve educational standards and facilities, which should be made available to persons at a reasonable cost. The Cabinet was also asked to implement a promise made in 1943 that at least 50 per cent of school taxes charged against real estate would be assumed by the province.

## Price Control

Under this heading the Government was asked to urge the Federal authorities to reinstitute the policy of granting subsidies on basic food commodities and to enforce a reduction in consumer prices. Such subsidization could be met by reimposing the excess profits tax and eliminating profiteering, it was pointed out.

The delegates also favoured the setting up of a Federal Price Control Board to which all applications for price increases should be submitted. Such a Board should

be given the authority to force a reduction in prices where basic foods and materials, through their increased cost, are creating an impediment to the good health of the Canadian people as a whole, and in particular the health of the children.

## Housing

The Federation expressed the opinion that the "deplorable housing situation which exists in Ontario" had become complicated further by recent rent increases allowed by the Dominion Government and urged the Ontario Government to accept joint responsibility with other levels of government in providing adequate low-rental housing accommodation.

A plan to allow workers to purchase homes with interest-free money was solicited and action asked to ban rent increases.

## Other Recommendations

Other recommendations contained in the brief concerned:—

- legislation covering fire fighters, drivers of buses and commercial vehicles, barbers, civic employees, plumbers, hoisting engineers and steam fitters;
- proper enforcement of the Apprenticeship Act;
- reforestation, improved methods of production and research in forestry, and improved social conditions for workers in the forest industry;
- extension of the franchise to all persons over 18 years of age;
- implementation of a highway improvement and construction program;
- enactment of an Ontario Bill of Rights;
- greater development of Canadian industry;
- abolition of company towns;
- abolition of home work;
- repeal of the theatre amusement tax;
- labour representation on all Government boards, commissions and committees;
- establishment of \$1 per hour minimum wage;
- inclusion of a fair wage clause in all contracts;
- an Ontario Health Insurance Bill;
- setting up a permanent Truck Transportation Board;
- barring of racial and religious discrimination;
- fire safety;
- rights of civic employees;
- Dominion-Provincial Relations; and
- police activity in strikes.



# PASTORAL LETTER OF ROMAN CATHOLIC EPISCOPATE DEALS WITH WORKERS' PROBLEMS IN PROVINCE OF QUEBEC

*Based on an official translation, the following article summarizes a Pastoral Letter issued in March by the Roman Catholic Episcopate of the Province of Quebec, dealing with workers' problems in the light of Church social doctrine.*

The Roman Catholic Episcopate of the Province of Quebec issued, in March, a pastoral letter entitled "The Problem of the Worker in the Light of the Social Doctrine of the Church". A résumé of the 35,000-word episcopal document, which insists strongly "on the primary need for seeing clearly the actual conditions of the worker's life", was released to the Canadian Press on March 20 and an abridged version was read the next Sunday in all Roman Catholic parish churches and chapels of religious orders in the Province of Quebec.

The pastoral letter, which quotes extensively from Church statements on social doctrine such as the encyclicals *Rerum Novarum* and *Quadragesimo Anno*, is signed by heads of 25 archdioceses and dioceses of the Province of Quebec and of dioceses outside of Quebec which for purposes of church administration are considered part of Quebec.

The prelates recommend structural reforms in industry which would "gradually" bring organized labour into participation in management, profits and property of the enterprise, and advocate establishment of a "corporative organization" which would include both workers and employers. The letter recommends achievement of these objectives with prudence and respect for the "legitimate right of the owners of the means of production", but points out that they are urgently necessary.

The letter is divided into three parts. The first part sets forth the authority and the duty of the Roman Catholic Church to recall the social teaching of the Church concerning the workers and studies the actual conditions of the worker's life. In the second part of the letter, the Quebec prelates indicate the ways to a Christian restoration of the worker's life by the restoration of Christian spirit in his personal and family life, by a better organization of leisure and by the inauguration of a better regime of work. The third part of the letter points out the task of the

workers, the public contribution, the State's responsibility and the Church's task in restoring the Christian concept of work and in improving the lot of the workers and their families.

## Actual Conditions of Worker's Life

At the beginning of their collective letter the Quebec Bishops declare that

in the face of the profound changes which have occurred in economic life, in the face of social agitation which continues to mark these post-war years, in the face of the confusion of mind which threatens to trouble our people and to retard their social progress, and conscious of our pastoral office, we wish to recall to your mind the teachings of the Church concerning the problems of our workers.

The prelates say they are assured that their words will be received with faith and insist on "the primary need for seeing clearly the actual conditions of the worker's life." They acknowledge that the economic situation of our country compares favourably with that of most countries in the world, and that our working class has profited from this situation and on the whole has enjoyed a fairly good standard of living.

The pastoral letter observes that this general affirmation should not cause it to be forgotten that there exists numerous regional and professional groups whose revenues are not sufficient:—

No one could maintain that the national wealth is equitably divided. And no more among us than elsewhere has the fundamental problem of the worker's life been resolved, the problem of the economic and social security of the worker.

Industrialization is not a new phenomenon in our country; but in the course of the last decade it has expanded considerably. Work by women has developed at an accelerated rhythm. The population of the cities has been augmented notably. Industrial progress has even accentuated the abandonment of our rural districts. In this manner the situation in our urban centres has been complicated.

A rural person no longer finds his traditions and habits in the city. The institutions which used to protect him no longer have the same character, and some of them have lost their vigour.

The bishops add that this problem of adaptation is at the root of many difficulties, and sometimes of great miseries, for individuals; and constitutes for the urban community an obstacle to the establishment of its equilibrium and to the organization of its religious, social, and economic progress.

The prelates deplore the fact that the rapid increase in urban population has created a housing problem with "all its evil consequences", and the fact that, due to the rapid industrial development, many workers have entered new industries without having been able to acquire sufficient preparation. Their presence in plants has further complicated the problems of industrial life, they add, and has spread the deplorable effects with which the economic regime can be reproached:—

One knows, for example, the place occupied by mass production (*travail en série*) in modern industry. But in the present state of his organization, this does not satisfy the cultural and psychological needs of the worker. As a consequence the factory labourer is not interested in his work. Only too often he enters the shop anxious to leave it as quickly as possible to seek elsewhere the distraction which corresponds to his needs for development.

Conditions of industrial hygiene, states the pastoral letter, have not been improved to the point of attenuating as much as possible the dangers which threaten the health of workers.

### **Collective Rights**

After noting that during the war the workers were better able to understand the importance of their role in the national economy, the prelates say that a greater independence with regard to their work enabled them to express requests which had hitherto been rejected:—

Freed from fear, they have entered in greater numbers the workers' associations by means of which they have made their claims known. The working class thus acquires more and more a collective realization of its rights and of its strength: it intends to defend its rights and to make them respected. Here is a phenomenon which disturbs some, and which others regard with confidence.

It is our duty to show the way toward a healthy restoration of this life of the workers.

Every work of restoration should be based on religion, on God. "For unless God buildeth the house, they labour in vain who build it."

## **Religion and the Worker**

The Quebec Bishops warn against the thought that religion lulls the worker, or that the Church is the ally of the powerful:—

The Church preaches the eminent nobility of the worker; she shows to each a clear view of his respective function in society and of the necessary collaboration of all for the common good; and she gives men the supernatural strength to fulfil their duties.

Those who have at heart the restoration of the life of the worker should envisage all the problems which it poses and the reforms which it demands in connection with the family, that primary cell of the social organism. Sufficient income, family housing, measures of social security, reduction in taxes, a moral atmosphere.

Here are enough factors to permit the worker to provide his family with a living worthy of their humanity, and, together with his wife, to look after the education and instruction of their children.

The pastoral letter expresses satisfaction that one of the happy effects of modern mechanization has been to lessen the hours of labour:—

This progress will be a true gain for the working class and for society, if the workers know how to draw profit from their more abundant leisure.

Leisure is not the end of life. However, when it is well used, it renders family life stronger, develops a sense of responsibility, and contributes to the full flowering of the individual by the maintenance of his physical strength and by the development of his intellectual faculties and his moral virtues.

Modern technique, the prelates note, has led to a more marked separation between capital and labour and has caused many misunderstandings and conflicts. They declare that a rediscovered understanding of work and of its ends will correct this deplorable situation and re-establish order in professional relations:—

It is therefore necessary that economic life should be so ordered as to recognize the Christian concept of work. An evil system of work will compromise all effort at restoration because it leads to an abject materialism. There exists, in effect, a direct connection between the lack of satisfaction which the working classes derive from their accomplishment of their labour and the decline in private and public morals, and the consequent decline of the Christian spirit.

### **Enterprise Reforms**

The Quebec Roman Catholic hierarchy declares that the inauguration of a better regime of work is intimately bound up with the true spiritual values which the Church recognizes in work and in the man who executes it, and that economic reforms should take into account the exigencies



which derive from the moral nobility of work and from the primacy of man over matter:—

As well as a just, living, family and human remuneration, these exigencies also include, on the one hand, the adaptation of work to man: duration, rhythm, methods, hygiene, apprenticeship, professional milieu; and, on the other hand, an organization of labour based on a statute which protects efficaciously the right of association—employers' as well as workers'—which will normally lead the associations of employers and employees toward the vocational order (*organization corporative*).

The vocational organizations should recognize judicially and in practice by means of permanent institutions the common responsibility of all those who take part in production.

The Roman Catholic prelates also recommend that in the enterprise, cell of economic life and sphere of daily action, industrial work—characterized by mechanization, standardization, and the specialization of tasks—should be organized more humanely, and that structural reforms should endeavour more and more to interest the workers in the very life of the enterprise in such a way that all those who participate therein, management and workers, may realize their “community of activity and of interest”.

One must readily admit that in an economy permeated with economic liberalism, the regime of the simple wage contract tends to favour class-war, to widen the gap which separates capital and labour, to lead proprietors to seek exorbitant profits, and to lessen care for honest and skilful work among workers by not integrating them sufficiently into the life of the enterprise.

We believe it to be our duty to direct social action towards a reform of enterprise which will gradually lead organized workers to participate in management, profits, and ownership, according to a just conception of the private nature of the enterprise and of the legitimate rights of proprietors over productive property.

The letter recommends achievement of proposed reforms with prudence but said they are urgently necessary.

The leaders of enterprise, who in the name of an absolutist conception of ownership, do not believe in sharing certain of their responsibilities with their workers are in error, an error which could be fatal.

The Bishops add that the restoration of the conditions of the workers cannot be brought about unless the workers themselves have a truly noble and Christian appreciation of one another, and unless they are fundamentally disposed to co-operate and to aid one another. They should realize the grandeur of their work, the importance of their function, and the nobility of the working class.

## Co-operative Institutions

The pastoral letter asks the workers to join their collective efforts to render the soul of the working class more Christian, and, to that end, to create around it a favourable atmosphere by restoring the institutions and the milieu which frame its life:—

Workers should also unite their efforts and their resources in co-operative enterprises with a view to their economic prosperity and their social advancement. Immeasurable services can be rendered them by their co-operatives—particularly for the solution of the housing problem. Therefore they should busy themselves in promoting and developing such works.

Individual efforts by workers, and their collective efforts by means of Catholic Action, professional associations, and the co-operative movement, are therefore the indispensable conditions for the restoration of the life of the worker.

The letter stresses the importance of the good conduct of personal and family life, as well as the exercise of the responsibilities called for by their associations, to produce within the working class an ever more numerous and apostolic elite which will think it a very great honour to stay in the working class, in order to serve it better and to help it to attain the highest possible level of moral and religious, professional and cultural life.

## Employer Responsibility

To the employers, the letter points out that they can and should make an important contribution to the personal, family and social advancement of the workers, by not forgetting that upon them in great part rests the responsibility of making this regime conform to the prescriptions of the natural and the divine law, even at the cost of certain sacrifices:—

Firmly attached to the right of private property, the Church asks employers neither to forget the social aspect of this right, nor to neglect their obligation to subordinate its exercise to the exigencies of the common good, and to the limits imposed by the rights of employees, consumers, and other employers—especially those in small or medium-sized industry.

The letter tells the employers they have the primary responsibility for the economic life of their enterprise, that their right and duty is to ensure its material prosperity and its financial stability, and that, in order to attain this end, they should use the most appropriate means.

But if they value their employees as men and as Christians, if they constantly give the example of a truly Christian life,



if they endeavour to develop an atmosphere of cordial collaboration, if they pay just salaries and ceaselessly strive to improve working conditions, if they agree loyally to collaborate with their employees' union, they will favour social peace and a harmonious understanding between capital and labour, and they will personally obtain temporal successes which others will try in vain to realize by the exclusive use of technical and financial means.

### Professional Associations

The pastoral letter notes that quite a few employers complain with reason of the impediments to the practice of justice caused by unbridled competition in existing life. The Quebec prelates suggest that they unite in professional associations which draw their inspiration from the social doctrine of the Church:—

By a more profound study of Catholic doctrine, by a union of their skills and knowledge, they will be able more easily to perfect the technique of their enterprises, to bring about an improvement of the laws which concern work, industry, and commerce, to develop their social sense, to collaborate with workers' associations, and to find the means to fulfil their obligations of justice and charity.

The Bishops observe that the efforts of workers and employers to restore the life of the worker should be sustained and completed by the well-intentioned aid of all citizens, particularly professional persons and educators.

All those who have the advantage of benefiting from a superior intellectual and moral training which has enabled them to build a brilliant career and to number themselves among the elite of society, have thereby an added reason for fulfilling their social duty.

Representatives of the liberal professions should always show a great moderation in the fees they charge for their services. They fulfil a social function which they ought to accomplish with disinterestedness, without unhappy conniving with the power of money, and without paltry scheming—political or otherwise.

### The State's Responsibility

The episcopal document points out that the State can and should exercise its helpful influence to improve the lot of workers and their families. It carries the heavy responsibility of promoting the temporal welfare of all its citizens without exception, while according particular care to the weakest. And the prelates assure that the Church, beyond and above all political parties, offers its loyal collaboration to all who exercise civil authority.

What is to be asked of government is a grouping of laws and institutions which will cause public and private prosperity, and peace and social order, to flourish.

- Above all, it should aid citizens, families and associations to fulfil those functions which they are capable of undertaking themselves.

### The Right of Association

The letter says that the State is under a special obligation to help to improve the condition of the worker. By legislation ceaselessly adapted to new needs, by an adequate enforcement and application of the laws, it should effectively safeguard the right of workers to a just salary, and to healthy conditions of work from both the physical and moral points of view.

Legislation concerning the right of association should constantly be improved so as to permit a sound unionism to fulfil its necessary role as an agent of order and social peace. Consequently laws on industrial relations, on collective agreements, and on the prevention of conflicts by conciliation and arbitration, should be such as to protect all the legitimate interests of workers.

### Communism

"Measures of repression are necessary," observe the Bishops, stating that those governments are well advised which, by appropriate measures or by laws, seek to check the activities of Communism and other movements subversive of Christian social order. But they believe that these measures will only be effective if they are accompanied by sincere efforts to create a social order based on justice and charity.

Above all it is necessary to favour a better distribution of riches, a state of security for all honest and conscientious workers and a system of labour which respects the human dignity of the worker.

### The Church's Task

Among the main recommendations in the episcopal letter are support of the Canadian and Catholic Confederation of Labour, support of priests active in social action, based on the Church's social doctrine, and in labour and employer organizations, and endorsement of the work of the Sacerdotal Commission on Social Studies, an organization of the clergy with power to pronounce itself on social questions.

In concluding the letter, the Roman Catholic Bishops of the Province of Quebec ask the clerical and lay social apostles to redouble their zeal, and urge the laity, in the light of the teaching of the Church, to build economic and social structures by means of which society may obtain for all its citizens a more just participation in the goods of the country.

# FACTORY INSPECTION IN THE UNITED KINGDOM

*The Annual Report for 1948 of the Chief Inspector of Factories in the United Kingdom describes the progress that is being made in improving the safety and health of workers and their conditions of employment. Fewer accidents occurred in workplaces in 1948 but there was a slight increase in fatalities. New building regulations apply a safety code to all types of building and repairing operations. Progress is reported in improvements to premises and provision of welfare facilities. The normal work week was 44 to 45 hours spread over 5 days.*

Two important events for the Factory Department in the year 1948 emphasized by the Chief Inspector in his Annual Report were the passing of the Factories Act, 1948 and the coming into force of the Building (Safety, Health and Welfare) Regulations.\*

One of the important results of the changes in the Factories Act is to extend the requirements as to medical examinations of young persons with regard to their fitness for employment in factories (L.G., 1949, p. 15). Such examinations are now required for young persons up to the age of 18 instead of 16 as formerly, and not only for employment in factories but employment in docks and construction work.

The new Building Regulations have much wider application than the previous codes of 1926 and 1931, and consequently when these Regulations came into force October 1 many thousand builders became subject to statutory provisions relating to safety, health and welfare in their daily jobs for the first time. Before the effective date, the Factory Department staff made every effort to bring a knowledge of these new Regulations to those concerned. Besides distributing a guide to the code and visiting work places, Inspectors gave about fifty lectures at special meetings called by employers' and workers' organizations.

The time has been too short to know accurately the measure of compliance, but the signs on the whole are encouraging, the Report states. Some firms have shown interest, willingness and keenness to make themselves fully familiar with legal requirements. There have also been those contractors, their agents, foremen and men, who have never heard of the Regulations, new or old, and "who have clearly thought the new requirements unnecessary and some reflection on their own natural ability,

experience and skill." In between is every degree of interest and knowledge, but it is apparent that in general many of the new safety provisions were considered to be overdue.

The advisory side of the Inspectors' work, as distinct from the inspection duties and investigations required in administering factory legislation, has continued to develop. It is becoming habitual for industrial management to invite suggestions from the Department on designs for factories or plants before they begin construction. This is one important aspect of consultation between industry and the Department, and while it takes up a good deal of the Inspectors' time, it yields dividends of safety and health.

The microscopic examination of dusts is a service increasingly used. The Report describes a rather unusual investigation of this type. Owing to a badly designed air filtration and air recirculation system, fine dust was finding its way into an atomic energy factory from outside sources and being spread throughout the building. Specimens being irradiated with neutrons in the plant were contaminated with extraneous dust which itself was rendered radio-active, and further, the functioning of many sensitive control instruments was being interfered with by dust deposition on vital parts from the air.

The counts and photomicrographs made on the samples obtained, together with X-ray diffraction data obtained for the Department by the Government Laboratory from samples of dust, provided useful clues as to the sources of the dust contaminations and gave guidance as to appropriate methods for redesigning the air filtration system to obviate the trouble.

With rapid development in the field of radiology, radiological hazards in industry are becoming increasingly important. The power and scope of industrial X-ray

\* L.G., April, 1950, p. 433.



apparatus are gradually increasing and radio-active materials are finding new uses. In the printing and textile trades, radio-active materials are beginning to be used as ionizers to disperse static electricity. Flat bars faced with thin gold or platinum foils containing a radium salt in solid solution, across the parts of the machine worst affected, serve to ionize the air in

the immediate vicinity of the strip and so dissipate the static charges on the material running through the machine. So far the radio-active strengths are small and the strips can be placed so as to radiate into the machines and away from the operatives, but if large numbers are to be installed in workrooms and if stronger sources begin to be used, the hazards would increase.

**There has been an annual report by the inspectors responsible for the enforcement of factory legislation in the United Kingdom since 1834. . . .**

The first factory legislation which was enacted in 1802 did not provide for paid inspectors. The first factory inspectors were appointed following the passage of the Factory Act of 1833. There were four inspectors and each was responsible for his own area and reported separately to the Home Office. At first they had a staff of eight inspectors (then described as superintendents) to assist them in inspecting between three and four thousand textile factories. Their report for 1835 showed 3,154 textile factories employing 10,119 children under 11, and 150,025 children between 11 and 18.

By 1837 the staff consisted of fifteen superintendents and the four inspectors. "Continue the practice of visiting the interior of factories, unless admittance be refused," stated the instructions of one inspector to his superintendents in 1837.

In making a plea for higher salaries for superintendents, the four inspectors had the previous year written to Lord John Russell of the Home Office as follows: "The duty is an arduous one; they are exposed to considerable bodily fatigue in going through the retired parts of the country over bad roads in all weathers; they must be away from home nearly the whole year, and they are exposed to considerable obloquy (Mr. Trimmer was last month mobbed by the Factory people in a country situation near Oldham); so that the employment is attended with many disadvantages."

The first safety provisions were included in the Factory Act of 1844. They related to cleaning of transmission machinery while it was in motion, and to the fencing of dangerous parts. The 1937 Act is in itself an extensive safety code, and more specific Regulations may be and have been issued under it.

The reporting and investigating of accidents, too, dates back to 1844. Employers are now required to report an accident which is either fatal or disables the workman for more than three days from earning full wages at his usual work, as well as specified "dangerous occurrences," whether or not they result in personal injury.

The first Chief Inspector, Alexander Redgrave, was appointed in 1878. Mr. G. P. Barnett, who submitted the 1948 Report, has been Chief Inspector since 1947. There were 328 inspectors on his staff at the end of 1948. The Act now applies not only to factories employing some six and a half million people, but to docks and warehouses and building operations and works of engineering construction. In 1940 the Factories Department was transferred from the Home Office to the Ministry of Labour and National Service.



Other interesting developments are the large scale projection of television images in public cinemas, and automatic luminizing machines to replace hand painting methods in some industrial plants. Television calls for manufacture and use of cathode-ray tubes of a power that emit X-rays in quantities that would be dangerous if uncontrolled.

In the handling of radio-active materials, there are often present a combination of dangers of radiation and of dangerous dust or gas. In such cases the gas or dust risk is met by the usual methods of working in totally enclosed plant or in plant enclosed as far as possible and equipped with exhaust ventilation, and the dangers of radiation are met by putting suitable screens round the plant. Great ingenuity is being shown in the design of such plant, in the erection of suitable screens of metal bricks that key into each other, and in methods of remote control, watched if necessary through periscopes. The Atomic Research Station at Harwell has described some of these methods in illustrated reports in the technical press.

The first Mechanical Handling Exhibition on a national scale in the United Kingdom was held in July, 1948. The Department took advantage of the opportunity to emphasize the loss occasioned by accidents due to handling goods and materials and to point out that these accidents, which exceed one-quarter of all reported accidents, could be reduced by mechanical handling appliances. Mechanical handling devices have their own hazards, but specific methods of controlling these hazards may be developed more easily than is the case with manual handling. In the rubber industry mechanization now achieves continuous flow production where in the past there has been a considerable handling of material between machines. Progress in mechanization is also noted in the development of automatic controls for effecting a series of operations on individual machines. In the vulcanizing of tires, for example, the worker now handles the tires or tubes and nothing else. He feeds the work to the machine, and initiates the cycle by pressing a button. The use of these machines has eliminated many accidents occasioned by the handling of heavy moulds. In the building trades there has been some development of mobile types of builders' hoists to ensure easy and speedy supply of building materials to the tradesman at his working position constructing the house.

Old and slum factories continue to be a serious problem, but some improvement has occurred during the year, for the first time since the war. By various means firms have been persuaded or forced to vacate the worst of these premises. Other firms have been prevented or persuaded from

occupying premises that were not suitable and could never have been made suitable with any reasonable expenditure of money and materials. The Factories Act, 1948, gave Inspectors additional powers to seek closing down orders from Courts of Summary Jurisdiction where premises do not permit of the conduct of work or processes with due regard to the safety, health and welfare of the workers; but this authority has been sparingly used because where there are no vacant premises in better condition, eviction would mean the end of the firm and the dismissal of the workers. In one London borough there are 2,714 factories the majority of which are in premises built for residential purposes. Some of them meet the requirements of the Act but none can be as satisfactory and suitable as if built for factory purposes. In three other London boroughs there are at least 357 underground factories or work-rooms of factories.

All these are not wholly bad, but they can never be as satisfactory from the point of view of safety, health and welfare as similar rooms at or above ground level.

Interest in personnel management continued to develop during the year, and was found by the Department's Personnel Management Advisers to be less superficial than it was a year or so ago. Development during the year took the form of growth of plans started in previous years rather than the initiation of new plans and ideas. In the national field, the Human Relations Panel of the Committee on Industrial Productivity (L.G., 1948, p. 1095) undertook long-term research into several problems of industrial relationships including methods of disseminating knowledge; better selection and training of foremen; effect of production on the size of the unit of work; method of joint consultation in industry generally. This work is proceeding.

New personnel departments were established during the year in a variety of industries, and expansion has taken place in the scope of some existing departments. Specialist officers have been appointed and new responsibilities have been assumed in addition to the employment and welfare functions. Considerable interest was shown in setting up joint consultative committees in individual establishments. The scope of discussion at these committees has been gradually widening and there is a growing tendency to include all matters of interest to management and workers except questions covered by joint negotiating machinery. The emphasis in training, an important aspect of personnel management, tended to be on supervisory or managerial training, although apprenticeship schemes started in

1947 progressed. Schemes covering industries or groups of firms, such as the Foundry Industry Schools and the training schemes in the Boot and Shoe, Printing and Glass Industries, have continued to grow. In summing up, the Chief Factory Inspector says:—

The progress which took place during the year was encouraging but much more is possible. A large proportion of the firms employing over 250 workers still have no Personnel Officer and while this does not necessarily imply that the attention they pay to personnel management is seriously inadequate, it is usually found that there is room for improvement . . . There is still a need for a much greater appreciation of the fact that Personnel Management is not something which can be done by instinct, both skill and knowledge are required.

During the year Inspectors carried out a special survey of the cotton industry. This survey was undertaken because of the necessity for improved conditions to attract workers in view of the importance of the cotton industry in the export drive. The reports showed that steady progress was being made with sanitary accommodation, lockers, first aid, feeding facilities, decoration, lighting and loom spacing. An important contribution to solving the problem of dust in card room air is a new technique for the oiling of cotton. As a result of application of an aqueous emulsion of a technical white oil to the raw cotton, dust in card room air has been greatly reduced. Dust counts which have been taken have shown that the reduction in the visible fraction in card room air is about 45 per cent, and in the invisible fraction, that is, the fraction dangerous to health, about 55 per cent.

Iron foundries were also specially checked to see what progress was being made in putting into effect the recommendations of the Joint Advisory Committee. The survey disclosed that most firms welcomed the Committee's Report (L.G., 1947, p. 1780) and intend to make a definite effort to improve working conditions, and, in particular, to raise the standard of welfare amenities. The Chief Inspector gives a brief summary of the conditions found and the improvements effected or contemplated. The Committee recommended vacuum cleaning as a suitable method for cleaning down of walls, etc., but only in a few foundries is this method used. Portable vacuum cleaners are not entirely satisfactory because they discharge "filtered air" back into the room and this air may contain small particles of dust containing silica. What is needed is a fixed vacuum plant with pipe-lines and a discharge point so arranged that the "filtered air" cannot

re-enter any occupied room. Sanded floors common in foundries cannot be cleaned like other floors and in most cases could be replaced by concrete floors. Very few firms have yet provided washing facilities equivalent to one wash-basin for every ten persons employed at any one time, as recommended in the Report, but most firms have proposals in hand for extension of sanitary facilities.

### Accidents

During 1948, 201,086 notifiable accidents were reported at premises subject to the Factories Act. Of these 861 were fatal. The total number of accidents reported is 2,150 less than in 1947, but the number of fatal accidents was greater by 22.

The Chief Inspector points out again, as he has in previous Reports, that a comparison of bulk accident figures of one year with previous years does not always give a sound basis for judging progress in safety conditions. The number of notifiable accidents per 1,000 employees gives a better basis for comparison, and this number fell from 40 in 1944 to 28 in 1948. An increasing number of firms are calculating frequency rates based on the international definition in which the rate equals the number of accidents causing loss of time beyond the day or shift per 100,000 man-hours worked. These firms make their frequency figures available to the Factories Department, but they still do not constitute a sufficiently representative group to give a fair sample of all premises subject to the Act. This frequency rate in the firms for which it is available fell from 2.52 in 1944 to 1.88 in 1948.

The 201,086 accidents reported in 1948 occurred as follows, fatal accidents being given in parentheses:—

Factories—182,838 (552, a proportion of 1 to 331).

Docks and warehouses—7,067 (52, a proportion of 1 to 136).

Building operations and works of engineering construction—11,181 (257, a proportion of 1 to 43).

### Machinery Accidents

Power driven machinery in factories accounted for 27,812 accidents, a decrease as compared with 1946 and 1947, but certain types of machinery accidents are increasing. Prime mover accidents increased in 1948 and five of them were fatal. The Chief Inspector points out that the law concerning the secure fencing of moving parts of prime movers is quite definite and absolute and has been in existence since the very early days of factory legislation.



He emphasizes, too, that it is important to ensure that prime movers are of good construction and design and properly maintained, and describes how two men were killed because a mechanical defect caused the cover of a steam chest to blow off. Accidents due to shafting and other transmission machinery were less numerous than in 1946 and 1947 but still too frequent. Examples are given of shafting accidents during the year which follow "what can only be described with the greatest regret as the usual pattern." Transmission machinery which under normal circumstances would be considered out of reach is one source of these accidents, and another is shafting within reach and not securely fenced. Everyone needs to realize that all transmission machinery is dangerous no matter its size or at what speed it moves.

Woodworking machinery is still a frequent cause of accidents and these are often due to lack of care on the part of the worker. "One cannot imagine that the danger of a circular saw would ever be seriously disputed," the Report says, but there are operators who seem to consider the use of safety devices a sign of weakness. While the whole of a circular saw cannot usually be securely fenced, the safety devices prescribed under the Woodworking Machinery Regulations afford considerable protection. Several fatal accidents caused by timber flying back from circular saws might have been prevented by the use of riving knives.

Young men, as well as women and girls, have been the victims of clothes and hair entanglement accidents. The Chief Inspector again points out that the cure for these accidents does not rest with hair styles, hair nets or caps. The obligation in law is to fence the machinery securely.

There was a reduction in the power press accidents in 1948, but there is room for improvement. An examination of a number of interlock guards, chosen at random, showed that 14 out of 29 were defective in one way or another. Even when there is periodic inspection by an outside agency, there should be daily and weekly inspection by the user's own staff.

In the printing and allied trades there were 732 accidents during the year, a reduction from 1947 but still more than 50 per cent in excess of the number in 1945. The Engineering Branch have had a number of meetings with principal representatives of manufacturers of printing machinery with a view to more effective guarding of various dangerous parts.

Laundry machinery accounted for 156 accidents and half the total occurred on garment presses. Practically all the accidents on the hand and foot operated presses

could have been eliminated by greater care on the part of the operator, encouraged by better supervision. In many cases reports of accidents showed that the operator's attention was distracted by another worker who had no particular business in the vicinity.

Hoist manufacturers have been able to give much more reasonable delivery of new hoists and safety equipment of old hoists, thus reducing the number still in use which do not fully comply with the Factories Act requirements. Bad slinging and inefficient signalling caused the greatest number of accidents in connection with the use of cranes.

Accidents due to transport in factories have increased and the fatality rate is very high. A very high proportion of moving-vehicle accidents is caused when the vehicles are reversing. The Chief Inspector comments as follows:—

All too often the driver of a heavy vehicle who may be partially unsighted has no one to guide him when reversing, whilst drivers of factory trucks sometimes reverse with apparent abandon without as much as a glance behind. In the case of the lorry the driver may not always be able to find someone who will guide him but there appears to be little or no excuse for the driver of the factory truck who has unobstructed vision all round his vehicle. There is, however, considerable evidence, that many occupiers do not arrange for the proper training of truck drivers, do not insist on any proficiency test and in some instances do not even control effectively the driving of trucks by unauthorized persons. It is gratifying, therefore, to know that the more enlightened occupiers are holding Training Schools and Qualifying Tests and some firms have made arrangements substantially to ensure that none but an authorized driver shall drive within factory premises.

### *Non-machinery Accidents*

The main types of non-machinery accidents—handling goods, falls of articles and falls of persons—have not varied much from the previous year. To prevent injury from falling objects, safety boots are being used more and more in the heavy industries, but the abolition of clothes rationing has removed one incentive to the purchase of these boots and in general less safe types of footwear are being worn. Accidents due to falls of persons are sometimes but not often attributable to the condition of plant, floors, stairs or appliances, and the human factor must be held responsible in many cases.

Be a fall caused by impetuosity, keenness, clumsiness, mental lapse, vanity or merely a desire to catch a bus before the rest of the workers from the factory, the "human factor" element can be controlled only by training and supervision.



### **Accidents to Young Persons**

There were 14,443 accidents to young persons reported in 1948, a reduction from 1947 both in the number reported and the percentage of all factory accidents. While there was an increase of approximately 300,000 in the number of men and women employed in factories in 1948, there were approximately 200,000 less young persons, largely due to the raising of the school leaving age to 15. The Chief Inspector is of the opinion that over the last five years better supervision, training and instruction have been indicated in the reduced accident rate. The rates for young persons have followed very closely the rates for adults, the 1948 figures per thousand employed for men and for boys being 36 and 34, and those for women and for girls 12 and 14 respectively.

### **Accident Prevention Schemes**

Although some new Safety Committees were set up during the year, and Safety Officers appointed, other Committees became less active and the general gain has not been up to expectations. One difficulty has been that firms when appointing Safety Officers, fail to provide a sufficiently high salary or give the necessary prestige and authority to the position. Training courses for Safety Officers organized by the Royal Society for the Prevention of Accidents have served a useful purpose.

One factor which hinders progress in accident prevention is the common idea that attention to safety detracts from the production drive. Factory managers are being urged to produce more and to produce it quickly and they tend to assume that safety measures will not only slow down production but entail the employment of what seems to them to be unproductive labour. Accident statistics prove otherwise. The equivalent of 25,000 workers were lost to industry during the year through accidents, and there is also the fact that it has often been found that greater attention to safe methods of working results in more efficient production.

### **Accidents in Building Operations**

The number of accidents on building operations in 1948 was 9,649 (218 fatal) compared with 8,469 (218 fatal) in 1947. Twenty-eight per cent of all accidents and 74 per cent of fatal accidents were due to falls of persons.

This class of accident has a fatality rate of 1 in 17 which is indeed alarming when one realizes that the class includes falls from low levels and even falls on the flat. There are still diehards in the industry who look upon the avoidance of falls as just a matter of skill and consider that

a nine-inch plank with no handhold or protective rail is quite adequate as a working platform at any height. Even some of the more enlightened builders, although prepared to provide a wider platform, consider guard rails and toe boards as unnecessary pampering to a hardy breed of men. Apart from the legal requirements, these employers, their agents and foremen, should consider the circumstances surrounding accidents in which men fall from working platforms. Men do not fall deliberately. They are not intentionally pushed by workmates. Most of them do not suffer from vertigo. And yet 43 men were killed and 507 were injured when they fell from working platforms in 1948. The reasons for such falls have been many: The tipping of planks, slipping, tripping due to obstructions on platforms or bad footwear, accidental pushes by workmates, suspended loads or pieces of scaffolding carried by others, temporary feeling of faintness or, even among the most skilled, inexplicable errors of judgment. In other cases, particularly with suspended scaffolds, there have been serious failures of the equipment . . . The Building (Safety, Health and Welfare) Regulations, 1948 specify in considerable detail the safety precautions as regards construction, erection, provision of safeguards for and inspection of scaffolds, and it is hoped that these regulations will have an effect of substantially reducing the numbers of accidents.

Special attention is drawn to accidents due to fragile roofing materials. Thirty-one men lost their lives falling through roofing materials and 130 other men were injured.

For the first time regulations now cover the working on, or passing over or near, fragile roofing and it is fervently hoped that this new legislation will play its part in eradicating this blot on the record of building accidents. But regulations in themselves will be of no avail unless both employers and employees are convinced that, unless and until no man is ever allowed, intentionally or accidentally, to step directly on fragile roofing material, accidents will continue to happen.

### **Fires and Explosions**

A section of the Report on fires and explosions analyses the notifications received by the Department of "dangerous occurrences". It is a requirement of the Factories Act that notice of certain such occurrences, whether personal injury or disablement is caused or not, shall be given to an Inspector. These notifiable fires and explosions have been divided into three main groups: those involving inflammable gases; those involving inflammable liquids; and those arising from inflammable and explosive solids and dusts.

Fires and explosions involving inflammable gases numbered 412, and two gases responsible for the majority of these were acetylene, 119, and carbon monoxide, 238. The case of a man who repaired a small steam boiler and tested for leaks with an acetylene supply line illustrates that testing

for leaks with acetylene or a compressed gas of any kind is dangerous. He found a leak and after he had left the boiler to "air out" for about an hour he applied a blowpipe to the boiler which immediately exploded. A suitable hydraulic test should precede any test involving air or other gas under pressure. The explosions which occurred in the manufacture of commercial gases containing carbon monoxide arose either from the admission of air to the gas contained in the plant or from the escape of gas into places of work, so that an explosive mixture was formed. A proper procedure in shutting down, and all practicable steps to prevent the escape of gas, together with adequate ventilation, would help to avoid such explosions.

Fires and explosions from inflammable liquids totalled 478. Twenty-five explosions, involving the death of four people and injury to 35, occurred when heat was applied to vessels for purposes of repair or dismantling before the vessels had been satisfactorily cleared of the inflammable substance they contained. The Report warns that a vessel which has contained an inflammable liquid cannot be regarded as safe unless it has been completely drained and steamed out until the distillate is free from inflammable liquid.

A disastrous explosion in which 12 persons were killed and 29 injured occurred as a result of an escape of petrol from a process vessel. A leak developed and the escaping petrol spread throughout the building. A method of restricting spread of highly inflammable liquids escaping from containers is advocated by the Factories Department. Floors of rooms housing such containers should be constructed so as to be impermeable and sills provided at openings such as doorways of sufficient height to prevent the outflow of the liquid from the room.

Inflammable and explosive solids and dusts accounted for 484 "dangerous occurrences." There were 23 dust explosions notified during the year; one of them, caused by the ignition of malt dust during grinding operations in a distillery, was catastrophic. The Report describes this in detail.

The ignition may have occurred in the mill or at the top of the bucket elevator carrying the ground material, where a bucket was found to have come off the chain and jammed in the spout. An explosion inside the plant bulged the bolted and riveted metal sheet of the elevator, forced open the inspection doors from which blast and flame were emitted, and thus broke out from the plant into the mill building. Thereafter the explosion took a violent course. It blew up and ignited a cloud of dust outside the plant

and a secondary explosion filled the building. Part of the roof was blown off, the upper ten feet of the outside brick wall was blown down, windows were shattered and a door was blown off. One very fortunate feature of this explosion (a most unusual one for an explosion of this type) was that no one was in the mill building at the time, and in consequence no one was killed or even injured by the flame and blast. Generally an explosion that breaks out of the plant and spreads through the building causes many injuries.

The Departments' experimental work at Buxton on explosion reliefs described in previous Reports is being continued.

## Industrial Diseases

The section of the Report dealing with industrial diseases contains a table giving comparative figures for the years 1945 to 1948 and some earlier years. Forty-nine cases of lead poisoning occurred in 1948, with two deaths. In 1900 there were 1,058 cases and 38 deaths. Cases of compressed air illness have occurred infrequently in recent years, but there were 28 cases in 1948. Twenty-two cases occurred in driving a tunnel in London. A new code to safeguard the health of persons who work in compressed air is under discussion.

The Pottery (Health) Special Regulations, 1947 (L.G., 1947, p. 1752) sought to control the two main health risks in the pottery industry, the risk of lead poisoning arising from the use of dangerous lead compounds for glazing the ware, and the risk of silicosis arising from the use of flint mixed in the earthenware body or for polishing or other purposes. This part of the Regulations became operative in 1948, prohibiting the use of lead glazes except those of low solubility, and the use of powdered flint (or quartz) for bedding, polishing, as a sagger wash or as a separating or dusting powder, and, finally, prohibiting the introduction (except under very special circumstances) of dry powdered flint (or quartz) into any pottery factory. The transition to use of low solubility glazes had been a gradual process, and there was little difficulty in achieving compliance. The Regulations allowed the glazed tile works until October, 1949 to make the transition, and it was expected that they would be able to effect compliance in good time. Except where flint is used as an actual constituent of the ware, its use has now completely ceased throughout the country, having been replaced by alumina. Where flint is used in the mixing of ware it is now generally used in "slop" or paste form, and only in a few special cases is the use of dry flint permitted, with proper safeguards.



## Improvement of Premises

Repairs and redecoration have gone on apace during the year, but high costs have caused many small firms to lag behind the general standard. Post-war developments in industrial lighting have played a part in stimulating the desire to redecorate, as good lighting "discloses dirt to a disturbing degree." As regards development in lighting, the Report states that "there is some ebb and flow in the popularity of the fluorescent method but no sign of real change." Resurfacing of floors is again being undertaken, but it is still not uncommon to find floors of earth, of rubber, and of bricks, with deep crevices which cannot effectively be cleaned.

Progress in the use of colour in factories continued throughout the year. The most popular colour scheme seems to be cream and green, and one Inspector remarked that it was to be hoped this combination would not become too much of a standard substitute for whitewashing. Cool colour schemes used in workrooms where hot processes are carried on have proved popular. The high standards of cleanliness necessary to maintain maximum effectiveness of colour schemes are not easy to attain. The best examples of the use and maintenance of colour are to be found in the engine rooms of the older Lancashire and Yorkshire cotton and woollen mills "where the care and attention of two or three generations of engineers have resulted in shining woodwork, polished metalwork and gleaming and spotless paintwork."

The Chief Inspector also commends the way in which some firms surround their works with gardens, and describes one example where a small area of ground within the precincts of a factory in an urban area has been put to good use.

The factory consists of a medium size concrete building, standing in a large yard against a background of a high railway embankment and a long arched railway bridge, and all round it lies badly blitzed property and the rather mean streets of the poorer parts of the metropolis. On one side of the yard giving access to the works is laid out a very beautiful small garden, full of seasonal flowers, with green houses and a good sized very green lawn with seats.

Progress in the provision of washing facilities is reported, but much remains to be done. Warm water is frequently not provided. Improvement of facilities in industries hitherto backward has been noted, as for instance at ship-building yards, docks and at some railway establishments. Some progress was made towards providing suitable cloakroom accommodation, particularly in new factories or

in trades, such as foundries, which have been under special survey, but lack of space still prevents many firms from providing good accommodation.

The 1948 amendment to the Factories Act extends the seating requirement to cover all employed persons, but this section does not come into force until October, 1950. The Act requires that, "where a substantial proportion of any work can be done sitting, there shall be provided and maintained, for any employed person doing that work, a seat of a design, construction and dimensions suitable for him and the work, together with a foot-rest on which he can readily and comfortably support his feet if he cannot do so without a foot-rest." The mere purchase of some sort of seats will not represent compliance, and Inspectors are of the opinion that much attention will have to be given to the problems raised, and are encouraging firms to start surveys and consultations.

Many new canteens were opened during the year, particularly in the textile, boot and shoe, hosiery and laundry trades, and very few were closed. "It appears to be more and more accepted by employers that it is necessary to have a canteen in order to attract workers," the Chief Inspector concludes. At the end of the year 4,835 factories employing over 250 persons had hot meal canteens. Satisfactory kitchen hygiene has not yet been generally achieved, but progress has been noted in many canteens in improvements to premises, equipment and staff training.

## Hours of Employment

The average length of the normal working week remained at 44 to 45 hours spread over 5 days for the great majority of industries, but there were some new tendencies in the pattern of daily hours arrangements. Women, particularly in the North, often demand that overtime be concentrated into two relatively long days rather than spread more evenly over the week. Employers are accordingly finding some difficulty in meeting the legal requirements of the Factories Act in regard to the "spread out" of overtime. The five-day week is now almost universal, and if extra hours have to be worked at pressure periods it is almost impossible to persuade workers to do them on Saturday morning. Women would prefer to work on Sunday. Employers and workers alike are expressing dissatisfaction with the restrictions which the Acts impose on the hours of adult women, in particular the bar on night work and Sunday work. The number of cases of illegal employment was somewhat higher than in 1947, and mostly the workers con-



cerned were women and were usually acquiescent. Export industries tended to use up their legal allowance of overtime, and overtime, within the meaning of that term in the Factories Act, increased slightly over 1947.

### Enforcement

Charges laid during the year under the Act totalled 891 against 565 firms or persons. These resulted in 737 convictions, 104 charges withdrawn and 50 dismissed. Failure to comply with safety regulations accounted for 490 charges. Total fines imposed amounted to £7,886.

The total number of Inspectors on the staff at the end of the year was 328. This included 48 new Inspectors who were in training for the most part of their time during the year. As the authorized staff at the end of the year was 378, 50 vacancies remained unfilled. A further competition was held at the end of the year but of 369 candidates only 18 were found suitable and offered appointments. A change in organization took place November 1 when the Personnel Management Branch was transferred from the Factories Department to the Industrial Relations Department of the Ministry.

---

## INTERNATIONAL LABOUR ORGANIZATION

### ILO Director-General Offers Proposals on Labour Productivity

*Stressing the contribution that higher living standards can make towards world peace, the Director-General of the ILO, David A. Morse, has invited delegates to the 1950 International Labour Conference to discuss the question of labour productivity.*

A major section of the Annual Report of the Director-General of the ILO has this year been devoted to the subject of labour productivity.

Mr. Morse has proposed a world-wide sharing of techniques to increase productivity, calling attention to the contribution such a program might make toward reducing the risk of war. He has invited the worker, employer and government delegates to the forthcoming International Labour Conference to give this subject special consideration during the course of the debate which will take place on his Report. (The Conference will open its 33rd Session at Geneva on June 7. Canada is among the 60 ILO member countries which are expected to participate.)

Mr. Morse declared that higher living standards resulting from greater productivity were needed in the highly-industrialized countries as well as in the world's less developed regions.

"It is broadly true," he stated, "that only if the average man produces more wealth can he enjoy a substantially higher standard of living."

However, "to say that the average man must produce more wealth is not the same thing as to say that he must work harder," according to Mr. Morse.

"Harder and more regular work may be—and often is—one of the things that is required; but in very many jobs a worker's output depends more upon tools, methods of operation, managerial performance, plant morale and operating conditions than upon his own personal application.

"Nor does higher productivity mean increased production at any cost. Higher productivity means, in the most general terms, an increase in the ratio of the output of wealth (goods and services) to the corresponding input of labour—an increase in the production of wealth per unit of labour."

### Fair Distribution of Fruits of Labour

"I know that measures aimed merely at increasing production may mean little to those who labour throughout the world, and may even in some countries arouse their active and legitimate suspicions unless these measures are closely linked to efforts to ensure the fair distribution of their fruits," Mr. Morse continued.

"They must also be continually balanced and harmonized with the ultimate goal of full employment in an expanding economy.

"However, those considerations, fundamental as they may be, must not blind us to the basic need for increased productivity. Certainly increased production is the need of the teeming half-starved millions of people who constitute the vast majority of the people of the world."

Warning that poverty, disease and other miserable conditions no longer can be hidden from view, Mr. Morse declared:—

"The rapid improvement of these conditions is essential to the elimination of international strains, to the easing of international tension, and to the promotion of world peace.

"I cannot see how the leaders of nations and public opinion can be at peace with their conscience or their deepest convictions if they do not wholeheartedly accept and vigorously pursue this policy."

Mr. Morse urged that the ILO continue to keep "its forums free of political opportunism and digression, and its eyes on its main constitutional and humanitarian mission." He said:—

"Nineteen-fifty has brought no real improvement in the world political scene. . . . The world constituency of little people are in a state of bewilderment and apprehension and look with fervent hope to statesmen for formulae of peace."

Mr. Morse, who has visited 20 countries in recent months, said:—

"I find that people everywhere feel that they are on a careening toboggan going down hill at breakneck speed.

"It is for the ILO, which has always inspired the best in member States, to make an extraordinary effort at this stage of world history so that we may continue to maintain an atmosphere conducive to building the broad new highways which will enable the world to avoid what may otherwise be a catastrophic crash."

### **Six Points Related to Increased Productivity**

He suggested in his report that the delegates discuss, among others, the following points related to higher earnings and increased productivity of labour:

1. *Migration.* "It is widely recognized that migration and technical training go hand in hand."

2. *Foreign investment.* "International movements of capital may serve, in some measure, as alternatives to international movements of population."

3. *Vocational guidance.* "Recorded experiences have shown increases from 10 to over 40 per cent in productivity as a result of selection of workers."

4. *Two shifts a day.* "If night work is ruled out, it might still often help efficiency if two shifts of eight or perhaps seven hours were introduced."

5. *Trade barriers.* "Freer trade between the different European countries should give European producers access to wider markets, would encourage greater specialization, and would be an important means of promoting greater productivity."

6. *Health and general education.* "The capacity of workers is often impaired by low standards of health and nutrition, of general education and of technical training."

Mr. Morse expressed hope that the work of the ILO Conference of Labour Statisticians would "lead to international agreement on the methods by which labour productivity can best be measured."

### **Need for Studies**

He suggested various studies which the ILO technical services were best equipped to undertake on an international basis, including the following:—

1. A factual and analytical study of factors affecting the productivity of labour in under-developed countries.

2. A study of possible ways and means of extending systems of payment by results.

3. An examination of the scientific basis of methods of work simplification based on time and motion studies, and their effects on output.

4. A study of the conditions for and advantages of greater standardization of production.

5. A study of ways of organizing double shifts and their advantages and disadvantages.

6. A study of ways and means of promoting the rapid spread of improvements in techniques of production and management.

Mr. Morse said:—

"If economic welfare requires that productivity-raising changes in production and managerial techniques should not be resisted, it requires also that they should be introduced in such a way as to involve a minimum of hardship for individuals. This, too, might form the subject of a comprehensive study."

### **Problem of Raising Standards In Less Developed Countries**

Mr. Morse's conclusions included the following:—

"The possibilities of large-scale emigration from the Asiatic countries are limited by the limited demand in other countries for unskilled labour, and by the difficulties of assimilating large numbers of immigrants with foreign culture and low standards of living. It may be, nevertheless, that this is a problem to which the world will have to give more thought in years to come.

"More hopeful are the possibilities of relieving the pressure of population in such countries as Italy and the Netherlands by

promoting emigration to countries which are short of skilled labour—notably perhaps to the countries of Latin America.”

He said that a vigorous public health policy in the less developed regions resulting in a falling death rate “will probably not favour productivity where the population already presses heavily on the means of subsistence” but “this is no reason for failing to save human lives which could be saved.”

“It means, however,” he added “that measures to improve public health in such countries must be accompanied by measures to raise productivity even more rapidly than population increases.” He continued:—

“Productivity may, of course, be impaired not only by shortages of fixed capital equipment but also by shortages of working capital—materials and fuel. Abnormal shortages of this character have been a serious handicap to industry in many countries since the war.

“Changes in the habits and attitudes of private savers and improvements in the machinery for directing savings into productive investment are very desirable in poor countries.

“Government financing of development schemes may, within limits, impose collective saving on the community. Government financing of itself, however, affords no way out of the basic dilemma that a larger proportion of resources directed to capital formation means a smaller proportion of resources to provide for current needs.

“It seems probable that many of the world’s poorest territories will be condemned to a vicious cycle of lasting poverty unless large amounts of capital can be made available to them from abroad.

“The dearth of soundly conceived development schemes ready for financing is often a more serious limitation than lack of capital.

## Productivity and Full Employment Policy

“In some respects full employment, and above all an expectation of a continuance of full employment, tends to increase productivity”, Mr. Morse continued.

“First, it eliminates the waste of unwanted idleness.

“Secondly, in so far as continued full employment eliminates cyclical fluctuations in demand, it makes possible the maintenance of a relatively steady rate of output.

“Thirdly, fear of unemployment in the past has been the fertile source and justification of resistance to technical change and of restrictions on output, open or covert.

“A full employment policy may need to be accompanied by measures to ensure that practices which impede the effective use of incentives, and inhibit ready response to incentives, are discontinued.

“Even more important, perhaps, the effects of full employment on productivity will depend largely upon how far workers and their leaders are able to substitute self-discipline and a sense of responsibility for the discipline of fear.

“Efficient management has much to contribute to the growth of productivity.”

Mr. Morse warned:—

“A united determination to increase productivity can be created and maintained only through the fullest understanding by employers and workers of each others’ points of view; it can be carried into effect only by the closest co-operation between them.

“To the extent that greater productivity leads to lower prices, the advantages it brings are shared among all members of the community.”

## ILO Governing Body Approves Nominations to Commission on Trade Union Rights

*Seven of the nine members who will form the ILO’s new Fact-Finding and Conciliation Commission on Freedom of Association were appointed by the Governing Body in March.*

Previous issues of the *LABOUR GAZETTE* have described the proposals for establishing an international commission to consider alleged infringements of trade union rights.

Plans for such a commission were approved by the Governing Body of the

ILO during January (L.G., March, 1950, p. 317). The commission is to be “essentially a fact-finding body,” but it is also authorized to discuss complaints with the governments concerned “with a view to securing the adjustment of difficulties by agreement.”



Complaints are to be referred to the Commission through the ILO Governing Body. However it was considered that the Commission should also have power to consider complaints involving countries which are not members of the ILO. This problem was studied by the Economic and Social Council of the United Nations during February, and a procedure was agreed to. It was further decided that the Commission, although established by the ILO, could also act on behalf of the United Nations.

The Canadian spokesman during the discussion of trade union rights at the Economic and Social Council was Dr. George Davidson, Deputy Minister of Welfare. Dr. Davidson praised the progress made by the ILO towards establishing the Commission, and spoke of the genuine concern of governments that effective machinery be devised for hearing under competent and responsible international auspices alleged grievances in respect of violation of trade union rights. Dr. Davidson also took an active part in the discussions as to the procedures that were to apply to the Commission's work.

### **Members of Commission Named**

During March, the ILO Governing Body held its 111th Session, and in the course of this meeting seven of the nine members who will form the Fact-Finding and Conciliation Commission on Freedom of Association were named.

The members are:—

Carl V. Bramsnaes, Governor of the National Bank of Denmark;

Mahmoud Hassan Pasha, former Egyptian Ambassador to the United States;

The Hon. Mr. Justice J. N. Majumdar, member of the All-India Industrial Tribunal;

François de Menthon, member of the French National Assembly;

Hon. Arsenio Roldan, presiding judge in the Philippines Court of Industrial Relations;

Oscar Schnake, representative of Chile in the United Nations Economic and Social Council;

The Hon. Mr. Justice Arthur Tyndall, judge of the New Zealand Court of Arbitration;

Director-General David A. Morse of the ILO informed the Governing Body that he would propose two additional names as soon as possible to complete the panel.

### **Procedure of Commission**

The procedure that will guide the Commission's work is as follows:—

Under the Commission's terms of reference, it is open to the Governing Body to refer to the Commission for impartial examination any allegations of infringements of trade union rights which the Governing Body or the ILO's general Conference consider appropriate for investigation.

The procedure also makes provision for the United Nations to refer cases to the Commission through the Governing Body.

It is also open to any Government against which an allegation of the infringement of trade union rights is made to refer such an allegation to the Commission.

### **Canadian Representation at Governing Body**

Canada was represented at the Governing Body meeting by Dr. Paul E. Renaud, Charge d'Affaires, Canadian Legation, Berne. Dr. Renaud acted as substitute for Dr. A. MacNamara, Deputy Minister of Labour; while Mr. J. F. MacKinnon, head of the Department of Labour office in London, England, served as alternate. The session was held at Geneva, Switzerland.

### **Other Decisions of Governing Body**

A further important decision of the Governing Body was to establish consultative relationships with the International Confederation of Free Trade Unions (see below).

The Governing Body decided on the dates of a number of future ILO meetings, and authorized the International Labour Office to undertake various studies.

At its final sitting the Governing Body voted by 18 to 8 with one abstention to adjourn until its autumn meeting consideration of a proposal that the Governing Body, without waiting for further consideration of the question by the United Nations Economic and Social Council, establish an ILO commission to carry out an impartial enquiry into the nature and extent of forced labour. This proposal was advanced by a majority of the Governing Body's committee on relations with other international organizations. In the debate on it, favourable action was strongly urged by George Delaney of the United States, speaking on behalf of the worker members. In voting to defer action on the recommendation at this time, the Governing

Body decided that Trygve Lie, Secretary-General of the United Nations, should be requested to submit a record of the debate to the Economic and Social Council at its next meeting in July.

The Governing Body voted to recommend that the General Conference of the ILO in June approve a budget of \$5,922,515 to finance the Organization's operations in 1951.

## Confederation of Free Trade Unions Wins Consultative Status

The Governing Body of the ILO decided in March to establish consultative relationships with the recently-formed International Confederation of Free Trade Unions.

The decision was approved by a vote of 29 to 1. The representative of the Czechoslovak Government voted against, and two of the 32 members were absent when the vote was taken.

The ICFTU is the fifth international organization to be accorded consultative relationships with the ILO. The others are the Inter-American Confederation of Workers, the International Co-operative

Alliance, the World Federation of Trade Unions, and the International Confederation of Christian Trade Unions.

The ICFTU has also been accorded consultative status by the Economic and Social Council of the United Nations. It was granted "Category A" status by the Council in March, thus gaining the right to submit items for the Council's agenda.

The Council took this action on the understanding that the American Federation of Labour, which had previously held "Category A" status, would withdraw, since it is a member of the Confederation.

## ILO Plans to Formulate Standards of Social Security

A recent meeting in New Zealand of the Committee of Social Security Experts of the International Labour Organization had as its principal purpose to prepare the way for a revision of the 40 existing Conventions and Recommendations of the ILO which deal with social security.

The meeting brought together 17 social security administrators from 14 countries.

Canada was represented by Mr. C. A. L. Murchison, Commissioner, Unemployment Insurance Commission, Ottawa.

The report drawn up by the Committee looks to the adoption by the ILO's general Conference of a new type of social security Convention which would be within the reach of countries of slight economic and social development, but which would at the same time set objectives appropriate to countries that are more highly developed.

(The proposals contained in the report were subsequently approved by the ILO's Governing Body at its 111th session at Geneva.)

As regards the persons to be protected by social security schemes and the benefits they are to receive, the Committee's proposals provide accordingly for two distinct standards—a minimum standard and an advanced standard. On the subjects of administration and financial resources, only a single standard would be set, leaving room for wide variation in method in different countries.

The minimum standards for persons protected and for benefits would follow in general the standards set in existing ILO Conventions, but would permit some temporary exceptions for countries that are only slightly developed.

The advanced standard would be set at a high level. It would be a composite, based on what has been achieved in one branch or another of social security by a certain number of industrialized countries. No country, however, has yet attained this standard in all branches.

The method proposed for ratification of the Convention is new, and designed to encourage countries in all stages of economic development to progress in social security. A country ratifying the Convention would have to comply with the standards set by it in respect of at least three of the more important branches of social security. There would also be two superior grades of ratification, one covering the minimum standard for all branches, and the other the advanced standard in three branches. Whichever grade of ratification a country elected, it would have to report each year to the ILO on the progress it had made in any branches in respect of which it had not yet ratified.

The Convention is to be considered by the 1951 Session of the International Labour Conference.



## International Labour Conventions and the Western Union Countries

The five countries which are party to the Brussels Treaty of economic, social and cultural collaboration and collective self-defence, viz., Belgium, France, Luxembourg, the Netherlands and the United Kingdom, bound themselves under the Treaty to make every effort in common, both by direct consultation and in specialized agencies, to promote the attainment of a higher standard of living by their peoples and to develop on corresponding lines the social and other related services of their countries.

To further these objectives, the Consultative Council of the Brussels Treaty Organization established a Committee of experts—the Committee on Conditions of Work and Social Policy—and gave them as their first task a study of the implications of the Conventions adopted by the International Labour Conference, as well as of means to hasten the ratification of those Conventions.

The Committee have now concluded an examination of the 90 Conventions adopted by the International Labour Conference, up to and including the 31st Session. The examination, which was conducted by representatives of the five countries familiar with the technical questions involved, was a comprehensive one extending over a series of meetings at which a detailed study was undertaken of the respective attitudes of the countries to all the Conventions and the extent to which they had given or proposed to give effect to them. The International Labour Conventions deal with matters normally enforced by legislation and, in general, fundamental to the social organization of the countries concerned. For example, the minimum age Conventions raise the whole question of the school-leaving age and the Conventions relating to the length of the working week raise the question of the method of regulation of the hours of employment.

The study undertaken by the Committee has brought clearly to light the important fact that in matters of fundamental social policy the Western Union countries have achieved a similarity of approach and a substantial measure of harmony in their attitudes towards and their implementation of the International Labour Conventions. This is not clearly shown by the simple record of ratifications, since there are cases in which ratification is hindered by technical considerations which do not affect the substantial implementation of the Convention in question.

In addition, the examination has had certain important and valuable practical results:—

(a) Each national administration has had to carry out a full and comprehensive review of its attitude towards all the International Labour Conventions adopted from the beginning. Some of these have now ceased to conform with modern conditions, but the examination has in fact resulted in the ratification of certain Conventions and expedited the consideration and ratification of others. This process is not yet complete and a further substantial number of ratifications can be expected over the next few months.

(b) In cases where particular countries have had difficulties over the interpretation or the application of particular Conventions, helpful advice has been forthcoming or offered by other Governments.

(c) The Governments have been able to exchange views, and, in some cases, to formulate a common attitude on the problem of revising Conventions which are now largely out-of-date.

(d) The representatives have been able, over a wide field, to get information on the legislation, facilities, and services existing in each other's countries. This has indicated certain fields in which more detailed studies may prove helpful and on which work has already begun.



This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

## INDUSTRIAL RELATIONS AND CONCILIATION

*Conciliation Boards in railway dispute concluded public hearings in March and submitted reports to the Minister of Labour early in April. The Canada Labour Relations Board certified the American Newspaper Guild as bargaining agent for a unit of editorial employees of The Canadian Press.*

### Introduction

The two Boards of Conciliation dealing with the dispute between various Canadian railways and two groups of railway labour organizations, representing the non-operating employees of the railway companies, resumed their sittings in Montreal on February 27 and held public hearings until March 10. The members of the Boards, both of which were under the Chairmanship of Hon. Mr. Justice J. O. Wilson, of Vancouver, then continued to meet in private almost daily until the early part of April, when they presented their reports to the Minister of Labour. In the case of each Board, a majority report signed by the Chairman and by the member nominated by the railway companies was submitted, while the nominee of the employees presented a minority report. (These reports will be published in full in next month's LABOUR GAZETTE.)

The majority reports were of particular interest, not only because of their forthright recommendations in respect of the demands of the labour organizations, and because under the provisions of the Industrial Relations and Disputes Investigation Act majority reports constitute the report of a Conciliation Board, but also because they emphasized the lack of genuine collective bargaining in the proceedings which the Boards were called upon to conduct and upon the formidable difficulties attending the negotiation of "mass demands" between a national group of unions and a national group of railways.

\* \* \*

The first Board dealt with the dispute between the Canadian National Railways, Canadian Pacific Railway Company, Ontario Northland Railway and the Toronto, Hamilton and Buffalo Railway Company and fifteen standard international labour organizations, affiliated with the American Federation of Labour, over

demands for an increase of 7 cents an hour in basic rates of pay and for the establishment of a 5-day 40-hour week with the same take-home pay as for the existing work week. This Board recognized that the existing hours of work for railworkers are out of line with those generally prevailing in Canadian industry, and that the difficulty of instituting a shorter work week must not be allowed to result in an indefinite prolongation of this condition. After outlining a formula which it considered to be capable of general application, the Board recommended that the work week of the non-operating employees represented by the fifteen organizations, except hotel and water transport employees, should be reduced to 44 hours, and that such employees should be paid for those 44 hours at the rate of 106.63 per cent of their present hourly rates of pay. Recognizing that it would be necessary for the parties to conduct negotiations as to the way in which the formula should be applied generally and for the adjustment of some 86 separate collective agreements, the Board suggested August 1, 1950 as the effective date of the new work week. The Board also stated that the parties should agree on necessary modifications of existing rules to keep the cost of replacements at a minimum and to enable existing positions to be filled where possible on a five-and-a-half day basis without replacement. The Board did not recommend any change in existing provisions relating to pay for holidays when an established statutory holiday falls on an employee's assigned day off.

With regard to a large number of individual changes in collective agreements which the railways proposed, the Board expressed the view that the public interest demanded that the railways and their employees should consider most seriously such modifications of the agreements as, without working a hardship on the employees, would contribute to increased

efficiency or eliminate expense not necessary or justified. If, therefore, the parties to the dispute accepted the proposition of the Board in regard to a 44-hour week, the Board recommended that during the ensuing negotiations the proposals of the railways as to changes in the agreement should also be considered. If, on the other hand, the parties did not come to any agreement in regard to the shorter work week, then the proposals of the railways should be considered on their merits in due course by all the parties concerned.

The Board pointed out that, as the result of a direction from the Minister of Labour based on a recent decision of the Judicial Committee of the Privy Council, it had been instructed to deal with the wages and hours of work of employees in the hotels of the Canadian National Railways, but not with those of employees in the hotels of the Canadian Pacific Railway Company. In the result, labour relations affecting workers in CNR hotels are under Dominion jurisdiction, while in the CPR hotels they come under the jurisdiction of the various provinces in which they are located. The Board stated that the result, while it might be legally unavoidable, was an awkward one because of the similarity of the hotels and of the problems involved, and the identity of the unions concerned.

The Board upheld the argument of the Canadian National Railways that the wages and working conditions of hotel employees should be considered separately from those of employees engaged in actual railway work. It appeared to the Board that there was a wage differential of about 30 per cent between the average rate of pay in CNR hotels and in non-railway hotels. The Board recommended in regard to CNR hotel employees that their claim to a 7-cent per hour wage increase and to a 5-day 40-hour week be rejected. The Board went on to state that it considered that the level of wages in CNR hotels is so high that, if a 44-hour work week is to be introduced, the take-home pay of the employees should be reduced accordingly.

With regard to water transportation employees, the Board agreed with the contention of the railways that the wages and working conditions of this group had no relation to the general railway picture and ought to be considered separately, with reference being made to the wages and working conditions of other seafaring personnel rather than to railway labour conditions. It did not, therefore, make any recommendation in regard to the wages and hours of work of water transport employees.

\* \* \*

The second Board dealt with a dispute between the Canadian National Railways, Canadian Pacific Railway Company and the Ontario Northland Railway and the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Brotherhood of Express Employees over demands for a general wage increase of 10 cents per hour, the establishment of a 5-day 40-hour work week with a 20 per cent increase in wage rates, and the institution of the check-off of union dues from all employees covered by the unions' agreements, whether or not the employees are union members. The recommendations of the Board in this case were similar to those outlined above, except for a separate recommendation that the guaranteed hours of dining and sleeping car employees, which they can be required to work per month, be reduced from 240 to 224 hours per month and that they should be paid for these 224 hours per month at the rate of 106.63 per cent of their present hourly earnings. Considering the impossibility in many cases of reducing hours of dining and sleeping car employees to the standard of 224 hours per month, the Board expressed the view that penalty overtime should be payable for hours worked in excess of 448 in a 2-month period and not greater than 490 hours. A further separate recommendation was made in regard to express messengers to the effect that their hours of work and rate of pay should be the subject of negotiations between the parties with a view to giving them, so far as practicable, the same general advantage on the same general terms recommended for other employees.

The recommendation of the second Board in regard to a general wage increase and shorter work week for CNR hotel employees was the same as in the case described above.

The Board rejected the demand of the Brotherhoods for the institution of the check-off of monthly union dues from all employees covered by their agreements, stating that there were three large union groups covering railway employees and that none of these groups has, or ever has had a closed shop, union shop, check-off or any other type of restrictive agreement with the companies. Under those conditions the three union groups have thrived and cared well for their members. There was nothing to suggest that a check-off or any other form of compulsion was necessary to the continued health of these labour organizations. There was between the Canadian Brotherhoods and another group a healthy competition which must, in the opinion of the Board, result in general benefit to the employees, and which would be affected by granting a check-off to one group and not to the other.



Both Boards pointed out that in the proceedings before them there was no collective bargaining in the true sense of that phrase. There was a great deal of very effective argument, and a thorough and careful marshalling of facts. But the parties remained protagonists and never assumed the role of negotiators. There was an obvious reluctance on both sides to concede any point for the purpose of arriving at a settlement. No middle ground was even discussed before the Board. The Board was treated as a forum and did not succeed in performing its function of conciliation.

The Boards then went on to describe at some length the practical and perhaps unavoidable difficulties created by the attempt to negotiate "mass demands" between national groups of unions and national groups of railways. Mentioning that these remarks were not to be construed as a criticism of the organization of labour unions into large groups, the Board pointed out that since by the terms in which the problem is presented real negotiation and bargaining is made difficult, if not impossible, there is no elasticity to the field in which a Conciliation Board can operate, and the proceedings tend to result in a stalemate. The tendency was to resolve by Government action the stalemate created by the failure of the bargaining process.

The minority report submitted by the employees' nominee in the case affecting the standard international labour organizations recommended the granting of the equivalent of a 7-cents per hour increase, as requested, but with some adjustments in its application in order not to throw the lower wage rates out of balance, the details to be worked out by the parties at the time of negotiations upon the proposals of the companies for contract changes. The minority report also recommended the institution of the 5-day 40-hour week with 48 hours' pay and with two consecutive days off applicable to all the classes of employees concerned, effective June 1, 1950. The report further recommended that the employees of railway steamship lines and CNR hotels be included in such adjustments.

The minority report submitted by the employees' nominee in the case affecting the two national unions recommended with respect to railroad employees that no general increase of pay be granted but that the parties be encouraged to negotiate regarding the lower-paid classifications with a view to their improvement; that the 208-hour month for roadmen be granted and that all others whose contractual hours are

now 48 per week be reduced to 40 hours per week, with the same take-home pay in both cases. With regard to water transport employees, the report recommended that the railways and the unions concerned be advised to negotiate further with the object of making working conditions in respect of days off, holidays, etc., the same for all classifications among the crews. With regard to employees of the CNR hotels, the minority report recommended that the working week be reduced to 44 hours with the same weekly take-home pay. It also recommended that the request for the check-off be granted.

\* \* \*

At its March sessions the Canada Labour Relations Board approved Reasons for Judgment in connection with the application for certification made by the American Newspaper Guild affecting editorial employees of The Canadian Press. The Reasons for Judgment incorporated a decision that a vote should be taken among the employees affected, the bargaining unit to consist of editorial employees of The Canadian Press within Canada, including office boys, but excluding the general manager, general superintendent, general news editor, chief of Ontario services, general night editor, bureau chiefs and news editors.

The vote resulted in a majority in favour of the Guild and at its next meeting on April 5 the Canada Labour Relations Board granted certification to the Guild for the bargaining unit indicated above.

At its March sittings the Canada Labour Relations Board also granted an application made by the National Catholic Brotherhood of Quebec Transport Employees, Inc., for the Board to prescribe a provision for the final settlement or violation of the collective agreement between the union and the Quebec Railway, Light and Power Company. Reasons for Judgment embodying the Board's decision were adopted, and are reproduced elsewhere in this chapter of the LABOUR GAZETTE.

\* \* \*

On March 28, 1950, an Order in Council was adopted amending the Rules of Procedure of the Canada Labour Relations Board by the granting of authority to issue a summons to require any person to appear before the Board to give evidence or to produce documents in his possession relating to matters before the Board. A form of Summons was laid down. The text of the amendment is printed below.



**The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act.**

Conciliation services under the Industrial Relations and Disputes Investigation Act and under the Conciliation and Labour 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 under the former Act.

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 succeeded by the Wartime Regulations in 1944.

Proceedings begun under the Wartime Regulations are continued in so far as the services involved in such proceedings are authorized under the new Act. Likewise, decisions, orders and certifications given by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the new Act.

The Act applies to industries within Dominion 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 Dominion 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, Industrial Inquiry Commissions, for the consideration of complaints that the Act has been violated or that a party has failed to bargain collectively, and of 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 and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Conciliation services are also provided by the Industrial Relations Branch under the provisions of the Conciliation and Labour Act. This statute empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or arbitrator when requested by the parties concerned.

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. From time to time, as required, a third article under this section will cover Conciliation Proceedings under the Conciliation and Labour Act.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the province of Quebec, and two officers resident in Fredericton 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.

## **Amendment to Rules of Procedure of the Canada Labour Relations Board**

The Rules of Procedure of the Canada Labour Relations Board were published in the January, 1949 issue of the *LABOUR GAZETTE* (pp. 57-60).

At its meeting on March 15, 1950, the Board amended its Rules of Procedure by adding thereto a new section relating to the issuance of summonses to persons required to appear before the Board. In accordance with the provisions of Section 60 of the Industrial Relations and Disputes Investigation Act, the amendment was approved by the Governor General in

Council on March 28, 1950 (Order in Council P.C. 1547) and went into effect upon publication in the April 12, 1950, edition of the *Canada Gazette*.

The text of the new section added to the Rules of Procedure is as follows:—

18. A summons to require any person to appear before the Board to give evidence or to give evidence and bring with him any documents in his possession or under his control in the form attached to these Rules, varied to suit the case, shall be deemed good and sufficient for that purpose and may be given by the Chairman or the Chief

Executive Officer, and service thereof may be effected by personal service on the person to whom it is directed.

SUMMONS

Before the CANADA LABOUR RELATIONS BOARD To: In the matter of the Industrial Relations and Disputes Investigation Act and of affecting and (Applicant) and (Respondent) and (Intervener)

Whereas it has been made to appear that you are likely to give material evidence respecting the above-cited matter, you are

hereby summoned and required to appear before the Canada Labour Relations Board at a hearing to be held at in the City of on the day of 19, at the hour of in the noon, and so from day to day until the matter is heard, to give evidence touching the matter in question (and to bring with you at the time and place aforesaid and produce before the said Board and any other books, papers or documents in your custody or under your control in any way relating to the said matter).

Given under my hand this day of 19, (Name and title of signing officer) Canada Labour Relations Board.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during the month of March. The Board issued 7 certificates designating bargaining agents, rejected 6 applications for certification, ordered 2 representation votes, and granted one application for the prescription of a provision for the final settlement of all differences concerning the meaning or violation of a collective agreement. During the month the Board received 10 applications for certification.

Applications for Certification Granted

- 1. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, for a unit of employees of the Canadian Pacific Railway Company employed in the office of Auditor of Passenger Receipts, Windsor Street Station, Montreal (L.G., Feb., 1950, p. 509).
2. The Brotherhood of Locomotive Firemen and Enginemen, for a unit of employees of the Dominion Atlantic Railway, Kentville, N.S., comprising locomotive firemen, locomotive firemen's helpers, hostlers, and hostlers' helpers (L.G., April, 1950, p. 509).
3. The National Catholic Longshoremen's Syndicate of Sorel, Inc., for a unit of longshoremen employed by Empire Stevedoring Company Limited at Sorel, P.Q. (L.G., April, 1950, p. 509).
4. The National Catholic Longshoremen's Syndicate of Sorel, Inc., for a unit of longshoremen employed by North-American Elevators Limited at Sorel, P.Q. (L.G., April, 1950, p. 509).
5. The National Catholic Longshoremen's Syndicate of Sorel, Inc., for a unit of long-

shoremen employed by Sorel Dock and Stevedoring Company Limited at Sorel, P.Q. (L.G., April, 1950, p. 509).

6. The National Catholic Longshoremen's Syndicate of Sorel, Inc., for a unit of longshoremen employed by J. C. A. Turcotte at Sorel, P.Q. (L.G., April, 1950, p. 509).

7. The National Catholic Longshoremen's Syndicate of Sorel, Inc., for a unit of longshoremen employed by Wolfe Stevedores Limited at Sorel, P.Q. (L.G., April, 1950, p. 509).

Applications for Certification Rejected

- 1. The West Coast Seamen's Union (Canada) and Vancouver Barge Transportation Limited, Vancouver, B.C. (L.G., April, 1950, p. 509). The application was rejected for the reason that there was no satisfactory evidence that the applicant had the status of a trade union within the meaning of Section 2 (1) (r) of the Industrial Relations and Disputes Investigation Act.
2. The National Catholic Longshoremen's Syndicate of Sorel, Inc., and Brown and Ryan Limited (L.G., April, 1950, p. 509). The application was rejected for the reason that the respondent company was not an employer of longshoremen at Sorel during the 1949 navigation season.
3. The National Catholic Longshoremen's Syndicate of Sorel, Inc., and Eastern Canada Stevedoring Company Limited (L.G., April, 1950, p. 509). The application was rejected for the reason that the respondent company was not an employer of longshoremen at Sorel during the 1949 navigation season.



4. The National Catholic Longshoremen's Syndicate of Sorel, Inc., and J. C. Malone and Company Limited (L.G., April, 1950, p. 509). The application was rejected for the reason that the respondent company was not an employer of longshoremen at Sorel during the 1949 navigation season.

5. The National Catholic Longshoremen's Syndicate of Sorel, Inc., and The Montreal and Saint John Stevedore Company Limited (L.G., April, 1950, p. 509). The application was rejected for the reason that the respondent company was not an employer of longshoremen at Sorel during the 1949 navigation season.

6. The National Catholic Longshoremen's Syndicate of Sorel, Inc., and the Economic Stevedoring Corporation of Montreal, Limited (L.G., April, 1950, p. 509). The application was rejected for the reason that the respondent company was not an employer of longshoremen at Sorel during the 1949 navigation season.

### **Representation Vote Ordered**

1. The American Newspaper Guild and the Canadian Press (L.G., March, 1950, p. 339). Following an investigation of the application and a public hearing of the parties concerned, the Board ordered a representation vote of the employees affected (see Reasons for Judgment below) (Returning Officer: H. Perkins).

2. The Brotherhood of Locomotive Firemen and Enginemen and the Dominion Atlantic Railway, Kentville, N.S. (L.G., April, 1950, p. 509). Following an investigation of the application and a public hearing of the parties concerned, the Board ordered a representation vote of the employees affected (Returning Officer: H. R. Pettigrove).

### **Applications for Certification Received**

1. Lodge 1040, Brotherhood of Railroad Trainmen, on behalf of yardmasters and assistant yardmasters employed by the National Harbours Board at Vancouver (Investigating Officer: G. R. Currie).

2. The Brotherhood of Railroad Trainmen, on behalf of conductors employed in the train and yard service of the Quebec Central Railway Company, Sherbrooke, P.Q. (Investigating Officer: R. Trépanier).

3. Local 106, Transport Drivers, Warehousemen and Helpers' Union, on behalf of

chauffeurs, chauffers' helpers, dockmen, and checkers employed by Carwil Transport Limited, Montreal (Investigating Officer: R. Trépanier).

4. The Flin Flon Transportation Workers' Federal Union No. 272, on behalf of employees of Northern Bus Lines Limited, Flin Flon, Man. (Investigating Officer: R. H. Hooper).

5. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of second stewards employed by the Canadian Pacific Railway Company (British Columbia Coast Steamship Service) (Investigating Officer: D. S. Tysoe).

6. Local No. 1598, International Brotherhood of Electrical Workers, on behalf of employees of the Hudson Bay Mining and Smelting Company, Limited, Flin Flon, Man., employed in the operation of rolling stock on out-of-doors railways (Investigating Officer: J. S. Gunn).

7. The Order of Railway Conductors, on behalf of train conductors employed by the Quebec Central Railway Company, Sherbrooke, P.Q. (Investigating Officer: R. Trépanier).

8. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of employees of the Canadian Pacific Railway Company employed in the Office of the Auditor of Agencies, Windsor Street Station, Montreal (Investigating Officer: L. Pepin).

9. The Canadian Brotherhood of Seamen, on behalf of unlicensed personnel employed by the Western Union Telegraph Company on board the *c.s. Lord Kelvin* and the *c.s. Cyrus Field* operating out of Halifax, N.S. (Investigating Officer: H. R. Pettigrove).

10. The American Newspaper Guild, on behalf of editorial employees of Press News Limited employed in Canada (Investigating Officer: R. L. O'Neill).

### **Application under Section 19 Granted**

The Board granted an application, submitted by the National Catholic Brotherhood of Quebec Transport Employees, Inc., for the prescription of a provision for the final settlement of all differences concerning the meaning or violation of the collective agreement between the Brotherhood and the Quebec Railway, Light & Power Company, Quebec, P.Q. (L.G., March, 1950, p. 339. See also Reasons for Judgment below).



## REASONS FOR JUDGMENT in dispute between

**American Newspaper Guild, with headquarters in the City of New York, U.S.A., Applicant,**  
**and**  
**The Canadian Press, with Head Office at Toronto, Ont., Respondent.**

This is an application made under the Industrial Relations and Disputes Investigation Act for the certification of the Applicant as the bargaining agent of a unit of employees consisting of all editorial employees of the Respondent within Canada, exclusive of telegraphers, teletype operators, wire maintenance staff, accounting office employees, and stenographic employees, and excluding also the General Manager, General Superintendent, General News Editor, Chief of Ontario Service, General Night Editor, bureau chiefs and Press News General Manager. The existing payroll classifications of employees included in the bargaining unit thus described comprise: news editors, editors, junior editors, rewrite learners, staff correspondents and office boys in all offices of The Canadian Press in Canada. The Applicant also seeks to include in the bargaining unit for whom it requests certification, employees carried on the payroll of Press News Limited, a subsidiary company in which The Canadian Press is the principal shareholder. The Applicant contends that these employees are in fact employees of the Respondent.

The application is contested by the Respondent on a number of grounds.

The Canadian Press, an incorporated company, was incorporated in its present form by special Act of the Parliament of Canada passed in 1923. It is described as a co-operative, non-profit organization of Canadian daily newspapers, and is empowered under its Act of incorporation to carry on the business of a news agency in all its branches, and for that purpose to collect and gather news by cable, telegraph, telephone, wireless or any other means, and to distribute such news on a co-operative basis among and for the use of its members for publication in newspapers owned or represented by them, and is further authorized to purchase, install, lease, own and operate means for transmission of news, including telephones, telegraph instruments, wireless instruments, and other apparatus for long distance communication. In summary, the Respondent carries on a news-gathering and distribution business across Canada, and operates in connection therewith communication services across Canada.

The Board consisted of Mr. A. H. Brown, Vice-Chairman and Acting Chairman, and Messrs. W. L. Best, E. R. Complin, J. A. D'Aoust, A. Deschamps, A. J. Hills, A. R. Mosher, G. Picard and H. Taylor. The Judgment of the Board was delivered by the Vice-Chairman.

The Board is satisfied that, in view of the nature and scope of its operations, the provisions of the Industrial Relations and Disputes Investigation Act apply to the Respondent and its employees in Canada.

Press News Limited is a company incorporated under letters patent issued in 1941 under the provisions of the Dominion Companies Act. The objectives of this Company are those of a news agency, to gather and distribute news on its own account, and by exchange to obtain Canadian Press news for the purpose of serving institutions outside the Canadian Press membership. One of its principal activities is to edit and provide news for radio presentation in Canada. The Canadian Press holds all shares in Press News Limited, except qualifying shares, and according to the information furnished to the Board at the hearing, all of its directors are also directors of The Canadian Press. The Board of Directors of The Canadian Press, however, is larger than that of Press News Limited. There is evidently a very close operational relationship between the two companies, to wit: there is no physical separation between offices, there is a considerable informal interchange of duties and personnel of staff of the two organizations, maintenance employees of The Canadian Press also provide maintenance services for Press News equipment. The Applicant claims that the working conditions of the two staffs are identical. The Applicant relies on these facts, as brought out at the hearing, in support of its contention that the Board should find that employees of Press News Limited are not distinguishable from employees of The Canadian Press, and should be included in one bargaining unit with employees on The Canadian Press payroll as Canadian Press employees.

On the other hand, the Respondent, while conceding that there is a close working

relationship between the two organizations and staffs of the two organizations, nevertheless points out that the two organizations are separate corporate entities, that Press News Limited is a different type of company established to serve a different news medium, that employees of Press News Limited operate under the direction of their own General Manager, who is not an employee of Canadian Press, and are hired and paid by Press News Limited, and carried on the Press News Limited payroll, and are subject in all respects to discipline by this employer. Counsel for the Respondent refers to the provisions of subsection three of section nine of the Act, which provides that where a trade union seeks to include employees of two or more employers in a single bargaining unit, the consent of all such employers is required as condition precedent to certification. He advised the Board that the Respondent did not consent to the inclusion of its employees in a bargaining unit with employees of Press News Limited. On the facts presented to it, the Applicant has not satisfied the Board that employees of Press News Limited are employees of the Respondent. As the two employers do not agree to the inclusion of their respective employees in one bargaining unit, the Board has no authority to order such inclusion. The application, therefore, in so far as it seeks to include employees of Press News Limited in a bargaining unit with employees of The Canadian Press, is rejected.

Counsel for the Respondent, while conceding that the provisions of the Industrial Relations and Disputes Investigation Act may apply to the undertaking of the Respondent, contends that editorial staff employed by the Respondent, whom the Applicant seeks to have included in the bargaining unit, are not employees within the meaning of that Act, and in consequence its provisions do not apply to such editorial employees. In paragraph (i) of subsection one of section two of the Act, the term "employee" is defined to mean: "a person employed to do skilled or unskilled manual, clerical or technical work, but does not include

(i) a manager or superintendent, or any other person who, in the opinion of the Board, exercises management functions or is employed in a confidential capacity in matters relating to labour relations;

(ii) a member of the medical, dental, architectural, engineering or legal profession qualified to practice under the laws of a province and employed in that capacity;"

Counsel for the Respondent contends that the work of Respondent's editorial staff involves the application of a high degree of personal judgment and intelligence on the part of the individual reporter, rewrite editor or filing editor, as the case may be. He submits that these employees are not manual or clerical workers, and contends that neither can they be regarded as technical workers. His submission is supported by reference to the more restricted definition of the term "technical" contained in the Shorter Oxford English Dictionary, Second Edition, as meaning:—

"of or pertaining to the mechanical arts and applied sciences generally, as in 'technical education', 'technical school'";

and to the definition of the term "technical" contained in the National Selective Service Regulations which were enacted by the Governor General in Council under The War Measures Act and were in effect during the period of the recent war, wherein the use of the term was restricted to engineering and scientific personnel; and by reference also to the word "Industrial" appearing in the title to the Act as indicating the intent of Parliament to restrict the application of the Act to industrial workers.

While no doubt the work of editorial employees of The Canadian Press may require the exercise of discretion, intelligence and good judgment, nevertheless the Board is of opinion that the necessity for the exercise of such qualities or qualifications does not serve to distinguish such employees from other skilled occupations which call for the exercise of technical skills, nor does the exercise thereof necessarily exclude such persons from the application of the Act. In addition to the dictionary meaning quoted by Counsel for the Respondent, the Oxford English Dictionary defines the term "technical" as meaning:—

1. of a person: skilled in or practically conversant with some particular art or subject;
2. of a work: skilfully done or made;
3. belonging or relating to an art or arts: appropriate or peculiar to or characteristic of a particular art, science, profession or occupation.

The Board accepts and adopts this broader meaning of the term, rather than the more restricted meaning of the term upon which Counsel for the Respondent relies, as being more consistent with the intent of Parliament as to the application of the Act. That Parliament intended the term "employee"



to have a wider application than the interpretation which the Respondent seeks to place on the same is also borne out by the nature of the exceptions to the definition of "employee" contained in subparagraphs (i) and (ii) of paragraph (i) of subsection one of section two of the Act. It will be noted that these exceptions include members of the medical, dental, architectural, engineering and legal professions, employed in that capacity, as well as managers and superintendents and other persons who in the opinion of the Board exercise management functions or are employed in a confidential capacity in matters relating to labour relations.

These exceptions cover a wide range of occupations and skilled employment, involving not only the application of purely mechanical skills, but also the exercise of higher skills, and of judgment, discretion and intellect in the performance of work not less exacting than that required of its editorial employees by the Respondent. Had it been the intent of Parliament to also exclude persons in journalistic occupations, such as news editorial personnel, one would have thought that, in view of the nature of the other exclusions, the same legislative pattern would have been followed, namely by specific reference thereto.

The Board finds, accordingly, that editorial employees of the Respondent are, subject to exceptions based upon the performance of managerial and confidential duties, employees for the purposes of the Act.

In its submission, Respondent points out that in its operations it services Canadian newspapers of every political faith, who expect from it accurate and unbiased reports. It submits that, in the interests of maintaining an unbiased national news service, the actions and loyalties of its editorial staff should not be subject to external influences "beyond the control of those responsible for the impartiality and conduct of its news service". To summarize the Respondent's further argument on this point, Respondent claims that the policies of the Applicant union originate in and its controls are exercised from the union headquarters in the United States, and contends that in view of this outside influence and in view of the extension of activities of unions in the field of politics in recent years, there is grave danger that recognition of the Applicant as the bargaining agent for Respondent's editorial staff would in the result operate to destroy the unbiased nature of Respondent's news service which is essential to its continued effective operation.

The Board does not consider this contention to be pertinent to the merits of

the application or its disposition. In view, however, of the apparent weight given to this feature in the Respondent's submission, it seems advisable to deal with it.

Parliament has provided the answer to this contention of Respondent in the provisions of the Industrial Relations and Disputes Investigation Act. Section three of the Act reads:—

3. (1) Every employee has the right to be a member of a trade union and to participate in the activities thereof.

(2) Every employer has the right to be a member of an employers' organization and to participate in the activities thereof.

The subsequent provisions of the Act protecting the rights of employees and employers to organize, for recognition by the employer of the trade union representing the majority of his employees in a bargaining unit as the bargaining agent of employees in such unit and so on, are based upon and follow from this statement of the right of an employee to belong to the union of his choice, and of an employer to belong to an employers' organization of his choice.

Parliament has, in the definition of the term "employee", also taken cognizance of the possibilities of conflict of interest in the case of an employee arising out of the necessity of discharging his duties to his employer on the one hand and his obligations to his union on the other hand. It was the apparent intent to take care of the cases where such conflict or incompatibility of interests might normally be expected to arise, by excepting from the provisions of the Act "a manager, superintendent or any other person who, in the opinion of the Board, exercises management functions or is employed in a confidential capacity in matters relating to labour relations".

The Board wishes to make it clear that employees of the Respondent to whom the Act applies are by the Act accorded the right to belong to a union of their choice, to participate in the activities thereof, and to organize for collective bargaining purposes without interference or pressure by their employer.

Turning now to the consideration of the appropriateness of the proposed bargaining unit, it will be observed that, taking into account both the general description of the unit as defined by the Applicant and the exclusions therefrom proposed by the Applicant, the unit consists of news editors, editors, junior editors, learners, office boys and staff correspondents.

Respondent contends that office boys should not be included in the unit because, while office boys work closely with editorial



staff, their principal and primary duties are to take and deliver news copy. Respondent says that this work is in effect of the same nature as, and is an extension of, the work of the operating-mechanical staff group of Respondent's employees who operate telegraphic, teletype and other communications services utilized by the Respondent in its operations. It is also pointed out that the General Traffic Chief who is head of the mechanical staff division of the Respondent is responsible for the hiring, discharge, discipline and general direction of office boy staff attached to the Toronto office and in other offices his advice has guided the terms of hiring and duties of office boy staff. On the other hand, Applicant points out that, in practice, office boys have been afforded the opportunity to move up into editorial staff ranks as learners, and that many of the present editorial staff have been recruited from this source. The Board was advised at the hearing that, while there is no bar to doing so, very few, if any, office boy staff have been recruited for or promoted to mechanical staff classifications. The operating-mechanical staff include the classifications of operator and mechanic.

As it appears to the Board, there are reasonable grounds for inclusion of office boys in either the editorial staff unit or the operating-mechanical staff unit. The Board regards it as significant that the existing collective agreement between Respondent and the Commercial Telegraphers' Union covering operating staff does not cover office boy staff.

In the circumstances, in view of the close working relationship of office boy staff with editorial staff, and as it appears that the line of advancement of office boy staff who remain in the employ of the Respondent is within the editorial group, the Board is of opinion that the classification of office boy is appropriate for inclusion in the bargaining unit.

The Board finds the appropriate unit in this case to be one consisting of all editorial employees of the Respondent within Canada, including office boys, but excluding the General Manager, General Superintendent, General News Editor, Chief of Ontario Services, General Night Editor, bureau chiefs and news editors. In doing so, the Board gives effect to the contention of the Respondent that news editors should be excluded from the unit on account of the nature and extent of their supervisory duties. The unit as thus found to be appropriate does not include telegraphers, teletype operators, wire maintenance staff, accounting office employees, or stenographic employees.

Counsel for Respondent drew attention to the provisions of Article IV, section one, of the constitution of the Applicant organization, which provides that the membership of the Guild shall function through local guilds, and to the fact that the present application is for certification of the parent Guild, not a local. He also drew attention to Article X, section eight, of the constitution, which provides that applications for membership in the Guild shall be submitted to the designated agency of the shop unit where the Applicant is employed, and to the provision therein to the effect that an applicant for membership shall not become a member of the Guild until the local or its executive committee or other governing body shall have approved the application in respect of eligibility. Counsel contended that, in view of there being locals of the Guild in existence in Toronto and Ottawa, employees of the Respondent in these areas at least, could not be regarded as members in good standing of the Guild unless their applications had been approved by such locals.

Mr. Cressey, an International Representative of the Applicant, in his evidence stated that the existing locals in Toronto and Ottawa had by resolution of their governing bodies waived jurisdiction over those Canadian Press employees enrolled in the Guild in their particular areas, and that Canadian Press employees who have made application for membership in the Guild and paid the necessary fees have been accepted by the headquarters of the parent Guild and enrolled as members at large of the Guild. There has not been brought to the attention of the Board any provision in the constitution giving authority for such waiver of the provisions of the constitution. It may be that this would be regarded as a matter requiring ratification at the union convention. The International Representative also stated that it is proposed to issue a charter for a local comprising employees of The Canadian Press across Canada, but this has not yet been done.

The Board observes that, under the provisions of the Guild constitution as furnished to the Board, Article XVIII, section five, provides that the power and duty to bargain collectively for members of the Guild who are employees of press associations of national scope shall rest exclusively with the International Executive Board, but no agreement shall be signed unless ratified by the employees. It would appear to follow therefrom that, unless other provision is approved by the convention of the Guild, the bargaining agent of the proposed

unit of Canadian Press employees must be in any event the parent Guild, which is the Applicant in the present case.

The Board is of opinion that, as there is some uncertainty or confusion as to the effect of the procedure followed in this case in the light of the provisions of the union constitution, a vote should be taken of employees in the unit defined by the Board, under the direction of the Chief Executive Officer of this Board, and does so order. The Chief Executive Officer will settle the list of those eligible to vote after consultation with representatives of the parties, will make the necessary arrangements for the taking of the vote, and will report back to the Board the results thereof in the usual manner.

(Sgd.) A. H. BROWN,  
*Vice-Chairman  
and Acting Chairman  
for the Board.*

J. H. OSLER, Esq.,  
M. W. WRIGHT, Esq.,  
J. H. MITCHELL, Esq.,  
C. E. CRESSEY, Esq.,  
J. KING, Esq.,  
*for the Applicant.*

J. J. ROBINETTE, Esq., K.C.,  
GILLIS PURCELL, Esq.,  
*for the Respondent.*

Dated at Ottawa, March 16, 1950.

### Dissenting Opinion

We dissent with respect to the inclusion of office boys in the bargaining unit.

(Sgd.) H. TAYLOR,  
*Member.*  
A. DESCHAMPS,  
*Member.*  
E. R. COMPLIN,  
*Member.*  
A. J. HILLS,  
*Member.*

## REASONS FOR JUDGMENT in dispute between

### **La Fraternité Nationale et Catholique des Employés de Transport de Québec Incorporée, Applicant, and The Quebec Railway, Light and Power Company, Respondent.**

The Applicant and Respondent are parties to a collective agreement which by its terms is expressed to run for a period from June 1, 1949, to May 31, 1950, inclusive.

The applicant alleges that this agreement does not contain, as is required by subsection one of section nineteen of the Industrial Relations and Disputes Investigation Act, a provision for final settlement without stoppage of work, by arbitration or otherwise, of all differences between the parties to or persons bound by the agreement or on whose behalf it was entered into concerning its meaning or violation.

The Applicant further alleges that, arising out of the dismissal of certain employees of the Respondent, there are differences between the parties to the agreement concerning its meaning and alleged violation which have not been disposed of and are still pending.

The Applicant accordingly makes application to this Board under the provisions of subsection two of section nineteen of the Act, requesting the Board to prescribe a provision for final settlement, by arbitration or otherwise, of all differences between the parties to or persons bound by the agreement, or on whose behalf it was entered into concerning its meaning or violation.

The existing grievance procedure provisions of the collective agreement, which is in the French language, are contained in

The Board consisted of Mr. A. H. Brown, Vice-Chairman and Acting Chairman, and Messrs. W. L. Best, E. R. Complin, J. A. D'Aoust, A. Deschamps, A. J. Hills, A. R. Mosher, G. Picard and H. Taylor. The Judgment of the Board was delivered by the Vice-Chairman.

Clause VIII thereof, and in the English translation read as follows:—

#### CLAUSE VIII *Relations Committee*

A Relations Committee shall be set up to consider any complaint concerning the violation of the present agreement or any part thereof, as well as any injustice or dispute which may have been brought to its knowledge.

This committee shall be made up of two representatives of the Brotherhood, preferably with at least five (5) years' service in the transport division as bus drivers or conductors, and two representatives of the Company.

This committee shall meet about once a month or within twenty-four (24) hours following any serious dispute.

#### *Grievance Procedure*

If an employee governed by this agreement believes that he has been unfairly



treated, or that part of the agreement has been violated, he shall lodge a complaint with the representatives of the Relations Committee, who shall consider the case with the assistant superintendent.

Failing to reach agreement within a reasonable length of time, the Committee shall be entitled to appeal to the superintendent, who shall institute an inquiry within forty-eight (48) hours following the appeal. If the results are still unsatisfactory, the Committee may discuss the matter with the general superintendent and then with the general manager or with their respective representatives. Any interview with the latter must be granted within a reasonable length of time.

Every grievance which has not been settled at this stage shall be submitted to conciliation and arbitration in conformity with the law which applies, and the parties agree in advance to accept the ruling.

#### *Inquiry*

Whenever a grievance necessitates an inquiry, it is understood that the committee will receive a copy of the report.

#### *Rehabilitation*

If a grievance has been brought up following a dismissal or suspension proven unjust, it is understood that the employee will be rehabilitated and that he will draw his wages as though he had been at work.

#### *Interview*

Any interview between the officers of the Company and those of the Brotherhood to discuss problems concerning the service shall be held, in so far as possible, during regular working hours, and not more than two representatives of the Brotherhood shall receive their wages as though they had been at work. For any interview held outside of the respective working hours, not more than two representatives of the Brotherhood shall receive their wages at the current rate, i.e. without overtime and without minimum hours. The representatives of the Brotherhood shall not receive any wages for any interview of less than half an hour outside of regular working hours."

The Board has had difficulty in understanding the meaning and application of what under this Clause purports to be the provision for final settlement of differences between the parties, viz.:—

Every grievance which has not been settled at this stage shall be submitted to conciliation and arbitration in conformity with the law which applies, and the parties agree in advance to accept this ruling.

Counsel for the Respondent, who contends this provision complies with subsec-

tion one of section nineteen of the Act, stated that the meaning and intent of this provision is that the Minister of Labour would be asked to establish a Conciliation Board under the provisions of the Act to consider the unsettled grievances, and the parties to the agreement would be bound in advance to accept the findings of that Board as final and binding upon them.

The Board has reached the conclusion that this provision does not satisfy the provisions of subsection one of section nineteen of the Act. A reading of the provisions of the Act relating to the establishment of Conciliation Boards makes it clear that the decision to establish a Conciliation Board is a matter which rests wholly in the discretion of the Minister of Labour. This Board does not consider that the provision for arbitration contained in this agreement which is dependent for its operation wholly upon the exercise of a discretion vested in a person who is not a party to the agreement is a provision which complies with the Act.

It is clear from a reading of section nineteen of the Act and of the provisions of the Act relating to Conciliation Boards that the intent of Parliament in enacting the legislation was that disputes or differences relating to the meaning or alleged violations of collective agreements are matters which would not be subject to referral to Conciliation Boards established under the Act, but would be taken care of and disposed of in accordance with provisions for final settlement which the parties to the agreement would include in the agreement. It appears to the Board that the parties to the agreement in the drafting of the agreement have not fully complied with the provisions of section nineteen of the Act.

The Board finds accordingly that the collective agreement to which the Applicant and Respondent are parties does not contain a provision for final settlement of differences concerning its meaning or violation as required by subsection one of section nineteen of the Act. The Board does hereby prescribe the following provision for this purpose as a term of the collective agreement under the heading "Arbitration".

#### *Arbitration*

Any grievance which is not settled to the satisfaction of either the Brotherhood or the Company by conference or negotiation or otherwise in accordance with the provisions of this Agreement shall, upon the written request of either party, be submitted to an Arbitration Board, provided



the grievance involves the interpretation or alleged violation of any provision of this Agreement.

Grievances shall not be subject to arbitration which involve:—

- (a) Any request for a modification of this Agreement;
- (b) Any matter not covered by this Agreement;
- (c) Any matter which by the terms of this Agreement is exclusively vested in the Company.

The Arbitration Board shall be established within thirty days from the date the application for same is filed, and shall consist of three members, one of whom shall be selected by the Brotherhood and one of whom shall be selected by the Company and a Chairman selected by the two first-mentioned members of the Board. In the event of the failure of the two members of the Board so selected to agree upon the selection of a Chairman, the matter may be referred by either member to the Minister of Labour for Canada, who shall select and designate the Chairman.

In the event of any vacancy on the Board occurring by reason of death, incapacity or resignation, or for any other reason, such vacancy shall be filled in the same manner as is provided herein for the establishment in the first instance.

A statement of the dispute or question to be arbitrated shall be submitted by both parties, either jointly or separately, to all members of the Board within five days of appointment of the Chairman. The Board of Arbitration shall convene within 15 days after the appointment of the Chairman, unless otherwise mutually agreed by the parties, and render its decision as soon thereafter as possible.

The decision of the Board shall be limited to the dispute or question contained in the statement or statements submitted to it by the party or parties. The decision of the Arbitration Board shall not change, add to, vary or disregard any provision of this Agreement.

Decisions of the majority of the members of the Arbitration Board, which are made under the authority of this arbitration clause, shall be final and binding upon the Company, the Brotherhood and all persons concerned.

The expenses, if any, of the members of the Arbitration Board shall be paid as follows: The Brotherhood shall pay the fees and expenses of the member chosen by it; the Company shall pay the fees and expenses of the member chosen by it; and the fees and expenses of the Chairman shall be divided equally between the Company and the Brotherhood.

The provision so prescribed shall be in place of the provision in Article VIII of the agreement, reading in the English translation as follows:—

Every grievance which has not been settled at this stage shall be submitted to conciliation and arbitration in conformity with the law which applies, and the parties agree in advance to accept the ruling.

One other matter was raised by the Respondent in the course of the hearing on which some clarification appears desirable. Counsel for Respondent stated that the Respondent had refused to have the cases of the discharged employees handled under the grievance procedure in the agreement because in the opinion of the Respondent these discharges were for breaches of duty on the part of the employees which in their nature were matters which should be dealt with by the Courts rather than under the provisions of the grievance procedure in the agreement.

The Respondent has by the terms of the collective agreement agreed that:—

“If an employee governed by this agreement believes he has been unfairly treated . . . he shall lodge a complaint . . .”, which will then be dealt with under the provisions of the grievance procedures.

There are apparently no reservations in the agreement with respect to the application of this provision.

According to the statement of the Applicant, the employees discharged believe they have been unjustly treated and have sought to invoke the provisions of the grievance procedure in accordance with the above-recited provision.

It is not the duty or function of this Board to express any opinion as to the merits of the complaints of the employees or as to whether or not the complaints are matters which are in fact subject to arbitration under the provisions of the agreement. The question as to whether or not the grievances which have given rise to this application are matters which may be arbitrated is itself subject to arbitration pursuant to the provision which has been prescribed.

(Sgd.) A. H. BROWN,  
*Vice-Chairman  
and Acting Chairman  
for the Board.*

MARIUS BERGERON, Esq.,  
*for the Applicant.*

GÉRARD LACROIX, Esq., K.C.,  
H. F. BÉTIQUE, Esq.,  
*for the Respondent.*

Dated at Ottawa, March 15, 1950.

# Conciliation and Other Proceedings Before the Minister of Labour

## Conciliation Officers Appointed

During the month of March, the Minister of Labour appointed Conciliation Officers under Section 16 of the Industrial Relations and Disputes Investigation Act to confer with the parties in the following industrial disputes:—

1. Local No. 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, applicant, and the Alberta Wheat Pool, Vancouver, respondent (Conciliation Officer: G. R. Currie).

2. The Canada Coach Lines Independent Employees' Union, applicant, and Canada Coach Lines Limited, Hamilton, respondent (Conciliation Officer: F. J. Ainsborough).

3. Division Nos. 224 and 231, Canadian Brotherhood of Railway Employees and Other Transport Workers, applicant, and the National Harbours Board (employees at Halifax, N.S.), respondent (Conciliation Officer: H. R. Pettigrove).

4. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and various terminal elevator companies at Fort William and Port Arthur, represented by the Lakehead Terminal Elevator Association, respondent (Conciliation Officer: R. H. Hooper).

5. Yellowknife District Miners' Union (Local 802, International Union of Mine, Mill and Smelter Workers), applicant, and the Consolidated Mining and Smelting Company of Canada, Limited, Trail, B.C., respondent (Conciliation Officer: G. R. Currie).

6. Yellowknife District Miners' Union (Local 802, International Union of Mine, Mill and Smelter Workers), applicant, and Giant Yellowknife Gold Mines Limited, Yellowknife, N.W.T., respondent (Conciliation Officer: G. R. Currie).

7. Division No. 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, applicant, and the Ottawa Transportation Commission, respondent (Conciliation Officer: F. J. Ainsborough).

## Settlements Facilitated by Conciliation Officers

1. On March 2, 1950, the Minister of Labour received a report from Liguori Pepin, Conciliation Officer, indicating the settlement of matters in dispute between Hull City Transport Limited, Hull, P.Q.,

and the Hull City Transport Employees' Syndicate (L.G., April, 1950, p. 509).

2. On March 27, 1950, the Minister of Labour received a report from G. R. Currie, Conciliation Officer, indicating the settlement of matters in dispute between the Alberta Wheat Pool, Vancouver, and Local No. 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (see above).

## Conciliation Boards Appointed

1. On March 20, 1950, the Minister of Labour appointed a Board of Conciliation and Investigation to deal with a dispute between Canadian Pacific Air Lines, Limited, and the Canadian Air Line Pilots Association. The Board was appointed following receipt of the report of R. H. Hooper, Conciliation Officer (L.G., Feb., 1950, p. 202). Constitution of the Board had not been completed at the end of the month.

2. On March 29, 1950, the Minister of Labour appointed a Board of Conciliation and Investigation to deal with a dispute between various terminal elevator companies at Fort William and Port Arthur, represented by the Lakehead Terminal Elevator Association, and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. The Board was appointed following receipt of the report of R. H. Hooper, Conciliation Officer (see above). Constitution of the Board had not been completed at the end of the month.

## Conciliation Board Reports Received

1. During the month of March, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with a dispute between Polymer Corporation Limited, Sarnia, Ontario, and Local 14, United Gas, Coke and Chemical Workers of America (L.G., Nov., 1949, p. 1402). The text of the report of the Board is reproduced below.

2. During the month of March, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with a dispute between the National Harbours Board (General Maintenance Forces and Grain Elevator System, Quebec, P.Q.), and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Jan., 1950, p. 67). The text of the report of the Board is reproduced below.



## REPORT OF BOARD in dispute between

**Polymer Corporation Limited, Sarnia, Ontario,  
and**

**Local 14, United Gas, Coke and Chemical Workers of America.**

To:

The HON. HUMPHREY MITCHELL,  
Minister of Labour,  
Ottawa.

The Board of Conciliation appointed by you, the members of which are: Mr. G. C. Richardes, Mr. Gordon H. Bates, and Judge M. A. Miller, Chairman, report as follows:—

The Board met with the parties at Sarnia on November 28, 1949. The Union was represented by Messrs. A. F. Bruyca, Regional Director; J. A. Soper, Plant Chairman; P. J. Jones, Douglas Robertson, Charles Carr and R. H. Atkins, members of the committee, and the Company by Messrs. E. R. Rowzee, General Manager; L. D. Dougan, Assistant Manager, and J. W. Henley, Personnel Manager. Mr. J. R. Nicholson, Executive Vice-President of the Company, also appeared before the Board.

The position immediately prior to the meeting was that the Union, on behalf of the employees, had asked for the establishment of a 5 cent and 10 cent shift differential and an increase in wages of 10 cents an hour across the board. The Company had offered a shift differential of 3 cents and 6 cents, on condition that the demand for an increase in wages be dropped. The Union members apparently would have accepted the proposed 3 cent and 6 cent shift differential, but not subject to the condition of dropping the application for an increase in wages.

At the meeting on the 28th of November the Board heard the evidence and representations of the parties, but were unable to bring them any closer together. The Company declined to offer any increase in wages and the Union declined to consider any reduction from its demand of 10 cents an hour.

The Board met again after its members had had an opportunity of digesting the evidence submitted and unanimously suggested that the parties negotiate further on the question of a wage increase. That suggestion was acted upon, with the result that the Company submitted a proposal for the establishment of a 3 cent and 6 cent shift differential and a general wage increase of what, in discussions before this Board, was referred to as being five per cent. The offer proposed that the increase become effective as of January 1, 1950, and remain in effect for the duration of the Agreement.

On February 28, 1950, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with a dispute between Polymer Corporation Limited, Sarnia, Ontario, and Local 14, United Gas, Coke and Chemical Workers of America (L.G., Nov., 1949, p. 1402).

The Board was composed of His Honour Judge M. A. Miller, Cobourg, Ontario, Chairman, G. C. Richardes, Windsor, member appointed on the nomination of the employer, and Gordon H. Bates, Niagara Falls, Ontario, member appointed on the nomination of the employees.

The text of the Board's report is reproduced herewith.

The actual proposal as to increase in wage rates was set out in a schedule, specifying the present and the proposed hourly rate for wage classification.

This proposal was submitted by the Union representatives to the members and on a vote was rejected.

The Board met again with the parties at Sarnia on the 14th of February, 1950. At that meeting the Union representatives pressed very hard for a uniform increase for all employees of the same number of cents per hour, rather than a percentage increase. Under the proposal made by the Company the lower paid workers would have received an increase of 5 cents an hour, the next in the scale 6 cents, the next 7 cents and the highest paid workers 8 cents. The Union representatives were particularly anxious that each employee should receive the same number of cents per hour increase. The Company, on the other hand, insisted on maintaining the presently existing percentage relationship of pay among the various classes of employees.

The Company refused to improve on this offer. The Union representatives finally, and with considerable reluctance, suggested a general increase of 6 per cent, and the establishment of a 3 cent and 6 cent shift differential, both to become effective on the date the Collective Agreement between the parties was signed, namely, August 4, 1949, and to remain in effect to the termination of the Agreement, namely, February 1, 1951.



It was then brought out that the offer made by the Company, while it had been referred to as a 5 per cent increase, in fact amounted to an increase of 5.44 per cent.

To understand the situation certain further facts must be considered.

The Polymer Corporation carries on its own operations with its own employees and it is the wages between that Corporation and its employees that are now being negotiated. In addition, an independent Company, The Canadian Synthetic Rubber Co., carries on certain operations for the Polymer Corporation on a management fee basis, and deals directly with its own employees, although the pay of these employees in fact comes from the Polymer Corporation. The Dow Chemical Co., also an independent company, carries on a business of its own, and in addition conducts certain operations for the Polymer Corporation on a management fee basis and the pay of those employees carrying on the work for the Polymer Corporation in fact comes from that Company. The employees of each of the three Corporations are represented by a different Union as bargaining agent. The work of the employees of the three Companies is similar in general character and the classification of jobs in the three Companies is similar. The pay of the employees in the three Corporations has been to all intents and purposes uniform.

Between the meetings of this Board with the parties on the 28th of November, 1949, and the 14th of February, 1950, The Canadian Synthetic Rubber Co. has made to its employees an offer as to wages, the same as, or virtually the same as, that now offered by The Polymer Corporation to its employees, and that offer has been accepted,

to become effective January 1, 1950. The Dow Chemical Co. and its employees have been negotiating, and, the Board are informed, the employees have asked for conciliation proceedings.

This Board are of the opinion that, in recommending what wages should be paid by The Polymer Corporation to its employees, they should not be bound by any agreement that has been reached between The Canadian Synthetic Rubber Co. and its employees. On the other hand, they are of the opinion that the difference between the 5.44 per cent increase, that the Company offers, and the 6 per cent suggested by the Union representatives, is not of sufficient import to warrant the dissatisfaction that would be created by establishing a lack of uniformity in wages between the two concerns, the employees of which are in fact paid by The Polymer Corporation, for the same type of work. In any event, the Board are of the opinion that, having regard to wages paid in industry generally in the area and, in so far as any such exists, in comparable industry in the Province generally, the scale of wages now offered by the Company is, generally speaking, a reasonable one. Including the shift differential the increase offered amounts, in cost to the Company, to approximately eight cents an hour across the board.

The Board are of the opinion, however, that consideration should be given to the Union's desire for uniformity in cents per hour to the different classifications of employees in any increase that be granted, and they recommend that for the schedule of wages proposed by the Company there be substituted the following:—

<i>Process</i>	<i>Classification</i>	<i>Mechanical</i>	<i>Present Rates</i>	<i>New Rates</i>
Operator		Group Leader	\$1.46	\$1.53
Special Assistant		Special Mechanic	1.39	1.46
1st Assistant		Class 1 Mechanic	1.32	1.39
2nd Assistant		Class 2 Mechanic	1.26	1.33
3rd Assistant		Class 3 Mechanic	1.19	1.25
4th Assistant		Junior Mechanic	1.12	1.18
Handyman		Mechanic Helper	1.05	1.11
Utility Man		Utility Man	.98	1.04
Regular Labour		Regular Labour	.92	.98

Such a schedule meets in great part the Union's request that any increase be uniform in cents per hour to all classes of employees without too seriously affecting their relative rates of pay in percentages. The cost to the Company is somewhat, but not very substantially, greater.

As to the time when the increase should become effective some further facts must

be considered. The Company and the Union entered into a Collective Agreement, dated and effective the 4th day of August, 1949. That Agreement contains as paragraph 8.01 the following:—

Wages and hours of work presently being observed by the Company shall be altered during the term of this Agreement only if, and to the extent, mutually agreed upon by the parties hereto.

It has, however, been the practice between this Company and its employees to enter into annual collective agreements, without regard to the question of wages, and to negotiate wages at any time. The last wage increase was one of 5 cents an hour, and became effective, as the result of negotiations, several months after the Collective Agreement was signed. In this case, therefore, the argument that any increase should take effect as from the date of expiry of the last agreement has not the same force as it has in ordinary cases.

The Board, therefore, recommend that the parties agree upon the scale of wages set

out in the above schedule, together with a shift differential of three cents and six cents an hour, both to be effective from the first day of January, 1950, and to continue to the termination of the present agreement, namely, the first day of February, 1951.

All of which is respectfully submitted.

Dated the twentieth day of February, A.D. 1950.

(Sgd.) G. C. RICHARDES,  
(Sgd.) GORDON H. BATES,  
(Sgd.) M. A. MILLER,  
Chairman.

## REPORT OF BOARD in dispute between

### National Harbours Board (General Maintenance Forces and Grain Elevator System, Quebec, P.Q.), and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.

(Translation)

The Hon. HUMPHREY MITCHELL,  
Minister of Labour,  
Ottawa.

The Board, composed of Paul Lebel, K.C., employer's nominee, Marcel Francoq, bargaining agent's nominee, and Judge Edouard Tellier, chairman of the Board, appointed by the Hon. the Minister of Labour, begs to report as follows:—

#### The Dispute

The matter concerns the renewal of two different agreements between two groups of employees working for the employer, but represented by the same bargaining agent. Some questions are common to both agreements and they will be considered together; others are different and they will be considered separately.

#### Brief History of Both Agreements

##### (a) Maintenance Staff

A first agreement was concluded with this group, then represented by The Quebec Federal Employees Association Inc., and The National Harbours Board, to be in effect from May 1, 1947 to April 30, 1948.

Another agreement was concluded between the same parties, to be in effect for one year, from May 1, 1948.

On December 2, 1948, the present bargaining agent applied for certification as such to replace the Association, which was a party to the agreement, but the application was rejected.

On March 27, 1950, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with a dispute between the National Harbours Board (General Maintenance Forces and Grain Elevator System, Quebec, P.Q.) (L.G., Jan., 1950, p. 67).

The Board was composed of His Honour Judge Edouard Tellier, Montreal, Chairman, Paul Lebel, Quebec, P.Q., member appointed on the nomination of the employer, and Marcel E. Francoq, Montreal, member appointed on the nomination of the employees.

The text of the Board's report is reproduced herewith.

In the meantime, that is on March 14, 1949, another agreement was concluded between the National Harbours Board and the Association establishing a new rate of pay, and this new agreement was to be in effect until November 1, 1949.

However, on May 19, 1949, the present bargaining agent was certified as such and, on May 27, 1949, served notice to commence collective bargaining with a view to the conclusion of a new agreement.

The National Harbours Board admits that after June 15, 1949, they commenced to bargain collectively with a view to the conclusion of a new agreement with the Union. It is following said negotiations that a Conciliation Officer was appointed and, subsequently, that the present Board of Conciliation was appointed.



(b) *Grain Elevator Personnel*

The agreement between the parties with respect to this group of employees is dated September 5, 1947, to be in effect for one year, from November 1, 1946. It is to be noted that this agreement was concluded between The National Harbours Board and the present bargaining agent, and not with the Association, as in the case of the Maintenance Staff.

Although the agreement was to be in effect from November 1, 1946, as stated above, it was agreed that the new wage rates would apply only from January 1, 1947.

It was also agreed between the parties that bargaining would commence not later than February 15, 1948, with a view to the conclusion of a new agreement to take effect on April 1, 1948.

As collective bargaining between the parties did not bring any results, the dispute was referred to a Conciliation Officer of the Department and, subsequently, to the present Conciliation Board.

As it appears from the memorandum submitted by each of the two parties, they were agreed on all clauses of the two agreements, except on the three following points:—

- (1) the term of the agreements;
- (2) the number of holidays with pay;
- (3) the date on which wage increases were to take effect.

The discussion and arguments concerning points 1 and 2 are common to both agreements and, consequently, the same comments and recommendations will apply in both cases:—

### **In Relation to Point 1**

All previous agreements between the parties have always been valid for a period of one year. The employer did not bring up any good reasons for a change. His only argument was that nothing in the Act prevents the establishment of a term longer than one year.

On this point, the Conciliation Board recommends that the agreements be valid for a period of one year.

### **In Relation to Point 2**

Both parties brought out arguments in their favour in this connection during the lengthy discussions which took place.

In this matter, the Board feels justified in quoting the clause contained in the agreements concluded between the same parties on behalf of the employees at the Montreal Harbour.

The said clause reads as follows:—

#### *Section 12 (b) (ii)*

That in the event of any changes being made in the general rules and regulations governing prevailing rate employees of the Dominion Government service in respect of payment for statutory holidays not worked, annual vacation with pay and sick leave with pay, then either party to this agreement may give to the other party at any time during the currency of this agreement (including the first year thereof) the notice contemplated by such clause (a) with a view to entry by the two parties hereto into negotiations on the question of adoption (by way of revised or new agreement) of such of the aforesaid changes as may be reasonably applicable to employees coming under this agreement.

Subsequently, on September 20, 1949, Order in Council, P.C. 4840 was adopted by the Governor General in Council, as follows:—

#### *"Holidays With Pay"*

14. (1) The days to be allowed employees as holidays with pay in accordance with this section shall be—

New Year's Day  
Good Friday  
Dominion Day  
Labour Day  
Thanksgiving Day  
Christmas Day

and one other holiday to be selected by the deputy head from among the remaining holidays observed in the area of employment.

(2) In addition to the holidays specified in subsection one, the Minister may give to employees not more than two holidays with pay having regard to the practice generally prevailing in the area in which they are employed for persons employed by private employers on similar classes of work.

It would seem rather unwonted to ask employees to relinquish rights to which the law entitles them.

Consequently, the Conciliation Board recommends that paid holidays as decreed or as may be decreed in the future by the authority concerned under the provisions of the above-mentioned Order in Council, be the holidays by which the employees may benefit.

### **In Relation to Point 3**

#### *(a) Maintenance Staff*

Since 1947, bargaining, mainly on wage rates, has in many instances taken place between the parties, in spite of agreements between them in force at the time. The last notice to commence bargaining was given by the Union to the employer on



May 27, 1949, and the employer admits having commenced bargaining as early as June 15. It appears from the file that this bargaining, although interrupted, was never given up. Under such circumstances, the Conciliation Board recommends that an increase of 5 cents per hour, agreed to by the employer and the employees, be put into effect from June 1, 1949, as the same employees have already been granted an increase of 5 cents an hour from November 1, 1948.

(b) *Grain Elevator Personnel*

Generally speaking, the agreement for this group of employees expired on April 1, 1948, although previous agreements mentioned that bargaining should take place, in the matter of wage revisions only, on April 1, 1948; November 1, 1948; April 1, 1949; and November 1, 1949. On the other hand, the agreement stipulated that bargaining with a view to the conclusion of a new agreement on all points should commence on or before April 1, 1948, and notice to commence bargaining was duly given by the Union to the employer. It appears from the facts stated that the parties were bound by agreement to bargain collectively on wage revisions after the agreement had expired and, at the same time, to bargain collectively with a view to the conclusion of a new agreement

covering every point before the dates set for the various wage revisions.

The Conciliation Board believes that it is justified in pointing out here that it deems it necessary and desirable that, in agreements such as the one in dispute at the present time, the parties should, for their own advantage, give careful attention to the drafting and application of their agreements and avoid unnecessary delays which are apt to cause all sorts of complications very difficult to clear up, such as the ones that we have had to face in the present case.

Under the circumstances, the Conciliation Board recommends, with respect to this group of employees, an increase of 5 cents per hour from May 1, 1948, and a supplementary increase of 5 cents per hour, from May 1, 1949.

The increases will be payable to those employees of the two above-mentioned groups who have in fact been working for the employer during the periods covered by the increases recommended above.

All of which is respectfully submitted.

(Sgd.) EDOUARD TELLIER,  
*Chairman.*

(Sgd.) PAUL LEBEL,  
*Member.*

(Sgd.) MARCEL FRANCO,  
*Member.*

## COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

### Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

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

#### Mining

##### *Metal Mining*

**SHERRIDON, MAN.—SHERRITT GORDON MINES LIMITED AND SHERRITT BASE METAL WORKERS' FEDERAL UNION 287 (TLC).**

Agreement to be in effect from November 19, 1949, to November 18, 1950. The company recognizes the union as the exclusive representative for the purpose of collective bar-

gaining for all eligible employees. There will be no discrimination, intimidation or coercion because of membership or non-membership in the union.

**Check-off:** the company shall during the life of this agreement deduct, as a condition of each employee's continued employment, monthly dues not to exceed \$2 from the pay of each union member and \$1 from the pay of each non-union member and remit same to the union. In addition, the payment of dues to the Sherridon Club shall be a condition of employment and such dues, amounting to \$1 per month, shall be deducted from each employee's pay cheque.

**Hours:** 8 per day, 6 days a week, a 48-hour week. **Overtime:** time and one-half shall be paid for all work in excess of the above hours and double time for work on 6 specified *paid holidays*.

**Vacations with pay:** 6 days to employees with one year's continuous service, each additional year's service shall entitle an employee to one additional day until a maximum of 14 days has been reached. Foremen shall be entitled to 12 days on completion of one

year's continuous service in that capacity and to one additional day for each additional year's service, until a maximum of 20 days has been reached.

**Hourly wage rates:** Mine—miner, motorman, chute blasters, pipefitters, scraper operators, salvage man, bitmen, powdermen, trackmen, nipper, diamond drill runner \$1.19; timberman, sanitarians \$1.19 to \$1.29, mucker, deckman, helper, trammer \$1.10, cager and skiptender \$1.14 to \$1.24, shaftmen \$1.19 to \$1.32, hoistmen \$1.19 to \$1.24, drymen 99 cents to \$1.05, crushermen \$1.10 to \$1.20. Crushing plant—crusher operator \$1.23, conveyorman \$1.14, helper \$1.06. Mill—flotation operator \$1.19 to \$1.23, ball mill and filter operator \$1.19, mechanics, carpenter \$1.19 to \$1.29, millwright \$1.24, sampler \$1.10, dryerman \$1.06, helper \$1.04. Shops and mechanical—machinist \$1.24 to \$1.37, mechanics \$1.19 to \$1.32, welders \$1.19 to \$1.34, plumbers, electricians, carpenters, painters \$1.19 to \$1.29, blacksmiths \$1.19 to \$1.24, lampman (9 hours) \$10.62, steel sharpener \$1.19, bit temperer \$1.24, drill doctor (9 hours) \$10.71 to \$11.16, compressorman \$1.10 to \$1.19, fireman \$1.04 to \$1.10, helper \$1.04 to \$1.14, apprentices 84 to 99 cents. Surface—garageman \$1.19 to \$1.29, dragline operator \$1.24 to \$1.34, truck and tractor driver \$1.10 to \$1.19, labourers 99 cents, bullock (8 hours) \$6.92 to \$7.92. Outside exploration—diamond drill runner \$1.24, helper \$1.10. The above rates are based on the Dominion Bureau of Statistics Cost-of-Living Index at 155, they are subject to an increase or decrease of one cent per hour for each point of rise or fall in the index above 155. Such revisions, if necessary will be made every six months, on January 1 and July 1.

A *shift differential* shall be paid on the following basis: afternoon shift 4 cents per hour, night shift 6 cents per hour, graveyard shift 8 cents per hour.

The company will continue a *Group Life and Group Sickness and Accident Insurance* for the duration of the agreement.

Provision is made for *seniority rights, grievance procedure, a labour-management production committee* and the *safety and health* of the employees.

## Manufacturing

### Vegetable Foods

SAINT JOHN, N.B.—ATLANTIC SUGAR REFINERIES LIMITED AND SUGAR REFINERY WORKERS' FEDERAL UNION, LOCAL 20 (TLC).

Agreement to be in effect from September 1, 1949, to August 31, 1950, and thereafter until 2 months' notice has been given by either party to the other. The company recognizes the union as the sole bargaining agent for all eligible employees. There shall be no intimidation or coercion because of membership or non-membership in the union.

**Hours of work:** 8 or 9 per day depending on the station or the department where an employee works, 6 days a week. **Overtime:** hourly paid employees will be paid time and one-half for all work in excess of the regular daily hours and, with some exceptions, for work on Sundays and on 7 specified holidays; employees on continuous operations will be paid at regular rates for work on Sundays and on holidays if they are given another day off during the week; weekly paid employees, represented by the union, will be

paid overtime at the regular hourly rate, the calculation of such rate being based on a 48 or a 54-hour week, as the case may be.

**Rest periods:** foremen may permit men under their direction a rest period of 6 minutes, or a little longer in some cases, once each half shift, when such absence can be arranged without serious interference with the work. Women workers will be allowed regularly scheduled 10-minute rest periods once each half shift.

**Vacations with pay:** one week to hourly paid employees who have worked 294 days (with certain specified time lost included as if worked) during the previous calendar year; an additional week shall be granted to employees who had been continuously employed for 10 years or more on January 1 of the previous year, provided that they worked 300 days in the previous year (with certain specified time lost included as if worked). Weekly paid employees will be granted one week after 6 months' continuous service and 2 weeks after 10 years' service.

**Wage rates** shall be as agreed upon by the parties; they are not subject to change during the life of the agreement.

A *night differential* of 5 cents per hour above day rates will be paid to all employees represented by the union.

The company agreed to establish a contributory *Retirement Income Plan for Employees* prior to December 31, 1949. The company's *Group Life Assurance Plan* will be placed on a contributory basis in May, 1950.

Provision is made for *seniority rights*.

LONDON, ONT.—KELLOGG COMPANY OF CANADA LIMITED AND AMERICAN FEDERATION OF GRAIN MILLERS, LOCAL 154.

Agreement to be in effect from November 7, 1949, to April 15, 1951, and thereafter from year to year, subject to 60 days' notice. The company recognizes the union as the exclusive bargaining agency for all eligible employees.

**Union security:** all employees covered by this agreement who have completed their probationary period will be required to become members of the union and to maintain their membership for the life of the agreement. The union agrees to accept as members all employees whom the company may hire when they have acquired seniority. The company shall not be required to discharge any employee to whom membership has been denied or terminated on some ground other than the refusal to pay the initiation fee or the dues uniformly required unless the company agrees, or a board of arbitration decides, that the grounds were sufficient to justify the discharge of the employee.

**Check-off:** the company agrees to deduct the regular monthly dues from the pay of each member and to remit same to the union; it will be furnished with a card signed by each member authorizing such deduction.

**Hours of work:** 8 per day, 40 or 48 per week, depending on sales requirements and material supplies. Employees will work extra shifts on extra days when needed, but no employee shall be required to work more than 12 hours in one work day or to work on Sunday if he has worked all his scheduled hours in the preceding week. During the slack periods of the year available work



will be distributed among employees with 3 or more years' service before laying off such employees. Before the hours in a department are reduced below 32 hours per week employees in the department with less than 5 years' service will be temporarily laid off. *Overtime*: time and one-half for all work in excess of 8 hours in one day from Monday through Friday and for work on Saturday, double time for work on Sunday and on 6 specified *paid holidays*; provided, however, that where an employee has not worked the equivalent of his regularly scheduled payroll week the time so lost by him (except where loss is due to employee working more than 12 hours on any one day) shall first be made up at straight time before either Saturday or Sunday premium rates shall apply except that an employee shall receive a minimum of time and one-half for any work performed on a Sunday.

*Vacations with pay*: one week after one year's continuous service, 2 weeks after 3 years' service and 3 weeks after 15 years' service.

*Hourly wage rates* for certain classes: Processing—bag pick-up man 70 to 75½ cents; rice oven feeder, baggers (rice cereal feed), helpers (cookers, rolls, shredders) 75½ to 81 cents; wheat tempering, rice picker and grinder, rice oven operator 81 to 86½ cents; corn tempering, rice vat operator and cooker helper, tank man, dutch oven operator 86½ to 92 cents; flavour maker, shredder operators, corn flakes oven operators, flaking roll operators, drier operators, cooker operator 92 to 97½ cents. Corn mill—oilier and helper, sweeper and helper, bagger, feed mixer helper 75½ to 81 cents; packer 81 to 86½ cents; wheat unloader, feed mixer, heavy bran miller 86½ to 92 cents; miller 92 cents to \$1.03. Packing: men—packing supply man 86½ to 97½ cents, helper 75½ to 81 cents; packing machine operators 86½ cents to \$1.08½, helper 75½ to 81 cents; women and boys—packing line operators 50½ to 61½ cents. Shipping—70 to 97½ cents. Quality control—men 70 to 81 cents, women and boys 50½ to 67 cents. Mechanical—package machine mechanics, millwrights, electricians, press maintenance men, steamfitters, painters, draftsmen 86½ cents to \$1.08½; engineers 75½ cents to \$1.08½; carpenter, welder, machinist 92 cents to \$1.08½; head stores keeper, shift maintenance man 86½ to 97½ cents; stores keeper 81 to 86½ cents; oilier, maintenance helper 75½ to 81 cents. In addition to the above rates the company agrees to pay a *cost-of-living bonus*, the latter to be on a sliding scale, based on the Dominion Bureau of Statistics' Cost-of-Living Index and to be adjusted every 3 months in accordance with an attached schedule: starting with a 1 cent per hour increase for an index number between 134.8 and 136.4 (inclusive) the bonus is increased (or decreased) 1 cent for every increase (or decrease) in the index of 1.6 or 1.7 points (an average of 3 cents for every variation of 5 points). However, during the life of this agreement the bonus shall not decrease below 16 cents nor shall it increase to more than 21 cents above the basic rate even though the Cost-of-Living Index should decrease below 159.8 or increase above 169.7.

*Shift premiums* of 4 cents per hour will be paid for work on second and third shifts respectively.

Provision is made for *seniority rights* and *grievance procedure*.

## Rubber Products

HAMILTON, ONT.—FIRESTONE TIRE AND RUBBER CO. OF CANADA LIMITED AND UNITED RUBBER, CORK, LINOLEUM AND PLASTIC WORKERS OF AMERICA, LOCAL 113.

Agreement following strike (L.G., Sept., 1949, p. 1194) and later conciliation, to be in effect from February 17, 1950, to February 17, 1951, and thereafter from year to year, subject to notice. The company recognizes the union as the sole collective bargaining agency for all eligible employees. There shall be no discrimination, interference, intimidation, restraint or coercion because of membership or non-membership in the union.

*Check-off*: the company agrees to deduct from the pay of employees who so authorize union fees and dues and to remit same to the union; the check-off shall be voluntary but irrevocable during the expressed term of the agreement.

*Hours*: 8 per day and 40 per week. *Overtime*: time and one-half for work in excess of 8 hours in any 24-hour period (except in the case of a change of shift) or 40 hours in a week and for all work on Sundays; double time for 8 specified *paid holidays* provided employee is entitled to same (i.e. he has worked his regular shifts immediately preceding and following such holiday), otherwise he will be paid at time and one-half.

*Vacations with pay*: one week to employees with one year's service, 2 weeks to employees with 5 years' service and 3 weeks to employees with 15 years' service. (The previous agreement did not provide for a third week to employees with 15 years' service.) Employees with more than 3 months but less than one year of continuous service shall receive 2 per cent of their earnings up to July 1.

*Wage rates*: the present hourly rates, base rates and differentials shall remain in effect during the term of this agreement. Authorized day work rates used by piece workers shall be 80 per cent of piece work base rates. There shall be no differential in job classification rates solely by reason of an employee's age or sex.

*Off-shift-differential*: employees on shift operations shall be granted premium payments as follows: between 3 p.m. and 11 p.m. 3 cents per hour, between 11 p.m. and 7 a.m. 5 cents per hour.

Provision is made for *seniority rights*, *grievance procedure* and the *safety* and *health* of employees.

## Textiles and Clothing

HAMILTON, ONT.—INTERNATIONAL HARVESTER COMPANY OF CANADA LIMITED (HAMILTON TWINE MILLS) AND UNITED STEELWORKERS OF AMERICA, LOCAL 3697.

Agreement to be in effect from December 5, 1949, to December 5, 1950, and thereafter until notice. This agreement is similar to the agreement between Hamilton Harvester Works of the same company and United Steelworkers of America, Local 2868, summarized below, except that there is no provision in this agreement for a review of the rates of day work employees every 6 months.



## Printing and Publishing

ONTARIO, QUEBEC AND THE MARITIMES—  
CANADIAN LITHOGRAPHERS' ASSOCIATION  
AND AMALGAMATED LITHOGRAPHERS OF  
AMERICA.

Agreement following strike (L.G., Aug., 1949, p. 1073) to be in effect from December 1, 1949, to December 31, 1950, and thereafter from year to year, subject to notice in the month of October. This agreement is similar to the one previously in effect (L.G., May, 1948, p. 483) with the following changes and additions:—

*Minimum hourly wage rates* have been increased 22 cents per hour in most cases, bringing the rates for certain classes up to the following: Art department—artists (reproducers only) commercial, general, letterers and engravers \$1.80, engravers and letterers on drug label work \$1.44, poster (crayon) \$1.91, poster (letterers) \$1.64, process (colour correctors) \$2.04. Camera department—camera operators (line work) \$1.36, camera operators (half-tone and colour separation), projection machine operators \$1.80. Plate making department—commercial transfers \$1.64, colour transfers, provers, photo composograph and step and repeat operators, vacuum frame and contact negative operators, negative assemblers and layouters, opaques and strippers \$1.80, stove polishers \$1.32. Plate grainers (up to plate size 44 x 64)—operating a single plate machine \$1.32, operating 2 single or one double plate machine \$1.49, operating triple plate machine \$1.67. Press department—multicopying machine operator first year \$1.23, thereafter \$1.38; journeymen pressmen \$1.38 to \$2.39, depending on the size and type of the presses and on the number of colours; feeder and feeder operators from 97 cents to \$1.06 during first year, from \$1.05 to \$1.23 during second year and from \$1.13 to \$1.41 thereafter, on 4-colour, sheet fed presses 36 x 48 or over first feeder operator \$1.57, second feeder operator \$1.46. Lithographic press helpers—first 6 months 78 cents, second 6 months 83 cents, thereafter 89 cents. For new employees engaged as apprentices the minimum starting rate is 78 cents with an increase every 6 months; in departments other than press this increase is one-tenth of difference between appropriate journeymen rate and the starting rate, in the press department an apprentice must serve as feeder before taking charge of a press; his apprenticeship commences when he takes charge of a press and his wage rate is then increased one-ninth of the difference between his feeder's rate and the journeyman pressman's rate for that press, with equal increases every six months.

The present agreement does not provide for a cost-of-living wage adjustment.

*Welfare plan:* the employer shall establish for the benefit of all eligible employees a non-occupational accident and sickness insurance plan providing the following benefits: weekly disability, benefit for employees only; hospitalization, medical and surgical benefits for employees and their dependents. The costs of the plan are to be shared between the employees and the employer, the former contributing 63 cents per week, regardless of age, earnings or marital status, and the latter paying the balance of the total premium for the plan.

## Metal Products

NEW TORONTO, ONT.—ANACONDA AMERICAN BRASS LIMITED AND ANACONDA BRASS AND COPPER WORKERS' UNION, LOCAL 110 (CCL).

Agreement to be in effect from December 19, 1949, to December 18, 1950, and thereafter until the execution of a new agreement or until either party gives two months' written notice to the other terminating this agreement. The company recognizes the union as the sole collective bargaining agency for all eligible employees. Both parties will maintain a policy of non-discrimination toward all employees with respect to race, colour, creed, political affiliation, union membership, national origin or citizenship status.

*Check-off:* The company shall deduct monthly from the pay of each union member within the bargaining unit a sum not exceeding \$2.50 for union dues, provided that the first deduction may amount to \$5 if it includes an initiation or re-instatement fee. From and after December 31, 1949, the above check-off provisions shall apply only to such employees who have signed an authorization to deduct union dues, the authorization to remain in effect for the duration of the agreement.

*Hours of work and overtime:* time and one-half rate shall be paid employees within the bargaining unit (except boiler room employees) for all time worked in excess of 8 hours in any one day, except where such excess time is due to regular shift changes, for all time worked on Saturday after 12 noon and for all time worked on Sunday. Boiler room employees shall receive the overtime rate only for hours worked in excess of 8 hours in any one day or on any seventh consecutive day worked in a calendar week. Employees on the third shift who receive 8 hours' pay for 6½ hours worked shall not be paid overtime except for hours worked in excess of 8 in any one day.

*Statutory holidays:* if any of 7 specified holidays fall on a regularly scheduled working day all employees (except probationary employees) shall be reimbursed at their regular rate of pay for time lost, provided they work the regularly scheduled shifts immediately preceding and following the holiday. If the company requests work to be done on these holidays, and the majority of the employees concerned agree to this, then all employees concerned shall forego such holiday and work, the work to be paid for at regular rate in addition to the holiday pay.

*Vacations with pay:* effective for the year 1950 one week with pay equal to 2 per cent of employee's total wages paid during previous 12 months shall be granted all hourly rated employees covered by the agreement with at least 3 months' service. However, any employee who is on the active payroll and has one year's seniority shall receive an amount not less than 40 hours' pay at his payroll hourly rate. Employees with 5 or more years' seniority shall be granted an additional week with pay as above.

*Hourly wage rates:* a general increase of 5 cents per hour shall be granted, retroactive to December 4, 1949. This increase shall be applied by adding to the earnings of each employee the amount of the hourly increase multiplied by the number of hours paid for, and shall not become a part of the basic

hourly wage for the determination of piece-work and incentive payment. The minimum and maximum hourly rates for the following classifications are: class A \$1.06 to \$1.12, class B \$1.08 to \$1.15, class C \$1.11 to \$1.19, class D \$1.13 to \$1.22, class E \$1.15 to \$1.26, class F \$1.17 to \$1.29, class G \$1.21 to \$1.36, class H \$1.25 to \$1.44, class I \$1.31 to \$1.56; provided that the company may increase the maximum for class I. This hourly wage classification scale shall not be subject to change or modification for the duration of this agreement.

*Off-shift bonus:* a differential of 5 cents per hour will be paid all employees assigned to and working on the second shift and also to all employees on continuous operations on the third shift; it does not apply to third shift employees receiving 8 hours' pay for 6½ hours' work.

Provision is made for *seniority rights and grievance procedure.*

TORONTO, BRANTFORD AND WOODSTOCK, ONT.—MASSEY-HARRIS COMPANY LIMITED AND THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCALS 439, 458 AND 636.

Agreement following strike in Toronto and Brantford and provincial conciliation and arbitration in Toronto (L.G., Sept., 1949, p. 1195) to be in effect from December 20, 1949, to December 20, 1950, and thereafter from year to year, subject to notice.

This agreement is similar to the one previously in effect (L.G., May, 1949, p. 601) with the following changes:—

*Hours of work* are reduced from 9 per day and 45 per week to 8 per day and 40 per week.

*Hourly wage rates* for day workers are increased 10 cents per hour, effective October 7, 1949. The minimum starting rates for day workers shall be \$1.01 per hour, increased to \$1.03 after 30 days and to \$1.06 after 90 days; foundry labour shall start at \$1.06 with no automatic increases.

A *Group Insurance Plan* has been provided by the company; its costs are to be shared between the company and the employees on a 50-50 basis. The plan includes: life insurance for employees, accidental death or dismemberment benefit for employees, weekly indemnity for accident and sickness for employees, hospital expense benefits for employees and their dependents, medical expense benefits for employees and surgical expense benefits for employees and their dependents.

Provision is made for *seniority rights and grievance procedure.*

HAMILTON, ONT.—INTERNATIONAL HARVESTER COMPANY OF CANADA LIMITED (HAMILTON HARVESTER WORKS) AND UNITED STEELWORKERS OF AMERICA, LOCAL 2868.

Agreement to be in effect from November 18, 1949, to November 18, 1950, and thereafter until notice. The parties reserve the right to amend and supplement this contract by mutual agreement at any time during the duration thereof. The company recognizes the union as the sole representative of all eligible employees for the purpose of collective bargaining. This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, November, 1948, p. 1244, with the following changes and additions:—

*Hours of work* have been reduced from 9 per day and 45 per week to 8 per day and 40 per week.

*Wage rates* presently in effect shall continue until either party proposes an increase or decrease, when a sincere effort will be made through collective bargaining to arrive at a satisfactory conclusion. The company agrees to review the rates of all day work employees every 6 months (May and November) and give merit increases where justified.

*Night shift bonus:* a premium of 5 cents per hour will be paid to all employees covered by the agreement for all work performed during hours outside regular day shift hours, except where such hours are overtime hours in connection with a regular day shift.

### *Non-metallic Minerals and Chemicals*

MEDICINE HAT, ALTA.—MEDALTA POTTERIES LIMITED AND INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS, LOCAL 895.

Agreement to be in effect from December 14, 1949, to December 13, 1950. The company recognizes the union as the sole and exclusive bargaining agent for all eligible employees. There shall be no discrimination, interference, intimidation, restraint or coercion because of membership or non-membership in the union.

*Hours of work:* 48 per week, the daily hours to be arranged between the employees and the company by mutual consent. *Overtime:* time and one-half shall be paid for work in excess of 9 hours in any one day or 48 hours in one week and for work on Sunday (or the alternative day off), on Dominion Day, New Year's Day and two other holidays, the dates to be decided by the employees; double time for work on Labour Day and on Christmas Day. The above 6 holidays are all *paid holidays*; provided, however, that only employees with 3 or more months of continuous service shall be entitled to benefit from these statutory holidays.

A *rest period* as already voluntarily established shall be maintained for the life of this agreement.

*Wages:* minimum hourly base rate (after 6 weeks probation) for female employees 50 cents, for male employees 70 cents, for boys under 19 years of age 60 cents. Hourly wage rates for experienced help: clay making (day shift), machine jiggerer 75 cents; batters 72½ cents; mould runners, clay carriers 70 cents; girl helpers 55 cents; trimming, finishing and sponging (all girls) 55 cents; sprayers, dippers and glazers (all girls) 60 cents; kiln operators (day or night shift) 80 cents; bisque checkers, assorters, back stampers and ware removers—females 55 cents, males (removers) 70 cents; general mechanics 75 cents; female checkers and packers 55 cents, male packers on cartons 70 cents; male packers and loaders on crates 75 cents, on saw 80 cents; floor sweepers, sewer cleaners 70 cents; machine cleaners 65 cents; stone-ware glazer (male) 75 cents; mould runner for crocks, etc., 72½ cents; machine-spinner 55 and 60 cents; pugging clay (day shift) 75 cents; jiggerman (hand) 80 cents; sticking up handles and spouts (all girls) 60 cents; loading and unloading all kilns (must be a setter) 75 cents; tumblers and washer—males 70 cents, females 55 cents; round banders 60 cents, oval banders 65 cents;



mould makers (male), sagger makers, watchmen, stoneware pounder large crocks 75 cents; pinner (female) 60 cents; trimmers and spongers for crocks (male) 70 cents.

*Night shift differential:* workers on night shift between midnight and 6 a.m. shall be paid if employed in a supervisory or responsible capacity 10 cents and others 8 cents

## Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,\* include the extension of one first agreement and the amendment of six others. These include, in addition to those summarized below, the extension of a first agreement for retail stores at Asbestos and amendments to the agreements for retail food stores at Quebec, and for barbers and hairdressers at Joliette, published in the *Quebec Official Gazette*, issue of March 4.

Requests for amendments to the agreements for the fashion accessories industry and for barbers and hairdressers at Montreal, for municipal employees at Kenogami, for hospital and charitable institutions at St. Hyacinthe and for barbers and hairdressers at Quebec were published in the issue of February 25. A request for a new agreement for the building trades at Montreal and requests for the amendment of the agreements for barbers and hairdressers at Valleyfield and at Chicoutimi, and for the building trades at Joliette were published in the issue of March 4. Requests for the amendment of the agreements for barbers and hairdressers at Three Rivers, and for clockmakers and jewellers in the counties of Drummond, Arthabaska, etc. in the issue of March 11, and a request for the amendment of the agreement for the building trades at Quebec was published in the *Quebec Official Gazette*, issue of March 18.

Orders in Council were also published

In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concerns wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

per hour above the rate for similar work during the day.

The company agrees to supply one pint of milk per day free to any employee working with free lead glazes.

Provision is made for *seniority rights*, *grievance procedure*, and a *Plant Safety Committee*.

approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessments on the parties.

### Manufacturing

#### Fur and Leather Products

##### FUR MANUFACTURING INDUSTRY, QUEBEC.

An Order in Council, dated February 22, and gazetted March 4, amends the previous Orders in Council for this industry (L.G., Nov., 1946, p. 1583, Dec., p. 1772 July, 1947, p. 1002; Sept., 1948, p. 992, and previous issues).

*Territorial jurisdiction* comprises the cities of Quebec, Lévis and Sillery, the towns of Quebec-West, Ste.Foy, Beauport, Lauzon and Loretteville and the municipalities of Giffard, Ste-Anne-de-Beaupré; and Ancienne Lorette.

*Hours* during the 8 weeks' period starting from the Monday which will be or will immediately follow June 15 are reduced by 4 per week to 40 per week Monday through Friday. Hours for shop clerks and clerks of the hide department during a regular working week are reduced from 48 to 44. Pattern-makers now work 44 hours per week during the period from August 1 to January 31 instead of 48 as previously in effect.

*Overtime* is payable at regular rates up to 44 hours during the 8 weeks' period starting from the Monday which will be or will immediately follow June 15. Shop foremen earning \$60 per week or more and pattern-makers (male and female) earning \$44 per week or more shall not be entitled to remuneration for overtime or additional work.

*Minimum weekly wage rates* (to be in effect from October 1, 1949): shop foremen \$54; cutters and tailors from \$35.50 to \$50; patternmakers (male and female) from \$38 during the first year to \$56 per week during the third year; blocker \$35.50; hide sorter \$32.50; operator (male) \$24.50 and \$27.50, operator and finisher (female) \$24.50 and \$27.50; shop clerk (male) \$12, shop clerk (female) \$11; messenger \$12; apprentices (male and female) from \$12 during the first year to \$18 per week during the third year; apprentices (male only) \$21 during the fourth year to \$29 during the sixth year. (The above rates represent increases ranging from \$2 to \$3.50 per week). Special minimum wage rates for handicapped workers (male) are increased (by \$5) to \$20 per week; female workers under the same circumstances are increased (by \$7) to \$15 per week. Employees who at October 1, 1949, received a higher salary than that provided for in the agreement then in force are entitled to an increase in wages equal to the minimum wage increase provided for his category in the present amendment. The above rates, during the 8 weeks' period start-



ing from the Monday which will be or will immediately follow June 15, shall be proportionate to the number of hours worked.

*Vacation:* employees with less than one year of continuous service for the same employer, or in the same establishment, at June 15 of each year are entitled to a vacation of as many half days as he has months of continuous service.

Regulations affecting apprentices and the distribution of journeymen tailors and cutters are included in this amendment.

### **Metal Products**

#### **GARAGES AND SERVICE STATIONS, MONTREAL.**

An Order in Council, dated February 22, and gazetted March 4, amends the previous Order in Council, for this industry (L.G., April, 1950, p. 517) by providing for the addition of "L'Association canadienne des Travailleurs de l'Automobile de Montréal" as contracting party of the second part.

#### **SHEET METAL FABRICATING INDUSTRY, MONTREAL.**

An Order in Council, dated February 22, and gazetted March 4, extends the term of the previous Order in Council for this indus-

try (L.G., Aug., 1949, p. 987) to May 1, 1950. Another amendment to this agreement affecting industrial jurisdiction was published in the *Quebec Official Gazette*, issue of December 3, 1949.

### **Construction**

#### **BUILDING TRADES, ST. JÉRÔME.**

An Order in Council, dated February 22, and gazetted March 4, amends the previous Orders in Council for this industry (L.G., Aug., 1948, p. 873; Dec., 1949, p. 1559) by providing that notwithstanding any other provisions, the cities and towns and the municipal and school corporations are not governed by the provisions of the present agreement inasmuch as repair or maintenance work on their own buildings are concerned: inasmuch, also, as construction, rebuilding or maintenance works on aqueducts, sewers, pavings, sidewalks and other similar operations performed under their immediate control are concerned. The exemption does not apply to contractors or subcontractors carrying on the same operations on their behalf or by the job for the said cities, towns, etc.

---

(Continued from page 606)

help to maintain consumer demand close to last years levels, in spite of the decline in farm income. By March 1 of this year, average weekly salaries and wages continued upward to a new high of \$44.69.

While the development of iron ore deposits in Ungava and oil in Alberta is already providing considerable direct employment, its future possibilities are perhaps more important than the labour demand at present created. It is possible that the development of these Canadian resources may parallel that of the forest and mineral resources of Northern Ontario and Quebec, which played such an important part in the prosperity of the 1920's.

Although employment levels of many industries in the coming months will probably be above those of last year, it is unlikely that employment will increase sufficiently in the immediate future to absorb the continued increase in the labour force. The resultant unemployment will probably be concentrated in those industries and areas which cannot adjust easily to changes in foreign markets, or shifts in domestic demand. The Maritime provinces, for example, may find it more difficult than British Columbia to adjust to the decline in overseas markets by shifting to alternative markets in the United States.

Concern with the problem of unemployment is being reflected in this year's contract negotiations between unions and employers which are now taking place in many important industries. Some unions are pressing for the forty-hour week, with no reduction in take-home pay. This issue is one of the most important in the current railroad dispute. On April 15, the two Conciliation Boards recommended a 44-hour week and some increase in wage rates. Both union groups concerned have rejected the Boards' recommendations on the basis that, for a good many workers, the recommendations mean a decrease in the weekly pay envelope. The introduction of the 40-hour week is also an important issue in the negotiations now under way in the primary iron and steel firms. The Steel Company of Canada agreed in principle on May 2 to a reduction in hours from 44 to 40, with a 13 cent an hour increase in pay.

# FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

## Schedules Prepared and Contracts Awarded during February

### (1) *Works of Construction, Remodelling, Repair or Demolition*

During the month of February the Department of Labour prepared 108 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 73 construction contracts was awarded by the various Government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum rates only*" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

### (2) *Contracts for the Manufacture of Supplies and Equipment*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation. . . . .	7,521	\$10,348,477.81
Post Office. . . . .	15	54,983.08
Public Works. . . . .	4	28,441.34
R.C.M.P. . . . .	5	30,891.52

**CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING FEBRUARY**

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
<b>Canadian Commercial Corporation</b>				
Corner Brook, Nfld. Gander, Nfld.	Construction of small hangar. Dismantling of two hangars and transportation of salvaged materials.	J. Goodyear & Sons Ltd., Grand Falls, Nfld. J. Goodyear & Sons Ltd., Grand Falls, Nfld.	\$ 173,250 00	Mar. 9, 1950 Mar. 9, 1950
Grand Falls, Nfld. Halifax, N.S.	Construction of power cable hangar. Island, McNab Island.	J. Goodyear & Sons Ltd., Grand Falls, Nfld. Nova Scotia Light & Power Co. Ltd., Halifax, N.S.	5,500 00	Mar. 9, 1950 Sept. 12, 1949
McGivney, N.B.	Paving of roads and sidewalks and the landscaping and gravelling around buildings, Permanent Married Quarters Area.	Diamond Construction Co. Ltd., Fredericton, N.B.	13,435 00	Mar. 8, 1950
Bagotville, P.Q.	Strengthening of hangar and building trusses by pre-stressed wire method at R.C.A.F. Station.	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	(1)	Feb. 20, 1950
Dorval, P.Q. Montreal, P.Q.	Improvements Air Traffic Centre, No. 426 (T) Squadron. Installation of oil burning equipment, Longue Pointe Ordnance Depot.	J. L. E. Price & Co. Ltd., Montreal, P.Q. Robinson Oil Burners Ltd., Montreal, P.Q.	9,000 00 54,458 28	Feb. 20, 1950 Feb. 10, 1950
Montreal, P.Q.	Provision of office space in Building No. 2, No. 25 Central Ordnance Depot, Longue Pointe.	Labrador Construction Co. Ltd., Montreal, P.Q.	43,777 00	Mar. 13, 1950
St. Hubert, P.Q.	Repairs and replacement of roofs on hangars and drill hall, R.C.A.F. Station.	Delphis Cote Ltd., Montreal, P.Q.	33,615 89	Nov. 3, 1949
Centralia, Ont. Hamilton (Mt. Hope), Ont.	Addition to officers' mess building, R.C.A.F. Station. Strengthening of hangar and building trusses by pre-stressed wire method at R.C.A.F. site.	Robb Construction & Materials Ltd., Hamilton, Ont. A. F. Byers Construction Co. Ltd., Montreal, P.Q.	8,660 00 (2)	Mar. 8, 1950 Jan. 7, 1950
London, Ont.	Strengthening of hangar and building trusses by pre-stressed wire method at R.C.A.F. site.	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	(2)	Jan. 7, 1950
Mountain View, Ont.	Strengthening of hangar and building trusses by pre-stressed wire method at R.C.A.F. Station.	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	(1)	Feb. 20, 1950
Rockcliffe, Ont.	Interior painting of Buildings 2, 9, 10, 11, 12, 13, 14, 15, 30, 31, 56, 102, 109, 110, 134, 135, and repairs to interior of Building No. 56 at R.C.A.F. Station.	H. L. Robinson, Toronto, Ont.	15,097 51	Mar. 8, 1950
Toronto, Ont.	Refurbishing, erection, new construction and dismantling of booths, Canadian International Trade Fair.	Canadian Engineering & Contracting Co. Ltd., Hamilton, Ont.	250,641 00	Oct. 18, 1949
Toronto, Ont. Weston, Ont.	Alterations to Hangar No. 3, R.C.A.F. Station, Downsview. Strengthening of hangar and building trusses by pre-stressed wire method at R.C.A.F. Station.	F. D. Howie Construction Ltd., Toronto, Ont. A. F. Byers Construction Co. Ltd., Montreal, P.Q.	39,475 00 (1)	Mar. 11, 1950 Feb. 20, 1950
Fort Churchill, Man. Gimli, Man.	Repair by hi-carbon steel methods of two buildings. Strengthening of hangar and building trusses by pre-stressed wire method at R.C.A.F. Station.	A. F. Byers Construction Co. Ltd., Montreal, P.Q. A. F. Byers Construction Co. Ltd., Montreal, P.Q.	21,000 00 (1)	Feb. 14, 1950 Feb. 20, 1950
Rivers, Man. Saskatoon, Sask.	Strengthening of hangar and building trusses by pre-stressed wire method at R.C.A.F. Station. Alterations and additions to existing boiler house and installation of low pressure steam heating system.	A. F. Byers Construction Co. Ltd., Montreal, P.Q. The Waterman-Waterbury Mfg. Co. Ltd., Saskatoon, Sask.	(1) 109,455 00	Feb. 20, 1950 Feb. 17, 1950
Saskatoon, Sask.	Strengthening of hangar and building trusses by pre-stressed wire method at R.C.A.F. site.	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	(2)	Jan. 7, 1950



Calgary, Alta.	Strengthening of hangar and building trusses by pre-stressed wire method at R.C.A.F. site (Reserve).	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	(2) Jan. 9, 1950
Calgary, Alta.	Strengthening of hangar and building trusses by pre-stressed wire method at R.C.A.F. Station, No. 10 Repair Depot.	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	(1) Feb. 20, 1950
Calgary, Alta.	Strengthening of hangar and building trusses by pre-stressed wire method at R.C.A.F. Station, No. 11 Supply Depot.	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	(1) Jan. 7, 1950
Edmonton, Alta.	Erection of metal sheathed building, R.C.A.S.C. Supply Depot.	A. J. Barrie, Edmonton, Alta.	12,285 00 Feb. 24, 1950
Suffield, Alta.	Drilling of well for supply of natural gas at Dept. of National Defence (Defence Research Board) Experimental Station.	R. P. Medhurst & Sons, Calgary, Alta.	19,904 00 Feb. 24, 1950
Boundary Bay, B.C.	Ploughing, discing and levelling of 50 lots and seeding of the playing field, Permanent Married Quarters Area.	G. W. Ledingham & Co., Ltd., Vancouver, B.C.	2,400 00 Mar. 1, 1950
Vancouver, B.C.	Strengthening of hangar and building trusses by pre-stressed wire method at R.C.A.F. Station.	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	(1) Feb. 20, 1950
<b>Central Mortgage and Housing Corporation</b>			
Trenton, Ont.	Installation of sewer lateral from municipal mains to lot line of each house.	Corporation of the Town of Trenton, Trenton, Ont.	11,517 51 Jan. 23, 1950*
Shilo, Man.	Installation of electrical distribution system, D.N.D. non-urban project.	Manitoba Power Commission, Winnipeg, Man.	86,611 00 Feb. 13, 1950
Calgary, Alta.	Installation of electrical and power distribution system and street lighting, D.N.D. non-urban project, Currie Barracks (Arm.).	City of Calgary, Calgary, Alta.	37,693 99 Mar. 2, 1950
Calgary, Alta.	Installation of electrical and power distribution system and street lighting, D.N.D. non-urban project, Currie Field (AIF).	City of Calgary, Calgary, Alta.	9,686 40 Mar. 2, 1950
Esquimalt, B.C.	Construction of 91 D.N.D. non-urban houses at Belmont Park Project.	Commonwealth Construction Co., Vancouver, B.C.	561,299 00 Feb. 21, 1950
Esquimalt, B.C.	Rough grading of streets, lanes and ditches at Belmont Park Project.	General Construction Co. Ltd., Vancouver, B.C.	43,924 00 Jan. 11, 1950
<b>National Harbours Board</b>			
Vancouver, B.C.	Construction of Heatley Ave. Tugboat Wharf, Vancouver Harbour.	Dominion Construction Co. Ltd., Vancouver, B.C.	45,375 00 Dec. 14, 1949
<b>Department of Public Works</b>			
Wood Islands, P.E.I.	Harbour improvements (waiting room).	H. J. Phillips & Son, Charlottetown, P.E.I.	9,762 45 Dec. 1, 1949
North Sydney, N.S.	Enlargement of dock and terminal facilities, Canadian Government Railways.	T. C. Gorman (Nova Scotia) Ltd., Halifax, N.S.	1,177,777 00 Jan. 6, 1950
Fredericton, N.B.	Construction of Dominion Public Building.	Caldwell Construction Co. Ltd., Fredericton, N.B.	734,900 00 Jan. 31, 1950
St. Stephen, N.B.	Construction of Dominion Public Building.	Diamond Construction Co. Ltd., Fredericton, N.B.	179,500 00 Jan. 31, 1950
Bonaventure, P.Q.	Extension to fishermen's wharf.	Fortnat Bernard & Arthur Bujold, Bonaventure, P.Q.	15,306 50 Dec. 9, 1949
Cross Point, P.Q.	Repairs to wharf.	Capt. J. Romeo Allard, Cross Point, P.Q.	16,437 70 Jan. 20, 1950

(1) Total amount of contract—\$418,953.00.

(2) Total amount of contract \$ 87,375.00.

## CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING FEBRUARY—Continued

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
<b>Department of Public Works</b>				
Hull, P.Q.	Installation of elevator in U.I.C. Stockrooms	Otis-Fensom Elevator Co. Ltd., Ottawa, Ont.	\$ 7,860 00	Mar. 3, 1950
Montreal, P.Q.	Installation of fluorescent fixtures, switches and wall receptacles in Pascal Building.	C. Howard Simpkin Ltd., Montreal, P.Q.	9,786 16	Jan. 20, 1950
Montreal, P.Q.	Erection of ceiling and partitions, 5th floor, Pascal Building	Building Renovators Ltd., Montreal, P.Q.	17,000 00	Jan. 20, 1950
Rimouski, P.Q.	Wharf reconstruction	La Compagnie de Construction des Boulevards du Québec, Québec, P.Q.	540,117 20	Sept. 20, 1949
Ville Marie, P.Q.	Wharf construction	Paul O. Coulet, Fabre, P.Q.	28,462 84	Oct. 4, 1949
Imnifil Park, Ont.	Wharf repairs	Harris & Fair, Omensee, Ont.	5,942 50	Dec. 12, 1949
Meaford, Ont.	Repairs to east harbour wall	McNamara Construction Co. Ltd., Toronto, Ont.	28,012 00	Dec. 5, 1949
Ottawa, Ont.	Construction of addition to workshop building, Experimental Farm.	George A. Crain & Sons Ltd., Ottawa, Ont.	58,698 00	Mar. 10, 1950
Ottawa, Ont.	Redecorating Jackson Building for Dept. of National Revenue and elsewhere as designated.	Linke & Purcell, Ottawa, Ont.	12,630 00	Feb. 15, 1950
Ottawa, Ont.	Construction of new freight entrance and mezzanine floor in National Research Council Building.	A. Lanctot Construction Co., Ottawa, Ont.	7,152 00	Jan. 5, 1950
Ottawa, Ont.	Construction of applied chemistry building (phase 2), National Research Council Laboratories.	Robertson Construction & Engineering Co. Ltd., Niagara Falls, Ont.	706,100 00	Jan. 31, 1950
Ottawa, Ont.	Alterations to Room 426, Langevin Block.	Armand Lanctot & Meryl M. Stewart, Ottawa, Ont.	6,542 00	Jan. 14, 1950
Ottawa, Ont.	Alterations for Dept. of Mines & Resources at Virny Building, 379 Sparks St.	The George C. Graves Construction Co. Ltd., Ottawa, Ont.	13,240 00	Jan. 17, 1950
Teurnseh, Ont.	Erection of Dominion Public Building.	Mevns Construction Co., Walkerville, Ont.	65,137 00	Jan. 17, 1950
Walpole Island, Ont.	Construction of a nursing station.	James A. Templeton, Port Lambton, Ont.	10,925 00	Jan. 17, 1950
Coutts, Alta.	Construction of Customs and Immigration Building.	Bird Construction Co. Ltd., Lethbridge, Alta.	444,752 00	Jan. 31, 1950
Red Deer, Alta.	Construction of Dominion Public Building.	Hornstrom Bros. Calgary, Alta.	361,468 00	Feb. 8, 1950
Harrison Hot Springs, B.C.	Construction of float and approach.	Fraser River Pile Driving Co. Ltd., New Westminster, B.C.	11,245 91	Dec. 17, 1949
Metlakatla, B.C.	Wharf construction.	Skema River Piledriving Co., Prince Rupert, B.C.	10,126 62	Oct. 23, 1949
Ennips, Point, B.C.	Wharf improvements.	Albert J. Savoie, Hornby Island, B.C.	22,010 00	Nov. 28, 1949
Sturdhes Bay, B.C.	Wharf extension.	Pacific Pile Driving Co. Ltd., Victoria, B.C.	15,411 90	Dec. 1, 1949
Dingwall, N.S.	Dredging.	J. P. Peter Co. Ltd., Moncton, P.Q.	115,000 00	*
Pictou, N.S.	Renovals and repairs to Dredge P.W.D. No. 9	Pictou Foundry & Machine Co. Ltd., Pictou, N.S.	24,160 00	*
Dalhousie, N.B.	Dredging.	Felix Michaud, Buocone, N.B.	12,333 75	*
Fraser River, B.C.	Dredging, Douglas Island Channel.	British Columbia Bridge & Dredging Co. Ltd., Vancouver, B.C.	58,750 00	*
<b>Department of Transport</b>				
Cartierville Airport, P.Q.	Alterations to control tower.	J. L. E. Price & Co. Ltd., Montreal, P.Q.	4,950 00	Dec. 6, 1949
Montreal, P.Q.	Decking and grating, Weir No. 3, Seigneur St.	Lord & Cie Ltee, Montreal, P.Q.	33,204 00	Jan. 25, 1950
Ville St. Pierre, P.Q.	Decking and grating, Bascule Bridge No. 7.	Lord & Cie Ltee, Montreal, P.Q.	15,950 00	Jan. 25, 1950
Windsor, Ont.	Construction of instrument landing facilities.	Sterling Construction Co. Ltd., Windsor, Ont.	20,526 50	Sept. 15, 1949
Broadview, Sask.	Construction of dwelling and garage.	Bird Construction Co. Ltd., Moose Jaw, Sask.	22,483 50	Dec. 8, 1949

\* The labour conditions of these contracts contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

# LABOUR LAW

## Recent Regulations Under Provincial Legislation

*In Quebec, the Minimum Wage Order which provides for a stamp system of holiday-with-pay credits for construction workers in Montreal and vicinity has been extended to cover the Hull area. ¶In Saskatchewan, new regulations have been made governing the welding of boilers, pressure vessels and pressure piping. ¶British Columbia has extended the types of employment in which two industrial diseases may be compensated. ¶The first regulations have been issued under the Newfoundland Mothers' Allowances Act.*

### **British Columbia Hospital Insurance Act**

By an Order in Council of February 4, gazetted March 2, a regulation was made under Section 27 of the above Act, which permits regulations to be made to enable the Hospital Insurance Commissioner and the Workmen's Compensation Board to enter into an agreement for the purpose of co-ordinating the benefits available under the Workmen's Compensation Act with the general hospital services provided under the Hospital Insurance Act, thus preventing the duplication of services.

The Order permits an agreement providing for the payment for in-patient hospital care rendered to injured workmen during 1949. The Workmen's Compensation Board or other agency approved by it is required to pay to the Commissioner \$8.50 a day for the care of an injured workman for such time as he requires hospitalization. On receipt of this payment, the Commissioner must pay to the hospital an amount computed for the same number of days at the daily rate which is paid to the hospital on behalf of a beneficiary under the Act.

The Workmen's Compensation Board is liable for payment to the hospital for any medicine, treatment or services which are not included in the benefits provided under the Hospital Insurance Act.

By another Order in Council made on February 4, and gazetted on the same day as the above, the Commissioner, at the end of any period, may make adjustments in the daily rates paid to hospitals throughout the period as he considers necessary to reimburse the hospitals for the cost of providing the general hospital services rendered to beneficiaries.

### **British Columbia Workmen's Compensation Act**

Two changes, effective from March 1, have been made in the schedule of industrial diseases under the Workmen's Compensation Act.

Pulmonary tuberculosis contracted in employment in any branch of the Victorian Order of Nurses will be compensated, as the result of a regulation of the Workmen's Compensation Board of February 16, gazetted February 23. The employee, however, must have been free from evidence of tuberculosis before engaging in this employment. Under previous Board regulations, pulmonary tuberculosis is compensatable when it is contracted in any employment in a hospital, sanatorium or clinic under the Act.

The industrial disease described as "cutaneous, circulatory or blood-cell lesions or physiological endocrine change" will be compensated when it is contracted in any operation where radium is used in a hospital under the Act by an Order of the Board of March 20, gazetted March 23. This disease is also compensatable, as formerly, when contracted from any X-ray apparatus operated in an industry or in a hospital under the Act.

### **Newfoundland Mothers' Allowances Act**

General regulations, effective from February 1, have been made under the Mothers' Allowances Act, 1949, by an Order in Council of February 11, gazetted February 21.

The Act provides for the payment of a monthly allowance to a mother who has in her care one or more children under 16 years of age and who is a widow; a woman



who has been deserted by her husband, or divorced or separated from him for at least two years and from whom she can obtain no support; or a woman whose husband is unable to support her because he is incapacitated or an inmate of a hospital or penitentiary. Under similar circumstances, an allowance may also be paid to an incapacitated father who is left with the care of his children. Where a mother is eligible for an allowance and her husband is incapacitated, the Act permits an allowance to be granted with respect to her husband as if he were a dependent child, until the youngest child becomes 16. A foster-mother caring for orphan children is also eligible for an allowance.

"Child" is defined in the regulations to mean a dependant under 16 and also an incapacitated child under 21.

Every applicant for an allowance must complete application forms approved by the Director of Mothers' Allowances and furnish evidence and proof of her claim as are required by the Director or by the Mothers' Allowances Board.

The regulations provide for a maximum allowance of \$300 a year for a mother and one child and \$60 a year for each additional child. The maximum annual allowance payable is the allowance in respect of a mother and family of seven children (\$660 a year) but the Board may grant an additional allowance not exceeding \$20 a month if, because of housing conditions, special diets, needs connected with education or other necessitous circumstances, the Board decides that the additional allowance is necessary for the proper maintenance of the family.

The maximum annual outside income allowed is \$440. If outside income is in excess of \$440, the maximum annual allowance will be reduced by the amount of the excess. To determine the maximum amount of outside income, the Board must take into account all resources of the recipient, including wages, alimony, court orders for maintenance, income except family allowances, and the reasonable value of free board and lodging.

An allowance will not be paid to a mother, father or dependent child if their combined real or personal property exceeds a net value of \$2,500 if in a rural community or \$5,000 if in an urban district. Similarly, no allowance will be paid if their combined liquid assets are in excess of \$750. The Board may reduce, suspend or cancel the allowance payable in respect of a child who fails to attend school to the satisfaction of the Board and the Director may require a recipient to provide him with a school report signed by the teacher.

Special provisions are set out regarding payment of an allowance to an incapacitated father. Before the allowance is paid, he must undergo a medical examination by a competent medical practitioner and his incapacity must be established to the satisfaction of a medical referee appointed by the Board. However, for a period not exceeding six months the Board may accept the certificate of a qualified nurse. The Board may require an incapacitated father to be re-examined from time to time.

When a mother who is receiving an allowance re-marries, the allowance will not be continued beyond the end of the month in which the marriage takes place. An allowance will also be discontinued at the end of the month during which a child reaches 16 years, unless the child is attending school, in which case the allowance is to be paid until the end of the school year. When a child or incapacitated husband in respect of whom an allowance is paid dies, payment will not be continued after the last day of the month in which the death occurs.

If the Board considers that a mother or father of a child in respect of whom an allowance is to be paid is not a fit person to care for him, it may pay the allowance to a guardian or other person chosen by the Board.

The recipient must promptly inform the Director in writing of any changed circumstances which might disqualify her from receiving an allowance or alter the amount which she would be entitled to receive.

### **Ontario Public Vehicle Act**

General regulations under the 1949 Act (O. Reg. 45/50) were made on March 2, and gazetted March 18. As before, a driver of a public vehicle must be at least 18 years of age, of good moral character and competent to operate the vehicle under his charge. An applicant for an operating licence must file with the Department of Highways a certificate of the Workmen's Compensation Board certifying that he has provisionally complied with the Workmen's Compensation Act. The holder of a licence is required to keep a record of the hours of labour of all drivers.

### **Quebec Minimum Wage Act**

The coverage of Order 3A (L.G., 1950, p. 87), which provided for a stamp system of holiday-with-pay credits for workers in the building construction industry on the Island of Montreal and vicinity, has been extended to cover construction workers in the city of Salaberry-de-Valleyfield and in

the city of Hull and surrounding district by an Order in Council (No. 256) of March 2, gazetted March 11.

The Order, as amended, covers Hull and the territory within a 10-mile radius, municipalities partly included within the 10-mile radius, and the cities and towns of the electoral districts of Hull, Gatineau, Papineau, Pontiac and Temiscamingue. Other municipalities in these electoral districts, except those totally or partially included within a radius of 10 miles of Hull, are also covered wherever construction contracts amounting to \$75,000 or more are carried out.

As before, the Montreal zone includes the Island of Montreal and a fifteen-mile radius, excluding the counties of St. John and Iberville. The city of Salaberry-de-Valleyfield has now been added to this zone.

The Order provides that in the Montreal and Hull zones a workman whose employment is not continuous with one employer throughout the vacation-with-pay credit period, that is, from May 1 to April 30, is entitled to a vacation-with-pay credit of 2 per cent of his earnings from each employer. The employer is required to affix credit stamps on each pay day in the workman's vacation-with-pay stamp book.

### **Saskatchewan Boiler and Pressure Vessel Act**

New regulations designed to ensure greater safety in the welding of boilers, pressure vessels and pressure piping were made on February 24, 1950, gazetted March 4 (O.C. 353/50).

The regulations apply to all welding done in connection with the construction, alteration or repair of any boiler, pressure vessel or pressure piping which is subject to inspection under the Boiler and Pressure Vessel Act, 1948.

These regulations provide for the annual registration of all persons engaged in welding boilers, pressure vessels or pressure piping, and set out in detail the responsibilities of manufacturers and welders for the quality of the welding done. Other provisions deal with inspections, welders' qualification tests and fees. Requirements are laid down for repairs to high pressure boilers and pressure vessels and low pressure heating boilers.

Every manufacturer, contractor, or other person who welds or employs any person to do welding is required to apply to the Boiler Inspection Branch of the Department of Labour for registration of every welder, giving full particulars as to the class and position of welding for which he has been qualified. Such registration is to be

renewed annually. Upon registration, every qualified welder is allotted a symbol which he must stamp upon all work done by him.

A welding shop operator or a person who welds or employs welders must be responsible for the quality of the welding done. Before any welding operations are commenced, he must conduct approved welding procedure tests in accordance with the requirements of the code of the American Society of Mechanical Engineers pertaining to boilers and pressure vessels and of the code of the American Standards Association for pressure piping. Proof of these tests must be submitted to the Department for recording. He must arrange with the Boiler Inspection Branch for a welders' qualification test or obtain approval for an equivalent test witnessed by an inspector and meeting the requirements of the ASME and ASA codes. If the work to be done is on new construction, he must ascertain that the design of the vessel has been approved and registered by the Department.

No person may be registered as a welder unless he has passed a welders' qualification test. A welder is forbidden to do welding of a class or position for which he has not been qualified by test and for which he has not been registered.

Welders' tests must be prescribed by the Chief Inspector in accordance with the ASME and ASA codes as far as practicable and witnessed by an authorized inspector. If a welder fails in the test, he may undergo an immediate re-test consisting of two separate tests welds of any position on which he failed. If he again fails, he may take further tests after he has had additional training or experience satisfactory to the Chief Inspector. A welders' qualification test will be effective for 12 months, or for longer if approved by the Chief Inspector. However, a re-test may be required at any time if a welder is suspected of losing his proficiency. The Chief Inspector is empowered to determine whether or not an applicant has sufficient experience and knowledge to warrant a qualification test.

No welded repair may be made on a boiler or pressure vessel having a working pressure of more than 15 pounds to the square inch unless permission is first obtained from an inspector and, in the case of a boiler, the repair is witnessed by an inspector. Except with the inspector's permission, no welded repair may be made by other than the electric arc method. Regarding low pressure heating boilers, no welded repair may be made on any boiler having a working pressure of 15 pounds or less to the square inch except by a registered welder. However, the welder



need not be qualified by test unless required by an inspector. The welding of all pressure piping must be in accordance with the ASA code and must be done by a registered welder. All pipe welds, unless otherwise approved by an inspector, must be hydrostatically tested to twice the working pressure in accordance with the code. Except with the permission of an inspector, repairs made to any boiler or pressure vessel or piping must be left exposed until after inspection.

An inspector may inspect or re-inspect any welding job and may subject it to

hydrostatic or other tests which he considers necessary. On his recommendation, the Department may refuse to issue a certificate authorizing the operation of any boiler, pressure vessel or pressure piping, or the Minister may cancel a certificate already issued where it is found that welding has not been done in a proper manner, or where it has been done by a welder not qualified and registered in accordance with the regulations.

Fees are set for the registration of welding procedures and for welders' qualification and other tests.

## Legal Decisions Affecting Labour

*In two decisions, B.C. Supreme Court interprets labour relations legislation regarding second strike vote and authority of Board to define "members in good standing". ¶Saskatchewan Appeal Court, in a rehearing of the John East Iron Works case, quashes Labour Relations Board's orders on the grounds of an error in law on the face of the order. In a second Saskatchewan case the Court of King's Bench overrules a Board order directing a Regina firm to bargain collectively. ¶U.S. Federal District Court finds United Mine Workers Union not guilty of contempt charges.*

### **B.C. Court prohibits second strike vote until after further conciliation procedure.**

On January 24, 1949, Mr. Justice Wood of the Supreme Court of British Columbia awarded the plaintiff, a mercantile company, an injunction restraining the Retail Clerks Union, Local 279, and the British Columbia Labour Relations Board from taking or supervising, respectively, a second strike vote. The judgment made permanent the interim injunction granted to the company at an earlier hearing by Mr. Justice MacFarlane. In his ruling, Mr. Justice Wood held that a further effort to adjust differences through conciliation procedure must be made before a second strike vote may be taken.

In February, 1948 the defendant union, which is the certified bargaining agent for the company's employees in the Victoria store, requested the manager of the store to begin negotiations for a new collective agreement. Representatives of the company and the union met but were unable to come to terms. The union then requested a conciliation officer who was subsequently appointed but who failed to effect an agreement. On the recommendation of the conciliation officer, the Labour Relations Board appointed a conciliation board. The conciliation board filed a majority report with the Labour Relations Board on July 3, 1948. The report was accepted by the union and rejected by the

company which put into effect for the Victoria store certain retroactive increases in pay which had been granted to employees in others of its stores during the negotiations. These increases did not meet the findings of the majority of the Board whose report covered other matters as well. On August 20, the union took a strike vote which was supervised by the Board as required by Section 72 of the Industrial Conciliation and Arbitration Act. A majority of the employees voted not to strike.

On September 13, the union announced that a new vote would be taken on September 15, to decide whether the employees affected were prepared to take strike action if necessary to compel the company to accept the award handed down by the conciliation board. The Labour Relations Board was asked to supervise this vote. The Board took the view that Section 72 (1) of the Act required them to supervise the vote and they prepared to do so. The company sought an injunction restraining the union from taking the second strike vote and the Labour Relations Board from supervising it, on the grounds that one vote having been taken and having been against strike action, another strike vote could not be taken by the bargaining agent until the requirements of the Act had been again complied with as upon a fresh dispute.



On September 14, an interim injunction was granted by the Supreme Court with Mr. Justice MacFarlane presiding. In a judgment given on October 8, 1948, Mr. Justice MacFarlane ruled that the injunction be continued until the trial of the action. Stating that he was in no way dealing with the merits of the action, His Lordship observed:—

This is a new statute and there is nothing in the statute which expressly says that, when one strike vote is taken, a subsequent vote shall not be taken. If there is any doubt, the point should be settled, not only as a matter of deciding the issue here, but so that for the public generally there will be no doubt as to what the Legislature meant. The contention of the plaintiff company is one which relies for its force on one view of the interpretation of a statute, which not only outlines a public policy of handling industrial disputes and methods of conciliation but a statute which both interests and affects a large proportion of the population of the province.

In the trial of the action, Mr. Justice Wood reviewed Sections 29, 31A, 31B and 72 of the Industrial Conciliation and Arbitration Act, 1947 as being relevant to the case. These sections provide that collective bargaining negotiations and a report of a conciliation board must precede a strike or lockout. Further, Section 31A provides that “. . . no person shall declare or authorize a strike and no employee shall strike until after a vote of the employees in the unit affected as to whether to strike or not to strike has been taken and the majority of such employees who vote have voted in favour of a strike”. Section 31B has similar provisions for lockouts.

Section 72 (1) reads:—

In the case of a vote under Section 31A or 31B, the vote shall be by secret ballot, and the Labour Relations Board or a person appointed by it shall supervise the taking and counting of the vote; and in the case of any other vote under the provisions of this Act, the Labour Relations Board may direct that the vote shall be by secret ballot, and the Labour Relations Board or a person appointed by it may thereupon supervise the taking and counting of the vote.

There is nothing in the statute which prohibits employees and employers from voting as often as they wish either with regard to strikes or otherwise, His Lordship stated.

It was urged by the union's counsel that the proposed vote was not to be taken under the Act, that Sections 31A and 31B had nothing to do with the delay procedure provided for in the Act and that Section 31A was merely to prevent a union calling out members when they do not wish to strike.

In considering this point, Mr. Justice Wood stated:—

In my view, however, the proposed vote, if taken, will be taken as a supervised vote under the provisions of the statute. A supervised vote in favour of a strike is by virtue of Section 31A a condition precedent to a strike and, if this vote can now be taken and is favourable, a strike may then legally be called. It is to be noted that the same applies to a lockout.

His Lordship continued:—

The Labour Relations Board is authorized to do merely those things which are contained in the statute. That statute does not authorize it to supervise one vote after another whether of the employees or of the employers until the party wishing such a vote finally obtains one that satisfies him. The Act was passed for the purpose of securing industrial peace. . . . Such successive voting is not conducive thereto but rather to continuous disturbance.

The Court pointed out that conditions may have changed since the original bargaining commenced. A new conciliation board might make a finding which would be acceptable to both parties or the matter might be adjusted by agreement. In concluding, Mr. Justice Wood stated:—

In my view, the Act contemplates that, before a second supervised strike vote be taken, a further effort be made to adjust the differences in this way.

*F. W. Woolworth Co. Ltd. v. Retail Clerks Union, Local No. 279 and the Labour Relations Board* (1948) 2 W.W.R. 883 and (1949) 1 W.W.R. 958.

***Court holds that B.C. Labour Relations Board has authority to determine whether members of a union applying for certification as bargaining agent are “members in good standing” under the union’s constitution.***

The Supreme Court of British Columbia on August 22, 1949, dismissed the application of Local Union 468, Bakery and Confectionery Workers International Union of America for a court order to require the British Columbia Labour Relations Board to certify Local 468 as the bargaining authority of the employees of a Vancouver firm said to be engaged in the manufacture of bakery and confectionery products.

Mr. Justice Whittaker in giving judgment outlined the events leading up to the application for a court order. On June 8, 1949, Local 468 filed an application for certification with the Board. On June 21 the Board rejected the application and in a letter of July 27 advised the Local that “should the employer resume manufacturing and employ persons who may, pursuant to the constitution of the Union, be accept-

able into membership, then the Board will be willing to receive and consider a new application for such employees”.

On July 27 the Board certified another union, Local 31 of the General Truck Drivers and Helpers Union, as bargaining authority for the firm's employees. Notwithstanding this, Local 468 claimed the right to be certified, urging that it had, as members in good standing, a majority of all employees, and contending that the Board exceeded its authority in presuming to determine jurisdiction as between rival unions.

His Lordship then examined the obligations placed on the Labour Relations Board by the Industrial Conciliation and Arbitration Act in respect to certification of a bargaining agent. The Act provides that when a labour organization applies for certification, the Board shall first determine whether the unit is appropriate for collective bargaining, and then decide whether the majority of the employees in the unit are members in good standing of the applicant organization. If the Board is satisfied on both these points, it must certify the union as the bargaining authority; if not, it must reject the application, and may designate the length of time, not exceeding 90 days, that must elapse before a new application by the same applicant will be considered. The Act further provides that if a question arises as to whether a person is a member in good standing of a trade union, the Board shall decide the question, and the Board's decision is final. The Board is authorized by another section of the Act to direct an applicant union to file with the Board a copy of its constitution and by-laws.

In the case of Local 468, the Board's reasons for rejecting the application were set out in a letter to the union dated June 20. The letter stated that the Board after studying the investigator's report and after having heard the representations of all interested parties, rejected the application because it was not satisfied that a majority of the employees were members in good standing of the union. The reason it was not satisfied that the employees were “in good standing” was that the local union had failed to show it had jurisdiction. The Board reached this conclusion after examining the union's constitution.

Article 2, Section 1 of the constitution of the Union reads as follows:—

The Bakery and Confectionery Workers' International Union of America shall exercise and maintain jurisdiction over all workers employed in the manufacture of (1) all bakery products, such as bread, rolls, cake, pie, biscuit, crackers, pretzels, pastries and matzos; (2) confectionery products, such as ice cream, candies and

sweets of every description, including candied fruits and preserves; (3) all macaroni and paste products; (4) kindred products. Jurisdiction begins with the loading platform and extends into the plant or shop.

By Article 20, Section 1, membership is restricted to those employed or seeking employment in an industry under the trade and geographical jurisdiction of the International Union.

Mr. Justice Whittaker found that the Board in this case was acting within its authority. He upheld the Board's contention that it may investigate the type of business carried on by the employer, and may examine the constitution of the applicant union and may decide whether the employees in a particular unit in view of the type of work in which they are engaged are competent to be members in good standing of the applicant union, taking into consideration the limited trade jurisdiction of the union as set out in the constitution. He concluded:—

It is obvious that an employee can only become a member in good standing of a union if the constitution permits him to become a member. Mere acceptance of an application for membership and payment of dues do not constitute membership if the employee is not eligible for membership under the constitution. . . .

It is, of course, not open to me to inquire as to the merits of the Board's decision.

*Local 468, Bakery and Confectionery Workers International Union of America v. Labour Relations Board, British Columbia; re Scott-Bathgate Ltd., unreported.*

***Labour Relations Board's reinstatement order quashed in Saskatchewan Appeal Court on grounds that Board did not properly assess monetary loss suffered by dismissed employees.***

Upon the direction of the Judicial Committee of the Privy Council, the John East Iron Works case which has been reviewed from time to time in the LABOUR GAZETTE was returned to the Saskatchewan Court of Appeal for a rehearing.

On April 4, 1949, the Appeal Court quashed the orders of the Saskatchewan Labour Relations Board requiring the company to reinstate five employees in their employment and to pay each of them \$200.80, the monetary loss suffered by reason of their dismissal. In delivering the judgment, Mr. Justice MacDonald held that the Court could set aside the Board's order as there was an error in law in the Board's assessment of the monetary loss suffered by the employees.

The Labour Relations Board's orders for reinstatement were made after the United



Steel Workers of America, Local 3493, complained that the company had been guilty of unfair labour practices under the Saskatchewan Trade Union Act. The Board found that the company had discriminated against each of the five employees in regard to the tenure of their employment with a view to discouraging membership in or activity for the trade union. The company applied for a writ of *certiorari* to remove or quash the Board's orders.

His Lordship briefly reviewed the two previous decisions given on this case, by the Saskatchewan Court of Appeal (L.G., 1948, p. 60) and by the Judicial Committee of the Privy Council (L.G., 1948, p. 1441). On December 15, 1947, the Court of Appeal quashed the Board's orders, holding that Section 5 (e) of the Trade Union Act which purported to give the Board power to make orders for reinstatement was *ultra vires* of the Legislature of Saskatchewan since it was

legislation setting up a Supreme, District or County Court or a tribunal analogous thereto, the judges and members of which are not appointed by the Governor General of Canada in Council, and as purporting to confer judicial power on a body not so appointed.

The Judicial Committee of the Privy Council, in reversing this decision, on October 13, 1948, held that such jurisdiction exercised by the Board was not *ultra vires* of the Saskatchewan Legislature. The question of the constitutionality of the Act having been established, the case was, as noted above, returned to the Saskatchewan Court of Appeal for a rehearing on the other grounds raised by the company.

The case remained to be tried on the grounds (1) that there was a fundamental error in law in the Board's assessment of the monetary loss suffered by the discharged employees; and (2) that the Chairman of the Board acted with bias in the proceedings.

In dealing with the first point, the Court noted that the Board, in giving the reasons for the issuance of its orders, stated that each employee, had he been employed continuously by the company at the regular rate of wages from May 23, 1947, when he ceased receiving wages, until the date of the decision, would have received the sum of \$200.80. "Therefore", the Board stated, "that sum represents the monetary loss suffered by each employee by reason of his discharge".

Mr. Justice MacDonald pointed out that the Board had assumed that the only question for its determination of the monetary loss suffered was the amount of wages the employee would have earned between the relevant dates, irrespective of any other consideration. This, in the Judge's opinion, clearly ignored the principle of law appli-

cable in such cases that it is the duty of a discharged employee to minimize his loss as far as reasonably possible. For all that appeared in the Board's reasons for judgment, each employee may have been otherwise employed during the period in question or might have been so employed if he had looked for employment.

After reviewing previous decisions in which the question had arisen, Mr. Justice MacDonald stated that he was of the opinion that, where an employee sought damages for wrongful dismissal, the onus of proving that the employee took reasonable efforts to obtain other employment and failed to do so, was upon the employee, and not upon the company, as the Board contended. However, he stated that the question of onus of proof did not arise in this case.

In proceedings before the Board, His Lordship considered that it was the duty of the Board to find all the material facts. Unlike proceedings in a court, in Board hearings there is no plaintiff, no defendant, or no pleadings. The Board and each of its members have the powers of a commissioner under *The Public Inquiries Act*. The Court found that the Board did not say that no evidence of other employment or of neglect to seek other employment was given or available; the Board merely applied "its self-made formula" for determining the monetary loss. Mr. Justice MacDonald said that since, under the Act, the Court "is bound absolutely by the findings of the Board", it was the duty of the Board not only to find the necessary facts but also to record them. The courts would then be in a position to determine whether the facts so justified the Board's conclusion. In this case the Board should have considered all questions that might affect the quantum of the monetary loss.

The Board contended that the Court was bound by the findings, both as to law and fact, of the Board. The company argued that the Court is bound by the findings of fact, but not by the findings of law. His Lordship reviewed many previous decisions in which a similar point was at issue, and concluded:—

I am therefore clearly of opinion that this Court can set aside the order in question herein, as there is an error in law apparent on its face.

This conclusion of the Court was based on the assumption that the Board had jurisdiction to find the amount of the monetary loss suffered by the discharged employee. Mr. Justice MacDonald questioned this assumption. He pointed out that although the Board is empowered to make an order requiring an employer to pay a discharged employee the monetary



loss suffered by him, it is not expressly stated in the Act that the Board can fix or determine the amount of such loss. In the Privy Council decision, it was stated that the jurisdiction of the Board under Section 5 (e) of the Act "is not invoked by the employee for the enforcement of his contractual rights; those whatever they may be, he can assert elsewhere". Mr. Justice MacDonald continued:—

It seems to me that this means that while the Board may require an employer to pay the monetary loss suffered by a discharged employee, yet, in order to fix, determine, or recover the amount thereof, the employee must have recourse to the Courts.

This interpretation, he considered, was consistent with the Privy Council's view that the Board's jurisdiction does not conform to that possessed by a superior, district or county court.

The Court then dealt with the second ground on which the company based its application for quashing the Board's orders, namely the alleged bias of the Chairman of the Board. Mr. Justice MacDonald found that the facts stated did not, in his opinion, show any bias on the part of the Chairman. With respect to the company's contention that the Chairman had shown bias in producing certain evidence at the hearing before the Labour Relations Board, the Court was of the opinion that it was the duty of the Board to inquire into and find all the facts necessary to the determination of the questions before it.

Mr. Justice MacDonald made mention of the third ground raised by the company in its application to the Court; namely the question of the jurisdiction of the Board to make an order. His Lordship stated that there is no provision in the Act forbidding an employer to discharge an employee. He pointed out that from certain provisions in the Act regarding unfair labour practices and powers of the Board to order reinstatement and payment of wages it might be argued that by necessary implication the discharge of an employee is contrary to the Act. At common law, however, if rights cannot be conferred by implication, neither can they be taken away. His Lordship gave no decision on this point because he had already found the orders of the Board bad for other reasons.

In quashing the orders without the actual issue of a writ of *certiorari*, His Lordship awarded the Board costs except the costs of the constitutional issue which, by the Privy Council decision, were awarded to the company. *In re the Trade Union Act, 1944, John East Iron Works Ltd., v. Labour Relations Board of Saskatchewan, et al.* (No. 3) (1949) 1 W.W.R., 842.

\* \* \*

On May 19, 1949, the Labour Relations Board applied to the Saskatchewan Court of Appeal for leave to appeal this decision to the Supreme Court of Canada. The Board contended that leave to appeal should be granted because the judgment dealt with matters "of great public importance".

Chief Justice Martin, however, recalled that the Chairman of the Board in a statement for publication had previously referred to the two points of the case on which the Court of Appeal ruled as of "decidedly minor consequence". Further, His Lordship stated he could not agree with the Board's argument that the Court should assume that other matters, in addition to the wages each employee would have received, had been considered by the Board. No notice had been taken by the Board of the evidence concerning at least one employee that he had earned certain wages during the period of dismissal. The Judge affirmed that the Board's orders were bad on the face of them, and dismissed the application to appeal with costs. *In re Trade Union Act, 1944, John East Iron Works Ltd. v. Labour Relations Board of Saskatchewan (No. 4)* (1949) 2 W.W.R., 39.

\* \* \*

On June 24, 1949, the Supreme Court of Canada dismissed an application by the Saskatchewan Labour Relations Board for leave to appeal the Court of Appeal's decision.

***Court finds that Saskatchewan Labour Relations Board failed to take proper steps to determine majority support of union seeking certification—Board order quashed.***

The Saskatchewan Court of King's Bench, on July 20, 1949, quashed an order of the Saskatchewan Labour Relations Board directing an employer to bargain collectively with a certified bargaining agent. The Court's ruling was based on the manner in which the Board conducted a hearing in reaching its decision.

A taxi-cab company in Regina brought the issue before the Court on the grounds that the Board did not allow them a fair opportunity to contradict the evidence on which the Board based its certification of the union as the bargaining agent of the company's employees, and that the Board was biased in favour of the union.

Mr. Justice Brown in his judgment referred first to The Saskatchewan Trade Union Act, 1944, Section 15, which provides that:—

There shall be no appeal from an order or decision of the board under this Act, and the board shall have full power to determine any question of fact necessary

to its jurisdiction, and its proceedings, orders and decisions shall not be reviewable by any court of law or by an *certiorari*, *mandamus*, prohibition, injunction or other proceeding whatsoever.

He pointed out that while the Board in the performance of its duties, even those of a judicial character, is free to proceed informally and may adopt a system of procedure which does not conform to the usual practice of the courts of law, there is an obligation on the Board "to act strictly within the ambit of its jurisdiction and to see that in the conduct of its work within the ambit of its jurisdiction it acts in fairness to all parties concerned, free from bias and partiality". Notwithstanding the section of the Act quoted above, the courts may interfere where the Board in the conduct of its work fails to act fairly, impartially and without bias. In support of this view, His Lordship cited several prior judgments and quoted Lord Loreburn in *Bd. of Education v. Rice* (1911), A.C. 179:—

Comparatively recent statutes have extended, if they have not originated, the practice of imposing upon departments or officers of State the duty of deciding 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 depend upon matter of law alone. In such cases the Board of Education will have to ascertain the law and also to ascertain the facts. I need not add that in doing either they must act in good faith and fairly listen to both sides, for that is a duty lying upon every one who decides anything. But I do not think they are bound to treat such a question as though it were a trial. . . . They can obtain information in any way they think best, always giving a fair opportunity to those who are parties in the controversy for correcting or contradicting any relevant statement prejudicial to their view. Provided this is done, there is no appeal from the determination of the Board. . . . The Board is in the nature of an arbitral tribunal, and a Court of law has no jurisdiction to hear appeals from the determination either upon law or upon fact. But if the Court is satisfied either that the Board have not acted judicially in the way I have described, or have not determined the question which they are required by the Act to determine, then there is a remedy by *mandamus* and *certiorari*.

There was no lack of jurisdiction in the present case, since the Board clearly has authority under the Act (s. 5 (b)) to make an order "determining what trade union, if any, represents a majority of employees in an appropriate unit of employees". The complaint related to the conduct of the inquiry, which the Board was called on to make in deciding whether the union applying for certification represented a majority of the employees of the company.

According to the affidavits filed by the company, and the union (the latter being a statement made by the Vice-Chairman of the Board in support of the Board order and describing the Board's practice and procedure), the steps leading up to certification of the union were found to be as follows: On July 26, 1948, the union applied to the Board for certification, claiming that it represented a majority of the employees. The company filed a reply with the Board, stating that the majority of these employees did not desire the applicant to be certified, and had signed union cards under false representations. The Board held a hearing on August 13, 1948, at which 12 of the 19 employees of the company testified. They stated

that they had been approached individually and one at a time, out of the hearing and presence of any of their fellow drivers employed by the firm, by one Jones, acting on behalf of the union, who tried to persuade them to join the union by telling each one of them that all the rest of the drivers had already joined up and by threatening them individually that if they didn't also join, then they would lose their employment . . .

The result of the hearing was that the union withdrew its application at the suggestion of the Board.

On January 26, 1949, the union made a further application to the Board claiming a majority of employees and filing "dues authorization cards" in support. The company filed a reply recalling the circumstances surrounding the previous application and stating further "The company now has some evidence that this union has, through its agents, renewed their activities along the same lines, using threats that the men would lose their jobs if they didn't sign up with the union, in addition to the tactics already sworn to before the Board". The application came before the Board for hearing February 16, 1949. The Chairman of the Board stated that the union's case was already before the Board by reason of the material (union cards) which had been filed by the union.

It is the practice of the Board, according to the statement of its Vice-Chairman, that the names of the initial applicants authorizing the union to act in any application for certification of a union requested on their behalf be not disclosed to the employer or the public and are a confidential record of the Board, but in those cases where some question has been raised by an interested party on an application for certification it is the practice of the Board to hear such representation and any reply that any other interested party might wish to make to it in public. The company was accordingly given no opportunity of knowing what the



evidence filed by the union was, but had the privilege of making representations to the Board at the hearing and of bringing witnesses or filing affidavits.

The company's counsel asked that all the drivers be called before the Board to tell their own story, or, in the alternative, that the Board conduct a vote under The Trade Union Act. The Board was not prepared to take either of these steps, but indicated that it was ready to hear any evidence the counsel could produce that there had been duress and misrepresentation by the union's agents. The counsel obtained an affidavit from one of the company's employees to be filed with the Board on condition that the identity of the employee be revealed only to the Board. The counsel claimed that the Board should accept this affidavit in the same way as it had accepted evidence from the union. The Board would not accept the affidavit as evidence unless it was made available to the union so that any issue raised might be answered, and voted unanimously for the certification of the union. The order to the company to negotiate automatically followed.

In discussing the manner in which the Board conducted the hearing, Mr. Justice Brown said:—

The Board, under the circumstances of this case, was called upon "to have a hearing" for the purpose of "determining" whether or not a majority of the employees of the company wished to have this union certified as their bargaining agent. In reality there was no hearing within the meaning of the word. There was an argument but that was all. The burden of proof was on the union to establish the fact that a majority of the men desired to be unionized but no evidence of any kind was given at the so-called hearing.

To treat union cards as confidential and as evidence in the case, and to reject the affidavit brought forward by the company, savoured too much of bias and partisanship, His Lordship said. Furthermore, since there was some evidence that the union cards did not truly represent the wishes of those signing them this was a case where the ballot should have been used as the simplest, fairest and safest way of settling the matter.

I find myself compelled to say that in the light of the material before me the Board, throughout this so-called hearing, utterly failed to display evidence of good faith and fairness and impartiality to either the company or its employees. The Board appeared to act as if it were in league with the union and was determined to unionize the employees whether or not the company or a majority of the employees desired such a result.

The court accordingly quashed the Board's order directing the company to negotiate

with the union. The company was awarded the costs of the action. *Capital Cab Ltd. v. Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 186.* [1950] 1 D.L.R., 184.

\* \* \*

An application of the Saskatchewan Labour Relations Board for an extension of time to appeal this decision was dismissed on September 7, 1949.

***U.S. United Mine Workers Union not guilty of contempt charges. Government's contention that union did not take appropriate action to stop the strike held unproved.***

On March 2, 1950, Judge R. B. Keech in the Federal District Court, Washington, D.C., ruled that the international union, the United Mine Workers of America, was not guilty of civil or criminal contempt of court. The Court found that the United States Government had failed to prove its charge that the union had "knowingly, wilfully, wrongfully and deliberately disobeyed and violated" a temporary restraining order issued by Judge Keech on February 11, 1950, enjoining the UMW from continuing the coal strike.

[On February 9, the Federal District Court, on the petition of the National Labour Relations Board for an injunction, held that certain demands of the union constituted unfair labour practices. These demands were: (1) a closed or union shop before the union has won a union-shop authorization election in accordance with Taft-Hartley Act requirements; (2) a welfare fund whose benefits are payable to union members only; (3) that union members have to work only when they are "willing and able" to do so and need not work during "memorial periods". On February 11, Judge Keech accordingly issued an injunction, under the Labour-Management Relations Act of 1947, restraining the union from insisting on these demands by strike action and directing the union "to take all appropriate action . . . to ensure that . . . all members of the said union . . . cease the said strike to return to their employment. . . ." The union sent telegrams and letters and other communications to its district and local branches and members, instructing the miners to return to work. When the miners failed to return to the coal pits, the Government started contempt of court action against the union. On February 20, on petition from the Government, Judge Keech issued a "show cause" order directed at the union, giving it until February 24 to clear itself of the



contempt charge by getting the striking miners back to work. However, the miners remained away from work, refusing to return without a contract. The injunction which was issued for a ten-day period was extended for a further 10 days, until March 3.]

The Court reviewed the Government's specific charges against the union; (1) that after the restraining order, the union did not bring the strike in the bituminous coal mines to an end, nor did the union cease from engaging in, permitting or encouraging the strike; (2) that the union, acting through its officers, agents, servants and employees did not take all appropriate action to stop the strike; (3) that the union caused and engaged in the strike, interfered with and affected the orderly continuance of work and was engaging in a course of action which was interfering with the court's jurisdiction and which would obstruct the determination of this case by the court; (4) that the strike, which began on February 6, continued uninterrupted until the time of the petition; and (5) the union violated the temporary restraining order of February 11 and is, for this reason, in contempt of court.

The Judge pointed out that the defendant in a criminal contempt proceeding has the same protection as the defendant in any other criminal case. He is presumed innocent until proved guilty and the party seeking to convict him must prove him guilty beyond a reasonable doubt. In civil contempt cases, proof need not be beyond a reasonable doubt but guilt must be proved *by clear and convincing evidence* and not by a mere preponderance of evidence.

The court concluded, after applying these principles, that the Government had failed to prove its charges that the union had knowingly, wilfully, wrongfully, and deliberately disobeyed and violated the temporary restraining order.

The Judge said the record showed that approximately 370,000 members of the union were on strike and continued to strike up to the time of the Court hearing. He referred to the 1948 contempt case against the UMW in which the union was found guilty on the theory that "as long as a union is functioning as a union it must be held responsible for the mass action of its members" (L.G., 1948, p. 554). However, in the present case, the judgment stated,

the facts disclosed by the record in this case do not prove—either beyond a reasonable doubt or by clear and convincing evidence—that there has been wilful contempt of this court's order on the part of the union, by the action which it has taken or by the action which it has failed to take.

He pointed out that the difference between the 1948 contempt case and the present proceedings is that, in the former case, it was shown that the union "had made no attempt to restore normal production". He cited a statement of the United States Court of Appeals for the District of Columbia that the union would not have been found guilty of contempt in the 1948 case had its president sent back-to-work telegrams earlier than he did.

The judgment stated that, in the present case, after the Court's order, telegrams, letters and other communications had been sent out by the union to its district and local branches and members instructing the miners to return to work. If such communications are to be ruled as constituting only a token compliance with the Court's order for action on the part of the union, then clear and convincing evidence must be presented to controvert the apparent good faith of such communications. Mere suspicion based on failure to obtain results is not enough. Further, there was no attempt made in this case to disprove the testimony that was made on behalf of the union that no union funds were used to aid striking miners since the restraining order was issued.

The Judge pointed out that the record showed only one affirmative action that the union might have taken, but omitted to take—namely the revocation of the charters of local unions which notified union headquarters that they had voted not to comply with the back-to-work order. Such a sanction was authorized by the union's constitution. In the Judge's opinion, however, this omission was not sufficient proof of either criminal or civil contempt nor did the record show that such action by the union would have been "appropriate" within the meaning of the injunction.

Judge Keech stated that it was possible that the strike had been "ordered, encouraged, recommended, instructed, induced or in some wise permitted" by methods not appearing on the record. However,

the Court may not convict by conjecture, being bound to act only on the evidence before it, which is insufficient to support a finding of either criminal or civil contempt.

*U.S. v. International Union, United Mine Workers of America, et al. U.S. District Court, District of Columbia.*

\* \* \*

It is reported that the Attorney-General will appeal the civil contempt decision of the District Court to the Court of Appeals.

## Supreme Court Judgment on Rentals Reference

The question, "Are the Wartime Leasehold Regulations *ultra vires* either in whole or in part and, if so, in what particulars or to what extent?" was referred by the Governor in Council to the Supreme Court of Canada under Section 55 of the Supreme Court Act. The Court held hearings from January 30 to February 3 and gave its answer on March 1. All seven judges were unanimous in giving the answer "no". Each judge prepared a written statement of his reasons for decision. This report summarizes briefly the Chief Justice's decision and brings out some additional points raised by the other judges.

The Chief Justice pointed out that the answer given by the Court is not a judgment binding on the Government, on Parliament or on individuals, but it is an opinion given on the material which appears in the Order of Reference—an opinion which would, however, be likely to be followed in a contested case where the same questions arose. The Court is not expected to look to outside evidence, but may take into consideration any fact which is of common or public knowledge.

He accordingly limited himself to the situation disclosed in the Order of Reference and the different declarations which appear in the successive Acts adopted by Parliament. He found that there is no doubt that under normal conditions the subject matter of rents belongs to provincial jurisdiction. There is equally no doubt that under abnormal conditions, such as the existence of war, Parliament may competently assume jurisdiction over rents. Notwithstanding the cessation of hostilities, Parliament has authority to continue such control as it finds necessary to ensure the orderly transition from war to peace. The Leasehold Regulations are, therefore, not *ultra vires*. This opinion is in line with precedents established by the Privy Council in the *Fort Frances* case (1923) A.C. 695 and the *Japanese Reference* (1947) A.C. 87, and the Supreme Court of Canada in the *Chemicals Reference* (1943) S.C.R. 1. He quoted Viscount Haldane, in the *Fort Frances* case, as follows:—

No authority other than the central Government is in a position to deal with a problem which is essentially one of statesmanship. It may be that it has become clear that the crisis which arose is wholly at an end and that there is no justification for the continued exercise of an exceptional interference which becomes *ultra vires* when it is no longer called for. In such a case the law as laid down for distribution of powers in the ruling instrument would have to be invoked. But very clear evidence that the crisis had wholly

passed away would be required to justify the judiciary, even when the question raised was one of *ultra vires* which it had to decide, in overruling the decision of the Government that exceptional measures were still requisite.

Mr. Justice Taschereau reached the same conclusion that the problem of whether an emergency still exists is essentially one of statesmanship. He held that the door to all judicial investigations is not closed, but that it is only with great caution that the courts will intervene. In summing up, he said:—

In the present instance, no evidence of any kind has been submitted to show that the emergency has disappeared and that normal conditions are now prevailing. On the contrary, common knowledge, to which it is surely permissible to appeal in a case of this kind, and the very valuable exhibits in the record which I have usefully consulted, to test the accuracy of the statements, lead me to the irresistible conclusion that an emergency still exists as an aftermath of the war.

Mr. Justice Kerwin traced the rental control regulations from the first order made on November 21, 1941 under the War Measures Act to the most recent orders of the Wartime Prices and Trade Board made in December, 1949 under authority of The Continuation of Transitional Measures Act, as amended in 1949. He concluded that "where a war emergency has existed and Parliament has enacted legislation declaring that the national emergency arising out of war, in certain aspects, has continued and is continuing, the subject matter of the legislation must be left to Parliament if it decides that the interests of the Dominion are to be protected."

Mr. Justice Rand pointed out that in considering the situation at the end of the war, it must be kept in mind that the Regulations themselves have played an effective part in producing it. He quoted from the Australian judgment in *Dawson v. The Commonwealth of Australia* (1946):—

The fact that the Regulations have been in operation itself creates an economic condition which may reasonably be thought to require their continued operation for some further period in order to bring about a gradual return to what might be called more normal conditions, instead of exposing the community to the consequences of a sudden and abrupt creation of what may be a legislative vacuum.

The people who would be exposed to the consequences of this "legislative vacuum" would naturally look to the Government originally responsible to take or continue reasonable measures.

Mr. Justice Estey emphasized that Parliament has clearly indicated that the legislation is of a temporary character. The Dominion has been pursuing a course of gradual decontrol and when the emergency no longer exists the legislation will be completely repealed. The temporary nature of the rentals legislation, together with the fact that it deals with conditions initially connected with the war, serves to differentiate it from the two statutes (The Board of Commerce Act and The Combines and Fair Prices Act) which were held to be invalid by the Privy Council in the *Board of Commerce* case (1922), 1 A.C. 191.

"The kind of evidence necessary to establish that the emergency calling for the exercise of the federal power has 'entirely' passed away is wholly lacking," Mr. Justice Kellock stated. It had been argued by one of the respondents that such evidence was provided by the statement in the Order of Reference that on October 23, 1948 the Minister of Finance had advised the premiers of each of the provincial governments that the Dominion Government was prepared to vacate the field to any province which might decide to undertake rent control. This offer did not constitute any admission that the need for Dominion-wide control of rentals had passed. If it had developed that the problem could have been dealt with by common action agreed upon by the provinces, it might have been that any further justification for the exercise of federal legislative jurisdiction would have

ceased. It did not so develop. Had one or more of the provinces undertaken to exercise rent control within their respective limits so as adequately to form the necessary links with Dominion legislation elsewhere in Canada the powers of the Dominion Government to maintain its legislation would not have been affected, in Mr. Justice Kellock's opinion.

The contention that the rental Regulations were outside of the powers vested in the Governor in Council by the War Measures Act was dealt with by Mr. Justice Locke. The contention was based on the grounds that the rental Regulations trench upon the powers of the legislatures of the provinces to exclusively make laws in relation to property and civil rights within their boundaries. He found the Regulations clearly within the language of the Act dealing with the appropriation, disposition and use of property. He found no suggestion in the present case that the legislation is colourable in the sense that Parliament might be said under the guise of legislation to authorize measures deemed necessary for the peace, order and good government of Canada as a whole, to be attempting to usurp provincial powers in respect of property and civil rights, or in the sense that the regulations are continued in force with any such object. *In the matter of a reference to determine the validity of The Wartime Leasehold Regulations*, Supreme Court of Canada, March 1, 1950.



# UNEMPLOYMENT INSURANCE

## Annual Summary of Decisions of Umpire Under Unemployment Insurance Act

The Hon. Mr. Justice Lucien Cannon, formerly a judge of the Superior Court of Quebec, was the first Umpire under the Unemployment Insurance Act, 1940. He resigned on account of illness at the end of February, 1949, and died in the City of Quebec, on February 14, 1950. During his term of office, he rendered 438 decisions on appeals and performed his duties with great distinction.

The late Judge Cannon was succeeded by the Hon. Mr. Justice Alfred Savard, also a judge of the Superior Court of the Province of Quebec, on April 12, 1949.

For the fiscal year ending March 31, 1950, the Umpire handed down 129 decisions (126 benefit cases and 3 coverage cases). Benefit cases appeals were from disqualification under the following sections of the Act:—

Voluntary leaving employment (Section 41 (1)).....	24
Refusal to apply for or accept employment (Section 40 (1)).....	23
Not deemed to be unemployed (Section 27 (1) (a)).....	17
Labour dispute (Section 39).....	16
Not available for work (Section 27 (1) (b)).....	14
Misconduct (Section 41 (1)).....	8

Not capable of work (Section 27 (1) (b)).....	3
The remainder (Sections 28, 29, 31, 36 (6) of the Act and seasonal regulations).....	21

Most of these cases were from the Provinces of Ontario and Quebec. Two were from the Province of Newfoundland.

Throughout the year, a number of oral hearings were presided over by the Umpire at which officers of various interested unions and officials of the Commission as well as claimants and their legal counsels were present. One important hearing was in connection with the case (CU-B 531) of a claimant who had lost his employment by reason of a stoppage of work due to a labour dispute between the Canadian Seamen's Union and the East and West Coast Canadian Ship Owners (L.G., April, 1950, p. 534). It served as a test case for a large number of seamen who had lost their employment by reason of the stoppage of work.

Another important case was that of Carmelle Ainsley and Florence Baron, *et al.* (CU-B 540) arising out of a labour dispute at the Paton Manufacturing Co. of Sherbrooke, P.Q. This case is given in this month's LABOUR GAZETTE, below.

## Selected Decisions of Umpire Under the Unemployment Insurance Act

*The following case, involving claims for benefit during a labour dispute, is considered to be of sufficient general interest to warrant the publication of the decision practically in full.*

**Held that in a labour dispute at the Paton Manufacturing Co. of Sherbrooke, P.Q., all the employees, other than the members of the weave room, who lost their employment between August 16, 1948, and September 1, 1948, by reason of a partial stoppage of work due to the said dispute, were entitled to benefit from the date of their claim to September 1, 1948, the date on which the partial stoppage of work became a total one; that as of September 1, 1948, all the employees covered by the bargaining agreement were subject to disqualification under Section 39 of the Act, for the duration of the stoppage of work.**

### DECISION:

The claimant filed a claim for benefit on September 1, 1948. She reported therein that she worked as a spinner in the spinning department of the Paton Manufacturing Company, Sherbrooke, P.Q., from December, 1944 to August 31, 1948, and that she had lost her employment on account of "lack of work due to strike in weave room department."

According to the submissions, the Paton Manufacturing Company in August, 1948, had in its employ 468 persons, 368 of whom were members of the "Association Nationale des employes de la Paton de Sherbrooke."

UMPIRE'S DECISIONS, APRIL 1, 1949 TO MARCH 31, 1950

	Claimants' or Associations' Appeals		Insurance Officers' Appeals	
	Upheld	Not Upheld	Upheld	Not Upheld
Newfoundland.....	1	1		
Prince Edward Island.....				
Nova Scotia.....		4	2	
New Brunswick.....		2		
Quebec.....	8	19	9	2
Ontario.....	16	16	18	1
Manitoba.....	1	8	2	1
Saskatchewan.....	1		1	
Alberta.....		1	1	
British Columbia.....	2	4	6	
Canada.....	29	55*	39	4

\* Of these cases, 52 were Benefit Cases and 3 were Coverage Cases. An additional 2 cases were referred back to Courts of Referees for rehearing.

The factory is divided into 26 departments, one of which is the weave room. In the weave room there were 88 employees, 42 of whom were weavers and 12 others loom fixers.

The company and the Association on September 22, 1947, entered into an agreement which provided, *inter alia*, for the prompt establishment, of a production bonus plan in certain departments of the company where such plan was not already in operation. This agreement covered all the employees, except those paid by the week or by the month, the overseers, heads of departments, office staff and permanent guards, and was to expire one year later.

Irrespective of the dissatisfaction expressed by the weavers, the company decided to put the bonus plan into effect in the weave room, on a trial basis, as from August 16, 1948. As a result thereof, the weavers, on that date, refused to work under the new system and all but one walked out.

Following the weavers' action and in consequence thereof, a partial stoppage of work took place and from August 16 to September 1, 1948, the company was forced, due to the interdependence of the different departments, to lay off about a fifth of its employees. On September 1, 1948, a picket line was established and a full stoppage of work took place.

Upon the evidence before him, the Insurance Officer disqualified the claimant from the receipt of benefit under Section 39 (1) of the Act.

From this decision of the Insurance Officer, the claimant, on September 30, 1948, appealed to a Court of Referees, which heard the case in Sherbrooke, P.Q., on November 5, 12 and 13, 1948. A certain number of employees associated with the claimant in this appeal, as well as representatives of the company and officials of the union, attended the hearings. The

Court, except in the case of four claimants, unanimously reversed the decision of the Insurance Officer . . .

From the Court of Referees' decision whereby they removed the disqualification previously imposed upon the claimant and others, the Insurance Officer appealed to the Umpire on November 26, 1948.

From the decision of the Court of Referees disqualifying four claimants, the union also appealed to the Umpire on December 7, 1948.

Verbal representations were made to me, at an oral hearing held in Sherbrooke, P.Q., on June 20, 1949, by Mr. T. L'Esperance, solicitor for "l'Association nationale des employes de la Paton" and by the Commission's representatives, Lt.-Col. H. S. Relph, K.C., Chief Claims Officer and J. D. Durocher, one of his assistants.

Extensive briefs were submitted by Lt.-Col. Relph (July 11, 1949) and Mr. L'Esperance (December 20, 1949). The Canadian Congress of Labour, under the signature of Mr. N. S. Dowd, also made written representations (August 16, 1949), pointing out that it was refraining "from specific references to the appeal under review as it wished merely to urge that the Umpire's decision be limited to the case immediately involved, rather than be made a matter of general application."

The relevant section of the Act reads as follows:—

39 (1) "An insured person shall be disqualified from receiving benefit if he has lost his employment by reason of a stoppage of work due to a labour dispute at the factory, workshop or other premises at which he was employed unless he has, during the stoppage of work, become *bona fide* employed elsewhere in the occupation which he usually follows, or has become regularly engaged in some other occupation; but this disqualification shall last only so long as the stoppage of work continues.



(2) An insured person shall not be disqualified under this section if he proves

(a) that he is not participating in, or financing or directly interested in the labour dispute which caused the stoppage of work; and

(b) that he does not belong to a grade or class of workers of which immediately before the commencement of the stoppage there were members employed at the premises at which the stoppage is taking place any of whom are participating in, financing or directly interested in the dispute.

(3) Where separate branches of work which are commonly carried on as separate businesses in separate premises are carried on in separate departments on the same premises, each department shall, for the purpose of this section, be deemed to be a separate factory or workshop."

It is not disputed that the employees of the Paton Manufacturing Company whose cases are before me "lost their employment by reason of a stoppage of work due to a labour dispute at the factory at which they were employed", in the course of the events which took place at that Company in the latter part of the summer 1948, namely:—

(a) The employees, covered by the bargaining agreement, who were laid off between August 16 and September 1, 1948, as a consequence of the weavers' action on August 16, 1948, when the latter refused to work under the new conditions as set up by the employer thereby "appreciably interrupting both in substance and duration an operation which otherwise would have continued to be carried out;"

(b) The employees, covered by the bargaining agreement, who were not laid off before September 1 but did not return to work on that date due to the establishment of a picket line.

In order to determine the merit of these appeals, the character of the labour dispute which existed at the Company during the summer and fall of 1948, has first to be considered.

It is contended by the Insurance Officer that, from the start, the labour dispute was not merely the result of a disagreement between the employer and the weavers as to the introduction of the bonus plan in the weave room, but was the result of a disagreement between the employer and the bargaining agent, "l'Association Nationale des employes de la Paton", representing all the employees covered by the agreement, whether they were members of the union or not, as to the very existence of the bonus plan as a whole at the plant. In his opinion, the weavers' strike was only one aspect of the labour dispute, it being a strategic move on the part of the Association which, "if it wanted to bring the employer to its point of view, without too

much inconvenience to its members and to the workers, had everything to gain by not insisting on certain aspects of the labour dispute, especially those which could have established the interest and the participation of all the employees."

In support of his contention the Insurance Officer points out that the agreement which was to expire on September 22, 1948, was denounced by the employees at a general meeting held on August 1, 1948, and that clause 12 of that agreement, dealing with the establishment of the bonus plan in various departments, was excluded from the new agreement proposed by the Association.

He further draws attention to a statement of the employer which appeared in the press on August 18, 1948, that "facing the failure of the bonus plan as a whole the company was forced to put the plan in operation in the weave room."

This contention of the Insurance Officer is not without interest.

However all the documents on file pertaining to the negotiations carried on before August 16, between the employer on the one part and the weavers and the officials of the Association on their behalf on the other part, concern a conflict between the weavers and the company only as to the introduction of the bonus plan in the weave room. Furthermore the following letter, dated August 25, 1948, addressed by Mr. Goddard manager of the company to Mr. Fortier, president of the Association appears on record:—

"Dear Sir:

We had decided to hold our first meeting on Thursday, the 26, in order to negotiate a renewal of our agreement which expires on September 22 next.

In view of the present circumstances which are due to the stoppage of work and the weavers' strike, we find it impossible to meet you on the 26; but we are ready to meet you as soon as the present difficulty is settled and the mill is again in full operation."

It would seem therefore that the employer, as late as August 25, 1948, drew a line of demarcation between his conflict with the weavers and future negotiations to be carried on for the purpose of the renewal of the agreement which had been denounced on August 1.

A short time later, that is on August 31, 1948, Mr. Fortier informed Mr. Goddard that he had been requested by some of the weavers to call a general meeting on that date of all the members of the Association and that in his opinion a general strike was to take place the following day. A general



meeting in fact took place on the night of August 31, but the evidence is not too clear as to who attended that meeting and as to whether or not a strike vote was taken; in any event, early the next morning a picket line was established and no one except a few officials of the company was admitted to the premises.

The evidence also shows that on September 3, 1948, Mr. Fortier as president of the Association and Mr. Gervais as spokesman for the weavers each signed a separate document guaranteeing that no member of the Association or "picketeers" would prevent the operation of the office of the company and that all the members of the administrative staff would have free access to the offices for "the duration of the picketing in relation to the existing conflict between the company and the employees of the said company." (Underlining added.)

It is further indicated that the two following resolutions were unanimously adopted on September 28, 1948, "at a special meeting of the employees of the Paton Manufacturing Company, which had been called at the request of the Provincial Conciliator":—

- (a) "That the bonus plan existing at the mill of the Paton Mfg. Co. Ltd. of Sherbrooke, as well as the new plan submitted to the weavers be refused as actually denounced in the renewal of the agreement;"
- (b) "That the government conciliator Mr. Ubald Brunet, here present be asked to transmit the following proposal to the Paton Mfg. Co. Ltd. of Sherbrooke:

The employees of Paton are ready to return to work on the two following conditions:

- (1) return to work with the previous conditions;
- (2) negotiate the renewal of the agreement and, failing an understanding, that the established procedure of the Quebec Legislation be followed."

Finally according to clause (1) of the arrangement made between the Association and the employer on November 2, 1948, the Association undertook on that date "to end the strike" as soon as the company accepted certain propositions affecting all the employees.

On November 3, 1948, the company resumed operations.

After having carefully considered all the foregoing evidence, much of which was not apparently, before the Court of Referees, I do not feel that I can subscribe to the

Insurance Officer's contention that the labour dispute, from the start, had assumed the character which he suggests. However, if it is to be presumed that the labour dispute had during its initial stage involved the weavers and the employer only, there can be no doubt that as of August 31, the said labour dispute was of such breadth that it involved all the employees covered by the bargaining agreement and that the question of the bonus plan as a whole which apparently had not, prior to August 31, 1948, been a cause for dispute became on that date part and parcel of the existing conflict at the Paton Manufacturing Company.

It now remains to be determined in the light of the above, what is the position under the Act of all the claimants whose cases are before me.

I shall deal first with the case of the employees who lost their employment, due to the weavers' action, between August 16, 1948 and September 1, 1948. These employees can be classified into two groups: (1) The members of the weave rooms, other than the weavers; and (2) The members of other departments.

In relation to the first group, the employer has emphatically stated that their conditions of work stood to be affected by the introduction of the bonus plan in their department. Furthermore, it would appear that in all the other departments where the bonus plan had been introduced the tasks of the so-called "indirect employees" had to be redistributed and their wages increased accordingly. Under the circumstances, I consider that all the employees of the weave room were directly interested in the labour dispute between the weavers and the employer and that, therefore, they were subject to disqualification under subsection 1 of Section 39 of the Act.

In so far as the employees of the second group are concerned, their position under the Act has to be studied in relation to the aspect of the labour dispute and the stoppage of work resulting therefrom before and on September 1, 1948.

Before September 1, there is no evidence that "they participated in or financed the labour dispute or belonged to a grade or class of workers some of whom participated in or financed the labour dispute." Furthermore, having come to the conclusion that the stoppage of work before that date, was due to a labour dispute which at that stage was between the weavers and the employer on the question of the introduction of the bonus plan in the weave room only, it follows that the employees of this second group cannot be considered as either having been directly interested or having belonged

to a class of workers some of whom were directly interested in the dispute as then existed.

On September 1, 1948, their case was the same as that of the other employees, covered by the bargaining agreement, who had not already been laid off and who did not return to work on that date due to the establishment of a picket line. The partial stoppage of work became on that date a total one due to the change in character of the labour dispute and all the employees covered by the bargaining agreement, other than the members of the weave room, who had until then, only, to use an expression of the union's solicitor, a "negative interest" in the labour dispute, had on that date, irrespective of the fact that they might or might not have participated in the picket line and regardless of any finding which

might be given on the theories and fine distinctions drawn in the different briefs as to the interpretation of the terms "grade" or "class", a positive and direct interest as the question of the bonus plan became on August 31, the main feature of the labour dispute.

Under the circumstances, the appeal of the Insurance Officer is allowed and the appeal of the union is dismissed with the exception that the employees, other than the members of the weave room, who were laid off between August 16 and September 1, 1948, are entitled to benefit for that period, provided they met all the other requirements of the Act.

ALFRED SAVARD,  
*Umpire.*

Dated at Ottawa, Ont., this 1st day of February, 1950.

## Seasonal Regulations During Supplementary Benefit Periods

The Unemployment Insurance Act as amended February 28, 1950, provides for the payment of supplementary benefit to specified classes of insured persons during the winter months (February 28 to April 15, 1950; January 1 to March 31 in subsequent years). These classes include those who have exhausted or have insufficient contributions to qualify for ordinary benefit. Supplementary benefit is payable provided all the other conditions for entitlement to ordinary benefit are fulfilled, for example, as to availability and capability, and provided no disqualification applies.

Seasonal regulations impose a seasonal disqualification on claimants who carry on seasonal occupations in certain industries, including inland navigation and stevedoring and lumbering and logging east of the Rocky Mountains. The application of such

seasonal disqualification would nullify the effect of supplementary benefit in the case of workers laid off from these industries. P.C. 1178 has, therefore, amended the seasonal regulations by providing

- (1) that a worker otherwise classed as seasonal will not be subject to disqualification during a supplementary benefit period, if he is in any of the specified classes eligible for supplementary benefit;
- (2) that for any days on which the seasonal disqualification is lifted, and on which he is entitled to benefit, such benefit shall be paid only at the rate applicable for supplementary benefit, which is approximately 80 per cent of the rate for ordinary benefit.

## MEETING OF NATIONAL EMPLOYMENT COMMITTEE

The National Employment Committee held its regular quarterly meeting in Ottawa on January 19 and 20, 1950. The most important item under discussion at this session was the increase in the number of unemployed throughout the country.

This problem was studied at great length by the National Committee and it was recommended that the Government be urged to undertake immediately such public works programs as would engage the

largest number of unemployed and also that sufficient funds be provided to take care of the distressed sections of the country which it believed should have immediate assistance to pull through the winter.

It was brought out by the Committee that Unemployment Insurance was now proving its value as over 200,000 of those who were unemployed were receiving assistance from the Unemployment Insurance Fund. The Committee, however, was also



concerned with the situation of those people who were not in receipt of such assistance and recommended works projects or some alternate subsidy payments for these persons.

The Chairman, Judge W. J. Lindal of Winnipeg, stressed the fact that seasonal unemployment in Canada caused undue hardships to thousands of families every year and recommended that the National Committee devote considerable time and study to this problem and endeavour to arrive at some concrete solution for alleviating it to some extent.

Many resolutions emanating from the five Regional and eighty Local Employment Committees throughout the country were dealt with. These resolutions pertained to various employment and unemployment problems in various sections of Canada, such as unemployed employables who cannot find work, the increasing problem of finding employment for Canada's older workers, seasonal regulations relating to certain industries, hardships imposed by reason of the non-compensable day, the lack of suitable vocational training programs for unemployed young men in Ontario, also several from various Local Committees recommending public works programs to assist in the alleviation of serious unemployment situations in their own areas, and others.

It was also recommended that all Departments of Government should notify the National Employment Service of all employment matters and vacancies under their jurisdiction, other than those filled through the Civil Service Commission. This was directed particularly to those Departments, such as Public Works, Transport, and National Defence, which were doing considerable building and construction.

Increased publicity for the Unemployment Insurance Commission and National Employment Service was also recommended particularly in the releasing of figures showing the number of unemployed registered and the amount of money paid out by Local Offices in Unemployment Insurance Claims in their own communities, etc.

In addition to Judge W. J. Lindal of Winnipeg, the Chairman, the other members in attendance were:—

T. D. Anderson, Vice-Chairman, General Secretary, Canadian Legion, Ottawa.

J. B. White, Vice-President, The Aluminium Co. of Canada Ltd., Montreal.

Aubrey L. Lott, Manager, Industrial Relations, The Steel Co. of Canada, Hamilton.

A. R. Mosher, President, Canadian Congress of Labour, Ottawa.

Carl E. Berg, Vice-President, The Trades and Labour Congress, Edmonton, Alta.

Geo. S. Hougham, General Manager, Canadian Retail Federation, Toronto.

R. A. Stewart, Canadian Federation of Agriculture, Almonte.

R. E. G. Davis, Executive Director, The Canadian Welfare Council, Ottawa.

Mrs. G. D. Finlayson, Corresponding Secretary, National Council of Women, Ottawa.

E. Norman Mitchell, Secretary, UIC, Ottawa.

The meeting was attended also by Mr. J. G. Bisson, Chief Commissioner, Mr. R. J. Tallon, Commissioner, Mr. W. K. Rutherford, Director of Employment Service, Unemployment Insurance Commission, Ottawa, and Col. P. J. Philpott, Special Adviser, Department of Veterans Affairs.

It was agreed that the next meeting be held in Ottawa, April 27, 28, 1950.

## Unemployment Insurance Statistics, February, 1950

The monthly report prepared by the Dominion Bureau of Statistics on operations under the Unemployment Insurance Act states that during the month of February, 1950, 125,511 (125,300 excluding Newfoundland) claims were filed at local offices of the Unemployment Insurance Commission. While this number is greater than the total filed in February, 1949 (108,759), it represents a considerable decline from the level of 196,624 (196,230 excluding Newfoundland) claims filed in January, 1950.

\* See Tables E-1 to E-7.

Of the total claims filed in February, 1950, 109,282 (109,094 excluding Newfoundland) were initial and renewal claims representing mainly new cases of unemployment among insured persons. This represents a slight increase over the February, 1949 figure of 93,463 but a very considerable decline from the January, 1950 total of 182,053 (181,686 excluding Newfoundland).

Ordinary claimants on the live unemployment register on the last working day of February, 1950, totalled 286,163 (285,708 excluding Newfoundland) as compared to 297,238 (296,992 excluding Newfoundland) for the last working day of January, 1950



and 208,818 for the last working day of February, 1949. As a measure of the volume of unemployment on the last working day of the month the above data indicate an improvement in the current situation but some increase as compared with the same point of time last year.

Persons on the live unemployment register by number of days continuously on the register indicates duration of unemployment among those claiming benefit and reflects the changing circumstances affecting claimants. Thus in February, 1950, although the total number of persons in the live register declined to 304,023 from 313,173 in January, 1950, the number on the live register more than 6 days (that is, the group consisting mainly of beneficiaries) rose from 241,292 persons to 251,603 persons.

Claims handled at adjudicating centres and Courts of Referees in February, 1950, totalled 150,327. Of the 149,230 claims adjudicated 121,878 were allowed, 25,767 were disallowed and disqualified, and 1,585 represented special requests not granted. Claims handled by Courts of Referees numbered 1,097.

Chief reasons for non-entitlement to benefit in February, 1950, were: "insufficient contributions while in insurable employment" 14,566 cases; "voluntarily leaving employment without just cause" 3,707 cases; "not unemployed" 2,959 cases and "discharged for misconduct" 928 cases.

Persons commencing receipt of benefit in February, 1950, numbered 112,745 (112,552 excluding Newfoundland) as compared to 132,619 (132,546 excluding Newfoundland) in January, 1950, and 83,110 in February, 1949. Thus although the number of persons commencing benefit in February is less than

in January this has not yet resulted in a decline in the number of beneficiaries as measured roughly by persons on the live unemployment register more than 6 days mentioned above.

The lag in the reduction in the number of those commencing receipt of benefit, that is, representing additions to the beneficiary group, and benefit payments is evidenced by the fact that in February \$13,605,340 was paid in respect of 5,585,337 days (\$13,589,191 in respect of 5,579,452 days excluding Newfoundland) as compared to \$11,781,142 for 4,925,381 days (\$11,773,540 and 4,922,520 days excluding Newfoundland) in January. In February, 1949, \$8,158,903 was paid in respect of 3,734,487 days.

During the week of February 25 to March 3, 1950, inclusive, 232,359 persons received \$3,351,289 in respect of 1,376,174 days as compared to 218,963 persons, \$3,204,118 and 1,334,062 days for the week of January 28 to February 3 inclusive. Average duration and amount of benefit for the week of February 25 to March 3, was 5.9 days and \$14.42 as compared to 6.1 days and \$14.63 for the week of January 28 to February 3.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending February 28, 1950 showed 3,799,707 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1949, an increase of 35,665 since January 31, 1950.

As at February 28, 1950, 226,000 employers were registered representing an increase of 665 since January 31, 1950.

# WAGES, HOURS AND WORKING CONDITIONS IN THE PRIMARY TEXTILES INDUSTRY, OCTOBER 1949\*

*Average hourly wages in the Primary Textiles Industry increased 7.4 per cent in 1949. Most mill workers were on a normal work week of 45 or 48 hours. Time and one-half was the predominant overtime rate. One week's vacation with pay after a year or less of employment was reported by most mills, with many giving an additional week with pay after five years. Over eighty per cent of the workers were paid for some of the observed statutory holidays. Sick leave with pay was provided for about half the workers in the industry. Two-thirds of all the workers were reported to be under written collective agreement.*

Average hourly wages in the Primary Textiles Industry increased 7.4 per cent during the year preceding October 1, 1949, according to preliminary calculations by the Economics and Research Branch of the Department of Labour. This raised the index of wage rates in the industry to a high of 240.7 over the base year 1939 as 100. The wage increase in 1949 was less than half that during 1948 when average hourly wages rose 17.9 per cent, the largest annual percentage increase in the ten years covered by the Department of Labour's industry indexes.

Final index numbers and detailed wage rates for selected occupations in the four major divisions of the industry will be available shortly in the seventh annual

\* This is the third in a series of annual articles, prepared by the Economics and Research Branch of the Department of Labour, presenting information on wages, hours and working conditions in the Primary Textiles Industry. The previous articles for 1947 and 1948 were published in the November, 1948 and the October 1949 issues of the *LABOUR GAZETTE*.

Detailed information on average wages and hours for selected occupations in the four major divisions of the industry will be published shortly in the seventh annual report on *Wages and Hours in the Primary Textiles Industry in Canada, October 1949*. This publication will be available on request.

Information in this article was prepared from data obtained in the annual survey of wage rates and working conditions for 1949 by the Economics and Research Branch of the Department of Labour. Employers were asked to report on certain conditions of work as well as to give, by occupation, the wage or salary rates, or straight-time earnings of employees on piece work, during the last pay period preceding October 1, 1949.

For a summary of provincial legislation on working conditions see *Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation*, an annual publication of the Department of Labour.

report on wages and hours in the Primary Textiles Industry for October, 1949. The four divisions of the industry represented in the above report and in the present article include the manufacture of Cotton Yarn and Cloth, Woollen Yarn and Cloth, Knitted Goods (hosiery, underwear and outerwear), and Rayon Yarn and Fabric.

Table I gives a geographical distribution of the 303 mills and 63,305 mill workers included in this analysis of the Primary Textiles Industry. The industry is predominantly located in Quebec and Ontario, with but a few mills scattered throughout the Maritime and Western Provinces. One-half of the mills surveyed were in Ontario, although more than half of the workers were in the Quebec mills. Compared with other manufacturing industries, the Primary Textiles Industry has a relatively large proportion of female workers.

One-half of the mills in this industry employed less than 100 workers each, but accounted for under ten per cent of the total mill workers. Over one-quarter of the workers were employed in ten large mills having more than 1,000 workers each.

**Collective Agreements.**—Since the first article in this series was published for the year 1947, there has been a slight increase in the proportion of workers covered by written collective agreements. Two-thirds of all the mill workers in the industry were reported to be under written agreements with 147 of the 303 textile mills. Most of these workers are represented by the Textile Workers Union of America (CIO-CCL), the National Catholic Federation of Textile Workers (CCCL) and the United Textile Workers of America (AFL-TLC). A detailed analysis of the agreements covering a large proportion of workers in the

Primary Textiles Industry is contained in another article in this issue of the *LABOUR GAZETTE* (p. 616).

**Normal Weekly Hours. Tables II and III.**—In Alberta, British Columbia, Manitoba, Ontario and Saskatchewan, there are special statutes limiting hours of work in

factories. In New Brunswick and Quebec, factories legislation places some restrictions on hours of work but these apply only to women and boys under 18, except for special restrictions by Orders in Council under the Quebec Collective Agreement Act. Under all Hours of Work Acts the

**TABLE I.—DISTRIBUTION OF MILLS AND MILL WORKERS IN THE PRIMARY TEXTILES INDUSTRY, OCTOBER, 1949**

	Canada	Maritime Provinces	Quebec	Ontario	Western Provinces
Number of Mills.....	303	14	126	151	12
Number of Mill Workers:					
Male.....	35,183	1,279	20,935	12,674	295
Female.....	28,122	1,263	12,811	13,422	626
Total.....	63,305	2,542	33,746	26,096	921

**TABLE II.—NORMAL WEEKLY HOURS FOR MILL WORKERS, MALE, IN THE PRIMARY TEXTILES INDUSTRY, OCTOBER, 1949**

NOTE: One Mill did not report male workers

Normal Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario		Western Provinces	
	Mills	Male Workers	Mills	Male Workers	Mills	Male Workers	Mills	Male Workers	Mills	Male Workers
<i>On a 5-day week</i>										
Under 40.....	1	2					1	2		
40.....	20	1,943			2	229	12	1,574	6	140
Over 40 and under 44.....	4	184			1	19	2	162	1	3
44.....	12	135			6	48	5	83	1	4
45.....	75	4,076	1	21	13	663	61	3,392		
Over 45 and under 47½.....	3	63			2	30	1	33		
47½.....	18	1,479			3	424	15	1,055		
48.....	43	3,270			16	1,236	27	2,034		
50.....	17	3,285			17	3,285				
Over 50.....	3	39			3	39				
Total.....	196	14,476	1	21	63	5,973	124	8,335	8	147
<i>On a 5½-day week</i>										
Under 44.....	2	356			2	356				
44.....	13	2,829	4	893	2	197	6	1,697	1	42
45.....	18	6,124	1	5	12	5,266	5	853		
Over 45 and under 48.....	5	222	1	126	1	42	3	54		
48.....	11	576	1	34	8	526	2	16		
49.....	4	129	1	23	1	9	1	7	1	90
50.....	4	654			3	636	1	18		
Over 50.....	10	1,396			10	1,396				
Total.....	67	12,286	8	1,081	39	8,428	18	2,645	2	132
<i>On a 6-day week</i>										
44.....	8	1,349	1	5	2	96	4	1,247	1	1
48.....	19	6,652	1	61	13	6,141	4	435	1	15
Over 48 and under 50.....	4	119	2	105	1	2	1	12		
50.....	2	166			2	166				
Over 50.....	6	135	1	6	5	129				
Total.....	39	8,421	5	177	23	6,534	9	1,694	2	16
<i>All Mills</i>										
Under 40.....	1	2					1	2		
40.....	20	1,943			2	229	12	1,574	6	140
Over 40 and under 44.....	6	540			3	375	2	162	1	3
44.....	33	4,313	5	898	10	341	15	3,027	3	47
45.....	93	10,200	2	26	25	5,929	66	4,245		
Over 45 and under 47½.....	6	237	1	126	3	72	2	39		
47½.....	(1)20	1,527			3	424	(1)17	1,103		
48.....	73	10,498	2	95	37	7,903	33	2,485	1	15
Over 48 and under 50.....	8	248	3	128	2	11	2	19	1	90
50.....	23	4,105			22	4,087	1	18		
Over 50.....	19	1,570	1	6	18	1,564				
Total.....	302	35,183	14	1,279	125	20,935	151	12,674	12	295

(1) Includes one mill (10 male workers) operating 47½ hours per week.



administrative authority has power to permit exceptions. In New Brunswick and Quebec the legal maximum for females and boys under 18 is 54 and 55 hours per week respectively. In Ontario the maximum is 48 hours per week, and where exemption has been granted the maximum permitted for women and boys under 16 is 60 hours. In Manitoba the maximum is 44 hours for women and 48 hours for men unless time and one-half is paid. In Saskatchewan the maximum hours of work is 44 unless time and one-half is paid. In Alberta and British Columbia the maximum is 48 and 44 hours respectively.

There has been no substantial change in the normal weekly hours of mill workers in the Primary Textiles Industry. Large numbers of male workers were on a 45-hour

5- or 5½-day week and on a 48-hour 6-day week. More than one-third of the female workers were on a 45-hour week, with the largest proportion working 5 days.

The five-day week was reported by about two-thirds of the mills employing almost one-half of the workers, and 67 mills employing about one-third of the workers reported operating on a 5½-day week.

**Overtime Rates of Pay, Table IV.—**

Time and one-half was the most common overtime rate for work after standard daily or weekly hours. For work on Sunday, time and one-half was the predominant overtime rate although there has been an increasing tendency to pay double time.

Thirty-seven per cent of the mill workers were employed in 85 mills that paid time and one-half for work on observed statutory

**TABLE III.—NORMAL WEEKLY HOURS FOR MILL WORKERS, FEMALE, IN THE PRIMARY TEXTILES INDUSTRY, OCTOBER, 1949**

NOTE: One mill did not report female workers.

Normal Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario		Western Provinces	
	Mills	Female Workers	Mills	Female Workers	Mills	Female Workers	Mills	Female Workers	Mills	Female Workers
<i>On a 5-day week</i>										
Under 40.....	1	21					1	21		
40.....	23	2,200			1	130	16	1,728	6	342
Over 40 and under 44.....	6	861			1	33	4	815	1	13
44.....	13	335			7	161	5	150	1	24
45.....	81	6,651	1	15	19	1,263	61	5,373		
Over 45 and under 47½.....	3	178			3	178				
47½.....	16	1,861			2	253	14	1,608		
48.....	37	1,909			15	986	22	923		
50.....	16	1,593			16	1,593				
Total.....	196	15,609	1	15	64	4,597	123	10,618	8	379
<i>On a 5½-day week</i>										
Under 44.....	2	186			2	186				
44.....	16	1,805	4	783	4	193	7	721	1	108
45.....	19	3,926	1	14	12	2,726	5	1,072	1	114
Over 45 and under 48.....	5	302	1	65	1	58	3	179		
48.....	12	790	1	134	8	614	3	42		
49.....	1	20	1	20						
50.....	4	656			4	656				
Over 50.....	8	490			8	490				
Total.....	67	8,175	8	1,016	39	4,923	18	2,014	2	222
<i>On a 6-day week</i>										
Under 44.....	1	30					1	30		
44.....	9	874	1	10	2	208	4	631	2	25
Over 44 and under 48.....	1	35					1	35		
48.....	16	2,852	1	74	12	2,684	3	94		
Over 48 and under 50.....	3	147	2	142	1	5				
50.....	4	330	1	6	3	324				
Over 50.....	5	70			5	70				
Total.....	39	4,338	5	232	23	3,291	9	790	2	25
<i>All Mills</i>										
Under 40.....	1	21					1	21		
40.....	24	2,230			1	130	17	1,758	6	342
Over 40 and under 44.....	8	1,047			3	219	4	815	1	13
44.....	38	3,014	5	793	13	562	16	1,502	4	157
45.....	101	10,612	2	29	31	3,989	67	6,480	1	114
Over 45 and under 47½.....	6	361	1	65	4	236	1	60		
47½.....	(1)18	1,980			2	253	(1)16	1,727		
48.....	65	5,551	2	208	35	4,284	28	1,059		
Over 48 and under 50.....	4	167	3	162	1	5				
50.....	24	2,579	1	6	23	2,573				
Over 50.....	13	560			13	560				
Total.....	302	28,122	14	1,263	126	12,811	150	13,422	12	626

(1) Includes one mill (59 female workers) operating 47½ hours per week.

holidays. Eighteen per cent of the workers were in mills paying double time and twenty-five per cent were in mills paying double time and one-half for work on observed holidays. The main change in the overtime rates of pay during the past two years has been the increase in the number of mills paying double time and one-half for work on observed statutory holidays, for in 1947 none of the establishments reported this premium rate.

**Vacations with Pay, Table V.**—Annual holidays with pay for most workers are provided by statute or under statutory authority in Alberta, British Columbia, Manitoba, Ontario, Quebec and Saskatchewan. In all these provinces except Saskatchewan, a worker is entitled to one week's vacation with pay after one year of employment. In Saskatchewan he is entitled to two weeks' vacation after a year of employment. The rate of pay for this vacation is 2 per cent of earnings or regular weekly pay, if on time basis, in

Quebec, 2 per cent of earnings in Ontario, regular pay in Manitoba, Alberta and British Columbia and one-twenty-sixth of annual earnings in Saskatchewan. If a worker has worked less than a year, he is entitled, in Quebec, to a half-day for each calendar month of employment and, in Saskatchewan, one day for each month. If he terminates his employment during a working year he is entitled to holiday pay in all provinces but Manitoba for the time he has been employed.

All but four of the responding mills reported giving at least one week's vacation with pay, or its equivalent of 2 per cent of earnings or one-half day per month, after a year or less of employment. In 186 mills, employing 80 per cent of the workers, the length of vacation varied in accordance with the length of employment. In most cases the maximum allowance was two weeks, or four per cent of earnings, after five years of employment. Forty-three mills employing 23,000 workers gave

**TABLE IV.—OVERTIME RATES OF PAY IN THE PRIMARY TEXTILES INDUSTRY, OCTOBER, 1949**

Overtime Rates of Pay	After Daily Hours				Only After Weekly Hours		Sunday		Statutory Holidays	
	Monday to Friday		Saturday		Mills	Workers	Mills	Workers	Mills	Workers
	Mills	Workers	Mills	Workers						
<i>Straight Time</i>										
Canada.....	3	332	2	64			2	64	58	7,923
Maritime Provinces.....									6	1,179
Quebec.....	1	268							20	4,277
Ontario.....	2	64	2	64			2	64	31	2,263
Western Provinces.....									1	204
<i>Time and One-quarter</i>										
Canada.....	2	199	2	199	5	663	2	268	5	604
Ontario.....					5	663	2	268	3	405
Western Provinces.....	2	199	2	199					2	199
<i>Time and One-half</i>										
Canada.....	121	29,513	119	28,997	100	28,170	125	42,057	85	23,296
Maritime Provinces.....	6	1,575	6	1,575	4	481	8	1,697	6	1,284
Quebec.....	44	10,391	44	10,329	67	22,554	51	25,237	40	13,868
Ontario.....	67	17,231	65	16,777	28	5,104	62	14,712	36	7,847
Western Provinces.....	4	316	4	316	1	31	4	411	3	297
<i>Double Time</i>										
Canada.....			1	238			28	7,526	(1)56	11,506
Maritime Provinces.....							1	168	1	43
Quebec.....							14	2,457	25	4,438
Ontario.....			1	238			12	4,882	27	6,861
Western Provinces.....							1	19	3	164
<i>Double time and one-half</i>										
Canada.....									35	15,659
Maritime Provinces.....									1	36
Quebec.....									12	8,775
Ontario.....									22	6,848
<i>Other</i>										
Canada.....	1	208	1	208	3	107	3	215	5	1,398
Quebec.....					2	79	1	32	4	1,014
Ontario.....	1	208	1	208			2	183	1	384
Western Provinces.....					1	28				
<i>No overtime policy or no information reported</i>										
Canada.....	68	4,113	70	4,659			143	13,175	59	2,919
<b>Total.....</b>	<b>195</b>	<b>34,365</b>	<b>195</b>	<b>34,365</b>	<b>108</b>	<b>28,940</b>	<b>303</b>	<b>63,305</b>	<b>303</b>	<b>63,305</b>

(1) Fifteen mills paying double time for work on paid statutory holidays pay time and one-half for work on unpaid statutory holidays.

a maximum vacation of three weeks, or its equivalent 6 per cent of earnings, generally after 15 years or more of employment. This indicates a considerable increase over the thirteen mills reporting a three weeks' maximum vacation in 1948.

In addition to the initial and maximum vacation periods shown in Table V, 51 mills employing over 24,000 workers give intermediate vacation periods. These consisted, mainly, of a two weeks' vacation with pay after five years of employment, although in many cases a graduated percentage-of-earnings payment was reported.

Most of the mills reported that they shut down for a summer vacation period: 130 mills, employing some 34,500 workers, shutting down for one week and 120 mills, employing about 23,300 workers, shutting down for two weeks.

**Statutory Holidays, Table VI.**—Some statutory provision concerning public holidays is made in Alberta, British Columbia, Manitoba, Nova Scotia, Quebec and Saskatchewan. Factories in British Columbia and Manitoba must be closed on public holidays unless permission is given for employment. Wages in relation to public

**TABLE V.—VACATIONS WITH PAY IN THE PRIMARY TEXTILES INDUSTRY, OCTOBER, 1949**

NOTE: Four mills did not report information on vacations with pay.

Length of Vacation and Service Requirements	Canada		Maritime Provinces		Quebec		Ontario		Western Provinces	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>Initial Vacation</i>										
One Week After:										
No Specified Service.....	14	1,698	1	191	5	852	8	655		
3 Months.....	16	2,643			3	1,320	13	1,323		
6 Months.....	19	2,632	1	445	7	595	10	1,582	1	10
One Year.....	175	33,793	4	302	72	15,673	91	17,040	8	778
Other.....	3	398			2	339	1	59		
Two Weeks After:										
6 Months.....	2	29			1	16			1	13
One Year.....	6	342	1	135	1	31	2	56	2	120
Other.....	7	2,442	2	1,221	2	133	3	1,088		
Percentage of Earnings:( <sup>1</sup> )										
2 per cent.....	51	17,239	1	168	32	14,766	18	2,305		
4 per cent.....	4	1,977					4	1,977		
Miscellaneous:										
½ day per month.....	2	64	1	43	1	21				
Total.....	299	63,257	11	2,505	126	33,746	150	26,085	12	921
<i>Maximum Vacation</i>										
One Week After:										
6 Months.....	1	213					1	213		
Two Weeks After:										
One Year.....	8	589			3	144	4	435	1	10
2 Years.....	5	937	1	445	1	118	1	33	2	341
3 Years.....	15	1,503	1	19	2	259	9	1,147	3	78
4 Years.....	3	258			1	27	2	231		
5 Years.....	92	20,268	3	438	42	10,202	46	9,514	( <sup>2</sup> )1	114
10 Years.....	2	348			2	348				
15 Years.....	1	155					1	155		
Other.....	4	1,166			2	1,030	2	136		
Three Weeks After:										
15 Years.....	7	5,243			4	4,537	3	706		
20 Years.....	4	1,080					4	1,080		
25 Years.....	14	6,660			3	2,941	11	3,719		
30 Years.....	1	1,114					1	1,114		
Other.....	5	1,122			1	542	4	580		
Percentage of Earnings:( <sup>1</sup> )										
4% after 5 Years.....	10	1,589	1	168	3	664	6	757		
4% after 10 Years.....	1	193			1	193				
5% after 15 Years.....	1	462			1	462				
6% after 15 Years.....	1	155			1	155				
6% after 25 Years.....	11	7,724			11	7,724				
No Increase for Longer Service	113	12,478	5	1,435	48	4,400	55	6,265	5	378
Total.....	299	63,257	11	2,505	126	33,746	150	26,085	12	921

(<sup>1</sup>) Normally, 2 per cent of earnings is about equivalent to one week's vacation with pay, 4 per cent about two weeks with pay and 6 percent about three weeks with pay.

(<sup>2</sup>) This mill reported giving an additional 12 hours' vacation with pay to employees with "long service".



holidays are dealt with under minimum wage laws in Alberta, Manitoba, Nova Scotia, Quebec and Saskatchewan. Quebec General Minimum Wage Order 4 has no provision for public holidays but some special Orders require holidays to be observed or a punitive rate paid. For example, in the cotton textiles industry, four legal holidays are to be observed, or payment at time and one-tenth the regular rate is required; and in the silk textiles industry, six holidays are specified, although time lost for the observance of holidays (except Christmas and New Year's) may be made up by working at regular rates on the two Saturday mornings either before or after such holiday.

During the past two years there has been a growing tendency for workers to be paid for observed statutory holidays. In 1947, less than one-half of the workers were in mills paying for observed holidays, while in 1949 about 83 per cent were in the 202 mills paying for some or all of the observed statutory holidays.

The largest groups of workers were in mills observing eight statutory holidays and in mills paying for six.

**Sick Leave with Pay.**—Approximately one-half of the workers in the Primary Textiles Industry were reported to be covered by some arrangement for payment during periods of illness. The usual provision was through a group insurance plan.

### The Cotton Yarn and Cloth Industry

Preliminary calculations of average hourly wages in the Cotton Yarn and Cloth Industry indicate that wage rates have increased 6.9 per cent during the year preceding October 1, 1949. This increase is much less than the 22 per cent rise in average rates during 1948.

Returns from 38 mills employing 20,000 mill workers have been used in the analysis of this industry (Table VII). Sixty-five per cent of the workers were in 17 mills located in Quebec, 32 per cent in Ontario

**TABLE VI.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE PRIMARY TEXTILES INDUSTRY, OCTOBER, 1949**

NOTE: One mill did not report information on statutory holidays.

Number of Statutory Holidays Paid for	Mills Observing Statutory Holidays, by number of days observed								Total Mills	Total Workers
	4	5	6	7	8	9	10	More than 10		
1.....			1			1			2	287
2.....		2		6	6		3	1	18	5,023
3.....	1			6	1	7	3	2	20	9,469
4.....	2		1	(1)5	4	(2)3	2		17	2,626
5.....		1			5		1		7	1,292
6.....			23	1	27	6	7	1	65	20,124
7.....				3	5	3	2	1	14	4,042
8.....					47				47	8,988
9.....						4	1	2	7	442
10.....							1	1	2	107
More than 10.....								3	3	139
Total Mills Paying for One or More Holidays.....	3	3	25	21	95	24	20	11	202	52,539
Mills Not Paying for Observed Holidays.....	2	3	7	18	31	17	16	6	100	10,757
Total Mills Observing Holidays.....	5	6	32	39	126	41	36	17	302	63,296

(1) Two mills observed 7½ statutory holidays.

(2) One mill observed 9½ statutory holidays.

**TABLE VII.—DISTRIBUTION OF MILLS AND MILL WORKERS IN THE COTTON YARN AND CLOTH INDUSTRY, OCTOBER, 1949**

	Canada	Maritime Provinces	Quebec	Ontario
Number of Mills.....	38	2	17	19
Number of Mill Workers:				
Male.....	12,519	402	8,542	3,575
Female.....	7,600	276	4,541	2,783
Total.....	20,119	678	13,083	6,358

mills, and the remainder in the Maritime Provinces.

Nineteen mills, employing under 300 workers each, covered just over 10 per cent of the workers in the industry, while 7 mills, employing over 1,000 workers each, covered half of the workers in the industry.

**Collective Agreements.**—All but 5 of the mills reported written collective agreements. These collective agreements covered about 90 per cent of the mill workers. Most of the workers were represented by the National Catholic Federation of Textile Workers (CCCL), the United Textile Workers of America (AFL-TLC) and the Textile Workers Union of America (CIO-CCL). One independent union and two employees' associations were the only other organizations reported.

**Normal Weekly Hours, Table VIII.**—Twenty-one mills, employing more than half of the workers in this industry, reported a normal work week of 45 hours, most of whom were on a 5½-day week. The 5-day week was reported by 15 mills employing 31 per cent of the workers and the 5½-day week was reported by 16 mills employing half the workers in the industry.

**Overtime Rates of Pay, Table IX.**—During the past two years there has been

no significant change in the overtime rates of pay for work after standard daily or weekly hours or for work on Sunday. Practically all of the mills reported a rate of time and one-half for any overtime.

There has, however, been a tendency to give higher rates of pay for work on observed statutory holidays. Six mills, employing 2,400 workers, reported paying double time for work on holidays and 15 mills, employing about 44 per cent of the workers, reported a rate of double time and one-half. In 1947, of the 35 mills surveyed, only 4 paid overtime at a rate higher than time and one-half.

**Vacations with Pay, Table X.**—All the mills reported giving at least one week's vacation with pay, or its equivalent, after a year or less of employment. This is in accordance with various statutory regulations by most of the provinces.

Twenty-nine of the mills, employing 81 per cent of the workers, reported giving longer vacations with pay as the period of employment increased. Eleven of these, employing 3,600 workers, gave a maximum vacation of two weeks with pay after five years of employment, and another eleven, employing 7,700 workers, paid 6 per cent of earnings after 25 years. Three weeks with

**TABLE VIII.—NORMAL WEEKLY HOURS FOR MILLWORKERS IN THE COTTON YARN AND CLOTH INDUSTRY, OCTOBER, 1949**

Normal Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>On a 5-Day Week</i>								
40.....	1	744					1	744
45.....	6	737					6	737
Over 45 and Under 48.....	1	451					1	451
48.....	4	885			1	242	3	643
50.....	3	3,337			3	3,337		
Total.....	15	6,154			4	3,579	11	2,575
<i>On a 5½-Day Week</i>								
44.....	1	543	1	543				
45.....	15	9,555			10	7,630	5	1,925
Total.....	16	10,098	1	543	10	7,630	5	1,925
<i>On a 6-Day Week</i>								
44.....	4	1,904			1	46	3	1,858
48.....	3	1,963	1	135	2	1,828		
Total.....	7	3,867	1	135	3	1,874	3	1,858
<i>All Mills</i>								
40.....	1	744					1	744
44.....	5	2,447	1	543	1	46	3	1,858
45.....	21	10,292			10	7,630	11	2,662
Over 45 and Under 48.....	1	451					1	451
48.....	7	2,848	1	135	3	2,070	3	643
50.....	3	3,337			3	3,337		
Total.....	38	20,119	2	678	17	13,083	19	6,358

pay was given by 5 mills, employing 4,500 workers, after 20 to 25 years of employment.

**Statutory Holidays, Table XI.**—All the mills in the Cotton Yarn and Cloth Industry reported observing six or more statutory holidays. Thirty mills, employing 85 per cent of the workers, paid for from two to eight of these. Most establishments observed eight days while most paid for six. This information indicates a considerable increase in the number of workers being paid for statutory holidays over the past year.

**Sick Leave with Pay.**—Twenty of the establishments, employing over half the workers, reported having a policy covering sick leave with pay. In most instances this was handled through a group insurance or sick benefit plan.

## The Woollen Yarn and Cloth Industry

Average hourly wages in the Woollen Yarn and Cloth Industry increased 7.6 per cent during 1949 to reach a high of 259.6 over the base year 1939 as 100, according

to preliminary calculations for this industry. This is the smallest annual increase in wages since the removal of wage controls following the war.

In this industry, 81 mills employing 10,533 workers, were covered in the annual survey. Sixty-seven per cent of the workers were in 45 mills located in Ontario, 26 per cent were in 23 mills in Quebec, and the remainder were in mills scattered throughout the Maritime and Western Provinces. As with most of the primary textile industries, a large proportion of the workers were female (Table XII).

Forty-two of the mills, employing under 100 workers each, covered 17 per cent of the workers in the industry. Thirty-four mills, employing between 100 and 300 workers each, covered 59 per cent of the workers, and the remaining mills, employing more than 300 workers each, covered 24 per cent of the workers.

**Collective Agreements.**—One-half of the mills in the Woollen Yarn and Cloth Industry reported having written collective agreements covering over two-thirds of the mill workers. Most of the workers were

**TABLE IX.—OVERTIME RATES OF PAY IN THE COTTON YARN AND CLOTH INDUSTRY, OCTOBER, 1949**

Overtime Rates of Pay	After Daily Hours		Only After Weekly Hours		Sunday		Statutory Holidays	
	Monday to Saturday		Mills	Workers	Mills	Workers	Mills	Workers
	Mills	Workers						
<i>Straight time</i>								
Canada.....							4	1,946
Quebec.....							3	1,874
Ontario.....							1	72
<i>Time and one-quarter</i>								
Canada (Ontario only).....			1	94			1	94
<i>Time and one-half</i>								
Canada.....	21	8,847	15	11,155	32	18,963	11	6,733
Maritime Provinces.....	2	678			2	678	2	678
Quebec.....	5	2,718	12	10,365	15	12,817	2	2,735
Ontario.....	14	5,451	3	790	15	5,468	7	3,320
<i>Double time</i>								
Canada.....					1	242	6	2,422
Quebec.....					1	242	2	844
Ontario.....							(1)4	1,578
<i>Double time and one-half</i>								
Canada.....							15	8,901
Quebec.....							10	7,630
Ontario.....							5	1,271
<i>No overtime policy or no information reported</i>								
Canada.....	1	23			5	914	1	23
<b>Total.....</b>	<b>22</b>	<b>8,870</b>	<b>16</b>	<b>11,249</b>	<b>38</b>	<b>20,119</b>	<b>38</b>	<b>20,119</b>

(1) One mill (744 employees) paid time and one-half for work on unpaid statutory holidays.



represented by the Textile Workers Union of America (CIO-CCL), the United Textile Workers of America (AFL-TLC) and the National Catholic Federation of Textile Workers (CCCL). The remainder were represented by independent unions or employees' associations.

**Normal Weekly Hours, Tables XIII and XIV.**—More than half the mills, employing 57 per cent of the mill workers, reported working either a 45- or 48-hour week. This information indicates a lessening of the number of hours per week worked by the mills. The 5-day week was reported by 51 mills employing almost three-quarters of the workers. Most of the mills operating on a 5-day week reported normal hours of 45 or 48 per week. Twelve mills, employing a small number of workers, operated on a 5½-day week and 18 mills, employing 1,500 workers, reported operating 6 days per week.

**Overtime Rates of Pay, Table XV.**—Time and one-half was the most common

rate paid for work after standard daily or weekly hours in this industry. For work on Sunday, 11 mills, employing 1,750 workers, reported paying double time while 35 mills, employing over 60 per cent of the workers, reported paying the more general time and one-half rate.

The predominant overtime rate for work on observed statutory holidays was double time. This was reported by 20 establishments employing almost 3,000 mill workers. Seventeen mills, employing 2,400 workers, reported time and one-half for work on observed holidays and 12 mills, employing 2,900 workers, reported a rate of double time and one-half. As in the other divisions of the Primary Textiles Industry, there is a definite trend towards higher overtime rates for work on statutory holidays. In 1947, just 13 per cent of the workers received overtime pay at a rate higher than time and one-half for work on observed statutory holidays. In 1949, this proportion had increased to 56 per cent.

**TABLE X.—VACATIONS WITH PAY IN THE COTTON YARN AND CLOTH INDUSTRY, OCTOBER, 1949**

Length of Vacation and Service Requirements	Canada		Maritime Provinces		Quebec		Ontario	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>Initial Vacation</i>								
One week after:								
No specified service.....	2	265					2	265
3 months.....	1	296					1	296
6 months.....	3	477					3	477
One year.....	14	5,179			6	2,742	8	2,437
Two weeks after:								
Less than 6 months.....	2	1,449	1	543			1	906
One year.....	1	135	1	135				
Percentage of earnings:(1)								
2 per cent.....	11	10,341			11	10,341		
4 per cent.....	4	1,977					4	1,977
Total.....	38	20,119	2	678	17	13,083	19	6,358
<i>Maximum Vacation</i>								
Two weeks after:								
One year.....	1	267					1	267
5 years.....	11	3,554			5	2,500	6	1,054
10 years.....	1	242			1	242		
Three weeks after:								
20 years.....	1	451					1	451
25 years.....	4	4,055			1	2,711	3	1,344
Percentage of earnings:(1)								
6 per cent after 25 years.....	11	7,724			10	7,630	1	94
No increase for longer service..	9	3,826	2	678			7	3,148
Total.....	38	20,119	2	678	17	13,083	19	6,358

(1) Normally, 2 per cent of earnings is about equivalent to one week's vacation with pay, 4 per cent about two weeks with pay and 6 per cent about three weeks with pay.

**Vacations with Pay, Table XVI.**—All but three mills in the Maritime Provinces reported information on vacations with pay. Most of the mills gave an initial vacation of one week after one year of employment or paid two per cent of earnings.

Fifty mills, employing 80 per cent of the workers, reported increased vacations with pay after longer periods of employment. Most of these mills gave two weeks after five years of employment, although nine, employing 24 per cent of the workers, gave a maximum vacation of three weeks after at least 15 years.

**Statutory Holidays, Table XVII.**—All of the mills reported observing statutory holidays, with most of them observing eight days. Fifty-nine of the mills, employing 85 per cent of the workers, paid for one or more of the observed holidays. Twenty-two mills, employing one-quarter of the workers, paid for six days, and 15 mills, employing almost one-third of the workers, paid for the eight statutory holidays which were observed.

**Sick Leave with Pay.**—Most of the mills in this industry did not report having a provision for payment during illness. Of the 24 which did report some provision, most indicated a group insurance or sick benefit plan.

## The Knitting Industry

Average hourly wages in the Knitting Industry increased 7.9 per cent during the year preceding October, 1949. Preliminary calculations by the Economics and Research Branch of the Department of Labour indicated that the index of wage rates in this industry had risen to 230.7 over the base year 1939 as 100.

As shown in Table XVIII, returns from 150 mills employing 18,660 mill workers were used to represent the Knitting Industry. More than half the workers were in 78 mills situated in Ontario, and 40 per cent were in 62 mills located in Quebec. Almost two-thirds of the mill workers were female.

Ninety of the mills employed less than 100 workers each, but these represented only 18 per cent of the mill workers. Sixty-one per cent of the workers were in 55 mills employing from 100 to 500 workers each, and the remaining 21 per cent of the workers were in mills having more than 500 workers each.

**Collective Agreements.**—Fifty-one of the mills reported having written collective agreements covering almost one-half the workers in the industry. The largest group of workers was covered by collective

**TABLE XI.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE COTTON YARN AND CLOTH INDUSTRY, OCTOBER, 1949**

Number of Statutory Holidays Paid For	Mills Observing Statutory Holidays, by number of days observed					Total Mills	Total Mill Workers
	6	7	8	9	More than 9		
2.....		4				4	2,764
6.....	6		3	4		13	10,695
7.....		1	1		1	3	1,035
8.....			10			10	2,689
Total Mills Paying for Two or More Holidays.....	6	5	14	4	1	30	17,183
Mills Not Paying for Observed Holidays.....		3	4		1	8	2,936
Total Mills Observing Holidays..	6	8	18	4	2	38	20,119

**TABLE XII.—DISTRIBUTION OF MILLS AND MILL WORKERS IN THE WOOLLEN YARN AND CLOTH INDUSTRY, OCTOBER, 1949**

	Canada	Maritime Provinces	Quebec	Ontario	Western Provinces
Number of Mills.....	81	7	23	45	6
Number of Mill Workers:					
Male.....	5,928	90	1,792	3,826	220
Female.....	4,625	108	945	3,261	311
Total.....	10,553	198	2,737	7,087	531

agreements negotiated through the Textile Workers Union of America (CIO-CCCL). Other unions prominent in the Knitting Industry were: the National Federation of Clothing Industry Workers (CCCL), the National Catholic Federation of Textile Workers (CCCL), the United Textile Workers of America (AFL-TLC) and the National Federation of Full-Fashioned and Circular Hosiery Workers (CCCL).

**Normal Weekly Hours, Tables XIX and XX.**—Most of the mill employees in the Knitting Industry worked from 40 to 48 hours per week, with the largest single group working 45 hours. Over three-quarters of the workers were in 112 mills which reported operating on a 5-day week, while just a small proportion were in the nine mills which reported operating six days. In a few mills the female workers normally worked less weekly hours than the male workers. During the past two years there has been no significant change in the normal weekly hours of work.

**Overtime Rates of Pay, Table XXI.**—Almost all of the mills which reported premium pay for work after standard daily or weekly hours indicated a rate of time and one-half. Time and one-half was also

the predominant rate for work on Sunday, although eleven mills employing 2,600 workers reported a rate of double time.

Forty-two mills, employing about one-third of the workers, reported a rate of time and one-half for work on observed statutory holidays. Twenty mills reported paying a rate of double time and five reported a rate of double time and one-half for work on observed holidays. A large number of mills reported paying regular rates for work on statutory holidays.

**Vacations with Pay, Table XXII.**—A vacation period of one week with pay after a year of employment, or an equivalent 2 per cent of earnings, was reported as the initial vacation in most of the mills in this industry. In seven mills an initial vacation of two weeks was given.

Eighty-five of the mills, employing 79 per cent of the workers, reported giving longer vacation periods as the worker's term of employment increased. Most of these mills reported a two-weeks vacation, or 4 per cent of earnings, after 5 years of employment. Twelve mills reported giving a maximum vacation of three weeks, or 6 per cent of earnings, after 15 or more years of employment.

**TABLE XIII.—NORMAL WEEKLY HOURS FOR MILL WORKERS, MALE, IN THE WOOLLEN YARN AND CLOTH INDUSTRY, OCTOBER, 1949**

Normal Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario		Western Provinces	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>On a 5-Day Week</i>										
40.....	7	896			1	214	3	609	3	73
45.....	17	1,285	1	21			16	1,264		
47½.....	7	389					7	389		
48.....	18	1,461			4	350	14	1,111		
50.....	2	193			2	193				
Total.....	51	4,224	1	21	7	757	40	3,373	3	73
<i>On a 5½-Day Week</i>										
44.....	3	126	1	4	1	80			1	42
45.....	2	164	1	5	1	159				
Over 45 and Under 50.....	4	177	1	23	2	64			1	90
50 and Over.....	3	204			2	186	1	18		
Total.....	12	671	3	32	6	489	1	18	2	132
<i>On a 6-Day Week</i>										
Under 48.....	1	5	1	5						
48.....	9	761			4	311	4	435	1	15
Over 48 and Under 50.....	1	26	1	26						
50.....	2	166			2	166				
Over 50.....	5	75	1	6	4	69				
Total.....	18	1,033	3	37	10	546	4	435	1	15
<i>All Mills</i>										
40.....	7	896			1	214	3	609	3	73
44.....	4	131	2	9	1	80			1	42
45.....	19	1,449	2	26	1	159	16	1,264		
Over 45 and Under 48.....	8	431			1	42	7	389		
48.....	28	2,244			9	683	18	1,546	1	15
Over 48 and Under 50.....	3	139	2	49					1	90
50.....	5	377			4	359	1	18		
Over 50.....	7	261	1	6	6	255				
Total.....	81	5,928	7	90	23	1,792	45	3,826	6	220



**Statutory Holidays, Table XXIII.**—All but one of the mills reported observing at least four statutory holidays, and three-quarters of the workers were in 86 mills which paid for two or more of the holidays observed. Most of the mills observed eight statutory holidays and paid for six or all of them.

**Sick Leave with Pay.**—Forty of the mills, employing about 7,300 workers, reported providing for sick leave with pay. Generally, all the workers were covered by a group insurance or sick benefit plan, but in some cases it was limited to salaried employees only or given at the discretion of the management.

### The Rayon Yarn and Fabric Industry

The preliminary wage index calculated for the Rayon Yarn and Fabric Industry as at October 1, 1949, showed an increase of 6.8 per cent over the preceding year. This raised the index to 233.1 over the base year 1939 as 100.

In analysing this industry, returns from 34 mills employing almost 14,000 workers

were used (Table XXIV). Seventy-four per cent of the workers were employed in the 24 mills located in the Province of Quebec and 21 per cent of the workers were in mills located in Ontario. In this industry, as with the others in the primary textile group, a large proportion of the workers were female.

Twenty-five mills, each employing under 300 workers, only covered one-fifth of the workers in the industry, while 4 mills, employing more than 900 workers each, covered 56 per cent of the workers.

**Collective Agreements.**—Twenty-two mills in the Rayon Yarn and Fabric Industry reported having written collective agreements covering about one-half of the total workers. The majority of the workers were represented either by the National Catholic Federation of Textile Workers (CCCL) or by the Textile Workers Union of America (CIO-CCL).

**Normal Weekly Hours, Table XXV.**—Eight mills employing almost one-half of the workers in the industry reported a normal work week of 48 hours. The 5-day week was reported by 18 of the mills in

**TABLE XIV.—NORMAL WEEKLY HOURS FOR MILL WORKERS, FEMALE, IN THE WOOLLEN YARN AND CLOTH INDUSTRY, OCTOBER, 1949**

Normal Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario		Western Provinces	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>On a 5-Day Week</i>										
40	8	403			1	130	4	200	3	73
Over 40 and Under 45	1	438					1	438		
45	18	1,508	1	15			17	1,493		
47½	7	493					7	493		
48	15	650			4	152	11	498		
50	2	76			2	76				
Total	51	3,568	1	15	7	358	40	3,122	3	73
<i>On a 5½-Day Week</i>										
44	3	132	1	6	1	18			1	108
45	3	187	1	14	1	59			1	114
Over 45 and Under 48	1	58			1	58				
48	2	63			1	53	1	10		
Over 48	3	160	1	20	2	140				
Total	12	600	3	40	6	328	1	10	2	222
<i>On a 6-Day Week</i>										
44	2	26	1	10					1	16
Over 44 and Under 48	1	35					1	35		
48	7	267			4	173	3	94		
Over 48 and Under 50	1	37	1	37						
50	3	54	1	6	2	48				
Over 50	4	38			4	38				
Total	18	457	3	53	10	259	4	129	1	16
<i>All Mills</i>										
40	8	403			1	130	4	200	3	73
Over 40 and Under 44	1	438					1	438		
44	5	158	2	16	1	18			2	124
45	22	1,730	2	29	1	59	18	1,528	1	114
Over 45 and Under 48	8	551			1	58	7	493		
48	24	980			9	378	15	602		
Over 48 and Under 50	2	57	2	57						
50	5	130	1	6	4	124				
Over 50	6	178			6	178				
Total	81	4,625	7	108	23	945	45	3,261	6	311

this industry employing 13 per cent of the workers and the 5½-day week was reported by 11 mills employing over 40 per cent of the workers.

**Overtime Rates of Pay, Table XXVI.**—Practically all of the mills paid a rate of time and one-half for work after standard daily or weekly hours. Of the 19 mills reporting an overtime policy for work on Sunday, 14 employing 8,200 workers reported time and one-half and five employing 2,900 workers, a rate of double time.

As in the other divisions of the textile industry, the tendency over the past two years has been to give higher rates of pay for work on observed statutory holidays. Ten of the mills reported paying a rate of double time and three mills, employing 2,800 workers, paid double time and one-half.

**Vacations with Pay, Table XXVII.**—All the mills in the industry reported an initial vacation of at least one week, or its equivalent, after a year or less of employment.

Twenty-two mills, employing over 80 per cent of the workers, reported increasing the vacation as the period of employment increased. Thirteen of these, employing 5,200 workers, gave a maximum vacation of two weeks, or 4 per cent of earnings, after 5 years. Six mills, employing more than 5,000 workers, gave three weeks' vacation with pay after a service requirement of at least 15 years.

**Statutory Holidays, Table XXVIII.**—All of the 34 mills surveyed in this industry reported observing statutory holidays. Twenty-seven of them, employing almost 90 per cent of the workers, paid for from 2 to 9 days. Two-thirds of the workers were in 15 mills paying for 2, 3 or 4 statutory holidays.

**Sick Leave with Pay.**—Sixteen mills, employing 68 per cent of the workers, reported having some policy covering sick leave. All but one of these mills reported a group insurance plan.

**TABLE XV.—OVERTIME RATES OF PAY IN THE WOOLLEN YARN AND CLOTH INDUSTRY, OCTOBER, 1949**

Overtime Rates of Pay	After Daily Hours				Only After Weekly Hours		Sunday		Statutory Holidays	
	Monday to Friday		Saturday		Mills	Workers	Mills	Workers	Mills	Workers
	Mills	Workers	Mills	Workers						
<i>Straight time</i>										
Canada.....									15	1,074
Maritime Provinces.....									4	56
Quebec.....									1	218
Ontario.....									9	596
Western Provinces.....									1	204
<i>Time and one-quarter</i>										
Canada (Ontario only).....					3	277	2	268	1	19
<i>Time and one-half</i>										
Canada.....	35	6,039	33	5,471	22	2,952	35	6,512	17	2,401
Maritime Provinces.....	2	51	2	51	2	106	4	157	1	63
Quebec.....	9	1,238	8	908	11	1,415	7	1,059	5	954
Ontario.....	22	4,581	21	4,343	8	1,400	22	5,032	10	1,234
Western Provinces.....	2	169	2	169	1	31	2	264	1	150
<i>Double time</i>										
Canada.....			1	238			11	1,754	(1)20	2,984
Maritime Provinces.....									1	43
Quebec.....							6	948	8	1,016
Ontario.....			1	238			4	787	8	1,761
Western Provinces.....							1	19	3	164
<i>Double time and one-half</i>										
Canada.....									12	2,923
Maritime Provinces.....									1	36
Ontario.....									11	2,887
<i>Other</i>										
Canada (Ontario only).....	1	208	1	208			1	130	1	384
<i>No overtime policy or no information given.....</i>	20	1,077	21	1,407			32	1,889	15	768
<b>Total.....</b>	<b>56</b>	<b>7,324</b>	<b>56</b>	<b>7,324</b>	<b>25</b>	<b>3,229</b>	<b>81</b>	<b>10,553</b>	<b>81</b>	<b>10,553</b>

(1) Four mills paying double time on paid statutory holidays pay time and one-half on unpaid statutory holidays.

**TABLE XVI.—VACATIONS WITH PAY IN THE WOOLLEN YARN AND CLOTH INDUSTRY, OCTOBER, 1949**

NOTE: Three mills did not report information on vacations with pay.

Length of Vacation and Service Requirements	Canada		Maritime Provinces		Quebec		Ontario		Western Provinces	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>Initial Vacation</i>										
One week after:										
3 months.....	5	609					5	609		
6 months.....	4	417			2	370	2	47		
One year.....	55	7,284	3	118	13	1,123	34	5,525	5	518
Two weeks after:										
No specified service.....	1	100			1	100				
6 months.....	1	13							1	13
Percentage of earnings:(1)										
2 per cent.....	10	2,029			6	1,123	4	906		
Miscellaneous:										
½ day per month.....	2	64	1	43	1	21				
Total.....	78	10,516	4	161	23	2,737	45	7,087	6	531
<i>Maximum Vacation</i>										
One week after:										
6 months.....	1	213					1	213		
Two weeks after:										
One year.....	2	103			1	75	1	28		
2 years.....	2	237					1	33	1	204
3 years.....	5	525	1	19	1	207	1	249	2	50
4 years.....	1	208					1	208		
5 years.....	27	4,112	1	63	4	540	21	3,395	(2)1	114
Other.....	1	295			1	295				
Three weeks after:										
15 years.....	3	552			2	168	1	384		
20 years.....	2	603					2	603		
25 years.....	3	996			1	218	2	778		
Other.....	1	344			1	344				
Percentage of earnings:(1)										
4 per cent after 5 years.....	1	21			1	21				
4 per cent after 10 years.....	1	193			1	193				
No increase for longer service	28	2,114	2	79	10	676	14	1,196	2	163
Total.....	78	10,516	4	161	23	2,737	45	7,087	6	531

(1) Normally, 2 per cent of earnings is about equivalent to one week's vacation with pay and 4 per cent about two weeks with pay.

(2) This mill reported giving an additional 12 hours' vacation with pay to employees with "long service".

**TABLE XVII.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE WOOLLEN YARN AND CLOTH INDUSTRY, OCTOBER, 1949**

Number of Statutory Holidays Paid For	Mills Observing Statutory Holidays, by number of days observed							Total Mills	Total Workers
	Less than 6	6	7	8	9	10	More than 10		
1.....					1			1	180
2.....				3				3	143
3.....				1	1			3	307
4.....	1			1	1			4	724
5.....		1		2				2	754
6.....		11	1	8		2		22	2,729
7.....				2	1	2		5	526
8.....				15				15	3,396
9.....						1		1	75
10.....						1		1	13
More than 10.....							2	2	93
Total Mills Paying for One or More Holidays.....	1	12	1	32	4	7	2	59	8,940
Mills Not Paying for Observed Holidays.....	3	2	6	4	5	1	1	22	1,613
Total Mills Observing Holidays.....	4	14	7	36	9	8	3	81	10,553



**TABLE XVIII.—DISTRIBUTION OF MILLS AND MILL WORKERS IN THE KNITTING INDUSTRY, OCTOBER, 1949**

	Canada	Maritime Provinces	Quebec	Ontario	Western Provinces
Number of Mills.....	150	4	62	78	6
Number of Mill Workers:					
Male.....	6,811	367	3,082	3,287	75
Female.....	11,849	621	4,470	6,443	315
Total.....	18,660	988	7,552	9,730	390

**TABLE XIX.—NORMAL WEEKLY HOURS FOR MILL WORKERS, MALE, IN THE KNITTING INDUSTRY, OCTOBER, 1949**

NOTE: One mill did not report any male workers.

Normal Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario		Western Provinces	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>On a 5-day week</i>										
Under 40.....	1	2					1	2		
40.....	12	620			1	15	8	538	3	67
Over 40 and under 44.....	4	184			1	19	2	162	1	3
44.....	11	112			6	48	4	20	1	44
45.....	48	2,201			12	642	36	1,559		
Over 45 and under 47½.....	3	63			2	30	1	33		
47½.....	9	871			3	424	6	447		
48.....	18	908			10	512	8	396		
Over 50.....	4	187			4	187				
50.....	2	12			2	12				
Total.....	112	5,160			41	1,889	66	3,157	5	114
<i>On a 5½-day week</i>										
Under 44.....	1	23			1	23				
44.....	5	164	1	128			4	36		
45.....	1	129			1	129				
Over 45 and under 47½.....	2	132	1	126			1	6		
47½.....	(1)2	48					(1)2	48		
48.....	9	492	1	34	6	442	2	16		
Over 48 and under 50.....	2	16			1	9	1	7		
50.....	2	146			2	146				
Over 50.....	4	81			4	81				
Total.....	28	1,231	3	288	15	830	10	113		
<i>On a 6-day week</i>										
44.....	3	77			1	71	1	5	1	1
48.....	3	290			3	290				
Over 48 and under 50.....	3	93	1	79	1	2	1	12		
Total.....	9	460	1	79	5	363	2	17	1	1
<i>All Mills</i>										
Under 40.....	1	2					1	2		
40.....	12	620			1	15	8	538	3	67
Over 40 and under 44.....	5	207			2	42	2	162	1	3
44.....	19	313	1	128	7	119	9	61	2	45
45.....	49	2,330			13	771	36	1,559		
Over 45 and under 47½.....	5	195	1	126	2	30	2	39		
47½.....	(1)11	919			3	424	(1)8	495		
48.....	30	1,690	1	34	19	1,244	10	412		
Over 48 and under 50.....	5	109	1	79	2	11	2	19		
50.....	6	333			6	333				
Over 50.....	6	93			6	93				
Total.....	149	6,811	4	367	61	3,082	78	3,287	6	115

(1) Includes one mill working 47½ hours per week.

**TABLE XX.—NORMAL WEEKLY HOURS FOR MILL WORKERS, FEMALE, IN THE KNITTING INDUSTRY, OCTOBER, 1949**

NOTE: One mill did not report any female workers.

Normal Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario		Western Provinces	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>On a 5-day week</i>										
Under 40.....	1	21					1	21		
40.....	14	1,480					11	1,211	3	269
Over 40 and under 44.....	5	423			1	33	3	377	1	13
44.....	12	243			7	161	4	58	1	24
45.....	51	4,654			16	1,238	35	3,416		
Over 45 and under 47½.....	3	1,035			3	178				
47½.....	7	391			2	253	5	857		
48.....	15	698			9	698	6	138		
50.....	4	261			4	261				
Total.....	112	9,206			42	2,822	65	6,078	5	306
<i>On a 5½-day week</i>										
Under 44.....	1	14			1	14				
44.....	8	578	1	317	2	152	5	109		
45.....	1	15			1	15				
Over 45 and under 47½.....	2	125	1	65			(1)1	60		
47½.....	(1)2	119					2	119		
48.....	9	705	1	134	6	539	2	32		
50.....	2	291			2	291				
Over 50.....	3	66			3	66				
Total.....	28	1,913	3	516	15	1,077	10	320		
<i>On a 6-day week</i>										
40.....	1	30					1	30		
44.....	3	211			1	187	1	15	1	9
48.....	2	103			2	103				
Over 48 and under 50.....	2	110	1	105	1	5				
50.....	1	276			1	276				
Total.....	9	730	1	105	5	571	2	45	1	9
<i>All Mills</i>										
Under 40.....	1	21					1	21		
40.....	15	1,510					12	1,241	3	269
Over 40 and under 44.....	6	437			2	47	3	377	1	13
44.....	23	1,032	1	317	10	500	10	182	2	33
45.....	52	4,669			17	1,253	35	3,416		
Over 45 and under 47½.....	5	303	1	65	3	178	1	60		
47½.....	(1)9	1,229			2	253	7	976		
48.....	26	1,644	1	134	17	1,340	8	170		
Over 48 and under 50.....	2	110	1	105	1	5				
50.....	7	828			7	828				
Over 50.....	3	66			3	66				
Total.....	149	11,849	4	621	62	4,470	77	6,443	6	315

(1) Includes one mill working 47½ hours per week.

**TABLE XXI.—OVERTIME RATES OF PAY IN THE KNITTING INDUSTRY, OCTOBER, 1949**

Overtime Rates of Pay	After Daily Hours				Only After Weekly Hours		Sunday		Statutory Holidays	
	Monday to Friday		Saturday							
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>Straight Time</i>										
Canada.....	2	64	2	64			2	64	37	4,194
Maritime Provinces.....									1	445
Quebec.....									15	2,154
Ontario.....	2	64	2	64			2	64	21	1,595
<i>Time and one-quarter</i>										
Canada.....	2	199	2	199	1	292			3	491
Ontario.....					1	292				
Western Provinces.....	2	199	2	199					2	199
<i>Time and one-half</i>										
Canada.....	43	7,068	42	6,852	54	7,982	44	8,385	42	6,027
Maritime Provinces.....	1	168	1	168	2	375	1	184	3	543
Quebec.....	17	2,457	17	2,457	35	4,693	20	4,301	22	2,529
Ontario.....	23	4,296	22	4,080	17	2,914	21	3,753	15	2,808
Western Provinces.....	2	147	2	147			2	147	2	147
<i>Double Time</i>										
Canada.....							11	2,614	(1)20	4,382
Maritime Provinces.....							1	168		
Quebec.....							4	624	7	1,443
Ontario.....							6	1,822	13	2,939
<i>Double Time and one-half</i>										
Canada.....									5	1,010
Quebec.....									1	155
Ontario.....									4	855
<i>Other</i>										
Canada.....					2	60	1	85	3	509
Quebec.....					1	32	1	32	3	509
Ontario.....							1	53		
Western Provinces.....					1	28				
<i>No overtime policy or no information reported</i>										
Canada.....	46	2,995	47	3,211			91	7,512	40	2,047
<b>Total.....</b>	<b>93</b>	<b>10,326</b>	<b>93</b>	<b>10,326</b>	<b>57</b>	<b>8,334</b>	<b>150</b>	<b>18,660</b>	<b>150</b>	<b>18,660</b>

(1) Seven mills pay time and one-half for work on unpaid statutory holidays.



**TABLE XXII.—VACATIONS WITH PAY IN THE KNITTING INDUSTRY, OCTOBER 1949**

NOTE: One mill did not report information on vacations with pay.

Length of Vacation and Service Requirements	Canada		Maritime Provinces		Quebec		Ontario		Western Provinces	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>Initial Vacation</i>										
One week after:										
No specified service.....	10	1,006	1	191	4	584	5	231		
3 months.....	6	468			1	94	5	374		
6 months.....	9	1,038	1	445	3	82	4	501	1	10
One year.....	92	11,996	1	184	41	4,345	47	7,207	3	260
Other.....	1	59					1	59		
Two weeks after:										
One year.....	4	176					2	56	2	120
Other.....	3	215					2	182		
Percentage of earnings:(1)										
2 per cent.....	24	3,691	1	168	12	2,414	11	1,109		
Total.....	149	18,649	4	988	62	7,552	77	9,719	6	390
<i>Maximum Vacation</i>										
Two weeks after:										
One year.....	5	219			2	69	2	140	1	10
3 years.....	9	819			1	52	7	739	1	28
5 years.....	44	8,202	2	375	24	4,478	18	3,349		
Other.....	8	992	1	445	3	251	3	159	1	137
Three weeks after:										
15 years.....	2	322					2	322		
25 years.....	5	933			1	12	4	921		
Other.....	4	1,862			1	292	3	1,570		
Percentage of earnings(1)										
4 per cent after 5 years.....	6	784	1	168			5	616		
5 per cent after 15 years.....	1	462			1	462				
6 per cent after 15 years.....	1	155			1	155				
No increase for longer service	64	3,899			28	1,781	33	1,903	3	215
Total.....	149	18,649	4	988	62	7,552	77	9,719	6	390

(1) Normally, 2 per cent of earnings is about equivalent to one week's vacation with pay, 4 per cent about two weeks with pay and 6 per cent about three weeks with pay.

**TABLE XXIII.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE KNITTING INDUSTRY, OCTOBER, 1949**

NOTE: One mill did not report information on statutory holidays.

Number of Statutory Holidays Paid For	Mills Observing Statutory Holidays, by number of days observed								Total Mills	Total Workers
	4	5	6	7	8	9	10	More than 10		
1.....			1						1	107
2.....		2		1	2		2		7	637
3.....				5		3		1	9	2,567
4.....	2			(1)4	3	1	1		10	816
5.....		1			2		1		4	419
6.....			4		15	2	4	1	26	5,953
7.....				1	2	2			5	765
8.....					17				17	2,392
9.....						4		1	5	229
More than 9.....								2	2	140
Total Mills Paying for One or More Holidays.....	2	3	5	11	41	12	7	5	86	14,025
Mills Not Paying for Observed Holidays.....	1		3	9	21	(2)12	14	3	63	4,626
Total Mills Observing Statutory Holidays.....	3	3	8	20	62	24	21	8	149	18,651

(1) One mill reported observing 7½ statutory holidays.

(2) Six mills reported observing 9½ statutory holidays.

**TABLE XXIV.—DISTRIBUTION OF MILLS AND MILL WORKERS IN THE RAYON YARN AND FABRIC INDUSTRY, OCTOBER, 1949**

	Canada	Maritime Provinces	Quebec	Ontario
Number of Mills.....	34	1	24	9
Number of Mill Workers:				
Male.....	9,925	420	7,519	1,986
Female.....	4,048	258	2,855	935
Total.....	13,973	678	10,374	2,921

**TABLE XXV.—NORMAL WEEKLY HOURS FOR MILL WORKERS IN THE RAYON YARN AND FABRIC INDUSTRY, OCTOBER, 1949**

Normal Weekly Hours	Male Workers						Female Workers					
	Canada		Quebec		Ontario		Canada		Quebec		Ontario	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>On a 5-day week</i>												
44.....	1	63			1	63	1	92			1	92
45.....	4	188	1	21	3	167	6	154	3	25	3	129
Over 45 and under 48..	1	5			1	5	1	21			1	21
48.....	3	278	1	188	2	90	3	161	1	80	2	81
50.....	8	472	8	472			7	352	7	352		
Over 50.....	1	27	1	27								
Total.....	18	1,033	11	708	7	325	18	780	11	457	7	323
<i>On a 5½-day week—</i>												
Under 44.....	1	333	1	333			1	172	1	172		
44.....	(1)4	2,198	1	117	2	1,661	(1)4	893	1	23	2	612
48.....	1	62	1	62			1	22	1	22		
50.....	1	490	1	490			2	365	2	365		
55.....	4	1,129	4	1,129			3	284	3	284		
Total.....	(1)11	4,212	8	2,131	2	1,661	(1)11	1,736	8	866	2	612
<i>On a 6-day week.....</i>												
48.....	4	4,620	4	4,620			4	1,500	4	1,500		
55.....	1	60	1	60			1	32	1	32		
Total.....	5	4,680	5	4,680			5	1,532	5	1,532		
<i>All Mills</i>												
Under 44.....	1	333	1	333			1	172	1	172		
44.....	(1)5	2,261	1	117	3	1,724	(1)5	985	1	23	3	704
45.....	4	188	1	21	3	167	6	154	3	25	3	129
Over 45 and under 48..	1	5			1	5	1	21			1	21
48.....	8	4,960	6	4,870	2	90	8	1,683	6	1,602	2	81
50.....	9	962	9	962			9	717	9	717		
Over 50 and under 55..	1	27	1	27								
55.....	5	1,189	5	1,189			4	316	4	316		
Total.....	(1)34	9,925	24	7,519	9	1,986	(1)34	4,048	24	2,855	9	935

(1) Includes one mill in the Maritime Provinces.

**TABLE XXVI.—OVERTIME RATES OF PAY IN THE RAYON YARN AND FABRIC INDUSTRY, OCTOBER, 1949**

Overtime Rates of Pay	After Daily Hours				Only After Weekly Hours		Sunday		Statutory Holidays	
	Monday to Friday		Saturday		Mills	Workers	Mills	Workers	Mills	Workers
	Mills	Workers	Mills	Workers						
<i>Straight Time</i>										
Canada.....	1	268							2	709
Maritime Provinces.....									1	678
Quebec.....	1	268							1	31
<i>Time and one-half</i>										
Canada.....	22	7,559	23	7,827	9	6,081	14	8,197	15	8,135
Maritime Provinces.....	1	678	1	678			1	678		
Quebec.....	13	3,978	14	4,246	9	6,081	9	7,060	11	7,650
Ontario.....	8	2,903	8	2,903			4	459	4	485
<i>Double Time</i>										
Canada.....							5	2,916	(1)10	1,718
Quebec.....							3	643	8	1,135
Ontario.....							2	2,273	2	383
<i>Double Time and one-half</i>										
Canada.....									3	2,825
Quebec.....									1	990
Ontario.....									2	1,835
<i>Other</i>										
Canada (Quebec only).....					1	47			1	505
<i>No overtime policy or no information reported</i>										
Canada.....	1	18	1	18			15	2,860	3	81
<b>Total.....</b>	<b>24</b>	<b>7,845</b>	<b>24</b>	<b>7,845</b>	<b>10</b>	<b>6,128</b>	<b>34</b>	<b>13,973</b>	<b>34</b>	<b>13,973</b>

(1) Two mills in Quebec and one in Ontario paid time and one-half for work on unpaid statutory holidays.



**TABLE XXVII.—VACATIONS WITH PAY IN THE RAYON YARN AND FABRIC INDUSTRY, OCTOBER, 1949**

Length of Vacation and Service Requirements	Canada		Quebec		Ontario	
	Mills	Workers	Mills	Workers	Mills	Workers
<i>Initial Vacation</i>						
One Week After:						
No specified service.....	2	427	1	268	1	159
Less than 6 months.....	6	1,609	4	1,565	2	44
6 months.....	3	700	2	143	1	557
1 year.....	14	9,334	12	7,463	2	1,871
Two Weeks After:						
Less than 1 year.....	(1)2	694	1	16		
1 year.....	1	31	1	31		
Percentage of Earnings:( <sup>2</sup> )						
2 per cent.....	6	1,178	3	888	3	290
Total.....	(1)34	13,973	24	10,374	9	2,921
<i>Maximum Vacation</i>						
Two Weeks After:						
3 years.....	1	159			1	159
5 years.....	10	4,400	9	2,684	1	1,716
Over 5 years.....	2	890	1	735	1	155
Three Weeks After:						
15 years.....	2	4,369	2	4,369		
20 years.....	1	26			1	26
25 years.....	2	676			2	676
Other.....	1	30			1	30
Percentage of Earnings:( <sup>2</sup> )						
4 per cent after 5 years.....	3	784	2	643	1	141
No Increase for Longer Service.....	(1)12	2,639	10	1,943	1	18
Total.....	(1)13	13,973	24	10,374	9	2,921

(1) Includes one mill in the Maritime Provinces.

(2) Normally, 2 per cent of earnings is about equivalent to one week's vacation with pay and 4 per cent about two weeks with pay.

**TABLE XXVIII.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE RAYON YARN AND FABRIC INDUSTRY, OCTOBER, 1949**

Number of Statutory Holidays Paid for	Mills Observing Statutory Holidays by number of days observed							Total Mills	Total Mill Workers
	Less than 7	7	8	9	10	11	More than 11		
2.....		1	1		1	1		4	1,479
3.....		1		3		1		8	6,595
4.....		(1)1		(2)1		1		3	1,086
5.....			1					1	119
6.....		2		1		1		4	747
7.....			1					1	1,716
8.....				5				5	511
9.....							1	1	138
Total Mills Paying for Two or More Holidays.....	2	4	8	4	6	2	1	27	12,391
Mills Not Paying for Observed Holidays..	3		2			1	1	7	1,582
Total Mills Observing Holidays.....	5	4	10	4	6	3	2	34	13,973

(1) This mill observed 7½ statutory holidays.

(2) This mill observed 9½ statutory holidays.

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

## EMPLOYMENT CONDITIONS DURING MARCH, 1950

*Seasonal expansion in employment was evident during March. The greatest improvement took place in British Columbia; in the Atlantic and Quebec regions, the end of hauling operations in the woods added to the labour surplus. In these latter regions, also, registrations for supplementary benefits under the Unemployment Insurance Act were heaviest. Marked improvement during April was expected in most areas.*

Employment conditions responded to seasonal influences during March. Expansion was slower than usual, however, since adverse weather delayed construction activity in many areas; this industry is usually the chief source of new employment during March. In addition, the ending of the Provincial Government's works program in Newfoundland, the close of hauling operations in the woods, and the major lay-off in the automobile industry of Ontario, contributed to the number of unplaced applicants registered with the National Employment Service.

Excluding those persons applying for supplementary benefits who were not registered on February 28 when this new program began, applicants at employment offices declined slightly during March to a level of 371,700 at the end of the month. Some 56,500 of these "new" registrants were added during the month as a result of the supplementary benefit program. Loggers formed by far the largest group of these additional claimants and, consequently, registrations were concentrated in the Quebec and Atlantic regions.

Further expansion in manufacturing, and the opening of new work in construction and agriculture, should bring about sharp improvement during April.

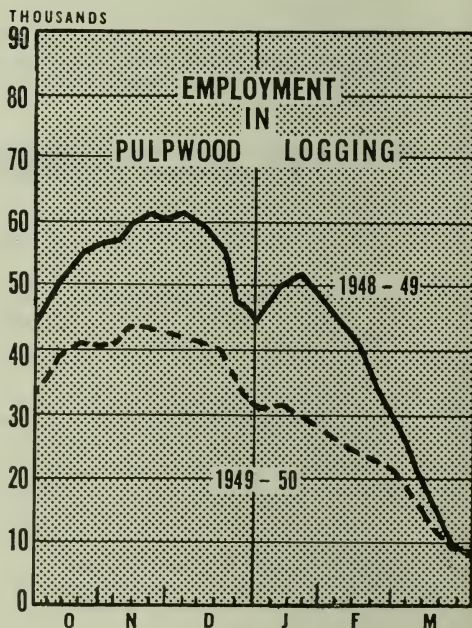
### Industrial Analysis

Employment in *logging* in eastern Canada declined rapidly during March, as cutting and hauling operations were completed. The demand for labour in this industry would remain light until river driving got under way with the spring break-up, when a secondary employment peak would occur.

A considerable proportion of the workers released from the industry are farmers or farm workers and many of these have

returned to agricultural work. Large numbers of the remainder, however, were unable to find alternative employment immediately and registered at Unemployment Insurance Commission offices to collect supplementary benefits. Claimants in this category were particularly heavy in the province of Quebec, where about 15,000 loggers were registered as unplaced applicants at the end of March, and in the Atlantic Region where 7,500 were on record.

Logging activity in British Columbia was slowly getting back to normal in March after unusually heavy winter lay-offs. This



Eastern Canada including Manitoba as reported by Canadian Pulp and Paper Association.

general improvement in the employment situation was reflected in a drop from 7,000 to 2,000 in the number of persons registered for work in logging with the National Employment Service. Operations in camps at higher levels were still closed in most cases, however, and poor road conditions limited work in some areas. The employment situation was not expected to be completely back to normal until at least mid-April.

Labour market conditions in the *mining* industry were generally stable during March, with little labour demand and only a slight surplus of workers evident. Labour turnover and absenteeism, formerly serious problems in the industry, now are negligible. Short time has appeared in some sections of the coal mining industry, however, as a means of bringing production into line with demand.

Mining employment was well sustained during the first part of 1950, as export markets for the principal producers remained firm. Employment statistics issued by the Dominion Bureau of Statistics, which relate to February 1, show that employment among reporting mining companies was 85,000 in total. This was an increase of 1 per cent over the figure twelve months previously. This total was divided among the main divisions in the industry as shown below:—

Industry:	February 1, 1950	February 1, 1949	Per Cent Change
Coal .....	24,948	25,627	down 2.4
Metallic ores .....	43,977	42,649	up 3.1
Non-metallic minerals .....	15,964	15,689	up 1.8
Total .....	84,889	83,965	up 1.1

Wage rates in the industry continue to show a slight upward trend, but the rate of increase is not as rapid as in previous post-war years. Average hourly earnings in the industry were reported at \$1.20 at January 1, 1950, as against \$1.17 in January, 1949. Coal miners' earnings, at \$1.31 on the average, were highest among the three groups. New wage agreements arrived at in this industry during March, however, do not provide for any further wage increases. In Nova Scotia, a new contract was signed by some 7,000 miners of District 26 of the United Mine Workers (CCL) without any increase in wages. Some 1,200 Vancouver Island coal miners were asked to take a 75-cent-a-day wage cut, but refused to accept these terms.

With the opening of the 1950 *construction* season, wage negotiations were in progress during March between contractors and the building trades' unions.

In general, activity in the industry was just beginning to gain momentum. An indication of this pick-up was the increase in the value of contracts awarded from \$65,000,000 in February to \$75,000,000 in March. The total for the first three months of 1950, at \$216,000,000, was \$7,000,000 below that of the first quarter of 1949. With the industry only partially active, many construction workers were still unemployed at the end of March.

Divergent trends were apparent in the labour market in the *manufacturing* industries during March. Some industries were already beginning to feel the effect of the spring break-up, while in others short-time work and lay-offs remained prevalent. The following summarizes the salient features in some of the major divisions of the industry as a whole.

The beginning of the seasonal uptrend in *sawmill* employment was accelerated during March by the return to work in British Columbia of several thousand mill-workers who had been laid off by bad weather. The labour force throughout the sawmill industry will continue to expand until late summer, at which time it is expected to be about 25 per cent above

the mid-winter low. Those employed in the industry in the winter of 1949-50 amounted to about 43,000, slightly less than the number at work in the previous year, but a strong demand for lumber now is exerting a buoyant effect on employment in all regions except the Maritimes.

The annual peak of activity in the *primary textile* industry is usually reached in February and a slight slackening occurs during March. During the first quarter of 1950, with expansion in the cotton and silk manufacturing groups more than offset by reductions in staff among woollen and hosiery manufacturers, the industry has been operating with lower employment levels than in 1949. Unskilled labour is reported as plentiful in the industry but



skilled labour is still in demand, since turnover is high as many workers leave before their training period is completed.

The *clothing* industry was in its most active period during March, as the spring peak is reached slightly later than in the primary textile industry. Year-to-year comparisons show production and employment in the industry are expanding, chiefly because of strong domestic demand. The D.B.S. index of employment, at February 1, was 130.4 (June 1, 1941=100), compared to 126.4 at the same date in the previous year.

Lay-offs in the Canadian *automobile* industry resulting from a strike in the United States interrupted the steady upward trend of employment during March. Some 5,000 workers were affected in total, of whom 3,800 were employed in one plant in Windsor. Some 550 of these were re-hired on March 13 but laid off again on April 14. The remaining twelve hundred workers laid off were employed in eleven parts plants in six Ontario cities.

Strengthening demand for *aluminum*, especially in the United States which is reported to require two and one-half times the amount produced there, has placed this industry in a more favourable position.

In the *transportation* industry, lake shipping was one of the first areas of the labour market to show signs of a spring pick-up in activity. Although the first boats received their sailing orders at the end of March, this was nearly a month behind the all-time record opening date established last year on March 4. This spring, most of the ships did not start moving until April 15 and St. Lawrence navigation was held off until the opening of the Lachine canal on April 22. All lake ports report that no difficulty was experienced in manning their ships and owners predict a normally active season.

## Regional Analysis

Employment in the *Atlantic* region reached the lowest point of the year during March, with the end of most log hauling activity in Nova Scotia and New Brunswick, and with the termination of the Provincial Government's winter works program in Newfoundland. These circumstances brought continuing increases in the number of persons registered with the National Employment Service. The supplementary benefit program also brought to NES offices many who are not usually registered at this time of year. While no significant improvements took place, and employment generally was slightly below last year's level, plans for 1950 were being

finalized, preparations were under way and more optimism toward the future was apparent.

In Newfoundland, after having employed a peak of about 9,000 workers and helping many to qualify for unemployment assistance, the Provincial Government's winter works program ended on March 15, with some 5,000 still employed at that date. Those unable to find work or to qualify for assistance will be paid regular relief rates under a relief work scheme that began March 16. Construction planned for 1950 in Newfoundland includes a \$3 million slum clearance project in St. John's, a variety of Federal Government work and extensive track and roadbed maintenance and other construction to be undertaken by the Canadian National Railway. A proposed union-sponsored transfer of unemployed miners to mainland mining jobs drew applications from about 200 experienced workers.

Greatly increased woods activity this summer and fall is foreseen for Northern New Brunswick areas, but in March the beginning of the thaw brought to a close log hauling throughout both Nova Scotia and New Brunswick; loggers were awaiting the stream drive and the beginning of pulpwood peeling operations. Greatly increased purchases of coal by the Canadian National Railways should sustain current high activity in the coal mines. The outlook for construction is encouraging. Port activity, however, will decline further as St. Lawrence navigation opens.

The predominant feature of the general March employment picture in the *Quebec* region was the effect of supplementary benefits in bringing to National Employment Service offices many who would not otherwise be registered. Registrations continued to increase throughout the month as a result, and the general level of employment was slightly below that of March, 1949.

Throughout the region, some construction activity began in March, particularly on projects started before the winter shut-down; but the weather remained unfavourable to any general start on the extensive construction planned for the coming season. A few hirings of farm labour were reported from some centres, largely for sugar-bush operations, but general activity in agriculture is not expected to pick up until late April or May. Many of the loggers released from woods employment with the end of cutting and hauling in most areas will soon be employed on the river drive. In the Saguenay district, however, some cutters were hired during March as firms

increased their cutting quotas; and truck hauling of pulpwood was very active due to the lack of snow.

Retail trade was steadily active in the larger centres, although increasing buyer resistance was being met in some lines. Manufacturing continued at a slightly lower level than a year ago, but some gains were apparent in the men's clothing and electrical apparatus industries. Employment in primary textiles manufacturing increased, and newsprint production was expanding. However, further lay-offs occurred in foundries and machine shops producing heavy machinery, road-building and transportation equipment; and extensive short-time work continued throughout most secondary textiles and footwear plants.

Shipping firms were readying ships and crews for the opening of navigation on the St. Lawrence in April, and longshoremen will shortly be absorbed as port activity commences.

Employment conditions in the *Ontario* region showed a slight seasonal improvement in most areas during March, but the upswing was less marked than usual. The persistence of stormy wintry weather throughout most of the month delayed the start of many construction projects which usually form the chief source of increased employment at this time of year. In addition, expanding activity in regional manufacturing, particularly in iron and steel industries, was offset by a large lay-off in the automobile industry.

This latter development boosted the level of unplaced applicants for the region during the month. Additional persons registering as unplaced applicants in order to claim supplementary benefits were relatively few during March, however, thus indicating that in Ontario the National Employment Service operations were already covering a very high proportion of the unemployed.

The volume of production and employment in general manufacturing increased during the month, but the improvement was generally concentrated in heavy metal industries. The upswing has been slower this year since many firms have been carrying large inventories and are proceeding with caution. This factor has applied particularly to textiles, food and consumer goods industries, and in some cases short-time operations and small lay-offs were occurring. The automobile industry has been at capacity production except in Windsor, where as a result of the prolonged strike in the U.S. industry, a heavy lay-off has been in effect at an affiliated Canadian company throughout March.

March was chiefly a month of preparation throughout the *Prairie* region, and general employment remained fairly level. A sharp upswing in activity was imminent, and particularly in the western section, a season of record activity was expected.

Unplaced applicants, excluding new applicants claiming supplementary benefits, declined slightly despite the completion of hauling operations in the woods and seasonal lay-offs in coal mining, which released workers into the labour market. Persons claiming supplementary benefits were relatively few. Farm labour demand was increasing, in both current and deferred orders. Greater activity will occur in late April and early May, at which time some local shortages may develop as men are not inclined to take farm work if other employment is available.

In logging areas, hauling operations were completed and bushmen were returning to their farms or seeking other employment. Many will be absorbed in different types of work once navigation opens in April, and the spring river drive in May will employ others. Planer mills were in full operation, producing higher grades of lumber which find a ready demand in U.S. and domestic markets. Mining also will be active shortly, except for coal mines in Alberta fields, which have been working on reduced schedules because of the usual seasonal shortage of orders. Oil drilling operations in Alberta have continued despite the cold weather of the past few months, and a record number of geophysical parties have been engaged in exploration. Work on the pipeline project has already begun; right-of-way has been arranged and building of the pump station and storage tanks at Edmonton was under way.

Employment expansion during March was most rapid in the *Pacific* region as work was resumed in logging and construction, and the decline in unplaced applicants was accordingly sharp. The registration of new applicants to claim supplementary benefits was also the lightest of any region. Market conditions for all the major industries other than food production were excellent and the seasonal upswing would have been greater but for unusually rainy weather which delayed the opening up of new work in outside operations.

Logging camps throughout the region were returning to full operations in the coastal and Vancouver Island areas, but snow and bad road conditions still impeded production in southern interior districts. At Prince George, however, camps were in full swing again, and logs were being hauled to the mills throughout the night, since road



conditions restricted trucking during the daytime. Shingle mills and sawmills were working at capacity except where log shortages were causing some difficulties—on the coast, adverse towing conditions were holding up the log supply. Rapidly rising prices for logs were the result of this condition.

Construction activity was well under way. Contractors expected a very busy year, although it was felt that domestic building might decline somewhat because of the sharp increase in lumber prices. In the interior, the industry was booming; work on the Pacific Great Eastern Railway has commenced and a new million dollar bridge was to be built across the Fraser at Prince George; work would resume on the major dam projects as soon as weather permitted, and building construction was expected to reach the highest level on record in the district.

### Employment Service Activities

The first month of operation of the supplementary benefit program has brought to light some interesting developments in this winter's unemployment problem. First is the fact that some 56,500 persons were brought to employment offices through the

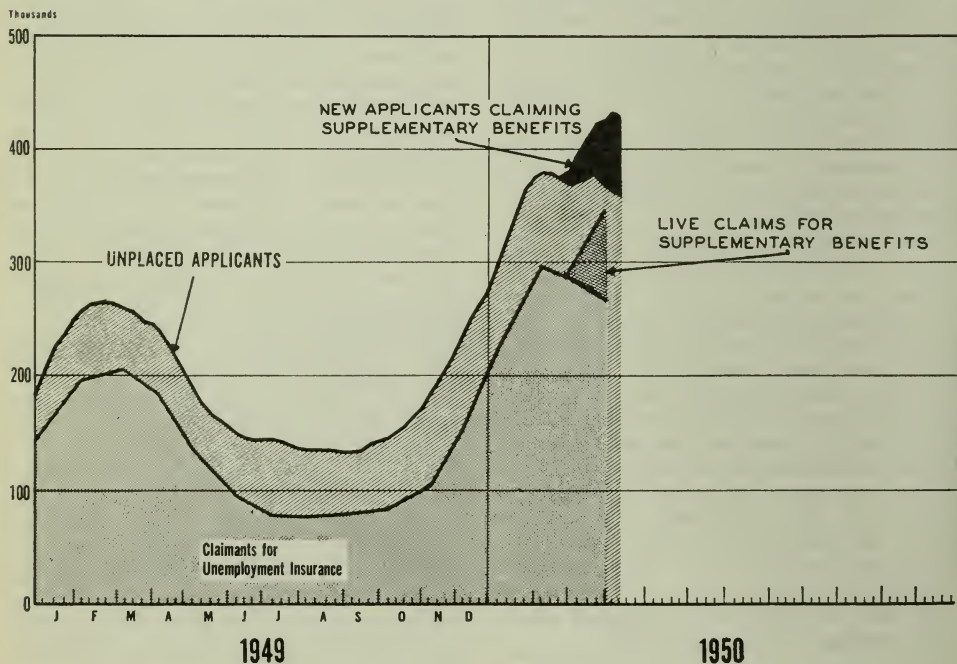
program who were not previously registered for employment at the beginning of this month. About 85 per cent of these people came from the Atlantic and Quebec regions. Quebec alone accounted for 65 per cent of the new registrants.

For the most part, these new registrants were from the rural areas. The major cities throughout Canada have reported very small registrations proportionate to their size, with Montreal showing the highest total of 2,700 reported at March 30.

It is evident that the majority of persons seeking benefits under the scheme are persons who work some part of each year in the logging industry. In the summer, most of these workers are employed in agriculture and construction, but there is usually an interval of several weeks in the late winter and early spring when they are unemployed. The provision of supplementary benefits up to April 15 will assist them considerably during this period.

Apart from workers in the logging industry, it is probable that the supplementary program is of most assistance to workers who have been unemployed for a considerable length of time. For most jobless persons, the period of unemployment has been longer than usual this winter. At the beginning of March, 55 per cent of all persons claiming unemployment

## UNPLACED APPLICANTS REGISTERED AT EMPLOYMENT OFFICES CLAIMANTS FOR UNEMPLOYMENT INSURANCE BENEFIT CLAIMANTS FOR SUPPLEMENTARY BENEFIT





insurance benefits had been registered for more than a month with 30 per cent on file for more than two months. Thus, under the provisions of the supplementary benefits program, many persons who had exhausted their benefit rights were able to qualify. For example, in the Prairie region, where logging is not a major industry, a tally of those claiming supplementary benefits in March showed that 75 per cent were claiming because of exhausted benefit rights.

Claimants for supplementary benefits are registered in almost all occupations, although aside from the loggers, which far exceeds other groups, registrations are largely among casual unskilled labour.

Because of the registration for supplementary benefits, the number of persons registered at employment offices reached a total of 428,000 at March 30. Apart from persons claiming supplementary benefits who were not registered for employment

at February 28, the number unplaced would total 371,500 or about 1,200 less than at the beginning of March.

Employers have been increasing their orders for help steadily during March and, as a result, more workers were being placed by the Employment Service each week. However, apart from this pick-up which was mostly for skilled help, lay-offs in logging, in the provincial works program in Newfoundland, and in the automobile industry in Windsor threw others out of work, so that the net improvement was small during the month.

Generally, however, local employment officers were optimistic about the summer employment situation. By the time the supplementary benefit program concludes on April 15 fairly large numbers of jobs are expected to open up in construction and agriculture, as well as in other industries.

## PRICES AND THE COST OF LIVING\*

### Cost of Living

The Dominion Bureau of Statistics cost-of-living index advanced from 163·7 at March 1 to 164·0 at April 1. Food contributed approximately one-half of the increase of 0·3 point, while the fuel and light index gain was next in importance. A rise in the food index from 204·0 to 204·5 was mainly attributable to higher prices for beef, eggs and coffee. Butter prices were down slightly. Higher quotations in Ontario and Quebec for anthracite coal were largely responsible for the rise in the fuel and light index from 136·3 to 138·0. The advance of 0·1 point to 166·4 in the index of home furnishings and services was due mostly to a slight increase in floor coverings. The miscellaneous index rose from 132·1 to 132·3, reflecting an increase in motor operating costs and drug prices. The clothing index continued to decline, moving from 181·4 to 181·2. Rents were not surveyed at April 1 and the index remained unchanged at 132·7.

From August, 1939 to April, 1950, the increase in the cost-of-living index was 62·7 per cent.

### Cost of Living in Eight Cities

Cost-of-living indexes for the eight regional cities were all higher between February 1 and March 1, 1950. Higher levels for rents and foods were mainly

responsible although narrow increases were registered for fuel and home furnishings and services at a few centres. Among food prices, increases were recorded for beef, eggs, coffee and fresh vegetables. Rents, which were surveyed in March, reflected all the accumulated changes since November. Other sub-group indexes were unchanged to lower.

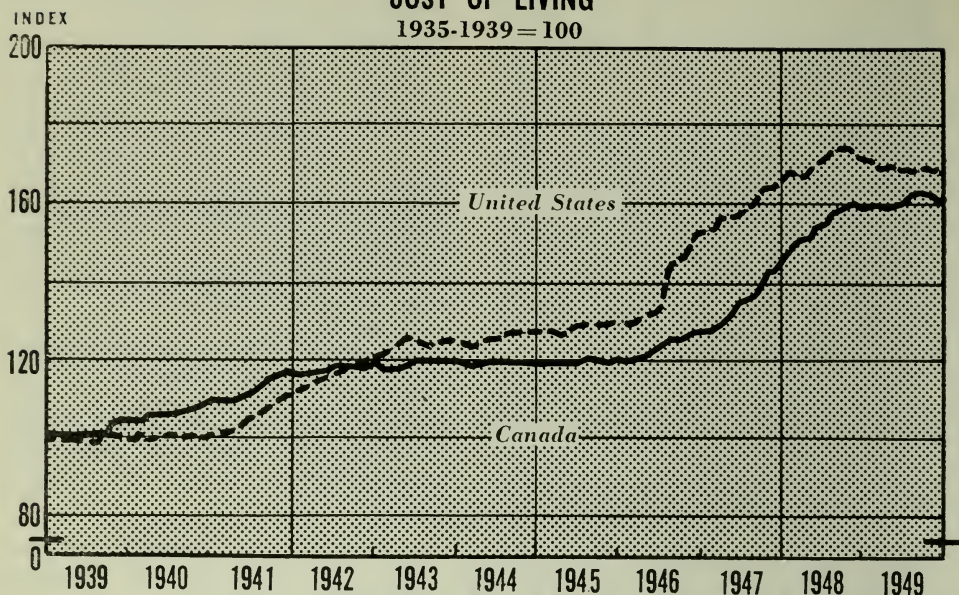
Composite city index advances between February 1 and March 1, 1950 were as follows:—Toronto 3·1 to 160·7; Winnipeg 2·5 to 158·8; Montreal 2·4 to 166·6; Vancouver 1·8 to 165·2; Halifax 1·7 to 155·0; Saint John 1·7 to 159·5; Edmonton 1·4 to 159·5 and Saskatoon 0·9 to 164·5. During the same period the Dominion urban index rose 2·1 points to 162·4.

### Wholesale Prices, February, 1950

The general index of wholesale prices moved up 0·9 point to 158·0 between January and February, 1950. Five of the eight major groups contributed to this increase. Animal Products led in the advance with an increase of 2·7 points to 163·4. Iron and its Products rose 2·4 points to 177·2, Wood Products 1·5 points to 190·6, Textile Products 0·6 point to 162·8 and Non-metallic Minerals 0·6 point to 139·9. Of the three groups to record declines, Vegetable Products registered the largest recession, with a drop of 0·5 point to 142·9. Chemical Products eased 0·4 to 117·6 and Non-ferrous Metals 0·3 point to 139·4. The following commodities

\* See Tables F-1 to F-6.

## COST OF LIVING 1935-1939 = 100



showed important price increases between January and February, 1950: wool cloth 19·4 per cent, pepper 19·4 per cent, cocoa beans (Jamaican) 16·0 per cent, beef carcass 14·3 per cent, eggs, Grade "A", large 12·3 per cent, worsted yarn 12·0 per cent, steel sheets 12·0 per cent, cottonseed oil 9·5 per cent, crude asbestos 9·4 per cent, gluten feed 8·0 per cent, steel billets 7·7 per cent. Among commodities to show price declines were the following: lemons 17·8 per cent, canned corn 14·3 per cent, cheese, new, Toronto 11·0 per cent, fowl 10·7 per cent,

corn meal 9·4 per cent, canned peas 9·1 per cent, acetate of lime 8·0 per cent, cocoa beans (African) 7·4 per cent, shellac 7·0 per cent, men's woollen hosiery 6·8 per cent.

The Canadian farm products index of wholesale prices advanced 1·1 points to 145·2 between January and February. This was due to an increase in Animal Products which rose 3·5 points to 181·5 reflecting higher prices for livestock and eggs. Field Products moved down 0·3 point to 123·5 in the same interval.

# STRIKES AND LOCKOUTS\*

## Canada, March, 1950

There was little change in the record of strikes and lockouts from the low level of the previous month. The number of work stoppages and the workers involved increased slightly but the time loss declined. As compared with March, 1949, with a time loss of 136,000 days, the current month showed a loss of only 25,000 days.

Preliminary figures for March, 1950, show 21 strikes and lockouts, involving 5,659 workers, with a time loss of 25,118 man-working days, as compared with 15 strikes and lockouts in February, 1950, with 3,764 workers involved and a loss of 26,300 days. In March, 1949, there were 11 strikes and lockouts, involving 6,601 workers, with a loss of 136,317 days.

For the first three months of this year there were 32 strikes and lockouts, involving 9,941 workers, with a time loss of 90,906 man-working days. In the similar period in 1949 there were 26 strikes and lockouts, with 10,483 workers involved and a loss of 217,679 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in March was 0.03 per cent of the estimated working time, the same per-

centage as in the previous month; 0.16 per cent in March, 1949; 0.04 per cent for the first three months of 1950; and 0.09 per cent for the first three months of 1949.

Of the 21 strikes and lockouts in existence during March, 1950, one was settled in favour of the workers, six in favour of the employers, two were compromise settlements and two were indefinite in result, work being resumed pending final settlement. At the end of the month 10 work stoppages were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: composers, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; and textile products factory workers at St. Lambert, P.Q., August 29, 1949.

\* See Tables G-1 and G-2.

## Great Britain and other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review issued as a supplement to the *LABOUR GAZETTE* for April, 1950, and in this article are taken, as far as possible, from the government publications of the countries concerned.

### Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in January, 1950, was 125 and five were still in progress from the previous month, making a total of 130 during the month. In all stoppages of work in progress in the period there were 22,600 workers involved and a time loss of 66,000 working days was caused.

Of the 125 disputes leading to stoppages of work which began in January, eight,

directly involving 1,100 workers, arose out of demands for advances in wages, and 39, directly involving 5,100 workers, on other wage questions; 15, directly involving 4,700 workers, on questions respecting the employment of particular classes or persons; 54, directly involving 4,500 workers, on other questions respecting working arrangements; and three directly involving 100 workers, on questions of trade union principle. Six stoppages, directly involving 2,200 workers, were in support of workers involved in other disputes.

### United States

Preliminary figures for February, 1950, show 210 strikes and lockouts beginning in the month, in which 75,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 7,850,000 man-days. Corresponding figures for January, 1950, are 225 strikes and lockouts, involving 185,000 workers, with a time loss of 2,600,000 days.



# SELECTED LIST OF PUBLICATIONS RECEIVED IN LIBRARY OF DEPARTMENT OF LABOUR, OTTAWA\*

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, free of charge, 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*.

## Collective Bargaining

1. ABERSOLD, JOHN R. *Problems of Hourly Rate Uniformity*. Philadelphia, University of Pennsylvania Press, 1949. Pp. 60.

2. CAMPO, ARNOLD F. *Outline for Collective Bargaining: A Union Man's Check-List*. California, Stanford University, 1949. Pp. 5. (Industrial Relations Paper No. 2.)

3. KNIGHT, CHARLOTTE. *The Economics of Collective Bargaining*; Proceedings of a Series of Public Lectures Held during 1948 and 1949 in Berkeley and Los Angeles. Berkeley, University of California, 1950. Pp. 108.

4. PRINCETON UNIVERSITY. DEPT. OF ECONOMICS AND SOCIAL INSTITUTIONS. INDUSTRIAL RELATIONS SECTION. *Job Modifications under Collective Bargaining*; A Survey of Company Experience and Four Case Studies, by Richard A. Lester and Robert L. Aronson. Princeton, New Jersey, 1950. Pp. 77.

## Employees' Benefit Plans

5. CROFT, A. C. *Patterns in Fringe Benefits*. New York, American Management Association, 1948. Pp. 7.

6. KERR, CLARK. *Social and Economic Implications of Private Pension Plans*. Berkeley, California, University of California, 1949. Pp. 10.

7. U.S. BUREAU OF LABOR STATISTICS. *Employee Benefit Plans Under Collective Bargaining*. Washington, G.P.O., 1948. Pp. 29.

## Employment Management

8. AMERICAN MANAGEMENT ASSOCIATION. *Case Experiences in Office Cost Reduction*. New York, 1949. Pp. 40.

9. AMERICAN MANAGEMENT ASSOCIATION. *Getting Full Value from Office Space, Equipment and Procedures*. New York, 1949. Pp. 34.

10. BLEICKEN, BLEICK VON. *114 Check Points on How to Prevent Grievances*, by Bleick von Bleicken and Carl Heyel. Deep River, Connecticut, National Foremen's Institute, 1949. Pp. 34.

11. BUSINESS AND ECONOMIC RESEARCH CENTER. *Selected Reports on Personnel and Labor*; Five Studies of Current Problems and Trends in Personnel Administration and Labor Economics. Syracuse, New York, Syracuse University, 1949. Pp. 32.

12. JOINT ASSOCIATION OF NATIONAL ADVERTISERS. *Industrial Editorship on Economic Understanding*. New York, 1949. Pp. 31.

## Employment Stabilization

13. UNITED NATIONS. SECRETARIAT. DEPT. OF ECONOMIC AFFAIRS. *National and International Measures for Full Employment*; Report by a Group of Experts Appointed by the Secretary General. Lake Success, 1949. Pp. 104.

14. U.S. CONGRESS. JOINT COMMITTEE ON THE ECONOMIC REPORT. *Employment and Unemployment*. Washington, G.P.O., 1950. Pp. 132.

## Industrial Health

15. GREAT BRITAIN. MEDICAL RESEARCH COUNCIL. *Industrial Fluorosis*; A Study of the Hazard to Man and Animals near Fort William, Scotland. London, H.M.S.O., 1949. Pp. 131.

16. INTERNATIONAL LABOUR OFFICE. *Bibliography of Occupational Medicine*. Geneva, 1949. Pp. 93.

## Industrial Relations

17. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *Joint Consultation in Industry*; Industrial Relations Handbook, Supplement No. 3, December, 1949. London, H.M.S.O., 1950. Pp. 100.

\* List No. 26.

18. MONTREAL BOARD OF TRADE. *Trends in Days and Hours of Work, Overtime, Holiday and Vacation Practices—Salaried Employees*. Montreal, 1950. Pp. 4.

19. NATIONAL PLANNING ASSOCIATION. *Nashua Gunned and Coated Paper Company and Seven AFL Unions; A Case Study*, by Charles A. Myers and George P. Shultz. Washington, 1950. Pp. 89.

20. SMARDON, W. F. *Industrial Relations; The Accrued Liability on Account of Past Service*. Montreal, 1950. Pp. 22.

21. U.S. EMERGENCY BOARD (UNION RAILROAD COMPANY, 1949). *Report to the President*. Washington, G.P.O., 1949. Pp. 15.

### Industry

22. ANGLO-AMERICAN COUNCIL ON PRODUCTIVITY. *Steel Founding; Report of a Visit to the U.S.A. in 1949, of a Productivity Team Representing the Steel Founding Industry*. London, 1949. Pp. 108.

23. AUSTRALIA. DEPT. OF LABOUR AND NATIONAL SERVICE. INDUSTRIAL WELFARE DIVISION. *Natural Ventilation of Industrial Buildings; A Discussion of Information Available*, June, 1948. Melbourne, 1948. Pp. 48.

24. COLLINS, F. W. *Where to Build Your Factory*. (26 Articles in Canada's Weekly, 1949-50.)

25. INTERNATIONAL LABOUR ORGANIZATION. CHEMICAL INDUSTRIES COMMITTEE. *Record of the First Session, Paris, April, 1948*. Geneva, International Labour Office, 1950. Pp. 223.

26. SHAW, A. G. L. *The Australian Coal Industry*, by A. G. L. Shaw and G. R. Bruns. Melbourne, Melbourne University Press, 1947. Pp. 197.

### Insurance

27. LABOUR PARTY (GREAT BRITAIN). *The Future of Industrial Assurance; Labour's Proposals for Mutual Ownership by the Policyholders*. London, 1950. Pp. 13.

28. NEW YORK (STATE) DEPT. OF LABOUR. DIVISION OF RESEARCH AND STATISTICS. *Studies in Disability Insurance*. New York, 1949. Pp. 157.

### Labour Organization

29. AUSTIN, ALEINE. *The Labor Story; A Popular History of American Labor, 1786-1949*. New York, Coward-McCann, 1949. Pp. 244.

30. FABER, GUSTAV. *And Then Came TWU! New York, Transport Workers Union of America, CIO., 1950. Pp. 46.*

31. LINDBLOM, CHARLES E. *Unions and Capitalism*. New Haven, Yale University Press, 1949. Pp. 267.

### Management

32. INTERNATIONAL MANAGEMENT CONGRESS, 8TH STOCKHOLM, 1947. *Papers Submitted to the Sectional Meetings, and Proceedings*. Stockholm, Swedish National Committee of Scientific Management, 1947. 3 volumes.

Main Topics:—Business Administration:—Education for Management:—Production Administration:—Office Management:—Personnel Administration:—Cost and Budgetary Control:—Selection and Training:—Quality Control:—Public Administration.

33. NATIONAL INDUSTRIAL CONFERENCE BOARD. *New Product Development*, by Elliott F. Higgins. New York, 1950. Pp. 48.

### Occupations

34. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *The Dress Designer*. London, H.M.S.O., 1950. Pp. 12.

35. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *Cutlery Manufacture*. London, H.M.S.O., 1950. Pp. 14.

36. HAWKINS, ALFRED W. *Teaching for Trades; A Guide to the Training of Workers in Manual Trades*. London, Sir Isaac Pitman and Sons, 1948. Pp. 70.

37. MENOMONIE (WIS.) STOUT INSTITUTE. *An Analysis of Community Occupational Surveys, 1939-1949*. Menomonie, 1949. Pp. 43.

38. NEW YORK (STATE) DEPT. OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Homework on Direct Mail Operations*. New York, 1949. Pp. 61.

39. U.S. BUREAU OF LABOR STATISTICS. *Employment Outlook for Engineers; Employment Trends and Outlook, Earnings and Occupational Mobility*. Washington, G.P.O., 1949. Pp. 119.

40. U.S. DEPT. OF COMMERCE. *Establishing and Operating a Gift and Art Shop*, by Arthur J. Peel. Washington, G.P.O., 1949. Pp. 49.

41. U.S. DEPT. OF COMMERCE. OFFICE OF DOMESTIC COMMERCE. *Establishing and Operating a Letter Shop*. Washington, G.P.O., 1949. Pp. 34.

42. U.S. WOMEN'S BUREAU. *Women in the Federal Service, 1923-1947. Part I—Trends in Employment*. Washington, G.P.O., 1949. Pp. 82.

## Social Security

43. MERIAM, LEWIS. *The Cost and Financing of Social Security*, by Lewis Meriam and Karl Schlotterbeck. With a Chapter on Veterans' Benefits by Mildred Maroney. Washington, Brookings Institution, 1950. Pp. 193.

44. ZWEIG, FERDYNAND. *Labour, Life and Poverty*. London, V. Gollancz, 1948. Pp. 201.

## Wages and Hours

45. GREAT BRITAIN MINISTRY OF LABOUR AND NATIONAL SERVICE. *Time Rates of Wages and Hours of Labour, 1st October, 1949*. London, H.M.S.O., 1949. Pp. 191.

46. U.S. BUREAU OF LABOR STATISTICS. *Employment and Earnings of Radio Artists*. Washington, 1949. 3 parts.

Report

No. 1:

*Employment and Unemployment.*

No. 2:

*Earnings from Radio Performing.*

No. 3:

*Total Earnings, 1947.*

47. U.S. BUREAU OF LABOR STATISTICS. *Salaries of Office Workers in Large Cities, 1949*; Part IV—Cincinnati, Dallas, Washington D.C. Washington, G.P.O., 1949. Pp. 25.

## Miscellaneous

48. CANADA. DEPT. OF JUSTICE. COMBINES INVESTIGATION ACT. *Matches*; Investigation Into an Alleged Combine in the Manufacture, Distribution and Sale of Matches. Ottawa, King's Printer, 1949. Pp. 134.

49. CHAMBER OF COMMERCE OF THE UNITED STATES OF AMERICA. COMMITTEE ON ECONOMIC POLICY. *Socialism in America*. Washington, 1950. Pp. 74.

50. CLEMENT, MARCEL. *L'Organisation Professionnelle*. Montreal, Les Editions Bellarmin, 1950. Pp. 32.

51. COLE, MARGARET I. *Growing Up into Revolution*. London, Longmans, Green and Company, 1949. Pp. 224.

52. COUNCIL OF EUROPE. *Statute of the Council of Europe, London, 5th May, 1949*. London, H.M.S.O., 1949. Pp. 19.

53. NATIONAL CONFERENCE ON THE CARE OF OLD PEOPLE, LONDON, 1948. *Problems and Progress in Old People's Welfare*. London, National Council of Social Service, 1949. Pp. 43.

54. *The People's Year Book, 1950*. Manchester, Co-operative Wholesale Society: Publications Department, 1950. Pp. 144.

55. SASKATCHEWAN. ROYAL COMMISSION ON THE COAL INDUSTRY OF SASKATCHEWAN. *Report, 1949*. Regina, King's Printer, 1950. Pp. 79.

56. UNITED NATIONS EDUCATIONAL, SCIENTIFIC AND CULTURAL ORGANIZATION. *Study Abroad*; International Handbook, Fellowships, Scholarships, Educational Exchange. Paris, 1949. Pp. 363.

57. U.S. BUREAU OF LABOR STATISTICS. *Consumers' Cooperatives: Operations in 1948*; A Report on Membership, Business, and Operating Results. Washington, G.P.O., 1949. Pp. 15.

58. U.S. OFFICE OF PUBLIC AFFAIRS. DIVISION OF PUBLICATIONS. *Point Four*; Co-operative Program for and in the Development of Economically Underdeveloped Areas. Washington, G.P.O., 1950. Pp. 167.

59. *Indian Studies*. Delhi, United Publications, 1945. Pp. 177.

60. INTERNATIONAL REFUGEE ORGANIZATION. *Constitution Adopted by the United States of America and Other Governments*. Washington, G.P.O., 1949. Pp. 117.

61. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Corporate Legal Departments*. New York, 1950. Pp. 31.

62. ZWEIG, F. *Men in the Pits*. London, Victor Gollancz, 1949. Pp. 176.



# LABOUR STATISTICS

	PAGE
Table 1—Statistics Reflecting Industrial Conditions in Canada.....	752
<b>A—Labour Force</b>	
<i>Immigration Branch, Department of Citizenship and Immigration</i>	
Table A-1—Immigration of Adult Males, Adult Females and Children to Canada.....	753
Table A-2—Distribution of All Immigration by Region.....	754
Table A-3—Distribution of Male Immigrants by Occupation.....	754
<b>B—Labour Income</b>	
<i>Dominion Bureau of Statistics Monthly Estimates of Labour Income</i>	
Table B-1—Monthly Estimates of Canadian Labour Income.....	755
<b>C—Employment, Hours and Earnings</b>	
<i>Dominion Bureau of Statistics: The Employment Situation (as reported by employers having 15 or more employees)</i>	
Table C-1—Employment and Earnings by Province, City and Industry.....	756
Table C-2—Index Numbers of Employment and Earnings since 1941.....	757
Table C-3—Index Numbers of Employment by Provinces since 1933.....	757
Table C-4—Employment and Earnings by Industry.....	758
Table C-5—Sex Distribution of Employed Persons.....	759
<i>Dominion Bureau of Statistics: Hours and Earnings (as reported by employers having 15 or more employees)</i>	
Table C-6—Hours and Hourly Earnings in Manufacturing.....	760
Table C-7—Weekly Salaries and Wages in Manufacturing.....	760
Table C-8—Hours and Earnings in Manufacturing by Provinces and Cities.....	760
Table C-9—Hours and Earnings by Industry.....	761
<i>Economics and Research Branch, Department of Labour</i>	
Table C-10—Real Earnings in Manufacturing.....	762
<b>D—Employment Service Statistics</b>	
<i>Dominion Bureau of Statistics</i>	
Table D-1—Unfilled Vacancies and Unplaced Applicants as at First of Month.....	763
Table D-2—Unfilled Vacancies by Industry and by Sex.....	763
Table D-3—Unfilled Vacancies and Unplaced Applicants by Occupation and by Sex.....	764
Table D-4—Vacancies, Referrals and Placements (Weekly Average).....	764
Table D-5—Activities of National Employment Service Offices.....	765
Table D-6—Applications and Placements Since 1939.....	767
<b>E—Unemployment Insurance</b>	
<i>Unemployment Insurance Commission and Dominion Bureau of Statistics Report on the Operation of the Unemployment Insurance Act</i>	
Table E-1—Registration of Employers and Employees.....	768
Table E-2—Persons Signing the Live Unemployment Register by Number of Days Continuously on the Register.....	768
Table E-3—Claims for Benefit Since 1942.....	768
Table E-4—Claims for Benefit by Provinces and Disposal of Claims.....	769
Table E-5—Claimants not Entitled to Benefits with Reason for Non-Entitlement.....	769
Table E-6—Number Receiving Benefit with Amount Paid.....	769
Table E-7—Unemployment Insurance Fund.....	770
<b>F—Prices</b>	
<i>Dominion Bureau of Statistics</i>	
Table F-1—Index Numbers of the Cost of Living in Canada.....	771
Table F-2—Index Numbers of the Cost of Living for Eight Cities of Canada.....	780
Table F-3—Index Numbers of Staple Food Items.....	780
Table F-4—Retail Prices of Staple Foods, Coal and Rentals by Cities.....	772
Table F-5—Index Numbers of Wholesale Prices in Canada.....	781
Table F-6—Index Numbers for Canada and Other Countries.....	782
<b>G—Strikes and Lockouts</b>	
<i>Economics and Research Branch, Department of Labour</i>	
Table G-1—Strikes and Lockouts in Canada by Month.....	783
Table G-2—Strikes and Lockouts in Canada during March.....	784

TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

	1950		1949	1948	1944	1939
	Mar.	Feb.	Feb.	Feb.	Feb.	Feb.
<b>Labour Force—</b>						
Civilian labour force (1).....000	5,108	5,200	4,964	4,825	†	†
Employed (1).....000	4,796	5,053	4,858	4,669	†	†
Male (1).....000		3,967	3,835	3,687	†	†
Female (1).....000		1,080	1,023	982	†	†
Paid workers (1).....000		3,580	3,441	3,245	†	†
Unemployed (1).....000	312	147	106	156	†	†
Index of employment (2).....		187.3	190.5	189.3	183.2	106.5
Unemployment in trade unions (3).....%		4.8	3.4	1.7	0.8	16.2
Immigration.....No.		4,959	6,648	5,209	567	712
Adult males.....No.		1,906	2,797	2,234	118	159
<b>Earnings and Hours—</b>						
Total labour income.....\$000,000			605	548	†	†
Per capita weekly earnings.....\$		43.99	42.92	38.63	31.70	†
Average hourly earnings.....cents		100.9	97.2	86.6	†	†
Average hours worked per week.....		42.3	42.9	42.8	†	†
Average real weekly earnings; index (4).....		108.0	107.0	101.0	†	†
<b>National Employment Service—</b>						
Unplaced applicants (5).....000	376.0	375.6	256.7	186.8	†	†
Unfilled vacancies (5).....000	23.7	19.2	23.6	34.4	†	†
Placements, weekly average.....000	9.5	8.0	8.8	9.7	†	†
<b>Unemployment Insurance—</b>						
Claims.....000	286.2	297.2	197.7	130.8	12.3	†
Balance in fund.....\$000,000		587.8	527.1	440.8	190.3	†
<b>Price Indexes—</b>						
Wholesale (6).....	159.3	158.0	158.1	147.3	102.7	73.2
Cost of living (6).....	163.7	161.6	159.5	150.1	118.9	100.7
Residential building materials (6).....	227.0	227.4	230.4	207.8	(10)146.6	(10)102.3
<b>Production—</b>						
Industrial production index (6).....		186.4	180.0	181.6	206.8	102.0
Mineral production index (6).....		108.6	129.5	120.4	115.3	111.1
Manufacturing index (6).....		194.6	190.6	194.2	228.0	99.9
Electric power.....000,000 k.w.h.	4,177	3,771	3,400	3,493	3,298	2,214
<b>Construction—</b>						
Contracts awarded.....\$000,000			63.3	15.1	16.2	11.3
Dwelling units, started.....000			1.7	1.9	†	†
Completed.....000			4.8	3.8	†	†
Under construction.....000 tons			49.7	38.3	†	†
Pig iron.....000 tons	174.9	157.2	172.3	151.1	141.9	41.3
Steel ingots and castings.....000 tons	294.3	258.1	259.3	239.6	229.9	77.2
Inspected slaughterings, cattle.....000	102.5	93.7	91.2	101.7	93.8	54.9
Hogs.....000	447.9	350.7	276.0	446.4	933.9	245.0
Flour production.....000 bbl.		1.61	1.46	1.80	2.09	1.04
Newsprint.....000 tons	451.6	399.0	372.3	344.6	240.0	200.6
Cement producers' shipments.....000,000 bbl.		0.8	0.9	0.6	0.2	0.1
Automobiles and trucks.....000	30.1	30.1	17.2	16.4	13.9	14.3
Gold.....000 fine oz.		350.7	307.6	261.6	257.6	391.0
Copper.....000 tons		22.3	21.5	19.1	22.9	20.2
Lead.....000 tons		11.0	10.6	13.0	14.9	13.3
Nickel.....000 tons		8.5	10.9	9.7	11.2	8.7
Zinc.....000 tons		22.4	20.0	17.3	23.3	12.7
Coal.....000 tons	1,916	1,773	1,686	1,155	1,465	1,290
<b>Distribution—</b>						
Wholesale sales index, unadjusted (6).....		244.8	244.8	239.8	168.7	79.9
Retail sales.....\$000,000		511.3	468.5	444.7	†	†
Imports, excluding gold.....\$000,000	237.4	200.2	206.0	182.2	138.4	40.4
Exports, excluding gold.....\$000,000	228.2	199.5	205.0	208.3	277.2	61.7
<b>Railways—</b>						
Revenue freight, ton miles.....000,000		4,044	4,541	4,686	5,024	1,707
Car loadings, revenue freight.....000	292.9	280.6	289.5	285.6	268.5	159.4
<b>Banking and Finance—</b>						
Common stocks, index (6).....	118.7	118.3	108.1	102.2	82.0	104.1
Preferred stocks, index (6).....	154.0	153.0	144.0	141.0	118.6	101.8
Bond yields, Dominion, index (6).....	90.2	90.3	95.2	92.1	97.3	97.2
Cheques cashed, individual accounts.....\$000,000	7,730	6,000	5,976	5,551	4,208	2,050
Bank loans, current, public.....\$000,000		2,182	2,033	1,861	956	787
Money Supply.....\$000,000		4,413	4,091	3,894	(9)3,153	(9)1,370
Circulating media in hands of public.....\$000,000		1,143	1,139	1,104	(9)990	(9)281
Deposits.....\$000,000		3,270	2,952	2,790	(9)2,163	(9)1,089

NOTE.—Many of the statistical data in this table are included in the *Canadian Statistical Review* issued by the Dominion Bureau of Statistics.

†Comparable statistics are not available. (1) Labour Force survey figures given are as of Oct. 29, 1949, Nov. 20, 1948 and Feb. 21, 1948. (2) Base 1926 = 100. (3) Figures are as at end of quarter ending Dec. 31, 1949, 1948, 1944 and 1939 respectively. (4) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average for 1946 = 100. (5) First of month. (6) Base 1935-1939 = 100. (7) Figures are for four week periods. (8) Annual figures; monthly not available. (9) Year-end figures. (10) Annual index.

## A—Labour Force

**TABLE A-1.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA**

(SOURCE: Department of Citizenship and Immigration, Immigration Branch)

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
1945—Total.....	4,259	11,620	6,843	22,722
1946—Total.....	9,934	40,818	20,967	71,719
1947—Total.....	27,281	24,787	12,059	64,127
1948—				
January.....	2,986	2,794	1,468	7,248
February.....	2,234	1,904	1,071	5,209
March.....	4,184	3,963	2,472	10,619
April.....	4,630	3,008	1,778	9,416
May.....	4,141	3,076	2,243	9,460
June.....	7,382	4,747	3,194	15,323
July.....	4,770	4,004	2,329	11,103
August.....	4,995	3,616	2,347	10,958
September.....	4,383	4,755	2,733	11,871
October.....	4,920	5,405	2,758	13,083
November.....	4,473	4,238	2,418	11,129
December.....	3,888	3,681	2,426	9,995
Total.....	52,986	45,191	27,237	125,414
1949—				
January.....	2,884	2,845	1,720	7,449
February.....	2,797	2,342	1,509	6,648
March.....	3,690	3,104	2,374	9,168
April.....	4,242	2,910	1,940	9,092
May.....	3,987	2,963	2,234	9,184
June.....	5,012	3,770	3,185	11,967
July.....	4,455	3,543	2,618	10,616
August.....	3,057	2,855	1,939	7,851
September.....	1,706	1,494	974	4,174
October.....	2,831	2,907	1,814	7,552
November.....	2,430	2,389	1,533	6,352
December.....	1,953	1,835	1,376	5,164
Total.....	39,044	32,957	23,216	95,217
1950—				
January.....	1,234	1,414	1,062	3,710
February.....	1,906	1,676	1,377	4,959
Total (2 Months 1950).....	3,140	3,090	2,439	8,669
Total (2 Months 1949).....	5,681	5,187	3,229	14,097



**TABLE A-2.—DISTRIBUTION OF ALL IMMIGRATION BY REGION**

(SOURCE: Department of Citizenship and Immigration, Immigration Branch)

Month	Maritimes	Quebec	Ontario	Prairies	B.C., Yukon, N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—						
January.....	211	1,542	3,770	1,319	607	7,449
February.....	183	1,167	3,983	823	492	6,646
March.....	243	1,475	4,669	2,090	691	9,168
April.....	202	1,576	4,569	2,071	674	9,092
May.....	306	1,936	4,653	1,464	825	9,184
June.....	354	1,907	6,088	2,636	982	11,967
July.....	318	2,104	5,457	1,890	847	10,616
August.....	212	1,657	3,846	1,436	700	7,851
September.....	145	1,083	1,937	625	384	4,174
October.....	259	1,479	3,654	1,501	659	7,552
November.....	242	1,231	3,336	915	628	6,352
December.....	102	848	2,645	1,134	435	5,164
Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—						
January.....	115	641	1,988	703	263	3,710
February.....	127	874	2,694	779	485	4,959
Total (2 months 1950).....	242	1,515	4,682	1,482	748	8,669
Total (2 months 1949).....	394	2,709	7,753	2,142	1,099	14,097

**TABLE A-3.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION**

(SOURCE: Department of Citizenship and Immigration, Immigration Branch)

Month	Agriculture	Unskilled and Semi- skilled	Skilled	Trading	Others Including Mining	Total
1946—Total.....	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total.....	4,174	7,363	8,546	4,211	2,987	27,281
1948—Total.....	18,370	10,416	14,031	4,345	5,824	52,986
1949—						
January.....	1,137	427	801	243	276	2,884
February.....	1,386	414	589	231	177	2,797
March.....	1,818	544	845	278	205	3,690
April.....	2,055	650	891	285	361	4,242
May.....	2,164	538	777	268	240	3,987
June.....	2,535	889	1,020	285	283	5,012
July.....	2,063	700	803	288	601	4,455
August.....	1,405	496	586	236	334	3,057
September.....	440	189	393	203	481	1,706
October.....	1,173	423	641	241	353	2,831
November.....	926	440	593	260	211	2,430
December.....	1,016	228	397	180	132	1,953
Total.....	18,118	5,938	8,336	2,998	3,654	39,044
1950—						
January.....	483	152	278	180	141	1,234
February.....	970	252	386	160	138	1,906
Total (2 months 1950).....	1,453	404	664	340	279	3,140
Total (2 months 1949).....	2,523	841	1,390	474	453	5,681

## B—Labour Income

**TABLE B-1.—MONTHLY ESTIMATES OF CANADIAN LABOUR INCOME**

(\$ Millions)

	Agriculture, Logging, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services (including Government)	Supplementary Labour Income	Total
1938—Average.....	22	59	9	56	59	5	209
1939—Average.....	23	62	8	57	59	5	215
1940—Average.....	27	77	11	63	62	5	245
1941—Average.....	29	107	16	73	67	8	299
1942—Average.....	30	143	18	80	73	10	354
1943—Average.....	31	169	18	86	78	13	395
1944—Average.....	33	172	13	95	83	13	409
1945—Average.....	35	156	15	101	90	13	410
1946—Average.....	42	146	24	114	103	14	443
1947—Average.....	47	175	33	133	113	17	518
1948—January.....	52	187	30	139	119	18	543
February.....	52	193	29	139	116	18	548
March.....	47	189	28	140	120	19	544
April.....	43	194	34	142	121	18	551
May.....	47	195	37	147	125	18	570
June.....	51	201	43	150	130	20	595
July.....	53	201	48	153	130	20	606
August.....	55	204	48	157	130	20	614
September.....	57	220	48	185	130	22	663*
October.....	57	213	48	164	130	21	633
November.....	56	214	46	166	130	21	632
December.....	52	211	39	164	129	21	614
1949—January.....	49	211	35	159	133	20	607
February.....	47	213	34	159	131	20	605
March.....	42	214	35	161	134	20	606
April.....	40	213	39	163	134	19	610
May.....	46	209	42	166	138	20	622
June.....	51	216	46	170	141	20	645
July.....	51	214	49	172	142	21	649
August.....	55	218	51	172	139	23	658
September.....	54	220	53	174	138	22	662
October.....	53	219	52	175	141	22	663
November.....	51	218	50	177	143	23	661
December.....	47	217	41	174	141	22	642
1950—January.....	43	213	37	166	140	22	620

\* Includes retroactive wage payments to railway system employees.

All totals are rounded to the nearest million independently. Therefore, the final total does not necessarily agree with the sum of the individual estimates.

## C—Employment, Hours and Earnings

**TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY**

(The latest figures are subject to revision)

SOURCE: *The Employment Situation*, D.B.S.

Tables C-1 to C-5 are based on reports from employers having 15 or more employees—At February 1, 21,028 employers in the eight leading industries reported a total employment of 1,961,609 and total payrolls of \$86,121,756

Geographical and Industrial Unit	Index Numbers Based on June 1, 1941, as 100 p.c.								
	Average Weekly Salaries and Wages at			Employment			Payrolls		
	Feb. 1 1950	Jan. 1 1950	Feb. 1 1949	Feb. 1 1950	Jan. 1 1950	Feb. 1 1949	Feb. 1 1950	Jan. 1 1950	Feb. 1 1949
(a) PROVINCES	\$	\$	\$						
<b>Maritime Provinces</b> .....	<b>38.75</b>	<b>37.26</b>	<b>38.70</b>	<b>109.6</b>	<b>113.5</b>	<b>110.4</b>	<b>193.7</b>	<b>192.7</b>	<b>194.8</b>
Prince Edward Island.....	33.28	33.52	33.75	142.2	147.2	130.6	217.3	226.6	203.6
Nova Scotia.....	38.99	37.35	38.58	101.1	103.5	102.7	174.1	170.6	174.6
New Brunswick.....	38.76	37.35	39.13	121.9	128.2	122.1	226.4	229.5	229.5
<b>Quebec</b> .....	<b>42.08</b>	<b>40.33</b>	<b>41.16</b>	<b>118.2</b>	<b>121.7</b>	<b>122.7</b>	<b>207.7</b>	<b>204.8</b>	<b>210.8</b>
<b>Ontario</b> .....	<b>45.65</b>	<b>43.99</b>	<b>44.27</b>	<b>124.6</b>	<b>127.2</b>	<b>125.7</b>	<b>210.2</b>	<b>206.7</b>	<b>205.4</b>
<b>Prairie Provinces</b> .....	<b>43.51</b>	<b>42.87</b>	<b>43.16</b>	<b>131.5</b>	<b>139.0</b>	<b>129.9</b>	<b>216.1</b>	<b>225.1</b>	<b>211.9</b>
Manitoba.....	42.93	42.28	42.25	127.8	133.5	126.1	207.2	213.2	201.3
Saskatchewan.....	42.72	42.85	41.67	114.3	126.0	114.8	188.1	208.1	184.3
Alberta.....	44.60	43.60	45.00	147.1	154.4	144.5	245.2	251.7	243.0
<b>British Columbia</b> .....	<b>45.74</b>	<b>44.33</b>	<b>45.03</b>	<b>129.9</b>	<b>143.2</b>	<b>134.5</b>	<b>209.0</b>	<b>223.2</b>	<b>212.6</b>
<b>CANADA</b> .....	<b>43.90</b>	<b>42.38</b>	<b>42.92</b>	<b>122.7</b>	<b>127.0</b>	<b>124.8</b>	<b>209.0</b>	<b>208.9</b>	<b>207.6</b>
(b) CITIES									
Montreal.....	42.60	41.01	41.48	131.2	133.0	130.8	218.0	212.7	211.7
Quebec.....	36.50	35.09	35.39	109.8	113.2	110.5	194.3	192.6	189.5
Toronto.....	45.39	43.70	43.57	133.7	136.4	131.8	226.8	222.7	214.0
Ottawa.....	38.61	37.25	37.22	129.2	135.9	130.1	215.6	218.9	209.2
Hamilton.....	48.11	46.36	46.59	121.7	124.0	121.8	212.3	208.6	206.5
Windsor.....	52.50	49.52	50.85	124.5	125.4	119.4	175.8	167.1	163.2
Winnipeg.....	39.71	38.93	38.60	131.4	137.6	130.0	204.7	210.2	197.3
Vancouver.....	44.12	42.04	42.89	147.4	155.3	154.6	244.7	245.5	248.8
Halifax.....	35.84	34.16	36.21	124.0	127.2	126.4	194.6	190.3	199.6
Saint John.....	38.26	36.26	35.71	131.3	133.4	132.9	233.5	224.7	221.3
Sherbrooke.....	36.88	35.18	36.56	115.0	114.9	118.0	204.3	194.7	207.7
Three Rivers.....	42.18	40.11	42.27	122.0	124.6	127.0	198.4	192.7	206.9
Brantford.....	44.74	42.53	44.34	.....	.....	.....	.....	.....	.....
Kitchener-Waterloo.....	41.83	40.26	41.16	133.7	136.1	132.3	246.7	241.7	239.9
London.....	42.15	40.30	40.11	152.6	153.2	148.8	262.7	242.5	234.6
Fort William-Port Arthur.....	46.52	43.31	45.61	69.5	73.1	76.9	124.0	121.5	132.0
*St. Catharines.....	50.81	47.66	49.73	.....	.....	.....	.....	.....	.....
Regina.....	38.63	39.93	37.58	128.2	135.9	125.6	210.9	231.2	199.9
Saskatoon.....	37.99	38.00	36.81	142.0	148.4	139.5	246.2	257.4	234.2
Calgary.....	42.62	41.25	41.28	142.3	149.8	135.6	240.6	245.3	220.8
Edmonton.....	41.24	39.31	39.92	173.7	183.1	164.8	290.8	292.2	264.8
Victoria.....	40.98	40.56	40.79	140.9	150.8	143.2	228.7	242.2	232.0
(c) INDUSTRIES									
<b>Manufacturing</b> .....	<b>45.39</b>	<b>43.62</b>	<b>44.17</b>	<b>118.3</b>	<b>118.9</b>	<b>120.6</b>	<b>206.9</b>	<b>199.8</b>	<b>205.3</b>
Durable Goods <sup>(1)</sup> .....	48.27	46.61	47.17	111.3	112.7	116.3	191.4	186.9	195.1
Non-Durable Goods.....	42.45	40.52	41.12	123.0	122.7	122.9	221.7	211.0	215.1
Electric Light and Power.....	50.86	49.47	48.12	162.4	166.0	158.0	262.6	261.2	240.2
Logging.....	38.07	37.41	38.81	122.0	150.8	177.4	231.2	284.8	342.4
Mining.....	52.63	50.27	52.50	101.8	101.7	100.9	167.8	160.1	165.8
Communications.....	41.85	43.09	39.08	202.9	203.8	187.0	306.6	317.2	265.3
Transportation.....	51.43	51.63	51.07	132.3	137.2	136.5	207.8	216.3	212.8
Construction and Maintenance.....	41.85	39.55	41.76	104.3	113.2	102.8	189.4	194.2	186.6
Services <sup>(2)</sup> .....	29.08	28.56	27.37	141.3	142.5	142.3	247.9	245.4	235.1
Trade.....	38.32	37.06	36.59	145.5	159.4	141.0	233.6	247.4	216.4
<b>Eight Leading Industries</b> .....	<b>43.90</b>	<b>42.38</b>	<b>42.92</b>	<b>122.7</b>	<b>127.0</b>	<b>124.8</b>	<b>209.0</b>	<b>208.9</b>	<b>207.6</b>
Finance.....	41.34	41.20	39.33	148.6	148.3	143.4	211.8	210.7	194.2
<b>Nine Leading Industries</b> .....	<b>43.79</b>	<b>42.33</b>	<b>42.77</b>	<b>123.7</b>	<b>127.8</b>	<b>125.5</b>	<b>209.1</b>	<b>209.0</b>	<b>207.1</b>

(1) This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, as listed in Table C-4, with the exception of electric light and power.

(2) Mainly hotels and restaurants and laundry and dry-cleaning plants.

\* Includes Welland, Thorold and Merriton.



**TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941**

(Base:—June 1, 1941=100)

(The latest figures are subject to revision)

Source: *The Employment Situation, D.B.S.*

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of			Average Weekly Salaries and Wages	Index Numbers of			Average Weekly Salaries and Wages
	Employment	Aggregate Weekly Payrolls	Average Weekly Salaries and Wages		Employment	Aggregate Weekly Payrolls	Average Weekly Salaries and Wages	
			\$				\$	
June 1, 1941.....	100.0	100.0	100.0	25.25	100.0	100.0	100.0	25.57
Feb. 1, 1946.....	109.5	135.5	126.6	31.97	108.8	135.4	126.8	32.43
Feb. 1, 1947.....	118.3	160.6	138.7	35.03	115.4	156.8	138.2	35.34
Feb. 1, 1948.....	124.0	185.7	153.0	38.63	119.5	181.3	154.0	39.38
Jan. 1, 1949.....	128.4	204.5	162.8	41.10	120.7	196.6	165.4	42.28
Feb. 1, 1949.....	124.8	207.6	170.0	42.92	120.6	205.3	172.7	44.17
Mar. 1, 1949.....	123.7	207.5	171.4	43.27	120.8	206.6	173.6	44.39
April 1, 1949.....	122.9	206.5	171.7	43.35	120.8	207.4	174.2	44.54
May 1, 1949.....	123.8	207.3	171.0	43.19	121.0	207.1	173.8	44.45
June 1, 1949.....	127.4	209.0	167.6	43.32	122.1	203.7	169.4	43.31
July 1, 1949.....	130.6	217.6	170.1	42.96	123.5	209.8	172.4	44.09
Aug. 1, 1949.....	131.3	218.9	170.3	43.01	122.9	208.5	172.2	44.04
Sept. 1, 1949.....	132.4	222.0	171.4	43.27	124.5	212.1	172.9	44.20
Oct. 1, 1949.....	132.4	223.8	172.5	43.55	124.2	214.4	175.4	44.84
Nov. 1, 1949.....	132.3	224.8	173.5	43.80	122.9	213.6	176.4	45.10
Dec. 1, 1949.....	132.2	224.7	173.5	43.81	121.7	212.9	177.5	45.38
Jan. 1, 1950.....	127.0	208.9	167.8	42.38	118.9	199.8	170.6	43.62
Feb. 1, 1950.....	122.7	209.0	173.9	43.90	118.3	206.9	177.5	45.39

**TABLE C-3.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS**

(Average calendar year 1926=100)

(The latest figures are subject to revision)

Source: *The Employment Situation, D.B.S.*

	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Feb. 1, 1934.....	91.4	101.3	.....	.....	.....	88.5	95.3	84.7	.....	.....	.....	84.1
Feb. 1, 1935.....	94.6	100.1	.....	.....	.....	89.5	100.2	89.2	.....	.....	.....	89.6
Feb. 1, 1936.....	98.4	102.2	.....	.....	.....	95.2	102.4	93.7	.....	.....	.....	94.1
Feb. 1, 1937.....	104.1	107.5	.....	.....	.....	106.7	108.4	91.4	.....	.....	.....	91.3
Feb. 1, 1938.....	110.4	112.3	76.0	116.4	109.6	114.5	116.2	91.7	91.1	89.0	94.4	96.4
Feb. 1, 1939.....	106.5	100.5	79.2	107.8	92.9	113.0	109.2	93.9	89.2	96.0	99.9	96.2
Feb. 1, 1940.....	114.4	118.4	85.1	124.9	112.5	116.0	120.2	100.8	96.2	98.0	109.6	100.0
Feb. 1, 1941.....	135.2	135.2	130.6	142.7	126.3	139.4	143.4	112.2	107.7	108.4	121.7	118.0
Feb. 1, 1942.....	165.4	178.8	115.1	202.4	153.4	176.7	173.3	126.8	123.3	109.9	143.2	140.5
Feb. 1, 1943.....	181.2	167.4	108.3	184.1	150.1	198.7	186.6	134.7	132.7	121.8	146.5	181.4
Feb. 1, 1944.....	183.2	177.1	126.8	189.9	163.9	198.5	184.8	145.1	139.6	129.5	163.8	188.0
Feb. 1, 1945.....	178.9	179.9	123.7	192.4	167.6	189.1	184.3	145.3	142.4	134.8	156.5	172.0
Feb. 1, 1946.....	167.2	165.7	122.2	172.3	159.9	170.4	173.9	145.7	140.1	136.2	160.4	159.8
Feb. 1, 1947.....	180.7	168.0	124.7	172.3	165.2	186.2	187.6	154.6	148.3	142.9	171.7	180.8
Feb. 1, 1948.....	189.3	179.9	170.2	182.4	177.4	193.6	198.6	156.4	152.6	148.3	167.4	190.3
Jan. 1, 1949.....	196.0	177.2	151.8	178.2	177.6	198.2	206.1	173.9	162.4	158.0	201.8	192.4
Feb. 1, 1949.....	190.5	168.2	139.9	172.4	164.7	193.0	202.8	166.7	157.3	146.2	194.4	181.5
Mar. 1, 1949.....	188.9	167.1	139.1	170.3	164.8	190.2	201.8	165.6	156.4	145.9	192.3	179.6
April 1, 1949.....	187.6	167.4	163.0	173.1	160.5	184.8	200.2	166.0	155.4	146.8	194.6	188.8
May 1, 1949.....	189.1	163.3	139.8	170.7	155.2	186.4	200.1	170.5	159.9	153.0	198.0	196.9
June 1, 1949.....	194.5	169.0	151.2	176.4	160.7	194.6	202.4	177.4	163.7	165.1	206.3	204.7
July 1, 1949.....	199.5	187.4	152.8	202.0	176.6	198.0	206.4	181.8	168.0	167.3	212.2	209.1
Aug. 1, 1949.....	200.5	188.9	157.6	203.8	171.7	199.4	205.5	185.6	170.7	169.7	218.6	212.6
Sept. 1, 1949.....	202.1	190.4	165.3	205.7	172.1	199.5	208.3	186.6	171.7	169.9	220.0	215.1
Oct. 1, 1949.....	202.2	192.0	165.9	208.8	172.0	199.5	209.2	185.9	173.6	170.8	214.3	211.9
Nov. 1, 1949.....	202.0	188.6	165.0	206.1	167.5	202.0	208.6	185.2	173.1	171.8	212.3	208.7
Dec. 1, 1949.....	201.8	193.7	171.4	208.0	176.6	201.9	208.7	184.5	172.0	170.8	212.4	203.2
Jan. 1, 1950.....	194.0	172.9	157.7	173.7	172.9	191.4	205.1	178.3	166.5	160.5	207.7	193.2
Feb. 1, 1950.....	187.3	167.1	152.3	169.8	164.5	186.0	201.0	168.7	159.4	145.6	197.8	175.3
Relative Weight of Employment by Provinces and Economic Areas as at February 1, 1950.....	100.0	6.7	.2	3.7	2.8	28.9	43.6	12.1	5.4	2.2	4.5	8.7

Note:—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of employees reported in Canada by the firms making returns at the date under review.

**TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY**

(The latest figures are subject to revision)  
 SOURCE: *The Employment Situation*, D.B.S.

Industries	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941, as 100 p.c.					
				Employment			Aggregate Payrolls		
	Feb. 1 1950	Jan. 1 1950	Feb. 1 1949	Feb. 1 1950	Jan. 1 1950	Feb. 1 1949	Feb. 1 1950	Jan. 1 1950	Feb. 1 1949
	\$	\$	\$						
<b>Manufacturing</b> .....	<b>45-39</b>	<b>43-62</b>	<b>44-17</b>	<b>118-3</b>	<b>118-9</b>	<b>120-6</b>	<b>206-9</b>	<b>199-8</b>	<b>205-3</b>
Animal products—edible.....	44-62	43-07	42-36	118-2	126-6	119-5	207-8	215-0	201-9
Fur and products.....	41-93	39-79	37-94	127-2	135-0	138-3	199-3	200-9	196-2
Leather and products.....	33-36	31-29	32-81	106-6	104-2	109-5	188-6	172-9	189-6
Boots and shoes.....	32-06	29-52	31-75	107-2	104-4	111-2	193-5	173-6	198-8
Lumber and its products.....	39-20	37-35	38-96	110-3	115-1	114-7	199-5	198-4	207-0
Rough and dressed lumber.....	40-11	38-56	40-36	101-9	108-5	103-9	191-6	196-1	197-2
Furniture.....	39-16	37-24	38-16	157-5	157-8	157-8	226-9	216-3	223-4
Other lumber products.....	35-96	33-04	35-69	98-2	101-6	115-4	191-2	181-8	222-8
Plant products—edible.....	37-97	36-29	36-67	128-6	132-7	125-6	215-3	212-3	203-8
Pulp and paper products.....	50-97	48-53	50-60	138-2	137-9	138-3	237-6	225-7	235-9
Pulp and paper.....	58-07	54-83	58-11	121-0	120-9	127-4	221-7	210-0	234-5
Paper products.....	41-64	38-96	39-60	169-6	170-4	163-6	292-3	274-6	267-5
Printing and publishing.....	48-36	46-65	45-11	147-9	146-9	142-7	240-1	230-0	216-0
Rubber products.....	46-77	44-85	46-16	126-5	126-7	129-0	252-3	242-5	254-2
Textile products.....	35-86	33-01	34-75	117-4	113-4	117-9	219-7	195-3	214-0
Thread, yarn and cloth.....	39-70	37-21	38-50	113-9	111-9	115-2	238-4	219-5	234-7
Cotton yarn and cloth.....	38-60	37-67	38-56	95-6	92-9	95-1	191-3	181-5	190-2
Woolen yarn and cloth.....	37-73	35-33	36-13	101-7	100-0	111-1	214-9	197-8	223-9
Synthetic silk and silk goods.....	42-47	37-64	40-67	153-7	153-8	152-2	351-9	311-9	334-0
Hosiery and knit goods.....	32-88	30-10	31-16	113-6	112-1	122-3	204-9	185-0	210-2
Garments and personal furnishings.....	32-72	29-28	31-94	130-4	122-0	126-3	220-9	185-0	208-7
Other textile products.....	38-12	35-51	36-93	94-4	94-3	95-4	179-2	164-9	173-7
Tobacco.....	39-20	37-97	37-77	136-4	135-0	139-4	298-2	285-8	293-4
Beverages.....	48-10	48-88	46-76	164-4	172-7	158-1	266-7	284-6	249-6
Chemicals and allied products.....	49-07	48-24	47-29	97-7	97-6	97-5	176-0	172-9	168-7
Clay, glass and stone products.....	46-91	45-09	45-34	139-1	138-8	140-7	265-1	254-2	259-1
Electric light and power.....	50-86	49-47	48-12	162-4	166-0	158-0	262-6	261-2	240-2
Electrical apparatus.....	49-03	47-48	47-36	167-8	167-0	167-0	307-7	296-6	296-0
Iron and steel products.....	50-25	48-61	49-28	104-0	104-9	109-7	171-8	167-7	177-7
Crude, rolled and forged products.....	53-43	50-91	52-31	128-8	131-4	144-2	187-0	181-7	204-3
Machinery (other than vehicles).....	48-71	46-61	47-09	107-1	108-9	118-3	182-1	177-2	193-8
Agricultural implements.....	50-30	49-42	49-89	174-6	174-4	211-0	325-0	318-9	389-6
Land vehicles and aircraft.....	51-21	50-85	50-83	101-4	102-5	100-2	159-7	160-4	156-9
Automobiles and parts.....	54-52	52-12	52-88	121-2	120-2	109-2	171-7	162-8	150-3
Steel shipbuilding and repairing.....	47-76	45-70	46-29	63-2	63-3	76-7	100-6	96-5	118-7
Heating appliances.....	44-58	40-78	43-78	154-8	152-3	154-6	261-1	234-9	256-2
Iron and steel fabrication (n.e.s.).....	50-82	48-31	48-59	98-6	98-6	100-3	211-3	200-9	205-1
Foundry and machine shop products.....	48-71	44-88	48-07	83-7	86-5	98-2	199-0	189-2	222-9
Other iron and steel products.....	48-15	45-02	46-54	96-7	96-6	101-3	169-9	158-6	172-3
Non-ferrous metal products.....	50-85	49-77	48-18	111-3	111-2	117-8	209-8	205-3	207-7
Non-metallic mineral products.....	55-84	55-55	53-56	121-0	121-4	119-5	230-9	230-5	218-5
Miscellaneous.....	39-21	37-37	37-52	161-2	159-4	151-6	282-0	265-8	272-1
<b>Logging</b> .....	<b>38-07</b>	<b>37-41</b>	<b>38-81</b>	<b>122-0</b>	<b>150-8</b>	<b>177-4</b>	<b>231-2</b>	<b>284-8</b>	<b>342-4</b>
<b>Mining</b> .....	<b>52-63</b>	<b>50-27</b>	<b>52-50</b>	<b>101-8</b>	<b>101-7</b>	<b>100-9</b>	<b>167-8</b>	<b>160-1</b>	<b>165-8</b>
Coal.....	48-45	47-39	52-40	98-9	98-0	101-9	188-3	182-4	209-7
Metallic ores.....	55-58	52-94	54-21	92-2	91-3	89-6	141-2	133-3	133-9
Non-metallic minerals (except coal).....	51-05	47-55	48-00	149-1	154-5	146-6	280-6	270-8	259-3
<b>Communications</b> .....	<b>41-85</b>	<b>43-09</b>	<b>39-08</b>	<b>202-9</b>	<b>203-8</b>	<b>187-0</b>	<b>306-6</b>	<b>317-2</b>	<b>265-3</b>
Telegraphs.....	44-94	45-55	43-85	119-0	122-3	120-2	210-0	218-6	206-8
Telephones.....	40-99	42-44	38-12	222-9	223-3	206-1	327-1	339-3	281-3
<b>Transportation</b> .....	<b>51-43</b>	<b>51-63</b>	<b>51-07</b>	<b>132-3</b>	<b>137-2</b>	<b>136-5</b>	<b>207-8</b>	<b>216-3</b>	<b>212-8</b>
Street railways, cartage and storage.....	46-93	46-29	44-73	153-7	155-9	152-4	247-5	247-6	233-3
Steam railway operation.....	56-20	57-83	57-33	129-6	132-7	133-2	201-0	211-9	210-8
Shipping and stevedoring.....	44-30	41-89	43-08	91-7	106-4	108-2	156-7	171-9	179-6
<b>Construction and Maintenance</b> .....	<b>41-85</b>	<b>39-55</b>	<b>41-76</b>	<b>104-3</b>	<b>113-2</b>	<b>102-8</b>	<b>189-4</b>	<b>194-2</b>	<b>186-6</b>
Building.....	44-43	39-97	44-15	146-2	157-4	144-9	227-1	219-9	223-6
Highway.....	37-57	37-19	36-63	78-2	85-1	73-1	152-3	164-0	139-2
Railway.....	41-33	42-25	42-72	78-2	86-3	83-1	163-1	183-8	178-8
<b>Services (as indicated below)</b> .....	<b>29-08</b>	<b>28-56</b>	<b>27-37</b>	<b>141-3</b>	<b>142-5</b>	<b>142-3</b>	<b>247-9</b>	<b>245-4</b>	<b>235-1</b>
Hotels and restaurants.....	26-78	26-66	25-79	147-6	150-0	147-4	261-5	264-8	251-5
Personal (chiefly laundries).....	28-79	27-30	27-53	125-8	125-6	125-7	202-9	192-1	193-7
<b>Trade</b> .....	<b>38-32</b>	<b>37-06</b>	<b>36-59</b>	<b>145-5</b>	<b>159-4</b>	<b>141-0</b>	<b>233-6</b>	<b>247-4</b>	<b>216-4</b>
Retail.....	35-93	34-69	34-26	142-5	160-9	138-0	233-6	254-6	215-7
Wholesale.....	44-32	43-67	42-41	156-8	158-5	152-2	233-5	232-8	217-8
<b>Eight Leading Industries</b> .....	<b>43-90</b>	<b>42-38</b>	<b>42-92</b>	<b>122-7</b>	<b>127-0</b>	<b>124-8</b>	<b>209-0</b>	<b>208-9</b>	<b>207-6</b>
<b>Finance</b> .....	<b>41-34</b>	<b>41-20</b>	<b>39-33</b>	<b>148-6</b>	<b>148-3</b>	<b>143-4</b>	<b>211-8</b>	<b>210-7</b>	<b>194-2</b>
Banks and trust companies.....	37-52	37-38	35-06	159-5	159-2	153-6	228-4	228-4	206-2
Brokerage and stock market operations.....	51-01	51-32	49-07	154-0	152-0	155-0	228-1	226-5	221-0
Insurance.....	45-98	45-80	44-53	134-3	134-1	129-5	192-4	191-4	179-6
<b>Nine Leading Industries</b> .....	<b>43-79</b>	<b>42-33</b>	<b>42-77</b>	<b>123-7</b>	<b>127-8</b>	<b>125-5</b>	<b>209-1</b>	<b>209-0</b>	<b>207-1</b>



**TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT**

SOURCE: *The Employment Situation, D.B.S.*

Industries	Feb. 1, 1950				Jan. 1, 1950		Feb. 1, 1949	
	Men	Women	Men	Women	Men	Women	Men	Women
	no.	no.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.
<b>Manufacturing</b> .....	<b>797,540</b>	<b>238,631</b>	<b>77.0</b>	<b>23.0</b>	<b>77.5</b>	<b>22.5</b>	<b>77.3</b>	<b>22.7</b>
Animal products—edible.....	26,815	5,812	82.2	17.8	81.7	18.3	81.5	18.5
Fur and products.....	2,643	1,298	67.1	32.9	65.7	34.3	64.3	35.7
Leather and products.....	18,473	11,972	60.7	39.3	61.4	38.6	60.9	39.1
Boots and shoes.....	11,079	8,409	56.9	43.1	57.6	42.4	56.9	43.1
Lumber and products.....	67,697	6,289	91.5	8.5	91.8	8.2	91.5	8.5
Rough and dressed lumber.....	40,832	2,310	94.6	5.4	95.0	5.0	94.6	5.4
Furniture.....	16,769	2,075	89.0	11.0	89.0	11.0	88.5	11.5
Other lumber products.....	10,096	1,904	84.1	15.9	84.6	15.4	86.0	14.0
Plant products—edible.....	37,656	18,576	67.0	33.0	67.2	32.8	68.2	31.8
Pulp and paper products.....	89,481	22,871	79.6	20.4	79.7	20.3	79.9	20.1
Pulp and paper.....	43,659	2,453	94.7	5.3	94.6	5.4	94.6	5.4
Paper products.....	13,695	7,845	63.6	36.4	63.0	37.0	63.2	36.8
Printing and publishing.....	32,127	12,573	71.9	28.1	72.1	27.9	71.4	28.6
Rubber products.....	16,244	5,245	75.6	24.4	75.2	24.8	76.2	23.8
Textile products.....	75,977	88,730	46.1	53.9	46.9	53.1	45.3	54.7
Thread, yarn and cloth.....	39,014	21,513	64.5	35.5	64.6	35.4	62.4	37.6
Cotton yarn and cloth.....	14,558	9,009	61.8	38.2	61.4	38.6	60.8	39.2
Woolen yarn and cloth.....	8,137	5,843	58.2	41.8	58.7	41.3	56.2	43.8
Synthetic silk and silk goods.....	12,110	5,003	70.8	29.2	70.6	29.4	67.6	32.4
Hosiery and knit goods.....	8,810	15,437	36.3	63.7	36.2	63.8	35.4	64.6
Garments and personal furnishings.....	19,358	44,055	30.5	69.5	31.5	68.5	30.2	69.8
Other textile products.....	8,795	7,725	53.2	46.8	54.1	45.9	53.3	46.7
Tobacco.....	5,614	6,521	46.3	53.7	45.7	54.3	44.6	55.4
Beverages.....	16,698	2,338	87.7	12.3	87.6	12.4	87.6	12.4
Chemicals and allied products.....	32,614	10,350	75.9	24.1	75.9	24.1	75.7	24.3
Clay, glass and stone products.....	18,833	2,307	89.1	10.9	88.9	11.1	88.7	11.3
Electric light and power.....	29,132	4,306	87.1	12.9	87.4	12.6	87.8	12.2
Electrical apparatus.....	38,069	15,185	71.5	28.5	71.6	28.4	72.2	27.8
Iron and steel products.....	257,049	21,765	92.2	7.8	92.3	7.7	92.5	7.5
Crude, rolled and forged products.....	33,417	1,656	95.3	4.7	95.4	4.6	95.6	4.4
Machinery (other than vehicles).....	23,683	3,256	87.9	12.1	87.9	12.1	89.1	10.9
Agricultural implements.....	14,853	903	94.3	5.7	94.2	5.8	94.7	5.3
Land vehicles and aircraft.....	108,533	6,750	94.1	5.9	94.3	5.7	94.5	5.5
Automobiles and parts.....	42,454	5,041	89.4	10.6	89.5	10.5	89.1	10.9
Steel shipbuilding and repairing.....	11,996	473	96.2	3.8	96.2	3.8	96.4	3.6
Heating appliances.....	8,141	534	93.8	6.2	93.8	6.2	93.3	6.7
Iron and steel fabrication (n.e.s.).....	10,221	913	91.8	8.2	91.7	8.3	91.9	8.1
Foundry and machine shop products.....	7,665	396	95.1	4.9	95.2	4.8	95.7	4.3
Other iron and steel products.....	38,540	6,884	84.8	15.2	84.8	15.2	85.0	15.0
Non-ferrous metal products.....	39,146	6,291	86.2	13.8	86.4	13.6	86.0	14.0
Non-metallic mineral products.....	13,857	1,418	90.7	9.3	91.0	9.0	91.3	8.7
Miscellaneous.....	11,542	7,357	61.1	38.9	61.3	38.7	62.2	37.8
<b>Logging</b> .....	<b>56,757</b>	<b>1,141</b>	<b>98.0</b>	<b>2.0</b>	<b>98.5</b>	<b>1.5</b>	<b>98.3</b>	<b>1.7</b>
<b>Mining</b> .....	<b>83,004</b>	<b>1,885</b>	<b>97.8</b>	<b>2.2</b>	<b>97.8</b>	<b>2.2</b>	<b>97.9</b>	<b>2.1</b>
Coal.....	24,726	222	99.1	.9	99.1	0.9	99.1	0.9
Metallic ores.....	43,137	840	98.1	1.9	98.1	1.9	98.0	2.0
Non-metallic minerals (except coal).....	15,141	823	94.8	5.2	95.2	4.8	95.6	4.4
<b>Communications</b> .....	<b>25,436</b>	<b>29,165</b>	<b>46.6</b>	<b>53.4</b>	<b>47.1</b>	<b>52.9</b>	<b>46.9</b>	<b>53.1</b>
Telegraphs.....	6,626	1,480	81.7	18.3	81.8	18.2	81.2	18.8
Telephones.....	16,606	26,804	38.3	61.7	38.7	61.3	39.4	60.6
<b>Transportation</b> .....	<b>160,041</b>	<b>10,588</b>	<b>93.8</b>	<b>6.2</b>	<b>93.9</b>	<b>6.1</b>	<b>93.9</b>	<b>6.1</b>
Street railways, cartage and storage.....	57,137	4,320	93.0	7.0	93.0	7.0	93.0	7.0
Steam railway operation.....	83,437	5,299	94.0	6.0	94.2	5.8	94.1	5.9
Shipping and stevedoring.....	19,467	969	95.3	4.7	95.3	4.7	95.6	4.4
<b>Construction and Maintenance</b> .....	<b>188,650</b>	<b>4,759</b>	<b>97.5</b>	<b>2.5</b>	<b>97.8</b>	<b>2.2</b>	<b>97.9</b>	<b>2.1</b>
Building.....	98,531	3,305	96.8	3.2	97.0	3.0	97.2	2.8
Highway.....	55,819	1,314	97.7	2.3	98.0	2.0	97.9	2.1
Railway.....	33,700	140	99.6	.4	99.6	0.4	99.7	0.3
<b>Services (as specified below)</b> .....	<b>36,495</b>	<b>36,996</b>	<b>49.7</b>	<b>50.3</b>	<b>49.6</b>	<b>50.4</b>	<b>48.9</b>	<b>51.1</b>
Hotels and restaurants.....	22,484	21,579	51.0	49.0	51.0	49.0	51.1	48.9
Personal (chiefly laundries).....	7,141	11,905	37.5	62.5	37.6	62.4	39.1	60.9
<b>Trade</b> .....	<b>183,214</b>	<b>107,907</b>	<b>62.9</b>	<b>37.1</b>	<b>59.7</b>	<b>40.3</b>	<b>61.8</b>	<b>38.2</b>
Retail.....	118,843	89,224	57.1	42.9	53.5	46.5	56.0	44.0
Wholesale.....	64,371	18,683	77.5	22.5	77.2	22.8	76.2	23.8
<b>Eight Leading Industries</b> .....	<b>1,530,537</b>	<b>431,072</b>	<b>78.0</b>	<b>22.0</b>	<b>78.0</b>	<b>22.0</b>	<b>78.7</b>	<b>21.3</b>
<b>Finance</b> .....	<b>48,275</b>	<b>43,688</b>	<b>52.5</b>	<b>47.5</b>	<b>52.5</b>	<b>47.5</b>	<b>52.9</b>	<b>47.1</b>
Banks and trust companies.....	25,810	26,841	49.0	51.0	49.1	50.9	49.7	50.3
Brokerage and stock market operations.....	2,348	1,290	64.5	35.5	64.4	35.6	64.4	35.5
Insurance.....	20,117	15,557	56.4	43.6	56.4	43.6	56.5	43.5
<b>All Industries</b> .....	<b>1,578,812</b>	<b>474,760</b>	<b>76.9</b>	<b>23.1</b>	<b>76.9</b>	<b>23.1</b>	<b>77.7</b>	<b>22.3</b>



**TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING**

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Tables C-6 to C-9 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-5. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-4 relate to salaried employees as well as to all wage-earners of the co-operating firms.

Week Preceding	Average Hours Worked			Average Hourly Earnings		
	All Manufactures	Durable Goods	Non-Durable Goods	All Manufactures	Durable Goods	Non-Durable Goods
	no.	no.	no.	cts.	cts.	cts.
Feb. 1, 1945	45.4	46.0	44.7	70.1	77.8	60.3
Feb. 1, 1946	44.1	44.4	43.8	68.1	75.2	61.3
Feb. 1, 1947	43.2	43.2	43.1	76.4	83.5	69.4
Feb. 1, 1948	42.8	42.7	42.8	86.6	93.2	80.1
*Jan. 1, 1949	40.6	41.0	40.2	97.2	104.8	89.3
Feb. 1, 1949	42.9	43.2	42.7	97.2	105.0	89.3
Mar. 1, 1949	43.0	43.2	42.7	97.6	105.3	89.6
Apr. 1, 1949	42.9	43.2	42.6	98.2	105.7	90.3
May 1, 1949	42.5	42.7	42.3	98.6	106.2	90.7
June 1, 1949	40.8	41.1	40.5	99.1	106.5	91.5
July 1, 1949	41.8	42.4	41.2	99.1	106.7	91.3
Aug. 1, 1949	41.9	42.1	41.7	98.8	106.5	91.1
Sept. 1, 1949	42.4	42.5	42.2	98.4	106.6	90.4
Oct. 1, 1949	42.7	43.0	42.5	99.3	107.8	91.0
Nov. 1, 1949	42.8	42.8	42.9	99.5	108.0	91.4
Dec. 1, 1949	42.9	43.0	42.9	100.0	108.7	91.5
*Jan. 1, 1950	39.9	40.3	39.6	101.1	109.3	92.9
Feb. 1, 1950	42.3	42.1	42.4	100.9	109.5	92.7

\* The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1.

**TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURING**

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Week Preceding	All Manufactures <sup>1</sup>		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly		Average Weekly		Average Weekly	
	Salaries and Wages	Wages	Salaries and Wages	Wages	Salaries and Wages	Wages
	\$	\$	\$	\$	\$	\$
Feb. 1, 1945	32.98	31.83	36.44	35.79	29.06	26.95
Feb. 1, 1946	32.29	30.03	35.23	33.39	29.69	26.85
Feb. 1, 1947	35.22	33.00	37.91	36.07	32.82	29.91
Feb. 1, 1948	39.26	37.06	41.65	39.80	37.10	34.28
*Jan. 1, 1949	42.12	39.46	45.23	42.97	39.19	35.90
Feb. 1, 1949	44.04	41.70	47.17	45.36	41.12	38.13
Mar. 1, 1949	44.27	41.97	47.43	45.49	41.30	38.26
Apr. 1, 1949	44.27	42.13	47.43	45.66	41.30	38.47
May 1, 1949	44.31	41.91	47.30	45.35	41.49	38.37
June 1, 1949	43.16	40.43	46.00	43.77	40.49	37.06
July 1, 1949	43.95	41.42	47.26	45.24	40.90	37.62
Aug. 1, 1949	43.90	41.40	46.90	44.84	41.15	37.99
Sept. 1, 1949	44.05	41.72	47.35	45.31	41.12	38.15
Oct. 1, 1949	44.72	42.40	48.20	46.35	41.63	38.68
Nov. 1, 1949	44.95	42.59	48.15	46.22	42.09	39.21
Dec. 1, 1949	45.23	42.90	48.62	46.74	42.21	39.25
*Jan. 1, 1950	43.42	40.34	46.61	44.05	40.52	36.79
Feb. 1, 1950	45.20	42.68	48.27	46.10	42.45	39.30

\* See footnote to Table C-6. <sup>1</sup> Exclusive of electric light and power.

**TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES**

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Feb. 1, 1950	Jan. 1, 1950	Feb. 1, 1949	Feb. 1, 1950	Jan. 1, 1950	Feb. 1, 1949
	Nova Scotia	43.1	38.7	44.3	91.1	94.7
New Brunswick	43.3	41.7	45.6	91.3	92.0	88.5
Quebec	43.9	41.3	44.5	90.9	91.2	88.2
Ontario	42.0	39.8	42.4	106.4	106.2	102.0
Manitoba	41.2	40.0	42.4	97.4	98.4	94.6
Saskatchewan	42.6	41.3	42.7	103.5	103.7	98.7
Alberta	41.2	40.2	42.0	102.0	102.0	99.4
British Columbia	36.3	34.4	38.2	121.9	120.9	118.0
Montreal	42.2	39.7	42.7	96.2	96.9	93.1
Toronto	40.8	39.1	41.1	105.4	104.2	101.3
Hamilton	41.2	39.6	42.9	117.7	117.7	109.2
Winnipeg	40.6	39.5	42.0	96.6	97.6	93.7
Vancouver	36.5	33.2	37.7	118.0	117.7	115.2

**TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*  
(The Latest figures are subject to revision)

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages		
	Feb. 1 1950	Jan. 1 1950	Feb. 1 1949	Feb. 1 1950	Jan. 1 1950	Feb. 1 1949	Feb. 1 1950	Jan. 1 1950	Feb. 1 1949
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
<b>Manufacturing</b> .....	<b>42.3</b>	<b>39.9</b>	<b>42.9</b>	<b>100.9</b>	<b>101.1</b>	<b>97.2</b>	<b>42.68</b>	<b>40.34</b>	<b>41.70</b>
*Durable manufactured goods.....	42.1	40.3	43.2	109.5	109.3	105.0	46.10	44.05	45.36
Non-durable manufactured goods.....	42.4	39.6	42.7	92.7	92.9	89.3	39.30	36.79	38.13
Animal products—edible.....	41.4	39.7	41.9	101.2	100.7	94.8	41.90	39.98	39.72
Dairy products.....	46.7	44.2	47.9	76.3	76.3	73.5	35.63	33.72	35.21
Meat products.....	41.5	40.4	41.4	110.6	109.6	104.6	45.90	44.28	43.30
Leather products.....	40.6	36.8	41.6	76.8	77.0	73.6	31.18	28.34	30.62
Leather boots and shoes.....	40.2	35.8	41.8	74.2	74.2	70.4	29.83	26.56	29.43
*Lumber products.....	40.0	37.6	41.6	92.1	92.8	89.3	36.84	34.89	37.15
Rough and dressed lumber.....	38.3	36.4	40.9	98.5	99.3	94.5	37.73	36.15	38.65
Containers.....	44.0	37.8	42.7	75.7	76.2	80.2	33.31	28.80	34.25
Furniture.....	42.3	39.8	43.2	87.6	86.8	85.3	37.05	34.55	36.08
*Musical instruments.....	45.4	42.8	46.1	87.1	87.4	83.3	39.54	37.41	38.40
Plant products—edible.....	42.1	38.8	42.2	79.3	80.2	76.7	33.39	31.12	32.37
Flour and other milled products.....	43.0	39.8	43.2	95.5	96.6	92.4	41.07	38.45	39.92
Fruit and vegetable preserving.....	39.5	35.3	40.7	76.3	77.3	75.9	30.14	27.29	30.89
Bread and bakery products.....	43.6	42.5	43.6	80.2	80.4	76.7	34.97	34.17	33.44
Chocolate and cocoa products.....	42.6	35.7	41.5	68.1	68.9	64.9	29.01	24.60	26.93
Pulp and paper products.....	44.8	42.3	45.3	110.0	109.2	106.9	49.28	46.19	48.43
Pulp and paper mills.....	48.3	45.4	49.2	114.0	113.5	113.6	55.06	51.53	55.89
Paper products.....	42.7	39.6	42.7	87.7	86.5	82.7	37.45	34.25	35.31
Printing and publishing.....	40.6	39.2	40.3	117.6	116.8	109.4	47.75	45.79	44.09
Rubber products.....	41.5	40.8	42.2	107.7	103.7	105.1	44.70	42.31	44.52
Textiles—all branches.....	41.5	37.4	41.6	80.7	80.6	78.1	33.49	30.14	32.49
Thread, yarn and cloth.....	44.6	41.1	44.6	84.5	84.3	82.0	37.69	34.65	36.57
Cotton yarn and cloth.....	43.5	42.7	43.8	85.8	84.9	84.8	37.32	36.25	37.14
Woolen yarn and cloth.....	43.8	40.1	43.3	80.1	81.0	77.2	35.08	32.48	33.43
Synthetic silk and silk goods.....	46.9	39.6	46.8	85.3	85.2	82.0	40.01	33.74	38.66
Hosiery and knit goods.....	40.3	36.4	41.1	75.1	74.9	72.6	30.27	27.26	29.59
Garments and personal furnishings.....	38.0	32.6	37.9	77.2	77.1	75.0	29.34	25.13	28.43
Tobacco.....	42.7	39.8	43.3	86.6	87.8	79.8	36.98	34.94	34.55
Beverages.....	41.9	43.2	41.7	101.5	101.6	98.9	42.53	43.89	41.24
Distilled and malt liquor.....	40.7	42.3	40.7	107.1	107.6	103.8	43.59	45.51	42.25
Chemicals and allied products.....	43.5	42.7	43.7	101.0	100.7	97.2	43.94	43.00	42.48
Drugs and medicines.....	41.1	40.8	40.8	84.3	83.2	80.5	34.65	33.95	32.84
*Clay, glass and stone products.....	45.1	42.7	45.9	99.1	99.4	95.1	44.69	42.44	43.65
Glass products.....	46.4	44.1	46.1	94.9	95.8	90.8	44.03	42.25	41.86
Lime, gypsum and cement products.....	46.2	43.1	46.7	99.5	99.2	93.7	45.97	42.76	43.76
*Electrical apparatus.....	41.5	39.8	41.7	111.5	110.7	107.2	46.27	44.06	44.70
Heavy electrical apparatus <sup>1</sup> .....	42.0	42.4	42.5	125.9	123.1	118.5	52.88	52.19	50.36
*Iron and steel products.....	42.3	40.6	43.7	114.6	114.3	109.8	48.48	46.41	47.85
Crude, rolled and forged products.....	43.0	40.6	45.5	120.8	121.3	111.9	51.94	49.25	50.91
Primary iron and steel.....	42.9	40.7	45.7	123.1	123.8	113.1	52.81	50.39	51.69
Machinery (other than vehicles).....	42.8	40.9	44.1	107.7	105.5	101.7	46.10	43.15	44.85
Agricultural implements.....	39.4	38.9	43.6	122.9	121.9	113.8	48.42	47.42	49.62
Land vehicles and aircraft.....	42.4	41.7	43.1	117.9	118.1	115.3	49.99	49.25	49.69
Railway rolling stock.....	42.5	43.8	44.3	112.5	113.8	112.8	47.81	49.84	49.97
Automobiles and parts.....	41.7	39.4	41.1	124.8	125.1	122.1	52.04	49.29	50.18
Aeroplanes and parts.....	45.2	41.9	45.2	112.4	109.7	102.9	50.80	45.96	46.51
Steel shipbuilding and repairing.....	41.4	38.9	42.3	110.2	110.9	106.2	45.62	43.14	44.92
Iron and steel fabrication n.e.s.....	42.0	39.3	42.8	110.0	108.6	103.8	46.20	42.68	44.43
Hardware, tools and cutlery.....	42.5	41.3	43.5	100.2	98.9	97.5	42.59	40.85	42.41
Foundry and machine shop products.....	42.7	38.8	43.7	112.4	112.2	108.9	47.99	43.53	47.59
Sheet metal work.....	42.1	37.4	43.0	103.6	102.1	99.8	43.62	38.19	42.91
*Non-ferrous metal products.....	43.7	42.6	43.3	109.5	109.6	105.1	47.85	46.69	45.51
Smelting and refining.....	45.1	45.4	43.5	118.9	119.4	114.9	53.62	54.21	49.98
Aluminum and its products.....	43.2	41.3	43.9	101.6	100.8	98.1	43.89	41.63	43.07
Brass and copper manufacturing.....	42.5	40.1	43.3	107.8	106.1	102.3	45.82	42.55	44.30
Non-metallic mineral products.....	42.0	41.4	42.2	121.5	123.0	115.2	51.03	50.92	48.61
Petroleum and its products.....	40.7	41.5	40.9	129.8	131.8	123.2	52.83	54.70	50.39
Miscellaneous manufactured products.....	41.6	38.8	41.7	87.4	86.8	82.7	36.36	33.68	34.49
<b>Mining</b> .....	<b>43.0</b>	<b>40.2</b>	<b>44.0</b>	<b>119.4</b>	<b>120.3</b>	<b>116.0</b>	<b>51.34</b>	<b>48.36</b>	<b>51.04</b>
Coal.....	37.4	35.1	40.3	129.7	131.3	128.2	48.51	46.09	51.66
Metallic ores.....	45.9	42.7	45.9	117.4	118.8	113.7	53.89	50.73	52.19
Non-metallic minerals (except coal).....	43.8	41.2	44.9	109.3	108.1	101.8	47.87	44.54	45.71
<b>Local Transportation<sup>2</sup></b> .....	<b>45.3</b>	<b>44.2</b>	<b>45.4</b>	<b>102.9</b>	<b>103.2</b>	<b>97.9</b>	<b>46.61</b>	<b>45.61</b>	<b>44.45</b>
<b>Building Construction</b> .....	<b>38.5</b>	<b>34.6</b>	<b>39.6</b>	<b>110.8</b>	<b>108.9</b>	<b>108.9</b>	<b>42.66</b>	<b>37.68</b>	<b>43.12</b>
<b>Highway Construction</b> .....	<b>40.5</b>	<b>37.8</b>	<b>40.6</b>	<b>87.1</b>	<b>88.4</b>	<b>85.5</b>	<b>35.28</b>	<b>33.42</b>	<b>34.71</b>
<b>Services (as indicated below)</b> .....	<b>42.1</b>	<b>41.1</b>	<b>42.2</b>	<b>65.0</b>	<b>64.7</b>	<b>62.1</b>	<b>27.37</b>	<b>26.79</b>	<b>26.21</b>
Hotels and restaurants.....	42.9	43.3	42.9	63.8	63.4	61.4	27.37	27.45	26.34
Personal (Chiefly laundries).....	40.6	37.6	40.8	67.5	67.7	63.5	27.41	25.46	25.91

\* Industries classed in the durable manufactured goods industries.

<sup>1</sup> Since 1941, the Dominion Bureau of Statistics has prepared current indexes of average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, as 100 p.c., the latest figures are as follows:—Dec. 1, 1949, 231.5; Jan. 1, 1950, 233.6; Feb. 1, 1950, 238.9; at Feb. 1, 1949, the index was 224.9.

<sup>2</sup> Chiefly street and electric railways.

<sup>3</sup> For information respecting the sex distribution of the persons in recorded employment, see Table C-5.



**TABLE C-10.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

(SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour)

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (AV 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
Week preceding—		cts.	\$			
January 1, 1945.....	46.1*	70.0	32.27*	106.8	96.0	113.3
February 1, 1945.....	45.4	70.1	31.83	105.3	96.0	109.7
March 1, 1945.....	45.8	70.1	32.11	106.3	96.0	110.7
April 1, 1945.....	45.6*	70.4	32.10*	106.2	96.0	110.6
May 1, 1945.....	45.5	70.5	32.08	106.2	96.3	110.3
June 1, 1945.....	44.3	70.3	31.14	103.0	96.8	106.4
July 1, 1945.....	44.3	70.1	31.05	102.7	97.3	105.5
August 1, 1945.....	44.3	69.5	30.79	101.9	97.5	104.5
September 1, 1945.....	44.1	69.2	30.52	101.9	97.0	104.1
October 1, 1945.....	44.7	67.8	30.31	100.3	96.8	103.6
November 1, 1945.....	44.9	67.5	30.31	100.3	97.0	103.4
December 1, 1945.....	44.8	67.0	30.02	99.3	97.2	102.2
January 1, 1946.....	44.2*	67.9	30.01*	99.3	97.0	102.4
February 1, 1946.....	44.1	68.1	30.03	99.4	97.0	102.5
March 1, 1946.....	44.0	67.9	29.88	98.9	97.2	101.7
April 1, 1946.....	44.4	68.4	30.37	100.5	97.7	102.9
May 1, 1946.....	43.0	68.9	29.63	98.0	98.7	99.3
June 1, 1946.....	42.0	69.1	29.02	96.0	100.0	96.0
July 1, 1946.....	42.4	70.0	29.68	98.2	101.2	97.0
August 1, 1946.....	43.0	70.0	30.10	99.6	101.6	98.0
September 1, 1946.....	42.7	70.6	30.15	99.8	101.5	98.3
October 1, 1946.....	42.9	71.4	30.63	101.4	102.6	98.8
November 1, 1946.....	42.4	72.9	30.91	102.3	102.8	99.5
December 1, 1946.....	43.2	74.5	32.18	106.5	102.8	103.6
January 1, 1947.....	42.7*	76.2	32.54*	107.7	102.8	104.8
February 1, 1947.....	43.1	76.3	32.89	108.8	103.4	105.2
March 1, 1947.....	43.4	77.1	33.46	110.7	104.3	106.1
April 1, 1947.....	43.2	77.6	33.52	110.9	105.7	104.9
May 1, 1947.....	43.2	78.3	33.83	111.9	107.7	103.9
June 1, 1947.....	42.9	79.9	34.28	113.4	109.1	103.9
July 1, 1947.....	42.0	80.8	33.94	112.3	110.0	102.1
August 1, 1947.....	42.5	81.3	34.55	114.3	110.5	103.4
September 1, 1947.....	42.3	82.2	34.77	115.1	112.8	102.0
October 1, 1947.....	43.1	83.4	35.95	119.0	115.0	103.5
November 1, 1947.....	42.9	84.7	36.34	120.3	116.2	103.5
December 1, 1947.....	43.5	85.6	37.24	123.2	118.1	104.3
January 1, 1948.....	43.2*	86.6	37.41*	123.8	120.0	103.2
February 1, 1948.....	42.8	86.6	37.06	122.6	121.4	101.0
March 1, 1948.....	43.2	88.0	38.02	125.8	122.0	103.1
April 1, 1948.....	43.2*	89.0	38.45*	127.2	122.7	103.7
May 1, 1948.....	43.1	89.4	38.53	127.5	124.0	102.8
June 1, 1948.....	41.7	91.4	38.11	126.1	124.8	101.0
July 1, 1948.....	42.0	92.3	38.77	128.3	126.9	101.1
August 1, 1948.....	42.1	92.7	39.03	129.2	127.4	101.4
September 1, 1948.....	41.7	93.4	38.95	128.9	128.6	100.2
October 1, 1948.....	43.0	94.6	40.68	134.6	129.1	104.3
November 1, 1948.....	43.1	95.5	41.16	136.2	129.1	105.5
December 1, 1948.....	43.2	96.0	41.47	137.2	128.6	106.7
January 1, 1949.....	43.2*	97.2	41.99*	138.9	129.1	107.6
February 1, 1949.....	42.9	97.2	41.70	138.0	129.0	107.0
March 1, 1949.....	43.0	97.6	41.97	138.9	128.8	107.8
April 1, 1949.....	42.9	98.2	42.13	139.4	128.9	108.1
May 1, 1949.....	41.8*	98.6	41.21*	136.4	129.0	105.7
June 1, 1949.....	40.8	99.1	40.43	133.8	129.9	103.0
July 1, 1949.....	41.8	99.1	41.42	137.1	131.1	104.6
August 1, 1949.....	41.9	98.8	41.40	137.0	131.7	104.0
September 1, 1949.....	42.4	98.4	41.72	138.1	131.3	105.2
October 1, 1949.....	42.7	99.3	42.40	140.3	131.2	106.9
November 1, 1949.....	42.8	99.5	42.59	140.9	130.8	107.7
December 1, 1949.....	42.9	\$1.000	42.90	142.0	130.7	108.6
January 1, 1950.....	42.6*	\$1.011	43.07*	142.5	130.3	109.4
February 1, 1950 (1).....	42.3	\$1.009	42.68	141.6	130.7	108.0

NOTE: Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100).

\* Figures adjusted for holidays. The actual figures are: January 1, 1945, 39.6 hours, \$27.72; April 1, 1945, 43.6 hours, \$30.69; January 1, 1946, 38.1 hours, \$25.87; January 1, 1947, 38.1 hours, \$29.03; January 1, 1948, 38.3 hours, \$33.17; April 1, 1948, 41.6 hours, \$37.02; January 1, 1949, 40.6 hours, \$39.46; May 1, 1949, 42.5 hours, \$41.91; January 1, 1950, 39.9 hours, \$40.34.

(1) Latest figures subject to revision.



## D—Employment Service Statistics

### TABLE D-1.—UNFILED VACANCIES AND UNPLACED APPLICANTS AS AT FIRST OF MONTH

(Source: Form U.I.C. 757)

Month		Unfiled Vacancies			Unplaced Applicants		
		Male	Female	Total	Male	Female	Total
April 1945		95,901	44,305	140,206	53,951	27,761	81,712
April 1946		46,552	36,195	82,747	217,491	48,937	266,428
April 1947		43,010	38,725	81,735	145,906	35,448	181,354
April 1948		20,475	17,800	38,275	150,032	43,767	193,799
January 1949		11,996	13,063	25,059	150,474	36,185	186,659
February 1949		10,026	12,990	23,016	204,897	51,909	256,806
March 1949		10,187	13,544	23,731	209,866	51,898	261,764
April 1949		14,444	16,816	31,260	195,559	50,961	246,520
May 1949		21,673	21,840	43,513	158,794	44,932	203,726
June 1949		23,539	24,035	47,574	113,489	41,359	154,848
July 1949		20,679	21,775	42,454	103,275	44,216	147,491
August 1949		18,043	19,313	37,356	97,154	42,090	139,244
September 1949		19,940	22,620	42,560	97,684	39,667	137,351
October 1949		20,837	20,629	41,466	101,504	41,543	143,047
November 1949		14,535	15,200	29,735	122,664	49,702	172,366
December 1949		10,400	12,085	22,485	164,345	56,439	220,784
January 1950		7,971	9,748	17,719	218,769	55,188	273,957
February 1950		8,315	10,076	18,391	301,039	74,557	375,596
March 1950		9,614	11,429	21,043	300,352	75,646	375,998
April 1950 (1)		11,967	12,032	23,999	349,098	79,193	428,291*

(1) Latest figures subject to revision.

\* This figure includes 57,383 persons (53,903 male and 3,480 female) who were claiming supplementary benefit but who were not registered with N.E.S. at February 28.

### TABLE D-2.—UNFILED VACANCIES BY INDUSTRY AND BY SEX AS AT MARCH 2, 1950

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change From Feb. 2, 1950	
				Absolute	Percentage
<b>Agriculture, Fishing, Trapping</b> .....	<b>406</b>	<b>317</b>	<b>723</b>	<b>+ 248</b>	<b>+52.2</b>
<b>Logging</b> .....	<b>482</b>	<b>4</b>	<b>486</b>	<b>+ 106</b>	<b>-17.9</b>
Pulpwood.....	194	.....	194	- 73	-27.4
Lumber.....	259	4	263	- 28	- 9.6
Other logging.....	29	.....	29	- 5	-14.7
<b>Mining</b> .....	<b>298</b>	<b>19</b>	<b>317</b>	<b>+ 66</b>	<b>-17.2</b>
Coal.....	73	.....	75	- 37	-33.0
Metallic ores—					
Iron.....	18	2	20	+ 8	+66.7
Gold.....	62	2	64	- 13	-16.9
Nickel.....	81	.....	81	- 31	-27.7
Other metallic ores and non-metallic minerals.....	52	6	58	+ 11	+23.4
Prospecting and oil producing.....	12	7	19	- 4	-17.4
<b>Manufacturing</b> .....	<b>2,537</b>	<b>3,153</b>	<b>5,690</b>	<b>+ 930</b>	<b>+19.5</b>
Food and kindred products.....	256	197	453	+ 120	+36.0
Textiles, apparel, etc.....	258	1,944	2,202	+ 477	+27.7
Lumber and finished lumber products.....	301	69	370	- 69	-15.7
Pulp and paper products and printing.....	300	190	490	+ 82	+20.1
Chemicals and allied products.....	132	98	230	+ 57	+32.9
Products of petroleum and coal.....	34	13	47	+ 21	+80.8
Rubber products.....	31	21	52	+ 2	+ 4.0
Leather and products.....	102	215	317	+ 51	+19.2
Stone, clay and glass products.....	68	33	101	.....	.....
Iron and steel and products.....	210	38	248	+ 31	+14.3
Non-ferrous metals and products.....	119	49	168	+ 43	+34.4
Machinery.....	274	61	335	+ 129	+62.6
Electrical equipment and products.....	143	112	255	+ 7	+ 2.8
Transportation equipment and other manufacturing.....	309	113	422	- 21	- 4.8
<b>Construction</b> .....	<b>722</b>	<b>43</b>	<b>765</b>	<b>+ 24</b>	<b>+ 3.2</b>
<b>Transportation and Storage</b> .....	<b>578</b>	<b>62</b>	<b>640</b>	<b>+ 142</b>	<b>+25.5</b>
<b>Communications and Other Public Utilities</b> .....	<b>248</b>	<b>193</b>	<b>441</b>	<b>+ 90</b>	<b>+25.6</b>
<b>Trade</b> .....	<b>1,783</b>	<b>1,514</b>	<b>3,297</b>	<b>+ 439</b>	<b>+15.4</b>
Wholesale.....	652	404	1,056	+ 198	+23.1
Retail.....	1,131	1,110	2,241	+ 241	+12.1
<b>Finance, Insurance, Real Estate</b> .....	<b>765</b>	<b>729</b>	<b>1,494</b>	<b>+ 71</b>	<b>+ 5.0</b>
<b>Service</b> .....	<b>1,804</b>	<b>5,396</b>	<b>7,200</b>	<b>+ 895</b>	<b>+14.2</b>
Public.....	544	405	949	+ 146	+18.2
Domestic.....	67	3,157	3,224	+ 140	+ 4.5
Personal.....	587	1,586	2,173	+ 421	+24.0
Other service.....	606	248	854	+ 188	+28.2
<b>All Industries</b> .....	<b>9,623</b>	<b>11,430</b>	<b>21,053</b>	<b>+2,667</b>	<b>+14.5</b>

**TABLE D-3.—UNFILLED VACANCIES AND UNPLACED APPLICANTS BY OCCUPATION AND BY SEX, AS AT MARCH 2, 1959**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	940	311	1,251	4,649	1,025	5,674
Clerical Workers.....	965	2,703	3,668	9,843	17,061	26,904
Sales Workers.....	1,903	747	2,650	6,113	11,667	17,780
Personal and Domestic Service Workers.....	557	4,709	5,266	18,327	14,207	32,534
Seamen.....	25	.....	25	6,037	61	6,098
Agriculture and Fishing.....	393	4	397	3,551	927	4,478
Skilled and Semi-skilled Workers.....	3,488	2,316	5,804	130,431	15,315	145,746
Food and kindred products.....	46	24	70	2,591	1,040	3,631
Textiles, clothing, etc.....	158	1,837	1,995	2,814	8,499	11,313
Lumber and wood products.....	578	2	580	11,476	203	11,679
Pulp, paper and printing.....	103	25	128	703	504	1,207
Leather and products.....	68	141	209	1,518	618	2,136
Stone, clay and glass products.....	18	3	21	453	47	500
Metalworking.....	516	28	544	13,091	610	13,701
Electrical.....	67	25	92	2,120	372	2,492
Transportation equipment, n.e.c.....	2	.....	2	594	92	686
Mining.....	154	.....	154	1,853	.....	1,853
Construction.....	383	.....	383	44,110	8	44,118
Transportation (except seamen).....	435	4	439	21,077	59	21,136
Communications and public utility.....	20	.....	20	801	5	806
Trade and service.....	148	147	295	2,445	1,263	3,708
Other skilled and semi-skilled.....	693	39	732	16,053	1,647	17,700
Foremen.....	41	14	55	2,822	187	3,009
Apprentices.....	58	27	85	5,910	161	6,071
Unskilled Workers.....	1,343	639	1,982	121,401	15,383	136,784
Food and tobacco.....	25	95	120	3,909	3,891	7,800
Lumber and lumber products.....	120	14	134	7,061	409	7,470
Metalworking.....	67	18	85	4,684	294	4,978
Construction.....	188	.....	188	24,736	3	24,739
Other unskilled workers.....	943	512	1,455	81,011	10,786	91,797
<b>Total.....</b>	<b>9,614</b>	<b>11,429</b>	<b>21,043</b>	<b>300,352</b>	<b>75,646</b>	<b>375,998</b>

**TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF FEBRUARY, 1950**

(SOURCE: Form U.I.C. 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, Fishing, Trapping.....	331	256	193
Logging.....	507	476	381
Mining.....	172	173	130
Manufacturing.....	3,841	3,977	2,573
Food and kindred products.....	456	510	313
Textiles, apparel, etc.....	829	733	435
Lumber and finished lumber products.....	437	463	339
Pulp and paper products and printing.....	284	289	179
Chemicals and allied products.....	141	159	92
Products of petroleum and coal.....	21	20	8
Rubber products.....	42	52	27
Leather and products.....	158	150	95
Stone, clay and glass products.....	125	132	101
Iron and steel products.....	224	246	166
Non-ferrous metals and products.....	163	163	118
Machinery.....	303	340	213
Electrical equipment and products.....	176	195	111
Transportation equipment and other manufacturing.....	482	525	376
Construction.....	1,141	1,111	886
Transportation and Storage.....	786	805	618
Communications and Other Public Utilities.....	151	139	77
Trade.....	2,005	2,344	1,267
Finance, Insurance, Real Estate.....	363	383	169
Service.....	4,893	4,642	3,164
All industries.....	14,190	14,306	9,458

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS FEBRUARY 3 TO MARCH 2, 1950: UNPLACED APPLICANTS AS AT MARCH 30, 1950**

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Mar. 30
					Regular	Casual		
<b>Newfoundland</b>	<b>103</b>	<b>12</b>	<b>6,009</b>	<b>104</b>	<b>67</b>	<b>1</b>	<b>18,721</b>	<b>21,299</b>
Corner Brook	6	2	761	2	2		3,239	3,791
Grand Falls	4	1	1,058	3	3		2,475	2,871
St. John's	93	9	4,190	99	62	1	13,007	14,637
<b>Prince Edward Island</b>	<b>236</b>	<b>111</b>	<b>747</b>	<b>261</b>	<b>93</b>	<b>80</b>	<b>2,703</b>	<b>2,933</b>
Charlottetown	146	88	453	123	65	34	1,696	1,842
Summerside	90	23	294	138	28	46	1,007	1,091
<b>Nova Scotia</b>	<b>1,873</b>	<b>780</b>	<b>6,238</b>	<b>1,823</b>	<b>867</b>	<b>392</b>	<b>21,241</b>	<b>23,994</b>
Amherst	27		193	30	21	9	938	1,061
Bridgewater	23	22	194	32	16	4	902	1,057
Halifax	1,189	596	2,149	983	388	285	5,357	5,552
Inverness	6	1	112	5	5		669	857
Kentville	61	47	595	69	22	5	2,073	2,488
Liverpool	13	1	138	13	13		503	609
New Glasgow	225	32	728	277	184	26	3,006	3,235
Springhill	41	3	95	53	37		329	422
Sydney	202	60	1,344	259	132	54	4,489	5,305
Truro	61	14	374	76	29	9	956	1,190
Yarmouth-Shelburne	25	4	316	26	20		2,019	2,218
<b>New Brunswick</b>	<b>1,801</b>	<b>495</b>	<b>5,493</b>	<b>1,952</b>	<b>946</b>	<b>521</b>	<b>17,257</b>	<b>26,185</b>
Bathurst	72	20	476	77	13	38	1,756	3,183
Campbellton	31	15	379	38	14	9	1,139	2,425
Edmundston	168	11	347	161	102	48	915	2,755
Fredericton	284	104	432	237	103	102	896	1,195
Minto	77	13	186	84	63	7	527	882
Moncton	546	173	1,498	570	197	211	4,686	6,269
Newcastle	87	3	357	88	72		1,328	2,601
Saint John	414	129	1,353	563	325	50	3,412	3,829
St. Stephen	39	12	189	45	17	11	1,424	1,512
Sussex	43	11	117	34	27	13	329	404
Woodstock	40	4	159	55	13	27	845	1,070
<b>Quebec</b>	<b>11,564</b>	<b>4,881</b>	<b>39,016</b>	<b>11,302</b>	<b>6,456</b>	<b>694</b>	<b>112,509</b>	<b>150,587</b>
Asbestos	54	31	134	24	18	20	368	402
Beauharnois	40	16	214	36	25	4	709	744
Buckingham	70	36	192	46	31	6	774	983
Causapsaal	4	3	158	1	1		873	2,760
Chandler	41		347	41	23	18	1,765	4,187
Chicoutimi	125	48	555	146	69	1	1,972	3,326
Dolbeau	14	9	95	13	5		489	2,457
Drummondville	124	24	565	115	73		1,648	2,131
Farnham	25	11	196	13	13		647	747
Granby	73	20	524	106	53		1,196	1,267
Hull	118	47	1,002	132	73	2	3,228	3,805
Joliette	112	79	514	189	55		1,708	2,331
Jonquiere	126	54	396	108	52		1,653	2,505
Lachute	23	10	193	28	16	1	574	677
La Malbaie	3	2	209	8	14		1,069	2,495
La Tuque	298	48	487	314	193		565	770
Levis	78	46	753	107	46	2	3,448	3,830
Matane	53	53	390	39	30		1,351	3,654
Megantic	28	7	160	22	18	1	749	1,275
Mont-Laurier	20	8	86	19	12		339	786
Montmagny	23	14	176	17	16		928	1,705
Montreal	7,200	3,343	17,235	6,435	3,924	351	39,922	44,031
Port Alfred	5		100	4	4		884	1,442
Quebec	710	282	3,818	1,029	405	96	11,976	14,272
Rimouski	13	7	373	15	10		1,723	2,813
Riviere du Loup	11	1	480	17	7		1,816	2,717
Rouyn	135	41	680	218	71	21	1,340	2,127
St. Agathe	109	21	218	135	79	13	691	946
St. Anne de Bellevue	128	12	340	125	106	2	675	687
St. Therese	84	38	350	66	33	5	1,382	1,512
St. Georges de Beauce	42	21	355	64	18	4	1,101	2,538
St. Hyacinthe	138	50	440	72	47	8	1,450	1,568
St. Jean	115	43	376	110	62		1,087	1,239
St. Jerome	110	35	491	100	69	4	1,330	1,705
St. Joseph d'Alma	3	3	686	2	2		1,317	3,498
Shawinigan Falls	93	12	1,013	156	61		3,429	5,384
Sherbrooke	549	219	1,428	465	235	51	4,414	5,328
Sorel	15	12	471	24	7		1,953	2,444
Thetford Mines	103	30	489	161	89	1	1,105	1,520
Three Rivers	294	95	1,264	405	165	30	5,006	7,429
Val d'Or	69	27	351	68	24	16	855	1,338
Valleyfield	117	11	354	109	64	36	1,545	1,638
Victoriaville	69	12	353	72	63	1	1,455	1,565



**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS FEBRUARY 3 TO MARCH 2, 1950: UNPLACED APPLICANTS AS AT MARCH 30, 1950**

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Mar. 30
					Regular	Casual		
<b>Ontario</b> .....	<b>25,499</b>	<b>11,975</b>	<b>47,569</b>	<b>24,375</b>	<b>12,844</b>	<b>4,011</b>	<b>95,031</b>	<b>102,841</b>
Arnprior.....	75	5	142	105	36	39	275	352
Barrie.....	301	85	373	296	152	77	704	707
Belleville.....	159	25	630	177	88	23	1,468	1,367
Bracebridge.....	54	8	198	89	45	1	576	826
Brampton.....	88	24	175	90	40	25	343	330
Brantford.....	430	92	988	436	255	45	1,829	1,496
Brockville.....	133	3	251	155	63	64	402	339
Carleton Place.....	27	8	93	34	30	.....	391	372
Chatham.....	177	27	636	193	115	41	1,113	1,159
Cobourg.....	131	14	213	153	97	29	444	457
Collingwood.....	167	.....	222	169	166	.....	834	815
Cornwall.....	387	34	707	413	172	146	2,026	2,373
Fort Erie.....	78	6	116	91	62	15	384	408
Fort Frances.....	96	30	155	65	38	7	321	437
Fort William.....	139	33	366	164	91	31	2,300	2,706
Galt.....	195	77	363	161	112	12	644	664
Gananoque.....	31	1	66	31	9	21	225	225
Goderich.....	54	41	90	44	28	7	345	372
Guelph.....	147	84	608	143	57	18	1,242	1,059
Hamilton.....	1,571	572	3,954	1,909	577	568	7,863	7,867
Hawkesbury.....	20	12	271	23	8	1	867	851
Ingersoll.....	117	38	308	123	79	12	293	312
Kapuskasing.....	65	9	79	99	59	.....	132	256
Kenora.....	51	16	170	42	50	.....	418	490
Kingston.....	410	64	921	450	354	15	1,230	1,225
Kirkland Lake.....	173	32	411	245	61	49	791	986
Kitchener-Waterloo.....	433	67	777	507	241	69	1,205	1,240
Leamington.....	52	20	258	61	31	7	581	605
Lindsay.....	112	21	232	128	78	20	509	568
Listowel.....	21	30	94	21	8	.....	317	355
London.....	1,390	740	1,877	1,458	675	210	2,137	1,889
Midland.....	146	23	235	158	125	10	1,205	1,210
Napanee.....	41	9	116	42	29	2	444	469
New Toronto.....	350	109	644	274	205	11	1,162	1,230
Niagara Falls.....	141	8	568	162	68	62	1,310	1,398
North Bay.....	293	92	523	345	163	28	935	1,107
Orillia.....	137	2	276	160	105	34	1,005	1,083
Oshawa.....	659	131	1,126	732	473	104	1,795	1,900
Ottawa.....	1,192	482	2,106	1,176	697	83	5,073	5,484
Owen Sound.....	118	29	493	143	65	17	1,497	1,500
Parry Sound.....	54	1	98	61	35	20	360	399
Pembroke.....	155	28	342	151	127	3	912	1,019
Perth.....	99	17	147	113	46	35	322	365
Peterborough.....	307	42	666	346	262	.....	1,591	1,777
Pictou.....	25	4	69	34	21	2	371	371
Port Arthur.....	330	90	890	300	207	12	2,372	3,389
Port Colborne.....	42	6	165	42	23	17	723	666
Prescott.....	48	15	126	48	35	.....	436	437
Renfrew.....	58	10	292	60	44	8	537	530
St. Catharines.....	367	111	1,146	346	217	77	2,532	2,512
St. Thomas.....	212	54	364	261	118	49	532	563
Sarnia.....	153	46	383	207	107	12	1,021	1,024
Sault Ste. Marie.....	262	51	582	224	171	36	1,213	1,229
Simcoe.....	79	33	200	88	29	21	701	616
Sioux-Lookout.....	52	65	90	59	38	6	100	131
Smiths Falls.....	128	21	200	134	58	44	520	522
Stratford.....	245	52	349	263	105	77	570	692
Sturgeon Falls.....	92	8	242	111	90	1	486	1,064
Sudbury.....	635	218	1,083	531	364	142	1,785	2,324
Timmins.....	518	81	742	586	367	87	1,309	1,726
Toronto.....	9,744	7,470	12,779	7,381	3,602	1,252	19,941	19,541
Trenton.....	129	5	389	209	151	19	790	774
Walkerton.....	89	77	168	35	18	.....	524	547
Wallaceburg.....	122	5	239	153	114	5	484	492
Welland.....	163	52	442	153	67	42	1,910	1,853
Weston.....	223	59	436	232	114	5	583	567
Windsor.....	720	88	2,508	803	466	115	5,334	8,760
Woodstock.....	87	58	201	97	41	21	439	412
<b>Manitoba</b> .....	<b>3,484</b>	<b>1,386</b>	<b>8,878</b>	<b>3,599</b>	<b>1,281</b>	<b>1,045</b>	<b>19,527</b>	<b>20,727</b>
Brandon.....	300	186	742	306	169	25	1,409	1,431
Dauphin.....	42	14	221	48	16	11	665	734
Flin Flon.....	110	46	129	95	44	21	165	153
Portage la Prairie.....	56	41	273	56	32	5	801	875
The Pas.....	52	16	51	23	33	4	120	103
Winnipeg.....	2,924	1,033	7,462	3,071	987	979	16,367	17,431

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS FEBRUARY 3 TO MARCH 2, 1950: UNPLACED APPLICANTS AS AT MARCH 30, 1950**

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Mar. 30
					Regular	Casual		
<b>Saskatchewan</b>	<b>1,991</b>	<b>952</b>	<b>4,712</b>	<b>2,302</b>	<b>904</b>	<b>370</b>	<b>13,009</b>	<b>13,472</b>
Estevan	54	30	91	36	26	2	281	336
Moose Jaw	161	125	618	179	46	22	1,748	1,784
North Battleford	89	48	244	79	39	20	939	933
Prince Albert	212	65	503	260	112	34	1,455	1,567
Regina	788	245	1,468	1,135	430	166	2,997	3,191
Saskatoon	493	281	1,190	467	191	83	3,050	3,047
Swift Current	43	44	154	43	15	12	891	925
Weyburn	33	17	108	28	15	6	358	367
Yorkton	118	97	336	75	30	25	1,290	1,322
<b>Alberta</b>	<b>4,578</b>	<b>1,390</b>	<b>8,919</b>	<b>4,961</b>	<b>2,666</b>	<b>697</b>	<b>16,209</b>	<b>15,821</b>
Blairmore	59	33	98	48	40	.....	204	224
Calgary	1,561	397	3,197	1,872	852	320	5,811	5,146
Drumheller	63	19	145	52	48	.....	299	407
Edmonton	2,253	634	4,335	2,433	1,308	342	6,428	6,616
Edson	103	35	75	72	101	.....	105	127
Lethbridge	279	155	552	227	115	33	2,075	1,987
Medicine Hat	139	55	301	150	136	.....	709	734
Red Deer	121	62	216	107	66	2	578	580
<b>British Columbia</b>	<b>5,631</b>	<b>1,741</b>	<b>18,450</b>	<b>6,544</b>	<b>2,940</b>	<b>956</b>	<b>59,803</b>	<b>50,632</b>
Chilliwack	287	21	469	334	246	26	2,300	1,975
Courtenay	4	6	93	2	1	.....	1,215	854
Cranbrook	27	10	247	42	7	9	987	1,070
Dawson Creek	111	16	136	97	98	.....	242	180
Duncan	50	19	196	67	23	7	1,495	802
Kamloops	99	31	266	74	74	.....	606	531
Kelowna	26	10	272	36	3	9	1,397	1,605
Nanaimo	78	12	368	85	47	22	2,526	950
Nelson	49	14	427	55	37	.....	1,447	1,411
New Westminster	408	138	2,013	451	238	79	7,491	6,453
North Vancouver	95	9	537	132	28	49	1,860	.....
Penticton	68	27	257	56	34	6	1,335	1,230
Port Alberni	83	23	185	100	53	.....	744	447
Prince George	505	86	593	584	339	73	883	655
Prince Rupert	295	51	348	285	230	5	663	410
Princeton	14	2	63	14	12	.....	200	212
Trail	120	13	254	163	98	16	781	867
Vancouver	2,635	1,008	9,683	3,187	1,054	473	28,068	25,871*
Vernon	31	5	413	65	21	4	1,684	1,719
Victoria	574	229	1,457	647	238	177	3,646	3,146
Whitehorse	72	11	173	68	59	1	233	244
<b>Canada</b>	<b>56,760</b>	<b>23,723</b>	<b>146,031</b>	<b>57,223</b>	<b>29,064</b>	<b>8,767</b>	<b>376,010</b>	<b>428,491</b>
Males	33,475	10,950	106,264	33,660	18,638	5,585	300,371	349,294
Females	23,285	12,773	39,767	23,563	10,426	3,182	75,639	79,197

\* Vancouver includes North Vancouver.

**TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES 1940-1950**

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1940	653,455	235,150	888,595	336,507	138,599	475,106
1941	568,695	262,767	831,462	331,997	175,766	507,763
1942	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946	1,464,533	494,164	1,958,697	624,052	235,360	589,412
1947	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950 (9 weeks)	285,076	100,149	385,225	47,801	29,881	77,682

## E—Unemployment Insurance

**TABLE E-1.—REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS,  
FROM APRIL 1, 1948 TO FEBRUARY 28, 1949 AND FROM APRIL 1, 1949, TO  
FEBRUARY 28, 1950**

Region	1949		1950	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	15,836	269,782	18,870	335,504
Quebec.....	55,758	1,020,393	57,556	1,035,799
Ontario.....	76,460	1,416,921	81,464	1,481,969
Prairie.....	39,752	550,130	42,654	559,175
Pacific.....	24,129	388,267	25,456	387,260
Total for Canada.....	211,935	3,645,493	226,000	3,799,707

**TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER  
OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE, AS OF  
FEBRUARY 28, 1950**

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	455	110	26	58	166	53	42
Male.....	437	102	26	55	163	53	38
Female.....	18	8	.....	3	3	.....	4
(Male).....	(13,266)	(4,132)	(532)	(827)	(2,260)	(2,815)	(2,700)
(Female).....	(343)	(86)	(25)	(24)	(91)	(49)	(68)
Prince Edward Island.....	1,857	188	116	272	646	386	249
Male.....	1,571	155	92	229	549	357	189
Female.....	286	33	24	43	97	29	60
Nova Scotia.....	17,790	2,699	1,490	3,020	4,983	2,665	2,933
Male.....	15,751	2,368	1,313	2,673	4,419	2,463	2,515
Female.....	2,039	331	177	347	564	202	418
New Brunswick.....	14,234	2,147	1,116	1,811	3,692	2,497	2,971
Male.....	11,919	1,847	968	1,495	3,053	2,144	2,412
Female.....	2,315	300	148	316	639	353	559
Quebec.....	97,754	15,415	8,988	14,345	23,321	16,466	19,219
Male.....	79,947	12,503	7,278	11,731	19,517	14,194	14,724
Female.....	17,807	2,912	1,710	2,614	3,804	2,272	4,495
Ontario.....	79,466	15,379	7,555	11,882	20,268	11,149	13,233
Male.....	62,096	12,165	5,664	9,426	16,154	9,164	9,523
Female.....	17,370	3,214	1,891	2,456	4,114	1,985	3,710
Manitoba.....	16,941	3,224	1,272	2,359	4,645	2,557	2,884
Male.....	12,557	2,352	940	1,733	3,340	2,067	2,125
Female.....	4,384	872	332	626	1,305	490	759
Saskatchewan.....	10,493	1,184	623	1,429	3,510	2,092	1,655
Male.....	8,555	945	496	1,128	2,837	1,880	1,269
Female.....	1,938	239	127	301	673	212	386
Alberta.....	15,061	4,539	1,038	2,176	3,897	1,930	1,481
Male.....	12,621	4,122	809	1,760	3,107	1,699	1,124
Female.....	2,440	417	229	416	790	231	357
British Columbia.....	49,972	7,535	5,173	7,459	14,474	7,416	7,915
Male.....	41,069	6,417	4,429	6,202	11,851	5,868	6,302
Female.....	8,903	1,118	744	1,257	2,623	1,548	1,613
TOTAL.....	304,023	52,420	27,397	44,811	79,602	47,211	52,582
MALE.....	246,523	42,976	22,015	36,432	64,990	39,889	40,221
FEMALE.....	57,500	9,444	5,382	8,379	14,612	7,322	12,361

**TABLE E-3.—CLAIMS FOR BENEFIT, FEBRUARY, 1942, TO FEBRUARY, 1950**

—	1942	1943	1944	1945	1946	1947	1948 (1)	1949 (1)	1950 (1)
January.....		4,637	11,751	20,412	71,932	63,681	109,311	140,305	196,624
February.....	663	4,822	12,284	14,990	59,098	47,141	88,016	108,759	125,511
March.....	4,124	5,046	10,667	13,307	50,706	43,675	76,248	103,402	.....
April.....	2,925	3,953	6,463	8,430	35,781	35,859	59,265	68,979	.....
May.....	2,799	2,027	4,654	8,825	34,777	27,603	42,257	63,692	.....
June.....	4,629	1,772	3,226	10,857	30,646	21,365	39,644	53,114	.....
July.....	2,668	1,087	3,106	10,886	27,576	20,034	38,790	49,586	.....
August.....	1,855	1,370	3,241	20,557	25,115	17,281	32,182	57,750	.....
September.....	1,118	1,013	3,715	40,473	28,555	25,847	33,036	59,080	.....
October.....	1,058	1,475	6,222	36,717	34,891	34,743	43,620	77,091	.....
November.....	1,748	2,896	11,798	53,325	37,111	47,372	73,119	124,889	.....
December.....	3,337	6,562	13,770	57,612	52,479	79,849	114,506	150,480	.....
Total.....	26,924	36,660	90,897	296,391	488,667	464,450	749,994	1,057,127	322,135

(1) Revised claims included. See Table E-4 for analysis of claims filed at local offices.



**TABLE E-4.—CLAIMS FOR BENEFIT BY PROVINCES, FEBRUARY, 1950**

Province	Claims filed at Local Offices				Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Revised	Entitled to Benefit	Not Entitled to Benefit	Referred to Appeal	Pending
Newfoundland.....	211 (6,451)	169 (5,799)	19 (161)	23 (491)	262 (5,384)	118 (1,663)	3 (8)	84 (3,691)
Prince Edward Island.....	682	471	108	103	656	128	2	123
Nova Scotia.....	7,055	4,497	1,625	933	6,956	1,271	47	1,551
New Brunswick.....	4,891	2,999	1,208	684	4,501	972	13	1,144
Quebec.....	37,129	24,599	7,890	4,640	33,807	7,375	236	9,424
Ontario.....	37,436	23,954	8,790	4,692	33,142	8,199	448	9,411
Manitoba.....	7,311	4,754	1,574	983	5,714	1,464	120	1,755
Saskatchewan.....	3,880	2,625	567	688	3,644	960	38	722
Alberta.....	6,598	4,531	1,198	869	6,388	1,392	63	1,787
British Columbia.....	20,318	14,001	3,703	2,614	26,808	3,788	127	4,633
Total Canada, February, 1950.....	125,511	82,600	26,682	16,229	121,878	24,757 <sup>(1)</sup>	1,097	30,634
Total Canada, January, 1950.....	196,624	133,871	48,182	14,571	157,483	31,039 <sup>(2)</sup>	914	55,450
Total Canada, February, 1949.....	108,759	73,604	19,859	15,296	92,568	20,938 <sup>(3)</sup>	1,338	26,248

(1) In addition, there were 1,585 special requests not granted.

(2) In addition, there were 1,108 special requests not granted.

(3) In addition, there were 1,234 special requests not granted.

N.B.—Figures in parenthesis are for unemployment assistance in Newfoundland. These are not included in the totals.

**TABLE E-5.—CLAIMANTS NOT ENTITLED TO BENEFIT**

Chief Reasons for Non-Entitlement	Month of February 1949	Month of February 1950	Cumulative Total for Current Fiscal Year
Insufficient contributions while in insurable employment.....	11,133	14,566	90,440
Not unemployed.....	463	2,959	11,953
Not capable of and not available for work.....	712	905	9,122
Loss of work due to a labour dispute.....	56	277	2,387
Refused offer of work and neglected opportunity to work.....	862	669	12,379
Discharged for misconduct.....	1,049	928	7,961
Voluntarily left employment without just cause.....	4,588	3,707	39,869
Other reasons <sup>(1)</sup> .....	2,075	1,756	16,083
Total.....	20,938	25,767	190,194

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

**TABLE E-6.—NUMBER OF PERSONS RECEIVING BENEFIT DURING WEEK FEBRUARY 25 TO MARCH 3, INCLUSIVE, AND NUMBER COMMENCING BENEFIT, NUMBER OF DAYS BENEFIT PAID AND AMOUNT OF BENEFIT PAID DURING MONTH OF FEBRUARY, 1950**

Province	Number Receiving Benefit During Week February 25 to March 3, inclusive	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid (in dollars)
Newfoundland.....	316 (11,715)	193 (4,000)	5,885 (215,213)	16,149 (552,732)
Prince Edward Island.....	1,711	714	38,482	85,958
Nova Scotia.....	12,290	6,568	301,428	733,557
New Brunswick.....	8,824	4,192	236,530	563,725
Quebec.....	76,789	31,751	1,820,921	4,386,129
Ontario.....	59,922	28,996	1,383,717	3,338,234
Manitoba.....	13,424	5,949	289,011	677,329
Saskatchewan.....	8,806	3,973	211,444	504,097
Alberta.....	10,184	6,300	249,120	619,258
British Columbia.....	40,093	24,109	1,048,799	2,680,904
Total, Canada, February, 1950.....	232,359	112,745	5,585,337	13,605,340
Total, Canada, January, 1950.....	.....	132,619	4,925,381	11,781,142
Total, Canada, February, 1949.....	.....	83,110	3,734,487	8,158,903

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941, TO FEBRUARY 28, 1950

Fiscal Year Ended March 31	RECEIPTS										DISBURSEMENTS			Balance in Fund
	CONTRIBUTIONS (Gross less refunds)										Total Revenue	Benefit Payments		
	Stamps	Meter	Bulk	Total Employer and Employee	Government	Fines	Interest on Investments and Profit on sale of Securities	Total Revenue	Benefit Payments					
1942.....	\$ 22,436,001.56	\$ 7,209,058.48	\$ 6,790,549.01	\$ 36,435,609.05	\$ 7,287,121.81		\$ 269,208.74	\$ 43,991,999.60	\$ 27,752.92	\$ 43,964,246.98				
1943.....	30,408,651.15	13,645,258.63	13,380,741.65	57,434,651.43	11,457,057.90	638.11	1,840,448.56	70,762,796.00	716,012.75	114,011,029.93				
1944.....	31,565,232.54	13,205,897.37	16,949,655.09	61,720,785.00	12,344,421.74	1,323.67	3,972,047.14	78,088,577.55	1,721,666.29	190,327,941.19				
1945.....	32,784,177.12	11,926,369.85	19,018,308.47	63,728,855.44	12,746,179.30	2,041.02	6,195,926.42	82,673,002.18	4,966,483.51	268,084,459.86				
1946.....	34,964,786.96	10,816,365.63	16,785,437.07	62,566,589.66	12,513,778.66	2,303.66	6,116,768.84	81,199,440.82	31,993,240.34	317,240,660.34				
1947.....	41,042,425.28	11,500,028.37	23,472,577.26	76,015,030.91	15,203,457.58	3,820.43	7,529,985.56	98,752,294.48	43,114,329.18	372,878,625.64				
1948.....	38,768,926.38	11,508,638.62	33,563,269.47	83,870,834.47	16,366,400.70	5,322.60	9,560,776.12	109,803,333.89	34,947,020.32	447,734,939.21				
1949.....	46,686,689.27	14,363,308.41	37,531,562.30	98,581,559.98	20,924,013.71	8,359.08	12,113,317.56	131,627,250.33	49,826,752.16	529,535,437.38				
April.....	4,659,575.10	1,397,731.77	2,729,335.56	8,786,642.43	959,568.37	1,190.00	1,078,855.51	10,826,256.31	7,944,066.04	532,417,627.65				
May.....	3,882,190.78	1,083,371.36	2,911,585.00	7,877,147.14	1,574,182.43	1,250.00	1,108,618.19	10,556,197.76	5,508,863.01	537,464,962.40				
June.....	4,142,564.77	1,172,772.22	3,044,609.46	8,359,946.45	1,671,443.95	1,454.00	1,119,134.83	11,151,979.23	4,109,708.12	544,507,233.51				
July.....	4,122,196.18	1,284,065.53	3,226,412.12	8,632,673.83	1,726,653.38	1,157.10	1,137,124.22	11,497,608.53	3,381,091.58	552,623,750.46				
August.....	4,208,807.86	1,104,055.98	3,252,116.82	8,564,980.66	1,713,434.31	1,113.55	1,156,157.96	11,435,086.48	3,713,885.12	560,345,551.82				
September.....	4,815,552.07	1,215,256.28	3,132,075.17	9,162,883.52	1,814,427.80	1,637.00	1,192,952.86	12,171,901.18	3,669,715.08	568,847,737.92				
October.....	4,489,023.31	1,176,699.41	3,207,662.10	8,873,384.82	1,794,089.38	2,021.50	1,265,270.78	11,934,766.48	3,841,811.48	576,940,692.92				
November.....	4,576,901.29	1,203,865.64	3,360,446.27	9,141,213.20	1,721,995.05	1,565.00	1,279,433.72	12,144,206.97	5,045,183.99	584,089,715.90				
December.....	4,812,352.69	1,194,796.11	3,270,088.26	9,277,187.06	1,962,148.98	1,471.00	1,292,933.04	12,533,740.08	7,177,759.74	589,895,696.24				
January 1950.....	4,205,601.79	1,149,069.77	3,584,640.19	8,939,311.75	1,787,987.42	1,540.57	1,297,019.58	12,025,859.32	11,779,344.89	589,642,210.67				
February.....	4,481,084.22	1,187,866.94	3,040,769.03	8,709,670.19	1,743,028.96	1,524.70	1,294,475.57	11,748,699.42	13,602,452.35	587,788,457.74				
Sub Total.....	48,395,800.06	13,169,551.01	34,759,689.98	96,325,041.05	18,498,960.03	15,924.42	13,216,976.26	128,026,901.76	69,773,881.40	578,788,457.74				
GRAND TOTAL.....	327,052,690.32	107,344,476.37	202,281,790.30	636,678,956.99	127,341,391.43	39,732.99	60,815,515.20	824,875,596.61	237,087,138.87	587,788,457.74				

CONTRIBUTIONS FOR ARMED SERVICE (included in "Bulk" column)

To March 31, 1949..... \$42,962,104.41  
 April 1, 1949, to date..... 4,537,966.05

Total..... \$47,500,070.46

## F—Prices

### TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month  
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1923.....		120.7	124.1	116.9	122.5	143.8		110.7	
1924.....		118.8	121.6	117.4	118.9	140.8		108.6	
1925.....		119.8	127.2	117.4	116.8	140.3		106.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1930.....		120.8	131.5	122.7	111.8	130.6		105.4	
1931.....		109.1	103.1	119.4	110.0	114.3		103.3	
1932.....		99.0	85.7	109.7	106.8	100.6		100.4	
1933.....		94.4	84.9	98.6	102.5	93.3		98.2	
1934.....		95.6	92.7	93.1	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....	4.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....	10.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....	16.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....	17.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....	18.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.6	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
April.....	19.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
October.....	25.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
1947									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.3
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
1948									
January.....	47.1	148.3	182.2	119.9	120.4	161.2	158.4	122.6	167.1
April.....	50.4	151.6	186.8	119.9	121.3	172.9	161.9	122.9	172.2
July.....	55.7	156.9	201.3	120.9	124.5	175.4	162.8	123.1	180.4
October.....	58.3	159.6	205.4	121.0	128.8	181.0	165.1	124.4	184.6
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.8
April.....	58.0	159.3	198.5	122.4	131.0	183.2	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.8
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2

\* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.



TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-off, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, blade removed, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hook-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>P.E.I.—</b>										
1—Charlottetown.....	71.5	65.0	b 57.7	b 51.0	b 46.0			57.8	46.3	.....
<b>Nova Scotia—</b>										
2—Halifax.....	76.2	70.6	71.2	52.3 b	49.5		71.7	60.3	46.4	87.7
3—New Glasgow.....	80.0	73.7	69.0	53.2	51.4			61.7	48.8	82.7
4—Sydney.....		72.4			46.7			59.5	46.5	87.0
5—Truro.....	73.0	69.0						59.0		84.8
<b>New Brunswick—</b>										
6—Fredericton.....	73.4	65.3	63.5	b 46.3	44.4	55.2		57.8	43.4	83.3
7—Moncton.....	75.6	71.1	72.1	b 51.5	45.4		71.0	64.5	46.7	83.8
8—Saint John.....	78.3	73.5	67.5	50.8	48.7	53.4	71.4	61.6	44.4	85.1
<b>Quebec—</b>										
9—Chicoutimi.....	85.0	79.0		56.3				58.3	49.0	81.6
10—Hull.....	71.6	69.4	65.1	50.5	45.8	51.7		58.0	43.1	77.6
11—Montreal.....	79.2	76.7	70.6	46.8	46.0	50.5	71.8	54.5	42.9	74.2
12—Quebec.....	79.7	77.6	68.9	45.9	41.6	56.3	70.4	44.8	39.7	74.4
13—St. Hyacinthe.....	69.0	67.7	65.3	49.0	42.1	62.0		56.3	45.4	71.3
14—St. Johns.....										75.7
15—Sherbrooke.....	78.0	72.7	70.3	50.0	46.4			58.6	46.2	80.0
16—Sorel.....	69.0	66.7	64.3	45.0	38.3			65.0	40.7	76.3
17—Thetford Mines.....	71.7	73.3		46.0					39.3	.....
18—Three Rivers.....	83.1	70.6	63.5	47.7	40.6	46.0		55.0	43.5	75.9
<b>Ontario—</b>										
19—Belleville.....	73.3	73.0	69.3		55.0			59.3	38.0	81.5
20—Brantford.....	75.5	72.7	71.5	55.6	51.8	56.8	81.5	62.1	41.5	83.9
21—Brockville.....	73.7	74.2	75.7	54.7 b	48.6		74.0	64.0	46.6	81.3
22—Chatham.....	77.2	74.5	73.0	54.4	54.0			67.5	47.5	84.9
23—Cornwall.....	77.0	76.6	74.0	55.0	52.2			59.0	44.5	80.3
24—Fort William.....	68.7	64.0	69.2	54.0	50.3			57.8		84.1
25—Galt.....	74.8	72.2	70.6	55.0	50.6			61.4	45.0	81.6
26—Guelph.....	75.4	73.2	74.0	b 55.7	53.6	54.0	76.4	61.6	38.3	82.7
27—Hamilton.....	77.0	74.5	72.6	56.0	53.1	60.9	81.2	62.8	41.4	79.3
28—Kingston.....	71.0	69.9	68.5	50.4	47.5		74.0	60.2	40.3	80.3
29—Kitchener.....	76.3	75.1	71.4	57.1	54.0	58.8	79.8	63.5	43.0	82.4
30—London.....	76.4	75.0	70.1	55.1	53.1		77.7	63.3	42.3	84.1
31—Niagara Falls.....	78.9	76.9	74.8	56.0	52.3		86.3	61.5	41.8	82.1
32—North Bay.....	73.0	72.4	68.0	53.7	51.3			65.0	42.0	83.0
33—Oshawa.....	74.3	73.3	71.5	56.7	50.6			60.4	40.5	79.1

COAL AND RENTALS BY CITIES, MARCH, 1950

Locality	Lard, pure, per lb. package	Shortening, per lb. package	Eggs, grade "A", large, per dozen	Milk, per quart	Butter, creamery, prins per lb.	Cheese, plain, mild, per $\frac{1}{4}$ lb. package	Bread, plain, white, wrapped, per lb.	Flour, all-purpose, per lb.	Rolled oats, package, per lb.	Corn flakes 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>P.E.I.—</b>										
1—Charlottetown.....	19-8	29-8	45-7 <sup>e</sup>	16-0	64-9	33-3	10-7	7-7	10-3	16-2
<b>Nova Scotia—</b>										
2—Halifax.....	23-2	30-3	52-5	19-0	67-3	30-7	11-2	7-8	11-9	15-7
3—New Glasgow.....	23-0	30-0	51-4	19-0	68-6	31-6	12-0	7-6	11-6	16-4
4—Sydney.....	19-5	28-7	53-7 <sup>e</sup>	20-0	67-3	30-8	12-0	7-7	12-1	16-5
5—Truro.....	22-6	29-9	52-9	18-0	68-9	31-7	12-0	7-8	12-0	15-5
<b>New Brunswick—</b>										
6—Fredericton.....	22-4	30-7	53-3	17-0	68-7	31-6	11-3	7-9	11-6	15-3
7—Moncton.....	22-6	30-7	51-6	17-0	68-2	30-6	11-3	8-0	12-3	15-8
8—Saint John.....	22-7	30-6	53-1	18-0	69-0	31-2	11-3	7-8	11-1	15-0
<b>Quebec—</b>										
9—Chicoutimi.....	22-4	32-3	47-4	17-0	64-1	31-8	11-2	8-0	.....	17-0
10—Hull.....	18-0	29-7	49-4	18-0	64-6	29-8	10-0	7-0	10-8	14-3
11—Montreal.....	19-5	29-9	50-6	17-5	64-4	29-0	10-0	7-2	10-8	14-8
12—Quebec.....	18-3	29-8	49-4	17-0	64-3	30-0	9-5	7-1	11-3	15-4
13—St. Hyacinthe.....	20-8	30-2	48-5	16-0	64-7	28-9	10-0	7-2	10-9	15-0
14—St. Johns.....	19-8	30-9	51-3	16-0	65-0	30-5	8-7	7-5	11-4	15-0
15—Sherbrooke.....	22-7	29-4	52-8	17-0	64-4	30-7	10-2	7-6	11-1	15-4
16—Sorel.....	18-5	29-0	44-9	16-0	64-4	29-7	9-3	7-6	11-1	15-0
17—Thetford Mines.....	25-0	30-1	45-2	16-0	64-3	29-6	9-3	7-8	11-5	16-0
18—Three Rivers.....	19-6	29-5	51-4	17-0	61-8	29-4	8-7	7-1	11-1	15-0
<b>Ontario—</b>										
19—Belleville.....	21-2	30-1	45-2 <sup>f</sup>	18-0	65-9	29-6	10-0	7-6	11-0	14-8
20—Brantford.....	18-3	29-9	46-4	18-0	65-0	27-9	10-0	7-2	10-9	14-7
21—Brockville.....	21-0	30-8	47-3	18-0	65-1	28-7	10-0	7-3	11-4	14-5
22—Chatham.....	19-	31-4	45-0	18-0	66-7	29-0	10-0	7-4	11-3	14-6
23—Cornwall.....	20-7	30-1	46-9 <sup>f</sup>	18-0	65-9	29-6	8-7	7-1	11-0	14-6
24—Fort William.....	19-7	29-0	51-4	20-0	64-2	30-5	10-7	7-2	10-3	15-1
25—Galt.....	18-4	30-2	44-9	18-0	65-7	28-6	10-0	7-4	10-6	14-6
26—Guelph.....	19-2	30-0	46-3	18-0	65-3	28-1	10-0	7-2	10-9	14-9
27—Hamilton.....	19-0	29-9	48-1	19-0	66-2	28-5	10-0	7-2	10-9	14-7
28—Kingston.....	19-5	30-2	47-5	18-0	64-8	28-9	9-3	7-1	11-0	14-6
29—Kitchener.....	19-7	30-2	45-4 <sup>e</sup>	18-0	65-7	28-6	10-0	7-5	10-8	14-7
30—London.....	20-1	30-4	45-0	18-0	65-5	29-1	10-0	7-0	10-9	14-4
31—Niagara Falls.....	19-6	30-1	47-9	19-0	66-8	29-3	10-0	7-1	10-6	14-6
32—North Bay.....	23-0	31-7	51-8	18-0	67-6	29-6	10-7	7-9	12-0	15-7
33—Oshawa.....	19-2	29-5	45-9 <sup>f</sup>	18-0	65-5	28-6	10-0	7-5	10-8	14-6

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS.

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-off, per lb.
	Sirloin steak per lb.	Round steak per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, blade removed, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	76.7	74.9	73.9	56.6	51.4	50.4	76.2	58.2	45.6	78.0
35—Owen Sound.....	73.0	70.2	69.6	54.0	46.5	.....	.....	61.6	40.8 <sup>c</sup>	84.5
36—Peterborough.....	76.3	72.2	71.6	54.9	53.5	55.0	80.6	62.7	41.3	82.4
37—Port Arthur.....	69.7	67.1	68.0	51.0	52.9	.....	.....	56.1	44.0	79.9
38—St. Catharines.....	75.7	72.0	70.0	52.3	51.3	.....	.....	62.3	.....	80.2
39—St. Thomas.....	74.1	72.6	70.0	55.0	50.6	.....	.....	65.0	39.7	80.5
40—Sarnia.....	74.5	72.8	69.4	55.0	51.6	.....	74.7	62.2	42.7	82.3
41—Sault Ste. Marie.....	70.5	70.6	66.7	51.8	55.0	.....	.....	63.3	45.5	78.2
42—Stratford.....	73.3	72.5	70.3	52.7	50.0	.....	.....	56.7	39.0	83.4
43—Sudbury.....	73.2	72.1	69.8	52.1	52.3	56.7	.....	60.1	48.3	82.5
44—Timmins.....	75.2	72.9	68.5	53.6	51.3	59.7	.....	59.3	44.9	82.4
45—Toronto.....	80.3	75.0	76.8	57.5	52.1	60.9	76.7	63.0	39.4	81.7
46—Welland.....	76.7	73.3	69.4	53.3 <sup>b</sup>	50.4	59.0	.....	61.6	43.5	81.5
47—Windsor.....	74.4	71.0	68.5	51.3 <sup>b</sup>	54.1	56.7	74.7	60.1	38.7	84.0
48—Woodstock.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	82.9
<b>Manitoba—</b>										
49—Brandon.....	75.0	70.0	.....	.....	50.0	.....	.....	62.3	45.0	85.1
50—Winnipeg.....	69.2	65.2	71.9	52.9	48.5	53.8	72.7	55.0	43.4	79.7
<b>Saskatchewan—</b>										
51—Moose Jaw.....	69.5	64.4	66.3 <sup>b</sup>	50.8	50.2	56.7	70.7	59.0	42.7	84.2
52—Prince Albert.....	65.0	62.2	62.3	46.6	47.2	58.0	66.3	57.7	41.0	78.9
53—Regina.....	71.2	67.5	68.7 <sup>b</sup>	51.0 <sup>b</sup>	50.0	59.2	74.0	60.1	45.5 <sup>d</sup>	88.3
54—Saskatoon.....	65.8	62.9	61.7	49.4	49.8	66.7	.....	58.3	45.4	85.6
<b>Alberta—</b>										
55—Calgary.....	71.9	69.1	72.8	56.9	49.7	61.5	77.8	58.0	47.4	86.2
56—Drumheller.....	70.0	67.5	67.0	51.3 <sup>b</sup>	47.7	.....	.....	59.5	46.3	87.7
57—Edmonton.....	68.0	62.6	64.6	46.5 <sup>b</sup>	46.1	57.1	66.7	56.2	41.2	87.3
58—Lethbridge.....	74.0	68.0	71.3	51.7	49.3	57.3	74.7	57.0	43.3	89.5
<b>British Columbia—</b>										
59—Nanaimo.....	83.0	76.5	80.5	58.3	56.3	.....	83.5	66.0	53.3	89.0
60—New Westminster.....	75.0	68.6	68.4	56.0	53.6	57.7	76.3	63.9	51.5	93.7
61—Prince Rupert.....	87.7	78.7	87.3	51.7	52.3	.....	90.0	67.0	56.7	93.0
62—Trail.....	78.0	76.0	75.0	54.5	55.0	.....	79.0	65.2	52.7	96.8
63—Vancouver.....	79.7	73.1	80.1	63.1	58.1	68.0	81.3	66.9	51.7	95.7
64—Victoria.....	80.0	73.4	75.5	56.5	59.4	66.7	82.9	67.2	49.5	88.0



COAL AND RENTALS BY CITIES, MARCH, 1950

Locality	Lard, pure, per lb. package	Shortening, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, all-purpose, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	19-0	30-2	49-7	18-0	66-0	29-5	10-0	7-3	11-1	14-7
35—Owen Sound.....	20-4	30-6	43-3	18-0	65-6	28-5	10-0	7-4	11-4	15-0
36—Peterborough.....	19-5	29-1	45-3	18-0	65-0	28-7	10-0	7-3	10-7	13-8
37—Port Arthur.....	20-1	29-4	51-6	20-0	64-4	29-8	10-7	7-0	10-6	15-5
38—St. Catharines.....	19-5	29-1	48-5	19-0	66-1	27-5	10-0	7-0	10-6	14-2
39—St. Thomas.....	19-9	29-9	46-1	18-0	66-4	29-4	10-0	7-5	11-1	14-9
40—Sarnia.....	19-9	31-3	46-0	18-0	66-9	30-0	10-0	7-7	11-3	14-8
41—Sault Ste. Marie.....	22-8	30-3	51-1	20-0	65-4	29-7	10-7	7-5	10-6	14-8
42—Stratford.....	19-9	31-3	44-6	18-0	64-6	29-2	10-0	7-1	11-0	15-0
43—Sudbury.....	19-7	30-3	51-2	20-0	66-8	29-3	10-7	8-0	11-6	15-3
44—Timmins.....	21-9	30-4	49-4	20-0	65-3	29-5	11-3	7-6	10-9	15-2
45—Toronto.....	20-1	29-8	47-6	19-0	65-6	27-8	10-0	7-2	10-7	14-1
46—Welland.....	19-8	30-2	47-6	19-0	65-8	28-4	10-0	6-9	10-4	14-3
47—Windsor.....	19-6	30-4	47-6	19-0	66-0	29-4	10-0	7-4	11-6	15-0
48—Woodstock.....	19-3	30-3	44-0	18-0	65-7	29-5	10-0	6-7	10-9	14-7
<b>Manitoba—</b>										
49—Brandon.....	21-3	31-8	45-7	16-0	63-6	30-7	10-7	7-4	10-8	15-7
50—Winnipeg.....	20-6	30-0	48-6	17-0	63-7	29-9	12-0	7-0	10-1	14-9
<b>Saskatchewan—</b>										
51—Moose Jaw.....	19-7	32-1	46-3	18-0	62-5	29-5	11-2	7-1	9-9	15-2
52—Prince Albert.....	21-6	32-4	49-0	17-0	63-9	29-4	9-6	7-3	10-3	14-8
53—Regina.....	21-3	33-4	45-4	18-0	62-3	30-2	11-2	7-2	10-5	15-1
54—Saskatoon.....	20-8	33-3	47-0	18-0	63-0	29-1	10-4	7-0	10-2	14-6
<b>Alberta—</b>										
55—Calgary.....	20-7	33-4	50-2	19-0	63-9	29-3	11-2	7-2	10-3	15-0
56—Drumheller.....	23-4	34-0	51-0	20-0	65-7	30-7	11-2	7-7	11-4	15-8
57—Edmonton.....	21-8	32-9	45-1	18-0	63-7	30-1	10-4	7-1	10-3	14-6
58—Lethbridge.....	21-3	32-9	50-6	18-0	63-9	29-7	11-2	7-4	10-8	14-9
<b>British Columbia—</b>										
59—Nanaimo.....	24-1	30-7	55-0	19-0	66-7	31-6	13-9	7-2	10-9	14-8
60—New Westminster.....	23-0	28-3	51-9	19-0	65-2	29-0	12-8	7-2	10-6	14-7
61—Prince Rupert.....	25-2	31-7	57-6	25-0	67-2	33-3	14-0	7-9	11-5	15-7
62—Trail.....	24-6	34-3	57-5	20-0	65-9	30-7	13-0	7-5	10-7	15-4
63—Vancouver.....	23-5	28-9	51-6	17-0	64-9	29-6	12-8	7-3	10-5	14-8
64—Victoria.....	24-1	29-2	56-1	19-0	65-5	30-0	12-8	7-6	10-8	14-9

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common, dry white, per lb.	Onions, cooking, per lb.	Potatoes, no. 1 table, per 10 lbs.	Prunes, bulk, or in bag, per lb.	Raisins, Australian, seedless, bulk, or in bag, per lb.	Oranges, California, per dozen	Lemons, 300's, per $\frac{1}{2}$ dozen	Jam, strawberry, with pectin, per 32 oz. jar
	Tomatoes, choice 2 $\frac{1}{2}$ 's (28 oz.), per tin	Peas, choice, per 15 oz. tin	Corn, cream, choice, per 15 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>P.E.I.—</b>											
1—Charlottetown.....	21.2	.....	15.1	11.5	9.8	21.7	22.0	19.8	51.6	34.0	49.3
<b>Nova Scotia—</b>											
2—Halifax.....	22.3	17.7	16.6	11.6	8.3	25.7	23.6	17.9	44.7	25.3	48.1
3—New Glasgow.....	23.6	13.5	16.6	10.6	9.1	27.9	26.0	23.5	45.0	26.3	48.6
4—Sydney.....	20.3	16.0	16.7	10.6	8.7	26.9	25.9 <sup>p</sup>	18.3	46.5	28.7	47.9
5—Truro.....	18.6	.....	15.0	11.0	9.2	24.0	24.1	18.3	46.8	28.4	49.0
<b>New Brunswick—</b>											
6—Fredericton.....	20.2	17.4	.....	11.8	8.7	25.4	22.5	19.3	42.9	26.6	47.8
7—Moncton.....	19.1	17.6	15.0	10.9	9.4	25.3	25.6	17.7	48.3	28.3	49.3
8—Saint John.....	18.3	16.0	15.3	11.5	8.6	21.4	23.9	19.0	46.5	24.4	48.0
<b>Quebec—</b>											
9—Chicoutimi.....	17.3	15.7	13.1 <sup>g</sup>	11.7	10.3	31.3	.....	23.6	49.2	27.0	.....
10—Hull.....	16.3	16.1	.....	10.5	9.4	30.1	24.0	18.8	41.7	22.1	47.0
11—Montreal.....	14.4	12.5 <sup>g</sup>	14.1 <sup>g</sup>	11.5	8.4	26.7	22.5	18.3	42.0	21.8	47.3
12—Quebec.....	14.9	16.5	14.9	10.9	8.5	24.0	22.3	19.4	44.7	22.1	49.0
13—St. Hyacinthe.....	14.5	16.7	16.5	10.3	8.5	26.4	22.7	17.7	42.6	23.6	47.6
14—St. Johns.....	14.9	.....	.....	11.4	8.2	26.8	23.1	19.1	45.3	22.2	45.4
15—Sherbrooke.....	14.7	14.5	.....	10.6	8.9	26.3	25.3	18.5	45.9	25.5	49.1
16—Sorel.....	15.5	.....	16.7	11.4	9.3	28.4	20.0	17.7	42.3	23.3	44.3
17—Thetford Mines.....	15.7	.....	.....	11.0	9.3	26.5	24.0	19.3	42.0	28.0	48.0
18—Three Rivers.....	15.2	15.7	.....	10.1	8.7	27.3	20.3	19.6	43.5	23.0	46.9
<b>Ontario—</b>											
19—Belleville.....	17.5	13.5	.....	12.8	8.5	31.3	.....	19.0	43.5	24.3	46.4
20—Brantford.....	18.8	16.3	14.8	11.0	8.2	28.6	23.0	18.1	44.1	25.7	45.9
21—Brockville.....	18.2	18.3	14.9	12.0	9.7	30.9	24.7	17.9	40.8	25.7	46.7
22—Chatham.....	18.4	15.6	14.1	10.5	7.8	27.9	23.0	19.0	39.9	22.3	47.0
23—Cornwall.....	19.0	.....	14.8	11.4	8.7	30.7	22.5	21.4	43.8	22.7	46.0
24—Fort William.....	17.6	17.5	15.3	11.8	7.9	38.9	22.1	23.0 <sup>j</sup>	43.2	28.3	48.1
25—Galt.....	16.4	18.2	13.7	10.8	8.7	30.0	23.7	18.5	41.7	25.0	45.4
26—Guelph.....	17.6	15.9 <sup>h</sup>	14.0	11.4	7.9	31.1	22.7	18.1	43.8	24.9	44.7
27—Hamilton.....	17.6	18.0 <sup>s</sup>	14.8	12.8	8.5	30.6	24.3 <sup>n</sup>	18.5	44.7	25.1	45.1
28—Kingston.....	16.0	14.7	15.1	12.4	8.4	30.0	22.7	17.9	42.0	22.4	47.5
29—Kitchener.....	17.9	16.9	14.5	10.9	8.1	31.0	23.6	18.3	41.1	26.5	45.1
30—London.....	18.3	17.3	15.5	10.9	8.5	30.5	22.7	17.4	44.1	26.6	44.8
31—Niagara Falls.....	16.7	16.7	15.5	11.8	8.4	31.2	22.7	19.0	45.0	24.7	47.7
32—North Bay.....	18.4	.....	.....	10.7	8.4	32.7	.....	.....	41.7	24.0	48.0
33—Oshawa.....	15.8	17.1	14.4	11.3	7.7	27.5	20.7	18.4	45.9	22.8	46.6

COAL AND RENTALS BY CITIES, MARCH, 1950

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
				Granulated, bulk or in bag, per lb.	Yellow, branded pkg., per lb.			Anthracite per ton	Bituminous per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
<b>P.E.I.—</b>										
1—Charlottetown.....	29-0	36-3	34-4	10-1	9-7	89-8	50-2	.....	15.50	.....
<b>Nova Scotia—</b>										
2—Halifax.....	28-8	38-6	31-5	9-8	10-5	93-6	50-1	.....	16.75	30.50-34.50
3—New Glasgow.....	29-2	47-3	33-1	10-3	10-5	93-2	50-1	.....	.....	.....
4—Sydney.....	28-8	43-5	31-3	10-5	10-7	92-0	50-3	.....	11.85	22.00-26.00
5—Truro.....	29-4	37-8	32-8	10-1	10-5	93-0	50-1	.....	15.65	.....
<b>New Brunswick—</b>										
6—Fredericton.....	.....	40-6	32-8	10-2	10-0	.....	50-0	.....	16.75	22.00-26.00
7—Moncton.....	27-7	38-8	32-0	10-7	10-6	92-9	49-9	.....	16.30	.....
8—Saint John.....	27-6	37-5	31-0	10-1	10-1	89-0	50-5	.....	17.25	23.00-27.00
<b>Quebec—</b>										
9—Chicoutimi.....	32-0	41-7	35-0	10-8	10-4	102-0 <sup>t</sup>	53-8	25.00	.....	.....
10—Hull.....	25-9	37-4	28-4	9-9	9-8	88-0	52-0	24.25	.....	.....
11—Montreal.....	27-3	38-3	28-5	9-7	10-3	92-2	52-9	25.25	.....	28.00-32.00
12—Quebec.....	27-3	41-3	29-7	9-9	9-9	91-9	53-4	23.00	.....	31.50-35.50
13—St. Hyacinthe.....	28-5	37-9	28-3	9-7	9-5	90-8	52-8	24.75	.....	.....
14—St. Johns.....	28-0	38-0	29-8	9-6	9-3	97-0	53-2	23.00	.....	.....
15—Sherbrooke.....	27-9	38-5	29-7	9-7	9-8	94-9	53-4	24.50	.....	24.00-28.00
16—Sorel.....	27-1	39-0	30-3	9-7	9-4	86-0	52-2	23.75	.....	.....
17—Thetford Mines.....	27-8	38-5	31-6	9-9	9-7	91-0	52-6	25.50	.....	.....
18—Three Rivers.....	26-3	38-5	28-6	9-9	9-8	94-2	53-1	24.00	.....	.....
<b>Ontario—</b>										
19—Belleville.....	.....	35-0	29-4	10-3	10-5	93-2	52-6	23.50	.....	.....
20—Brantford.....	25-4	32-8	28-0	10-0	10-3	85-9	52-7	23.50	.....	24.50-28.50
21—Brockville.....	28-3	37-5	28-6	9-9	10-3	91-7	52-9	24.00	.....	.....
22—Chatham.....	26-0	33-6	28-3	10-4	10-9	84-0	53-2	24.00	.....	.....
23—Cornwall.....	26-0	36-8	28-3	9-8	.....	91-7	52-0	25-25	.....	.....
24—Fort William.....	26-2	38-2	30-0	10-8	11-1	83-6	52-1	26.85	.....	30.50-34.50
25—Galt.....	24-6	34-9	28-0	10-5	10-7	89-0	53-2	24.00	.....	.....
26—Guelph.....	26-2	32-1	27-5	10-0	10-3	87-1	52-7	23.60	.....	.....
27—Hamilton.....	25-7	32-2	28-0	10-0	10-7	87-3	53-2	23.00	.....	32.50-36.50
28—Kingston.....	28-0	34-2	28-2	9-8	10-0	81-6	51-1	24.00	.....	36.00-40.00
29—Kitchener.....	25-9	35-2	27-2	10-2	10-4	86-8	53-9	23.50	.....	32.00-36.00
30—London.....	26-6	36-4	28-1	10-6	10-7	91-5	52-6	24.00	.....	30.00-34.00
31—Niagara Falls.....	24-3	35-9	28-1	10-2	11-1	88-4	53-7	23-00	.....	.....
32—North Bay.....	28-3	37-0	30-7	11-0	11-0	98-8	52-5	26.00	.....	.....
33—Oshawa.....	.....	41-0	27-1	10-2	10-1	87-8	53-6	23.75	.....	.....



TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common, dry white, per lb.	Onions, cooking, per lb.	Potatoes, no. 1 table, per 10 lbs.	Prunes, bulk, or in bag, per lb.	Raisins, Australian, seedless, bulk, or in bag, per lb.	Oranges, California, per dozen	Lemons, 300's per $\frac{1}{2}$ dozen	Jam, strawberry, with pectin, per 32 oz. jar
	Tomatoes, choice $2\frac{1}{2}$ 's (28 oz.) per tin	Peas, choice, per 15 oz. tin	Corn, cream, choice, per 15 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	16·5	14·1	15·1	11·5	9·5	30·9	23·5	18·3	45·9	23·3	46·7
35—Owen Sound.....	18·0	17·0	15·5	11·5	7·5	29·3	19·3	18·8	42·9	25·0	46·6
36—Peterborough.....	17·7	17·9 <sup>s</sup>	14·5	12·3	7·7	28·6	24·3	17·9	39·6	20·8	47·6
37—Port Arthur.....	17·2	18·6 <sup>h</sup>	15·3	12·8	7·9	38·7	25·0	25·0	46·8	29·1	48·2
38—St. Catharines.....	17·6	16·2	14·1	11·8	8·2	30·0	24·3	18·0	43·8	23·3	46·0
39—St. Thomas.....	18·6	17·5	15·5	10·3	7·8	26·9	24·0	17·7	45·6	26·3	46·7
40—Sarnia.....	19·0	17·3	16·4	12·7	7·9	28·3	.....	18·4	43·5	27·2	44·7
41—Sault Ste. Marie.....	18·3	18·2	.....	11·1	8·2	33·4	24·0 <sup>p</sup>	18·8	46·5	27·9	47·5
42—Stratford.....	19·4	16·7	15·1	11·8	8·1	28·9	22·0	17·5	42·6	24·8	46·3
43—Sudbury.....	17·0	16·4	15·9	10·8	8·5	34·5	22·1	19·3	43·8	25·6	49·5
44—Timmins.....	17·2	16·8	15·5	12·5	8·4	35·5	23·7	19·0	44·4	25·0	47·6
45—Toronto.....	16·9	17·8 <sup>h</sup>	14·2	12·9	7·5	32·3	21·5	17·6	41·7	22·2	44·2
46—Welland.....	15·7	14·4	14·9	12·3	7·8	32·0	20·3	17·3	43·8	23·1	45·8
47—Windsor.....	18·2	16·6	15·0	10·7	7·5	28·6	21·8	18·6	44·4	26·0	47·1
48—Woodstock.....	19·3	16·5	14·8	11·2	8·1	27·6	23·0	17·5	43·2	25·6	44·3
<b>Manitoba—</b>											k
49—Brandon.....	19·4	.....	17·2	13·6	9·2	43·0	24·1	19·3	46·8	31·1	62·4
50—Winnipeg.....	18·9	16·2	15·1	13·3	7·5	40·1	22·8	20·2	45·6	29·6	57·6
<b>Saskatchewan—</b>											k
51—Moose Jaw.....	20·7	15·3	17·9	12·8	9·9	46·7	.....	18·7	.....	28·7	59·3
52—Prince Albert.....	21·8	.....	.....	12·3	9·3	47·3	23·1	20·3	45·9	35·3	57·0
53—Regina.....	21·7	17·4	16·5	12·5	9·0	46·3	23·5	19·5	46·5	28·8	59·0
54—Saskatoon.....	21·0	.....	13·5	12·5	9·4	49·7	23·6	19·6	50·7	31·5	57·5
<b>Alberta—</b>											k
55—Calgary.....	21·8	15·1	16·2	12·2	10·0	50·8	22·3	19·2	46·5	32·6	55·5
56—Drumheller.....	24·1	14·4	18·4	13·6	11·3	61·3	.....	21·0	48·9	32·0	60·2
57—Edmonton.....	22·5	16·7	17·4	13·3	9·7	50·5	22·8	19·2	45·3	30·2	57·0
58—Lethbridge.....	23·0	.....	16·4	14·4	9·7	45·5	23·5	20·2	43·5	.....	54·3
<b>British Columbia—</b>										m	k
59—Nanaimo.....	22·0	18·5	16·9	15·1	9·7	48·8	24·5	19·3	42·0	33·5	55·7
60—New Westminster.....	20·3	17·4	15·4	14·4	9·0	45·9	22·0	18·7	36·6	22·6	53·0
61—Prince Rupert.....	23·9	18·5	18·7	15·3	10·2	48·8	24·4	21·7	46·2	30·8	57·8
62—Trail.....	25·1	18·5	18·5	16·5	11·6	47·3	.....	19·4	45·3	34·4	58·5
63—Vancouver.....	19·6	16·1	15·2	13·6	8·9	49·1	22·1	18·6	40·5	24·2	52·9
64—Victoria.....	22·3	17·8	17·2	14·5	9·1	50·3	23·4	18·5	45·3	.....	54·5

**COAL AND RENTALS BY CITIES, MARCH, 1950**

Locality	Peaches choice per 20 oz. tin	Marmalade, oranges, per 32 oz. jar	Corn syrup, per 2 lb. int	Sugar		Coffee, medium, in bags, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a, \$
				Granulated, bulk or in bag, per lb.	Yellow, branded pkg., per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
34—Ottawa.....	26.7	36.5	28.2	9.9	10.4	87.5	53.5	24.25		37.00-41.00
35—Owen Sound.....	27.7	34.8	28.3	10.8	10.7	91.8	52.8	24.00		
36—Peterborough.....		33.8	27.0	9.9	10.0	88.4	54.0	24.25		
37—Port Arthur.....	27.2	41.7	29.7	10.5	11.1	85.0	51.0	26.85		25.50-29.50
38—St. Catharines.....	23.2	32.2	26.6	9.8	10.6	87.2	51.6	23.75		32.00-36.00
39—St. Thomas.....	26.2	41.0	29.1	10.6	10.7	90.6	53.5	24.00		
40—Sarnia.....	26.4	38.0	28.9	10.4	10.9	91.5	52.4	23.75		
41—Sault Ste. Marie.....	27.0	37.6	30.4	10.7	10.4	86.0	52.9	24.00		
42—Stratford.....	27.9	36.2	29.2	10.5	10.5	89.2	52.8	23.50		
43—Sudbury.....	27.5	37.7	30.6	10.7	11.2	86.3	52.5	24.75		34.00-38.00
44—Timmins.....	25.9	40.4	30.5	10.8	11.4	89.5	52.6	26.50		
45—Toronto.....	26.0	34.7	26.9	9.9	10.4	87.8	52.3	22.65		39.50-43.50
46—Welland.....	23.0	32.5	27.7	10.1	10.3	83.1	52.3	22.50		
47—Windsor.....	25.2	33.4	28.5	10.3	10.6	87.8	51.9	23.50		31.00-35.00
48—Woodstock.....	26.0	35.7	27.7	10.5	10.8	91.5	53.0	24.00		
<b>Manitoba—</b>										
49—Brandon.....	29.5	44.2	32.5	11.7	12.4	91.2	52.2		16.35	
50—Winnipeg.....	27.1	38.6	29.6	11.1	12.6	78.6	49.7		17.55	33.00-37.00
<b>Saskatchewan—</b>										
51—Moose Jaw.....	29.0	39.0	34.6	11.5	12.5	83.2	50.6		14.60	
52—Prince Albert.....	28.3	45.5	33.4	12.1	12.7	95.4	51.0		14.75	
53—Regina.....	28.0	39.8	33.2	11.6	12.5	92.0	51.4		15.40	32.00-36.00
54—Saskatoon.....	27.7	47.7	32.7	11.5	12.6	87.3	50.2		14.90	25.00-29.00
<b>Alberta—</b>										
55—Calgary.....	25.8	37.1	32.8	10.9	11.8	84.8	49.3		12.50	30.50-34.50
56—Drumheller.....	30.2	43.7	35.2	11.8	12.6	87.8	50.0			24.50-28.50
57—Edmonton.....	27.4	38.4	33.1	11.1	12.3	90.7	50.5		8.20	29.00-33.00
58—Lethbridge.....	27.6	39.0	32.2	11.1	12.6	87.3	51.8		8.35	
<b>British Columbia—</b>										
59—Nanaimo.....	26.5	34.2	30.4	10.3	11.7	88.7	51.8			
60—New Westminster.....	25.6	32.6	29.3	9.6	11.1	83.0	50.1		16.65	23.00-27.00
61—Prince Rupert.....	31.3	38.1	33.1	10.9	12.1	87.4	50.9		18.00	22.00-26.00
62—Trail.....	28.8	39.2	32.6	10.9	12.9	88.8	50.8		16.25	
63—Vancouver.....	26.2	32.1	29.9	9.5	10.9	79.8	49.7		17.04	29.00-33.00
64—Victoria.....	28.1	34.4	30.6	9.9	11.0	82.9	49.8		18.25	24.50-28.50

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time.

(a) Rental ranges shown above are indicative of prevailing rents being paid. They should not be used as a measure of change in rents paid for the same quality of living accommodation over long periods of time. (b) Averages include prices for cuts with bone-in. (c) Hock-on. (d) Mixed-hock-on, hock-off. (e) Mixed-loose & carton. (f) Loose. (g) Estimate (h) Fancy. (i) California. (k) Pure. (m) 360's. (n) Mixed-package & bulk. (p) Package (s) Mixed-choice & fancy. (t) Tin.

**TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF MARCH, 1950**

(Base:—August 1939 = 100)

—	Total			Food	Rent	Fuel	Clothing	Home Furnishings Services	Miscellaneous
	Mar. 1, 1949	Feb. 1, 1950	Mar. 1, 1950						
Halifax.....	152.3	153.3	155.0	200.4	116.5	132.6	192.8	155.2	123.0
St. John.....	155.8	157.8	159.5	196.0	121.5	134.8	191.2	159.1	130.6
Montreal.....	162.0	164.2	166.6	210.8	131.8	133.9	173.6	170.8	130.3
Toronto.....	154.6	157.6	160.7	198.2	134.2	153.2	181.3	161.6	130.7
Winnipeg.....	153.8	156.3	158.8	204.2	128.8	121.5	176.1	169.5	125.2
Saskatoon.....	161.6	163.6	164.5	215.0	126.1	140.4	186.9	171.7	122.9
Edmonton.....	154.2	158.1	159.5	211.1	118.9	114.6	187.2	161.1	129.2
Vancouver.....	160.7	163.4	165.2	212.2	122.9	139.8	190.2	160.5	134.2

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

**TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS**

(Base: August 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

Commodities*	Per	Dec. 1941	Mar. 1945	Mar. 1946	Mar. 1948	Feb. 1950	Mar. 1950	Price Mar. 1950
Beef, sirloin steak.....	lb.	120.7	153.8	155.2	190.3	255.9	268.9	74.8
Beef, round steak.....	lb.	125.7	166.7	167.9	209.7	285.2	299.5	71.4
Beef, rolled rib roast, prime.....	lb.	125.5	173.5	175.2	215.7	287.8	300.2	70.2
Beef, blade roast, blade removed.....	lb.	132.7	161.0	162.3	214.5	306.7	320.7	52.8
Beef, stewing, boneless.....	lb.	136.7	168.3	169.0	232.1	345.4	359.8	50.1
Veal, front roll, boneless.....	lb.	139.3	174.0	173.4	224.3	324.7	335.8	57.5
Lamb, leg roast.....	lb.	109.9	148.6	152.8	186.6	258.8	267.2	76.3
Pork, fresh loins, centre-cut.....	lb.	125.3	141.9	144.6	196.1	224.4	224.7	60.5
Pork, fresh shoulder, hock-off.....	lb.	127.0	142.3	144.4	212.6	233.5	237.8	44.3
Bacon, side, fancy, sliced, rind-off.....	lb.	132.3	140.9	142.5	216.7	222.5	222.7	82.9
Lard, pure, package.....	lb.	151.3	156.1	160.5	243.9	192.8	188.3	20.9
Shortening, package.....	lb.	134.7	136.8	137.5	218.1	212.5	213.2	30.6
Eggs, grade "A", large.....	doz.	156.4	140.1	144.1	170.2	150.4	158.8	48.9
Milk.....	qt.	111.0	95.4	96.3	158.7	166.1	166.1	18.1
Butter, creamery, prints.....	lb.	140.5	146.2	149.1	263.4	239.9	239.6	65.4
Cheese, plain, mild, $\frac{3}{4}$ lb.....	pkg.	174.6	164.9	166.3	212.5	226.0	223.7	29.8
Bread, plain, white, wrapped.....	lb.	106.5	106.3	106.3	149.2	165.1	165.1	10.5
Flour, all purpose.....	lb.	127.3	124.2	124.2	187.9	221.2	221.2	7.4
Rolled Oats, package.....	lb.	112.0	114.0	114.0	152.0	164.5	166.0	11.0
Corn Flakes, 8 oz.....	pkg.	101.1	100.0	100.0	152.2	163.0	163.0	15.0
Tomatoes, canned, 2 $\frac{1}{2}$ s.....	tin	129.9	137.7	137.7	250.0	180.2	178.3	18.7
Peas, choice, 15 oz.....	tin	117.5	122.5	121.7	151.7	146.6	145.7	16.5
Corn, cream, choice, 15 oz.....	tin	128.3	132.7	132.7	195.6	175.0	172.8	15.5
Beans, dry.....	lb.	129.4	133.3	135.3	302.0	245.0	243.0	12.0
Onions, cooking.....	lb.	108.2	110.2	138.8	208.2	175.4	177.5	8.8
Potatoes, No. 1 table.....	10 lbs.	89.9	140.5	155.5	188.4	153.2	154.5	34.0
Prunes, bulk or in bag.....	lb.	115.8	121.9	134.2	177.2	198.2	200.0	23.1
Raisins, seedless, bulk or in bag.....	lb.	104.0	102.6	121.2	147.0	129.2	129.8	19.1
Oranges, California.....	doz.	132.5	146.8	147.1	127.0	159.7	161.9	44.4
Lemons.....	$\frac{1}{2}$ doz.	111.3	142.5	147.7	133.8	170.5	165.4	26.3
Jam, strawberry, 16 oz.....	jar	111.3	115.1	116.3	160.1	145.5	146.1	24.7
Peaches, 20 oz.....	tin	101.5	103.6	105.1	155.8	140.6	140.6	27.2
Marmalade, orange, 16 oz.....	jar	118.3	129.6	129.6	150.2	140.7	141.4	18.9
Corn syrup, 2 lb.....	tin	138.0	155.3	158.2	194.5	176.9	176.9	30.1
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	132.3	149.2	164.8	164.8	10.4
Sugar, yellow, in branded package.....	lb.	131.3	134.9	134.9	154.0	169.8	169.8	10.8
Coffee, medium quality, in bag.....	lb.	141.6	131.1	131.7	179.3	256.4	258.4	89.1
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	131.6	174.1	177.2	177.2	51.9

\* Descriptions and units of sale apply to March, 1950 prices.



**TABLE F-5.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS**

(1926=100)

	1913	1918	1920	1922	1929	1933	1939	1941	1945	1948	1949	Feb. 1949	Dec. 1949	Jan. 1950	Feb. 1950
<b>All commodities.....</b>	<b>64.0</b>	<b>127.4</b>	<b>155.9</b>	<b>97.3</b>	<b>95.6</b>	<b>67.1</b>	<b>75.4</b>	<b>90.0</b>	<b>103.6</b>	<b>153.4</b>	<b>157.0</b>	<b>158.1</b>	<b>156.9</b>	<b>157.1</b>	<b>158.0</b>
<b>Classified According to Chief Component Material—</b>															
I. Vegetable Products.....	58.1	127.9	167.0	86.2	91.6	59.3	63.7	77.0	97.0	135.4	141.1	137.0	142.7	143.4	142.9
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	109.0	59.4	74.6	92.1	107.9	168.7	167.2	168.4	163.0	160.7	163.4
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	91.3	69.7	70.0	91.0	91.8	157.0	161.0	162.4	159.7	162.7	162.8
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	93.9	62.8	79.2	96.0	120.0	186.2	187.5	191.1	188.6	189.1	190.6
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	93.7	85.4	98.5	111.3	117.1	159.2	172.1	171.0	173.5	174.8	177.2
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	99.2	64.3	71.3	77.7	79.8	149.6	144.0	166.2	139.8	139.7	139.4
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	92.9	84.4	85.3	95.2	102.0	133.5	136.5	138.2	139.2	139.3	139.9
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	95.4	81.3	79.8	98.9	99.4	120.1	123.6	128.6	119.4	118.0	117.6
<b>Classified According to Purpose—</b>															
I. Consumers' Goods.....	62.0	102.7	136.1	96.9	94.7	71.1	75.9	91.1	98.1	140.8	143.9	146.4	143.1	142.5	143.7
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	63.8	73.9	89.5	103.4	152.3	154.4	152.0	151.9	151.3	152.1
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	91.1	76.0	77.2	92.2	94.6	133.2	136.9	137.7	137.2	136.7	138.1
II. Producers' Goods.....	67.7	133.3	164.8	98.8	96.1	63.1	70.4	83.6	100.7	153.9	159.0	161.0	159.9	160.0	160.9
Producers' Equipment.....	55.1	81.9	108.6	104.1	94.6	86.0	95.4	105.7	119.1	155.7	161.0	163.9	164.0	163.3	163.3
Producers' Materials.....	69.1	139.0	171.0	98.2	96.3	60.5	67.6	81.1	98.7	158.7	168.7	169.7	159.4	159.6	160.6
Building and Construction.....	67.0	100.7	144.0	108.7	99.0	78.3	89.7	107.3	127.3	195.7	201.5	204.3	200.1	201.4	203.5
Manufacturers'.....	69.5	148.1	177.3	95.8	95.9	57.5	63.9	76.6	93.3	146.6	151.5	153.3	152.5	152.5	153.3
<b>Classified According to Degree of Manufacture—</b>															
I. All Raw (or partly manufactured).....	63.8	120.8	154.1	94.7	97.5	56.6	67.5	81.8	105.6	156.2	160.6	161.4	160.3	160.0	161.5
II. All Manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	140.3	142.3	142.1	142.5	142.8	142.8
<b>Canadian Farm Products—</b>															
Field.....	56.4	132.0	166.5	81.4	93.8	45.8	54.2	59.0	103.0	133.0	125.7	125.2	123.9	123.8	123.5
Animal.....	77.0	133.6	160.8	99.0	112.5	59.7	81.2	95.9	120.1	177.6	182.7	178.3	180.7	181.5	181.5
<b>TOTAL.....</b>	<b>64.1</b>	<b>132.6</b>	<b>160.6</b>	<b>88.0</b>	<b>100.8</b>	<b>51.0</b>	<b>64.3</b>	<b>72.8</b>	<b>114.9</b>	<b>149.7</b>	<b>147.0</b>	<b>145.1</b>	<b>145.1</b>	<b>144.1</b>	<b>145.2</b>

The indexes for 1950 are subject to revision.

TABLE F-6.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of index:	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living, Mexico City	Interim Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities:			Mexico City	830	105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base period:	1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914	June—Aug. 1939	1938	1936-39	Dec. 1942—1000
1913.....	(a) 79.1	(b) 70.7	.....	(g) 100	.....	.....	.....	.....	(c) 100	.....	81.4	(d) 628	(e) 628
1914.....	79.1	71.8	.....	(g) 123	.....	.....	.....	.....	.....	.....	85.5	676	676
1915.....	80.7	72.5	.....	(f) 146	.....	.....	.....	.....	.....	.....	90.8	724	724
1916.....	87.0	77.9	.....	(f) 176	.....	.....	.....	.....	.....	.....	99.6	786	786
1917.....	102.4	91.6	.....	(f) 203	.....	.....	.....	.....	.....	.....	106.4	850	850
1918.....	115.6	107.5	.....	(f) 215	.....	.....	.....	.....	.....	.....	117.7	912	912
1919.....	126.5	123.8	.....	(f) 249	.....	.....	.....	.....	.....	.....	145.8	1019	1019
1920.....	145.4	143.0	.....	(f) 183	.....	.....	.....	.....	.....	.....	110.1	952	952
1922.....	120.4	119.7	.....	(f) 185	.....	.....	.....	.....	.....	.....	106.3	1010	1010
1925.....	121.8	126.4	.....	(f) 172	.....	.....	.....	.....	.....	.....	1150	1004	1004
1929.....	121.7	122.5	.....	(f) 161	.....	.....	.....	.....	.....	.....	99.9	795	795
1933.....	94.4	92.4	.....	(f) 140	.....	.....	.....	(k) 107.5	.....	(m) 103	103	1029	990
1939.....	101.5	99.4	.....	(f) 158	.....	108	.....	122.5	.....	113	113	1051	985
1940.....	105.6	100.2	.....	(f) 184	.....	129	.....	141.7	.....	138	138	1111	1073
1941.....	111.7	105.2	.....	(f) 199	.....	150	.....	154.7	.....	184	184	1176	.....
1942.....	117.0	116.5	.....	(f) 200	.....	175	.....	158.5	.....	242	242	1267	.....
1943.....	118.4	123.6	.....	(f) 199	.....	224	.....	158.2	.....	270	270	1370	1002
1944.....	118.9	125.5	.....	(f) 201	.....	295	.....	157.5	.....	293	293	1370	1003
1945.....	123.5	128.4	.....	(f) 203	.....	393	.....	160.3	.....	287	287	1278	1004
1946.....	119.6	130.3	.....	(f) 203	.....	645	.....	162.1	.....	271	271	1309	1008
1947.....	135.5	150.2	.....	(f) 203	.....	1020	.....	172.4	.....	281	281	1392	1036
1948.....	155.0	171.2	.....	(f) 108	.....	1632	.....	175.0	.....	280	280	1588	1105
1948.....	160.8	169.1	.....	(f) 108	.....	1316	.....	175.0	.....	280	280	1588	1000
1949.....	159.2	169.5	.....	(f) 109	.....	1781	.....	175.7	.....	279	279	.....	.....
April.....	159.2	169.7	.....	(f) 109	.....	1781	.....	175.7	.....	279	279	.....	.....
May.....	159.5	169.7	.....	(f) 109	.....	1781	.....	175.7	.....	279	279	.....	.....
June.....	160.5	169.6	.....	(f) 111	.....	1788	.....	175.5	.....	275	275	1582	1002
July.....	162.1	168.5	.....	(f) 111	.....	1788	.....	175.5	.....	275	275	.....	.....
August.....	162.8	168.8	.....	(f) 111	.....	1715	.....	175.8	.....	274	274	.....	.....
September.....	162.3	169.6	.....	(f) 111	.....	1715	.....	175.8	.....	273	273	.....	.....
October.....	162.2	168.5	.....	(f) 112	.....	1827	.....	176.2	.....	275	275	1610	1014
November.....	161.7	168.6	.....	(f) 112	.....	1885	.....	176.8	.....	271	271	.....	.....
December.....	161.5	167.5	.....	(f) 112	.....	1912	.....	176.8	.....	271	271	.....	.....
1950—January.....	161.0	166.9	.....	(f) 113	.....	1920	.....	176.0	.....	220	220	.....	.....
February.....	161.6	166.5	.....	(f) 113	.....	1910	.....	176.0	.....	218	218	.....	.....
March.....	163.7	.....	.....	(f) 113	.....	.....	.....	.....	.....	.....	.....	.....	.....

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1914-49 on base 1926-30=1000. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914=100. (j) Years 1914-47 on base July, 1914=100. (k) Average June-December. (l) Revised index. (m) Average June-December. (n) New index, base 1st quarter, 1949=1000. (o) New series on June, 1947 base.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-MARCH, 1949-1950†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1950*						
January.....	9†	9	2,456†	2,456	39,488	0.05
February.....	10	15	2,881	3,764	26,300	0.03
March.....	13	21	4,604	5,659	25,118	0.03
Cumulative totals.....	32		9,941		90,906	0.04
1949						
January.....	10†	10	1,811†	1,811	9,710	0.01
February.....	7	10	6,721	7,245	71,652	0.09
March.....	9	11	1,951	6,601	136,317	0.16
Cumulative totals.....	26		10,483		217,679	0.09

\* Preliminary figures.

† Strikes un-terminated at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.



TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MARCH, 1950 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
<b>Strikes and Lockouts in Progress Prior to March, 1950</b>				
<b>MINING—</b> Firebosses, Bellevue, Blairmore, Cadomin, Canmore, Coleman, Gregg River, Luscar, Alta.	10	180	500	Commenced January 16; for implementation of majority report of arbitration board for welfare fund and continuance of monthly wage rates, instead of welfare fund and daily rates proposed by operators; terminated March 3; return of workers under terms of previous agreement; in favour of employers.
<b>MANUFACTURING—</b> <i>Boots and Shoes (Leather)—</i> Shoe factory workers, Richmond, P.Q.	2	195	5,000	Commenced February 14; for union recognition and agreement providing for increased wages and other changes; unterminated.
<i>Textiles, Clothing, etc.—</i> Worsted textile factory workers, Trenton, Ont.	1	117	2,500	Commenced December 28, 1949; for a new agreement providing for increased wages and reduced hours; unterminated.
Sportswear factory workers, Toronto, Ont.	1	.....	.....	Commenced February 3; alleged discrimination in dismissal of three workers; later information indicates terminated February 10; return of workers pending reference to Ontario Labour Relations Board; indefinite.
Hosiery and clothing factory workers, Guelph, Ont.	1	59	470	Commenced February 13; refusal of union to accept clause that wage increases in lower brackets be negotiated in recommendations of conciliation board providing for certain wage increases, reduced hours, hospitalization plan, etc., in union agreement under negotiations; terminated March 10; return of workers pending further negotiations <i>re</i> agreement; indefinite.
Men's clothing factory workers, Montreal, P.Q.	1	31	90	Commenced February 20; against dismissal of a foreman; terminated March 3; replacement and return of 4 workers; in favour of employer.
<b>CONSTRUCTION—</b> <i>Buildings and Structures—</i> Plumbers, steamfitters and helpers, Ottawa, Ont.	31	228	5,000	Commenced January 3; for a new agreement providing for increased wages, two weeks' vacations with pay, double time on Saturdays, check-off, etc.; unterminated.
<b>TRADE—</b> Department store clerks, New Westminster, B.C.	1	45	1,000	Commenced August 27, 1949; for a union agreement providing for increased wages and other changes as recommended by majority report of conciliation board; unterminated.
<b>SERVICE—</b> <i>Business and Personal—</i> Beverage room tapmen, waiters and glass washers, Calgary, Alta.	20	200	600	Commenced February 4; for implementation of award of arbitration board for increased wages in new agreement under negotiations; terminated March 4; conciliation, provincial; compromise.

TABLE G-2—STRIKES AND LOCKOUTS IN CANADA, MARCH 1950 <sup>(1)</sup>

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars <sup>(2)</sup>
	Establishments	Workers		
<b>Strikes and Lockouts Commencing During March, 1950</b>				
MINING— Coal miners, Canmore, Alta.	1	262	524	Commenced March 1; refusal to cross picket line of striking firebosses; terminated March 2; return of workers; in favour of employer.
MANUFACTURING— <i>Textiles, Clothing, etc.</i> — Cotton factory workers, weavers, Milltown, N.B.	1	205	200	Commenced March 21; protest against inconvenience caused by closing entrance to weaving department during alterations; terminated March 22; negotiations; in favour of workers.
<i>Pulp, Paper and Paper Products</i> — Paper box factory workers, Toronto, Ont.	2	223	3,100	Commenced March 2; for a new agreement providing for a greater increase in wages than recommended by conciliation board; terminated March 21; negotiations; compromise.
<i>Miscellaneous Wood Products</i> — Lumber and plywood factory workers, Port Alberni, B.C.	2	474	235	Commenced March 9; dispute over vote <i>re</i> union affiliation for plant engineers; terminated March 9; return of workers; in favour of employers.
Plywood factory workers, New Westminster, B.C.	1	708	2,500	Commenced March 25; alleged violation of agreement for night shift to work six nights per week instead of five; terminated March 29; return of workers; in favour of employer.
<i>Metal Products</i> — Steel products factory workers, London, Toronto, Ont., Montreal, P.Q.	4	<sup>(3)</sup> 2,483	<sup>(3)</sup> 600	Commenced March 14; protesting decision of arbitration board to retain 42½-hour week instead of 40 hours provisionally effective Jan. 1-50 in agreement; terminated March 14; return of workers; in favour of employer.
<i>Miscellaneous Products</i> — Neon sign factory workers, installers, etc., Vancouver, B.C.	1	<sup>(4)</sup> 55	990	Commenced March 8; for a new agreement providing for increased wages, two weeks' vacations with pay instead of one, and pay for statutory holidays, following reference to conciliation board; un-terminated.
TRANSPORTATION— <i>Other Local and Highway</i> — Taxi drivers, Sudbury, Ont.	3	55	550	Commenced March 14; alleged discrimination in dismissal of five drivers; terminated March 25; conciliation, provincial, and return of workers pending negotiations for a union agreement (drivers reinstated); indefinite.

TABLE G-2—STRIKES AND LOCKOUTS IN CANADA, MARCH 1950 <sup>(1)</sup>

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars <sup>(2)</sup>
	Establishments	Workers		
<b>Strikes and Lockouts Commencing During March, 1950</b>				
<b>TRADE—</b>				
Junk yard workers, Vancouver, B.C.	1	16	400	Commenced March 1; for a new agreement providing for increased wages, extension of vacations with pay, payment for statutory holidays, as recommended by conciliation board; unterminated.
Wholesale grocery workers, Calgary, Alta.	1	29	275	Commenced March 21; for a new agreement providing for incorporation of cost-of-living bonus in basic wage, plus increase in wages, following reference to conciliation and arbitration boards; unterminated.
Building supplies workers, Victoria, B.C.	1	67	134	Commenced March 30; for a new agreement providing for increased wages, payment for statutory holidays, contributory hospitalization and annuity plan, etc., following reference to conciliation board; unterminated.
<b>SERVICE—</b>				
<i>Business and Personal—</i>				
Garage mechanics, greasers, etc., Toronto, Ont.	1	12	200	Commenced March 8; for a union agreement providing for guaranteed weekly wage and other changes, following reference to conciliation board; partial return of workers; unterminated.
Hotel employees, Cornwall, Ont.	3	15	250	Commenced March 9; for a union agreement providing for increased wages, reduced hours, overtime rates, vacations with pay, following reference to conciliation board; unterminated.

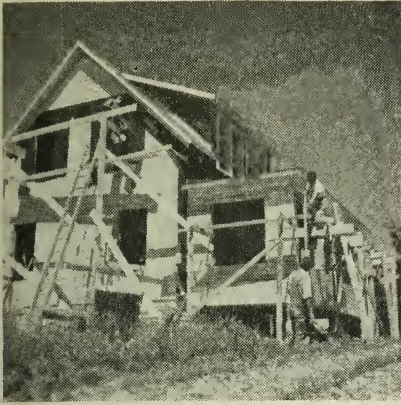
(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) Workers involved in Ontario—1,983, with a time loss of 500 days; workers involved in Quebec—500, with a time loss of 100 days.

(4) 72 indirectly affected.





## CURRENT LABOUR CONDITIONS



*This article summarizes the latest employment and labour information available at June 10, as the LABOUR GAZETTE went to press. It was prepared by the Economics and Research Branch, Department of Labour.*

**A** RAPID increase in spring hirings in agriculture, construction, transportation and service industries was the main factor in the sharp drop in the number of registered job seekers at National Employment Service offices during the month of May. Between May 4 and June 1, the number registered declined by 133,000, to total 254,500, in comparison with a decline of only 47,100 in the previous month. The cold weather in April accounts for the fact that the sharp increase in employment was delayed until May; in most previous years it occurred in April.

The decline in the registrations at local employment offices was not spread evenly throughout the month, but concentrated in the week between May 11 and May 18, when there was a drop of 58,900. In large part, this sudden decline during one week was due to the removal from the list of registered job seekers of all those who had come to the employment offices to claim supplementary benefits and who had not renewed their applications for work.

This does not necessarily mean that over the period of a month the official figures exaggerate the extent of the return to work. Many of those who were still on the official lists of job seekers at the beginning of May would have found jobs without reporting to the local office; others who may still have been unemployed at May 18 would be finding work in the latter part of the month. It seems all the more probable that the decline in registrations at employment offices over the month reflects the true situation when the nature of the job openings at present being provided is compared with the type of worker who received the largest share of the supplementary benefit payments.

Of a total of 130,000 persons who filed claims for supplementary benefits during March and April this year, about 71,000 have already received payments, amounting to a total of \$3,305,700, or an average of \$47 per claimant. It is these supplementary benefit payments which account in large part for the excess of monthly outlay over income of the Unemployment Insurance fund this spring.

About 64 per cent of the money paid out in supplementary benefits, or slightly over \$2 million, was paid to persons who had exhausted their benefit rights. A large proportion of these people were the unskilled or semi-skilled workers who normally find employment in highly seasonal industries.

About 24 per cent of the money went to loggers. Since a large number of loggers are among the 30,000 persons who have not received their money although their claims have been authorized, the proportion of payments to loggers to total payments will probably be higher when the final figures on this year's supplementary benefit program are compiled.

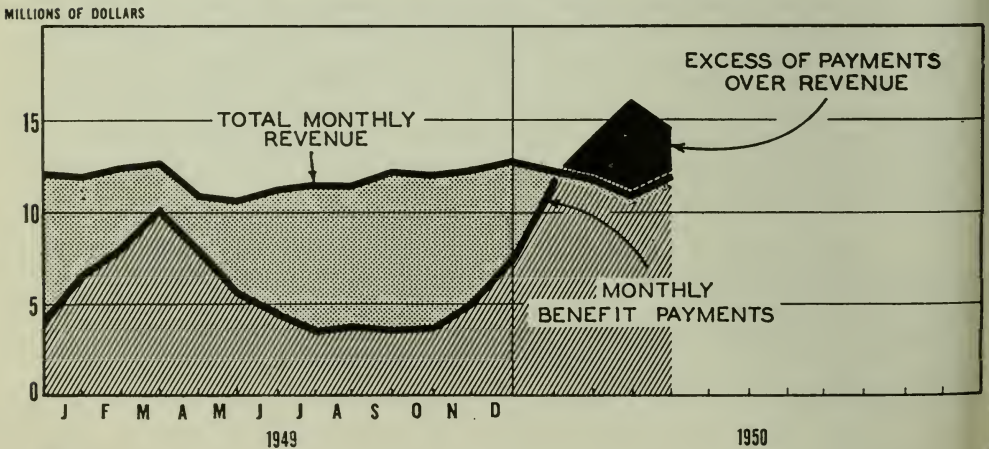
The industries which are increasing their employment rapidly at this time of year are providing most of the job openings for the type of workers who were claiming supplementary benefits. In the spring and summer, agriculture employs a large proportion of those who work as loggers in the winter. Both construction and transportation employ a great number of unskilled and semi-skilled workers. While employment is still increasing slowly in manufacturing, hiring is not on a scale sufficient to account for any large number of the new job openings at present being created. Further, the demand in manufacturing plants for the unskilled worker who finds most of his employment in the seasonal outdoor industries of agriculture and construction is not very strong. A good many of them tend to rehire members of their regular staff who have been laid off in the winter.

Both agriculture and construction industries will probably absorb a good proportion of the workers who were without jobs during the winter months. Construction employment in practically all regions is expected to equal last year's record level, and the prospects are for a high level of employment in agriculture. Although the general shortage of agricultural workers which was characteristic of the first few post-war years will not recur, there will undoubtedly be areas, particularly in the Prairie region, in which there will be a shortage of experienced farm workers. No great demand is anticipated this year for Displaced Persons as farm workers.

Although a great many plants are in the process of negotiating their annual collective agreements, there have been no major strikes to disrupt employment in Canada. Shortly after the employees of the Canadian

*Continued on Page 800*

## UNEMPLOYMENT INSURANCE FUND



# CURRENT LABOUR STATISTICS

(Latest available statistics as of June 10, 1950)

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Same Date Previous Year
<b>Manpower—</b>				
Total civilian labour force (a).....	Mar. 4	5,108,000	—	+ 2.2(c)
Persons with jobs (a).....	Mar. 4	4,796,000	—	+ 0.4(c)
Persons without jobs and seeking work (a).....	Mar. 4	312,000	—	+45.7(c)
Registered for work, N.E.S. (b)—				
Atlantic Region.....	June 1	51,914	-32.5	+92.8
Quebec Region.....	June 1	80,111	-44.8	+72.0
Ontario Region.....	June 1	54,964	-29.5	+46.6
Prairie Region.....	June 1	39,251	-19.0	+91.8
Pacific Region.....	June 1	28,290	-28.0	+20.7
Total, all regions.....	June 1	254,530	-34.3	+64.3
Ordinary claims for Unemployment Insurance benefits.....				
Amount of benefit payments.....	April 30	209,905	-21.1	+56.1
Index of employment (June, 1941=100) (Eight leading industries).....	April 1	122.9	+0.6	0.0
Immigration.....	Mar.	5,801	+17.0	+37.8(a)
<b>Industrial Relations—</b>				
Strikes and lockouts—days lost.....	May	23,874	—	(-75.6) (d)
Number of workers involved.....	May	3,488	—	(-46.3) (d)
Number of strikes.....	May	23	—	(+25.7) (d)
<b>Earnings and Income—</b>				
Average weekly salaries and wages (eight leading industries).....				
Average hourly earnings (mfg.).....	April 1	\$44.87	+0.3	+3.5
Average hours worked per week (mfg.).....	April 1	\$1.018	+0.4	+3.7
Average weekly earnings (mfg.).....	April 1	42.8	+0.7	-0.2
Average weekly earnings (mfg.).....	April 1	\$43.57	+1.1	-3.4
Cost of living index (average 1935-39=100).....	May 1	164.0	0.0	+2.8
Real weekly earnings (mfg. Av. 1946=100).....	April 1	108.7	+0.9	+0.6
Total labour income.....	Feb.	\$625,000,000	+0.8	+3.3
<b>Industrial Production—</b>				
Total (Average 1935-39=100).....	Mar	191.0	+2.0	+2.7
Manufacturing.....	Mar.	200.3	+2.5	+1.4
Non-durables.....	Mar.	182.7	+2.7	+1.7
Durables.....	Mar.	230.4	+2.2	+0.9
<b>Trade—</b>				
Retail trade.....	April	\$647,800,000	+4.5	-3.8
Exports.....	April	\$205,500,000	-10.0	-13.6
Imports.....	April	\$230,900,000	-2.7	-4.9

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

(b) Some of these "unplaced applicants" registered at the National Employment Service Offices are persons with a job who are seeking other work. On the other hand, there are persons without jobs and seeking work who do not come to the N.E.S. offices.

(c) These percentages calculated on basis of 1949 figures excluding Newfoundland.

(d) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.



# NOTES OF CURRENT INTEREST

## Increase in wage rates in 1949

Wage rates in 1949 showed an increase of 4.7 per cent over 1948, according to preliminary calculations of the Economics and Research Branch of the Department of Labour.

The general average index number on the base 1939=100 stood at 205.1, at October 1, 1949. By main industrial groups the largest percentage increases took place in manufacturing and service, each of which showed a rise of 6.4 per cent. Rates in construction were 4.5 per cent higher than in 1948, and mining rates increased by 2.1 per cent. In transportation and communication the increase was less than 1 per cent, with this group being heavily influenced by the fact that no change occurred in the rates in steam railways in 1949.

The slight decrease shown in the logging index is due to lower average earnings of piece workers rather than to a decrease in actual rates.

About \$895,000 was paid out in benefits during the month, with the payments averaging \$1.89 a day. During the same month, regular insurance benefits averaged \$2.44 a day. The daily rate for supplementary benefit is set at about 80 per cent of the rate for regular benefits.

About one in nine of the claimants for supplementary benefits was a woman. Women generally account for about one in five of the claimants for ordinary insurance benefits.

At the end of the month, about 70 per cent of the claims filed had been adjudicated, and of those, 92 per cent were found to be eligible for benefit. Of the 5,000 claimants not eligible for benefit, 2,300 were unable to meet the requirement that they must have made unemployment insurance contributions for not less than 90 days in the fiscal year. Another 2,000 were persons employed in lumbering and logging who had not worked the required 90 days in

## Preliminary Index of Wage Rates, October, 1949

*Based on Wage Rates in 1939=100*

	1948	1949 (prelim.)	Percentage change
Logging .....	218.8	216.0	-1.3
Mining .....	181.9	185.8	+2.1
Manufacturing .....	205.9	219.1	+6.4
Construction .....	176.3	184.2	+4.5
Transportation and Communication.....	174.3	175.8	+0.9
Service (laundries) .....	183.0	194.8	+6.4
<b>General average .....</b>	<b>195.8</b>	<b>205.1</b>	<b>+4.7</b>

## Operation of supplementary benefits program in March

The Hon. Humphrey Mitchell, Minister of Labour, recently released detailed figures on the first month of operation of the supplementary unemployment benefit program. This year, supplementary benefits were in effect from February 28 to April 15. The figures cover the month of March. In future years, supplementary benefits will be in effect from January 1 to March 31.

During March, 93,000 persons filed claims for supplementary benefit, and benefit payments were begun on 35,000 of these claims. About 48 per cent of the claims were filed in Quebec.

that employment necessary to qualify for supplementary benefits.

Information on the occupations followed by claimants for supplementary benefits is at present available only for those who were not registered with the National Employment Service previous to the date supplementary benefits came into effect. At April 13, about 40 per cent of claimants were registered for jobs in lumbering or logging, 25 per cent were unskilled labourers, many of whom were probably casual workers, and slightly more than 10 per cent were construction workers, mostly unskilled.

The following table shows, for the month of March, the claims filed, the number of persons commencing to receive benefit, and the amount of money paid out, by province.

	Claims for Supplementary Benefits	Persons Commencing Benefit	Amount of Benefit Paid
Newfoundland .....	400	100	1,300
Prince Edward Island.....	700	300	6,300
Nova Scotia .....	4,900	2,200	50,600
New Brunswick .....	10,100	1,900	45,900
Quebec .....	44,900	13,000	377,200
Ontario .....	15,700	8,000	188,400
Manitoba .....	3,900	1,900	46,000
Saskatchewan .....	2,500	1,300	31,100
Alberta .....	2,100	1,200	27,100
British Columbia .....	8,000	4,700	121,400
<b>Canada .....</b>	<b>93,200</b>	<b>34,600</b>	<b>\$895,300</b>

**National  
Committee  
asks study  
of seasonal  
unemploy-  
ment**

climatic and other seasonal factors.

It was reported to the National Employment Committee at a two-day session in Ottawa late in April, that a great deal had been done during the winter months just passed by community co-operation with the National Employment Service in providing part-time work for those unemployed due to the weather. A "Do it Now" campaign, which encouraged industry and householders to arrange for their inside construction, repair, or decorating, during the winter months had provided a great many jobs. Mr. Justice W. J. Lindal, of Winnipeg, who was Chairman of the meeting, pointed out that some Local and Regional Committees had already recognized the long-term importance of this idea and had begun planning for next winter. Judge Lindal said it was obvious that industrial foresight and planning could do much to level out employment throughout the year.

(An analysis of seasonality of employment in Canada was published in last October's *LABOUR GAZETTE*, pp. 1210-16.)

The meeting passed a resolution that seasonal unemployment be placed on the agenda of Local and Regional Committee meetings in the near future with a view to appropriate action being taken.

Members of the Committee in attendance were: T. D. Anderson, General Secretary of the Canadian Legion, Ottawa; J. B. White, Director of Personnel, Aluminum Company of Canada, Montreal; R. A. Stewart, B.S.A., Canadian

Federation of Agriculture, Almonte; George F. Hougham, Canadian Retail Federation, Toronto; Mrs. G. D. Finlayson, Corresponding Secretary, National Council of Women, Ottawa; A. R. Mosher, President, Canadian Congress of Labour, Ottawa; Carl Berg, Vice-President, Canadian Trades and Labour Congress, Edmonton; R. E. G. Davis, Canadian Welfare Council, Ottawa; and Norman Mitchell, Secretary, Unemployment Insurance Commission.

Chief Commissioner J. G. Bisson, Commissioners R. J. Tallon and C. A. L. Murchison, of the Unemployment Insurance Commission, attended the meeting. Others of the Commission in attendance were W. K. Rutherford, Director of Employment Service, and H. C. Hudson, Chief of the Special Placements Division. G. H. Parliament, Director-General of Rehabilitation, DVA, represented the Department of Veterans Affairs.

**Effective  
date for  
unemploy-  
ment  
insurance  
changes**

Certain of the amendments to the Unemployment Insurance Act, adopted by Parliament on February 28, 1950, will come into effect on July 3.

The provisions of the Act which will become effective on that date have all been announced previously (*L.G.*, April, 1950, p. 532). They include new rates of unemployment insurance contributions by employers and employees, and new weekly rates of benefit payable to unemployed persons. The only provision still to go into effect is one dealing with the new maximum benefit rate for insured persons in the highest earnings class. This new rate will not be payable until July 1, 1951. The contribution and benefit classes into which employees are grouped on the basis of their earnings are reduced in

number, and the weekly contributions by employers and employees for each class are made equal.

At the same time, the ceiling on insurability for salaried employees is raised from \$3,120 to \$4,800 a year.

In announcing the proclamation of these sections of the Act, the Hon. Humphrey Mitchell, Minister of Labour, pointed out that most of the other sections of the new Act were already in effect. Among these is the provision for supplementary benefits, designed to give additional assistance to unemployed workers during the winter months.

#### **Appointment of new members to advisory committee**

On May 3, Mr. Paul E. Côté, Parliamentary Assistant to the Minister of Labour, announced the appointment of two new members to the Unemployment Insurance Advisory Committee.

The new members are Mr. T. H. Cooper of Montreal, representing the railway companies, and Mr. A. J. Kelly, of Ottawa, representing the railway brotherhoods.

The appointments were made by Order in Council, in accordance with a recent amendment to the Unemployment Insurance Act providing for two additional members of the Committee.

#### **Publication of new monograph on electrician's trade**

Hon. Humphrey Mitchell, Minister of Labour, recently made a further announcement on the "Canadian Occupations" series of booklets and pamphlets. The final number in the construction trades group, entitled *Electrician* is now being issued.

The Minister stated that several others, dealing with professions, trades, and industrial groups of occupations, are in an advanced stage of production.

Mr. Mitchell said that a lively interest in these publications by persons and organizations representing a wide cross-section of the Canadian public has continued, and the circulation is growing rapidly. It was clear that the ready co-operation of labour and management with the Department had resulted in a product useful and acceptable to those desiring specific and authentic information on occupations.

The Minister expressed himself as confident that such information would be instrumental in assisting to procure a suitable type of applicant for entry to the occupations, and in giving many young Canadians an opportunity of finding out

for themselves the nature and possibilities of careers about which they formerly had difficulty in obtaining adequate details.

#### **Statistics based on family allowance payments**

During the month of March, 1950, family allowances were paid in respect of 4,202,263 children in Canada, as compared with 3,335,582 for June, 1946, the month corresponding with the end of the first year of operations.

The average allowance being paid per family at March, 1950 was \$13.64, as compared with \$13.97 at the earlier date, reflecting a reduction in the average number of children per family from 2.34 to 2.27.

Newfoundland and Quebec families averaged the highest payments at \$16.48 and \$16 respectively. Ontario families averaged \$12.01, while British Columbia families were lowest at \$11.44.

#### **Taxing of profit sharing schemes**

In a proposed amendment to the Income Tax Act, which was given second reading in the House of Commons on May 18, 1950, there is a new section entitled "Employee Profit Sharing Plan" to provide for the method of taxing such plans. Employee profit sharing plans are defined as those where an employer undertakes to make payments to his employees based on the profits of his business, where such payments are made through a trustee, and where all payments received by the trustee during the year plus profits from the trust property are allocated either contingently or absolutely to individual officers and employees in the enterprise. Under the section, the amount so allocated under the plan is to be included in computing the beneficiaries' income for tax purposes. The payments will not, therefore, be taxable on receipt by the employees unless it can be shown that they were not previously taxed. The employer may claim deductions for payments made into such a plan.

Explaining this section of the Act in the House of Commons, the Hon. Douglas Abbott, Minister of Finance, said: "We are in effect here confirming what has been the practice with respect to (profit sharing) plans.

"Under the so-called profit sharing plans, the employer has been entitled to deduct from his gross income the amount of profits which he contributes to the plan. The employee who is in receipt of a credit for those profits takes his proportion into



his own personal income as well as any earnings from the fund. When he receives out at the end his share of the funds accumulated in the plan, then that is free of tax. The committee will appreciate the fact that that is exactly the reverse of the rule in a pension plan, where the pension payments are deductible by the employee and the pension when received out is taxed. These profit sharing plans operate on the exact reverse of the principle which is applied with respect to pensions."

**Increase in Canada's population** Canada's population at the first of March this year was 13,766,000, an increase of 59,000 over the figure for December 1, 1949, according to the quarterly estimate by the Dominion Bureau of Statistics. The gain in the latest quarter compares with estimated increases of 71,000 in the quarter from September 1 to December 1 last year and 87,000 from June 1 to September 1 when there were larger net increases from immigration added to the gains from natural increase. The annual estimate for June 1, 1949 was 13,549,000, the estimated nine-month increase to March 1 this year being 217,000.

**Conference on handicapped postponed** A Dominion-Provincial Conference on Rehabilitation of the Handicapped, which had been scheduled to be held on May 25-27 in Ottawa, was postponed because of the Manitoba flood upon the suggestion of the Premier of Saskatchewan and after consultation with the health authorities of Manitoba and Alberta.

In announcing the postponement, Mr. Arthur MacNamara, Deputy Minister of Labour, explained that many of the delegates from Manitoba, Saskatchewan and Alberta, were busily engaged looking after evacuees from the flood areas, making the postponement advisable.

The Interdepartmental Committee in Ottawa, made up of representatives of the Departments of Labour, Health and Welfare and Veterans Affairs, which had been preparing for the Conference, was unable to suggest a suitable time in June for the Conference because of the difficulty of getting accommodation. However, the Deputy Minister stated that it should be clearly understood that the Conference would be held as soon as circumstances permitted.

All ten provinces, national voluntary agencies, and individuals with special experience in this field, had been invited

to join federal authorities in studying some of the rehabilitation programs in Canada and abroad and to consider where such work might be extended in this country to provide more adequate protection for the disabled.

The Conference had been expected to deal with such aspects of the rehabilitation process as registration, medical diagnosis, medical treatment (including physio, recreational and diversional therapy), vocational guidance and training, special placement, social welfare and follow-up, as well as disability benefits.

**Briefs presented by labour congresses** During April and May, the major central labour organizations in Canada appeared before three official bodies and presented briefs, summaries of which will be published in next month's *LABOUR GAZETTE*.

The briefs set forth the position of the labour congresses on the matters being dealt with by the Royal Commission on National Development in the Arts, Letters and Sciences, the Joint Committee of the Senate and House of Commons on Old Age Security, and the Senate Committee on Human Rights and Fundamental Freedoms.

**Rise in imports from Britain** Canada had a debit balance in commodity trade with the United Kingdom in March instead of the traditional export surplus, due to a sharp rise to a new peak total in the value of imports and a fall in the value of exports, according to the Bureau of Statistics. There was also an extraordinary debit balance from trade with the other countries of the Commonwealth. At the same time the debit balance with the United States continued the downward trend of recent months, imports falling below a year earlier for the fifth successive month and exports again moving to a higher level. These were only slightly offset by a small export surplus to all other foreign countries.

The adverse balance with the United Kingdom amounted to \$2,400,000 as compared with credit balances of \$5,300,000 in February and \$11,300,000 in March, 1949. In the quarter, the favourable balance was \$25,700,000, less than half last year's first-quarter total of \$63,200,000.

In trade with the United States there was a marked decline in the debit balance in the month to \$3,700,000 from \$44,900,000 in the corresponding month last year. In

the first quarter, the debit balance was \$38,100,000, sharply below last year's debit of \$132,800,000 in the same period.

Merchandise imports from the United Kingdom in March rose to \$32,700,000 from \$28,300,000 a year earlier, while domestic exports fell to \$30,100,000 from \$39,500,000. This is the highest value yet reached by imports from the United Kingdom and indicates a much larger volume than in any month last year. In the first quarter of the year, imports were up to \$84,200,000 from \$76,700,000, while the domestic exports were down to \$109,100,000 from \$139,400,000.

Increased purchases of iron and steel products, non-ferrous metals and products, and chemicals and allied products were chiefly responsible for the rise in March in imports from the United Kingdom as compared with March last year. Largest gain was in the value of iron and products which rose to \$12,081,000 from \$6,597,000. Imports of fibres and textiles, on the other hand, fell to \$9,912,000 from \$13,015,000. Since the devaluation of the pound sterling would have some tendency to reduce prices of imports in terms of dollars, it may be assumed that in terms of volume, increases were greater and decreases smaller than the value figures for imports from the United Kingdom indicate.

Imports from the United States in March fell to \$160,900,000 from \$169,000,000 in the corresponding month last year, while domestic exports rose to \$154,300,000 from \$122,400,000. In the quarter, imports totalled \$458,500,000 as against \$482,600,000, while domestic exports aggregated \$414,000,000 compared with \$345,200,000.

Imports from all countries in the month were valued at \$237,400,000 as compared with \$200,200,000 in the preceding month and \$235,900,000 in the corresponding month last year, bringing the total for the first quarter of the year to \$649,500,000 as against \$665,700,000 in the similar period of 1949.

Domestic exports to all countries in the month—as published earlier by the Bureau—were valued at \$228,200,000 as against \$199,500,000 in February and \$216,600,000 a year earlier, and in the first quarter at \$648,900,000 compared with \$658,800,000.

#### **Functions of CCL union of unemployed workers**

The Canadian Congress of Labour announced recently that units of the National Federation of Unemployed Workers, founded by the CCL last January (L.G., Feb., 1950, p. 163), have been established in 25 centres across Canada.

The announcement states that the "main target of the Federation is full employment and the program is primarily directed to efforts to find jobs."

The various units are being asked to formulate programs designed to meet their local conditions. "The organization has already provided extensive service to the unemployed through aiding them in obtaining the assistance of various local welfare agencies and, in some instances, in locating jobs," according to the announcement.

#### **Labour conference on racial intolerance**

A report has been published of the first labour conference on relations between Canadians, held at Montreal in February under the auspices of the Labour Committee for Racial Tolerance. This conference was endorsed by the racial tolerance committees of the Trades and Labour Congress of Canada and the Canadian Congress of Labour.

Seventy-two delegates chosen by thirty locals affiliated with one or other of these two labour groups, as well as representatives of organizations devoted to popular education, took part in the four sessions of this labour conference, the first to be held in Canada in the French language for the consideration of such a problem.

In his opening address Mr. Claude Jodoin, Vice-President of the TLC and chairman of the conference, drew the attention of the delegates to the importance of that unity and good understanding which must exist among all races in order to guard against the unrest and the danger of friction which often seem to predominate in labour organizations during periods of unemployment. He stressed the fact that only through mutual understanding and an adequate knowledge of the different Canadian cultures will members of the trade union movement be able to preserve their unity and assure their minorities of the union security they need and the right to subsistence which every individual requires.

The conference dealt with the various aspects of racial intolerance, the origin and consequences of certain race prejudices and ways of doing away with them.

These subjects were dealt with by Messrs. Jacques Perreault, barrister, Gérard Pelletier, journalist, Michael Rubinstein, Chairman of the Jewish Labour Committee, and Roméo Girard, Secretary of the Labour Committee for Racial Tolerance.

Mr. Jacques Perreault pointed out that one of the causes of the usual dissension



between the various cultural groups in a nation is, in a good many cases, personal frustration, which, "if we are not careful, can lead us to a general attack on a whole race." He added that in order to attain a high economic, intellectual and moral standard of living, and to win for the working classes the respect, understanding and co-operation of the different groups about them, workers must be very careful to safeguard their unity.

After describing the sources of certain race prejudices and the grave consequences of malicious propaganda, Mr. Gérard Pelletier stated that the best way to eliminate racial or religious intolerance is to encourage the different groups to know each other better and thus increase their esteem and affection for one another.

"Prejudice being an opinion we form of something before we are acquainted with it, it remains to be seen whether it is true or false. Caused by fear, frustration or ignorance, prejudice soon shows itself in discriminatory attitudes towards such and such a minority; it can only result in discord and division."

Mr. Michael Rubinstein enumerated the different legal means which might be used to assure each minority group of the privilege of enjoying all the advantages offered by our democratic system. "It is through education, however," Mr. Rubinstein specified, "that we shall be most successful in combating racial prejudice."

Mr. Roméo Girard dealt at greater length with one of the most delicate aspects of the question of race relations: personal contact. He stressed the fact that parents have a very important part to play in developing in their children a spirit of understanding and impartiality towards all cultural groups. "Violence can lead only to violence," he stated, "and peace lies in unity and love for one's fellow-creature. Division can sow nothing but hatred, ambition and a trail of death. If it is the duty of every man to defend his country when attacked, to defend his language, his religion and his rights, it is also his duty to love his neighbour as himself. This is God's second great commandment."

The delegates recommended the adoption of the following resolutions:—

1. The passing of laws guaranteeing that the language, belief and rights of every individual be safeguarded.
2. The recommendation that the present committee protest against any attack directed against the democratic rights and privileges of any minority group.

3. To continue to carry out the task undertaken by the committee, that is the education, by all the means at its disposal, of the thousands of organized workers in the labour movement, thus preparing the way for the good understanding and comprehension from which will emerge a movement of such unity that no prejudice, however subtle, can destroy it.

#### **Teachers' salaries in eight provinces**

Annual average salary rates for teachers in the publicly-controlled schools of eight provinces—Quebec excepted—showed an average increase of \$243 between 1947 and 1948, bringing the cumulative average rise since 1939 to \$835, according to the annual report on teachers' salaries and qualifications by the Dominion Bureau of Statistics. About 53,300 teachers were included in the 1948 record, of whom 39,200 were women and 14,100 were men.

Salary rates for all publicly-controlled schools averaged \$1,689 as compared with \$1,446 in 1947, and \$854 in 1939. Teachers in city schools had the highest average of \$2,324 as compared with \$2,120 in 1947 and \$1,613 in 1939, while teachers in one-room rural schools had the lowest average at \$1,383 against \$1,207 in 1947, and \$607 in 1939.

British Columbia had the highest average salary in 1948 for teachers in all publicly-controlled schools at \$2,249 (\$2,042 in 1947), followed by Alberta with \$1,896 (\$1,546), Ontario \$1,797 (\$1,514), Nova Scotia \$1,447 (\$1,241), Manitoba \$1,418 (\$1,304), Saskatchewan \$1,404 (\$1,265), New Brunswick \$1,185 (\$977), and Prince Edward Island \$1,011 (\$816).

The total number of teachers has been increasing since 1944, in keeping with enrolments. In that year there were 49,022 teachers in the eight provinces. This had risen 11 per cent to 53,572 in 1948. It is estimated that the total may reach 65,000 by 1953 and that by 1960 the total for these provinces plus Quebec may be 118,000 an increase of 58 per cent over 1944. So far the increase in staff has been least in Prince Edward Island, Saskatchewan and Alberta, the greatest in British Columbia where there has been a rise of 25 per cent in four years.

In 1944 and 1945 the proportion of men teaching in the public schools was at the low point of 20 per cent. Since then there has been a steady advance to 27 per cent in 1948, which is not far from the high level of 30 per cent in 1940. This trend is most marked in Saskatchewan where the percentage of men has risen by 10 since



1944, and least marked in Nova Scotia and New Brunswick where the increase was four per cent.

As women replaced men during the war their number increased 3,769 between 1939 and 1944. From then through 1947 the number decreased 487, then rose by 612 in 1948. Available data indicate that 25 per cent of the women teachers in the eight provinces are married. This is exclusive of the Roman Catholic separate schools of Ontario where many teachers are from religious orders.

The proportion of teachers who are university graduates increased from 17 per cent in 1939 to 19 per cent in 1948 due to small increases in four provinces. Elsewhere the proportion decreased slightly.

### **Services to industries in Canada**

The Department of Trade and Commerce has issued two illustrated pamphlets entitled *Expand with Canada* and *Canadian Industrial Development Manual*, designed to acquaint business firms with the opportunities for investment in Canada and the services and facilities made available to new industries by government departments and outside agencies. Particular attention is given to the research and administrative services rendered by the Dominion Government Departments.

The manual is intended for foreign distribution, particularly in the United States and the United Kingdom. It was distributed for the first time at the British Industries Trade Fair in May and was given wide circulation through overseas Trade Commissioners and at the International Trade Fair held in Toronto from May 29 to June 9.

Copies of the booklets may be obtained from the Director, Industrial Development Division, Department of Trade and Commerce, Ottawa, or from overseas Trade Commissioners.

### **Increased investment in Canada by non-residents**

Investments in Canada held by non-residents rose more than \$300 million in 1948 over the 1947 level, according to the Dominion Bureau of Statistics. The increases occurred entirely in holdings in the United States.

Meanwhile Canadian direct investments in business outside of Canada declined moderately and the value of Canadian portfolio holdings of foreign securities rose.

Total value of non-resident investments in Canada amounted in 1948 to \$7,513 million (Canadian) as compared with a

revised total of \$7,192 million in 1947, and \$7,178 million in 1946, according to preliminary figures issued by the Dominion Bureau of Statistics. While showing a marked gain over the two preceding years, the 1948 total is below the 1930 dollar value, which stood at \$7,613.8 million. Since that year there has been a large decline in holdings in the United Kingdom, while holdings in the United States and in other countries have risen.

Investments in Canada held in the United States rose to \$5,588 million in 1948 from \$5,218 million the previous year and \$5,157 million in 1946. In 1930 they amounted to \$4,659.5 million. Investments held in the United Kingdom continued in 1948 the downward trend of the two previous years and the wartime period, declining to \$1,593 million as against \$1,631 million in 1947 and \$1,668 million in 1946. In 1949 United Kingdom holdings stood at \$2,475.9 million and in 1930 at \$2,766.3 million. Investments held in other countries than the United Kingdom and United States also declined last year to \$332 million from \$343 million and \$353 million in 1947 and 1946, respectively; these totals comparing with \$286 million in 1939 and \$188 million in 1930.

American direct investments in Canada in companies controlled in the United States increased in aggregate value to \$2,829 million in 1948 from a revised total of \$2,565 million in 1947, making an increase of more than \$500 million from \$2,304 million in 1945.

Canadian direct investments in businesses outside of Canada are placed at \$788 million in 1948, down from \$822 million in 1947 but still above the 1946 figure of \$772 million. Portfolio holdings of foreign securities by Canadians increased to \$605 from \$579 million. Both items are exclusive of investments of insurance companies.

**Incorporation of co-ops in Canada** An article in the April issue of *The Economic Annalist*, published by the Department of Agriculture, Ottawa, gives information on the incorporation of co-operatives in Canada.

In the course of preparation of a new and revised Directory of Co-operative Associations in Canada each known association was asked to report the date of its incorporation or registration. Over 3,500 co-operatives are listed in the directory and of this number 3,229 reported they were incorporated. Only 28 associations reported that they were not incorporated.

Citing the advantages of legal incorporation, the article states:—

“Although slight differences exist in the various provincial Acts which allow incorporation of co-operatives they all provide for limited liability which is a very worthwhile protection to shareholders and members in respect to the debts of the corporation. Also, continuity of corporate existence is assured by incorporation since the co-operative association as a corporate body can carry on even if shareholders die or move away since shares can be transferred to new members. Instances of unincorporated co-operatives are few since the use of the word ‘co-operative’ in the title of an association is usually restricted to those which are incorporated by authority of the appropriate legislation.”

According to the article, the greatest period of activity in co-operative organization in Canada has been since 1936. Since then, and until 1948, a total of 2,439 co-operatives were incorporated or registered which is over 75 per cent of all co-operatives reporting. “The most active years during this period were from 1941 to 1945 when 976 co-operatives were organized. This rush of organization and incorporation coincided with the re-organization of the Co-operative Union of Canada and with it the establishment of provincial co-operative unions to promote and protect co-operative associations. During this time interest in co-operatives was undoubtedly stimulated by the public hearings of the Royal Commission on Co-operatives which were held in every province. In Quebec over 400 new co-operatives were incorporated, many with the active assistance of the Superior Council of Co-operation. . . .

“Very few co-operatives which were incorporated before the turn of the century are in existence today,” the article states. “There are, however, 58 on record as having been in existence before 1900. These are practically all in Ontario and are mainly cheese and butter manufacturing companies which were organized under special or joint-stock companies acts. . . .

“Towards the end of the First World War and extending to about 1925 there was a flurry of organization and today there remain in existence almost 200 co-operatives organized during that period. Best known of these are the great wheat pools of Western Canada. The Alberta pool marked its 25th anniversary in 1948 and in 1949 both the Saskatchewan and

Manitoba pools reached their 25th year of continued successful operation.

“There is record of only one co-operative in the Yukon Territory and it was organized only in 1947. Newfoundland has 45 registered business co-operatives. Data on their years of incorporation are not yet available but it is known that very few of these were organized prior to 1935.”

**Farm income in 1949 below record level of 1948**

Net income of Canadian farmers from farming operations last year declined for all Canada (excluding Newfoundland) from the record level attained in 1948, but was still substantially above all other years. In contrast with the overall decrease, net income for five provinces was above 1948.

Preliminary estimates by the Dominion Bureau of Statistics place farm net income for the year at \$1,537,387,000, about four per cent below the revised all-time high of \$1,600,336,000 for 1948. This compares also with the revised estimates of \$1,128,600,000 for 1947 and \$1,161,395,000 for 1946.

Net farm income was higher in the three Maritime Provinces, Quebec and Saskatchewan, the gains ranging from less than one per cent in Quebec to nearly 25 per cent in Nova Scotia. The declines in the other provinces varied from less than two per cent in Ontario—the province of largest net income—to over 20 per cent in British Columbia.

Cash income from the sale of farm products for the year is estimated for all Canada at \$2,456,871,000, down slightly from \$2,459,393,000 in 1948, and income in kind at \$350,610,000 compared with \$377,465,000; while inventories were down \$72,698,000 as against \$65,059,000. The result was a drop in gross income to \$2,734,783,000 from \$2,771,799,000. Supplementary payments were down to \$17,628,000 from \$20,748,000.

Farm operating expenses and depreciation charges during 1949 continued to move upward, although at a somewhat lower rate than in the previous year, the increase amounting to about two per cent as compared with about 12 per cent in 1948. Total for the year is estimated at \$1,215,024,000 as against \$1,192,211,000 for the previous year and \$1,067,168,000 for 1947. Hired labour and purchases of feed and seed were lower last year, but most of the other main component items were above 1948.



**AFL and  
CIO agree  
to discuss  
labour unity**

Meetings of committees representing the American Federation of Labour and the Congress of Industrial Organizations, to discuss labour unity, were arranged

to be held in June.

The meetings followed from an invitation of the CIO (L.G., May, 1950, p. 613) which was accepted by the AFL Executive Council in May. The Federation's reply to the CIO proposal said in part:—

"We find ourselves in complete accord with the necessity of unity in all fields of organized labour's activities and would direct attention to the several appeals previously addressed to your organization in the past number of years for unity not merely upon a tentative and co-operative basis, but upon a permanent and organic basis. Our Executive Council would direct your further attention to the unanimous decision of our most recent convention urging the necessity and furtherance of unity in the forces of organized labour in spirit as in substance, not merely on a conference level, but upon a permanent and organic basis."

**Pension  
plan for  
bricklayers  
in New  
York City**

What is described by the *New York Times* as the "first pension plan ever established by building contractors in any part of the country," will come into effect in January, 1951

according to an agreement reached in April between the Building Contractors and Mason Builders Association and seven locals of the Bricklayers, Masons and Plasterers International Union of America (AFL). Under the plan, the contractors will pay ten cents an hour per worker into a pension fund, with details of the plan to be worked out by representatives of the two groups.

**Management  
and labour  
co-operate  
on job modi-  
fications**

A report examining the joint experience of companies and unions in handling job modifications made necessary by changes in production methods has been prepared by the Industrial Relations Division of Princeton

University, New Jersey.

While making no claim to be completely representative of manufacturing industry in the United States, the material included in the study does attempt to shed some light on the question whether "technological change will be retarded under conditions of collective bargaining."

"Job Modifications under Collective Bargaining" is the title of this report which consists of a survey of 20 companies and a series of four case studies. Attention was focussed on small-scale, frequent changes that alter only a part of the job and that affect not more than a fraction of the workers in a plant when the change is taking or has taken place.

Material for each case study was secured by a series of interviews with persons representing both management and labour. When possible, the reactions and attitudes of the workers directly affected by the changes were obtained also.

A foreword, written by the director of the industrial relations section, points out that "the inclination to resist change is far deeper in human nature than the acceptance of any group-made restrictions. Opposition arises out of ignorance and fear of the consequences of change, and from lack of participation or control in determining how change shall occur. It is fortunate for the American consumer that the same institution—the trade union—which can translate the workers' fear of the adverse consequences of technological change into a powerful brake, can also as an instrument of communication and participation, aid greatly in assuring willing and understanding adjustment.

"Under collective bargaining, job modifications are no longer the private preserve of the engineer and the time-study man. A blunt presentation of engineering data may transmit facts, but at the same time create such a fog of sudden fear and frustration that a reasonable adjustment may be delayed for months and attended by burdensome wage costs. From the cases studied in the following report, successful change occurs when, by far-sighted planning, advance knowledge and discussion, and a willingness to compromise *ex parte* judgments, the change is treated as a readjustment of minds as much as a readjustment of technical methods."

**U.S. bureau  
conducts  
survey of  
night work  
for women**

In a recent survey on night work for women conducted by the Women's Bureau of the U.S. Department of Labour, about as many new questions as answers to old ones resulted, according to the *New York Times* of February 6.

While some women find night employment more convenient, for others it poses serious problems. The Department still remains concerned about these problems but just what shape remedial legislation should take "if, indeed, any is desirable, is not yet clear," the article states.



In the preparation of a sound public policy on this matter, the report contends that "the development of better community services for their (women workers) convenience would provide greater freedom to accept day-time employment".

For its study, the Bureau selected restaurants and hotels because night work is "a more or less permanent feature" in these two industries. In addition, they employ considerable numbers of women. "Surprisingly," night work did not constitute an important segment of women's total employment. More than half of the employees of hotels were women but only very few were employed after 10 p.m. Restaurants tended to employ women at later hours, but usually not later than one a.m., the report pointed out.

Evidence accumulated during the survey tended to corroborate the claim established some time ago that women on night work suffer more from fatigue than men, since domestic responsibilities make sufficient sleep during the day impossible.

Night work was preferred by some women because it suited their "personal needs and desires," the article continues. Others worked at nights because "tips were higher" and the pace less rigorous than during the day or because no other employment was available. One woman preferred night work because she wanted to avoid "lonely" evenings.

The bureau stated that while the study did not attempt to be completely comprehensive, it did indicate that "some of the bases underlying long concern about night work are still present".

#### **Maritime hiring halls illegal in U.S.A.**

During the early months of 1950 the United States Supreme Court twice refused to rule on the legality of maritime union hiring halls. This action had the effect of affirming a lower court opinion that the National Maritime Union (CIO) hiring halls in the Great Lakes area are illegal under the Taft-Hartley Act.

#### **High trade union membership in Australia**

Trade union membership in Australia rose to a total of 1,423,150 for the year 1948, according to the Commonwealth Bureau of Census and Statistics.

In 1947 the total was 1,339,457; and in 1939 it was 915,470. The number of separate unions has shown a decline since 1939, from 380 to 318. The number of branches rose slightly over the same period, from 2,199 to 2,238.

Population of Australia at the end of 1948 was estimated at 7,711,034; and the total number employed in industry (wage and salary earners excluding rural, household domestic and defence forces) was about 2,409,300.

#### **Indian labour officers train in U.K.**

Arrangements have been made by the Government of India with the United Kingdom Ministry of Labour and National Service to give a six-months' training course in the United Kingdom to Indian labour officers and nominees of recognized employers' and workers' organizations. About 20 persons will be trained at a time. The first course will commence in July this year, according to the India Information Services.

#### **Heat sickness and preventive care**

During the summer months, persons working in very hot environments, such as stokers, bakers and foundry workers, become more subject to illness as a result of such exposure, reports the *Industrial Health Bulletin*. Other people may be affected also by high temperatures and it is therefore advisable to keep a few health rules in mind.

The human body has several mechanisms for regulating its temperature which is usually maintained at a steady level given off at a controlled rate. When this mechanism fails to give off sufficient heat, sickness results.

According to the Bulletin, there are three common types of heat sickness—heat cramps, heat exhaustion and heat stroke. *Heat cramps* occur in persons sweating profusely during heavy physical work under high temperature. Occurring in the extremities or abdomen, they tend to repeat themselves at short intervals and although lasting only a few minutes are painful, frequently producing nausea and vomiting. Cramps are brought on by loss of water and salt in the system and can be eliminated by replacing this loss, either by drinking salt and water solutions or by taking salt tablets.

Of the three types of sickness, *heat exhaustion* is the most common, varying in severity from a sensation of fatigue to complete unconsciousness. A feeling of dizziness, fatigue and headache, sometimes accompanied by nausea are the usual symptoms.

*Heat stroke*, or sun stroke, which usually occurs suddenly without warning and produces unconsciousness, is the most serious

type of heat sickness. Avoidance of direct sun rays and high temperatures prevents this occurrence.

At the first indication of these symptoms, the patient should be immediately removed to the open air or the coolest place available. Any tight-fitting clothing should be removed and the patient allowed to rest until completely recovered.

Observance of sound health habits helps to keep our bodies cool. Moderate food consumption and light physical exertion reduce the amount of heat produced by the body. Light foods such as salads, cold meats, refreshing desserts and beverages are the wisest choice.

"For hot weather comfort," the Bulletin concludes, "practise these simple health rules:—

"Get plenty of sleep.

"Wear light, loose clothing to allow for adequate ventilation of the skin.

"Drink plenty of cool water (cold fluids should be avoided).

"Take salt in tablet form or in solution when perspiration is excessive.

"Keep the skin clean. A daily bath or shower is advisable.

"Eat moderately and choose a well-balanced light diet.

"The use of alcohol in any form should be moderate."

**Puerto Rico  
labour  
federation  
affiliates  
with CIO**

The affiliation of the General Confederation of Workers of Puerto Rico with the Congress of Industrial Organizations was announced recently.

Mr. Tomas Mendez Mejias, President of the Confederation, which claims 100,000 members, pledged that the CGT stands firm in the fight against totalitarianism. One of three officials representing the CIO at Puerto Rico for the occasion, Mr. Jacob Potofsky, Amalgamated Clothing Workers' President, expressed confidence that the affiliation with the CIO would promote the welfare of the Puerto Rican people and would implement the good neighbour policy of the United States in promoting democracy, good will and prosperity for all throughout Latin America.

---

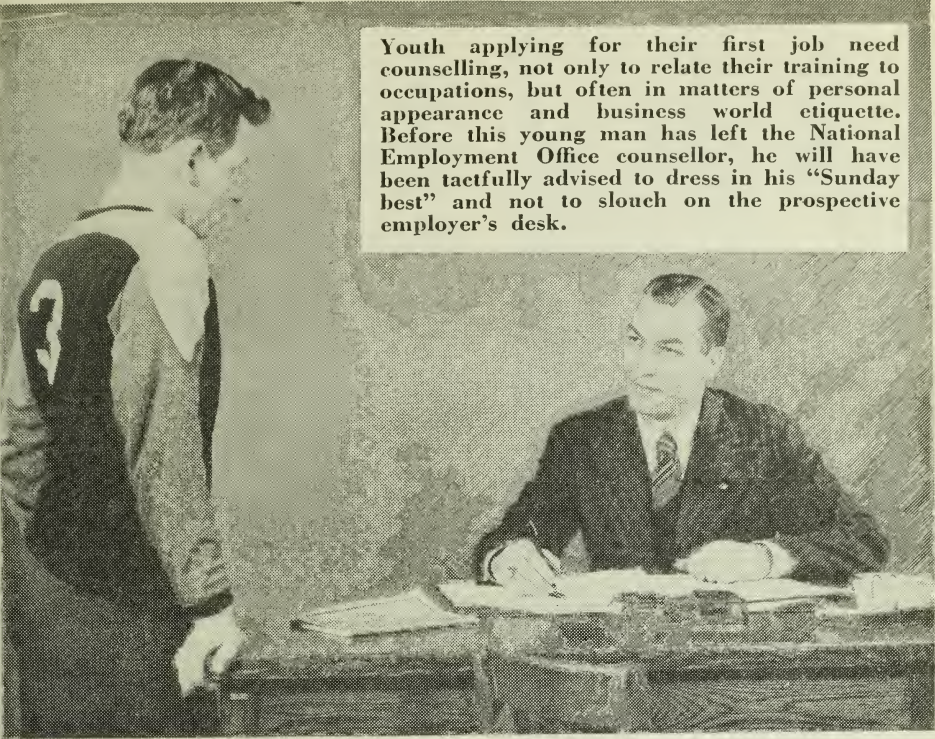
*Continued from Page 788*

Chrysler plant returned to work following a settlement of the dispute in the parent plant in the United States, negotiations began for an agreement involving pension plans. A strike was narrowly averted when the workers voted to accept a settlement, on June 5, deferring pension talks for five years, in exchange for an 11 cent an hour "package" wage increase. Six cents of this was a straight wage increase, four cents was for social insurance, and one cent for improved vacation pay.

## **IN BRIEF**

Claims for unemployment insurance benefits in April totalled 90,123, a decrease of 32 per cent from the preceding month, but an increase of 31 per cent over the total for April last year. Between April and May, the cost-of-living index remained unchanged at 164.0. A slight increase in foods was counterbalanced by decreases in the fuel, and light and clothing indexes. . . . Carloadings on Canadian railways during the week ending May 27 were up 10 per cent over the corresponding week last year. . . . The Anglo-Canadian wheat agreement will not be renewed after the present contract expires in July of this year.





Youth applying for their first job need counselling, not only to relate their training to occupations, but often in matters of personal appearance and business world etiquette. Before this young man has left the National Employment Office counsellor, he will have been tactfully advised to dress in his "Sunday best" and not to slouch on the prospective employer's desk.

## SPECIAL FUNCTIONS OF NATIONAL EMPLOYMENT SERVICE

*To the Special Placements Division of the National Employment Service has been assigned the task of finding suitable employment for "first jobbers" and handicapped persons. Specialized techniques, based on experience, have been evolved so that the actual and potential skills of workers can be utilized to the greatest possible advantage of the workers themselves, their employers and to society in general.*

During the five years since it was established, the Special Placements Division of the National Employment Service has expanded steadily. There are now 32 National Employment offices that have sections assigned exclusively to special placement work. Of these, three are in the Maritime region, five are in Quebec, fourteen in Ontario, seven in the Prairie region and three are in British Columbia. In all other NES offices there are officers who devote such portions of their time as may be necessary to special placement work.

Broadly speaking, all persons who present a special problem in placement in employment are sent to "Special Placements" for

advice and practical assistance. They may be divided into three main classes:—

- (1) The "first jobbers" include school graduates and others who are seeking permanent employment for the first time. Those who are in this class, in the main, have little or no appreciation of the value of their training or work capacity in relation to actual job requirements in the world of work.
- (2) The handicapped, those persons who by reason of some physical or mental incapacity, are no longer able to follow their previous occupations, or who are unable to find suitable employment without assistance. This group includes those who are handicapped in their search for employment by reason of infirmity due to age.



(3) Those with more personal problems, such as ex-convicts, graduates from the industrial schools or Borstal home, ex-inmates of mental hospitals, ex-alcoholics, etc.

The question may be asked—"Why are three such different classes handled by one branch of the Employment Service?" The answer is quite simple. They all have a problem in common, the need for counselling.

The type of counselling available in the Special Placements Division is mainly designed to assist the applicant in discovering his work capacity, either present or latent, and to help in relating his interests and abilities to existing job requirements. In order to achieve a

desired goal, it is often necessary to help in formulating a suitable vocational plan, which may entail further training or preparation.

The main and final function of the service is, of course, to provide specialized assistance in locating suitable employment and the use of an efficient follow-up service.

### First Jobbers

The first type of applicant to be considered is the "first jobber", the boy or girl fresh from school who is entering the field of work for the first time. Every June, the graduates come pouring in their thousands out of the schools all across Canada, adding their numbers to the "drop-outs" and others who have, for a variety of reasons, not completed their high school education. Many of these young people, including a proportion of the graduates, have only the remotest idea as to what kind of work they desire or are fitted for, and it is part of the task of the Employment Office to help them to arrive at some satisfactory answer to their problem.

It is surprising how often, when the question is asked the applicant—"What can you do?," the answer is "anything!" Too often, the counsellor has to interpret this answer as "nothing." True, most persons can work more or less successfully in a number of occupations—many have—



**Above:** This Fort William, World War II veteran, who is a double amputee and paralyzed from the hips down, efficiently carries out his duties in an office of the Ontario Department of Highways. **Below:** Artistically inclined, but a victim of spastic paralysis who spent most of his time from childhood in and out of hospital, this man is happy in his new job with a Toronto firm making figurines.

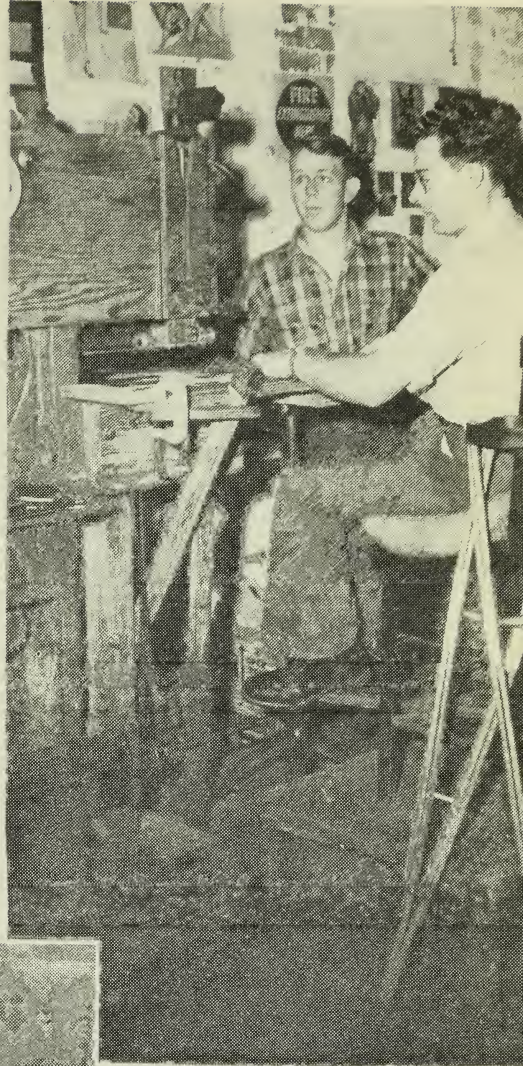


but it is equally true that the great majority can excel in the one for which they are best fitted. Many older men have engaged in as many as eight or ten different fields of endeavour before settling down to their life's work, thereby wasting precious years of their lives. It is to avoid this wastage that modern school and employment counselling is directed.

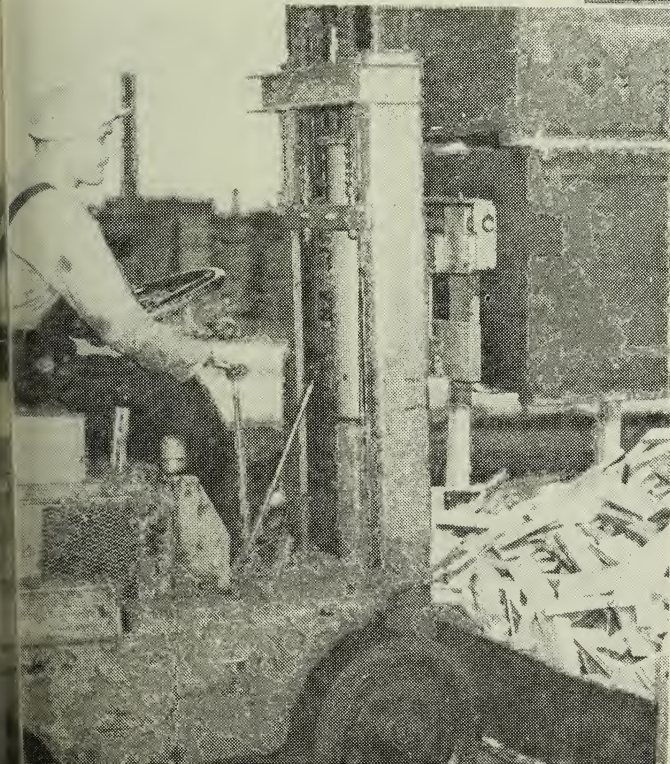
There is no great premium on higher education in this country. The boy or girl who graduates from high school, or even those who, through force of circumstances, are unable to complete their education, have ample opportunity for advancement. However, employers are becoming more and more education conscious, and are setting their educational standards for new junior employees on a higher level than ever before. It is, therefore, fundamental that vocational guidance and education in the school are of paramount importance for those who aim at skilled or clerical careers.

With the present tendency for industry to become more and more mechanized, machines have been simplified to the extent that relatively inexperienced and unskilled operators can run the majority of them. There are many opportunities for unskilled labour, often at high wages, but jobs of this type do not usually give much promise for future advancement and are particularly susceptible to seasonal and other fluctuations, with consequent instability.

There has been in recent years a definite shortage of young people qualified by



Above: Permanently paralyzed in both legs as a result of poliomyelitis, this young man operates a machine which puts metal edges on paper boxes in a Vancouver plant. Sometimes a slight modification in working conditions aids in the placement of physically handicapped workers. In this case, a stool is provided which in no way detracts from efficiency in production but is the key which opens employment to a handicapped person and obtains for the plant a steady employee.



Left: Expertly handling his loading machine in a woodworking plant at Moncton, N.B., despite the loss of his right hand on Active Service, this World War II veteran is proving that the physically handicapped, properly placed, are not vocationally handicapped.



education to become apprentices in the skilled trades, junior clerks in banks and wholesale houses, stenographers, etc. Competent vocational guidance in the schools is of value in correcting this deficiency. In fact it is generally admitted that the main responsibility of the school counsellor is to direct youth into vocations that will enable them to make the best possible use of their natural skills and of their acquired knowledge.

Counselling in the schools is making rapid strides and many well qualified men and women are making this their life's work. School teachers as a class, however, are busy people and have few opportunities of familiarizing themselves with the details of the thousands of jobs that are open to their pupils. In the nature of their work, it is necessary to confine their main efforts to teaching and guiding their students along the broader lines of occupations, leaving the fitting of the individual to the available job to the National Employment Service.

On the other hand, employers know intimately the requirements of the various jobs in their own organizations but, naturally, lack knowledge of the attainments and potentialities of the young people who may apply for these jobs. They realize that it is very difficult, if not impossible, to ascertain within the confines of a short interview whether the applicant has what it takes to become a carpenter or a welder or a book-keeper, as the case may be. It is even difficult to gauge the fundamentals, whether the job-seeker is the steady type, dependable, honest and hardworking. Under such circumstances, therefore, an employer has to rely solely on his own judgment in his selection of young workers and an error of judgment may prove to be costly, as he has to pay for services rendered during the period of probation.

Many employers are hiring young people primarily to develop and train them for executive positions. It is thus of especial importance that they have more information about an applicant's past record and potentialities than has hitherto been available.

The school counsellor has the necessary knowledge of the boy or girl who has passed through his hands, while the employer has the intimate knowledge of the jobs that the counsellor lacks. What the Employment Service has been gradually developing is a means of making possible the interchange of specialized knowledge between the employer and the counsellor through the medium of Youth Sections.

Among the innovations introduced during recent years are the following:—

- (1) the careful selection of a staff of Youth Units, which not only have wide and detailed experience of the requirements for entry into various fields of endeavour but keep closely in touch with the local employers of labour and also maintain direct contact with the educational authorities and the teachers and counsellors in the schools;
- (2) the systematic dissemination of job information to scholars direct by means of carefully arranged addresses by the Youth Officers during guidance periods in the schools;
- (3) the organization of "Junior Employment Advisory Councils" in the larger centres. These Councils are made up of representatives from industry, labour, the educational authorities, personnel organizations, the National Employment Service, and many other groups interested in Youth Welfare, such as community councils functioning on behalf of the community.

### Handicapped Workers

The next group with which the Special Placements Division is concerned is that of the physically or mentally disabled person. Here a different type of specialized service becomes necessary as each applicant presents a new problem. It must be realized that not all physically disabled persons are regarded as "Special Placements" as many of them are in no way "occupationally handicapped" and are able to carry on their regular employment without difficulty. "Special Placements," in employment vernacular, are those persons who through reason of injury or disease of a character likely to last more than six months, or of some physical disability, are substantially handicapped in obtaining or keeping employment of a kind suited to their age, previous experience and qualifications. This group includes those who are seriously handicapped through infirmity due to age and those who are mentally maladjusted.

These applicants are, as a rule, in special need of occupational adjustments or readjustment and, of course, of special assistance in their search for suitable employment. In the majority of cases, it is found that it is necessary for the Special Placements Division to persevere until satisfactory placement in employment is effected.

In some instances, as for example, when an applicant is being considered for a specific job, counselling is all that is necessary. An intelligent discussion of the qualifications required for the work, as these are related to the physical and mental capacities of the prospective applicant, and the best method of approach to the employer, will serve the purpose. The



latter factor relates mainly to persons who have some physical impairment that is not an occupational handicap, but detracts from their personal appearance.

Applicants with disabilities that are not obvious may be reluctant to disclose their handicap, and tactful questioning must be resorted to in order to arrive at a correct evaluation of their work capacity. Discussion should minimize the cause or the past history of a disablement and interest concentrated on the remaining powers and past experience and training, as these are the significant factors in the search for work. The applicant is brought to realize that what he has left, not what is gone, is the important consideration.

An "Appraisal of Physical Capacities" form which has space for the evaluation of the forty-three physical activities needed for the performance of various types of work and thirty working conditions which cover practically every type of employment simplifies the work of the employment officers. Provision is made in the form for assessing the individual capacities under the classifications "Full Capacity," "Partial Capacity," and "No Capacity."

Where possible, these details are obtained, either from DVA records in the case of a veteran, or from the applicant's physician in the case of a civilian. Failing these sources of information, experienced employment officers can obtain a very complete picture from careful interrogation of the applicant himself. This gives a reasonably complete idea of the possibilities of the individual and something definite upon which to base the search for suitable employment for him.

While the applicant's powers are being evaluated, other employment officers are seeking job opportunities that are suitable for handicapped persons. In this work, employment officials avoid appealing for patriotic or sympathetic consideration on the part of the employers as it is felt that these are not firm bases for the selection of new employees. It has been found that workers who were hired mainly for these reasons are usually the first to be laid off when hard times come and layoffs are in prospect. The Employment Service is in the business of providing workers who will hold their jobs on merit, and who are fully capable of performing their daily tasks.

Comprehensive surveys, conducted in the United States and Canada for the purpose of comparing the work efficiency of the handicapped person who has been properly

placed in employment with that of the non-handicapped person, show that:—

1. They can do well the work required of them;
2. Their attitude towards their job is satisfactory;
3. Their morale is higher;
4. Their record in the matter of output, accidents, and attendance, is on the whole, superior to that of normal employees;
5. That, as a class, physically handicapped workers are highly regarded by their employers.

Employment officers, who have been trained in job analysis, make a comprehensive survey of the selected jobs, breaking down attributes necessary for the performance of the work into the same language that was used in evaluating the work capacity of the applicant for employment. The "Job Analysis" form lists the same physical requirements and working conditions as are shown on the "Physical Appraisal" forms so that it is possible, by a comparison of the two, to determine whether or not an individual is physically able and has the necessary training or experience to perform the specified task.

This procedure sounds somewhat complicated but, in practice, it has been found to be quite simple and satisfactory. By using this method during the five years that the Special Placements Division has been functioning, thousands of handicapped workers have been placed in employment in Canada, a very large proportion of whom are still in the original jobs found for them.

In the furtherance of the work, the NES co-operates to the fullest extent with other organizations interested in the welfare of handicapped citizens, both veteran and civilian. "Special Placements" works very closely with the Casualty Rehabilitation Branch of the Department of Veterans Affairs and the Workmen's Compensation Board. All pertinent information obtained by these three agencies is pooled.

Close contact is also maintained with the social agencies, both provincial and civic; the hospitals, including the mental hospitals; veteran organizations; labour groups; and handicapped groups.

Probably the most difficult class of applicants for employment with whom the Special Placements Division has to deal are the men in the older age groups who through infirmity due to age or some additional disability are badly handicapped in their search for work.

## Assistance on the Road Back

Another major responsibility of the Special Placements Division is that of finding employment for ex-convicts and graduates from the Borstal Home and industrial schools, as well as many youthful offenders against the law who have been referred to the Division by the Juvenile Courts and Probation Officers, both provincial and civic. This is a task that calls for the utmost in effort and fine discrimination.

When a man is released from a reformatory or penitentiary, his first, urgent need is a job. The days just after his release may well be the crucial period in his rehabilitation. If he passes the first hurdle, that of getting a job, he is well on his way to becoming a useful citizen—his self-respect and his standing in the community have been restored. If, however, he meets with discouragement and hostility in his search for work, his good resolutions may vanish, and he may take the easier course of returning to his old life.

These men and women need advice and assistance. For some years, such organizations as the John Howard Society and the Salvation Army, co-operating with federal and provincial authorities, have done excellent work in helping newly-released men and women to find their feet. However, the need for further organization of this work is becoming more and more evident and the Special Placements Division of the National Employment Service, during the past year, expanded its facilities to offer special services on behalf of these men and women. Making difficult job placements is the particular task of this Division, and through its contacts with employers and its country-wide clearance system, it has had an encouraging measure of success.

Special Placements Officers of the National Employment Service in all provinces work with the penitentiary authorities. When several men are due to be released, the Special Placements Officer goes over their files with the penitentiary Classification Officer and then interviews the men individually. He confers with penitentiary officials on the men's aptitudes and habits, and determines where they intend to go when they are released. The National Employment Office at that place is notified, and receives the information necessary to help him find a job when he reports.

Little can be accomplished, however, without the co-operation and sympathy of employers, and the placement of ex-inmates involves, even more than ordinary placements, the close matching of individual workers and employers. The Employment Office often must not only find an employer willing to take on the released man with a complete knowledge of his past history, but must also, in many cases, convince the man himself that he has a real chance of making a fresh start. Most of these men are anxious to make this new start, but they are often doubtful of their chances in the outside world. Before a satisfactory placement can be made, the employer must be convinced of the man's sincerity, and the man of the employer's good-will.

In placements of this type, it is generally considered desirable that a prospective employer be given the history of the applicant's case, and this is done when the applicant is willing to give his permission in writing. Placements made in this way are more satisfactory, since the man is relieved of the need of concealing his record, and of the constant anxiety that his past will catch up with him and that he will lose his job. If he is not willing to have his past revealed, any placement made is on the basis of the protection of the interests of his employer. His record, and the knowledge of his character gained by the penitentiary authorities, are used to ensure that he will not be given a job where there is a danger of him repeating his offence.

A man trained in a trade has a much better chance of finding a job on his release, but a large proportion of the inmates of penal institutions have no such training. In the last few years, vocational training for the inmates of reformatories and penitentiaries has become increasingly important, and is becoming increasingly sought after by the inmates themselves. Actual training on the job in the prison workshops is being given in such trades as bricklaying, construction, carpentry, plumbing and steamfitting and engineering draughting. At the present time, the federal penitentiary authorities are seeking a means of having trainees individually trade-tested by recognized educational or trade bodies, so that they may avoid any stigma there may be in having acquired their training in a penal institution.

# HIGHER CAPITAL INVESTMENT FORECAST FOR 1950

*Two reports, presented to Parliament recently by the Rt. Hon. C. D. Howe, Minister of Trade and Commerce, forecast an increase in capital spending in 1950, and an improved ability on the part of the construction industry to meet demands for expansion of facilities.*

The Department of Trade and Commerce has forecast an increase in capital expenditure in Canada for 1950 of about 5 per cent above the record level of 1949.

Presented in a report entitled *Private and Public Investment in Canada: Outlook, 1950*, the forecast for 1950 is of a total capital expenditure program of \$3.6 billion, as compared with \$3.4 billion in 1949.

"Within this total, construction and machinery and equipment follow different trends," the report states. "Construction, dependent mainly on domestic sources of supply, is estimated at \$2.3 billion, about 12 per cent above the previous high of \$2.1 billion in 1949, while machinery and equipment, having a much higher import content, is estimated at \$1.28 billion, about 5 per cent below the peak of \$1.35 billion also reached in 1949.

"Assuming on the average little change in prices between 1949 and 1950, changes in physical volume should about correspond with those in dollar value," according to the report.

## Capital Investment Compared with Total Expenditure

On the basis of present expectations for 1950 the overall capital program accounts for about 22 per cent of total national expenditure on goods and services. "This is an unusually high proportion," the report points out, "and emphasizes the continuing importance of investment requirements as a strong supporting influence in the economy at a time when some other demand elements are showing signs of slackening. Expenditures in all the main categories are above last year with the exception of agriculture, forestry and manufacturing, and even among this group, outlay is continuing at a very high level in spite of the uncertainty of overseas markets for lumber, agricultural products and some manufactured goods. The largest gains over last year are in utilities, the commercial, merchandising and service groups (particularly institutional services) and governments, all of these being segments of the economy where activity is dependent largely on domestic demand.

Residential housing remains about the same as in 1949.

"In general, it would seem that both from the standpoint of physical capabilities and prospective market conditions there is good reason to expect that, in aggregate, the investment program should be fully realized. It should, however, be kept in mind that with a large part of the post-war backlog made up, there is less likelihood this year of substitute programs taking the place of those that might be cancelled or deferred."

## New Venture Capital

Discussing the significance of the findings, the report points out that part of the capital expenditure is for the replacement of worn out or obsolete assets and the remainder constitutes a net addition to the stock of capital goods. "It is the 'net addition' that is really indicative of the growth and development of the economy but since no separate estimates of this portion of the program are available only general assumptions, based on the overall level of capital outlay, can be made regarding its magnitude. However, there is little doubt that a large proportion of the heavy investment program in the post-war period is accounted for by the 'net addition' element. It is this new venture capital that is probably the most sensitive to the economic outlook, although replacement outlay also fluctuates with business conditions, though to a lesser degree. Because capital expenditures fluctuate in this way and because they constitute a large proportion of Gross National Expenditure, they, therefore, have an important bearing on the current use of labour and other productive facilities and on the general level of economic activity. It is largely as a result of changes in the general outlook indicated by these fluctuations in the capital program and its various components that advance knowledge of its probable level is of value to both business and government in planning future policy."

Repair and Maintenance expenditures on structures and machinery and equipment are also given in the report. These are



estimated at \$1.5 billion, about the same level as last year. "They are properly considered as current and not capital charges and consequently are given separately. They are included in the report principally because of their similarity in some respects to capital expenditures and also because they draw on virtually the same pool of labour and materials. Normally, they do not fluctuate to the same extent nor are they as representative of the business outlook."

### Higher Government Spending

The report states that "higher expenditures in the public sector of the economy account for nearly all of the increase in the 1950 investment program. Public investment in 1950 is expected to be about \$175 million or 19 per cent higher than last year. This growth is a direct reflection of the heavy demand for services, such as those supplied by public utilities, and educational and hospital facilities. Increased military expenditures account for most of the remainder. Although anticipated public investment in 1950 constitutes 31 per cent of total capital outlays, this does not represent an abnormally high level compared with the latter part of the 1930's."

Public investment of different levels of government is shown in the report. The percentage distribution of public investment in 1950 is: federal 38 per cent, provincial 37 per cent and municipal 25 per cent. This is about the same as in 1949.

"The important role of the provincial governments and municipalities in the public investment field is obviously a factor which must be taken into account in considering the possibilities of using public investment as a stimulant to the economy when activity in the private sector is declining," the report comments. "In 1950 such governments are expected to account for 62 per cent of investment in the public sector and for 19 per cent of the total capital program."

### Survey of Business

The report is based on surveys of some 17,500 business establishments of all kinds including mines, manufacturing plants, utilities and retail stores; on surveys of housing, institutions and governments; and on estimates of expenditure in agriculture and other smaller groups. "These surveys and estimates cover all types of construction projects. Building construction is only part, although a large part, of the total. Other structures such as dams, highways, sidewalks, sewers, bridges, mines, railway lines, transmission lines, etc., are also included. Machinery and equipment outlays cover such categories as railway rolling stock, motor vehicles used in business, manufacturing and mining machinery, construction machinery, equipment for power plants, office and hospital equipment, and a wide variety of other capital goods. Broadly speaking, the expenditures given in the report are those made for the purchase and repair of structures and machinery and equipment used either to produce goods or to provide services."

Dealing with the accuracy of the findings, the report states: "In the past the investment forecast, in total, has proven to be reasonably accurate. Nevertheless, within the total some changes in the composition of the program have taken place. These changes occur for a variety of reasons. Chief among these are changes in the outlook for individual firms, and lack of sufficient cost data, etc., to make an accurate forecast. Because of the resulting changes it should be kept in mind, in making use of the material, that the margin of error is likely to be considerably greater in the detailed industrial or regional summaries than in the overall totals."

### Supply of Building Materials

A second report, *Supply of Building Materials in Canada*, indicates a "gradually improving" supply situation to meet this year's vast investment program.

## CAPITAL EXPENDITURES IN CANADA, 1945 - 1950

Year	Construction (\$ Millions)	Machinery and Equipment (\$ Millions)	Total (\$ Millions)
1945.....	706	442	1,148
1946.....	1,014	606	1,620
1947.....	1,420	1,036	2,456
1948.....	1,873	1,278	3,151
1949.....	2,078	1,349	3,427
1950.....	2,319	1,277	3,596

N.B.: Actual expenditures 1948, preliminary actual 1949, forecast 1950. Figures for 1949 and 1950 include estimates for Newfoundland.

Since 1945, the report states, "each year production has increased and has now reached levels far above those attained during any war or pre-war year. As a result, fewer investment projects are currently being delayed due to building material shortages.

"The current supply-demand position is such that all investment projects planned for 1950 by industry, institutions, government and individuals should be carried out

with comparatively few supply difficulties. Certain building materials such as cement, clay, and gypsum products are still in short supply and are expected to remain so during the current year. Items made from steel, such as pipe and galvanized sheet, are also difficult to obtain but may be provided from increased imports. Other commodities which are still in short supply but on which deliveries may be expected to improve, are sanitary ware and vitrified clay products."

## LABOUR-MANAGEMENT CO-OPERATION AT WESTERN PACKINGHOUSE

A convincing story of successful labour-management co-operation has been written at the Winnipeg plant of Burns and Co., Ltd., where employer-employee teamwork has resulted in greater efficiency in plant operation, and increased productivity.

Behind these healthy relations is a Labour-Management Production Committee whose functions and accomplishments have been described in *Co-operation Works Here*, the fourth in a series of booklets prepared by the Labour-Management Co-operation Service of the Labour Department Industrial Relations Branch.

Briefly referred to as LMPC, a Labour-Management Production Committee does not attempt to be a cure-all for every industrial ill. It is, however, a proven method for pooling the ideas and experiences of employers and employees in order to better the workings of our industrial system through the medium of frank and friendly discussion.

As the booklet graphically illustrates, the LMPC at Burns and Co., Ltd. is an excellent example of what labour-management co-operation, properly approached and skilfully practised, can accomplish.

Of all the units in the Burns nation-wide packinghouse chain, the Winnipeg plant is the largest. Its 700 employees are organized in the United Packinghouse Workers' of America (CCL-CIO), Local 224.

Shortly after the local signed its first agreement with the plant in 1943, union and management agreed to form a Labour-Management Production Committee. Since the committee's inception, two permanent sub-committees, dealing with suggestions and safety, have been established.

Membership on the LMPC includes eleven employees, representing an equivalent number of plant departments, with the president of the local union and the chief steward as *ex officio* members. Six management representatives are also members, with the personnel manager serving as permanent secretary.

The plant superintendents attend all meetings; the foremen, while not members, are called upon to give advice on problems which deal with their particular departments.

By a system of rotation, one-half of the committee members are replaced each year. This allows many employees to obtain a first-hand knowledge of LMPC work. There is no permanent chairman. The chair alternates between management and labour representatives until all have presided over a meeting. The process then begins over again.

In order to maintain an informal atmosphere at the monthly meetings, there is no written agenda. The representative rarely fails, however, to bring with him notes of items that fellow employees have referred to him since the previous meeting. In addition to problems, management usually presents a report on business trends, the employment situation and market conditions for the committee's consideration.

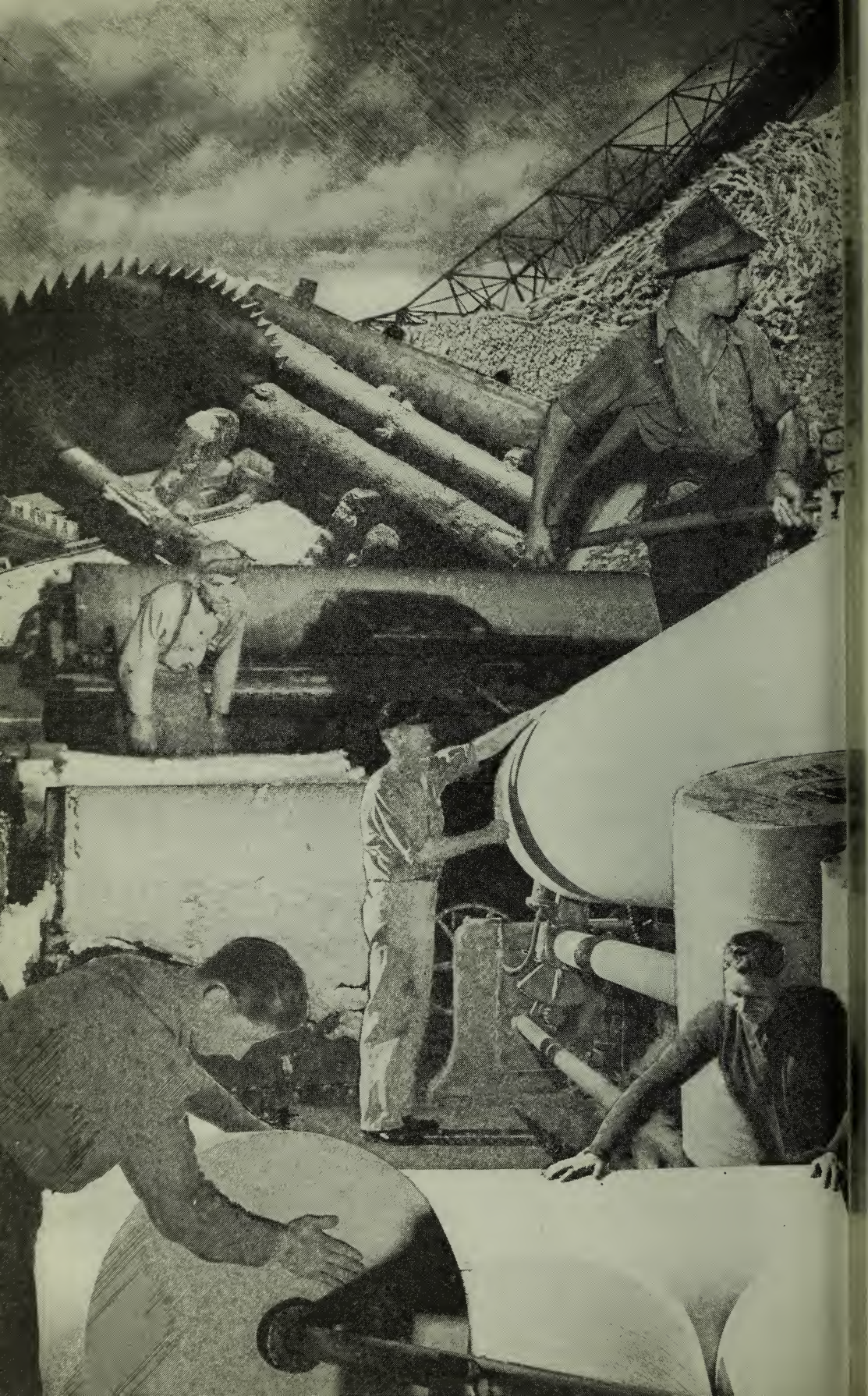
After a meeting, each employee representative reports the highlights of the proceedings to his fellow workers. The informal discussion which follows often brings out good ideas for subsequent meetings and increases the interest of all employees in committee activities.

Through co-operative effort, management and labour have succeeded in keeping absenteeism at a minimum.

Except for the brief period of the Canada-wide packinghouse strike in 1947, relations between the local and management have always been cordial.

What co-operation has accomplished at the Burns and Co. of Winnipeg it can accomplish elsewhere, the booklet concludes. All that is required is that both parties sincerely desire to work together to achieve that efficient, profitable operation of the business upon which the future welfare and security of both depends.







# INDUSTRIAL RELATIONS IN THE PULP AND PAPER INDUSTRY

*Reports received from various parts of the country indicate that employers and unions in Canada's pulp and paper industry have successfully continued this year their long tradition of peacefully renegotiating their collective bargaining agreements.*

*In view of the excellent labour-management relations that have obtained in this industry, which is of such vital importance in the Canadian economy, readers of the LABOUR GAZETTE will be interested in a paper discussing the influences affecting this relationship, which was delivered last winter at McGill University under the sponsorship of the Pulp and Paper Research Institute of Canada.*

[Partial text of Industrial Relations in the Pulp and Paper Industry by T. H. Robinson, Ph.D., Manager Industrial Relations, Canadian International Paper Company.]

The pulp and paper industry in Canada is composed of 89 companies employing more than 335,000 persons. The industry's resources include thousands of square miles of forest land, 120 pulp and paper mills, a great variety of equipment, and many other assets—all to the value of more than a billion dollars. As an industry, these 89 companies employ more persons, pay more in wages, and have more capital invested than any other industry in Canada. There is no industry in whose continued and efficient operation Canadians have a greater stake.

[Mr. Robinson stressed the value to companies in the industry of having an industrial relations program. He then continued as follows:]—

In the opening lecture in this series, Mr. F. L. Mitchell remarked, with respect to the pulp and paper industry, that "no industry has been freer of strikes, neither has there been a Canadian industry with a better history of relations between management and labour." Both management and labour are proud of this history.

Something of the secret of this success in the field of industrial relations might be revealed in a discussion of the special techniques which various companies have adopted to locate and hire labour; to place, transfer, promote, demote and separate their employees; to train their employees; and otherwise to ensure that the employees

can give the most efficient service to the companies that employ them. Such a discussion would be on the arts of personnel management. However, in these days of generally uneasy management-labour relations, it has seemed much more worthwhile to examine some of the more fundamental factors that have contributed to the industry's enviable record of industrial peace. By the same token, it has seemed equally worthwhile to note any conditions which, if allowed to develop, could mar this record. These more fundamental factors are continuing influences with which all companies have to cope and with which prospective employees, particularly those who are ambitious for promotion, will do well to become familiar.

For this discussion of some of the major influences affecting industrial relations in the pulp and paper industry, the following have been chosen:—

1. Heavy capital investment
2. High degree of unionization.
3. Achievement of security.
4. Existence of opportunity.

These influences have been chosen because of their special relevance to the manufacturing branch of the industry. A list of major influences affecting industrial relations in woods operations would vary from the one for manufacturing.

## Heavy Capital Investment

Reference has already been made to the very considerable investment in the pulp and paper industry. Estimates of investment are approximate at best; but, when taken in conjunction with the number of

employees, these estimates give a rough idea of the quantity of capital goods, such as buildings, machines, tools and other equipment, that must be provided to keep a worker employed. In 1947, the *Financial Post* reported an investment of \$1,100,000,000 in the pulp and paper industry, or almost \$25,000 for each of the nearly 45,000 mill employees. The 1939 figure, obtained from data issued by the Dominion Bureau of Statistics, was just under \$20,000 per employee. Even so, this figure is three and one-half times the 1939 figure of \$5,500 invested per employee in all manufacturing, and is twice the figure of \$10,000 invested per employee in the mining industry.

Data regarding power employed provide another indication of heavy capital investment. Where power is employed, there must be equipment to use it. Within limits, the more power employed, the more equipment and the heavier the investment required. In 1944, the pulp and paper industry employed 52 h.p. per employee, or nine times the 5.8 h.p. per employee employed in the manufacturing and mining industries combined. It does not seem necessary to labour this point with additional data. Suffice it to say that the pulp and paper industry has to provide far more capital per employee than industry generally.

The heavy investment of capital per employee has exerted, and continues to exert, a profound influence on industrial relations in the pulp and paper industry. This high proportion of capital to labour is reflected in each company's accounts in the form of heavy fixed costs such as interest, depreciation, and taxes, that mount up, day in and day out, regardless of whether the company's mills operate or not. Since an idle plant earns no income and pays none of its costs, there is a premium upon uninterrupted mill operation.

The uninterrupted operation of a paper mill does not depend only on management's technical proficiency, or on management's skill in solving the complex chemical, mechanical, and physical problems involved in making pulp and paper out of wood; it depends also on management's ability to find and to keep customers who will be satisfied with the mill's product. In addition, uninterrupted operation depends as well upon management's ability to create the conditions that will evoke the greatest co-operative response from labour, upon management's ability to deal with the industry's human problems. It did not take the industry long to discover that practices that resulted in work stoppages could not

be tolerated, and that failure to elicit the wholehearted co-operation of the employees is comparable to the wasteful use of wood and other productive resources.

Largely because of the heavy investment per employee—for every person employed, management has to find or to have available capital to the value of \$25,000—management in the pulp and paper industry is composed of persons who are as skilled in dealing with men as with raw materials and equipment. The possession of the one skill has become as important as the possession of the other in determining whether a person will succeed to, and become a success in, a managerial post. Management in the pulp and paper industry has a keen appreciation of the need to deal fairly, understandingly, and even generously with the employees in order to ensure the continued operation of the mills and the prosperity of the industry.

### High Degree of Unionization

The pulp and paper industry is highly unionized. In a recent survey covering 87 mills, including virtually all the big producing units, not a single mill was reported without a labour agreement. Thirteen different unions are represented in these mills. Of the thirteen, ten are affiliated with the Trades and Labour Congress, one with the Canadian Congress of Labour, one with the Canadian and Catholic Confederation of Labour, and one is independent. The dominant unions, by all odds, are the International Brotherhood of Pulp, Sulphite and Paper Mill Workers with agreements in 56 mills, and the International Brotherhood of Paper Makers with agreements in 51 mills. The National Federation of Pulp and Paper Mill Workers, Incorporated, usually referred to as the "syndicate", is affiliated with the Canadian and Catholic Confederation of Labour and has agreements with 17 mills, all in the Province of Quebec.

Unions in the industry have attained a large measure of security. None of the mills reported a closed shop agreement, that is an agreement to hire and retain in the company's employ only union members in good standing. However, 61 mills, including most of the largest, reported a union shop agreement, that is a provision a new employee will become a union member within a specified number of days, usually fifteen, and will remain a member in good standing as a condition of continued employment. Forty mills give preference to union members in hiring new employees, while twenty-three mills have provision for the check-off of union dues.



The fact is that unions are a fairly established integral part of the industry. As far as management is concerned, they are accepted.

The high degree of unionization and the firmly established position of the unions have had very significant consequences. In the first place, the high degree of unionization, coupled with the importance of continued mill operation, have put the unions in an exceptionally strong bargaining position vis-à-vis the companies. In the second place, the acceptance of unions as an integral part of the industry has meant that they no longer have to fight for status. In their relations with the companies, the union leaders do not have to protect their organizations from threats to their existence. Instead the leaders can direct their energies toward the procurement of benefits for their members. Such a set of circumstances places a premium upon labour statesmanship and business ability at the bargaining table rather than upon belligerent labourism and picket line violence.

It would be unrealistic, of course, not to recognize that heavy investment and the high degree of unionization are possible sources of weakness as well as strength in relations between the companies and the unions. Heavy investment exerts a pressure upon management to agree to conditions that will ensure uninterrupted mill operation. A high degree of unionization gives unions power to squeeze all, and sometimes more, than the traffic will bear with very little risk of a work stoppage.

So far there has been no evidence that these basic factors have worked to weaken management-labour relations. The last few years have been relatively prosperous years for the industry, and the companies have been far from niggardly in sharing this prosperity with their employees. Should the time ever come when the prospects of the industry are not as good as the experience of the past few years, management will have to exert the greatest care not to purchase uninterrupted operation today at the expense of financial instability tomorrow. In turn, labour leaders will have to exert to the full all their qualities of labour statesmanship and all their abilities of leadership to avoid pushing management to agree to rates and other working conditions beyond the limits of wise business stewardship.

Fortunately the experience of the past augurs well for the future. Both management and labour have acquired the habit of settling their problems around the bargaining table. The increasing apprecia-

tion of each other's problems gives a real expectation that the wise counsel and moderation that have prevailed among both groups in the past will prevail also in the future when the going may be tougher.

### Achievement of Security

Some years ago, the late Professor W. I. Thomas of Yale University, pointed out that men have four fundamental wishes, namely, the wish for security; the wish for recognition; the wish for new experience; and the wish for affectionate response. Whoever does not have these wishes satisfied, Thomas said, becomes a discontented, frustrated individual.

It would be an impossible task to catalogue all, or even a considerable portion of the sources of frustration in our economy. One, however, is outstanding, namely, the threat of economic insecurity. This threat is ever-present. However, it is less of a threat to employees in the pulp and paper industry than to the employees in any other industry.

To begin with, there is good reason to think that the employees' jobs are secure. This form of security is based upon the industry's future in the Canadian and world economy, and not upon the relations between each employee and his company.

Today the pulp and paper industry is responsibly prosperous, but it is natural to ask "Will this prosperity last?" It is the general opinion that the increase in the world's demand for pulp and paper products during the past few years is permanent. For instance, the greatly increased use of rayon has added greatly to the need for dissolving pulp; multi-wall paper sacks are replacing jute and cotton sacks; and newsprint and book paper requirements have risen steadily with rising educational standards and a growing interest in public affairs.

While the industry's position has improved absolutely, its relative position has become even more satisfactory. Before the war, three out of every eight newspaper pages printed throughout the world were made in Canada. Today Canada supplies three out of five. In comparison with the pre-war situation, Canada's pulp exports have trebled in volume and constitute a much larger share of the world's pulp supply.

Naturally, Canada and Canada's pulp and paper industry have not been unaffected by the currency maladjustments which are afflicting world trade at the present time. However these monetary crises are a cause of inconvenience rather than permanent



damage and while they warrant caution do not justify pessimism about the future. Barring another world war or a world wide depression, there is plenty of reason to view the future of the industry with confidence. There certainly should be jobs for pulp and paper workers.

It is one thing for the job to be secure, but is another for an employee to have assurance of security in his job. The fact is each employee has a considerable measure of such security. He is assured, under the terms of his union's agreement with his company, that his years of service will be taken into consideration in the event of a layoff. He is also assured that he will not be dismissed without cause and without an opportunity to be heard in his defence. The employee's right to a fair hearing in the event of discharge is set forth specifically in the provisions of the agreement between his union and his company.

Not only is his job secure and he secure in his job, but the fact is also that the employee in the pulp and paper industry is as well able as if not better able than the employee in any other industry to provide for his needs.

The latest report issued by the Dominion Bureau of Statistics reveals that the average hourly rate in the industry\* is \$1.143, a rate that is exceeded in very few other industries. When it comes to actual earnings, pulp and paper employees top all others in Canada. As of December 1, 1949, weekly earnings in the industry averaged \$57.70. In the steam railway industry, weekly earnings averaged \$57.49, a close second. The weekly average for all manufacturing was \$45.36.

High earnings mean that pulp and paper employees as a whole have a high standard of living, the highest of any industrial group in the country. Moreover, their present standard is well above their pre-war standard. A study made not long ago shows that, in 1939, the average pulp and paper employee had almost exactly \$100 per month to spend on food; rent or shelter; fuel and light; clothing; home furnishings; and miscellaneous items, such as health, personal care, transportation, recreation, and life insurance, etc. For the same quantities of the same items for which he paid \$100 in 1939, this same employee would have had to pay \$161.02 on January 1, 1950. However, this same average employee's monthly income as of January 1, 1950, was at least \$230. As a result, he had approximately \$70 with which to supplement his 1939 budget

\* Before the 1950 contract renegotiations.

of goods and services and thereby to improve his standard of living. A contributory factor in this improved standard of living is the fact that most employees now enjoy a vacation with pay and statutory holidays with pay. One week after one year's service, two weeks after five years (after three years in a few cases), and three weeks after twenty years (after fifteen in a number of companies) is the prevailing pattern for vacations with pay. In the case of statutory holidays, most employees receive at least four with pay while a good many receive six.

Much of the talk these days about security is in terms of protection against many of the emergencies that confront employees in dismaying and often unpredictable fashion. Sickness, accident, hospitalization, retirement and death are problems which most workers are ill-prepared to meet financially without some special arrangement. The adoption of insurance plans to meet these conditions has been the subject of management-union discussions and the cause of bitter strikes in recent months. Happily there is little need for such action in the pulp and paper industry. It is true that the details of the arrangements that exist vary considerably, but it is also true that many, in fact most, of the companies help their employees in greater or lesser degree to make provision, through insurance plans, for sickness, non-occupational accidents, hospitalization and surgical services, retirement, and death for themselves and in some instances for their dependents.

All in all, in a world full of uncertainties, the pulp and paper employees are in as favoured and secure a position as their brothers in any other industry.

### Existence of Opportunity

Somebody once remarked that anybody who is really interested in security should be sent to jail. There he would have the maximum security—but no future. The pulp and paper industry offers not only a large measure of security but also an attractive future.

The industry is still comparatively young. It still provides plenty of opportunity for able, aggressive, imaginative employees to display qualities of leadership. The industry has always had and continues to have a warm regard for those who have served it long and faithfully. Their claims to recognition are by no means ignored. But as a matter of basic industry policy, the primary factor in promotions is ability. This feature of industry policy is written into the industry's labour agree-

ments. The policy itself is not seriously challenged. However, when the assessment of ability, which is a management function and which is a very important management skill in organizing and directing employees to work most effectively, comes into question there is sometimes a need to review the administration of the policy.

There is considerable evidence that the policy of promotion on the basis of ability has resulted in the elevation of many employees from the ranks to positions of responsibility. A lecture by Professor H. O. Keay two years ago on "McGill Engineering Graduates in the Paper Industry" is a case in point. Another study made just over three years ago and covering only 17 out of the 113 pulp and paper mills supplies a wealth of data showing that the industry believes in recognizing ability by promotion from within. With respect to these 17 mills,

51 labourers were promoted:—

28 to Superintendents of Woodyards, Sulphite Departments, Groundwood Departments; 5 to Superintendents, Paper Mills; 4 to General Superintendents; 4 to Chief Clerks; 2 to Mill Managers; 2 to Assistant Mill Managers; 2 to Superintendents of Finishing and Shipping Departments; 2 to Superintendents of Electrical Departments; 1 to Mechanical Superintendent; 1 to Woodland Resident Manager.

13 clerks were promoted:—

6 to Chief Clerks; 3 to Superintendents of Finishing and Shipping Departments; 2 to Mill Agents; 1 to Woodlands Resident Manager; 1 to Superintendent Groundwood Department.

11 broke hustlers were promoted:—

5 to Superintendents, Paper Mills; 3 to Mill Managers; 1 to General Superintendent; 1 to Superintendent, Sulphite Department; 1 to President.

10 draftsmen were promoted:—

6 to Plant Engineers; 2 to Chief Engineers; 1 to Assistant Manager of Manufacturing; 1 to Assistant Chief Clerk.

7 testers were promoted:—

2 to General Superintendents; 2 to Superintendents, Sulphite Departments; 1 to Superintendent, Paper Mill; 1 to Superintendent, Groundwood Department; 1 to Mill Manager.

Three companies have promoted a surveyor, a forester, and an accountant respectively to the position of vice-president and general manager.

These are only a few examples and they are cited to illustrate the point that there is no need for able persons with ambition to fear frustration in the pulp and paper industry. The industry provides an ample opportunity for such individuals to build a career for themselves.

To sum up, then, these four factors, heavy capital investment, high degree of unionization, achievement of security, and existence of opportunity, are major factors in the relations between management and labour in the pulp and paper industry. Although there are other important influences, these four factors have contributed significantly to the enviable record of cordial and co-operative relations between management and labour in the industry. These are factors, which, because of their relative permanence, make the "know how" of human relations in industry an indispensable qualification of those engaged in managing the industry's affairs. Also because of their permanence, these four factors provide more than a hope that the pulp and paper industry's record in industrial relations will continue to be a source of envy on the part of others not so happily situated.

## LABOUR-MANAGEMENT PRODUCTION COMMITTEES IN THE PULP AND PAPER INDUSTRY

*A substantial number of firms in the pulp and paper industry maintain labour-management production committees. Such committees do not concern themselves with issues that are subject to collective bargaining, but concentrate on problems of production.*

According to the records of the Labour-Management Co-operation Service there are 39 labour-management production committees presently functioning in the pulp and paper industry, representing a working force of some 22,250 workers.

The discussion topics of these LMPC's are numerous. In general, they concern themselves with safety, efficiency, good housekeeping, quality of pulp and paper,

health and welfare and absenteeism. Their deliberations on more specific subjects in these categories are outlined in the following paragraphs.

### Safety Studied

Safety is of great concern to all committees in the pulp and paper industry. Working as they do with dangerous chemicals, hot water and steam and complicated machinery,

the representatives know the hazards inevitably present in an industry of this kind and have devoted a great deal of their time to this important matter. They have discussed ways and means of operating the dryer scrapers more safely; the hazard presented by steam pipes too close to high tension wires; the feasibility of covering steps with old decker wire to prevent slipping accidents; the possibility of erecting guard rails around the wood tanks.

Also under the safety heading have come deliberations on: the safest method of unloading lime from box cars at the sulphite mill; the proper use of toe caps to reduce foot injuries; ways and means to reduce the amount of chlorine gas present in the bleachery; the hazards occasioned by the misuse of air hoses.

### Quality Probed

Quality has not been neglected by the LMPC's. They have constantly sought to improve the texture and cleanliness of their product. Discussions in this category included: methods of getting a better "back" on carton material; ways and means of eliminating the dumping of unsuitable waste into the beaters; the reasons for adhesive drying out on the roll and a poor bond consequently resulting; the possibility of placing a cover on the machine chest to eliminate dirt and moisture splashing on the paper; a new arrangement for departmental inspections of products; an investigation into the variations in output of paper machines.

### Plant Layout

Efficiency, waste of materials and manpower and plant layout as it effects efficient production have also been dealt with extensively by the committees. Their deliberations in these departments included:

an investigation into the possibilities of obtaining an improved performance from a special machine for the treatment of wood bark to be used instead of coal; best means of tracing sprinkler breaks on the paper machine route; the elimination of conditions which result in knotters giving an insufficient amount of water which results in strain on the screen plates; the use of endless belts in the shipping room to facilitate handling and loading; the proper spotting of railway cars for efficient shipping; methods of eliminating overflow from the storage tanks; the possibilities of setting up a central tool crib; the organization of a salvage program; and the establishment of standard rules to govern machine crews in reducing spoilage and loss of time.

Housekeeping is a continuing problem in this industry and it appears regularly on the agenda of all the LMPC's. The elimination of dust and gases from the machine shop has been probed, as have the relationship between poor housekeeping and waste of labour and material; the ventilation and condensation conditions at the wet end of paper machine room; ways and means of combating grease, water and oil covering the drive belt and splashing on the walls and windows; the condition of incinerators.

Many other discussion topics fall in the miscellaneous category. Some of these are: the provision of light work for men who are prevented from carrying on their regular work by injuries; the advisability of petitioning city authorities to eliminate dangerous traffic hazards near the plant; the desirability of providing more audio visual education for employees in work methods; improving the suggestion plan; obtaining improved saw sharpening equipment; the provision of a community workshop for employees where facilities for woodworking and other handicraft hobbies would be available.

---

### Correction

In the rush of producing the May issue, the affiliation of the New Brunswick Federation of Labour was designated by the initials CCL. This of course, is an error, for this Federation is a part of the Trades and Labour Congress of Canada.



# CONFERENCE ON WAGE STRUCTURE AT LAVAL UNIVERSITY

The fifth annual convention of the Industrial Relations Department of Laval University was held in Quebec on April 24 and 25. The convention brought together some 500 delegates from all parts of the Province of Quebec to discuss the general theme of "Wage Structure".

The Hon. Gérard Tremblay, Deputy Minister of Labour of Quebec, opened the convention, pointing out that the purpose of the sessions was to co-ordinate the aims and ideas of capital and labour. Mr. Tremblay is also Director of the Department of Industrial Relations of Laval University.

Monsignor Ferdinand Vandry, Rector of Laval University, expressed his happiness at seeing both labour and capital come together to discuss their mutual problems in the light of Church social doctrine. He asked the participants to have an unbiased spirit in seeking the truth.

The first lecture was delivered by Mr. Walter Delaney, member of the Standards Department, Dominion Textile Co. Ltd., Montreal. Speaking on the elements of

wage administration in the enterprise, he stressed the necessity of measuring work according to a just scale of values, in order to obtain a fair and solid structure of wage payment, and peace and justice in industrial relations.

He explained the different techniques of job evaluation, aimed at establishing the relative value of every task inside the enterprise. He stressed the advantages of the "points system" in job evaluation, which system, he said, had the qualities of being highly objective and adaptable to changeable economic conditions.

The second lecture was given by L. G. Daigneault, industrial engineer, of Dufresne, McLogan and Associates, Industrial Relations Counsellors, Montreal, who spoke on "Piece Work and Hourly Rates."

Summing up the advantages and disadvantages of the hourly and piece work system, Mr. Daigneault declared the first to be more generous than the other, because it is aimed at correcting the deficiencies of the piece work system, which buys the worker's production rather than his time.

The convention brought together some 500 delegates from all parts of the Province of Quebec. Top picture shows, from left to right: Monsignor Ferdinand Vandry, rector of Laval University, Mr. Gérard Tremblay, Deputy Minister of Labour of Quebec and director of the Department of Industrial Relations of Laval and Reverend Georges-Henri Lévesque, O.P., Dean of the Faculty of Social Sciences.



Mr. Daigneault said, however, that wage payment on an hourly basis was practical today only when there was no other alternative. He declared that a system of remuneration by proportional bonuses, added to basic guaranteed wages, seemed the most acceptable, economical and easily applied. He believed that such a fair and justified sharing of additional productive gains, at every period of pay, to workers showing efficient production was conducive to the profitable operation of enterprise.

Mr. Daigneault pointed to the need for expert preparation in the matter of organizing basic wage rates. He said that profit-sharing gave a wage increase at the very most of ten per cent; while a system of combined hourly and piece rates on a production bonus basis assured the worker of 15 to 40 per cent increase. He pointed out that the profit-sharing system can only be installed when the plant is efficiently organized, paying big wages coming from efficient operations.

The question of specialized operations as against assembly line methods was also discussed by the Montreal engineer, who declared himself to be in favour of the former; for, he said, there is no allowance for accumulation of work between stations in the assembly line system and thus, the inefficiency of one is the inefficiency of all.

Entitling his lecture "Wage with Production Bonus", Mr. René Breton, CGA, office manager of Ludger Duchaine Inc. Quebec, described certain faults and failings of methods of payment on both hourly and piece work systems. Noting that the interests of employer and employee seem to clash in this matter, he supported a combination of the two systems by giving a bonus when a certain production level is reached.

Mr. Breton said that in some cases the determination of wages through collective agreements, rather than job analysis, tended to level wages and cut down on individual initiative.

If there is the feeling that success in industry is the business of everybody, from the president down to the newest employee, he observed, and if everybody inside the enterprise feels at home, and is part of the same team, then it will be easy to find a solution to the best means of remuneration.

Mr. Gérard Picard, President, the Canadian and Catholic Confederation of Labour, described the living wage as one which affords a reasonable standard of living to a typical family of five persons (father, mother and three children), allowing for a savings account and permitting the possession of property.

Social and ethical criteria of wage fixing was the general subject of Mr. Picard's lecture.

"The minimum wage for subsistence in 1950 for a typical family of five is \$2,340," declared Mr. Picard, "and to reach the minimum of comfort, at least \$600 should be added."

He concluded that the elements to be considered in determining a living wage were: the cost of living, the state of business and the requirements of the common good.

Mr. Marcel Francq, President of the Provincial Federation of Labour, Trades and Labour Congress of Canada, spoke about the variation of wages between units of the same industry. He described three systems of wage determination in the Province of which the first two, namely the Collective Agreement Act and the Minimum Wage Act, were legislative, while the third consisted of free collective bargaining.

Referring to the Collective Agreement Act, he claimed that the standards used under its provisions to establish wage variations were too rigidly based on geographic factors. He stated that orders under this Act can sometimes become tools for the creation of monopolies, thus bringing about the disappearance of small industries.

He also discussed the Quebec Minimum Wage Law and held that it does not consider the true factors which should apply in creating wage variations in an industry.

Praising the system of free collective bargaining as being the best to establish just variations in wages, he said that wage rates fixed in this way were usually higher than those decreed by law. Local conditions of work were more respected, and the system was more beneficial to industry and encouraged private initiative.

Mr. Eugene Forsey, Director of Research, the Canadian Congress of Labour, Ottawa, studied the wage variations between different industries. Mr. Forsey explained that salaries may vary according to local, regional and national conditions. Wages, for example, are lower in smaller towns and higher in mills where the 40-hour week is established. Social conditions influence wages more than strictly economic laws and such elements as the distance from home to the mill and night work, for example, have to be considered in the measuring of fair wages. What interests the worker, pointed out Mr. Forsey, is his take-home pay.

A single labour market on a national scale is impossible in Canada, declared Mr. Forsey, because of the existence of two languages, two civil law systems and different social, educational and religious institutions, and also because of the size of the country.



Wages may vary from one industry to the other because of their different financial structure and also because of the size of the leading industry. There often is an enormous difference between what an industry can pay and what it is paying.

The speaker favoured the development of a vigorous trade union movement in Canada.

Mr. Maurice Lamontagne, an associate director of the Department of Economics, Laval University, declared that "better immediate results can be obtained for the worker by the application of wage adjustment according to the value of production."

The subject chosen by Mr. Lamontagne was "Is there an economic law explaining the determination and variation of wages?"

"Our salary policy should seek its inspiration from the great principle recognized in the old days of the handicraft economy, and put aside under capitalism, namely, that the income of workers should vary with the value of production," he declared. Outlining the practicality of the

principle, he said it takes into account the rights of the worker, the potentialities of industry and general economic conditions.

At the closing dinner, Dr. Charles de Koninck, Dean of the Faculty of Philosophy of Laval University, tackled the problem of Communism, pointing out that the Marxist conception of the human being is directly and irreconcilably opposed to the Christian conception.

Reverend Georges-Henri Lévesque, OP, Dean of the Faculty of Sciences of Laval University, after noting that Communism is the most serious and most profound problem of our time, told the meeting that the only attitude toward it must be that of sincerity, "a sincerity which will make it appear to us in its true light, in a perspective which is not falsified by mere polemics and political party interest."

"It means," he added, "that we must first and foremost do battle in the domain of ideas" and that "the struggle against Communism must be not a battle of words but a battle of ideas."

## CONFERENCE OF INDUSTRIAL RELATIONS CENTRE, MCGILL UNIVERSITY

The second annual conference of the Industrial Relations Centre, McGill University, Montreal was held on May 1, 1950. Its purposes were to review and appraise the activities of the Centre over the past academic year and to lay plans for its future program. Over one hundred representatives of business, of labour and of government were present. Professor H. D. Woods, Director of the Centre, briefly reviewed its activities, and a critical discussion was led by members of the Centre's winter seminar groups. The second half of the conference was devoted to a discussion of the current research program of the Institute of Labour and Industrial Relations, University of Illinois, led by Dr. Milton Derber, co-ordinator of research for the Institute.

Professor Woods, in summarizing the activities of the McGill Centre, stressed the mutual benefits which came from the meeting of the representatives of academic activities with business men. In the past year the seminars have dealt with the formal collective agreement and individual and group action. The rise of unions was discussed in terms of the broad subjects of the seminars and led the participants into discussion of such topics as the position of the union leader in society and the role of arbitration in the settlement of disputes.

Dr. Derber in his address stated that the University of Illinois was at the present

time carrying on a study of the industrial relations in a community of 65,000 people. The investigators include representatives of most social sciences who bring the experience of their fields to bear on the general problem. The project also involves a pooling of experience of the research workers in the community. It is hoped that such an integrated approach will provide many insights in the nature of industrial relations.

In summing up the day's discussions, Professor V. W. Bladen, of the Institute of Industrial Relations, University of Toronto, stressed the role of objective research as carried on in the universities in aiding unions and managements alike in their many common problems. In referring to the tendency for the several types of social scientists to join in common projects, he remarked on the value of the contribution each had to make to the others.

Finally, in a dinner address, Col. R. D. Harkness, President of the Northern Electric Company Limited, spoke of the importance of assessing the implications of collective bargaining to industry. He stated:—

One of labour's problems is to understand the economic principles under a competitive system and the necessity for productive efficiency; while one thing management should attempt to appreciate is the pressure placed on union leaders by the membership.



This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

## INDUSTRIAL RELATIONS AND CONCILIATION

*The recommendations of the Conciliation Boards which dealt with the current dispute affecting the non-operating employees of four Canadian railway systems were considered by the parties during April and accepted by the companies but rejected by the associated labour organizations early in May. The dispute between the Polymer Corporation Limited and the bargaining agent for its employees was settled by arbitration during the period under review.*

### Introduction

The May issue of the *LABOUR GAZETTE* carried a brief summary of the reports of the two Boards of Conciliation and Investigation which dealt with the current dispute between various Canadian railways and two groups of railway labour organizations representing non-operating employees of the companies. The texts of the reports of the Boards are reproduced in this issue.

On April 14, the Director of Industrial Relations of the Department of Labour wrote the interested railway companies and the groups of associated labour organizations asking if the recommendations of the Conciliation Boards were acceptable to the parties. On May 1 a reply was made by the managements of the Canadian National Railways and the Canadian Pacific Railway Company stating that, after a very careful re-consideration of their position and having weighed their responsibilities to their employees and to the public, the railways were willing to accept the findings contained in the majority reports of the Conciliation Boards and were ready to negotiate a settlement on the basis of those reports. The reply also reviewed the financial situation of the railways and the position which they had previously taken in regard to the requests of the unions, and emphasized that the additional costs involved could only be met by increasing the charges made to the public for the services of the railways. Replies were also received from the Ontario Northland Railway and the Toronto, Hamilton and Buffalo Railway concurring in the position taken by the two major railway systems.

The replies received from the joint negotiating committees of the twelve

standard international labour organizations affiliated with the American Federation of Labour and the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Brotherhood of Express Employees rejected the recommendations of the Conciliation Boards on the ground that they were unsatisfactory and wholly unacceptable.

On May 12 both groups of labour organizations notified the Department that they had decided to submit the dispute to a vote of their members for an expression of their views "as to their willingness to withdraw their services from the railways" in the event of a failure to reach a settlement of the dispute.

On May 2, 1950, the Minister of Labour received a copy of the decision of the Hon. Mr. Justice G. A. Gale of the Supreme Court of Ontario, whom he had appointed as Arbitrator to deal with the dispute between Polymer Corporation Limited and Local 14, United Gas, Coke and Chemical Workers of America.

Mr. Justice Gale was appointed by the Minister on the request of the two parties when they agreed to submit their dispute to arbitration following rejection by the Union of the report of the Conciliation Board which the Minister had previously appointed to deal with the dispute.

The award of the Arbitrator gives to the employees concerned a general increase of four per cent and a further general increase of two cents per hour, effective from December 1, 1949, to February 1, 1951, and shift differentials of three cents and six cents per hour, effective from November 1, 1949, to February 1, 1951.

The dispute arose out of negotiations for the revision of wage rates which are covered by a clause providing that wages may be altered during the term of the agreement if such alterations are mutually agreed upon by the parties. The Union's demands were for a general wage increase of 10 cents per hour and five-cent and 10-cent-per-hour shift differentials. Agreements had previously been reached on other matters initially in dispute.

On the request of the Union, the Minister had, on August 17, 1949, appointed a Conciliation Officer to assist the parties in their negotiations (L.G., Oct., 1949, p. 1236).

On September 27, 1949, following receipt of a report from the Conciliation Officer stating that he had been unable to effect a settlement, the Minister appointed a Board of Conciliation and Investigation (L.G., Nov., 1949, p. 1402). The Board had as Chairman His Honour Judge M. A. Miller, Cobourg, Ontario; G. C. Richardes, Windsor, Ontario, member appointed on the nomination of the employer; and Gordon H. Bates, Niagara Falls, Ontario, member appointed on the nomination of the Union (L.G., Dec., 1949, p. 1555).

The Conciliation Board made its report to the Minister early in March, 1950 (L.G., May, 1950, p. 684), and, although it had not been able to effect a settlement, it was able to make unanimous recommendations as to the terms on which an agreement should be based. The Board recommended a general wage increase of three per cent and a further general increase of three cents per hour. The Board also recommended the payment of shift differentials of three cents and six cents per hour. The recommendation was that both the increases and shift differential payments would be effective from January 1, 1950, to February 1, 1951.

On March 18, 1950, the Union advised the Department that its membership had rejected the recommendations of the Conciliation Board and that a work stoppage had been scheduled for March 22, 1950. At this point, the Department again intervened in an attempt to bring the disputants together and, on March 19, an Industrial Relations Officer of the Department succeeded in persuading the parties to submit the dispute to arbitration. Under the terms of the arbitration agreement the function of the Arbitrator was to determine whether the union's demands for a general wage increase of 10 cents per hour and shift differentials of five cents and 10 cents per hour should be put into effect, or whether the recommendations of the Conciliation Board should be confirmed, or

whether there should be some intermediate award and, if so, at what date the changes should be made effective.

Under the Arbitration Agreement, the parties also agreed that in the meantime the rates of pay and shift premiums, as recommended by the Board of Conciliation, would be put into effect as of January 1, 1950.

Following failure by the Union and the Company to agree upon the choice of an Arbitrator, the Minister of Labour, on the request of the two parties, on March 21 appointed the Hon. Mr. Justice G. A. Gale to arbitrate the dispute.

In his written decision, the Arbitrator gave an extensive review of the history of the Crown Corporation and an equally extensive review of the evolution of its wage structure during and since the war years.

In reply to the contention of the Union that the wage rates paid to hourly employees of the Corporation were not fair and reasonable, Mr. Justice Gale pointed out that, since the hourly rated employees first joined the Company, the cost of living in Canada had increased by 39.2 per cent and that, during the same period and after incorporation of the recommendations of the Board of Conciliation, the wage rates in the Company had advanced by nearly 38.46 per cent. The decision pointed out that, if to this figure a further percentage were added to cover the benefits derived from shift premiums, it would be observed that, broadly speaking, wage rates in the plant have kept pace with the rise in the cost of living.

The decision also dealt with the argument of the union that while rates of wages have increased by approximately 38 per cent, the actual payments received by workers have not similarly increased. Mr. Justice Gale pointed out the company had brought into existence employees' group insurance, and pension and retirement plans, and that there have been substantial reductions in income tax payments. The Arbitrator concluded that, after considering these factors and after making a study of the take-home pay of a group of employees of Polymer Corporation Limited, it could be said that there has been an increase in take-home pay of approximately 38 per cent since the company started operations and that this increase compared favourably with the increase in the cost of living.

A further argument of the union was that the employees should be able to get "a fair living from a \$20,000,000 annual operation". In regard to this argument the Arbitrator stated that it would be idle to suggest that the gross amount received



from annual operations by any company should govern the amount to be paid out in wages and salaries, since those amounts may bear no relationship to each other.

The arbitration award stated that unless "the wage rates now in effect are out of harmony with those being paid in the district, or the company should allow greater participation by the employees in its operating profits regardless of all other considerations, the present wage structure would seem to be quite proper".

On the first point, the Arbitrator stated that the wage rates of Polymer Corporation Limited conform with those paid by other companies in the district, with but one exception. He also stated that the hours worked at Polymer are less than average hours worked in other major Canadian industries, that the average weekly wage rate at Polymer is third highest and that its employees receive the fourth highest amount of take-home pay. Mr. Justice Gale concluded that the scale of wages recommended by the Conciliation Board are at least on a parity with current wages in the larger industries in the Sarnia area and with general wage levels in the whole country.

The award stated that neither does it follow as a matter of course that mere improvement in the company's operating statement must bring higher wages. The operating profits of the company for the years 1947 and 1948 and the probable profits for 1949 were set out.

The Arbitrator considered it to be part of his function to decide whether the rates recommended by the Board of Conciliation are adequate, having regard to the position of the company today and the degree of success or failure it may be expected to encounter in the future.

The Arbitrator stated that the increases demanded by the union would amount to approximately  $\frac{3}{8}$  of the anticipated profit for 1949, a proportion which he considered to be unjustified. The union was also reminded that the rubber market is sensitive and the synthetic rubber is not so

well established that it can meet all competition. It was also suggested that serious consideration be given to the necessity for considerable expenditure to cover experimentation and research.

The Arbitrator stated that the recommendations of the Conciliation Board, on the other hand, would amount to approximately  $\frac{1}{3}$  of the expected surplus for 1949, and while he agreed that the recommendations of the Board for a general increase of three per cent and a further increase of three cents were just and equitable, he felt that there was one adjustment which should be made to them. The union had contended that the employees had need of a straight cents-per-hour increase to meet the rising cost of living and that percentage changes in rates were wrong in principle, since they had the effect of expanding the spread in rates between various classes of employees. The company had contended, conversely, that a straight monetary increase tended to compress the spread and thus destroys some of the value of incentive rates for personnel in higher positions. Mr. Justice Gale agreed that both arguments are sound and should be supported by an increase which incorporates a combination of the two principles. He considered that a general increase of four per cent and a further increase of two cents per hour would partially meet both arguments.

The Arbitrator reported that he found little evidence to justify making a change in the shift differentials of three cents and six cents per hour recommended by the Conciliation Board and that they are just and equitable when considered in relation to differentials paid by similar industries in Canada and by other industries in the same area.

Following is a table showing the 1949 wage rates for Polymer Corporation employees, the increases recommended by the Conciliation Board, the increases awarded by the Arbitrator, and the new wage rates after incorporation of the Arbitrator's award:—

Classification	1949 Rates	Increases Recommended by Conciliation Board	Increases Awarded by Arbitrator	New Rates
Group Leader .....	\$1.46	\$ .07	\$ .08	\$1.54
Special Mechanic .....	1.39	.07	.08	1.47
Class 1 Mechanic.....	1.32	.07	.07	1.39
Class 2 Mechanic.....	1.26	.07	.07	1.33
Class 3 Mechanic.....	1.19	.06	.07	1.26
Junior Mechanic .....	1.12	.06	.06	1.18
Mechanic's Helper .....	1.05	.06	.06	1.11
Utility Man .....	.98	.06	.06	1.04
Regular Labour .....	.92	.06	.06	.98



***The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act.***

Conciliation services under the Industrial Relations and Disputes Investigation Act and under the Conciliation and Labour 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 under the former Act.

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 succeeded by the Wartime Regulations in 1944.

Proceedings begun under the Wartime Regulations are continued in so far as the services involved in such proceedings are authorized under the new Act. Likewise, decisions, orders and certifications given by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the new Act.

The Act applies to industries within Dominion 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 Dominion 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, Industrial Inquiry Commissions, for the consideration of complaints that the Act has been violated or that a party has failed to bargain collectively, and of 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 and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Conciliation services are also provided by the Industrial Relations Branch under the provisions of the Conciliation and Labour Act. This statute empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or arbitrator when requested by the parties concerned.

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. From time to time, as required, a third article under this section will cover Conciliation Proceedings under the Conciliation and Labour Act.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the province of Quebec, and two officers resident in Fredericton 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.

## **Certification and Other Proceedings Before the Canada Labour Relations Board**

The Canada Labour Relations Board met for one day during the month of April. The Board issued three certificates designating bargaining agents and ordered two representation votes. During the month the Board received 21 applications for certification.

### **Applications for Certification Granted**

1. The Brotherhood of Locomotive Firemen and Enginemen, for a unit comprising

locomotive engineers employed by the Dominion Atlantic Railway, Kentville, N.S. (L.G., April, 1950, p. 509).

2. The Flin Flon Transportation Workers' Federal Union No. 272, for a unit comprising drivers, mechanics, and helpers employed by Northern Bus Lines, Limited, Flin Flon, Man. (L.G., May, 1950, p. 675).

3. The American Newspaper Guild, for a unit comprising editorial employees of The Canadian Press (L.G., May, 1950, p. 676).

## Representation Votes Ordered

1. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and the Canadian Pacific Railway Company (Office of Auditor of Agencies, Montreal) (L.G., May, 1950, p. 675). Following an investigation of the application the Board ordered a representation vote of the employees affected.

2. The Brotherhood of Railroad Trainmen, the Order of Railway Conductors, and the Quebec Central Railway Company (L.G., May, 1950, p. 675). Following an investigation of the applications the Board ordered a representation vote of the road conductors and yard foremen affected, without prejudice as to the decision of the Board as to the appropriate bargaining unit, the names of both organizations to appear on the ballot and the ballots of yard foremen to be segregated.

## Applications for Certification Received

1. The Canadian Marine Engineers' Association on behalf of engineer officers employed by The National Sand and Material Company, Toronto (Investigating Officer: H. Perkins).

2. The Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America on behalf of drivers, garage employees, and ticket sellers employed by Canada Coach Lines Limited, Hamilton, Ont. (Investigating Officer: R. L. O'Neill).

3. The Seafarers' International Union of North America, Canadian District, on behalf of unlicensed personnel employed by the Canadian Pacific Railway Company on board the ss. *Princess Helene*, operating between Saint John, N.B., and Digby, N.S. (Investigating Officer: L. Pepin).

4. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of clerical employees of the Canadian Pacific Railway Company employed in the District Accountant's Offices in Toronto and London, Ont. (Investigating Officer: H. Perkins).

5. West Coast Seamen's Union (Canada) on behalf of unlicensed personnel employed by Westward Shipping Limited, Vancouver, in the deck, engine room, and stewards departments of the tankers m.v. *Standard Service* and m.v. *B.C. Standard* (Investigating Officer: G. R. Currie).

6. West Coast Seamen's Union (Canada) on behalf of unlicensed personnel employed

on vessels operated by Vancouver Barge Transportation Limited, Vancouver (L.G., May, 1950, p. 674) Investigating Officer: G. R. Currie).

7. The Seafarers' International Union of North America, Canadian District, on behalf of unlicensed personnel employed on vessels operated by Vancouver Barge Transportation Limited, Vancouver (Investigating Officer: G. R. Currie).

8. The Brotherhood of Railroad Signalmen of America on behalf of employees of the Canadian Pacific Railway Company employed in the Signal Repair Shop at Westmount, P.Q. (Investigating Officer: R. Trépanier).

9. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of harbour workers employed by the Albert G. Baker Company, Limited, in Quebec, P.Q. (Investigating Officer: L. Pepin).

10. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of harbour workers employed by the Clarke Steamship Company, Limited, in Quebec, P.Q. (Investigating Officer: L. Pepin).

11. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of harbour workers employed by W. G. McCauley in Quebec, P.Q. (Investigating Officer: L. Pepin).

12. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of harbour workers employed by Agences Maritimes Enregistrées in Quebec, P.Q. (Investigating Officer: L. Pepin).

13. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of harbour workers employed by Anglo-Canadian Pulp and Paper Mills Limited in Quebec, P.Q. (Investigating Officer: L. Pepin).

14. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of harbour workers employed by F. J. Dinan in Quebec, P.Q. (Investigating Officer: L. Pepin).

15. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of harbour workers employed by General Equipments Limited in Quebec, P.Q. (Investigating Officer: L. Pepin).



16. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of harbour workers employed by International Fertilizers Limited in Quebec, P.Q. (Investigating Officer: L. Pepin).

17. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of harbour workers employed by Robin Hood Flour Mills Limited in Quebec, P.Q. (Investigating Officer: L. Pepin).

18. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of harbour workers employed by the Rock City Tobacco Company, Limited, in Quebec, P.Q. (Investigating Officer: L. Pepin).

19. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of harbour workers employed by Arthur Vaillancourt in Quebec, P.Q. (Investigating Officer: L. Pepin).

20. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of harbour workers employed by the Canadian National Railways in Quebec, P.Q. (Investigating Officer: L. Pepin).

21. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of harbour workers employed by the Canadian Pacific Railway Company in Quebec, P.Q. (Investigating Officer: L. Pepin).

## **Conciliation and Other Proceedings Before the Minister of Labour**

### **Conciliation Officers Appointed**

During the month of April the Minister appointed Conciliation Officers under Section 16 of the Industrial Relations and Disputes Investigation Act to confer with the parties in the following industrial disputes:—

1. The Canadian Seamen's Union, applicant, and the Canadian Pacific Railway Company (Great Lakes Steamship Service), respondent (Conciliation Officer: R. Trépanier).

2. The Canadian Seamen's Union, applicant, and Keystone Transports Limited, respondent (Conciliation Officer: R. Trépanier).

3. The Canadian Seamen's Union, applicant, and the Anticosti Shipping Company, respondent (Conciliation Officer: R. Trépanier).

4. The Canadian Seamen's Union, applicant, the Lakes and St. Lawrence Navigation Company, Limited, respondent (Conciliation Officer: R. Trépanier).

5. The Seafarers' International Union of North America, Canadian District, applicant, and Canadian National Steamships, the Canadian Pacific Railway Company (B.C. Coast Steamship Service), and Union Steamships Limited, respondents (Conciliation Officer: G. R. Currie).

6. The Canadian Seamen's Union, applicant, and the Upper Lakes and St. Lawrence Transportation Company, Limited, respondent (Conciliation Officer: F. J. Ainsborough).

### **Settlements Facilitated by Conciliation Officers**

1. On April 8, 1950, the Minister of Labour received a report from H. R. Pettigrove, Conciliation Officer, indicating the settlement of matters in dispute between the National Harbours Board and Division Nos. 224 and 231, Canadian Brotherhood of Railway Employees and Other Transport Workers, representing employees of the Board at Halifax, N.S. (L.G., May, 1950, p. 683).

2. On April 15, 1950, the Minister of Labour received a report from G. R. Currie, Conciliation Officer, indicating the settlement of matters in dispute between Giant Yellowknife Gold Mines Limited and the Yellowknife District Miners' Union (Local 802, International Union of Mine, Mill and Smelter Workers) (L.G., May, 1950, p. 683).

### **Conciliation Board Fully Constituted**

The Board of Conciliation and Investigation appointed to deal with the dispute between the Lakehead Terminal Elevator Association and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., May, 1950, p. 683) was fully constituted on April 28, 1950, with the appointment of the Hon. Mr. Justice J. T. Beaubien, Winnipeg, as Chairman. Mr. Justice Beaubien was appointed by the Minister of Labour on the joint recommendation of the other two members of the



Board. William A. Johnston, K.C., Winnipeg, and A. J. Wickens, K.C., Moose Jaw, who had previously been appointed on the nominations of the company and union, respectively.

### **Conciliation Board Reports Received**

1. On April 12, 1950, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation appointed to deal with the dispute between the Canadian National Railways, the Canadian Pacific Railway Company, the Ontario Northland Railway, and the Toronto, Hamilton and Buffalo Railway Company, on the employers' side, and a group of twelve international railway labour organizations (L.G., Feb., 1950,

p. 203). The texts of the reports of the Board are reproduced below.

2. On April 12, 1950, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation appointed to deal with the dispute between the Canadian National Railways, the Canadian Pacific Railway Company, and the Ontario Northland Railway, on the employers' side, and the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Brotherhood of Express Employees (L.G., Feb., 1950, p. 203). The texts of the reports of the Board are reproduced below, with deletions of certain portions of the majority report where the language of that report corresponds with the language of the majority report in the dispute affecting the international unions.

### **REPORT OF BOARD in dispute between**

**Canadian National Railways, Canadian Pacific Railway Company, Ontario Northland Railway, and Toronto, Hamilton and Buffalo Railway Company,**

**and**

**Order of Railroad Telegraphers; Brotherhood of Maintenance of Way Employees; Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees; Division No. 4, Railway Employees' Department, A.F. of L.; Canadian National Railway System Federation No. 11; Canadian Pacific Railway System Federation No. 125; International Brotherhood of Firemen and Oilers, Steam Plant Employees, Roundhouse and Railway Shop Labourers; International Brotherhood of Electrical Workers; International Brotherhood of Blacksmiths, Drop Forgers and Helpers; Commercial Telegraphers' Union; Brotherhood of Railway Signalmen of America; and Hotel and Restaurant Employees and Bartenders' International Union.**

Hon. HUMPHREY MITCHELL,  
Minister of Labour,  
Ottawa, Ontario.

SIR:

1. The Board of Conciliation and Investigation established in the above matter and composed of the Hon. Mr. Justice J. O. Wilson, of Vancouver, Chairman; Mr. A. J. Wickens, K.C., of Moose Jaw, nominated by the employees; and Mr. Isaac Pitblado, K.C., of Winnipeg, nominated by the railways; held its first public hearing in the Windsor Hotel, in the City of Montreal, on the 10th day of January, 1950. After hearing the parties for some time, the public hearings were adjourned until the 27th day of February, 1950, at the same place, and the Board has been practically in continued session since that date, the public hearings having ended on the 10th day of March, 1950.

On April 12, 1950, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with the dispute between the Canadian National Railways, the Canadian Pacific Railway Company, the Ontario Northland Railway, and the Toronto, Hamilton and Buffalo Railway Company, and twelve international railway labour organizations (L.G., Dec., 1949, p. 1554).

The Board was composed of the Hon. Mr. Justice J. O. Wilson, Vancouver, B.C., Chairman; Mr. Isaac Pitblado, K.C., Winnipeg, Man., member appointed on the nomination of the companies; and Mr. A. J. Wickens, K.C., Moose Jaw, Sask., member appointed on the nomination of the unions.

The text of the Board's report is reproduced herewith.

2. The employees were represented by:—

F. H. Hall, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.

G. R. Pawson, Deputy President, Commercial Telegraphers' Union.

E. L. Oliver, Statistician.

H. Smith, Division No. 4, A.F. of L. (President).

W. H. Phillips, The Order of Railroad Telegraphers.

J. T. Galloway, International Brotherhood of Blacksmiths, Drop Forgers and Helpers.

Sam Finlay, International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of America.

H. A. Stockdale, Brotherhood of Railroad Signalmen of America.

Willie Lebeau, International Brotherhood of Firemen and Oilers.

G. Schollie, International Association of Machinists.

Joseph Connolly, United Association of Journeymen and Apprentices of Plumbing and Pipe Fitting Industry of the United States and Canada.

W. Aspinall, Brotherhood of Maintenance of Way Employees.

R. Y. Menary, International Moulders and Foundry Workers' Union of North America.

Robert Hewitt, Brotherhood of Railway Carmen of America.

Roy Westguard, International Brotherhood of Electrical Workers.

A. E. Payne, Sheet Metal Workers' International Association.

E. Schofield, Hotel and Restaurant Employees and Bartenders' International Union.

3. The Railway Companies were represented by:—

#### *Canadian National*

R. C. Johnston, Asst. Vice-President Personnel.

P. E. Ayrhart, Manager, Labour Relations.

#### *Canadian Pacific*

D. I. McNeill, Vice-President Personnel.

J. R. Kimpton, Asst. Vice-President Personnel.

S. M. Gossage, Asst. Manager of Personnel.

#### *Ontario Northland*

A. Freeman, General Manager.

S. W. Gowan, Secretary.

#### *Toronto, Hamilton and Buffalo*

W. J. Warnick, Asst. to President.

A. E. Cook, Personnel Representative.

4. Very able presentations, both oral and written, were made by both sides, and, after such presentations, the members of the

Board made repeated endeavours to see if some agreement could be reached between the parties but regret to state that nothing along that line was accomplished. It is therefore necessary for the Board to report to you its findings and recommendations.

5. Mr. A. J. Wickens, K.C., a member of this Board, does not concur in those findings and recommendations and is filing a separate report.

6. We may add that the proceedings were marked throughout by the best of good feeling on both sides, and it was a pleasure to note the mutual respect and regard which the representatives of the parties to the dispute have for each other.

#### **Employees' Requests**

7. Fifteen standard international labour organizations were represented before the Board. They requested that the agreements between these organizations and the railways of Canada (which agreements we are informed number about 86) be so changed as (a) to increase basic rates of pay for all employees covered by the agreements by seven cents an hour, and (b) to establish a five-day forty-hour week with the same take home pay as for a forty-eight hour week. The details of these requests are given later.

8. The employees affected form a large part of what is known as the non-operating group of employees of the railways as distinct from those employees who actually run the trains such as enginemen, firemen, conductors, trainmen and yardmen. These non-operating employees comprise some fifty distinct occupational classifications of workers running from office boys and clerks to mechanics, machinists, sectionmen, station agents and telegraph operators.

9. Approximately 86,000 employees of the Canadian National and Canadian Pacific Railways and a much lesser number of employees of the other two railways named are represented by the organizations before this Board, but it is to be noted that another Conciliation Board is, concurrently with this Board, considering an application by organizations representing other groups of non-operating employees (numbering over 30,000) of the said railways, in which application a similar request for a five-day forty-hour week with the same take home pay is made, with a request for an increase of ten cents per hour in basic rates of pay, so that there are over 116,000 employees actually represented before the two Boards. But if the Railways apply any increased pay or changes in working hours to other unorganized staffs, as they have done in the past, the number of employees of the



Canadian National and Canadian Pacific Railways who will actually be affected is approximately 139,000.

10. The Railways have pointed out that the employees represented before this Board comprise about 48 per cent of the total number of their employees, and that the employees represented before the other Conciliation Board comprise about 17 per cent of such total number, making altogether 65 per cent of their total employees. It can therefore be seen that any settlement of the disputes affecting so large a proportion of railway employees must inevitably exert a profound influence on the terms of employment of all railway employees.

11. Before considering the reasons adduced on the part of the employees for the increased pay and shorter hours asked for it is well to bear in mind that, effective on the 1st March, 1948, an increase of seven-tenths cents per hour "across the board" was granted to all railway employees in Canada.

12. On the standard 48-hour week that increase amounted to \$35.36 per month. On the same basis the total increase since 1939 in basic rates of pay of 43 cents per hour gave a total monthly increase of \$88.57.

13. Although the employees' demands for an increase of 7 cents per hour in pay, and for the 5-day 40-hour week are presented separately, we find it impossible to deal with them separately. To do so would be to ignore the cost of the 5-day 40-hour week. The two proposals, and their implications, must be considered together. The proposals are as follows:—

"1. Effective July 17, 1949, rates of pay shall be increased in the amount of seven (7¢) cents per hour applied so as to give effect to this increase in pay irrespective of the method of payment.

"2. There will be established, effective September 1, 1949, for all employees, a work week of forty hours consisting of five days of eight hours each with two consecutive days off in each seven; the work weeks may be staggered in accordance with operational requirements; so far as practicable the days off shall be Saturday and Sunday.

"3. The adjustment to a work week with a maximum of forty straight time hours shall be made without reducing the amount to be paid for forty straight time hours below the compensation now paid for a forty-eight hour straight time work week. With respect to monthly, weekly, or daily-rated positions, or those paid on any other basis, the monthly, weekly, daily or other basis of payment shall be preserved, and a rate shall be established to give effect in

those positions to the adjustments requested in the foregoing paragraphs by preserving forty-eight hours' pay for forty hours' service, which will be the basic work week, and new basic rates will be established in accordance therewith. Service on any day in excess of eight hours (exclusive of the two consecutive days off) shall be paid for at overtime rates; but not less than time and a half. Service on the two consecutive days off, for eight consecutive hours shall be at overtime rates but not less than time and a half. Service in excess thereof shall be paid for under the call and/or overtime rules of the agreements now in effect governing working conditions at overtime rates but not less than time and a half.

"4. When any of the statutory holidays for which punitive rates of pay are established fall on the employees' assigned days off, the following day shall be recognized and paid for as the holiday.

"5. The adjustments requested herein shall not modify rules or practices now in effect which are more favourable to the employees."

14. It will be noted that the proposals of the men are that there should be two consecutive days off each week, their request being for "a work week of forty hours consisting of five days of eight hours each with two consecutive days off in each seven; the work weeks may be staggered in accordance with operational requirements; so far as practicable the days off shall be Saturday and Sunday."

15. It will further be noted that there is an ambiguity in the wording of these proposals. The 7 cents increase is to be effective July 17, 1949, the 40-hour week at a later date, September 1, 1949. This would mean that when the 40-hour week came into effect, the wages would already have been increased by 7 cents per hour. But the proposal goes on to stipulate that when the 40-hour week is introduced it shall be done "without reducing the amount to be paid for forty straight time hours below the compensation now paid for a 48-hour straight time week." The word "now" creates the ambiguity. Literally interpreted this would mean that the rate of pay to be used in calculating the 48 hours pay to be given for the 40-hour week would not include the seven cents raise previously granted. We feel that this was not the intention of the unions, and have made our calculations accordingly; that is on the basis that the "take home pay" to be maintained is to include the 7 cents per hour increase.

16. If the 7 cent raise in hourly pay did not precede, but was coincidental with the



introduction of the proposed 40-hour week, the total increases in hourly rates consequent upon the granting of the unions' proposals would be slightly less. The difference would be so small as to be unimportant for the purpose of the calculations hereafter made.

17. The effect, in terms of wage rates, of granting these requests depends on the wage level that has been achieved at the time they are granted. If the wage level is low, the proposals can be implemented without throwing the general Canadian wage structure out of balance. If, on the other hand, the wage level, expressed in terms of hourly earnings, is already a fair one, the effect must be otherwise.

18. This can best be illustrated by comparing the present situation in Canada with that which existed in the United States in the Fall of 1948 when a Presidential Emergency Board recommended for United States non-operating railway employees exactly what is asked for here; that is, an immediate increase in pay of 7 cents per hour for all employees, and, at a later date, the institution of a 5-day, 40-hour week, with pay for 48 hours per week.

19. Before this recommendation was brought into effect, the rates of hourly earnings of United States non-operating railway employees were demonstrably out of line with those of workers in other industries which the Presidential Board thought comparable. Without going into detail, it can be said that in October, 1948 those railway employees worked an average of 49.1 hours per week for take home pay of about \$60 (\$1.21 per hour). At the same date workers in durable goods manufacturing, and in another group of industries which the Presidential Board selected as comparable, worked an average of 40 hours per week for the same take home pay of about \$60 per week (\$1.45 to \$1.50 per hour). Admitting the comparability of the industries, it was obvious that the railwaymen suffered an inequity. The Presidential Board rectified this inequity by first raising wages 7 cents per hour, and by recommending a 40-hour work week with the same take home pay to take effect 9 months later. When these things had been done, the hours of work and the hourly earnings of railworkers were about on a par with those of the two groups selected for comparison. Thus the 40-hour week had been achieved for railworkers without any dislocation of the general wage structure of the United States.

20. Such a result cannot be achieved in Canada. In October, 1949, the average weekly earnings of non-operating rail-

workers in Canada were \$48.13 for an average work week of 46.9 hours, being at the rate of \$1.026 per hour. The unions ask first for 7 cents additional pay per hour, and second, for 48 hours pay, at the new rate, for a 40-hour week. The effect on the earnings of the average railwayman, of granting both proposals, would be as follows:—

New average hourly earnings	1.026 and .07—\$1.096
New average weekly earnings	1.096 x 48—\$52.60
Average hourly rate if 40-hour week becomes effective	\$52.60 ÷ 40—\$1.315

21. After the change, if it were granted on the terms asked for by the unions, the average railwayman would work about 7 hours less per week and earn \$4.47 more per week. He would also have gained, in one stroke, an increase in his hourly earnings amounting to 29 cents per hour or 28 per cent over his former earnings, surely one of the most drastic general wage rate increases in Canadian labour history.

22. The wages paid and hours worked in durable manufacturing were used as a basis of comparison in the United States. Figures on wages paid and hours worked in durable manufacturing in Canada at December 1, 1949, were as follows:—

Average weekly earnings	\$46.66
Average hours worked	43
Average hourly earnings	\$1.085

23. The durable goods worker had, at December 1, 1949, an advantage of 5.9 cents per hour in earnings over the railworker. If the proposals of the unions were granted he would not only lose this advantage, but find himself earning 23 cents less per hour than the railworker. His take home pay, for a 43-hour week, would be \$46.66 while that of a railwayman, for a 40-hour week, would be \$52.60.

24. The durable goods groups earn more than the average Canadian factory worker, whose earnings at December 1, 1949, averaged 99.9 cents per hour. If the demands of the railworkers are acceded to, the gap between the pay of the railworker and the average factory employee will increase from 2.7 cents per hour to 31.6 cents per hour.

25. The variety of occupations in which non-operating railworkers are engaged is such that comparisons are difficult. However, such comparisons as are made should be with large groups, such as durable goods workers, which may also be expected to comprise a diversity of occupations and to include, as does the non-operating rail

group, skilled and unskilled workers. Comparisons with individual industries are of less value. Nevertheless, in order to point out the sweeping nature of the proposals made by the rail unions, it is interesting to compare the average hourly earnings for which they ask, \$1.315, with the average hourly earnings reported on page 7 of Man-Hours and Hourly Earnings at December 1, 1949, published by the Dominion Bureau of Statistics. It will be observed that compliance with the railworkers' requests would give them an hourly wage rate not only substantially higher than that of any group there listed, but higher than that of any individual industry there listed with the sole exception of coal mining. Such a result cannot be a proper one. No evidence was adduced before us to show that railwaymen are entitled to so great an advantage over other Canadian workers.

26. We have said that comparisons are difficult. We do not admit that they are impossible. The difficulty arises in part from the fact that certain classes of railway workers are *sui generis*, they have not their counterpart in other industries. But this is not the real obstacle to comparison. The true difficulty is that the membership of the unions runs across the scale of Canadian labour from such lowly paid occupations as services (average Canadian wage, December, 1949, 65 cents per hour) up to such highly responsible positions as that of train despatchers, with commensurate pay. Between those two extremes there are numerous classes of railworkers which might be compared with classes doing similar work in other industries. For instance a decision as to the rate of pay and hours of work of a stenographer in a railway office should, in sense, be based on, among other things, a comparison with the rates of pay and hours of work of other stenographers. Such a comparison would show that the railway stenographer is, generally speaking, paid more than other stenographers. Other comparisons might show that railway employees in certain occupations were not so well treated as the general run of Canadians following the same occupations in other industries. But the problem created for us here by the union demands, and by the very nature of this vast group of unions, makes it impossible for us to consider separately each of the occupations involved. Indeed such a task would probably be beyond accomplishment by one Board within any reasonable time, and would require the attention of a number of Boards. Under these circumstances, we must do the best we can to

achieve justice for the average railworker, which may, and probably will, mean that some employees will receive more and others less than they deserve. This result is inevitable when it is sought to gain a general advantage for a great body of employees engaged in quite dissimilar forms of work at widely divergent rates of pay and with different working hours (of which we shall have more to say later).

27. Returning to the subject of wage scales in other Canadian industries, and leaving out of consideration those included in the durable goods group, which the United States Presidential Board selected as most readily comparable, and which we have already discussed, we proceed to make comparisons with some other leading Canadian industrial groups.

28. In making these comparisons it must be remembered that the incidental advantages enjoyed by railworkers are generally greater than those granted to other Canadian workers. Records show that the continuity of employment in the railroad industry is relatively high, which must have the effect of increasing average annual earnings. The employees have the benefit of pension plans. They and their families are entitled to a considerable measure of free transportation. Certain employees are given free housing and others free uniforms. In the aggregate these factors add considerably to the advantage of railway employment.

29. Pulp and paper, one of the most prosperous of Canadian industries, yielded, at December 1, 1949, average earnings of \$1.088 per hour to the employees.

30. Textiles paid an average wage of 80 cents. This industry is probably not fairly comparable because of the high percentage of women employed who generally receive, rightly or wrongly, less than men do.

31. Miners, the highest paid group, earned an average hourly wage rate of \$1.95. The payment of relatively high wages to miners, and particularly to coal miners, is not peculiar to Canada and is, presumably, a recognition of the dangerous and unpleasant nature of their work.

32. In local transportation, street and electric railways, the average wage was \$1.028 per hour.

33. Rubber products paid \$1.024 per hour.

34. Building construction paid \$1.092 per hour. This is an industry which resembles railroading in that it embraces highly skilled and highly paid persons as well as men on the level of common labour. It is also to a great extent, in Canada, a seasonal industry, so that the annual earn-



ings of the average worker would be appreciably less than those of the average railworker.

35. Highway construction paid only 86·6 cents per hour, a low average considering that it, too, is a seasonal trade.

36. Consideration of the wages earned by these, the largest groups of Canadian workers, convinces this Board that the proposals of the railworkers are unreasonable. To accept them must result in giving an unmerited preference to railworkers over all other Canadian workers. The continuance of such an advantage would be unfair to other workers. The inevitable result of such a great increase in rail wage scales must be attempts by other groups to achieve new standards. The disparities to be corrected would be so great that their rectification would result in an entirely new wage scale for the whole country.

37. We have, of course, had several general wage increases in Canada over the past ten years. The general effect has been beneficial to the workers although the benefit to them is not directly proportionate to the amount of the increase, because prices rise with wages. The increase in real wages has been much less than the increase in money wages. The increase now asked for by the railworkers is far too large and is sought at a time when the Canadian economy, while still far above pre-war levels, is experiencing serious difficulties because of the loss of export markets. This is not the time for a revolutionary upward revision of the wage scale.

38. In the consideration of increases of this magnitude in railway wage scales there is, besides the employers and the employees who conduct the negotiations, a third party, unheard at the council tables, whose rights must be weighed—the ordinary Canadian citizen. Higher rail wages mean higher freight rates and higher passenger fares throughout this country. Since this country is peculiarly dependent on rail transportation, these rates will result in higher prices for all goods consumed in this country. They will also affect the competitive position of the products of mines, farms and forests in the export market which supplies a great part of the living of our people. The granting of unduly high wages to railworkers will mean that while they receive more for their labour, many other persons will receive less. The export prices of a bushel of wheat, a ton of newsprint, or a case of fish are not elastic, and if the transport worker receives more than his fair share of the dollars for which these goods are sold then the farmer, the fisherman and the paperworker must receive less than

their fair share. This argument must not be utilized to unduly and unfairly depress the wages of railworkers. It is merely an additional reason for the exercise of care by this Board to ensure that railworkers shall not unfairly benefit at the expense of the general public.

39. In their argument the unions do not compare their present wage scale with prevailing wage scales in other Canadian industries. They do, however, make this comparison—they say that since 1939 the percentage of increase in rail wages has not been so large as it has in other Canadian wages. This is true, and the figures submitted by the unions appear to be correct. These figures show that the general Canadian wage rate is now 195·8 per cent of that prevailing in 1939, while the rail wage rate is 170·2 per cent of 1939 rail wage rates. The latter figure is subject to this qualification. In its computation there have been included wage rates for the running trades, whose unions are not parties to these proceedings. The rate of increase for the running trades since 1939 has been less than that of other railworkers (153·0%). Therefore the figure of 170·2 per cent would be larger if it covered only the non-operating employees; how much larger this Board cannot say.

40. The logic of the argument of the unions in citing these figures is that all wages should retain the same relative position they had in 1939, and that any advantage railworkers had in 1939 over other workers should be perpetuated.

41. The desire of a labour organization not to lose what one might call its economic ranking is perfectly understandable. But this Board does not think that the industry of this country is so static that it is possible to select any one year, be it 1939 or another year, and hold that there was established in that year a grading of labour values which must stand forever. It appears to the Board that, in a free society, relative wage standards of labour in different fields must change over periods of time. For instance, the loss in position which rail labour has sustained since 1939 may be due to several factors. A most important one is the increasing organization of labour in other industry which has taken place since 1939. In 1939 and for many years before, rail labour was fully organized and had reaped the benefits of organization and of capable union management in a relatively high wage scale. This was not true to anything like the same extent of other elements of Canadian labour. Unionization of employees has since proceeded at



a great pace and resulted in the rectification of inequities and the raising of wages.

42. Another factor which may, in a lesser degree, account for the disparity in the rate of increase is the maturity attained by Canadian manufacturing during and since the war. This has resulted in an increase in the proportion of skilled workers employed and a corresponding increase in rates of pay in manufacturing.

43. A third factor which has probably contributed to this result is the practice, during the war, of extending flat wage increases, based on rises in the cost of living, to Canadian workers. The effect of such across the board increases, as between different industrial groups, must be to benefit the lower paid groups by a larger percentage than the higher paid groups, such as railworkers.

#### ***Ability to pay***

44. The railways did not argue before us that ability to pay, or rather inability to pay, was a valid reason for refusing to grant railworkers reasonable wages or a reasonable work week. The Board agrees that the financial condition of the railways cannot be pleaded for the purpose of perpetuating any injustice to its employees. The Board agrees with the unions that railworkers must not be required to accept substandard wages or onerous working hours in order to underwrite railway deficits. If higher wages are deserved they must be paid, and the public must pay the cost. This does not, however, imply that enlightened labour should proceed to exact what it can in the way of wage increases without regard to the condition of the business which employs it. Under certain conditions a union may be well advised to accept a lesser wage, with continuity of employment, rather than to insist on a higher wage, which may threaten that continuity. The competitive position of the railways viz a viz truck and water competition must always be kept in mind by union leaders as well as by railway managers, with a view to insuring that rail transportation does not price itself out of the market. That this can be done has been, we think, pretty clearly demonstrated in the coal industry, both in the United States and Canada, during the past few years. The changeover from coal to cheaper and more reliable forms of fuel has assumed the proportions of a stampede.

45. We believe that railworkers must be fairly paid and fairly worked whether or not the railways earn a profit.

46. It is, however, notorious that the railways are not among the industries (and

there are many) which have prospered greatly in recent years. Their relative financial position is low. Under public regulation they could not take full advantage of the rising price level of the past five years, and the rise in rail rates has not kept pace with the rise in the price level.

47. Therefore, while they must still treat their employees fairly, we do not think that the financial position of the railways is such that they should be asked to embark on a novel and costly program as to both wages and hours of work, novel and costly in terms of all comparable Canadian employment. The economy of the railways is not such as to justify their selection as the laboratory for such a radical social experiment.

#### ***The cost of the 5-day 40-hour week***

48. There is a wide range of difference of opinion as to the cost to the railways of introducing the 5-day 40-hour week and 7 cents per hour pay increase.

49. The railways estimate the cost of granting it to this group of unions, and to the group included in the Canadian Brotherhood, whose wages and working conditions are currently under consideration by another Board, and to certain other groups whose pay and working conditions might have to conform to those of the two large union groups at \$84,147,000—the 7 cents pay increase would cost \$25,844,000—and the 40-hour week \$58,303,000.

50. We would assume that there is no dispute as to the cost of the 7 cent per hour increase. The unions vigorously deny that the 40-hour week will cost anything like so much as the railways claim it will.

51. The Presidential Emergency Board, whose report has already been referred to, estimated the cost of the 40-hour week in the United States at about 14 per cent of the total existing wage bill. The data upon which this estimate was made were meagre and, with respect, the estimate appears little better than an intelligent guess.

52. The unions have submitted certain evidence of the cost to the United States railways of the 40-hour week since its inception. If we were to accept this evidence as it is interpreted by the unions, we would conclude that the 40-hour week had cost United States railways nothing. The fact is, we think, that the shortened work week has been in effect for such a short time (since September, 1949) that it is quite impossible to draw any conclusions from the American experience. The steel and coal strikes in the United States have lessened traffic volume. The extent to which the railroads have effected savings

by curtailing services to the public and by neglecting necessary maintenance are unknown, and the effect on their revenues of such curtailment and neglect, if any, is unknown. Probably a year or so must elapse before facts will be recorded from which a valid conclusion may be drawn.

53. It is, of course, very strongly argued that the increased efficiency and productivity resulting from the shorter work week will in a large measure offset the curtailment of working hours—that employees will hereafter do in 5 days what they have previously required 6 days to do. Conceding that a longer rest period may result in an increase in productivity, the argument stated above still appears to be far-fetched. Furthermore there are a great many railway activities to which it is not applicable at all, because the jobs require that men be continuously on duty to serve the public, regardless of the volume of work they may perform during those hours of duty.

54. It is also argued that the railways, faced with the 5-day 40-hour week will, from their own inventiveness, find ways of adjusting themselves to it so as to eliminate most of the apparent cost; that the spur of necessity will stimulate efficiency and economy. There is, of course, something in this argument—ways will be found of mitigating, to some extent, the economic effect of the introduction of the new work week. But the prod of the spur of necessity is no new thing to Canadian railroads, they have felt it for some years, and it is not suggested by the unions that the railways have been extravagant or inefficient in their operations. There is, of course, always room for improvement, and further improvement is to be expected, but one would think that the field to be worked must already have lessened as the railways have fought to maintain their services out of dwindling revenues.

55. In this connection it has been pointed out by the unions that great improvements in efficiency have been achieved over the last twenty years so that, to put it in simplest terms, the production per man employed on the railways is now much greater than it was. This is perfectly true and the employees must not be denied their share of the credit for these improvements. On the other hand, it must surely be conceded that management also has had a large share in effecting these changes. In any event, let the credit fall where it may, the whole benefit of these economies has been reaped by the railworkers. This is very evident when it is realized that the proportion of the revenue dollar paid by

the railways to the railworkers in 1948 was 53 cents which is some 4½ cents more than the 23-year average. On this evidence it would appear that wages have not only absorbed all the savings that have been effected through an increased efficiency but have gone beyond that and taken an increasingly large share of the revenue dollar.

56. We do not pretend to be able to state the exact cost to the railways of acceding to the union proposals. We can only say that, although we think it will be somewhat less than the railways claim, it will still be very great.

### *The United States comparison*

57. It must at once be conceded that, as argued by the unions, the 40-hour week is the most usual standard in the United States. The Fair Labour Standards Act of 1938 made it a legal requirement in many industries, and it has been voluntarily adopted in many others, including the American railroad industry.

58. In Canada the only legislation comparable to the Fair Labour Standards Act are British Columbia and Saskatchewan statutes which impose a 44-hour work week in industry in those provinces.

59. It is also indisputable that rail wages in the United States are substantially higher than they are in Canada.

60. The unions have urged strongly before the Board that because the five-day, forty-hour week, has been adopted for non-operating railway employees in the United States, it should be adopted in Canada.

61. Considering the numerous able opinions that have been written in the past on this subject, this Board does not feel it necessary to expound at length its reasons for rejecting the theory that rail wages and working conditions in Canada must keep pace with rail wages and working conditions in the United States. In general we are content to adopt the reasoning of the conciliation board headed by Mr. Justice Cameron which in 1948 rejected this same contention. It is abundantly clear that wages of all workers, not only of railroad employees but of all classes of wage-earners, are higher in the United States than they are in Canada. The same is true of the salaries and earnings of executives and professional men in the two countries. The fact is that the United States possesses a richer and more mature economy than Canada and that, presently at any rate, our production is not such as to afford us so high a standard of living as there is in the United States. Under present conditions sensible Canadians will, as they must, accept



the fact that the earnings of the average Canadian are less than those of the average resident of the United States.

62. If international comparisons of wage levels are to be made, the rates of wages in other countries with less mature economies than that of the United States might be compared with those in Canada. Australia, New Zealand and South Africa are examples which spring to the mind. If these comparisons were made, it would, we think, be found that Canadian wage levels are a matter for pride. To select, as the only standard of comparison, the wages paid in what is admittedly the richest country in the world, does not appear to us to be sound.

63. We can appreciate that the inter-connection of Canadian and American railways, the similarity of the work, the payment of United States scale wages to employees on United States owned railroads in Canada, and the payment of United States scale wages to employees on Canadian owned railroads in the United States—all these things must bring the wage disparity home to Canadian railworkers. But Canadian railworkers cannot expect preferential treatment. They must accept the same standards as do other Canadian citizens. A factory employee in Windsor has to accept the fact that his counterpart across the river in Detroit earns higher wages. The same difference runs through all levels of society. We can see no reason why railworkers should be selected as the one class in the Canadian social structure for whom this condition is to be changed, by raising their wages to the United States level. When the per capita wealth and productivity of Canada rise to the levels attained in the United States, railworkers will doubtless receive their due share of the new national income. Until that occurs, they must, like the rest of us, accept their due share of the present national income.

64. The adoption of a five-day, forty-hour week, with the maintenance of take-home pay would mean an increase of 20 per cent in wages, as the 48-hour week would be reduced to a 40-hour week, and therefore the same principle which applies to a comparison of wage rates in the United States and Canada applies with equal force to the reduction of weekly hours of work which would bring about increased wages.

#### ***Australia and New Zealand***

65. We have not overlooked the arguments of the unions based upon "The hours of service in the British Commonwealth of Nations".

66. It is true that railworkers in Australia and New Zealand all have the 40-hour, 5-day week. But without some information as to their earnings this bare fact does not provide us with much guidance. It might well be that, given a choice, Canadian railworkers would prefer Canadian working hours with Canadian pay to Australian working hours with Australian pay. It does not appear that the 40-hour week is in effect on British railways.

#### ***Social aspects of the 5-day 40-hour work week***

67. This Board does not want to appear to have disregarded the lengthy and able arguments of the unions in regard to the social desirability of the 5-day 40-hour week.

68. This Board has given due attention and weight to those arguments, but remains convinced that the present Canadian rail wage level is such that the granting to non-operating railwaymen of a 5-day 40-hour week upon the terms stipulated by the unions is not now practicable or equitable.

#### ***The Canadian work week***

69. The 40-hour week is not in Canada, as it is in the United States, the normal work week. On the contrary, the evidence before the Board indicates that the 40-hour week is very rare in Canadian industry.

70. "Man Hours and Hourly Earnings" for December, 1949 (already referred to) shows that out of some 71 listings, which include both groups of industries and separate industries, there are only three industries in which the work week is 40 hours or less. These are Automobile Manufacturing (40 hours), Shoe Manufacturing (39.3), and Highway Construction (38.9). The number of workers in these three industries constitutes a very small proportion of the total number of Canadian workers.

71. The Board has not the facilities for working out, from the figures quoted, the weighted average of weekly hours for all Canada, but a superficial examination of the figures indicates that the average work week is much nearer to 44 than to 40 hours, and that a large number of Canadians work over 44 hours per week.

#### ***Recommendations***

72. The inherent nature of the railroad industry makes the institution of a shortened work week more difficult and expensive than it is in most other industries. Railroad service must generally be carried on 7 days per week. Trains do not cease to move over the weekend, and large



numbers of men must work over the week-end to keep them moving and to perform the ancillary services necessary to their movement. A factory can be closed for two days with no loss other than the loss in the investment for those two days. A railway cannot be closed down for two days or for any period. The staggering of work hours, while useful, cannot overcome this difficulty and a shortened work week must, if service is to be maintained at present levels, result in a great additional cost to the railways.

73. Nevertheless this Board recognizes that the existing hours of work for railworkers are out of line with those generally prevailing in Canadian industry, and that the difficulty of instituting a shorter work week must not be allowed to result in an indefinite prolongation of this condition.

74. The Board thinks that a fair solution of the problem before it is the institution of a 44-hour work week on Canadian railways for non-operating employees, except those engaged in water transport and those hotel employees who are included in the terms of reference to this Board on the plan hereinafter set forth.

75. In introducing a 44-hour week service to the public should be maintained and the increased cost should be distributed as equitably as possible.

76. In order to explain the solution upon which the Board has decided, it is necessary to deal, in a general way, with present hours of work for various classes of railworkers.

77. There are many salaried or monthly-rated employees, most of them in office employment. With few exceptions, those workers are classified as working 8 hours per day for 6 days a week. Those are their contractual hours of work. But in practice a considerable percentage of them, with the consent of their employers, work shorter hours. One singular result of the continuance of this unreal classification has been that these workers have received, when across the board wage increases were granted, increased payment for hours in which they did no work. Thus, for instance, a clerk whose contractual hours of work are 48 but whose actual hours of work are 44 and who has, like all railworkers, received across the board increases totalling 43 cents per hour since 1939 is now being paid this increase for 4 hours in which he does no work, a sum of \$1.72 per week, or \$89.44 per year.

78. In general it can be said that monthly-rated workers, whether or not they do in

practice work 48 hours, are classified as working 48 hours per week. The majority of them still work 48 hours per week.

79. The group of workers which most greatly complicates the wage-hours pattern is that which mans the workshops where locomotives and rolling stock are cared for. These shopworkers are generally paid hourly wages and number amongst them skilled mechanics, their helpers, apprentices, labourers, and some clerical staff. They are divided into two classes. One class, some 25,000 in number, are generally known as the running shop workers and work 48 hours per week. The other class, the backshop workers, numbering 20,000, work 44 hours per week. The hourly rates of pay of both classes, and of the numerous grades within each class, are the same. Since the running shop workers work 48 hours, as against 44 hours for the backshop workers, their take-home pay is greater. If the running shop workers were granted a 44-hour week, with 48 hours pay, both their hourly rate of pay, and their weekly take-home pay would exceed that of the backshop workers, who do exactly the same type of work, and whose hours of work would then be the same. This result must be avoided.

80. With the exceptions already mentioned it can be said that railworkers, generally speaking, work and are paid for 48 hours per week.

81. Statistically the average work week of railworkers for October, 1949 was 46.9 hours (including overtime). In point of fact this figure is larger than it should be because, as already explained, certain monthly rated employees, who work less than 48 hours per week, are classified as working 48 hours. If they were classified according to the hours they actually work the average work week would be less and, incidentally, the average earning per hour would be greater than \$1.026, the figure used in these calculations.

82. The main reason why the average work week (46.9) is less than 48 hours is the fact that the backshop workers work only 44 hours.

83. In trying to work out an equitable method of instituting a 44-hour work week we must have in mind, among other objects, these two things:—

1. To avoid, so far as we can fairly do so, any substantial reduction in take-home pay.
2. To minimize, so far as we can fairly do so, the cost to the railways, and to see that, in any event, the rail wage bill for a 44-hour week is not greater than that now paid for the present work week.

84. Dealing first with this latter proposition, it might seem that this is an unnecessary precaution; that the change over to 44 hours with the same take-home pay cannot result in an increase in the wage bill, apart, of course from the general cost increase inevitably associated with a shorter work week. But this is to ignore the adjustment which must be made in the pay of the backshop workers. If other shop mechanics now working 48 hours are to be given a 44-hour week with the same take-home pay, their hourly rate of pay will rise from \$1.22 to \$1.33. But the backshop workers, doing the same work, could not be left earning \$1.22 per hour; their rate too would have to be raised to \$1.33, although there would have been no change in their work hours. Therefore the railways, after the change over, would not merely be paying to persons who had formerly worked 48 hours per week 48 hours pay for 44 hours work, they would, in addition, be paying to 20,000 of their employees, whose hours of work were unchanged, a straight wage increase. This increase in the case of mechanics would be 11 cents per hour, \$4.84 per man per week. Therefore the weekly wage bill would not remain the same, but would increase, and this apart altogether from the general cost of reducing the work week.

85. The terms on which this problem is presented to us prevent us from arriving at different solutions for different classes of employees or for different unions. We must find a formula which is capable of general application.

86. The average take-home pay of railworkers for October, 1949 (the last figure available) was \$48.13 per week. The average hours were 46.9 and the average hourly earnings were \$1.026. All these figures presumably include overtime, but that fact does not seriously affect their usefulness for present purposes.

87. If the average railworker is to receive the same average take-home pay for a 44-hour week as he received in October for an average week of 46.9 hours his new rate of pay will be as follows:—

$$48.13 \div 44 = 109.4 \text{ cents}$$

$$\text{Increase per hour}$$

$$109.4 - 102.6 = 6.8 \text{ cents}$$

$$\text{Rate of increase}$$

$$6.63\%$$

88. This figure of 6.63 per cent is, we think, the figure that must be used throughout. It is fair to the average employee. In its incidence it will apparently benefit the backshop men more than others. This cannot be helped. If the unions are, as we

believe they are, sincere in their desire to help one another, and to act collectively, then a result which is fair collectively should be acceptable to them.

89. Some typical results of the application of this formula are as follows:—

(a) Backshop worker now working 44 hours per week at \$1.22 per hour.

Present take home pay for 44 hours \$53.68.

New rate of pay per hour \$1.22 x 1.0663=\$1.3009.

New take home pay for same hours 44 x \$1.3009=\$57.24.

Gain in wages \$3.56 per week.

Hours unchanged.

(b) Running shop worker now working 48 hours per week at \$1.22 per hour.

Present take home pay for 48 hours 48 x 1.22=\$58.56.

New rate of pay per hour 1.22 x 1.0663=\$1.3009.

New take home pay for 44 hours 44 x 1.3009=\$57.24.

Loss in wages \$1.32 per week (about 1 hour's pay).

Gain 4 hours less work.

(c) Clerk, annual salary \$2,448.

Present hours per year (after allowing for Sundays and Holidays) 2,448 hours.

Present hourly rate \$1 per hour.

Present weekly take home pay

$$1.00 \times 2,448$$

52

$$= \$47.08.$$

1.0663=\$1.0663.

New hours per year (44-hour week)

2,240 hours.

New weekly take home pay

$$1.0663 \times 2,240$$

52

$$= \$45.94.$$

Loss per week \$1.14.

90. The application of this formula should result in leaving the total amount to be paid by the railways to all the employees for the 44-hour week, the same as the total amount which they were previously paid for the present work week.

The benefits to the employees are:—

1. A shortened work week for the great majority;
2. A raise in take home pay for backshop workers;
3. Higher hourly rates which will result in higher overtime rates.

The loss to the railways is:—

1. The cost of providing necessary services and labour, at the new increased rate of pay, during 4 hours of each week;
2. A new and higher overtime rate.

91. The Presidential Emergency Board, already referred to, selected durable goods manufacturing as an industry comparable for wage fixing purposes to the railroad industry. We have obtained from the publication Man Hours and Hourly Earnings, the figures applicable to this industry in Canada at December 1, 1949, and we



give them below, with comparative figures which will apply in the railroad industry if the formula we suggest is adopted.

	Durable goods	Rail- ways
Hourly earnings.....	108.5	109.4
Hours of work.....	43	44
Weekly take home pay.	46.66	48.13

92. It will be seen that the result is to give the railworker an advantage in rate of pay and weekly earnings over the worker in the durable goods industry, with a work week one hour longer.

93. Similar comparisons with any large group listed at page 7 of the publication *Man Hours and Hourly Earnings*, will show that if this formula is applied the railworker will have a favourable position in the Canadian labour picture.

94. There was some argument to the effect that an increase in wage scales was justified by the increase in the cost of living since 1948, when the last wage increase of 17 cents per hour was granted. The Board does not concede the validity of this argument because it does not know what relation the present wage bears to the cost of living, or what effect the cost of living had in producing the last wage increase. However, if there is any validity in this argument the increase in the rate of wages recommended by this Board is sufficient to care for any rise which has occurred in the cost of living.

95. The recommendation of the Board is that the work week of non-operating employees represented before the Board, except hotel and water transport employees, be reduced to 44 hours and that the said non-operating employees, except hotel and water transport employees, be paid for those 44 hours at the rate of 106.63 per cent of their present hourly rates of pay.

96. If the new work week with the new wage rates is acceptable to both parties, it will of course be necessary that there be negotiations between the parties as to the way in which the formula is to be applied generally, and subsequently the 86 individual agreements will require adjustments accordingly. During these negotiations the proposals of the railways hereinafter set forth as to changes in a number of the agreements should also be considered by the parties. All these negotiations will of course take some time. After they have been completed the various railway officials across Canada must be instructed as to the agreed methods of applying the shorter work week; and in due course there will probably be required a preparation of detailed work schedules, for all railway

employees concerned, in light of local requirements, with such variations in procedure as may be considered fair between the railways and the employees' local representatives. In addition to this the railways will require to line up such relief staffs as may be necessary and familiarize them with the work to be performed. Accordingly the Board suggests the 1st day of August, 1950, as the effective date of the new work week.

97. In general the 44-hour work week should allow an employee 1½ days continuous holiday in each week, preferably on Saturday afternoon and Sunday. Where, however, working conditions render this difficult, it might be arranged for an employee to work 11 days each two weeks, or to average days of work over a longer period. All these are matters to be considered when the parties meet for the purpose of making the changes in their agreements which will be necessary if the recommendations in this report are to be adopted.

98. It is the Board's conviction that the interests of the public demand that this reduction in weekly hours of work be made in such a way as to create the smallest burden possible on railway expenses while maintaining reasonable service to the public. To this end the parties should agree on necessary modifications of existing rules to keep the cost of replacements at a minimum and to enable existing positions to be filled where possible on five and a half day basis without replacement.

#### ***Cost to the Canadian National and Canadian Pacific Railways of the 44-hour week***

99. It is impossible, of course, to estimate exactly the cost to the railways of the 44-hour week. Time alone will prove this. But, if it is assumed that, after the institution of the 44-hour week, the same total of man-hours must be worked in each year as are now worked, a rough calculation can be made.

100. The present average work week is 46.9 hours. The new work week is to be 44 hours, 2.9 hours less. The new average rate of pay recommended is \$1.094 per hour. The total number of employees represented before both Boards, according to railways exhibit No. 1, is 116,530. The cost formula for the year is therefore as follows, on the assumption made above:—

$$\text{\$1.094} \times 2.9 \times 116,530 \times 52.$$

The result is \$19,224,560.06.

101. This is, as we have said, a rough estimate. It ignores economies which may be effected to lower the total number of



man-hours required. It also ignores the fact that the introduction of a 44-hour work week may necessitate the payment of a much larger percentage of overtime pay. These two factors may balance off, to some extent. At any rate, on the basis of the evidence before us, which related to the cost of a 40-hour week, and not to that of a 44-hour week, this is the nearest estimate we can reach.

### **Re: Proposed change in holidays**

102. In the proposals made by the unions there is included a request for the establishment in each agreement of a rule providing that "when any of the statutory holidays for which punitive rates of pay are established fall on the employees' assigned days off, the following day shall be recognized and paid for as the holiday".

103. The proposed change as to holidays was coupled with the proposed introduction of the five-day forty-hour week, and the presentation which the employees made to the Board asked only that the change in the present rule "be extended to the two rest days which accompany the five-day week".

104. The Board has not been given any satisfactory reason why the rules in the present agreements relating to holidays should be altered at the present time, and calls attention to the fact that even in the United States where the five-day forty-hour week was put into effect, the following provision regarding holidays was contained in the agreement reached pursuant to the report of the President's Emergency Board:—

#### *(d) Holidays.*

Existing provisions relating to pay for holidays shall remain unchanged.

### **The railways proposal as to changes in agreements**

105. When the unions made to the railways the requests for changes in agreements which have been hereinbefore set forth, the railways replied suggesting a large number of individual changes in their agreements with twelve of the international organizations represented before this Board. The more important proposals were summarized under the following heads, namely:—

1. Modification of certain rules restricting the railways in the selection of men for supervisory grades and in the selection of new employees.
2. Modification of certain rules restricting the railways in the most efficient assignment of staff to the work to be performed and in adjusting staff to meet changes in traffic.

3. Reductions in penalty payments representing compensation for time not actually worked.
4. Introduction or expansion of scale of probationary rates for inexperienced employees.
5. Adjustments affecting individual wage rates.
6. Payment of reasonable rental for living quarters provided by railways.

106. One of the reasons given by the railways for their proposals was "the excessive rise in wage levels as compared with revenue earning capacity", and they pointed out that this was clearly "a situation where management must explore every avenue to place its operations on the most efficient basis possible and where impediments to efficiency resulting from burdensome penalty provisions that previously might be tolerated must now be eliminated."

107. The railways gave to the unions a detailed list of the various changes which they suggested should be made in the agreements. These proposals of the railways have never been discussed between the parties, and the railway companies have not urged that this Board should adjudicate on the merits of the individual questions raised by them.

108. These proposed changes are properly a matter for collective bargaining, and given a desire on both sides to reach a reasonable and fair solution, such solution should not prove too difficult. However, the railways have urged that if they are faced with a settlement between the parties which involves a shorter work week, the negotiation in good faith of the railways' proposals should form part of any final settlement of the matter. The Board feels that the public interest demands that the railways and their employees should consider most seriously such modifications of the agreements as, without working a hardship on the employees, will contribute to increased efficiency or eliminate expense not necessary or justified. If, therefore, the parties to the dispute accept the proposition of the Board in regard to a forty-four hour week, during the negotiations for the alteration of the respective agreements in that respect, the Board feels that the proposals of the railways as to changes in the agreements should also be considered.

109. If, on the other hand, the parties do not come to any agreement in regard to the shorter work week, then these proposals of the railways should be considered in due course on the merits by all the parties to the agreements.

### The hotels

110. As the result of a direction from the Minister of Labour, based on a recent decision of the judicial committee of the Privy Council, the Board was instructed to deal with the wages and hours of work of employees in Canadian National Railway's hotels, but not with those of employees in Canadian Pacific Railway hotels. In the result wages and working conditions of workers in Canadian National hotels are under Dominion jurisdiction, while in the Canadian Pacific hotels they come under the jurisdiction of the various provinces in which they are located. The result, while it may be legally unavoidable, is, because of the similarity of the hotels and of the problems involved, and the identity of the unions concerned, an awkward one.

111. The Canadian National Railways argue that, although the wages and working conditions of hotel employees are referred to us for consideration, along with the wages and working conditions of their other

employees, they should be considered separately, and that a separate ruling should be made in respect of them.

112. We think this is right. Hotel work has no connection with or comparability with railway work. The wages and working conditions of railway hotel employees are properly comparable with those of other hotel employees. The fact that a railway company, rather than another company, owns a hotel does not change its character or the nature of the various classes of work performed in it. To classify hotel employees as railworkers is entirely artificial. They have nothing to do with the operation of a railway.

113. We proceed on this basis to make a separate recommendation as to hotel employees. Statistics furnished us by the Department of Labour show an impressive disparity between the wages paid certain employees in railway hotels and those paid in other hotels selected by the Department as comparable. The figures are as follows (Table 18).

TABLE 18

Average Monthly Wage Rates (Including Value of Meals), for Selected Occupations in Railway Hotels as Compared with Other Hotels, Eastern and Western, 1947 and 1948

	Average wage rates per month <sup>1</sup>			
	Railway hotels		Other hotels <sup>4</sup>	
	1947	1948	1947	1948
	\$	\$	\$	\$
Dining room waitresses.				
Eastern <sup>2</sup> .....	99.53		76.73	
Western <sup>3</sup> .....	105.26	134.05		90.89
Cooks		140.59		
Eastern .....	172.67		183.66	
Western .....	179.21	206.69		202.38
Room clerks		204.23		
Eastern .....	193.68		153.30	
Western .....	179.26	226.69		169.10
Chambermaids		219.57		
Eastern .....	101.74		87.36	
Western .....	104.32	136.92		102.06
		139.53		

<sup>1</sup> Since wage reports for individual firms received by the Department of Labour are treated confidentially, rates for individual cities with only one railway hotel cannot be given separately. Rates are averaged, therefore, over the two areas using 1948 employment figures for reporting hotels as weights except for Calgary, where 1947 figures are used as weights for Dining Room Waitresses and Cooks.

<sup>2</sup> Eastern Area for Railway Hotels includes Halifax, Quebec, Toronto and Ottawa.

<sup>3</sup> Western Area for Railway Hotels includes Winnipeg, Regina, Edmonton, Calgary and Vancouver.

<sup>4</sup> "Other Hotels" used here for comparisons include one hotel (selected to provide as close comparability as possible under the circumstances with railway hotels) from each of the following cities: Sydney, St. John, Quebec, Ottawa (for room clerks and chambermaids only), Toronto, London and Niagara Falls. No Western hotels were thought to be at all comparable.

114. The correctness of these figures is not disputed, but their relevancy is attacked by the unions on two general grounds:

1. That the general standard of railway hotels is so high that there are no comparable hotels.
2. That, if there are comparable hotels, the footnotes to the table quoted show that comparable hotels were not selected for comparison.

115. It is quite true that in many Canadian cities the railway hotels are in a class of their own, and that other hotels are not on the same level. The footnotes to the table show that this has been recognized, and that an honest attempt has been made to accomplish fair comparisons. Furthermore, if the differences in rates of pay were discounted by as much as one-third, they would still be formidable.

116. Other undisputed figures submitted by the railways show that the average rate of pay per hour in CNR hotels in December, 1949 was 75·7 cents while that in other Canadian hotels was 58·7, a difference of 30 per cent. These figures do not include the value of meals and rooms furnished to certain classes of employees—nor do they include the not inconsiderable sums which, by a tacit agreement between hotels and their employees, are exacted from the public in the form of tips. These so-called gratuities are, as any experienced traveller knows, not a reward for special service but a requisite if one is to obtain normal service. In the case of certain classes of hotel employees, such as bell-boys, waiters, porters, bartenders and check room attendants these gratuities must be a very important item of income. If it were not for the existence of these factors the average wage rates quoted above would both appear to be low.

117. We have also been supplied by the CNR with tables showing specific rates of pay of employees in two CNR hotels, the Nova Scotian in Halifax and the McDonald in Edmonton. These wage scales appear to us to be generous for the classes of work described.

118. The union admits that the wages paid in railway hotels are higher than those paid in other hotels, but says that this difference is justified by the higher degree of competency required in railway hotels, which maintain superior standards of service.

119. The Board agrees that the railway hotels are of a quality above the Canadian average, and that this fact, while it will not require that railway hotel employees work harder than those in similar positions in other hotels, will probably require a higher degree of competency. But it appears to this Board that a wage

differential of 30 per cent is more than an adequate compensation for higher competency in the classes of work involved.

120. Furthermore the evidence shows that even in hotels selected by the Department of Labour as comparable to railway hotels the wages are much lower.

121. There is no evidence before us that the 40-hour week is in effect in any hotel in Canada.

122. Our recommendation in regard to CNR hotel employees is that their claim to a 7 cent per hour pay increase and to a 5-day 40-hour week be rejected. Further we consider that the level of wages in CNR hotels is so high that, if a 44-hour work week is to be introduced, the pay of the employees should be reduced accordingly. That is to say, their hourly rates of pay should be maintained, but their take home pay should be reduced by an amount representing 4 hours pay, if they had previously worked 48 hours, or a proportionately lesser sum, if they had previously worked less than 48 hours and more than 44.

#### *Water transportation employees*

123. We agree with the railways in their contention that the wages and working conditions of this small group have no relation to the general railway picture and ought to be considered separately, with reference to wages and working conditions of other seafaring personnel, rather than with reference to railway labour conditions.

124. We have heard no evidence, either from the unions or from the railways as to wages and hours of work of other ship personnel, or as to the conditions, that is the length of voyages, etc., that affect their employment.

125. We understand that the water transportation employees represented by these unions constitute only a small fraction of total crews employed by the railway companies, the great majority of the crews belonging to other unions.

126. In the circumstances, we do not feel that we have any evidence before us to justify our making a recommendation in regard to wages and hours of work of water transport employees.

#### *General*

127. It is our firm opinion that the recommendations herein contained embody the utmost in the way of concessions which the railways ought to be required to grant at this time.

128. The Board has some concluding observations to make arising out of the nature of the proceedings which it conducted.



129. There was no collective bargaining in the true sense of that phrase. There was a great deal of very effective argument, a thorough and careful marshalling of facts. But the parties remained protagonists and never assumed the role of negotiators. There was an obvious reluctance on both sides to concede any point for the purpose of arriving at a settlement. No middle ground was even discussed before the Board. The Board was treated as a forum and did not succeed in performing its functions of conciliation.

130. For this failure the Board may bear some responsibility, but it may be that the chief fault is inherent in the very nature of the task.

131. The negotiation between a national group of unions and a national group of railways of mass demands, such as were made here, presents a conciliation board with a very formidable problem.

132. There are eighty-six separate labour contracts between the unions here represented and the railways. Each contract is a code covering the wages and working conditions of a group of workers, and of grades within that group. It would be impossible to cover all relations between the railways and these groups of non-operating employees by one contract and yet, when revision is sought of contractual relations, the problem is approached as though there were only one contract.

133. In the result there is no real collective bargaining. In the present case the justice of the union demands in relation to separate classes of workers was never studied. It may be that the deserts of some of them were greater than others; that for instance, some groups deserved a substantial wage increase while others deserved none. It may well be that the onerous and unpleasant nature of the labour of some groups gave them a much better claim to a shorter work week than had other groups. It may be that the application of the shorter work week is economically practicable for some groups, but not immediately so for other groups, who might, however, be given other compensating advantages. None of these things was the subject of negotiation or discussion. They were not negotiated or discussed because the terms of the general demand required a general solution, not a series of particular solutions applicable to the particular problems involved.

134. Again, collective bargaining should involve a complete review of all the contractual relationships, with all terms open to discussion and revision, so that

there can be that elasticity, that give and take which is necessary to any kind of bargaining; the granting of a point in return for one gained. The negotiation of mass demands of this nature precludes that sort of true bargaining.

135. The railways in this case ask for modification of a great many of the terms of many of the existing eighty-six contracts. Such changes ought, in fairness and in sense, to be discussed along with the union demands, which are also essentially proposals for the modification of these contracts. It is perfectly legitimate bargaining practice for the railways to ask acceptance by the unions of changes they propose in exchange for their acceptance of changes proposed by the unions. But this sort of negotiation cannot be conducted on the scale attempted here; it would take any two negotiating bodies, and one Conciliation Board a year or more to complete the task of reviewing eighty-six contracts. In the result, for reasons of expediency, the consideration of the railways' proposals is postponed and the only subject to be discussed is whether the union demands are to be accepted, absolutely or in some modified form. There is no opportunity for the railways to ask for a *quid pro quo*, in the form of various alterations of the terms of the existing contracts. This is not true bilateral bargaining.

136. It is not suggested that this latter result is the product of any design on the part of the unions. It is just one of the inevitable results of mass bargaining.

137. Since, by the terms in which the problem is presented, real negotiation and bargaining is made difficult, if not impossible, there is no elasticity to the field in which a Conciliation Board can operate, and the proceedings tend to result, as here, in a stalemate.

138. This is not a new result where mass bargaining on a national scale is attempted. The same thing happened in the case of the last Conciliation Board appointed to consider rail problems. The same thing has happened repeatedly in the United States where bargaining on a nation-wide scale was attempted. The tendency, both here and in the United States, is to resolve by government action the stalemate created by the failure of the bargaining process.

139. These statements are not to be construed as a criticism of the organization of labour unions into large groups. This may well be an inevitable consequence of modern industrial trends. The Board has no criticism to make of anybody, and no

solution to suggest. What the Board has tried to do is to present, as objectively as possible, some of the practical defects of mass bargaining.

Respectfully submitted.

(Sgd.) J. O. WILSON,  
*Chairman.*

(Sgd.) I. PITBLADO,  
*Member.*

Dated at Montreal, 11th day of April, 1950.

## Minority Report

BOARD MEMBER

ALFRED J. WICKENS, K.C.

I feel I should first comment on the spirit of absolute goodwill and friendliness displayed at all times in Board meetings and private conferences by the parties to this dispute.

The men ask for a .07 cent an hour increase across the Board and a 5-day 40-hour week with no reduction in take home pay.

This report recommends the granting of the equivalent of .07 cent an hour increase as requested but with some adjustments in the application in order not to throw the lower wage rates out of balance. The details of the application can readily be worked out by the parties in their negotiations over the individual contracts. The companies requested revision of certain phrases in each contract but the parties agreed to deal with these by direct negotiation under each individual contract, and the application of the .07 cent an hour increase could conveniently be dealt with in those proceedings.

This report also recommends the institution of the 5-day 40-hour week with 48 hours' pay and with two consecutive days off applicable to all the classes of employees concerned and in order to give the companies time to make the necessary arrangements suggests that the application of the 5-day 40-hour week commence on the first day of June, A.D. 1950.

The companies requested that the steamships and the railways be dealt with separately; but there have been no substantial reasons advanced as to why that is necessary or advisable. It is recommended therefore that the employees of the steamships concerned in this conciliation and the employees of the Canadian National Hotels be included in these recommendations.

I feel the following observations should be made under the headings indicated.

### 7 cent an hour

#### *Cost of living*

On the basis of the cost of living which is only one of the bases upon which an application for increased income should be and in this case is made, the men point out that statistics, and they quote them, show that there has been a greater increase in the cost of living in Canada since their last wage increase than the increase in wages represented by the .07 cent across the board advance for which they ask will amount to.

The figures which the Canadian Government compiles are readily available and need not be quoted here.

#### *Cost of proposals*

The railways claim that to institute the five-day 40-hour week without reduction in take home pay would increase their wage rolls by a flat 20 per cent. That same claim was made by the American railways before the Presidential Board in the United States and the experience of the American roads as will be shown later on in this report entirely refutes it.

Without reference to the American experience it can be shown to be unsound by the following facts:—

1. Many of the employees concerned are already working approximately 40 hours but spread over six days.
2. Many of the offices and other services concerned can be closed down on Saturdays as well as Sundays so that there would be no increase of personnel or staggering of personnel required at all. All offices in fact, except those directly connected with operating, such as dispatchers, telegraphers, ticket agents and baggage men could be closed to the public on the extra day; even freight and express offices and sheds. The public would gladly accommodate their requirements to the absence of service on Saturday as readily and easily as they have done for Sunday, and consignors and consignees would arrange their shipments and deliveries accordingly as they now do to allow for Sunday.
3. Where continuous service is required there is already a system of relief men for one day a week and that could readily be extended to cover the two consecutive weekly days. At rare points where difficulties arose accumulation of the rest days could be made as in the United States.

The cost in the United States, forecast by the railways as 20 per cent of the wage bill, has been shown to be infinitesimal.

Employees exhibit No. 22 on page 1 quotes the President of the Illinois Central Railway as stating that experience indicated the cost would be negligible compared with previous expectations. He gave the

figures as experienced by his railway from the institution of the five-day week until the time of his statement as being \$35,000 a month or \$500,000 a year instead of the 14 million a year his company estimated in its presentation to the Fact Finding Board.

Pages 3, 4 and 5 of exhibit 22 show that in the three months of October, November and December, 1949 the rate of decrease in the number of employees in the non-operating classes on American class 1 steam railways in the United States to have been much greater than in any previous month in the year before the 5-day week was instituted.

On page 9 of that exhibit the employees have broken down the reports of the American class 1 steam railways into a table showing the effect upon the *ratio* of employees in the non-operating classes to traffic revenue on the basis of "Million revenue traffic units", comparing the year 1948 with the year 1949 month by month. In every month prior to the first of October, 1949 the ratio of increase of employees per million traffic revenue units was greater than in any month following the institution of the 5-day week with the exception of the month of October. In the month of December, 1949, the last month of which there is a record, the percentage of increase of employees per million revenue traffic units over the same month of 1948 was only 1.8 which is in startling contrast to the railways' forecast of 20 per cent.

The companies suggest, but produce no statistics, that these low figures are attributable to declining business; and claiming, but producing again no figures or evidential proof, that a lot of services and facilities at a lot of points have been curtailed and closed down, and that there is a great uproar of complaint from the public; but no evidence, not even newspaper reports, is produced.

I reject the companies' contention that declining business would decrease the employee ratio because it takes an irreducible minimum of employees to operate a railway and furnish the services; and business could increase up to the employees' capacity in many cases without requiring any additional help at all, and in most cases without requiring any substantial additional help caused by the 5-day week; so that operating at peak capacity it is self evident that the percentage ratio would decrease rather than increase. The progressive decline in the ratio could be readily explained by the greater facility acquired by experience, in economically and soundly working out the arrangements

required for the implementation of the 5-day week. Declining business would reduce the total number from its peak but not the ratio to million traffic units.

Not one figure was furnished on behalf of the railways to support their blanket contention dealing with the American experience, notwithstanding the fact that each major line operates some thousands of miles of railway in the United States under the 40-hour 5-day week requirement. There can be only one acceptable reason for the absence of these figures, and that is that they bear out the employees' contention.

The railways contend that however feasible the 5-day 40-hour week might be on railroads operating in the United States, Canadian economy and American economy, Canadian railways and American railways, are so different, that the American experience is of no value, and particularly that the Canadian economy could not stand the impact of the increased cost of this change; and they urge there is no basis whatever for comparison between working conditions and wages on American railways and Canadian railways.

Now, what is the historical record on this particular subject. Consulting tables furnished by the employees one can see that for many years wages and hours of labour on American and Canadian railways were identical.

The railways themselves in 1918 when an application was before the Canadian Railway War Board for wage increases, took the exact stand that the employees now take, namely:—that working conditions and wages on Canadian railways and American railways had always been the same and urged the Canadian Railway War Board to delay dealing with the then application of Canadian workers, until the McAdoo Commission appointed by the President of the United States to consider similar matters there, had made its award. This was done and the Canadian men were granted substantially the same concessions as the American men. On page 11 of the Employees' main brief is quoted at length a letter written by the Railway War Board to employees of that day outlining the position of the Canadian railways. It is not necessary to quote that letter nor the other matter on page 11 of the brief. It is there to be read if desired. But it is there made quite clear that the basis upon which it was considered proper to settle the then dispute was to grant to the Canadian workers identically the same concessions as the McAdoo award would give to American workers.



In the same year certain matters came up before the Canadian Privy Council dealing with railway workers and their wages and the Privy Council by Order 1768 of that year imposed upon the workers in Canada the same conditions as were awarded by the McAdoo award to workers in the United States.

On page 12 of the Employees' main brief is quoted part of a letter from Sir Henry Drayton, then Chairman of the Canadian Railway Commission, written to the then Acting Prime Minister, pointing out that the class of work is the same on the railways both sides of the line, that there is a great interchange of traffic with many employees working on both sides of the line and the different brotherhoods are international, pointing out also that in the past the wage scale had been practically identical in both countries, stating that the Canadian railways urged that no departure should be made from that practice at that time. The departure then requested was an increase in Canada.

Again in June of 1919 as set out on page 13 of the Employees' main brief, a request for wage advances was made and again the Canadian Railway War Board wrote to the workers concerned suggesting that further proceedings before their Board should be deferred until the result of negotiations in the United States was known. Again applying the principle that rates and conditions on both sides of the line should be the same.

It is quite apparent as set out in the Men's main brief in the pages following those referred to that until the outbreak of World War 2, except during the unsettled period of the depression, the onset of which and the course and intensity of which varied a little in the two countries, that same pattern has been followed; and not until this application have the companies taken the stand, completely reversing their former stand, that Canadian economy couldn't stand the impact of relating Canadian railway wages and working conditions to those in the United States.

At this self same time the same railways that are before this Board urging the inferiority of the Canadian economy to the American economy, are before the Turgeon Commission inquiring into railway rates, etc. in Canada, urging there "that since 1918 the Canadian economy has made the most spectacular advance ever known by any economy in history". I, as a patriotic Canadian, accept the representation made by the railways to the Turgeon Commission in preference to the gloomy view of our country's economy expressed in their

representations to this Board. Consequently for the purpose of this report it is obvious that no weight whatever can be given to the company's contention that the Canadian economy cannot stand the impact of the granting of the men's request. Could that position be sound the outstanding progress of which they boast to the Turgeon Commission is an astounding "progress", sinking from a state of equality in 1918 to one of such inferiority in 1950.

The United States' experience is not the only object lesson we have on the matter of the feasibility of the 40-hour 5-day week on railway systems. New Zealand has had a 40-hour 5-day week upon its railways since the year 1936. There has been no outcry of the curtailing of services, nor of the closing of stations in those 14 years. The continent of Australia has had the 5-day 40-hour week on its railways for several years and no complaints have been heard of in that respect. Nor have there been any complaints of excessive costs in either New Zealand or Australia.

It surely is not intended to be contended that the Canadian economy is also so much inferior to that of New Zealand and that of Australia that it cannot withstand the impact of the 40-hour 5-day week which those two economies have taken in their stride.

There was some suggestion that wages are lower in New Zealand and Australia which would make the cost of implementing the 5-day week less. Even if wages were lower in Australia and New Zealand it must surely be assumed that the ratio of wages to the general economy is the same and the impact on the economy would be the same.

Concluding on this particular phase, for the purposes of this report it is taken to be quite clear that that contention is unsound and that there is no reason evident why the Canadian economy cannot take in its stride the 5-day 40-hour week for the non-operating employees on its railways.

Just in passing it might be noted too that the Canadian railways by law are obliged to adopt the 5-day 40-hour week on all lines operated in the United States, and the American railways, which operate substantial mileages in Canada have applied the 5-day 40-hour week to Canada.

On further reference to the comparative wage scales in Canada and the United States, it was noted above that since the beginning of World War 2 the parallel between those two scales has disappeared, which can be readily understood and explained by the different times of entry

of the two nations into World War 2 and the imposition subsequently to these different times, of wage and price controls.

The workers are not asking at this time the full restoration in Canada of the American rates, notwithstanding that the railways in 1918 demanded that Canadian rates be not advanced beyond American rates. American rates by the fall of 1949 had advanced much more rapidly since the beginning of the war than Canadian rates, and the further advance then awarded by the institution of the 5-day 40-hour week and the across the board increase has further widened the gap. The reasonable position the workers take is that no such further widening of the gap should be permitted and this application could serve the purpose of halting that widening process.

A suggestion made which was described as a move in that direction, namely to reduce working hours from 48 hours a week to 44 would be practically of no value because large groups of employees concerned are already working 44 hours or less a week and will receive no benefit from such an arrangement and in addition all would still be required to work the morning of the 6th day. The important feature is that the employee will get two consecutive days off per week. The alternative suggestion is merely a slight reduction in weekly working hours for a limited number of people.

The companies contend that there is no general movement to the 5-day 40-hour week in Canadian industry but the statistics submitted by the men in exhibits 8 and 21 quite clearly establish not only a very substantial movement in that direction but actually a preponderance of substantial employers already operating on that basis.

Page 5 of exhibit 8 shows by provinces the establishments as of 1947 operating on a 5-day week to be 2,043 as against a 6-day week 2,296; number of employees therein on a 5-day week 296,181; on a 6-day week 280,296.

Page 12 as of October, 1948 shows 73 establishments on a 5-day week against 87 in the classes listed; employees numbering 7,805 against 8,358.

Page 14 as of October, 1948 in establishments employing over 2,000 workers shows a 5-day week 22 as against 11; employees 14,913 as against 9,131.

A chart on page 22 running from 1945 to 1948 shows a progressive growth in manufacturing and public utilities trade and service of the 5-day week.

Exhibit 21 gives recent examples of additions to the firms in Canada and the classes of employers in Canada who have switched to the 5-day week.

At the present time negotiations are in hand in the Hamilton area as appears by press dispatches involving some 13,500 workers in industries leading to a 5-day week.

It is also noted that the *Ottawa Journal* of March 28, 1950 announces that the Government organization, the National Research Council as of Saturday, April 1, 1950, has gone on a 5-day week the year round and the work week will be 38½ hours.

### ***Comparisons working conditions with other industries and railways***

The exhibits referred to above bear out the contention of the men to establish, as they have done, the prevalence and growing application of the 5-day 40-hour week in Canada, and the elimination of the favourable wage differential heretofore held by the railway employees. The companies endeavour to show that railway wages are reasonably comparable to all other wages for the nearest similar work in Canada, but the information submitted by the men is much more impressive than the mere denial made by the companies.

Oddly enough the companies say that these comparisons have no value for the purpose of advocating the 5-day 40-hour week, because conditions are so different, but have a value for wage comparison because they are so similar.

The companies contend that railway wage rates in the classes concerned should not be advanced beyond what they call "wage rates in comparable industries in Canada". The figures which have been submitted from the Dominion Bureau of Statistics as to such industries unfortunately include a large number of small establishments and include the wage rates of establishments wherein the men are not members of unions; and lose very much of their value even if such a comparison had any virtue.

The employees, dealing with the wage comparison do not contend that there is a wide disparity between railway wages and other wages at the present time but they do contend that until recent years there has been a substantial differential in favour of railway wages and this differential in recent years has gradually closed up so that today instead of railway wages being generally higher than other wages generally they are lower, especially compared with organized industries.

The employees' request is for the restoration of those favourable differentials.



Railway workers are contending with two very important conditions:—

1. The pressing time limit, and
2. The dependence of the safety of great numbers of human beings upon the accuracy and dependability of their work, requiring a higher degree of efficiency and responsibility in doing that class of work than in an employee doing more or less comparable work in any other industry; requiring a higher general standard of personnel and qualifications in the same general working classification on the part of the railway workers, justifying the employees' claim that railway workers should receive correspondingly higher rate of pay.

Most of the nearest comparable skills in other industries are specialized, that is the employee is limited to one routine operation which he does over and over again all day long day after day, whereas the railroad employee has got to be able to do anything within the range of the classification to which he belongs which may require to be done; and many of these highly skilled operators in factories would have to enter railway service as apprentices until they had acquired other skills necessary to discharge their duties.

These things all enter into the merits of the contention of the employees that the previously existing differentials in their favour should be restored.

In any case dealing with wages and working conditions it is not an answer to a request for improvement in wages and working conditions to point out, even if it be so, that the wages and working conditions existing are comparable to or even identical with those existing in other industries. To accept such a proposition would bring about absolute and final stagnation in all industries.

### ***Economic comparisons Canada and United States***

It was contended on behalf of the companies that Canadian economy cannot stand the granting of the men's application and they say conditions are so different in the United States that they bear no comparison with Canadian conditions and that we cannot do what they can do.

Surely no thinking or patriotic Canadian will accept the assertion that our economy and our conditions are inferior to those in the United States.

Faced with that argument by the railways the employees have submitted quite a number of tables and schedules to which it is not necessary to refer in detail in this report but to some of which some reference with some profit might be made.

Employees exhibit No. 18 deals quite broadly with that subject.

The railways that contend one of the differences was because a good part of the Canadian traffic was export traffic. On page 1 of exhibit 18 the employees have taken the net national produce of each country, which is the gross national product of each country, less the exports from each country. In the table on that page 1 they show that in 1947 Canada's net national produce had increased 121 per cent over 1929, whereas the States had increased only 118 per cent; that the 1947 increase over 1937 was 148 per cent exactly the same as the States; and the 1947 increase over 1946 was 11 per cent exactly the same as in the United States. It is evident from that there is no inferiority in the Canadian economy nor in its progress.

On page 4 of exhibit 18 is a table showing the increase in the average yearly earnings in the classes of employees concerned in this dispute in Canada and the United States. In 1948 the American had increased 155.9 per cent over 1929, the Canadian 145.3 per cent.

On page 5 of exhibit 18 is shown a table giving the index of the percentage of increased total industrial production in Canada and the United States by monthly averages and in the month of October, 1949 the Canadian index of increase stood at 185.5 per cent and the American at 166 per cent.

On page 7 of exhibit 18 is an index of the increases of wholesale sales Canada and the United States; 1937 to 1948 annual increases; and 1949 January to September monthly increases. Again during the year 1949 the Canadian move has been sharply upwards, fluctuating at any time only slightly downwards. The September percentage figure being Canada 316.4, United States 292.3, whereas the January figure had been Canada 231, the United States 296.2.

Page 8 gives further index of percentage increases in general wholesale prices in the two countries 1926 to 1948 annual and 1949 January to October monthly. Again the same trend is apparent, although the Canadian figure during 1949 had held fairly steadily but swerving upwards in the last few months whereas the American has declined fairly steadily right to the end.

Those figures show a much healthier state in the Canadian economy than in the American economy.



It was suggested in the discussions that the Canadian economy cannot stand the impact of this wage increase and the 5-day 40-hour week. That, this report points out, is simply another way of saying the employers haven't the ability to pay.

### *Ability to pay*

This is a point raised by the railways, and as pointed out above, includes all questions of any impact on the Canadian economy. While in matters of this kind ability to pay should not be a prime consideration nor even a substantial one, the companies have made a great deal of it; but their own published statements do not bear out their position. The reason for referring to this contention in this report is to point out this one outstanding irrefutable historic fact; there has never in all the history of labour relations been an application for any substantial redress by any substantial body of employees that has not been met by the blanket statement that the employer whoever he was, couldn't meet the requests and stay in business.

At the risk of being prolix, I feel it should be mentioned that about 200 years ago when the practice existed of recruiting children of both sexes down to six years of age from Foundling homes in London to work in the mines in the Northern midlands, their work being to care for the pit ponies, where they were taken underground, stayed there for the rest of their lives, slept with the ponies, worked 16 hours a day 7 days a week; when a public outcry arose and Parliament proposed to do something about it there went up the same stock cry "if this is changed we cannot carry on".

The story continues unbroken, and early in the 19th century, the most terrific opposition was met when it was proposed to impose regulations upon factories requiring that no apprentice should work more than 12 hours a day, that the bedrooms of male and female apprentices should be separate, that not more than two should sleep in one bed. All these advances were beset on all sides with bitter opposition, and the statement it would bankrupt business. It is almost incredible that it was not until 1842 that Shaftesbury managed to procure the passage of an Act through the House of Commons "to prevent women being employed as *draft animals* in mines". These last two astonishing facts can be found on pages 257 and 258 of a very interesting book called "Discoveries in the Statute Book" by Fay.

While perhaps it is not the general thing to quote from a book of fiction in a matter of this kind it is my opinion that a large

part of the objection to the men's application is founded on fiction in that it is imaginary estimates as to what would happen, I can't resist making a quotation from Dickens' "The Old Curiosity Shop", from Chapter 1 of the 2nd book dealing with labour relations:—

... Coketown in the distance was suggestive of itself, though not a brick of it could be seen.

The wonder was, it was there at all. It had been ruined so often, that it was amazing how it had borne so many shocks. Surely there never was such fragile china-ware as that of which the millers of Coketown were made. Handle them never so lightly, and they fell to pieces with such ease, that you might suspect them of having been flawed before. They were ruined, when they were required to send labouring children to school; they were ruined when inspectors were appointed, to look into their works; they were ruined, when such inspectors considered it doubtful whether they were quite justified in chopping people up with their machinery; they were utterly undone, when it was hinted that perhaps they need not always make quite so much smoke. . . . . another prevalent fiction was very popular there. It took the form of a threat. Whenever a Coketowner felt he was ill-used—that is to say, whenever he was not left entirely alone, and it was proposed to hold him accountable for the consequences of any of his acts—he was sure to come out with the awful menace, that he would "sooner pitch his property into the Atlantic". This had terrified the Home Secretary within an inch of his life, on several occasions.

However, the Coketowners were so patriotic after all, that they never had pitched their property into the Atlantic yet, but, on the contrary, had been kind enough to take mighty good care of it. So there it was, in the haze yonder; and it increased and multiplied.

These things illustrate perfectly the entire course of labour and employer negotiations. I have never heard of an application for wage increases or improvement of working conditions that the blanket statement has not been "it can't be done".

Even if the companies' contention they cannot pay the costs of the requests of the employees were correct, which this report does not concede, it is a well established practice that that is not an important consideration, if a consideration at all, in dealing with working conditions and wages. While no proof of that is really required it might be convenient to quote a few items from employees' exhibit No. 20.

On page 6 quoting from a statement from the Hon. William H. Taft before the Federal Electric Railways Commission in 1939:—

Therefore we refuse flatly from the first to consider the financial condition of any company in determining the rate of wages.

Again on page 17 quoting from report and recommendations of a Fact Finding Board *re* Western Union Telegraph Company, August 29, 1946:—

Fourthly, in so far as ability to pay refers to the adequacy of railroad revenues without benefit of railway rate increases or of any forms of Government aid we have not accepted this standard as a limit upon the wage increases recommended by us.

On page 20 quoting from the unanimous report of the Conciliation Board on Vacations on Canadian railways 1947:—

*Nevertheless, the Board is convinced that these financial difficulties of railway management which periodically occur should not be permitted to obscure the force in the claims of the unions for annual paid vacations that will compare favourably with those prevalent in other great industries. It believes that the public of Canada will expect the railways to recognize such vacations. It therefore recommends that employees with one year's service should be entitled to six days' vacation with pay, that those of three years' service should be entitled to nine days and those of five years' to twelve days.*

These quotations just for the record.

Then, as in this case, the position taken was that a change couldn't be made because the employer couldn't afford it. I comment here upon a table compiled from the records of the Canadian Pacific Railway Company, one of the big railways concerned, from 1940 to 1949. A brief examination of this table shows that as between 1940 and 1949 the fixed charges of this company have been reduced from an annual \$26,186,000 to \$14,543,000. That at least would indicate a very substantial profit on operations during those years from which their bonded indebtedness has been reduced in that substantial manner. This considerable reduction in fixed charges produced a corresponding alteration in the ratio between gross income and net income.

In 1940 the gross income was 40 million odd, the net income 14 million odd. In 1949 the gross income was 44 million odd, and the net income 29 million odd. This shifting ratio between gross and net income produced by the fixed charges change also produces a marked change in the ratio of net income earned on common stock. In 1940 \$1.12 a share, representing 4.48 per cent on the par value; 1949 \$1.93 per share representing 7.72 per cent on par value; and this before the application of the recent increases granted in their tariff of rates.

Two final observations on this point:—

1. While it is no part of the reference to this Board to deal with railway tariffs, to an ordinary thinking person there certainly would seem to be no

justice nor any sense in requiring a railway any more than anybody else to pay for the services and materials it requires on the basis of an inflated currency and to accept payment for its services on the fiction of the assumption that the currency had remained at par.

2. The railways are called on on many occasions to furnish services in the national interest, such as the Crow's Nest Pass rates, competitive rates from the foot of the lakes to the Atlantic seaboard and so on; and the operation of non-productive lines for development purposes. Doubtless the fairer way to defray the costs of those concessions and operations would be by a Government subvention. Certainly by such a subvention rather than by passing the cost on to the employees, by taking them out of the van of industrial and social progress.

### ***Economic and moral effect of improving working conditions***

Apart from what I have said before there is an underlying general principle which transcends and should transcend all questions of contest between employers and employees; and that is "the value of human welfare".

It is most appropriate that at this juncture the Roman Catholic Episcopate of the Province of Quebec should have issued a pastoral letter recommending industrial reforms. The document referred to bears the august signatures of Archbishop Vachon, Archbishop Courchesne and Archbishop Roy. I quote the second recommendation contained in that letter:—

2. Legislation to give the labouring class the means to take its place in the community and to share in the benefits of progress and contemporary culture.

I could mention in this connection the serious problem of juvenile delinquency in the larger industrial centres; and I could mention too the threat of which we are made daily aware by our Government leaders and newspapers, of the aggressive infiltration of communists in the democratic countries.

Dealing with the pastoral letter recommendation how can a man working 5 days and part of a sixth have any time or energy to apply to the acquisition of the benefits of progress and contemporary culture or to engage in the activities requisite to take his place in his community.

Dealing with the matter of juvenile delinquency a father by the time he goes to and from his work six days a week is unable to be at home during the times when he could be a companion, an elder brother, and a guide, to his children; apart from being so tired that the energy is not there.



The son who would have Saturday to be a pal to his dad would not be found in bad company.

The worker who was working 8 hours a day for 5 days a week would not become weary to the point of carelessness and increase the hazards of his employment.

Someone must take leadership for the improvement of conditions in human affairs, and surely in all the Dominion of Canada there is no industry of any kind upon whom should fall the responsibility as well as the honour of furnishing such leadership, rather than the railway companies. The two major companies are the two most typically national industries in their scope and their character, and it is not an exaggeration to say that the whole country looks to them for leadership not only in industrial and technological progress; but in wages, working conditions and social progress.

This whole question rises above one of mere employee-employer relations.

It is a matter of vital national importance and it is one which has grave international implications in view of the state of world affairs.

Dealing with the ideological threat, the restrictions surrounding the totalitarian countries make it impossible for us to procure any authentic knowledge of conditions in them.

People advocating safe and sane measures are always at a disadvantage in competing with those advocating startling changes.

While the case remains one purely of advocacy, the only hope for the democratic case is by demonstration of its works; and from that angle alone no matter what the cost, which as pointed out above is not substantial, the institution universally in Canada of a 5-day 40-hour week would be there under every worker's nose as a complete and convincing answer to the theories of communists, by showing concretely how democracy works.

I quote again from the material submitted by the employees some very important statements made along the humanitarian line.

The first is from exhibit 9 on page 11 from the award of the Australian Commonwealth Court of Conciliation and Arbitration which reduced standard working hours in Australia to 40. Immediately preceding the quoted paragraph is reference to general conditions and other items. Then follows this paragraph:—

A formidable list, and to many minds an unanswerable one, but answers have been made and must be weighed—a wrong word perhaps since many of them are imponderables but at least they

must be considered and adjudged. For example, how shall we estimate the economic value of industrial contentment? How shall we measure the human value of it? How far is the shorter week a step on the road to that co-operation of the forces of production which is so desirable? How shall we set the family aspects of this increased leisure against a foreign trade or the claims of our people against those of other countries? Yet all these are factors which do enter into the fabric of one's mind and ultimately issue forth in judgment.

While it isn't going to be quoted here employees' exhibit No. 12 could be read throughout with great application to this question of human well-being, particularly the observations of the late Mr. Henry Ford, who must be recognized as an authority on labour relations.

The value to Canada as a whole in social and human welfare; in the improvement of family life; in the reduction of juvenile delinquency; in the increased interest and influence of the employees in their community and national life by reason of the leisure in which to engage in these things, will make a contribution to Canadian national well-being and thereby to the well-being of the companies themselves out of all proportion to any extra cost which may be involved in meeting these requests.

Canada has justly asserted her right to a place amongst the foremost of the World's democratic nations. She has played fairy god-mother to many peoples who suffered more directly from the war than did she herself. It would be ironical and the height of national stupidity to refuse to do for our own people what we have paid so much to try to do for others.

There is no greater asset that any country and any company can have than a large body of well paid, industrious, happy, loyal people with a sufficient amount of leisure to be able to apply themselves to community and national service.

Our railway companies have always prided themselves upon being and been regarded generally as pioneers and leaders in the development and welfare field in Canada, and as far as the writer of this report is concerned it would be a matter of keen personal regret should the companies fail to accept this opportunity and challenge to further demonstrate the justice of these claims. I am convinced acceptance will be to the railways' own great benefit, as well as to the benefit of the employees and the national economy of Canada as a whole.



This situation faces us with one of the rare opportunities given to a democratic people to show to those who advocate a state-dominated people, whether it be called Communism or by any other name, the great advantage of living in a democracy as compared to an autocracy.

Just to call attention to the fact, it has been brought to my attention that the CPR in dieselizing the Great Lakes area have indicated that a reduction of 37½ per cent to 40 per cent of equipment maintenance staff will occur. It may be argued that the company is bearing the capital cost of the equipment which brings this about but it is surely unnecessary to argue in this day and age that the worker also is entitled to share in the benefits which accrue from equipment advances due to inventions and this can only be done by improved working conditions and increased wages.

It is unnecessary to go into detail in this report of the working out and application

of the 40-hour 5-day week because that is all gone into in thorough detail as applied to the United States railways in employees' exhibit 11, which contains as agenda following page 15, first, the full report of the emergency board under which the scheme was brought into effect in the United States, and then the agreement between the railways and the employees putting it into effect. In the main the provisions of this agreement could be adopted with such variations as the individual circumstances warranted in putting this report into effect on Canadian roads, and besides the Canadian railways have the advantage of nearly six months' experience on their American operated lines under that report and agreement as a guide in the application of the principle to the Canadian lines.

Dated and delivered this first day of April, A.D. 1950.

(Sgd.) ALFRED J. WICKENS, K.C.

## REPORT OF BOARD in dispute between

**Canadian National Railways, Canadian Pacific Railway Company and Ontario Northland Railway,**

*and*

**Canadian Brotherhood of Railway Employees and Other Transport Workers and the Brotherhood of Express Employees.**

Hon. HUMPHREY MITCHELL,  
Minister of Labour,  
Ottawa, Ontario.

Sir:

The Board of Conciliation and Investigation established in the above matter and composed of the Hon. Mr. Justice J. O. Wilson, of Vancouver, Chairman; Mr. J. A. Coote, of Montreal, nominated by the employees; and Mr. T. R. Meighen, K.C., of Montreal, nominated by the railways; held a preliminary hearing, in the City of Montreal, on the 19th day of December, 1949, which was followed by a public hearing on the 12th day of January, 1950. After hearing the parties for some time, the public hearings were adjourned until the 28th day of February, 1950, at the same place, and the Board has been practically in continued session since that date, the public hearings having ended on the 7th day of March, 1950.

The employees were represented by:—

*Executive Officers from Union  
Headquarters:*

A. R. Mosher, National President, Canadian Brotherhood of Railway Employees and Other Transport Workers.

On April 12, 1950, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with the dispute between the Canadian National Railways, the Canadian Pacific Railway Company and the Ontario Northland Railway, and the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Brotherhood of Express Employees (L.G., Dec., 1949, p. 1554).

The Board was composed of the Hon. Mr. Justice J. O. Wilson, Vancouver, British Columbia, Chairman; Mr. T. R. Meighen, K.C., Montreal, member appointed on the nomination of the companies, and Mr. J. A. Coote, Montreal, member appointed on the nomination of the unions.

The text of the Board's report is reproduced herewith.

T. J. Clark, Grand President, Brotherhood of Express Employees.

J. E. McGuire, National Secretary-Treasurer, Canadian Brotherhood of Railway Employees and Other Transport Workers.

E. Robson, National Vice-President, Canadian Brotherhood of Railway Employees and Other Transport Workers.

*Joint Negotiating Committee:*

T. McGregor, Chairman  
S. H. Eighteen, Secretary  
F. H. Gillespie  
W. J. Smith  
J. Q. Querido  
D. N. Secord  
W. Munro.

*Research Department Technical*

*Advisers:*

Dr. E. A. Forsey  
A. Andras  
D. Dunbar  
Maurice Wright.

The railway companies were represented by:—

*Canadian National*

R. C. Johnston, Asst. Vice-President Personnel.  
P. E. Ayrhart, Manager, Labour Relations.

*Canadian Pacific*

D. I. McNeill, Vice-President Personnel.  
J. R. Kimpton, Asst. Vice-President Personnel.  
S. M. Gossage, Asst. Manager of Personnel.

*Ontario Northland*

A. E. Freeman, General Manager.  
S. W. Gowan, Secretary.

*Toronto, Hamilton and Buffalo*

W. J. Warnick, Asst. to President.  
A. E. Cook, Personnel Representative.

Very able presentations, both oral and written, were made by both sides, and, after such presentations, the members of the Board made repeated endeavours to see if some agreement could be reached between the parties but regret to state that nothing along that line was accomplished. It is therefore necessary for the Board to report to you its findings and recommendations.

Mr. J. A. Coote, a member of this Board, does not concur in those findings and recommendations and is filing a separate report.

We may add that the proceedings were marked throughout by the best of good feeling on both sides, and it was a pleasure to note the mutual respect and regard which the representatives of the parties to the dispute have for each other.

### **Employees' Requests**

Two labour organizations were represented before the Board, namely: the Canadian Brotherhood of Railway Em-

ployees and Other Transport Workers, and the Brotherhood of Express Employees. In their brief, submitted to this Board, they have summarized their proposals as follows:—

"(a) A general wage increase of 10 cents per hour or the equivalent thereof in terms of daily, weekly, monthly or mileage rates, effective the dates specified in the respective notices given.

(b) A five-day work week with a maximum of eight working hours per day with a 20 per cent increase in hourly and daily wage rates, and no reduction in monthly rates of pay; with the minor variations set forth in the Brotherhoods' notices to the railways.

(c) The check-off by the employers of regular monthly dues in the amounts required by the Brotherhoods' constitutions from all employees covered by their agreements and the remittance of such money to a duly authorized officer of each Brotherhood within thirty days from its collection.

The Brotherhoods have made it clear to the railways that the wage demand means 10 cents per hour on present hours and 20 per cent per hour when the five-day week goes into effect on the basis of hours so established, e.g. \$1 per hour will become \$1.10 per hour with the 10 cent increase and \$1.30 when the 20 per cent is added to maintain the same take home pay; \$200 per month will become \$220.80 with the 10 cent increase and \$216.93 with the advent of the five-day week."

The employees affected form part of what is known as the non-operating group of employees of the railways, as distinct from those employees who actually run the trains, such as enginemen, firemen, conductors, trainmen and yardmen. These non-operating employees comprise some fifty distinct occupational classifications of workers running from office boys and clerks to mechanics, machinists, sectionmen, station agents, telegraph operators, porters and dining-car employees. Those represented before this Board comprise principally clerks, freight handlers, shop labourers, express and cartage employees, sleeping and dining car department road service employees, unlicensed steamship personnel and hotel employees.

Over 30,000 employees of the railways are represented by the organizations before this Board, but it is to be noted that another Conciliation Board is, concurrently with this Board, considering an application by organizations representing other groups of non-operating employees numbering approximately 86,000, in which



application a similar request for a five-day forty-hour week with the same take home pay is made, with a request for an increase of 7 cents per hour in basic rates of pay, so that there are about 116,000 employees actually represented before the two Boards. But, if the railways apply any increase in pay or changes in working hours to other unorganized staff, as they have done in the past, the number of employees who will actually be affected is approximately 139,000.

The railways have pointed out that the employees represented before this Board comprise about 17 per cent of the total number of their employees, and that the employees represented before the other Conciliation Board comprise about 48 per cent of such total number, making altogether 65 per cent of their total employees. It can therefore be seen that any settlement of the disputes affecting so large a proportion of railway employees must inevitably exert a profound influence on the terms of employment of all railway employees.

We shall deal first with proposals (a) and (b) above leaving proposal (c) for separate treatment later.

Before considering the reasons adduced on the part of the employees for the increased pay and shorter hours asked for, it is well to bear in mind that, effective on March 1, 1948, an increase of 17 cents per hour "across-the-board" was granted to all railway employees in Canada.

On the standard 48-hour week that increase amounted to \$35.36 per month. On the same basis, the total increase since 1939 in basic rates of pay of 43 cents per hour gave a total monthly increase of \$88.57.

The Brotherhoods claim that their members are low paid and that their wages are low in comparison with those of other railway workers. The approach is largely a social one. It is not argued that, contrasting the classes of work done by the workers in different railway groups, it can be shown that the members of the Brotherhood group are not adequately paid for the tasks they perform. The argument is simply this—that whatever the nature of their tasks may be, the members of the Brotherhood are paid too little money to enable them to cope with modern living conditions—that from a social and humanitarian viewpoint they are entitled to be paid higher wages and ought, for the health of the state, as well as for their own good, to be paid higher wages.

This interesting argument is buttressed by references to a study by the Toronto

Welfare Council of the minimum living costs of a family of 5 in the City of Toronto in the year 1949, called "A guide to Family Spending in Toronto, 1949". This report expresses the opinion that \$49 per week is the minimum sum that such a family should have, and the Brotherhoods argue that other necessary costs not included in the Welfare Council's budget bring this minimum up to \$52.50 per week.

In support of this argument the Brotherhoods do not cite the average wage paid their members, but do cite the rates of pay of certain groups within their membership. It is thought by this Board that this method of argument has a certain apparent obliquity. The Brotherhoods do not ask for different results for different groups within their membership, based on the greater needs of one or more groups of their membership as contrasted with other groups. They ask for certain general advantages to be extended to all members. They ask, for instance, that the same increase in pay be made to sleeping and dining car employees, who, in the opinion of this Board, are already receiving generous rates of pay, as to clerks and labourers. The Board considers that an argument based on the rates of pay of clerks and labourers has no application to the rates of pay of the other classes of employees involved. If a mass benefit is desired, as here, the argument ought to be based on the average rate of pay. If it is sought to gain particular benefits for particular classes of employees within the Brotherhoods, based on necessity, then those claims should be made separately in respect of the classes who are alleged to be paid less than a living wage. The terms on which the problem is presented by the Brotherhoods prevent the Board from dealing with the deserts of individual groups, and restrict the Board to the consideration of the deserts of the members of the Brotherhood, as a whole.

However, taking the argument as presented, the Board proceeds to a consideration of some of the comparisons offered.

The first comparison is between average hourly wages in manufacturing on September 1, 1949 (98.5 cents per hour) and members of the Brotherhoods employed by the CNR described as "clerks and other classes". The appositeness of this comparison escapes us. If comparisons are to be made respecting the wages of clerks, it appears to us that the comparisons should be with the wages of other clerks, and not with those of manufacturing employees. A comparison of the average wage of all non-operating employees in the Brotherhood



with the average wage of all manufacturing employees might, as contrasting the earnings of two large diversified groups, have some usefulness, but that is not offered to us.

No evidence has been given us that railway clerks are ill paid as compared with

other Canadian clerks. On the contrary, the only comparisons put in evidence, those tendered by the railways (Exhibit No. 4) show that railway clerks are extremely well paid as compared with other clerks. The comparisons are so striking as to be worthy of citation.

Comparison of Male and Female Office and Other Occupation Rates of Pay Canadian National Railway vs. Survey Montreal Area, by Quebec Industrial Relations Institute, March, 1949

<i>Quebec Industrial Relations Institute Survey</i>	
Title	Rate (wtd. average)
Bookkeeper—Grade 1.....	\$237.00
Bookkeeper—Grade 2.....	182.00
Cashier .....	233.00
Calculating Machine Operator—Grade 2.....	146.00
Stenographer—Senior .....	171.00
Stenographer—Intermediate .....	152.00
File Clerk—Grade 1.....	166.00
Timekeeper—Grade 1 .....	216.00
Timekeeper—Grade 2 .....	176.00
General Clerk—Junior .....	130.00
Office Boy .....	85.00
Elevator Operator—Passenger.....	165.00
Key Punch Operator—Senior .....	178.00
Key Punch Operator—Intermediate .....	148.00
Key Punch Operator—Junior .....	131.00
Chauffeur .....	187.00

<i>Canadian National Railways</i>	
Title	Rate (wtd. average)
Assistant Accountant .....	\$273.57
Chief Collection Clerk.....	248.57
Cashier .....	258.57
Comptometer Operator .....	193.57
Stenographer (a) .....	198.57
Stenographer .....	193.57
File Clerk (b).....	208.57
Timekeeper .....	238.57
Asst. Timekeeper .....	218.57
Clerk (b) (Probationary).....	153.57
Office Boy (under 21 yrs.).....	111.56
Messengers (b) (over 21 yrs.).....	123.21
Sorters (under 21 yrs.).....	129.32
Sorters (over 21 yrs.).....	138.21
Elevator Operator (c).....	183.57
Key Punch Operator (a) .....	188.57—193.57 (over 4 yrs.)
Key Punch Operator (a) .....	178.57—183.57 (2 to 3 yrs.)
Key Punch Operator (a) .....	163.36—169.28 (less than 2 yrs.)
Chauffeur (d) .....	208.57

NOTE: All positions are in Bonaventure Freight Office except as shown:—

- (a) Revenue Accounting Department.
- (b) Operating Department.
- (c) Central Station.
- (d) Stores Department.

The next comparison is one of the wages of hotel employees with those of factory workers. Again we ask why the wages of hotel employees should be compared with those of factory workers rather than with those of other hotel employees. In comparison with other Canadian hotel workers Canadian railway hotel workers are paid generous wages. This statement will be amplified later.

The Brotherhoods' brief goes on to cite the rates of pay for common labour in certain selected Canadian industries, and to compare them with the railway wage rate for common labour, which is given as 85 cents. As a matter of fact, the correct weighted average rate for common labour on the railways is somewhat higher. The instances cited for other employment show common labour rates much higher than 85 cents. But they are selected rates in certain industries in certain localities and do not reflect the average Canadian rate for common labour. The railways operate all across Canada and are required by this fact, as well as by the nature of the demands made on them by trades unions, to pay the same wage rates in each locality. Therefore the standard of pay for common labour they ought to conform to is the Canadian standard, and not a local or particular standard. The Canadian average for 1948, as shown in the Annual Report of Wage Rates and Hours of Labour in Canada for 1948, was 82 cents per hour. The railways concede that this will, in 1949, have risen to 87 cents per hour. This is the true standard of comparison for a national industry. It shows, if the figure of 85 cents per hour for common labour on the railways is accepted as accurate, a slight disparity which the recommendations of this Board will, if implemented, more than correct.

We think that this disposes of the comparisons offered, and that no case has been made out on that basis.

It remains to consider the larger proposition that wages should be brought up to the standard recommended by the Toronto Welfare Council, \$49 per week. We wish that the Brotherhoods had been more explicit in this proposal. We are not sure whether the proposal is that the average wage should be raised to \$49 per week, or that there should be established a minimum wage of \$49 per week. Since the Brotherhoods are dealing with their members as a mass, and making the same demands in respect of all of them, we would surmise that the argument is that the average wage should be at least \$49, or, perhaps, \$52.50 per week.

The Brotherhoods have not told us what the average wage of their members is. In the absence of any information on this point we must rely on the only figures available to us, those contained in government publications and relating to the average pay of all non-operating railway employees. The figures given us as to pay in certain occupations within the Brotherhood are not helpful because, as we have said and repeat, we are not allowed, by the terms in which this problem is presented to us, to discriminate between classes, but are confronted with the necessity of granting or denying to the whole membership of the Brotherhood the same measure of relief. If the unions and groups within the Brotherhood wanted to present separate demands based on individual necessities they could have done so, but they have elected to make a mass demand and must accept the consequences.

Taking, therefore, the average figures cited for all non-operating railway employees for October, 1949, we find that average weekly take home pay was \$48.13, slightly below the Toronto Welfare Council minimum. However, if we proceed to examine the latest figures on weekly earnings in "Man Hours and Hourly Earnings" for Canada, we find that, at December 1, 1949, out of 71 industries and groups of industries listed there are only 7 industries which conform to the Toronto standard, and none which conform to the higher standard asked for by the union, \$52.50. We find that the average weekly wage in manufacturing was \$41.47, in durable goods manufacturing \$45.18 and in non-durable goods manufacturing \$37.80. We find that the average weekly pay of non-operating rail employees, \$48.13, is well above the Canadian average.

It therefore seems to us that the criticism implicit in the Toronto Welfare Council argument is not a criticism of the railway wage scale, but a criticism of the whole Canadian wage structure, perhaps of the whole Canadian economy. We are not here to deal with such large matters. We are here to make recommendations to insure that the members of the Brotherhood are paid fair wages, in terms of comparison with other Canadian wages, and in terms of the Canadian economy as it exists.

The other obvious criticism to be made of the standard presented us is one which the Brotherhoods, very fairly, concede in their argument; that the wage which will maintain a family of 5 in the large city of Toronto is not necessarily the standard to be paid all classes of employees, married or single, in all parts of the Dominion.

We must hold that the Brotherhoods have not made out a case for granting to their members concessions which are not to be granted to other non-operating railway employees.

It follows that we must consider the Brotherhoods' proposals from the viewpoint that any concessions granted to them will have to be granted to other non-operating railway employees. It also follows that the figures, the averages which we must use in our discussion must be the only ones available to us, those relating to all non-operating railway employees. Further it is inevitable that much of our subsequent discussion must relate to the position of non-operating railway employees as a whole, and to the effect of granting to them, as a whole, the benefits asked for by the Brotherhoods.

It should also be clear that, whatever special treatment the Brotherhoods may have expected as to wage rates, they could not reasonably expect special treatment as to hours of work, and that any changes in hours of work must be extended to other non-operating employees, and must, therefore, be discussed as though they were to be applied to all non-operating employees.

Although the employees' demands for an increase of 10 cents per hour in pay, and for the 5-day 40-hour week are presented separately, we find it impossible to deal with them separately. To do so would be to ignore the cost of the 5-day 40-hour week. The two proposals, and their implications, must be considered together.

The effect, in terms of wage rates, of granting these requests depends on the wage level that has been achieved at the time they are granted. If the wage level is low, the proposals can be implemented without throwing the general Canadian wage structure out of balance; if, on the other hand, the wage level, expressed in terms of hourly earnings, is a fair one, the effect must be otherwise.

This can best be illustrated by comparing the present situation in Canada with that which existed in the United States in the Fall of 1948, when a Presidential Emergency Board, to which the Brotherhoods have referred in their brief, recommended for United States non-operating railway employees an immediate increase in pay of 7 cents per hour for all employees and, at a later date, the institution of a five-day forty-hour week with pay for 48 hours per week.

Before this recommendation was brought into effect, the rates of hourly earnings of United States non-operating railway

employees were demonstrably out of line with those of workers in other industries which the Presidential Board thought comparable. Without going into detail, it can be said that in October, 1948 those railway employees worked an average of 49.1 hours per week for take home pay of about \$60 (\$1.21 per hour). At the same date workers in durable goods manufacturing, and in another group of industries which the Presidential Board selected as comparable, worked an average of 40 hours per week for the same take home pay of about \$60 per week (\$1.45 to \$1.50 per hour). Admitting the comparability of the industries, it was obvious that the railwaymen suffered an inequity. The Presidential Board rectified this inequity by first raising wages 7 cents per hour, and by recommending a 40-hour work week with the same take home pay to take effect 9 months later.

When these things had been done, the hours of work and the hourly earnings of railworkers were about on a par with those of the two groups selected for comparison. Thus the 40-hour week had been achieved for railworkers without any dislocation of the general wage structure of the United States.

Such a result cannot be achieved in Canada. In October, 1949, the average weekly earnings of non-operating railworkers in Canada were \$48.13 for an average work week of 46.9 hours, being at the rate of \$1.026 per hour. The Brotherhoods ask for 10 cents additional pay per hour and a 20 per cent increase with the institution of a 40-hour week. The effect on the earnings of the average railwayman, of granting both proposals, would be as follows:—

Average hourly earnings increased  
by 10 cents per hour  
 $\$1.026 \text{ and } .10 = \$1.126$

Average hourly earnings further  
increased by 20 per cent  
 $\$1.126 \text{ and } .2052 = \$1.3312$

Average weekly earnings would be  
 $\$53.25$

After the change, if it were granted on the terms asked for by the Brotherhoods, the average railwayman would work about 7 hours less per week and earn \$5.12 more per week. He would also have gained, in one stroke, an increase in his hourly earnings to 31 cents per hour or 29 per cent over his former earnings; surely one of the most drastic general wage rate increases in Canadian labour history.

The wages paid and hours worked in durable manufacturing were used as a basis



of comparison in the United States. Figures on wages paid and hours worked in durable manufacturing in Canada at December 1, 1949, were as follows:—

Average weekly earnings....\$46.66

Average hours worked..... 43

Average hourly earnings...\$1.085

The durable goods worker had, at December 1, 1949, an advantage of 5.9 cents per hour in earnings over the railworker. If the proposals of the Brotherhoods were granted he would not only lose this advantage, but find himself earning 25 cents less per hour than the railworker. His take home pay, for a 43-hour week, would be \$46.66 while that of a railwayman, for a 40-hour week, would be \$53.25.

The durable goods group earns more than the average Canadian factory worker, whose earnings at December 1, 1949, averaged 99.9 cents per hour. If the demands of the railworkers are acceded to, the gap between the pay of the railworker and the average factory employee will increase from 2.7 cents per hour to 33.2 cents per hour.

The variety of occupations in which non-operating railworkers are engaged is such that comparisons are difficult. However, such comparisons as are made should be with large groups, such as durable goods workers, which may also be expected to comprise a diversity of occupations and to include, as does the non-operating rail group, skilled and unskilled workers. Comparisons with individual industries are of less value. Nevertheless, in order to point out the sweeping nature of the proposals made by the rail unions, it is interesting to compare the average hourly earnings for which they ask, \$1.331, with the average hourly earnings reported on page 7 of *Man Hours and Hourly Earnings* at December 1, 1949, published by the Dominion Bureau of Statistics. It will be observed that compliance with the railworkers' requests would give them an hourly wage rate not only substantially higher than that of any group there listed, but higher than that of any individual industry there listed with the sole exception of coal mining. Such a result cannot be a proper one. No evidence was adduced before us to show that railwaymen are entitled to so great an advantage over other Canadian workers.

[See Paragraphs 26 to 38 inclusive of the majority report in the dispute affecting the 12 standard international labour organizations.]

The railways, in their argument, cited figures to show that the rate of increase in rail wages since 1945 had been greater

than that in manufacturing. The Brotherhoods reply that it is unfair to take 1945 as the standard year, and show that quite a different result can be obtained by going back to 1939.

We do not attribute much weight either to the argument or to the rebuttal if they are to be interpreted as maintaining that it is sound to pick out any one year, and to argue that all wages should retain the same relative position that they had in that year; and that any advantage or disadvantage railworkers had in either of those years should be perpetuated.

This Board does not think that the industry of this country is so static that it is possible to select any one year, be it 1939 or 1945 or another year, and hold that there was established in that year a grading of labour values which must stand forever. It appears to the Board that, in a free society, relative wage standards of labour in different fields must change over periods of time. For instance, the loss in position which rail labour has sustained since 1939 may be due to several factors. A most important one is the increasing organization of labour in other industry which has taken place since 1939. In 1939 and for many years before, rail labour was fully organized and had reaped the benefits of organization and of capable union management in a relatively high wage scale. This was not true to anything like the same extent of other elements of Canadian labour. Unionization of employees has since proceeded at a great pace and resulted in the rectification of inequities and the raising of wages.

Another factor which may, in a lesser degree, account for the disparity in the rate of increase is the maturity attained by Canadian manufacturing during and since the war. This has resulted in an increase in the proportion of skilled workers employed and a corresponding increase in rates of pay in manufacturing.

A third factor which has probably contributed to this result is the practice, during the war, of extending flat wage increases, based on rises in the cost of living, to Canadian workers. The effect of such across-the-board increases, as between different industrial groups, must be to benefit the lower paid groups by a larger percentage than the higher paid groups, such as railworkers.

Similarly, the greater proportionate gains made by rail labour between 1945 and 1948 do not, by themselves, prove anything. It may be, as argued by the Brotherhoods, that they represented benefits which should have been received earlier, but the conferring of which had been deferred.

## Ability to Pay

[See Paragraphs 44 to 47 inclusive of the other majority report.]

### The cost of the 5-day 40-hour week.

There is a wide range of difference of opinion as to the cost to the railways of introducing the 5-day 40-hour week and the general wage increases proposed.

[See paragraphs 49 to 51 and 53 to 56 inclusive of the other majority report.]

### The United States comparison

It must at once be conceded that, as argued by the unions, the 40-hour week is the most usual standard in the United States. The Fair Labour Standards Act of 1938 made it a legal requirement in many industries, and, it has been voluntarily adopted in many others, including the United States railroad industry.

In Canada the only legislation comparable to the Fair Labour Standards Act are British Columbia and Saskatchewan statutes which impose a 44-hour work week in industry in those provinces.

It is also indisputable that rail wages in the United States are substantially higher than they are in Canada.

Because the 5-day 40-hour week has been adopted for non-operating railway employees in the United States, it does not follow that it should be adopted in Canada.

In making this statement the Board must reiterate its opinion that the demand for a 5-day 40-hour week with maintenance of present take home pay, is not merely a demand for a shorter work week, but is, since it necessitates higher rates of pay, a demand for higher pay. The Board is well aware that the Brotherhoods do not, as do the International unions, rely, in their argument upon comparisons of Canadian rates of pay for railworkers with American rates of pay for railworkers. But the Brotherhoods do advance the adoption of the 5-day 40-hour week in the United States as a reason for its adoption in Canada. Therefore all the implications of its adoption in Canada, one of which is higher wage rates, must be considered in the light of its adoption in the United States, and in the light of the American wage scale. Therefore the discussion which follows will deal with American wage scales, as well as with American working conditions.

Considering the numerous able opinions that have been written in the past on this subject, this Board does not feel it necessary to expound at length its reasons for rejecting the theory that rail wages and

working conditions in Canada must keep pace with rail wages and working conditions in the United States. In general we are content to adopt the reasoning of the conciliation board headed by Mr. Justice Cameron which in 1948 rejected this same contention. It is abundantly clear that wages of all workers, not only of railroad employees but of all classes of wage-earners, are higher in the United States than they are in Canada. The same is true of the salaries and earnings of executives and professional men in the two countries. The fact is that the United States possesses a richer and more mature economy than Canada and that, presently at any rate, our production is not such as to afford us so high a standard of living as there is in the United States. Under present conditions sensible Canadians will, as they must, accept the fact that the earnings of the average Canadian are less than those of the average resident of the United States, and that the more abundant economy of the United States may permit better working conditions.

We can appreciate that the interconnection of Canadian and United States railways, the similarity of the work, the payment of United States scale wages to employees on United States owned railroads in Canada, and the payment of United States scale wages to employees on Canadian owned railroads in the United States—all these things must bring the wage disparity in wages and hours of work home to Canadian railworkers. But Canadian railworkers cannot expect preferential treatment. They must accept the same standards as do other Canadian citizens. A factory employee in Windsor has to accept the fact that his counterpart across the river in Detroit earns higher wages. The same difference runs through all levels of society. We can see no reason why railworkers should be selected as the one class in the Canadian social structure for whom this condition is to be changed, by raising their wages and working conditions to the United States level. When the per capita wealth and productivity of Canada rise to the levels attained in the United States, railworkers will doubtless receive their due share of the new national income. Until that occurs, they must, like the rest of us, accept their due share of the present national income.

### Australia and New Zealand

It is true that railworkers in Australia and New Zealand all have the 5-day 40-hour week. But without some information as to their earnings this bare fact does not provide us with much guidance. It might



well be that, given a chance, Canadian railworkers would prefer Canadian working hours with Canadian pay to Australian working hours with Australian pay. It does not appear that the 40-hour week is in effect on British railways.

[See Paragraph 66 of the majority report in the dispute affecting the 12 standard international labour organizations.]

### **Social aspects of the 5-day 40-hour week**

[See Paragraphs 67 and 68 of the majority report in the dispute affecting the 12 standard international labour organizations.]

### **The Canadian work week**

[See Paragraphs 69 to 71 inclusive of the majority report in the dispute affecting the 12 standard international labour organizations.]

### **Recommendations**

The inherent nature of the railroad industry makes the institution of a shortened work week more difficult and expensive than it is in most other industries. Railroad service must generally be carried on 7 days per week. Trains do not cease to move over the weekend, and large numbers of men must work over the weekend to keep them moving and to perform the ancillary services necessary to their movement. A factory can be closed for two days with no loss other than the loss in the investment for those two days. A railway cannot be closed down for two days or for any period. The staggering of work hours, while useful, cannot overcome this difficulty and a shortened work week must, if service is to be maintained at present levels, result in a great additional cost to the railways.

Nevertheless this Board recognizes that the existing hours of work for railworkers are out of line with those generally prevailing in Canadian industry, and that the difficulty of instituting a shorter work week must not be allowed to result in an indefinite prolongation of this condition.

The Board thinks that a fair solution of the problem before it is the institution, on the plan hereinafter set forth, of a forty-four hour work week on Canadian railways for non-operating employees, except: (a) sleeping and dining car employees and express messengers, whose working hours should so far as practical, receive comparable adjustment; (b) those hotel employees who are included in the terms of reference to this Board; (c) those engaged in water transport.

In introducing a 44-hour week, service to the public should be maintained and the increased cost should be distributed as equitably as possible.

In order to explain the solution upon which the Board has decided, it is necessary to deal, in a general way, with present hours of work for various classes of railworkers.

There are many salaried or monthly-rated employees, most of them in office employment. With few exceptions, these workers are classified as working 8 hours per day for 6 days a week. Those are their contractual hours of work. But in practice a considerable percentage of them, with the consent of their employers, work shorter hours. One singular result of the continuance of this unreal classification has been that these workers have received, when across-the-board wage increases were granted, increased payment for hours in which they did no work. Thus, for instance, a clerk whose contractual hours of work are 48 but whose actual hours of work are 44 and who has, like all railworkers, received across-the-board increases totalling 43 cents per hour since 1939 is now being paid this increase for 4 hours in which he does no work, a sum of \$1.72 per week, or \$89.44 per year.

In general it can be said that monthly-rated workers, whether or not they do in practice work 48 hours, are classified as working 48 hours per week. The majority of them still work 48 hours per week.

The group of workers which most greatly complicates the wage-hours pattern is that which mans the workshops where locomotives and rolling stock are cared for. These shop workers are generally paid hourly wages and number amongst them skilled mechanics, their helpers, apprentices, labourers, and some clerical staff. They are divided into two classes. One class, some 25,000 in number, are generally known as the running shop workers and work 48 hours per week. The other class, the backshop workers, numbering 20,000, work 44 hours per week. The hourly rates of pay of both classes, and of the numerous grades within each class, are the same. Since the running shop workers work 48 hours, as against 44 hours for the backshop workers, their take home pay is greater. If the running shop workers were granted a 44-hour week, with 48 hours' pay, both their hourly rate of pay, and their weekly take home pay would exceed that of the backshop workers, who do exactly the same type of work, and whose hours of work would then be the same. This result must be avoided.



A third group of workers does not fit precisely into the classification of monthly paid employees or into that of hourly paid employees. It comprises sleeping and dining car employees and express messengers. While an attempt must be made to apply to this group the same general treatment recommended for other employees, their unique conditions demand and will receive, later in this report, separate consideration.

With the exceptions already mentioned it can be said that railworkers, generally speaking, work and are paid for 48 hours per week.

Statistically the average work week of railworkers for October, 1949 was 46.9 hours (including overtime). In point of fact this figure is larger than it should be because, as already explained, certain monthly-rated employees, who work less than 48 hours per week, are classified as working 48 hours. If they were classified according to the hours they actually work the average work week would be less and, incidentally, the average earning per hour would be greater than \$1.026, the figure used in these calculations.

The main reason why the average work week (46.9) is less than 48 hours is the fact that the backshop workers work only 44 hours.

In trying to work out an equitable method of instituting a 44-hour work week we must have in mind, among other objects, these two things:—

1. To avoid, so far as we can fairly do so, any substantial reduction in take home pay.
2. To minimize, so far as we can fairly do so, the cost to the railways, and to see that, in any event, the rail wage bill for a 44-hour week is not greater than that now paid for the present work week.

Dealing first with this latter proposition, it might seem that this is an unnecessary precaution; that the change over to 44 hours with the same take home pay cannot result in an increase in the wage bill, apart, of course from the general cost increase inevitably associated with a shorter work week. But this is to ignore the adjustment which must be made in the pay of the backshop workers. If other shop mechanics now working 48 hours, are to be given a 44-hour week with the same take home pay, their hourly rate of pay will rise from \$1.22 to \$1.33. But the backshop workers, doing the same work, could not be left earning \$1.22 per hour; their rate too would have to be raised to \$1.33,

although there would have been no change in their work hours. Therefore the railways, after the change over, would not merely be paying to persons who had formerly worked 48 hours per week 48 hours' pay for 44 hours' work, they would, in addition, be paying to 20,000 of their employees, whose hours of work were unchanged, a straight wage increase. This increase in the case of mechanics would be 11 cents per hour, \$4.84 per man per week. Therefore the weekly wage bill would not remain the same, but would increase, and this apart altogether from the general cost of reducing the work week.

The terms on which this problem is presented to us prevent us from arriving at different solutions for different classes of employees or for different unions. We must find a formula which is capable of general application.

The average take home pay of railworkers for October, 1949 (the last figure available) was \$48.13 per week. The average hours were 46.9 and the average hourly earnings were \$1.026. All these figures presumably include overtime, but that fact does not seriously affect their usefulness for present purposes.

If the average railworker is to receive the same average take home pay for a 44-hour week as he received in October for an average week of 46.9 hours his new rate of pay will be as follows:—

$$48.13 \div 44 = 109.4 \text{ cents}$$

Increase per hour

$$109.4 - 102.6 = 6.8 \text{ cents}$$

Rate of increase

$$6.63\%$$

This figure of 6.63 per cent is, we think, the figure that must be used throughout. It is fair to the average employee. In its incidence it will apparently benefit the backshop men more than others. This cannot be helped. If the unions are, as we believe they are, sincere in their desire to help one another, and to act collectively, then a result which is fair collectively should be acceptable to them.

Some typical results of the application of this formula are as follows:—

- (a) Backshop worker now working 44 hours per week at \$1.22 per hour.

Present take home pay for 44 hours \$53.68.

New rate of pay per hour \$1.22 x 1.0663 = \$1.3009.

New take home pay for same hours 44 x \$1.3009 = \$57.24.

Gain in wages \$3.56 per week.

Hours unchanged.

- (b) Running shop worker now working 48 hours per week at \$1.22 per hour.  
 Present take home pay for 48 hours  $48 \times 1.22 = \$58.56$ .  
 New rate of pay per hour  $1.22 \times 1.0663 = \$1.3009$ .  
 New take home pay for 44 hours  $44 \times 1.3009 = \$57.24$ .  
 Loss in wages \$1.32 per week (about 1 hour's pay).  
 Gain 4 hours less work.

- (c) Clerk, annual salary \$2,448.  
 Present hours per year (after allowing for Sundays and Holidays) 2,448 hours.

Present hourly rate \$1 per hour.  
 Present weekly take home pay  
 $1.00 \times 2,448$   


---

 52  
 = \$47.08.

New hourly rate of pay  $1.00 \times 1.0663 = \$1.0663$ .

New hours per year (44-hour week) 2,240 hours.

New weekly take home pay  
 $1.0663 \times 2,240$   


---

 52  
 = \$45.94.

Loss per week \$1.14.

The application of this formula should result in leaving the total amount to be paid by the railways to all the employees for the 44-hour week, the same as the total amount which they were previously paid for the present work week.

The benefits to the employees are:—

1. A shortened work week for the great majority;
2. A raise in take home pay for backshop workers;
3. Higher hourly rates which will result in higher overtime rates.

The loss to the railways is:—

1. The cost of providing necessary services and labour, at the new increased rate of pay, during 4 hours of each week.
2. A new and higher overtime rate.

The Presidential Emergency Board, already referred to, selected durable goods manufacturing as an industry comparable for wage fixing purposes to the railroad industry. We have obtained from the publication Man Hours and Hourly Earnings the figures applicable to this industry in Canada at December 1, 1949, and we give them below, with comparative figures which will apply in the railroad industry if the formula we suggest is adopted.

	Durable Rail- goods ways	
Hourly earnings.....	108.5	109.4
Hours of work.....	43	44
Weekly take home pay.	46.66	48.13

It will be seen that the result is to give the railworker an advantage in rate of pay

and weekly earnings over the worker in the durable goods industry, with a work week one hour longer.

Similar comparisons with any large group listed at page 7 of the publication Man Hours and Hourly Earnings, will show that if this formula is applied the railworker will have a favourable position in the Canadian labour picture.

There was some argument to the effect that an increase in wage scales was justified by the increase in the cost of living since 1948, when the last wage increase of 17 cents per hour was granted. The Board does not concede the validity of this argument because it does not know what relation the present wage bears to the cost of living, or what effect the cost of living had in producing the last wage increase. However, if there is any validity in this argument the increase in the rate of wages recommended by this Board is sufficient to care for any rise which has occurred in the cost of living.

The recommendation of the Board is that the work week of non-operating employees represented before the Board, except dining and sleeping car employees and express messengers for whom separate recommendations are later made and hotel and water transport employees, be reduced to 44 hours and that the said non-operating employees, with the same exceptions, be paid for those 44 hours at the rate of 106.63 per cent of their present hourly rates of pay.

If the new work week with the new wage rates is acceptable to both parties, it will of course be necessary that there be negotiations between the parties as to the way in which the formula is to be applied generally, and subsequently some 34 individual agreements will require adjustments accordingly. During these negotiations the proposals of the railways hereinafter set forth as to changes in a number of the agreements should also be considered by the parties. All these negotiations will of course take some time. After they have been completed the various railway officials across Canada must be instructed as to the agreed methods of applying the shorter work week; and in due course there will probably be required a preparation of detailed work schedules, for all railway employees concerned, in light of local requirements, with such variations in procedure as may be considered fair between the railways and the employees' local representatives. In addition to this the railways will require to line up such relief staffs as may be necessary and familiarize them with the work to be performed.



Accordingly the Board suggests the 1st day of August, 1950, as the effective date of the new work week.

In general the 44-hour work week should allow an employee  $1\frac{1}{2}$  days continuous holiday in each week, preferably on Saturday afternoon and Sunday. Where, however, working conditions render this difficult, it might be arranged for an employee to work 11 days each two weeks, or to average days of work over a longer period. All these are matters to be considered when the parties meet for the purpose of making the changes in their agreements which will be necessary if the recommendations in this report are to be adopted.

It is the Board's conviction that the interests of the public demand that this reduction in weekly hours of work be made in such a way as to create the smallest burden possible on railway expenses while maintaining reasonable service to the public. To this end the parties should agree on necessary modifications of existing rules to keep the cost of replacements at a minimum and to enable existing positions to be filled where possible on a five and a half day basis without replacement.

### **Cost to the Railways of the 44-Hour Week**

It is impossible, of course, to estimate exactly the cost to the railways of the 44-hour week. Time alone will prove this. But, if it is assumed that, after the institution of the 44-hour week, the same total of man-hours must be worked in each year as are now worked, a rough calculation can be made.

The present average work week is 46.9 hours. The new work week is to be 44 hours, 2.9 hours less. The new average rate of pay recommended is \$1.094 per hour. The total number of employees represented before both Boards, according to railways exhibit No. 1, is 116,530. The cost formula for the year is therefore as follows, on the assumption made above:—

$$\$1.094 \times 2.9 \times 116,530 \times 52$$

$$\text{The result is } \$19,224,560.06$$

This is, as we have said, a rough estimate. It ignores economies which may be effected to lower the total number of man-hours required. It also ignores the fact that the introduction of a 44-hour work week may necessitate the payment of a much larger percentage of overtime pay. These two factors may balance off, to some extent. At any rate, on the basis of the evidence before us, which related to the cost of a 40-hour week, and not to that of a 44-hour week, this is the nearest estimate we can reach.

### **Dining and Sleeping Car Employees**

Dining car employees include stewards, waiters, cooks and dishwashers. The sleeping car employees include sleeping car conductors and porters. The basis of employment of these men is different than that of other classes of rail workers by reason of the requirements of the service in which they are engaged. They are paid for 240 hours of work per month and can be required to work 240 hours per month. In point of fact, most of them work less and we are informed that the average hours on duty are about 225 per month. The nature of their work is such that they must be on duty continuously for considerable periods en route but the hours of duty include periods of relaxation and rest when they are not required to give service to the travelling public and time consumed in taking meals which are not deducted. Those of them who are required to be absent from home for long continuous periods during the month are generally granted compensating periods of rest at home during the month.

The application of the general formula we have recommended for other railworkers to these two classes is not easy. We think the fair thing to do is to reduce the guaranteed and required monthly hours of these employees to 224 hours per month. They should be paid for these 224 hours per month at the rate of 106.63 per cent of their present hourly earnings.

Considering the impossibility in many cases of reducing hours in these trades to the 224 hours per month standard, we think that penalty overtime should be payable, as at present, for hours in excess of 490 in a two-month period, with the new standard rate for the hours in excess of 448 and not greater than 490. This recommendation follows the general lines of that made in respect of dining car employees by the Presidential Emergency Board in the report already referred to except that there the reduction in standard work hours was greater.

### **Express Messengers**

The rate of remuneration of these employees is not a simple matter of monthly or hourly wage rates, but is related to mileage on a basis which differs in the two main companies. We have not the information before us to enable us to decide what adjustments should be made in their wages or conditions of employment in order to give them, so far as practical, the same general treatment recommended for other employees. We therefore recommend that the matter of their hours of



work and rate of pay be the subject of negotiations between the parties with a view to giving them, so far as practical, the same general advantages on the same general terms recommended for other employees.

### **The Railways' Proposal as to Changes in Agreements**

When the Brotherhoods made to the railways the requests for changes in agreements which have been hereinbefore set forth, the railways replied suggesting a large number of individual changes in their agreements with the Brotherhoods before this Board. The more important proposals were summarized under the following heads, namely:—

1. Modification of certain rules restricting the railways in the selection of men for supervisory grades.
2. Modification of rules restricting the railway in the most efficient assignment of the work to be performed and in adjusting staff to meet changes in traffic.
3. Reduction in penalty payments representing compensation for time not actually worked.
4. Modification of road detention or overtime rules for Express Department road service employees.
5. Introduction or expansion of scale of probationary rates and period of time for new employees.

One of the reasons given by the railways for their proposals was "the excessive rise in wage levels as compared with revenue earning capacity", and they pointed out that this was clearly "a situation where management must explore every avenue to place its operations on the most efficient basis possible and where impediments to efficiency resulting from burdensome penalty provisions that previously might be tolerated must now be eliminated".

The railways gave to the Brotherhoods a detailed list of the various changes which they suggested should be made in the agreements. These proposals of the railways have never been discussed between the parties, and the railway companies have not urged that this Board should adjudicate on the merits of the individual questions raised by them.

These proposed changes are properly a matter for collective bargaining, and given a desire on both sides to reach a reasonable and fair solution, such solution should not prove too difficult. However, the railways have urged that if they are faced with a

settlement between the parties which involves a shorter work week, the negotiation in good faith of the railways' proposals should form part of any final settlement of the matter. The Board feels that the public interest demands that the railways and their employees should consider most seriously such modifications of the agreements as, without working a hardship on the employees, will contribute to increased efficiency or eliminate expense not necessary or justified. If, therefore, the parties to the dispute accept the proposition of the Board in regard to a forty-four hour week, during the negotiations for the alteration of the respective agreements in that respect, the Board feels that the proposals of the railways as to changes in the agreements should also be considered.

If, on the other hand, the parties do not come to any agreement in regard to the shorter work week, then these proposals of the railways should be considered in due course on the merits by all the parties to the agreements.

### **The Hotels**

As the result of a direction from the Minister of Labour, based on a recent decision of the judicial committee of the Privy Council, the Board was instructed to deal with the wages and hours of work of employees in Canadian National Railways' hotels, but not with those of employees in Canadian Pacific Railway hotels. In the result wages and working conditions of workers in Canadian National hotels are under Dominion jurisdiction, while in the Canadian Pacific hotels they come under the jurisdiction of the various provinces in which they are located. The result, while it may be legally unavoidable, is, because of the similarity of the hotels and of the problems involved, and the identity of the unions concerned, an awkward one.

The Canadian National Railways argue that, although the wages and working conditions of hotel employees are referred to us for consideration, along with the wages and working conditions of their other employees, they should be considered separately, and that a separate ruling should be made in respect of them.

We think this is right. Hotel work has no connection with or comparability with railway work. The wages and working conditions of railway hotel employees are properly comparable with those of other hotel employees. The fact that a railway company, rather than another company, owns a hotel does not change its character or the nature of the various classes

of work performed in it. To classify hotel employees as railworkers is entirely artificial. They have nothing to do with the operation of a railway.

We proceed on this basis to make a separate recommendation as to hotel

employees. Statistics furnished us by the Department of Labour show an impressive disparity between the wages paid certain employees in railway hotels and those paid in other hotels selected by the Department as comparable. The figures are as follows:—

TABLE 18

Average Monthly Wage Rates (Including Value of Meals), for Selected Occupations in Railway Hotels as Compared with Other Hotels, Eastern and Western, 1947 and 1948

	Average wage rates per month <sup>1</sup>			
	Railway hotels		Other hotels <sup>4</sup>	
	1947	1948	1947	1948
	\$	\$	\$	\$
Dining room waitresses.....				
Eastern <sup>2</sup> .....	99.53		76.73	
		134.05		90.89
Western <sup>3</sup> .....	105.26			
		140.59		
Cooks				
Eastern .....	172.67		183.66	
		206.69		202.33
Western .....	179.21			
		204.23		
Room clerks				
Eastern .....	193.63		153.30	
		226.69		169.10
Western .....	179.26			
		219.57		
Chambermaids				
Eastern .....	101.74		87.36	
		136.92		102.06
Western .....	104.32			
		139.53		

<sup>1</sup> Since wage reports for individual firms received by the Department of Labour were treated confidentially, rates for individual cities with only one railway hotel cannot be given separately. Rates are averaged, therefore, over the two areas using 1948 employment figures for reporting hotels as weights except for Calgary, where 1947 figures are used as weights for Dining Room Waitresses and Cooks.

<sup>2</sup> Eastern Area for Railway Hotels includes Halifax, Quebec, Toronto and Ottawa.

<sup>3</sup> Western Area for Railway Hotels includes Winnipeg, Regina, Edmonton, Calgary and Vancouver.

<sup>4</sup> "Other Hotels" used here for comparisons include one hotel (selected to provide as close comparability as possible, under the circumstances, with railway hotels) from each of the following cities: Sydney, St. John, Quebec, Ottawa (for room clerks and chambermaids only), Toronto, London and Niagara Falls. No Western Hotels were thought to be at all comparable.

The correctness of these figures is not disputed, but their relevancy is attacked by the Brotherhoods on two general grounds:—

1. That the general standard of railway hotels is so high that there are no comparable hotels.

2. That, if there are comparable hotels, the footnotes to the table quoted show that comparable hotels were not selected for comparison.

It is quite true that in many Canadian cities the railway hotels are in a class of their own, and that other hotels are not on

the same level. The footnotes to the table show that this has been recognized, and that an honest attempt has been made to accomplish fair comparisons. Furthermore, if the differences in rates of pay were discounted by as much as one-third, they would still be formidable.

Other undisputed figures submitted by the railways show that the average rate of pay per hour in CNR hotels in December, 1949 was 75.7 cents while that in other Canadian hotels was 58.7, a difference of 30 per cent. These figures do not include the value of meals and rooms furnished to certain classes of employees—nor do they include the not inconsiderable sums which, by a tacit agreement between hotels and their employees, are exacted from the public in the form of tips. These so-called gratuities are, as any experienced traveller knows, not a reward for special service, but a requisite if one is to obtain normal service. In the case of certain classes of hotel employees, such as bellboys, waiters, porters, bartenders and check room attendants, these gratuities must be a very important item of income. If it were not for the existence of these factors the average wage rates quoted above would both appear to be low.

We have also been supplied by the CNR with tables showing specific rates of pay of employees in two CNR hotels, the Nova Scotian in Halifax, and the McDonald in Edmonton. These wage scales appear to us to be generous for the classes of work described.

The Brotherhoods admit that the wages paid in railway hotels are higher than those paid in other hotels, but say that this difference is justified by the higher degree of competency required in railway hotels, which maintain superior standards of service.

The Board agrees that the railway hotels are of a quality above the Canadian average, and that this fact, while it will not require that railway hotel employees work harder than those in similar positions in other hotels, will probably require a higher degree of competency. But it appears to this Board that a wage differential of 30 per cent is more than an adequate compensation for higher competency in the classes of work involved.

Furthermore the evidence shows that even in hotels selected by the Department of Labour as comparable to railway hotels the wages are much lower.

There is no evidence before us that the 40-hour week is in effect in any hotel in Canada.

Our recommendation in regard to CNR hotel employees is that their claim to a 10 cent per hour pay increase and to a 5-day 40-hour week be rejected. Further we consider that the level of wages in CNR hotels is so high that, if a 44-hour work week is to be introduced, the pay of the employees should be reduced accordingly. That is to say, their hourly rates of pay should be maintained, but their take home pay should be reduced by an amount representing 4 hours' pay, if they had previously worked 48 hours, or a proportionately lesser sum, if they had previously worked less than 48 hours and more than 44.

## **Water Transportation Employees**

We agree with the railways in their contention that the wages and working conditions of this small group have no relation to the general railway picture and ought to be considered separately, with reference to wages and working conditions of other seafaring personnel, rather than with reference to railway labour conditions.

We have heard no evidence, either from the Brotherhoods or from the railways as to wages and hours of work of other ship personnel, or as to the conditions, that is the length of voyages, etc., that affect their employment.

We understand that the water transportation employees represented by these Brotherhoods constitute only a small fraction of total crews employed by the railway companies, the great majority of the crews belonging to other unions.

In the circumstances, we do not feel that we have any evidence before us to justify our making a recommendation in regard to wages and hours of work of water transport employees.

## **The Check-off**

The Board does not want to appear too summary in its rejection of the proposal that the company deduct from the wage of each employee whose terms of employment are covered by a Brotherhood agreement the amount of union dues charged by the Brotherhood against each member, whether the said employee is or is not a member of the Brotherhood.

The Board's decision is not based on the general arguments advanced by the company against the check-off, as such, but solely on the circumstances in this case. There are three large union groups covering railway employees. None of these groups has, or ever has had a closed shop, union shop, check-off or any other type of restrictive agreement with the companies. Under



those conditions the three union groups have thriven and cared well for their members. There is nothing to suggest that a check-off or any other form of compulsion is necessary to the continued health of these labour organizations. There is between the Canadian Brotherhoods and another group a healthy competition which must, we think, result in general benefit to the employees, and which would be affected by granting a check-off to one group and not to the other. We can see no need for the check-off and do not recommend it.

## General

It is our firm opinion that the recommendations herein contained embody the utmost in the way of concessions which the railways ought to be required to grant at this time.

The Board has some concluding observations to make arising out of the nature of the proceedings which it conducted.

There was no collective bargaining in the true sense of that phrase. There was a great deal of very effective argument, a thorough and careful marshalling of facts. But the parties remained protagonists and never assumed the role of negotiators. There was an obvious reluctance on both sides to concede any point for the purpose of arriving at a settlement. No middle ground was even discussed before the Board. The Board was treated as a forum and did not succeed in performing its function of conciliation.

For this failure the Board may bear some responsibility, but it may be that the chief fault is inherent in the very nature of the task.

The negotiation between a national group of unions and a national group of railways of mass demands, such as were made here, presents a conciliation board with a very formidable problem.

There are some 34 separate labour contracts between the Brotherhoods here represented and the railways. Each contract is a code covering the wages and working conditions of a group of workers, and of grades within that group. It would be impossible to cover all relations between the railways and these groups of non-operating employees by one contract and yet, when revision is sought of contractual relations, the problem is approached as though there were only one contract.

In the result there is no real collective bargaining. In the present case the justice of the Brotherhoods' demands in relation to separate classes of workers was never studied. It may be that the deserts of some of them were greater than others;

that for instance, some groups deserved a substantial wage increase while others deserved none. It may well be that the onerous and unpleasant nature of the labour of some groups gave them a much better claim to a shorter work week than had other groups. It may be that the application of the shorter work week is economically practicable for some groups, but not immediately so for other groups, who might, however, be given other compensating advantages. None of these things was the subject of negotiation or discussion. They were not negotiated or discussed because the terms of the general demand required a general solution, not a series of particular solutions applicable to the particular problems involved.

Again, collective bargaining should involve a complete review of all the contractual relationships, with all terms open to discussion and revision, so that there can be that elasticity, that give and take which is necessary to any kind of bargaining; the granting of a point in return for one gained. The negotiation of mass demands of this nature precludes that sort of true bargaining.

The railways in this case ask for modification of a great many of the terms of many of the existing 34 contracts. Such changes ought, in fairness and in sense, to be discussed along with the union demands, which are also essentially proposals for the modification of these contracts. It is perfectly legitimate bargaining practice for the railways to ask acceptance by the unions of changes they propose in exchange for their acceptance of changes proposed by the unions. But this sort of negotiation cannot be conducted on the scale attempted here; it would take any two negotiating bodies, and one Conciliation Board a year or more to complete the task of reviewing 34 contracts. In the result, for reasons of expediency, the consideration of the railways' proposals is postponed and the only subject to be discussed is whether the Brotherhoods' demands are to be accepted, absolutely or in some modified form. There is no opportunity for the railways to ask for a *quid pro quo*, in the form of various alterations of the terms of the existing contracts. This is not true bilateral bargaining.

It is not suggested that this latter result is the product of any design on the part of the Brotherhoods. It is just one of the inevitable results of mass bargaining.

Since, by the terms in which the problem is presented, real negotiation and bargaining is made difficult, if not impossible, there is no elasticity to the field in which a

Conciliation Board can operate, and the proceedings tend to result, as here, in a stalemate.

This is not a new result where mass bargaining on a national scale is attempted. The same thing happened in the case of the last Conciliation Board appointed to consider rail problems. The same thing has happened repeatedly in the United States where bargaining on a nation-wide scale was attempted. The tendency, both here and in the United States, is to resolve by government action the stalemate created by the failure of the bargaining process.

These statements are not to be construed as a criticism of the organization of labour unions into large groups. This may well be an inevitable consequence of modern industrial trends. The Board has no criticism to make of anybody, and no solution to suggest. What the Board has tried to do is to present, as objectively as possible, some of the practical defects of mass bargaining.

Respectfully submitted.

(Sgd.) J. O. WILSON,  
*Chairman.*

(Sgd.) T. R. MEIGHEN,  
*Member.*

Dated at Montreal the 11th day of April, 1950.

### Minority Report

Hon. HUMPHREY MITCHELL,  
Minister of Labour,  
Ottawa, Ontario.

DEAR SIR:

The particulars regarding the parties concerned in this dispute are fully set out in the majority report of the Chairman concurred in by the third member Mr. Theodore Meighen. I will therefore confine my report to the points on which I differ from the position taken by the majority.

The importance of the dispute and the far reaching effects of any settlement arrived at have been stressed by the Chairman in public and in private.

He has also taken the position from the beginning that the two cases, now in dispute, are fundamentally the same and that any settlement arrived at in one case would automatically apply to the other.

While not dissenting from this view the CBRE and OTW have consistently maintained that their case should be judged upon its merits, apart from any other disputes now pending. In this view I concur and I believe that the Chairman has allowed the conditions existing among some of the AFL groups to dominate the overall picture to the detriment of the CBRE and OTW.

The dispute arose out of three demands made by the unions upon the railway companies: (1) For an increase of ten cents per hour for all categories; (2) For a reduction in working hours, from 240 to 208 hours per month for monthly employees; and for a five-day, forty-hour week for hourly paid employees, with the same "take home" pay; and (3) For the "check-off" of union dues from all workers covered by these agreements.

The basis of the first demand was the inadequacy of the income of the lower paid classifications to maintain a family in health and decency. The support for this claim was a report of the Toronto Welfare Council made in 1949—A Guide to Family Spending in Toronto, which showed that an income of \$49 per week was necessary to maintain a family of five in health and decency, with no allowance for medical or dental care, or insurance.

Admittedly the incomes of many railway employees are less than this but the answer of the railways was that lots of workers in Toronto were not getting it and besides every family did not have five members.

The second demand, for a reduction in working hours, affects two groups: those working by the month, and those working by the hour or the day. The first group includes sleeping and dining car men, many of whom have trips lasting forty hours so that a return trip makes it necessary for them to be away from home for four or five days. These men have to put in 240 hours per month which is an average of eight hours for every day in the month. A reduction to 208 hours per month would mean an average of eight hours per day for 26 days, surely enough for this day and generation.

Among the hourly paid workers there is quite a wide diversity of hours. Many of the clerical staffs work less than forty-four hours per week but the work is spread over six days. Their demand is for a five-day week, which is now quite common for similar workers in all large centres.

The union maintains that in many cases the adoption of the five-day week for this group will not involve any increase in staff as the established groups can do the work in the shorter time due to increased efficiency.

Other groups in occupations which are necessarily carried on on six or seven days are also asking for the five-day week which would involve the use of relief men.

The attitude of the railways was that any and all of the demands of the unions were impossible. They would not admit that the hours of the monthly men were



at all excessive. They emphasized the difficulty of providing relief for some of the men who now work six days, and the additional cost which would result. The possibility of increased efficiency making up for shorter hours was not taken seriously and it was impossible to get them to discuss anything.

I recommend that the demands of the Union for the 208-hour month for road men be granted. For all others whose contractual hours are now 48 per week I recommend that it be reduced to 40 hours per week. In both cases with the same take-home pay.

The demand for a straight increase in pay is more difficult to deal with owing to the existence of long standing differentials. The evidence submitted by the union showed that increases in rates of pay of their members in many cases lagged behind the cost of living and that over a period from 1939 to 1949 their *real* wages several times decreased. It was also established that relative to other groups in the industrial world their economic position deteriorated. Or to put it another way: other industrial groups with comparable wage levels made greater progress, that is, received, or enjoyed greater increases in real wages than the union men did.

Admittedly some of their members have done well through the increases of pay over the last few years. There is not the same case for increasing their pay as there is for increasing the pay of those in the lower income classifications.

Since the indications are that the cost of living has reached the peak and can be expected to decline, the position of the men should improve in inverse proportion.

I therefore recommend that no general increase of pay be granted and that the parties be encouraged to negotiate regarding the lower paid classifications with a view to their improvement.

The case of the water transport employees has received special treatment by the railways. They maintain that conditions in water service are different from those on land and therefore those engaged in it should not be dealt with on the same basis.

It is hard to see the force of this argument where the water services mentioned bridge a gap in the rail lines and are an integral part of the transportation system.

The hours in many instances are long and the working conditions, as compared with other groups in the same service, are inferior.

I would recommend that the railways and the union be advised to negotiate further

with the object of making working conditions, that is, days off, holidays, etc. the same for all classifications among the crew.

The inclusion of hotel employees in the demand for increased wages and shorter working hours brought the rejoinder from the railways that the operation of hotels is a distinct and separate undertaking.

Whether this is true is probably a matter for debate but it does not preclude the right of the hotel employees to make a demand for more pay and shorter hours.

The evidence about wages paid in railway-owned, as compared with other hotels was inconclusive but it indicated that the employees in railway-owned hotels were as well off as others in similar occupations.

I therefore recommend that the working week be reduced to 44 hours with the same weekly "take home" pay.

The request of the union for the "check-off" of union dues was not seriously discussed on its merits. It is worth while recording that in the United States, under the Taft-Hartley Act, when a majority of the men vote in favour of the check-off the employer must grant it. It would be a great convenience to the union and they have offered to reimburse the railway companies for the cost of the service, so there does not seem to be any good reason why the request should be refused. The companies are doing this now for some unions but they refuse to do it for the CBRE and OTW.

I recommend that the request for the check-off be granted.

The companies' request for revision of working rules was manifestly a bargaining demand. I concur in the recommendation of the Chairman that the parties negotiate these matters directly.

In conclusion I wish to record my gratification at the good spirit existing between the parties and the courtesy marking the intercourse between them at the hearings.

This makes it the more regrettable that the railway companies refused to do anything more than to deny any and every request made by the unions. They refused to admit that there was anything to be said for any of the claims, or requests made by the employees, so that there was no chance for discussion of any of the points in dispute.

Respectfully submitted,

(Sgd.) JAS. A. COOTE,  
Member.

Dated at Montreal the 12th day of April, 1950.



# COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

## Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

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

### Manufacturing

#### Textiles and Clothing

WOODSTOCK, ONT.—FIRESTONE TEXTILES LIMITED AND UNITED TEXTILE WORKERS OF AMERICA, LOCAL 115.

Agreement to be in effect from February 2, 1950, to February 2, 1951, and thereafter from year to year, subject to notice. The company recognizes the union as the exclusive voluntary bargaining agency for all eligible employees. There shall be no discrimination, interference, intimidation, restraint or coercion because of membership or non-membership in the union.

*Check-off:* both parties agree to the continuance of the voluntary, irrevocable check-off of union dues.

*Hours:* 9-6 per day 5 days a week, a 48-hour week. *Overtime:* time and one-half for all work in excess of these hours and for work on Sundays; double time for work on 8 specified *paid holidays* (previous agreement provided for 6 paid holidays). If and when during the life of this agreement the company finds it possible to place all employees on a 45-hour basis the regular shift hours shall be 9 hours per day and 45 hours per week, with overtime at time and one-half for all hours worked in excess of these hours.

*Vacations with pay:* one week to employees having less than 5 years' seniority, two weeks to employees with 5 or more years' seniority, with pay equal to 2 per cent and 4 per cent respectively of employee's total earnings during preceding year.

*Hourly wage rates* are increased by 5 cents over the rates previously in effect. The following are the rates for certain classes: Carding department—picker man 89 and 98 cents, waste machine oiler (youth) 74 cents, card grinder fixer 96 cents, card stripper and tenders 91 cents; roving doffer, male 86 cents, female 74 cents; roving piler 86 cents, sweeper oiler (youth) 74 cents, machine fixers 91 cents to \$1; learners, male 73 cents, female and youth 60 cents. Spinning department—band man 89 cents, roving piler 74 and 86 cents. Spooling and warping department—warper tenders 75 cents, B.O. yarn man 89 cents, warper creel man 88

cents, tailing hand, sweeper yarn trucker (youth) 74 cents. Twisting department—ply doffers, male 86 cents, female 74 cents; beamers, cable twister tenders 93 cents, cable doffers 88 cents, machine cleaners, oilers 86 cents; tape boy, yarn reclaimers 74 cents. Weaving department—cable respoolers, cloth baler 88 cents; weavers 93 cents, splicers 74 cents, tying-in hands 76 to 83 cents. Velon department—weaver 93 cents; inspectors, quillers, battery hand, helper (youth) 74 cents; measure-o-graph operator 79 cents. Shop and warehouse—janitor 83 cents, general maintenance 95 cents to \$1.13, elevator man 86 cents, warehouse checker 91 cents, warehouse truckers 89 cents. Hiring rates—male 73 cents, female and youths (under 18) 60 cents.

A *night shift premium* of 5 cents per hour will be paid for all work from 6 p.m. to 6 a.m.

Provision is made for *seniority rights* and *grievance procedure*.

WINDSOR, ONT.—CANADIAN AUTOMOTIVE TRIM LIMITED AND THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 195.

Agreement to be in effect from January 1, 1950, to December 31, 1950, and thereafter from year to year, subject to notice. The company recognizes the union as the sole bargaining agent for all eligible employees.

*Check-off:* the "Rand Formula" is part of the agreement.

*Hours of work:* 40 per week. *Overtime* at time and one-half will be paid for work in excess of 40 hours in any one week; double time for work on 6 specified *paid holidays*.

*Vacations with pay:* employees with less than one year's seniority one week with pay based on 2 per cent of wages earned during the preceding year; employees with one year's but less than 5 years' seniority one week with pay based on 2½ per cent of wages; after 5 years' service employees will receive 2 weeks' vacation with pay based on 4 per cent of wages earned during the preceding year.

*Hourly wage rates*, effective February 6, 1950: assemblers \$1.15, carpenter \$1.51; clerk, male \$1.23, female \$1.14; cafeteria help \$1.01; cutters and layers (cotton) \$1.15, "A" (cloth) \$1.32, "B" (cloth) \$1.22; electrician \$1.61, helper \$1.15; floor help (female) \$1; garnett repairman (cotton) \$1.28, helper \$1.22; hopper tender (cotton) \$1.18; inspectors, male \$1.15, female \$1; machinists \$1.41 and \$1.61, millwrights \$1.28 and \$1.36; multipleater operator \$1.29, helper \$1.17; oiler \$1.15, painter \$1.36, pattern maker \$1.26 and \$1.36, pickerman (cotton) \$1.20, sewing machine operators \$1.06 to \$1.18, sewing machine repairmen \$1.18, sweepers \$1.08, stockman \$1.18, tinsmith \$1.51, tool crib attendant \$1.14, truck driver \$1.18; vulcanizer operator \$1.20, helper \$1.15.

*Night-shift differential:* 5 cents per hour extra will be paid to workers on second or third shift.

Provision is made for *grievance procedure* and *seniority rights*.

### **Metal Products**

BELLEVILLE, ONT.—CORBIN LOCK COMPANY OF CANADA LIMITED AND INTERNATIONAL MOLDERS AND FOUNDRY WORKERS UNION OF NORTH AMERICA, LOCAL 428.

Agreement to be in effect from December 1, 1949, to November 30, 1951, and thereafter from year to year, subject to notice; it is provided, however, that the question of wage rates may be reopened at the end of one year from the date of the agreement. The company recognizes the union as the sole and exclusive bargaining agency for all eligible employees.

*Union security:* all employees who are now members of the union shall, as a condition of employment, remain members in good standing for the duration of the agreement. All new employees must become members of the union after 90 days from the date of employment.

*Check-off:* the company agrees to deduct union dues monthly from the wages of employees who so authorize; such authorization shall be irrevocable for the duration of the agreement. All new employees shall, as a condition of their employment, become subject to check-off within 30 days from the first of the first month following their date of employment.

The company reserves the right at any time after the expiration of 3 months from the date of signing this agreement to cancel or suspend the operation of the above union security and check-off provisions upon giving 30 days' notice to the union; any such cancellation or suspension shall be within the sole discretion of the company and shall not be subject to grievance or arbitration procedure.

*Hours:* 45 per week, the number of working days to be mutually agreed upon by the two parties. *Overtime:* time and one-half for all work performed in excess of 45 hours per week, double time for work on 6 specified *paid holidays*.

*Rest periods:* all employees shall be allowed a rest period of 10 minutes in each half shift of not less than 5 hours, as long as such rest periods are not abused by the employees. In addition, female employees will be granted 5 minutes and male employees 3 minutes for washing up before lunch.

*Vacations with pay* must be taken during the plant shut down. Pay will be calculated as follows: after 3 months' service 2 per cent of year's earnings, after 2 years 2½ per cent, after 3 years 3 per cent, after 4 years 3½ per cent and after 5 years 4 per cent of year's earnings. The vacation pay will be reduced by one-sixth for each day of unauthorized absence in excess of one working day in each month, irrespective of the rate on which it is based.

*Wage rates* shall be as agreed upon by the two parties.

Provision is made for *seniority rights* and *grievance procedure*.

WINNIPEG, MAN.—MACDONALD BROTHERS AIRCRAFT LIMITED AND THE INTERNATIONAL ASSOCIATION OF MACHINISTS, LOCAL 741.

Agreement to be in effect from February 15, 1950, to January 31, 1951, and for a further period of one year thereafter, subject to one month's notice. The company recognizes the union as the sole bargaining agent for all eligible employees. There shall be no discrimination, intimidation, interference, restraint or coercion because of membership or non-membership in the union.

*Check-off:* the company agrees to deduct union dues monthly from the pay of employees who so authorize and to remit same to the union; such deductions will be made until authorization is withdrawn.

*Hours:* 44 per week, except for boiler room and maintenance employees who shall work 6 days of 8 hours out of every 7 days. *Overtime:* time and one-half shall be paid for all work in excess of the regular working hours and for work on 8 specified holidays or the alternative days off; work on New Year's Day, Labour Day and Christmas Day (or the alternative day off) will be paid for at double time. Employees in the Overhaul and Service Departments who work on Saturdays, Sundays and Holidays will be given compensatory time off (which can accumulate and be taken as an additional holiday) or they may work on their compensatory day off at standard rates of pay.

*Vacations with pay:* after 6 months' continuous service 1 week, after 5 years' service 2 weeks.

*Hourly wage rates:* journeymen—tool and die makers, pattern makers \$1.20; assembly fitter, machinist, electrician, pipe and tube bender, fitter, joiner, sheet metal worker, instrument repair mechanic, aero engine mechanic, plater and anodizer, welder, painter, moulder, cable splicer \$1.15. Production workers—class AAA \$1.065, class AA \$1.015, class A 96.5 cents, class BB 89.5 cents (in the case of males 89.5 and 90.5 cents), class B 84.5 cents; class CC, females 77.5 cents, boys under 18, 75 cents, males 77 cents; class C, females 72.5 cents, boys 70 cents, males 72 cents; class D, females and boys 65 cents, males 67 cents; beginners, females and boys 53 cents; labourers, sweepers and material truckers 77 cents; truck, tractor and crane operators 84.5 cents; miscellaneous light labour, females and boys 62 cents, males 67 cents. Inspectors—flight inspectors, \$1.30; class A \$1.20, class AA \$1.15, class B \$1.065, class BB \$1.015, class C 96.5 cents, class CC 89.5 cents, class D 84.5 cents; class DD, females 79.5 cents, boys and men 77 cents; examiners, females 72.5 cents, boys 70 cents, males 72 cents; commercial inspectors 84.5 cents to \$1.15. Apprentices—from 58 cents for first 2,400 hours to \$1.065 for fifth 2,400 hours. Maintenance—engineers 89.5 cents to \$1.15, coal passers 77 cents, oilers 84.5 cents; journeymen (millwrights, steamfitters, electricians, plumbers) \$1.15, carpenters (rough) 96.5 cents, pneumatic tool repair men, riggers \$1.15, painters (rough) 96.5 cents, helpers 84.5 cents. Lead hands in charge of 3 or more men shall be paid 5 cents, and charge hands 10 cents per hour extra. Most of the above rates represent an increase of 2½ or 5 cents per hour over the rates previously in effect.



Apprentices may be employed in the proportion of one apprentice to 5 journeymen in the following trades: electrician, fitter, machinist, joiner, sheet metal, and tool making; apprenticeship shall be for a period of 12,000 hours.

Provision is made for *grievance procedure and seniority rights*.

VICTORIA, B.C.—CERTAIN AUTOMOBILE DEALERS AND AUTOMOTIVE MAINTENANCE WORKERS' UNION, LOCAL 151 (TLC).

Agreement to be in effect from March 1, 1950, to February 28, 1951, and thereafter from year to year, subject to 60 days' notice.

*Union security*: any employee who at the date of this agreement is, or who during the life of the agreement becomes, a member of the union shall, as a condition of continued employment, maintain membership in good standing. No employee shall be subjected to any penalties against his application for membership or reinstatement except as may be provided for in the constitution and by-laws of the union. There shall be no discrimination against any employee because of membership or non-membership in the union.

*Check-off*: the company agrees to deduct union dues monthly and to remit same to the union upon receipt of a proper notification from the employees concerned.

*Hours*: 8 per day Monday through Friday, 4 on Saturday, a 44-hour week. *Overtime*: work in excess of the above daily hours shall be paid for at time and one-half for the first 4 hours and double time thereafter and for work on Sundays and on 9 specified holidays.

*Off-shift differential*: employees required to work on evening shift shall receive corresponding time off during the day and shall receive 10 cents per hour above the regular rate between 5 p.m. and midnight and 20 cents per hour after midnight.

*Vacations*: each employee shall be entitled to such annual vacation with pay as shall be approved by the B.C. Holidays with Pay Act. Each employee may request an additional week without pay.

After one month's continuous employment, hourly workers will be guaranteed 33 hours' work weekly, provided they report daily for work. Apart from his regular employment, no employee will work on any automobile, truck or tractor other than those registered in his name. Rubber aprons, gum boots and rubber gloves will be provided for battery men, car washers, steam cleaners and radiator men. Uniforms and cover-alls necessary in the performance of the employee's work shall be furnished by the company at cost.

*Hourly wage rates*: journeymen—mechanics, body and fender men, trimmers, radiator men, battery men, electricians, machinists, vulcanizers, painters, welders \$1.30; mechanic's helper 83 cents to \$1.13, lubrication 79 cents to \$1.01, washers 78 and 89 cents, janitors 77 cents, service station attendants 79 cents to \$1.01, service salesmen \$45.70 to \$56.70 per week; parts men (per week) grade 1 \$50.60, grade 2 \$45.10, grade 3 \$36.85, grade 4 \$28.60. The above wage rates include cost-of-living bonus.

The company agrees to work with the union on a plan of establishing an Examining Board that will certify all workers in the trade according to the workers' ability.

Provision is made for *seniority rights, grievance procedure, an apprenticeship plan and the health and safety* of employees.

## Non-metallic Minerals and Chemicals

TORONTO, ONT.—LEVER BROTHERS LIMITED AND INTERNATIONAL CHEMICAL WORKERS' UNION, LOCAL 32.

Agreement to be in effect from December 24, 1949, to December 23, 1950, and thereafter from year to year, subject to 30 days' notice.

*Union security*: all employees shall as one of the terms and conditions of their employment with the company become and remain members of the union in good standing during the life of this agreement.

*Check-off*: upon a written request from any employee the company agrees to deduct the monthly dues from the pay of such employee and to remit same to the union; the request may be cancelled at any time.

*Hours*: 8 per shift Monday through Friday, a 40-hour week. *Overtime*: time and one-half for all work in excess of these hours and for work on Saturdays and Sundays; double time and one-half for work on 8 specified *paid holidays*. A lunch period, not to exceed one-half hour, shall be included in the shift of 8 consecutive hours; employees shall not be required to make up the time spent for lunch period.

An *off-shift differential* of 10 cents per hour will be paid for work performed on shifts other than the regular day shift.

*Vacations with pay*: each employee shall be entitled to one day for each 5 weeks' service during the preceding 12 months; after 15 years' service employees will be granted an extra half day for each 5 weeks' service.

*Superannuation*: all employees who are members of the "Union Overseas Superannuation Fund" or who later become members shall, as one of the privileges and conditions of their employment, continue as members. All future employees 21 years of age or older and all employees under 21 years of age on attaining that age shall become members of the Fund.

Provision is made for *seniority rights, grievance procedure* and a joint *Health and Safety Committee*.

## Construction

### Buildings and Structures

WINNIPEG, MAN.—GENERAL CONTRACTORS' SECTION OF THE WINNIPEG BUILDERS' EXCHANGE AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCAL 343.

Agreement to be in effect from May 1, 1950, to April 30, 1951. This agreement is similar to the agreement previously in effect (L.G., June, 1949, p. 733), with the following changes—

*Wages*: the hourly wage rate for journeymen has been increased from \$1.40 to \$1.45 per hour. A foreman in charge of 3 or more journeymen shall receive not less than 15 cents (previously it was 10 cents) per hour over the journeyman's rate.



VANCOUVER, B.C.—LABOUR BUREAU, VANCOUVER SECTION, OF THE BRITISH COLUMBIA BRANCH, NATIONAL ASSOCIATION OF MASTER PLUMBERS AND HEATING CONTRACTORS OF CANADA AND UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPEFITTING INDUSTRY OF THE UNITED STATES AND CANADA, LOCAL 170.

Agreement to be in effect from April 1, 1950, to March 31, 1951, and thereafter from year to year, subject to 2 months' notice.

**Union security:** the employers agree that only journeymen, apprentices and helpers who are members of the union in good standing will be employed on work under the jurisdiction of this local. Whenever a vacancy occurs in any shop the union must be given first opportunity to fill same. If the union is unable to supply skilled mechanics, then skilled plumbers and steamfitters as required may be employed but the latter must become members of the union within 30 days. The union likewise will use every endeavour to have its members work only for those employers who sign this agreement. Any employer who is not a member of the above Labour Bureau and who desires to employ members of Local 170, shall be required to sign and accept this agreement and be governed by all its provisions.

**Hours:** 8 per day Monday through Friday, a 40-hour week. **Overtime:** all construction work done in excess of these hours shall be paid for at double time; all jobbing work done by the regular jobbing men or substitutes shall be paid for at straight time for the first 4 hours on Saturday, time and

one-half for the next four hours and for the first four hours overtime Monday through Friday and double time thereafter and for work on Sundays and on 9 specified holidays. If shift work becomes necessary, more than one shift may be worked at straight time only if continued for 3 consecutive working days. Second shifts shall be granted 8 hours' pay for 7 hours' work and shall end at midnight or be paid overtime rates after midnight. No workman shall be permitted to work 2 consecutive shifts.

**Vacations with pay:** all employees shall receive at least one week vacation with pay from contributions made by the employer, in accordance with the British Columbia provincial statute.

**Hourly wage rates** for all journeymen shall be \$1.75 and for all helpers \$1.20, in either case an increase of 5 cents per hour over the rates in effect prior to April 1, 1950.

All apprentices shall be employed in accordance with the provisions of the British Columbia Provincial Apprenticeship Act. Each shop constantly employing one journeyman plumber or one journeyman steamfitter shall be allowed one apprentice to the respective trade and for each additional 5 journeymen in either trade one additional apprentice shall be allowed. First and second year apprentices attending night school shall be paid their regular rates of wages for time attending school. Only members of Local 170 and duly indentured apprentices shall install any materials or handle the tools of the trade.

Provision is made for *grievance procedure* and for *travelling expenses* in connection with out-of-town work.

## Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,\* include the extension of two new agreements and the amendment of seven others. These include, in addition to those summarized below, the amendment of the agreement for truck drivers at Montreal.

\* In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the LABOUR GAZETTE, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

Requests for amendments to the agreements for the building trades at St. John, for the work glove and for the fine glove industries in the province, for barbers and hairdressers at Joliette and at Montreal were gazetted March 25. Requests for a new agreement for the sheet metal fabricating industry at Montreal, and for the amendment of the agreement for the building trades at Drummondville were published in the issue of April 1. A request for the amendment of the agreement for the building trades at Chicoutimi was published in the *Quebec Official Gazette*, issue of April 15.

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

### Mining

#### *Non-ferrous Smelting and Quarrying*

BUILDING MATERIALS, PROVINCE OF QUEBEC.

See below under "Manufacturing: Non-metallic Minerals, Chemicals, Etc."

## Manufacturing

### Vegetable and Animal Food Products

#### FOOD PRODUCTS MANUFACTURING AND WHOLESALE FOOD TRADE, QUEBEC.

An Order in Council, dated April 6, and gazetted April 15, amends the previous Orders in Council for this industry (L.G., July, 1946, p. 930, Aug., p. 1094, Dec., p. 1774; Dec., 1947, p. 1804; Oct., 1948, p. 1128, and previous issues).

This agreement is to remain in force until May 1, 1950, and thereafter from year to year, subject to notice.

The following establishments are excluded from the *commercial jurisdiction* of this agreement: dairies, butter-dairies, cheese-dairies (all establishments whose main occupation is to turn milk into butter or cheese), incubating and candling establishments (whose products are distributed mainly to the food products wholesale or part wholesale commercial establishments), and establishments dealing in livestock and slaughterhouses (whose sales are made mostly outside commercial establishments).

*Territorial jurisdiction* comprises the cities of Quebec and Lévis and all municipalities within a radius of 50 miles from their limits and is divided into 3 zones as follows: zone I, the cities of Quebec, Lévis and Sillery, the towns of Quebec-West, Sainte-Foye, Lauzon, Château-d'Eau, Beauport, Loretteville, Courville and Montmorency, the municipalities of Charlesbourg, St-Charles-de-Charlesbourg, Charlesbourg-East, Saint-Félix-du-Cap Rouge, La Petite Rivière, Giffard, Beauport-East, Beauport-West, St-Romuald d'Etchemin, St. Téléspore, St. David-de-l'Auberivière, Charny and St. Hélène-de-Breakeyville; zone II, municipalities entirely or partly included in a radius of 15 miles from the limits of the cities of Quebec and Lévis, excepting those included in zone I; zone III, all the municipalities in the balance of the territorial jurisdiction, that is, in a radius from 15 to 50 miles from the cities of Quebec and Lévis.

*Hours in zones II and III shall be as follows:* 48 per week for office employees (male and female), 54 hours per week for all other employees governed by this agreement with the exception of occasional hands (in food products factories), common labourers (male and female), watchmen and boiler (not stationary engines) firemen, personnel and administration employees and enginemen (working as first-class chief enginemen) for whom no regular work week is established. In zone I, hours are unchanged at 43 per week for office employees and 48 per week for most other classes.

*Overtime: in zones II and III,* time and one-half to certain specified classes for hours worked in excess of daily hours or in excess of 48 per week. Employees specified above for whom no regular work week is established are not entitled to overtime remuneration with the exception of occasional hands (in meat mash plants). Other overtime provisions include: junior employees 65 cents per hour; stationary enginemen and firemen (other than first class chief enginemen) employed in establishments producing meat mashes, single time from 48 to 54 hours, thereafter time and one-half; other production employees in the same establishments, single rate from 48 to 53 hours, thereafter time and one-half; office employees (all year

round) in all establishments governed by this agreement shall receive time and one-half for all hours worked in excess of 43 per week. Regular employees in establishments producing food products from June 1 to December 1 (seasonal rush period) provided such period does not exceed 4 consecutive months straight time to 53 hours per week, thereafter time and one-half. Provisions governing holidays with pay are extended to cover commercial salesmen.

*Minimum weekly and hourly wage rates in zone I,* to be retroactive to the first complete week of September, 1949, represent a general increase for most classes of \$2 per week (for weekly rated employees) and 5 cents per hour (for hourly rated employees) over those previously in effect and summarized in the *LABOUR GAZETTE*, issue of October, 1948, page 1128, and in certain cases periods of employment governing graduated scale increases have been extended by the addition of one year. The following new classifications are added (mainly in food products manufacturing establishments)—foreman or departmental manager 82 cents per hour; cooper 83 cents; millwright, confectioner 78 cents, assistant confectioner 72 cents; shipper, roaster 76 cents; truck driver 74 cents; general hand (less than 1 year's service) 62 cents, general hand (one year or more of service) 69 cents; food products factory occasional hand (June 1 to October 1) 59 cents; warehouse female employees (outside the office staff) 38 cents for less than one year's service, thereafter 44 cents per hour; occasional hand (warehouse from June 1 to October 1) 42 cents; apprentice cooper from 40 cents during the first year to 70 cents in the third year. In zone II minimum rates shall be 10 per cent less than those shown above; in zone III the above rates shall be decreased by 15 per cent. *Minimum rates in zone I for commercial salesmen* \$22 during the first 6 months of selling experience to \$37 during and after the fourth year. In zones II and III these rates shall be decreased 10 per cent. (Rates for salesmen represent increases, during the graduated periods of employment, ranging from 50 cents to \$5 per week over those previously in effect.)

*Vacation in zone I:* employees with 5 years of continuous service with the same employer or in the same establishment are entitled to an additional vacation with pay of 6 days (1 week) consecutive or not, as previously agreed upon. Occasional employees are entitled to 2 per cent of their earnings in lieu of vacation with pay, such indemnity to be remitted in cash at the time of dismissal. Provisions of Ordinance 3 of the Minimum Wage Commission shall apply to the establishments governed by this agreement. Provisions governing vacation are extended to include commercial salesmen.

This agreement also covers provisions respecting distribution of competent (certificated) employees, apprentices and general hands.

### Non-metallic Minerals, Chemicals, Etc.

#### BUILDING MATERIALS INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated March 30, and gazetted April 8, makes obligatory the terms of a new agreement between The Builders Exchange Inc. of Montreal, The Canadian Terrazzo and Mosaic Contractors' Associa-



tion, and "La Fédération nationale des Métiers du Bâtiment et des Matériaux de Construction", "L'Association des Ouvriers de l'Industrie du Marbre, Tuile et Terrazzo, inc."

This agreement to be in effect from April 8, 1950, until February 28, 1951, and year to year, subject to notice.

### Granite Industry

This part of the agreement covers all granite extracting, quarrying, crushing and finishing operations.

*Territorial jurisdiction* comprises the entire province divided into 2 zones: zone I, the city of Quebec, the Island of Montreal, and the cities of Sherbrooke and Three Rivers; zone II, the remainder of the territorial jurisdiction.

*Hours:* 8 daily, 5 on Saturday, a 45-hour week for granite cutters, granite cutters' apprentices, letterers and designers on composition and blacksmiths in the plants and 9 hours daily, 5 on Saturday, a 50-hour week for other trades mentioned in the wage scale. No daily or weekly limitation of duration of labour for watchmen. One more hour per day may be worked by any firm desiring to obviate Saturday work, such time shall be paid for at regular rates only. (These hours similar to those previously in effect.)

*Overtime:* time and one-quarter for all time worked in excess of the regular hours, time and one-half for Sunday work. (Previously time and one-quarter for Sunday work.)

*Minimum hourly wage rates:* in zone I—letterer and designer (on composition), journeyman granite cutter (on surfacing or sand blasting machines) \$1.25; granite cutter \$1.24; in zone II—letterer and designer (on composition), journeyman granite cutter (on surfacing and sandblasting machines), granite cutter \$1.10 per hour; in zones I and II—blacksmith 90 cents; carborundum machine operator 80 cents; surfacing machine operator, sandblast operator 75 cents; machine polisher, hoist and crane operator, gang saw operator, stationary engineman (licensed) 70 cents; quarryman (driller), labourer and helper, boxer (crater) 65 cents; hand polisher, stationary engineman's assistant, fireman 60 cents; apprentice polisher (maximum 1 year) 55 cents; apprentice granite cutters from 50 cents per hour in the first 6 months to 90 cents during the third year. Weekly rate for watchmen \$25.

Contracts entered into by an employer and one or more employees on a piece-work or labour contract basis or for a fixed price are invalid for all purposes of law. (Most rates shown above represent increases ranging from 9 cents to 25 cents per hour.)

*Vacation:* one week with pay equal to 2 per cent of employee's annual earnings after one year's continuous service for the same employer. Employees with less than one year of continuous service, 2 per cent of their earnings from date of employment or as of date of previous vacation.

Apprenticeship regulations are also covered by this agreement.

### Stone Industry

This part of the agreement governs throughout the province, all finishing operations in the industries of limestone, sand

stone, artificial stone, cement blocks, slabs, bricks, pipes and other similar cement products, and of any other stone, with the exception of granite and marble.

*Hours:* for stone cutters, apprentice cutters and artificial stone dressers, 8 per day, 4 on Saturdays, a 44-hour week; other classifications mentioned in the wage scale, 10 per day, 5 on Saturdays, a 55-hour week. No daily or weekly limitation for watchmen. (Hours for other classifications are increased by 5 per week.)

*Minimum hourly wage rates:* modeller \$1.25; artificial stone dresser, machinist and maintenance man \$1.10, planer and stone turner, carborundum machine operator, truck driver, machine operator 80 cents; sawyer-man (all kinds), craneman during the first 12 months 60 cents, thereafter 80 cents; blacksmith during the first year 65 cents to \$1 after 2 years; rammer and moulder 75 cents; labourer and helper 65 cents; apprentice stone cutter from 50 cents during the first 6 months to 80 cents in the third year; apprentice planer and stone turner 60 cents in the first 9 months to 75 cents during the second 9 months; watchmen \$25 per week. (Hourly rates represent increases ranging from 5 cents to 25 cents per hour over those published in the LABOUR GAZETTE, November, 1947, page 1660.)

*Vacation:* provisions are similar to those set forth in the section of this agreement governing the granite industry.

Apprenticeship regulations are also covered by this agreement.

### Marble Industry

This part of the agreement relates to all operations carried out in the quarries and shops of the marble industry.

*Territorial jurisdiction* comprises the entire Province of Quebec and is divided into 2 zones: zone I—the Island of Montreal and within a radius of 15 miles from its limits; zone II—the remainder of the province.

Provisions governing the *duration* of the agreement, *hours*, *overtime* and *wages* for this section of the agreement in zones I and II in most cases are similar to those previously in effect and published in the LABOUR GAZETTE, March, 1949, page 302 (conditions affecting zone II) and March, 1950, page 345 (conditions affecting zone I).

### Pulp, Paper and Paper Products

CORRUGATED PAPER BOX INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated March 16, and gazetted March 25, amends the previous Orders in Council for this industry (L.G., March, 1947, p. 269; Aug., 1948, p. 871; Aug., 1949, p. 987, Dec., p. 1558; Feb., 1950, p. 209 and previous issues).

*Territorial jurisdiction* formerly comprising the entire province is now divided into 2 zones: zone I, the entire province with the exception of the city of Quebec; zone II, the city of Quebec.

*Minimum hourly and average wage rates* for employees of zone II shall be 5 cents per hour less than those previously in effect for the entire province, including the city of Quebec.



## Printing and Publishing

### PRINTING TRADES, QUEBEC.

Orders in Council, dated March 16, and gazetted March 25, amend the previous Orders in Council for this industry (L.G., Feb., 1949, p. 178; March, 1950, p. 345).

This agreement is to be in effect until December 31, 1950, and thereafter from year to year, subject to notice.

*Minimum hourly and weekly wage rates* to be in effect from November 15, 1949; day work—typographer, keyboard, caster operator, electrotypist \$1.22 per hour for class A, \$1.17 for class B, \$1.12 for class C (electrotypers not included in classes B and C); bookbinding finish-gilders \$1.22 for class A, \$1.17 for class B, \$1.12 for class C, \$1.08 for class E; pressmen and stereotypist \$1.19 for class A, \$1.15 for class B, \$1.10 for class C; bookbinder \$1.14 for class A, \$1.11 for class B, \$1.07 for class C, \$1.05 for class E; photo-engraver and camera operator class A \$1.14; Class D—pressman on cylinder 97 cents; pressman on platen press, typographer 89 cents. (These rates are 7 cents per hour higher than those previously in effect.) Rates for helpers in classes A, B, and C 43 cents in the first year to 47 cents during the second year remain unchanged. Minimum rates for apprentices \$15 per week during the first year to \$33 during the second 6 months of the fifth year for class A, \$14 to \$32 for classes B and C, \$14 to \$29 per week for classes D and E. (The rates for apprentices are \$1 to \$2 per week higher than under the previous agreement except for first year which is unchanged. Bookbinding female employees receive from \$13 per week in the first 6 months to \$20 in the second 6 months of the fourth year. (Rates during the first 6 months up to and including those during the first 6 months of the third year represent an increase of \$1 per week; other rates are similar to those previously in effect.)

## Construction

### BUILDING TRADES, MONTREAL.

An Order in Council, dated March 16, and gazetted March 25, amends the previous Orders in Council for this industry (L.G., Sept., 1948, p. 993, Nov., p. 1247; Jan., 1949, p. 67, Feb., p. 178, March, p. 302, May, p. 605, Aug., p. 989, Nov., p. 1420; March, 1950, p. 346).

This amendment provides for the extension of the terms of this agreement until June 1, 1950.

Another Order in Council, dated April 12, and gazetted April 15, makes obligatory the terms of a new agreement between the Builders Exchange, Inc., of Montreal, The Master Plumbers' Association of Montreal and Vicinity, "La Section des Entrepreneurs en Plomberie et Chauffage" of the Retail Merchants Association of Canada, Inc. and The Building and Construction Trades Council of Montreal and Vicinity, "Le Conseil de Syndicats des Métiers de la Construction de Montréal", The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 144, and "L'Association des Plombiers, Soudeurs et Poseurs d'Appareils de Chauffage des Syndicats nationaux de Montréal, Inc."

Agreement to be in effect from April 15, 1950, to April 1, 1951.

*Industrial and territorial jurisdictions* are similar to those previously in effect and published in the LABOUR GAZETTE, September, 1948, page 993.

*Hours:* for qualified tradesmen and for hod carriers and construction boilermakers' helpers, 8 per day, Monday through Friday, a 40-hour week; for landscape workmen, shovel operators, pile driver men with associated crews, team drivers, general trucking, cartage and hauling employees 55 hours per week, without daily limitation; for linoleum and tile layers, waxers and polishers, etc., 48 per week; for road construction 60 per week; for common labourers 9 per day, 50 per week.

*Overtime:* time and one-half until 10 p.m.; double time after 10 p.m. and on Sundays and 11 specified holidays. (Provisions similar to those previously in effect.)

*Minimum hourly and weekly wage rates* for journeymen are shown in the accompanying table.

Rates for asbestos insulation mechanics, landscape workman (common), marble setter, hand marble polisher, mastic floor layer, mastic floor polisher, shovel operator (power) per week and per hour, tile setter, terrazzo layer, terrazzo polishing machine operator (dry), terrazzo polishing machine operator (wet), material checker and time-keeper, watchman, watchman employed also as fireman requiring fourth-class certificate, and yardman remain unchanged from those previously in effect; minimum wage rates for those journeymen shown in the wage table but not included in the above represent increases ranging from 5 cents to 20 cents per hour.

*Night shift differential:* for second and third shifts, 5 cents per hour extra is provided.

*Apprentices' wages:* for roofers, asphalt or gravel, built-up membrane and roll roofings 80 cents during the first year to 90 cents during the second year, concrete reinforcing steel erector 85 cents during the first 6 months to 95 cents in the second 6 months. (The above rates represent increases from 5 cents to 10 cents per hour.) Rates for apprentices of the trades requiring 4 years apprenticeship, for the trades requiring 3 years apprenticeship, for structural steel workers, steam generating mechanics and construction boilermakers, landscape workmen, electricians, marble, tile and terrazzo setters, terrazzo polishing machine operator (dry), terrazzo polishing machine operator (wet) are similar to those previously in effect.

*Vacation:* employees continuously in the service of one employer during the vacation—with pay-credit period are entitled to 7 days continuous vacation with pay equal to 2 per cent of their gross earnings for such credit period.

Apprenticeship regulations are also included in this agreement.

Minimum Hourly Wage Rates for the Building Trades, Montreal

Trades	Wage Rates per Hour
Asbestos insulation mechanic.....	\$ 1.45
Construction boilermaker, erector, chiffer, caulker, burner rigger, steam genera- tion mechanic* .....	1.50
Helper to construction boilermaker, erector and steam generating mechanic.....	1.10
Bricklayer and cement block layer.....	1.60
Caulker .....	.95
Carpenter, joiner and millwrights and including the following operations: concrete forms (yard or job), erection of screens (wood or metal), sashes, windows, weatherstrips and shingles, siding, wood or composition, steel partitions and equipment, such as counters and shelving, movable or immovable .....	1.40
Cement finisher .....	1.20
Concrete reinforcing steel erector.....	1.10
Cork insulation setter.....	1.15
Electrician-journeyman .....	1.50
Engineman (hoisting) .....	1.30
Engineman (steam mixers) .....	1.15
Engineman (gas mixers) .....	1.10
Engineman (compressor) .....	1.10
Fireman (construction) .....	1.05
Hod carrier .....	1.00
Labourer (common) .....	.85
Landscape foreman .....	.95
Landscape workman (common).....	.80
Lather (wood and all other material).....	1.30
Linoleum and mureoleum, tile and sheet rubber, tile and sheet, waxer and polisher and asphalt tile layer.....	1.05
Helper and apprentice, linoleum, linoleum and mureoleum, tile and sheet, rubber, tile and sheet, waxer and polisher and asphalt tile layer.....	.85
Kettleman (flooring only).....	1.05
Marble setter .....	1.54
Hand marble polisher.....	1.21
Mason (stone) and cutter on the job.....	1.60
Mastic floor layer .....	1.15
Mastic floor finisher .....	.95
Painter-decorator .....	1.30
Painter-sprayman .....	1.40
Glazier .....	1.30
Structural steel and steeplejack painter.....	1.40
Plasterer (plain or ornamental).....	1.60
Rofer—built-up membrane and roll roofings (asphalt and gravel).....	1.16
Kettleman .....	.95
Rigger .....	1.05
Sheet metal worker, roofer—slate, tile, asphalt or shingle (excepting wood shingle) and corrugated asbestos roofing and siding and including steel toilet partitions and shelving.....	1.40
Sheet metal welder .....	1.40
Shovel operator (power)—when employed less than 44 hours per week.....	1.49
Structural steel erector and welder (all categories).....	1.50
Tile setter .....	1.54
Terrazzo layer .....	1.54
Terrazzo polishing machine operator (wet machine).....	1.15
Terrazzo polishing machine operator (dry machine).....	1.35
General trucker (cartage and hauling).....	.85
Carter, teamdriver .....	.85
Shovel operator (power).....	per week \$65.54
Material checker and time-keeper (without daily limitation as to hours of work).....	35.00
Watchmen (without daily limitation as to hours of work).....	30.00
Watchmen, employed also as firemen requiring fourth-class certificate (without daily limitation as to hours of work).....	41.00
Yardman (without daily limitation as to hours of work).....	35.00

\* Workers installing stokers in furnaces with a horizontal heating surface of 20 feet or less work 55 hours per week (without daily limitation) and are paid a minimum of \$1.20 per hour and their helpers a minimum of 95 cents per hour.

## Elevator Construction

Provisions governing this section of the agreement covering *territorial jurisdiction, hours, overtime, and wage rates* are similar to those previously in effect and published in the LABOUR GAZETTE, issues of September, 1948, page 994; February, 1949, page 178, and August, 1949, page 989.

## Plumbers

Provisions governing this section of the agreement covering *industrial jurisdiction, hours, overtime, and minimum wage rates* are similar to those previously in effect and published in the LABOUR GAZETTE, issues of September, 1948, page 995, and May, 1949, page 605.

## Marble Industry

Provisions governing this section of the agreement covering *hours, overtime, and minimum hourly wage rates* are similar to those previously in effect and published in the LABOUR GAZETTE, March, 1950, page 346.

## PLUMBERS, THREE RIVERS.

An Order in Council, dated March 16, and gazetted March 25, amends the previous Order in Council for this industry (L.G., May, 1948, p. 488) by substituting "La Corporation des Entrepreneurs en Plomberie et Chauffage de la Province de Québec (section du St-Maurice)" as contracting party of the first part in lieu of "L'Association des Entrepreneurs en Plomberie de la Cité et District des Trois Rivières". This amendment to be in effect from January 30, 1950.

*Minimum hourly wage rates* for contractors (personal services) are increased (by 10 cents) to \$1.70. The following rates represent an increase of 5 cents per hour—foreman \$1.20; senior journeyman \$1.10; junior journeyman 95 cents. Minimum rates for common workers 70 cents per hour; apprentices from 40 cents during the first year to 70 cents per hour during the fourth year remain unchanged.

## Trade

TRADE AND OFFICE EMPLOYEES, ARVIDA, JONQUIÈRE, KÉNOGAMI AND ST. JOSEPH D'ALMA.

An Order in Council, dated March 16, and gazetted March 25, amends the previous Orders in Council for this industry (L.G., April, 1945, p. 518, Aug., p. 1199; July, 1946, p. 931, Nov., p. 1586; Sept., 1947, p. 1309; Nov., 1948, p. 1248). "Le Syndicat inter-professionnel féminin de Jonquière" and "Le Syndicat national des Employés de Commerce d'Arvida inc." having ceased to exist, their names are deleted from the list of contracting parties of the first part.

Sacred Heart day at St. Joseph D'Alma shall be observed all day with pay instead of until 1 p.m. as previously in effect.

*Minimum wage rates in retail commercial establishments:* superintendent \$60 per week;

manager \$55, assistant manager \$45 (male), \$30 (female); supervisor \$41.50 (male), \$26 (female); departmental manager \$41.50 (male), \$26 (female); accountant \$35 (male), \$26 (female), accountant (first 6 months without practical experience) \$25 (male), \$22.50 (female); floor walker \$25 (male), \$22.50 (female); assistant accountant, assistant bookkeepers, accountant (beginner), typist from \$15 per week in the first year to \$22 in the third year (male and female); stenographers from \$15 per week in the first year to \$25 in the fourth year (\$22 for female); cashiers \$15 during the first 6 months, \$18 thereafter (male and female); clerks \$15 per week in the first 6 months (\$13 for female) to \$35 per week (\$22 for female) in eighth year; seamstress (same rate as clerk category up to the third year inclusive) thereafter \$19 per week in fourth year to \$26 in the eighth year, delivery man (with horse-drawn or motor vehicles) \$20 per week in the first year to \$35 in the fourth year, helper \$15 in the first year to \$25 in the fourth year; delivery boy (bicycle supplied by employer) \$14 per week; commission salesman or agent \$20 per week during the first year to \$35 in the fourth year. Rates for clerks (male and female) in retail commercial establishments at St. Joseph D'Alma are from \$1 to \$2 per week less, during certain terms of employment, than those paid in other localities affected by this agreement. Minimum wage rates in groceries and butcher-shops (previously included in retail commercial establishments) are similar to those shown above with the following exceptions: manager \$52.00; departmental manager \$40 (male), \$30 (female); supervisor \$40 per week (male), \$25 (female); accountant, bookkeepers, collectors \$35 (male), \$25 (female); clerks (male) \$14 per week during the first 6 months to \$35 in the eighth year; butcher \$40; butcher-clerks (similar to foregoing clerks except during the second, third and fifth year terms during which period this classification shall be paid \$1 to \$2 per week more); delivery man (horse-drawn or motor vehicle) \$15 per week in the first year to \$30 in the fourth year) helper \$14 per week; delivery boy (bicycle supplied by employer) \$14 per week or 25 cents per hour. (Rates shown above in most cases represent increases ranging from \$1.50 to \$5 per week for male employees and from \$1 to \$4 per week for female employees.)

*Minimum wage rates in commercial establishments (other than retail), in financial and industrial establishments, municipal or school corporations, and in professional offices* are in most cases similar to those previously in effect and summarized in the LABOUR GAZETTE, issue of November, 1948.

Rates for *supernumerary employees* 50 cents per hour for male, 35 cents (female), remain unchanged.

## WHOLESALE FOOD STORES, QUEBEC.

See above under "Manufacturing: Vegetable and Animal Food Products."



# FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

## Schedules Prepared and Contracts Awarded During March

### (1) *Works of Construction, Remodelling, Repair or Demolition*

During the month of March the Department of Labour prepared 175 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 93 construction contracts was awarded by the various Government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates."

### (2) *Contracts for the Manufacture of Supplies and Equipment*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Agriculture. . . . .	2	\$ 118,890.47
Canadian Commercial Corporation. . . . .	11,436	22,101,345.09
Post Office. . . . .	19	234,321.79
Public Works. . . . .	1	4,465.00
R.C.M.P. . . . .	4	8,510.40

**CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING MARCH**

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Kamloops, B.C.	Johnston—Western Canada Ranching Project.	[Eric Larsen Ltd., North Kamloops, B.C.]	\$ 11,644.86	Sept. 14, 1949
<b>Department of Agriculture</b>				
<b>Canadian Commercial Corporation</b>				
Summerside, P.E.I.	Exterior painting of buildings, R.C.A.F. Station.	Dougal Painting Contracting Co. Ltd., Toronto, Ont.	36,900.00	May 31, 1949
Dartmouth, N.S.	Grading of football field and softball diamond, R.C.N. Air Station, H.M.C.S. "Shearwater".	Walker & Hall, Halifax, N.S.	8,835.10	Mar. 27, 1950
Frederton, N.B.	Re-roofing Army Headquarters Building with twenty-year bonded roof.	Northern Roofing & Metal Workers Ltd., Saint John, N.B.	8,430.00	Mar. 22, 1950
Moncton, N.B.	Construction of 600-yard 12-target rifle range.	Modern Construction Ltd., Moncton, N.B.	31,900.00	Jan. 20, 1950
St. Hubert, P.Q.	Conversion of Building No. 38 to Operations Building, R.C.A.F. Station.	R. M. Clark Construction Co., Ltd., Montreal, P.Q.	19,790.00	Apr. 4, 1950
Sherbrooke, P.Q.	Installation of low pressure steam heating system in drill hall and gunshed in Armoury.	L. Massicotte & Carreau Ltee., Cap de la Madeleine, P.Q.	8,995.00	Jan. 9, 1950
Valcartier, P.Q.	Alterations and additions for cold firing post. Small Arms Ammunition Proof & Experimental Establishment.	J. H. Loek & Sons Ltd., Toronto, Ont.	7,495.00	Mar. 31, 1950
Barriefield, Ont.	Installation of filters in pumping station, Vimy Barracks.	Arthur S. Leitch Co. Ltd., Toronto, Ont.	9,890.00	Feb. 23, 1950
Ottawa, Ont.	Installation of fire alarm systems, Beaver Barracks and Married Quarters, Argyle Street.	Goldstein Bros., Ottawa, Ont.	2,580.00	Jan. 23, 1950
Ottawa, Ont.	Repairs to fire damage at No. 26 Central Ordnance Depot.	J. D. Sanderson Co., Ottawa, Ont.	1,479.00	Dec. 3, 1949
Rockcliffe, Ont.	Renovation of Supply Depot, Building No. 153.	S. E. Farley & Son, Ottawa, Ont.	22,284.00	Mar. 27, 1950
Toronto, Ont.	Removal of permanent exhibits of motor car companies in Automotive Buildings at Canadian National Exhibition Grounds, and re-installation of same at conclusion of International Trade Fair.	Design Craft Ltd., Toronto, Ont.	45,255.00	April 5, 1950
Weston, Ont.	Laying of asphalt tile flooring, No. 1 Building, No. 1 Supply Depot, R.C.A.F.	Lloyd's Tile (Toronto) Ltd., Toronto, Ont.	8,585.19	Dec. 9, 1949
Esquimalt, B.C.	Interior painting of hospital and Annex Building No. 54, H.M.C.S. "Naden".	Dominion Paint Co., Victoria, B.C.	3,006.00	Dec. 20, 1949
Patricia Bay, B.C.	Repairs to Marine dock and replacement of existing floats with new pontoon floats, R.C.A.F. Station.	Pacific Pile Driving Co. Ltd., Victoria, B.C.	22,800.00	Oct. 8, 1949
Resolute Bay, N.W.T.	Erection of three arctic prefabricated and precut buildings, R.C.A.F. Base.	Tower Co. Ltd., Montreal, P.Q.	135,600.00	April 12, 1950
<b>Central Mortgage and Housing Corporation</b>				
Tufts Cove, N.S.	Installation of plumbing and heating in temporary office building, D.N.D. project.	Hagen & Co., Halifax, N.S.	2,239.00	*
Tufts Cove, N.S.	Installation of water and sewer system, D.N.D. project.	Tryon Construction Co., Ltd., St. George, N.B.	178,076.60	Feb. 6, 1950
Saint John, N.B.	Installation of water and drain connections.	City of Saint John, Saint John, N.B.	22,881.00	*
Montreal, North, P.Q.	Construction of 108 duplexes.	Alexandre Duraneau Ltee., Montreal, P.Q.	1,050,616.08	Jan. 26, 1950
Guelph, Ont.	Installation of sewer connections.	City of Guelph, Guelph, Ont.	4,687.88	*
Ottawa, Ont.	Application of fire retardant paint, 64 basement areas.	J. W. Havelin, Ottawa, Ont.	3,136.00	*
Ajax, Ont.	Construction of storm sewer extension and weeping tile lines, Lots 90-97.	B. Bennett Construction Co., Oshawa, Ont.	2,149.40	*
Ottawa, Ont.	Installation of fire alarm systems, Mann Avenue project.	Canadian Automatic Fire Protection Co., Toronto, Ont.	6,196.89	*
Toronto, Ont.	Installation of "Protectowire" fire alarm systems, Danforth and Greenwood Courts.	Canadian Automatic Fire Protection Co., Toronto, Ont.	1,266.37	*
Windsor, Ont.	Installation of sewer laterals.	Corporation of the City of Windsor, Windsor, Ont.	13,230.00	*

Winnipeg, Man.	Installation of electric light and power distribution, D. N. D.	Winnipeg Electric Co., Winnipeg, Man.	13,803 00	*
Saskatoon, Sask.	Installation of water services and private drain connections project	City of Saskatoon, Saskatoon, Sask.	4,883 26	*
Belmont Park, B.C.	Excavation and laying of storm drains.	John D. Kissinger, Jr., Victoria, B.C.	1,462 94	July 13, 1949
Chilliwack, B.C.	Installation of electrical distribution system, D. N. D. project	Valley Line Construction, Chilliwack, B.C.	41,700 00	Feb. 22, 1950
Victoria, B.C.	Installation of laterals at Edgewater Road, Victor Street and Amphion Street.	Corporation of the City of Victoria, Victoria, B.C.	2,464 50	*
<b>National Harbours Board</b>				
Montreal, P.Q.	Installation of travelling shiploaders at Sheds 12 and 14, Jacques Cartier Pier, Montreal Harbour.	Lord & Co., Ltd., Montreal, P.Q.	46,284 00	Feb. 6, 1950
<b>Department of Public Works</b>				
Tracadie Harbour, P.E.I.	Reconstruction of breakwater.	Lloyd G. Smith & Murray H. Smith, Port Hood Island, N.S.	50,987 00	Dec. 15, 1949
Arrow Point, N.S.	Extension of breakwater.	Allan R. MacDonald, Dan. A. MacDonald, Willie MacDonald and John A. MacDonald, Little Judique Ponds, N.S.	19,642 00	Jan. 10, 1950
New Harbour, N.S.	Replacement of wharf.	Freeman Wylie Digdon, Mulgrave, N.S.	34,727 60	Dec. 15, 1949
Point Michaud, N.S.	Replacement of breakwater.	Allan J. MacDonald & Duncan A. Melsaac, Judique North, N.S.	18,005 00	Dec. 27, 1949
Pugwash, N.S.	Repair of wharf.	McNamara Construction Co. Ltd., Toronto, Ont.	392,000 00	Jan. 9, 1950
Centerville, N.B.	Construction of addition to Customs and Immigration Building.	R. Beecher Tracey, Centerville, N.B.	6,800 00	Jan. 31, 1950
Escominac, N.B.	Construction of breakwater.	Diamond Construction Co. Ltd., Fredericton, N.B.	124,641 33	Dec. 29, 1949
Inglall's Head, N.B.	Construction of icebreak.	Diamond Construction Co. Ltd., Fredericton, N.B.	26,100 00	Jan. 3, 1950
Maisonette, N.B.	Replacement of wharf.	Comeau & Savoie Construction Ltd., Caraquet, N.B.	36,874 00	Jan. 9, 1950
North Head (Grand Manan), N.B.	Construction of wharf.	Colin R. MacDonald Ltd., Antigonish, N.S.	423,756 00	Dec. 27, 1949
Pointe au Chevre, N.B.	Repair of wharf.	J. W. & J. Anderson Ltd., Burnt Church, N.B.	66,513 75	Jan. 30, 1950
Point Sapin, N.B.	Extension of breakwater.	Price Construction Co., Moncton, N.B.	27,728 50	Dec. 22, 1949
Richelieu, N.B.	Wharf improvements.	J. W. & J. Anderson Ltd., Burnt Church, N.B.	94,502 50	Dec. 12, 1949
St. Mary's (Shipigan Island), N.B.	Construction of breakwater.	Diamond Construction Co. Ltd., Fredericton, N.B.	279,550 00	Dec. 27, 1949
Chateau Richer, P.Q.	Wharf repairs.	Aristide Maltais, La Malbaie, P.Q.	22,010 00	Dec. 13, 1949
Hull, P.Q.	Addition and alterations to U.I.C. stock room.	Robert Ryan, Ottawa, Ont.	27,474 00	Dec. 27, 1949
Montreal, P.Q.	Installation of air conditioning equipment, Canadian Contractor's Building.	Mongeau & Robert Co. Ltd., Montreal, P.Q.	7,489 00	Mar. 6, 1950
Newport (Riviere des Ilets), P.Q.	Fishing harbour replacement.	James S. Watt, Little River West, P.Q.	297,633 90	Feb. 4, 1950
Notre Dame du Nord, P.Q.	Installation of structural steel for construction of sidewalk along side of bridge between Notre Dame du Nord and Notre Dame des Quinze.	Dominion Bridge Co. Ltd., Ottawa, Ont.	7,132 00	*
Ste. Anne de Bellevue, P.Q.	Installation of concrete drain pipe, Mental Infirmary, Military Hospital.	Charles L. Hammond, Beaufort, P.Q.	9,504 73	Mar. 7, 1950
Ste. Anne de Bellevue, P.Q.	Alterations and additions to power plant, Ste. Anne's Veterans Hospital.	Walter G. Hunt Co. Ltd., Montreal, P.Q.	169,200 00	Jan. 31, 1950
St. Felicien, P.Q.	Construction of Dominion Public Building.	Joaquim Larouche & Louis Dallaire, Normandin, P.Q.	76,500 00	Mar. 10, 1950
St. Jerome, P.Q.	Erection of Dominion Public Building.	G. Arelambault Ltd., Montreal, P.Q.	344,201 00	Mar. 20, 1950
Belle River, Ont.	Reconstruction of training wall.	Clayton River Construction Co. Ltd., Blenheim, Ont.	14,381 20	Jan. 30, 1950
Fort William, Ont.	Alterations to Customs Building.	George Cashman Ltd., Ottawa, Ont.	58,100 00	Feb. 15, 1950
Ottawa, Ont.	Alteration of old brick residence on Central Experimental Farm known as Scott House.	George Cashman Ltd., Ottawa, Ont.	13,600 00	Mar. 20, 1950
Ottawa, Ont.	Construction of P.W.D. Workshop, Experimental Farm.	J. E. Copeland Co. Ltd., Ottawa, Ont.	42,000 00	Mar. 17, 1950
Ottawa, Ont.	Construction of new header house for Department of Agriculture, Central Experimental Farm.	George A. Cran & Sons Ltd., Ottawa, Ont.	76,188 00	Dec. 27, 1949
Ottawa, Ont.	Redecoration of main floor wash rooms, corridors and rotunda, Confederation Building.	Alli Grolldie, Ottawa, Ont.	7,442 00	Mar. 6, 1950
Ottawa, Ont.	Repairs to roof, dormer windows, metal cornices, etc., of Elgin Building.	J. R. Douglas Ltd., Ottawa, Ont.	12,700 00	Feb. 6, 1950
Ottawa, Ont.	Improvements to lighting on fourth and fifth floors of Woods Building.	Goldston Bros., Ottawa, Ont.	6,300 00	Feb. 2, 1950
Port Credit, Ont.	Harbour improvements.	J. P. Porter Co. Ltd., Montreal, P.Q.	124,875 00	Jan. 3, 1950



CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING MARCH

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
<b>Department of Public Works (Cont'd)</b>				
Rockcliffe, Ont.	Construction of addition and alterations to Royal Canadian Mounted Police Garage.	Robert Ryan, Ottawa, Ont.*	11,557 00	Mar. 20, 1950
Sarnia, Ont.	Pier extension.	R. A. Blyth, Toronto, Ont.	23,838 00	Jan. 31, 1950
Toronto, Ont.	Alterations and additions to switchboard equipment in building at 55 York Street.	Canadian Comstock Co. Ltd., Leaseide, Ont.	4,200 00	Feb. 15, 1950
London, Ont.	Erection of new boilers and stokers in central heating plant at Westminster Hospital.	Sterling Construction Co. Ltd., Windsor, Ont.	120,243 62	Jan. 30, 1950
Regina, Sask.	Repairs and improvements to swimming pool building, R.C.M.P. Barracks.	Harvey Lunam Construction Co., Regina, Sask.	7,887 00	Mar. 16, 1950
Cold Lake, Alta.	Wharf extension.	R. A. Kenney, Grand Centre, Alta.	56,992 50	Dec. 22, 1949
Campbell River, B.C.	Wharf removal.	West Coast Salvage & Contracting Co. Ltd., Vancouver, B.C.	6,353 00	Nov. 30, 1949
Davis Bay (Wilson Creek), B.C.	Construction of breakwater and float.	Pacific Pile Driving Co. Ltd., Victoria, B.C.	14,751 00	Dec. 29, 1949
Duncan, B.C.	Additions, alterations and repairs to Public Building.	A. V. Richardson Ltd., Duncan, B.C.	26,870 50	Mar. 18, 1950
Gambier Island (Camp Georgia), B.C.	Wharf construction.	Findlay White Construction Co. Ltd., Qualicum Beach, B.C.	42,542 00	Dec. 17, 1949
Horseshoe Bay, B.C.	Wharf improvements.	Findlay White Construction Co. Ltd., Qualicum Beach, B.C.	14,289 00	Dec. 19, 1949
Madeira Park (Pender Harbour), B.C.	Construction of floats.	Pacific Pile Driving Co. Ltd., Victoria, B.C.	5,769 25	Jan. 14, 1950
Nanaimo, B.C.	Construction of boat house and workshop at Pacific Biological Station.	Turner Contracting Co. Ltd., Port Alberni, B.C.	15,805 90	Feb. 15, 1950
Roberts Creek, B.C.	Wharf repairs and improvements.	Fraser River Pile Driving Co. Ltd., New Westminster, B.C.	51,337 76	Dec. 15, 1949
White Rock, B.C.	Construction of Public Building.	C. J. Oliver Ltd., Vancouver, B.C.	134,754 00	Feb. 27, 1950
Charlottetown, P.E.I.	Repairs to Tug "Fredericton".	Bruce Stewart Co. Ltd., Charlottetown, P.E.I.	6,600 00	*
North Sydney, N.S.	Repairs to Scow "P.W.D. No. 163".	North Sydney Marine Railway Co. Ltd., North Sydney, N.S.	10,000 00	*
Port Hawkesbury, N.S.	Repairs to Scows "P.W.D. No. 166 and 167".	Port Hawkesbury Marine Railway Co. Ltd., Port Hawkesbury, N.S.	14,350 00	*
Sydney, N.S.	Repairs to Scow "P.W.D. No. 162".	Sydney Engineering and Dry Dock Co. Ltd., Sydney, N.S.	15,260 00	*
Sydney, N.S.	Renovals and repairs to Dredge "P.W.D. No. 115".	Sydney Engineering & Dry Dock Co. Ltd., Sydney, N.S.	10,860 00	*
Tittle Passage (Chamel), N.S.	Dredging.	Diamond Construction Co. Ltd., Fredericton, N.B.	23,220 40	*
Saint John, N.B.	Dredging.	Saint John Dry Dock Co. Ltd., Saint John, N.B.	1,848,900 00	*
Port Mann Channel, Fraser River, B.C.	Dredging.	B.C. Bridge & Dredging Co. Ltd., Vancouver, B.C.	178,750 00	*
Tilbury Island, Fraser River, B.C.	Protection work.	West Coast Dredging Co., Ltd., Vancouver, B.C.	54,600 00	*
Vancouver, B.C.	Docking, cleaning, painting and repairing Dredge P.W.D. No. 305 "King Edward" and attending plant.	B.C. Marine Engineers & Shipbuilders Ltd., Vancouver, B.C.	27,750 00	*
Edmonton, Alta.	Revisions and additions to mechanical services at Indian Residential School.	J. H. Kelly & Co., Ltd., Edmonton, Alta.	31,600 00	Jan. 3, 1950
<b>Department of Transport</b>				
Quesnel, B.C.	Construction of staff dwelling.	Malmquist & Vaupel, Quesnel, B.C.	9,233 50	Dec. 8, 1949
Vancouver, B.C.	Construction of concrete parking apron and drainage.	City Construction Co. Ltd., Vancouver, B.C.	56,846 25	Dec. 17, 1949

\* The labour conditions of these contracts contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

# LABOUR LAW

## Labour Legislation in Newfoundland in 1949

*At the 1949 session of the Newfoundland Legislature which opened on July 13 and prorogued on December 7, a Boiler and Pressure Vessel Act and a new Industrial Statistics Act were passed. Amendments were made to the Department of Labour Act to provide for the appointment of a Deputy Minister of Labour. Various measures of social legislation were enacted, providing for the payment of mothers' and dependents' allowances, and an increase in old age and blind pensions. Statutes providing for loans to co-operative societies and fishermen's associations were also enacted.*

### Steam Boilers and Pressure Vessels

A new Boiler and Pressure Vessel Act, modelled closely on a Saskatchewan statute of 1948, covers steam boilers and pressure vessels and steam, compressed gas and refrigeration plants which are subject to the legislative power of the Province. The Act is to come into force on proclamation. It does not cover railway locomotives, boilers used in the operation of a railway within the jurisdiction of the Board of Transport Commissioners, those subject to inspection under the Canada Shipping Act, or those used for heating buildings occupied by not more than four families.

"Boiler" is defined to include any vessel in which steam is generated or hot water produced under pressure and having a greater capacity than 3 cubic feet or 20 square feet of heating surface. "Pressure vessel" means a vessel of over 6 inches in diameter or having a capacity of more than 1½ cubic feet. "Refrigeration plant" includes such plants having a capacity of 3 tons or over of refrigeration in 24 hours.

Provision is made for the appointment of a chief inspector and other inspectors who must inspect at least once a year every boiler, pressure vessel or plant in the area assigned to them and satisfy themselves that all provisions of the Act and regulations relating to safety are being complied with and that operating personnel hold certificates. In addition to the annual inspection, each inspector must examine at any time any boiler or pressure vessel which he has reason to believe is unsafe. The owner or engineer in charge of a boiler, pressure vessel or plant must point out during an inspection or notify the Department at any other time of any defect he believes to exist.

No boiler, pressure vessel or plant may be operated unless it is in charge of an engineer holding a certificate of the proper class. The classes of certificates of competency to be held by inspectors, engineers and others employed in the operation of boilers, pressure vessels and plants and the qualifications necessary to obtain certificates are to be prescribed by regulations of the Lieutenant-Governor in Council. The certificate must be posted in a conspicuous place and must be produced on the demand of an inspector.

Inspectors may enter premises at all reasonable hours in the performance of their duties. An inspector may give oral or written instructions to the owner or person in charge of a boiler, pressure vessel or plant regarding its installation, operation or repair and require any persons engaged in or assisting in its operation contrary to the Act to be replaced. The inspector's instructions must be carried out immediately or within a specified time. Failing compliance, the inspector may have the work done at the owner's expense.

On completion of an inspection and on payment of the required fee, the Minister of Labour must issue an inspection certificate to the owner. The certificate, which must be posted in a conspicuous place in the plant, is to authorize the operation of the boiler, pressure vessel or plant until the next inspection or for a specified time. The inspection certificate may set forth the repairs or alterations to be made, or where the boiler or pressure vessel is condemned, it must be clearly stated on the certificate.

Where an inspector finds that a boiler, pressure vessel or plant is unsafe, that it is being operated by persons who do not hold certificates, or that repairs have not been made as required, the Minister may

cancel the inspection certificate, and, on the instruction of the Chief Inspector, the inspector may seal the boiler, pressure vessel or plant and notify the owner that it is not to be operated. In such case, it may not be used until the permission of the Chief Inspector is obtained or a new certificate issued. Except with the Chief Inspector's written permission, no person may repair any boiler or pressure vessel which has been condemned as unsafe nor operate a boiler or pressure vessel after the date specified in the inspection certificate. No boiler or pressure vessel may be operated at a pressure higher than that authorized in the inspection certificate.

The Chief Inspector must be notified immediately by telephone or telegraph of an explosion, a fire involving a compressed gas plant, or an accident arising out of the operation of a boiler, pressure vessel or plant which causes death or serious injury and may make such investigations as he deems necessary. An owner of such equipment is required to maintain in a readily accessible location an adequate first-aid kit.

No person, firm or corporation may do any welding in the construction, operation or repair of any boiler, pressure vessel or piping except in accordance with regulations concerning welding which the Lieutenant-Governor in Council is empowered to make. Such regulations may prescribe welding procedures to be followed and the standards of qualification required of welders.

When an inspector considers that not enough engineers and other persons are employed to ensure the safe operation of the boiler or plant, the Chief Inspector may require the owner to engage such persons as he may prescribe.

It is forbidden to install a high pressure boiler, to sell, exchange or re-install a boiler or pressure vessel which has been previously used (except where it is sold along with a building) or to install one previously used outside Newfoundland without first notifying the Chief Inspector and obtaining his written permission.

Provision is made for the issue of a certificate, at the discretion of the Chief Inspector, to the holder of a certificate of qualification as an engineer from the Government of Canada or of any province, and the Minister may arrange with the competent authority of any other province for the granting of interprovincial engineers' certificates as may be agreed upon.

Upon the Chief Inspector's recommendation, the Minister may cancel, suspend or

recall any certificate, and may prescribe conditions upon which a certificate may be restored or a new one obtained.

Authority is given to the Lieutenant-Governor in Council to make regulations governing the design, registration of designs, construction, inspection during construction, testing, installation, operation and repair of boilers, pressure vessels, plants and equipment; the licensing of firms manufacturing, selling or installing such vessels, plants and equipment; storage, handling or distribution of compressed gas; and the fees to be paid for licences and inspections.

Power to make regulations includes authority to adopt as regulations in whole or in part any national or international code or standards which may have been drawn up in this field. Regulations are to have effect as if they were part of the Act. Where, however, exceptional circumstances make it impracticable to comply strictly with such regulations, the Chief Inspector may, on conditions he may prescribe, grant special exemptions in individual cases if he is satisfied that such exemptions are not inconsistent with safe practice.

The penalties provided for breaches of the Act are fines ranging from \$25 to \$500.

## Industrial statistics

A new Industrial Statistics Act under the administration of the Department of Labour replaces an Act of 1938 which was administered by the Department of Public Health and Welfare. The Deputy Minister of Labour, assisted by officers and clerks appointed by the Lieutenant-Governor in Council or designated by the Minister from among those employed in the Department, is charged with the collection of industrial statistics under the Act and must, on request, furnish any statistical information so collected to the Lieutenant-Governor in Council or to the Minister. Data to be collected cover such matters as the names of persons, partnerships or corporations; kinds of business done; amount of capital invested; quantity of goods manufactured, handled or exported; number of persons employed; work-week; hourly, weekly, or monthly rates of pay; and total amount paid in wages and salaries.

The Deputy Minister may prepare forms for the collection of the necessary data covering such periods as may be prescribed by the Minister to be sent to the owner or manager of a business or to a custodian of municipal records. Such forms must be



returned to the Deputy Minister, properly certified as to accuracy, within the prescribed time.

No individual return or answer to a question put for the purpose of the Act may be published except as part of a general report or summary of statistics without the previous consent in writing of the person or corporation concerned, nor may any published material contain any particulars which would enable a person to identify it as referring to an individual establishment.

A special statistical investigation in industry may be carried out by the Minister of any Government Department, with the authorization of the Lieutenant-Governor in Council, who may prescribe the matters of enquiry, the manner in which the investigation is to be carried out and the forms to be sent.

The Minister of Labour may enter into arrangements with the Government of Canada providing for any matter necessary for the carrying out of the provisions of the Act.

A penalty not exceeding \$100 may be imposed on any person or corporation who without lawful excuse refuses or neglects to fill out truthfully or return the required forms or who wilfully contravenes any provision of the Act. In the case of a person found guilty of such an offence, the penalty, in lieu of fine, may be imprisonment for not more than three months.

### **Department of Labour**

Effective from August 1, 1949, an amendment to the Department of Labour Act, 1933, provides for the appointment by the Lieutenant-Governor in Council of a Deputy Minister of Labour to hold office during pleasure. The staff required for the conduct of Departmental business is to be appointed or employed in accordance with the provisions of the Civil Service Act.

### **Employment of Minors**

A new Alcoholic Liquors Act, which rescinds the Act of 1933 and amendments, continues to prohibit under penalty the employment of persons under the age of 21 in any liquor store, lounge or tavern.

### **Mothers' Allowances**

Payment of allowances from Provincial funds to assist mothers who are widowed or who for other reasons are without adequate means to support their children is provided for by the Mothers' Allowances Act which was proclaimed in force on January 31, 1950. All Canadian Provinces now have such legislation.

Allowances are to be paid monthly towards the maintenance of each child under 16 whose mother is a widow; a woman deserted by her husband or divorced or separated from him for at least two years before applying for an allowance and from whom she can obtain no support; the wife of a man who is incapacitated or an inmate of a hospital, sanatorium, gaol or penitentiary; or a woman who had lived for at least five years as the common-law wife of a man resident in Newfoundland at the time of his death. To be eligible for an allowance, the mother must have been a resident of Newfoundland at the time she became a widow, must be a resident of the Province when her application is made and must continue to reside there with her dependent children while in receipt of the allowance.

A foster mother caring for orphan children may receive an allowance if she has not adequate means to care properly for them. An allowance is also payable to a father while he is incapacitated and living at home with his child or children if his wife is dead, an inmate in a sanatorium, gaol, penitentiary or hospital or has deserted the home.

Provision is made in the Act for the payment of an allowance under special circumstances, where investigation has shown it to be advisable, in the case of a mother or foster mother who is not strictly eligible under the Act to receive one. In such case, the Lieutenant-Governor in Council may fix the amount of the allowance to be paid.

No allowance is payable towards the care of a child over 16, but if the child reaches the age of 16 during the school year, the allowance may be continued until the end of the year unless the child leaves school before that time. The regulations under the Act, however, permit an allowance to be paid up to the age of 21 in respect of an incapacitated child (L.G., 1950, p. 699).

The Act provides for a Mothers' Allowances Board to consist of not less than three nor more than five members appointed by the Lieutenant-Governor in Council. The Board will receive applications for allowances and determine the eligibility of each applicant and the amount to be paid.

The manner of making application, the maximum amounts to be paid, property qualifications and other sources of income of applicants, and the manner in which payment will be made have been prescribed by regulation.

## **Dependents' Allowances**

Under the Dependents' Allowances Act, which came into force by proclamation on February 28, 1950, a monthly allowance may be paid out of funds appropriated by the Legislature to adults or families who through mental or physical incapacity are unable to earn a normal livelihood. A person's disability must be such that there appears to be no prospect of improvement for a period of nine months from the date of application.

Excluded from the benefits of the Act, however, are persons receiving assistance under the Old Age and Blind Persons Pension Act, 1949, or the Mothers' Allowances Act, 1949, and persons whose only claim to assistance from the Department of Public Welfare is that they are unemployed.

The minimum allowance necessary in each individual case is to be decided by the Dependents' Allowances Board set up by the Act consisting of not less than three nor more than five members, one of whom must be a woman. The Board must inquire into the merits of all applications for allowances and advise the Chairman, who must be an official of the Department of Public Welfare, as to the expediency of granting, continuing, altering, withdrawing or renewing the allowance.

A recipient under this Act who comes into possession of income or resources in excess of the amount previously reported by him in an application for assistance must notify the Board of this fact immediately.

The maximum amounts of allowances, forms to be used, manner in which allowances will be paid and property qualifications of applicants have been prescribed by regulations (L.G., 1950, p. 891).

A fine of not more than \$200 or imprisonment for not more than three months, or both, may be imposed for contravention of the Act.

## **Old Age and Blind Persons Pensions**

As a result of a 1949 amendment to the Old Age Pension Act (Canada) which increased from \$30 to \$40 the basic monthly pension to which the Dominion Government contributes 75 per cent of the cost, the Newfoundland Old Age and Blind Persons Pension Act was amended to authorize payment of pensions at the \$40 rate in Newfoundland.

The Old Age and Blind Persons Pension Act, effective March 31, 1949, authorized the government of the Province to enter

into an agreement with the Dominion Government for the establishment of an old age pension scheme pursuant to the provisions of the Dominion Act. The Newfoundland statute provided for a maximum pension of \$30 a month. The sums necessary for the financing of the scheme, apart from those received from the Dominion Government, are paid from moneys appropriated by the Government out of public funds. The Act is administered by the Old Age Pensions Board consisting of three officials of the Department of Public Welfare. The agreement with the Federal Government, authorized by this Act, came into effect on April 1, 1949. The amendment further empowers the Government to modify any agreement or to enter into a new agreement in place of one which may be cancelled.

## **Loans to Co-operative Societies**

The Co-operative Development Loan Act was passed for the purpose of encouraging co-operative societies to develop and improve the industries, commerce and services of Newfoundland. It provides for a fund, to be known as the Co-operative Development Loan Fund, from which loans may be made to societies for assisting in the construction of plants and the purchase of plant equipment.

To administer the Fund, the Act authorizes the setting up of a Co-operative Development Loan Board consisting of not fewer than five members to be appointed by the Lieutenant-Governor in Council, one of whom must be designated as chairman and one as secretary. All moneys appropriated by the Legislature or otherwise received for the purposes of the Act must be paid into the Co-operative Development Loan Fund. If a bank has made a loan for a purpose prescribed by the Act in pursuance of an application made to and approved by the Board, the Board may guarantee the repayment of the loan.

The Board may enter into any agreement with the Government of Canada or with any organization, on the approval of the Lieutenant-Governor in Council, for the better carrying out of the purposes of the Act.

Regulations may be approved by the Lieutenant-Governor in Council prescribing purposes for which and the terms and conditions on which loans may be made, limiting their amount, fixing rates of interest, prescribing specifications for plants and equipment in respect of which a loan may be made, and other matters.



## Fisheries Loans

A similar act, the Fisheries Loan Act, was enacted for the purpose of improving and developing the fishing industry of Newfoundland by making loans to fishermen and to other persons, associations, societies or companies engaged either directly or indirectly in catching, handling, processing or distributing fish or fish products. For these purposes a Fisheries Loan Board and Fisheries Loan Fund are to be set up, constituted in the same manner as the Co-operative Development Loan Board and Fund described above.

## Labour Legislation in Saskatchewan in 1950

The Saskatchewan Legislature which was in session from February 16 to April 8 amended laws dealing with workmen's compensation, industrial relations, hours of work, minimum wages and electrical inspection and licensing. The waiting period which must elapse before workmen's compensation may be paid has been shortened to one day if the worker is disabled longer than the day of the accident. No compensation other than medical aid will now be paid for a disability lasting only for the day of the accident. Certain benefits under the Act have been increased. The powers of the Labour Relations Board under the Trade Union Act were clarified following a recent court decision. The Minimum Wage Board is now permitted to make orders declaring the Minimum Wage Act to apply to any group of employees within an industry. The One Day's Rest in Seven Act, as re-enacted, applies to the employees of any employer in the Province who is covered by an order of the Minimum Wage Board. In keeping with the greater emphasis placed in recent years on tradesmen's qualification, an Apprenticeship and Tradesmen's Qualification Act was enacted replacing the former Apprenticeship Act and providing expressly for tradesmen's qualification as well as apprenticeship.

### Workmen's Compensation

Several amendments made to the Workmen's Compensation (Accident Fund) Act, effective from June 1, bring telegraph operators within the scope of the Act, shorten the waiting period before compensation may be paid and provide for an increase in certain of the benefits.

No compensation other than medical aid will be payable for a disability that lasts only for the day of the accident, but if

In particular, the Board is empowered to make loans to a fisherman or groups of fishermen for the purchase, repair or improvement of hulls or boats to be used in fishing; the purchase of new engines for new or replacement installations in hulls owned by fishermen and for the purchase of fishing gear. The Board may make loans to societies or companies to assist in the construction of plants and the purchase of plant equipment, to build hulls or boats, and to purchase boats, engines, auxiliary equipment and fishing gear.

the workman is disabled for any longer time than the day of the accident, compensation is payable from and including the day following the accident. Previously, compensation was paid from the date of the accident only if the disability lasted for more than three days.

The maximum expenses which will be paid to cover the cost of burial of a workman have been increased from \$125 to \$175, the amount payable in Alberta and Quebec. The monthly payment in respect of each child under 16, when the dependants are a widow or an invalid husband and one or more children, was raised from \$12 to \$15.

As before, the monthly compensation in death cases, exclusive of burial expenses and the lump sum of \$100, may not exceed the workman's average monthly earnings. Where the total sum payable would exceed average earnings, the compensation must be reduced but not below a specified minimum amount. This minimum has been increased in the case where the dependants are a widow or invalid husband and one child from \$62 to \$65 a month and where the dependants are a widow or invalid husband and two or more children from \$70 to \$75.

The increase in compensation provided for by the amendments will apply to all payments accruing after June 1, whether the accident happened before or after that date and whether the award of compensation has been made previous to June 1 or not.

The minimum payment in permanent total disability cases is to be \$20 a week instead of \$15. For permanent partial disability a distinction is now made depending on whether the disability is more or less than 50 per cent. If it is more than 50 per cent, the minimum



compensation is, as before, a corresponding amount in proportion to the impairment of earning capacity. If, however, the permanent partial disability is less than 50 per cent, the minimum payment must be an amount that is the same proportion of \$15 as the percentage of impairment of earning capacity.

The Board may now assume the expense of the removal of infected teeth or tonsils where the infection can be assumed to hinder the recovery of an injured workman. It may also pay for replacement and repair of eyeglasses or artificial eyes broken by an accident in which the workman is injured insufficiently to require medical attention for which the Board accepts responsibility.

The Board, with the approval of the Lieutenant-Governor in Council, may make regulations governing the payment of medical accounts and the assessment of penalties for the late filing of such accounts. Previously, the Act stipulated that in order to be recognized by the Board and recoverable, accounts for medical services had to be filed with the Board within six months after the termination of the treatment.

The powers of the Workmen's Compensation Board have been widened with respect to compensation for hernia. The Act provides that if the workman submits to an operation, the period of disability is deemed to cease after 56 days from the day of the operation. This period may be extended by the Board if it is satisfied that complications have arisen from the operation. The Board may now also extend the period if, in its opinion, other circumstances warrant such an extension.

A change was made in the section providing for payment of compensation, at the discretion of the Board, to a common law wife if there is no widow. Previously, a common law wife must have been maintained by the deceased workman for seven years before his death and have borne him one or more children. She is now eligible for compensation if she had been maintained by the workman for five years and had borne him children or for seven years if there were no children.

An amendment was made to the Workmen's Compensation Board Superannuation Act, which provides for a superannuation scheme for employees of the Workmen's Compensation Board who are not covered by the Public Service Superannuation Act (L.G., 1940, p. 560). As a result of the amendment, war service in the Second World War will be deemed to be service with the Board. To qualify, however, the person must have been a resident of Saskatchewan at the time of enlistment. He

must have become an employee of the Board within 12 months after being discharged from the Forces or from hospitalization as a result of war service or on completion of education or vocational training provided by the Government of Canada on account of war service. The employee must remain in the employ of the Board for a continuous period of at least one year and be employed continuously to the date of his or her retirement.

The periods covered by war service and subsequent continuous employment under the Board will be deemed to be continuous service under the Board for the purpose of the Act, and no employee will be required to make any contribution in respect of his or her period of war service. Before an employee is given credit for war service he must submit to the Board satisfactory evidence of entitlement.

### Industrial Relations

Following a recent decision of the Saskatchewan Court of Appeal (L.G., 1950, p. 000) changes were made in the Trade Union Act, for the most part to clarify the powers of the Labour Relations Board, with particular reference to the Board's power to order reinstatement of employees discharged contrary to the Act.

In the section which defines the powers of the Board to make orders, it is now specifically stated that the Board may determine whether or not an unfair labour practice is being or has been engaged in. Discharge or threat of discharge of an employee is now expressly stated to be an unfair labour practice as being coercion or intimidation with a view to encouraging or discouraging membership in or activity in or for a labour organization. In the legal decision referred to above, the Court had pointed out that there was no provision in the Act (as it then stood) forbidding an employer to discharge an employee although it might be argued that the provision was there by implication. A new section forbids any person to take part in, aid, abet, counsel or procure any unfair labour practice.

The Board may now require an employer to reinstate any employee discharged under circumstances which it determines to constitute an unfair labour practice, or otherwise contrary to the provisions of the Act.

As previously, the Board may require the employer to pay to the employee the monetary loss suffered by reason of a discharge contrary to the Act, and it is now clearly stated that the Board may fix and determine the monetary loss suffered by the employee as a result of the wrongful

dismissal. The Court of Appeal had taken the view that, while the Board could require an employer to pay the monetary loss, the Act did not expressly state that the Board could determine the loss, and to fix and recover the amount the employee was required to go to the Courts.

As introduced, the Bill provided that the amendments regarding reinstatement and payment of back wages would have been deemed to have always been in force. This provision was dropped before third reading was given.

Other changes clarify the definitions of "bargaining collectively" and "employee". "Bargaining collectively" now includes negotiating in good faith with a view to the renewal or revision of a collective bargaining agreement, as well as the conclusion of a collective bargaining agreement, as formerly. "Employee" has been redefined to make it clear that persons having *and regularly exercising* authority to employ or discharge employees, or regularly acting on behalf of management in a confidential capacity, are excluded from the definition. The words in italics are new.

A new section has been added to provide for the continuation of a collective agreement when ownership of an employer's business passes to another employer while a collective agreement is in force. In such case both the new employer and any of his employees who formerly were employed by the person who disposed of the business will be bound by any existing collective bargaining agreement and also by any order formerly made by the Board to determine the appropriate unit of employees for collective bargaining, or the trade union representing a majority of employees in an appropriate unit and by any order requiring an employer to bargain collectively. This provision is similar to one in the Manitoba Labour Relations Act.

### Hours of Work

An amendment to the Hours of Work Act concerns payment for overtime after eight hours in a day or 44 in a week. As before, time and one-half the worker's regular wages must be paid for each hour or part of an hour worked in excess of these limits. However, it is now stipulated that where the total of the daily excesses and the weekly excess differs, the employer must make payment in respect of the greater excess. The penalties formerly laid down for any breach of the Act or regulations are now specifically provided for violation of this section. The same penalties will still be imposed for any violation for which no penalty is prescribed in the Act.

The penalty for a first offence of an employer is a fine ranging from \$25 to \$100 or, in default of payment, imprisonment for from 10 to 30 days, and for each subsequent offence, a fine of from \$50 to \$200 or imprisonment for not less than 30 and not more than 90 days.

On convicting an employer of failure to pay the wages required, the magistrate, in addition to imposing a fine, must order the employer to make prompt payment to him for transmitting to the employee. If the employer fails to pay any money under such an order, he may be imprisoned for a further term of from 30 to 90 days.

The stipulation in the Act against a reduction in wages in any undertaking where hours were reduced to conform with the 44-hour limit which is imposed by the Act unless time and one-half is paid for overtime, has been extended to apply until April 1, 1951.

### Minimum Wages

Amendments were made to the Minimum Wage Act, for the most part to permit the Minimum Wage Board, with the approval of the Lieutenant-Governor in Council, to make orders declaring the Act to apply to any group of employees within an industry, business, trade or occupation, as well as to the entire industry, business, trade or occupation, as formerly.

In line with this amendment "class of employment" is defined as any industry, business, trade or occupation, or any group of employees in any industry, business, trade or occupation to which the Act from time to time applies. Previously "classes of employment" were to be defined by the Minimum Wage Board. The Board now may also exclude any "class of employment" from the application of a minimum wage order.

The definition of "employee" has been widened to include any person employed in a shop, factory or other premises in, from or through which is carried on any industry, business, trade or occupation, under the Act or any person within a group of employees to which the Act applies.

A minimum as well as a maximum fine and term of imprisonment have now been prescribed for a breach of the Act or regulations. The minimum fines are \$25 or ten days' imprisonment for a first offence and \$50 or 30 days for each subsequent offence. As before, the maximum fines and terms of imprisonment are \$100 or 30 days and \$200 or 90 days, respectively.



## Weekly Rest-Day

The One Day's Rest in Seven Act was re-enacted to make the Act applicable to the employees of any employer in the Province who is covered by an order of the Minimum Wage Board. The Act applies to cities and may be extended by administrative order to any part of the Province. The previous Act was extended to apply to 21 larger towns. Since Minimum Wage Orders now cover all centres of over 300 population it is expected that the One Day's Rest in Seven Act will have a similar application.

The Act, in other respects, is substantially the same as before. A rest period of at least 24 consecutive hours in every seven days (on Sunday when possible) must be granted to all workers covered by the Act except those who are not usually employed for more than five hours a day, employees engaged by reason of an emergency to do repair work and persons employed solely in a managerial capacity. The Minister of Labour has exclusive power to determine whether or not an employee is employed solely in a managerial capacity. The Minister is authorized to grant exemption for a period not exceeding one year on application of any employer against whom the enforcement of the Act would, in the opinion of the Minister, work hardship. The Lieutenant-Governor in Council may also withdraw any specified class or group of employers from the Act.

Provision is made for inspection by officials or inspectors of the Department of Labour, and a penalty of a fine from \$5 to \$25 or a term of imprisonment not exceeding one month is provided for contravention of the statute.

## Electrical Licensing

Effective May 1, 1950, a number of changes were made in the Electrical Inspection and Licensing Act, 1949 (L.G., 1949, p. 742).

It is now stipulated that no person may make any electrical installation or install electrical equipment unless he holds a valid subsisting licence issued under the Act, nor, may any person advertise as a contractor unless he has a subsisting contractor's licence. These provisions, however, will not apply to work done by a person on premises owned by him and occupied only as his domestic domicile, provided that he has satisfied the chief inspector that he is competent to perform the work.

The definition of "contractor" was amended to exclude a person who performs

work on premises owned by himself or occupied only as his domestic domicile.

A new section makes it clear that the Act and Regulations will apply with respect to electrical installations and the installing of electrical equipment by a person who is not the holder of a licence issued under the Act. In particular, an unlicensed person must comply with the provisions which require persons to supply the Department with a notice of intention to commence work on an electrical installation or to install electrical equipment, and to obtain a permit authorizing this work and requiring payment of fees for inspections and the examination of plans.

All electrical equipment, as well as all electrical installations must, as regards workmanship and all other matters, conform to the latest authorized edition of the Canadian Electrical Code, subject to any changes made by the Minister; formerly such changes had to be approved by the Lieutenant-Governor in Council.

A new subsection which is deemed to have come into effect on October 1, 1949, provides that no prosecution for violation of any provision of the Act or regulations may be commenced after six years from the date of the violation.

## Apprenticeship and Tradesmen's Qualification

The Apprenticeship and Tradesmen's Qualification Act, to come into force on proclamation, replaces the Apprenticeship Act, 1944. The new Act is similar to the former one except that it expressly provides for tradesmen's qualification as well as apprenticeship. Under the previous Act the Lieutenant-Governor in Council was empowered to make regulations providing for the examination of tradesmen and the issue of certificates of qualification to persons engaged in designated trades. Such regulations have been made from time to time and in 1948 they were amended to provide that only a person holding a valid certificate of qualification or an interim, provisional or apprentice's certificate could engage in a designated trade under the Act in or within a radius of five miles of any town or city of more than 3,000 population (L.G., 1949, p. 73).

A new section of the Act which applies to cities and to the towns of Estevan and Melville and to the area within a 5-mile radius of each city or town stipulates that a person who is required by the regulations to hold a certificate of his status as an apprentice or tradesman in a designated trade must not work at his trade unless he holds the necessary certificate. Similarly,



employers who are engaged in the business of a designated trade must employ only persons who hold the required certificate.

The fourteen designated trades are: bricklaying, carpentering, plumbing, steam-fitting, painting, plastering, sheet metal work, welding (except auto body welding), natural gas and petroleum pipe fitting, barbering, beauty culture, electrical work, weekly newspaper printing and motor vehicle repair. The motor vehicle repair trade does not include automobile or truck body repair work or repair work on agricultural vehicles other than automobiles and trucks. Omitted from the new schedule are the trades of a mason, watchmaker, blacksmith, auto body repairman and motor mechanic.

In other respects the Act is generally similar to the former Act (L.G., 1944, p. 912). The Lieutenant-Governor in Council is empowered to enter into an agreement with the Minister of Labour for Canada regarding the extension and operation of apprenticeship training or other training in the Province.

The Act, as before, sets out the various provisions which must form part of any apprenticeship plan for any trade including a written contract of apprenticeship, length of the apprenticeship period, probationary period, program of practical experience and instruction, tests and final examinations, the ratio of apprentices to journeymen in any trade and other matters.

A Director of Apprenticeship and Tradesmen's Qualification (formerly Director of Apprenticeship) will administer the Act and supervise all apprenticeship plans. It is the Director's duty to establish or assist in establishing a system of selection for training and a system for training apprentices and tradesmen in any designated trade, based on the needs of the trade. He is also required to collaborate with educational authorities and with employers and workers directly concerned in a particular trade or their organizations. The Act provides for the continuance of the Provincial Apprenticeship Board to advise the Director. The Board consists of five or more members, including equal representation of employers and workmen and representatives from the Department of Labour and the Department of Education.

In addition to the regulations which could be made under the former Act, the Lieutenant-Governor in Council is empowered to make regulations requiring every apprentice and every tradesman in a designated trade to hold a certificate of his status in the trade; providing for the issue

of identification cards which must be produced on request; requiring the posting of certificates of status and of the regulations in any premises in which a designated trade is carried on; providing for registration of employers in designated trades; providing for the payment of bonuses to employers of apprentices; and limiting or extending the application of a regulation to any portion of the Province.

### **Health Services, Hospitalization and Public Health**

The Hospitalization Act, 1948, was amended and the Health Services Act and Public Health Act were replaced by new statutes. The changes made in these Acts are for the most part of an administrative nature. The administration of the Hospitalization Act and Health Services Act has been transferred from the Health Services Planning Commission to the Minister of Public Health.

The sections of the Public Health Act which are of interest to labour were re-enacted without substantial changes. "House" as defined in this Act includes a factory as well as a building of any kind used for human habitation and "public place" includes a factory, office, store, hotel or restaurant. The Minister of Public Health is empowered to make rules, orders and regulations for the protection of public health. Included in such powers are regulations for the purpose of house-to-house inspection; for the inspection, cleaning, purifying, ventilating and disinfecting of houses and laundries at the expense of the owner or occupier; and for the sanitary control of lumbering, mining, construction, threshing and other camps.

It is forbidden for an employer to employ any person with tuberculosis or other communicable disease in any place where food is manufactured, stored or sold. The Act also forbids the use of the common drinking cup in public places or the keeping of drinking water in open vessels or the use of the common towel.

### **Housing and Rent Control**

The Housing Act, which enables municipalities to take advantage of the National Housing Act, 1944 (Canada), was amended to empower the Minister of Social Welfare and Rehabilitation to enter into an agreement with the Government of Canada to undertake projects for the acquisition and development of land for housing purposes and for the construction of houses for sale or rent. As provided for under the National Housing Act, the Federal Government will

pay 75 per cent and the Province 25 per cent of the cost of housing projects. The Lieutenant-Governor in Council may set up corporations with the powers and duties necessary to carry out the terms of an agreement. The Minister may also enter into an agreement with a corporation, city or town for the purpose of undertaking any housing project.

Effective from April 1, 1950 the Leasehold Regulation Act, by which the Government of Saskatchewan has taken over rent control for the Province, provides that the rental of all housing accommodation for which there was a lease in effect on March 31, 1950, is the maximum rental which may be charged, notwithstanding any change in tenancy. Hereafter, when any change is sought in the rent of any controlled accommodation, permission will be required from the Provincial Mediation Board which the Act designates as the rent control authority.

### Miscellaneous

An amendment to the Credit Union Act provides for the amalgamation of two or more credit unions. If authorized by resolutions passed by at least three-quarters of the members present at a general meeting of each union, any two or more credit unions may amalgamate without any dissolution or division of funds of any of the amalgamating unions. A copy of the resolution, signed by the president and secretary of the credit union, must be sent to the registrar for registration.

The Rural Municipality Act was revised but the sections of labour interest were re-enacted without material change.

An amendment was made to the Social Aid Act, 1947, which enables municipal councils to grant aid and medical and hospital care to indigent persons. The

amendment empowers the Social Welfare Board to enter into a reciprocal agreement with any other province of Canada for the provision of aid and prescribing rules governing residence not inconsistent with the spirit of the Act. The Board may provide assistance on behalf of another province to a person in Saskatchewan who has not acquired residence there and may reimburse another province for providing a similar service on behalf of Saskatchewan.

### Bill not Passed

An amendment to the Fire Departments Platoon Act, 1947, to provide for collective bargaining and compulsory arbitration of disputes was dropped after first reading.

The proposed amendment provided that, on request of a majority of the full-time firefighters of a city, the city council or other body established to manage and operate the fire department should bargain in good faith with the nominated representatives of the full-time firefighters to determine wages and working conditions.

Failing agreement by the parties, the Bill would have required matters in dispute to be referred to an arbitration board of three members consisting of a nominee of each party and a chairman nominated by the first two, or, failing a joint nomination, by the Minister of Labour.

The Bill provided that every award of the board would be binding upon the parties. Each party would assume its own costs and share equally the costs of the third arbitrator.

In accordance with the collective bargaining provisions the proposed amendment would have prohibited any change in local working conditions or privileges accruing to full-time firefighters except through a collective bargaining agreement or the award of a board of arbitration.

## Recent Regulations Under Dominion and Provincial Legislation

In Quebec, the minimum rates have been raised for certain employees of municipal and school corporations. General Order 4 and the special Ordinances have been renewed to May 1, 1951.

The first regulations have been issued under the Newfoundland Dependents' Allowances Act, providing for a maximum annual allowance of \$300 to needy incapacitated adults.

## DOMINION

### Canada Shipping Act

The pilotage by-laws governing four pilotage districts have received amendments.

The by-laws for the districts of Saint John and Sydney were amended by Orders in Council (P.C. 1377 and 1378) made on March 16 and gazetted April 12, with respect to the collection of pilotage dues

and the disposition of the Pilotage Funds.

In the Bras d'Or Lakes district, a minor amendment was made to the by-laws by an Order in Council (P.C. 583) of January 12, gazetted February 22, with regard to the division of the district into areas for the collection of pilotage dues.

An additional charge of 20 per cent for the period of one year has been added to the pilotage dues for the district of New Westminster, by an Order in Council (P.C. 2028) made on April 20, and gazetted April 29.

### **Industrial Relations and Disputes Investigation Act**

A new section (Sec. 18) added to the Rules of Procedure of the Canada Labour Relations Board by an Order in Council (P.C. 1547) of March 28, gazetted April 12, sets out the form of the summons to require any person to appear before the Board to give evidence or produce documents which are in his possession. The summons in the form prescribed will be deemed sufficient for that purpose and may be given by the Chairman or the Chief Executive Officer of the Board, and may be served personally on the person to whom it is directed.

### **Prevailing Rate Employees**

Two amendments have been made to the Prevailing Rate Employees General Regulations by Orders in Council (P.C. 1795 and P.C. 1501) on April 12 and March 24, gazetted April 26 and April 12, respectively (L.G., 1950, p. 224).

The Regulations provide that an employee absent without pay and with leave continuously for over seven working days will not be entitled to leave credit during the month or months in which the whole or any part of the period of absence occurs. By the amendment, this provision will not apply to employees whose absence without pay is due to an injury sustained while on duty.

An amendment to the section setting out the provisions regarding leave of absence on service in the Forces states that an employee to whom such leave is granted must furnish his Commanding Officer with a certificate in the form prescribed for certifying that employees in the public service have been granted leave for military duty and are therefore not eligible for military pay and allowances.

## **PROVINCIAL**

### **Newfoundland Alcoholic Liquors Act**

The employment of minors is forbidden in licensed premises (i.e. hotels, restaurants, lounges, taverns and clubs) during the hours of sale by the first regulations under the Alcoholic Liquors Act, 1949, which were made on March 18, gazetted April 4. The regulations also set out the qualifications necessary to obtain a waiter's licence.

Any person in licensed premises who handles alcoholic liquor in any manner must have a waiter's licence and wear a clean, washable coat while on duty. An application for a waiter's licence, accompanied by a fee of \$1, must be sent to the Board of Liquor Control. The applicant must be either a British subject or a Canadian citizen of good character, and may not have been convicted of an offence punishable by imprisonment within three years immediately preceding his application. A medical certificate stating that the applicant is free from a communicable disease must accompany each application. Licences expire on December 31 but may be renewed annually on payment of the \$1 fee. A new medical certificate must be submitted with the application each year.

The licence must be deposited with the owner or manager of the licensed premises in which the waiter is employed. If the waiter leaves the employment for any reason, the owner or manager must forward the licence to the Board.

The Board may require a person holding a waiter's licence to furnish it with a new medical certificate at any time. In its discretion, the Board may suspend or cancel any waiter's licence and may restore the licence on such conditions as it deems desirable.

### **Newfoundland Dependents' Allowances Act**

Effective from March 1, general regulations have been made under the Dependents' Allowances Act, 1949, by an Order in Council of March 4, gazetted March 28. These are very similar to the Mothers' Allowances regulations which were summarized in the May LABOUR GAZETTE (p. 699).

The regulations prescribe the maximum amounts payable under the Act to adults or families who, through mental or physical incapacity are unable to provide themselves with necessities essential to maintain a reasonably normal and healthy existence. The Act does not apply to persons receiving old age or blind pensions



or mothers' allowances, nor to those whose only claim to such assistance is that they are unemployed.

Every applicant for an allowance must complete application forms approved by the Dependents' Allowances Board and furnish proof of his or her claim as may be required by the Board.

The regulations provide for a maximum annual allowance of \$300 for one incapacitated adult to be increased by \$120 for each additional incapacitated adult in the family. The maximum allowance payable is the allowance in respect of a family of five incapacitated adults (\$780 a year) but the Board may in its discretion grant an additional allowance not exceeding \$20 a month in necessitous circumstances of a special nature.

The maximum annual outside income allowed is \$480. If outside income is in excess of \$480, the maximum annual allowance will be reduced by the amount of the excess. To assess outside income, the Board may establish the value of shelter, lodging, subsistence and all income and resources of the applicant or recipient.

An allowance will not be paid to an adult or family who hold real or personal property exceeding \$2,500 in value in a rural community or \$5,000 in an urban district, or whose combined liquid assets exceed \$750.

Before an allowance is paid on the grounds of incapacity the adult or family must undergo a medical examination by a competent medical practitioner and the incapacity must be established to the satisfaction of a medical referee appointed by the Board. For a period up to six months the Board may accept the certificate of a qualified nurse.

The Board may require proof as to age, residence, marital status, incapacity, economic need or any other qualifying circumstance.

If the Board considers that the adult or family in respect of whom an allowance is to be paid is not capable of using it properly the Board may pay the allowance to a guardian or other person chosen by it.

If a resident of Newfoundland takes up residence in another province, the Board may, upon certification by the proper authorities of that Province that the allowance is essential to the proper maintenance of the recipient, continue to pay an allowance until such time as it has been shown that the recipient has established residence in the other Province.

## Quebec Minimum Wage Act

Amendments have been made to General Minimum Wage Order 4 which governs most workers under the Act who are not covered by special Orders. By the same Order in Council, No. 404 of April 12, gazetted April 22, the twelve special Orders in effect and Order 4 were extended for another year to May 1, 1951.

### GENERAL ORDER 4

Order 4 was amended to exclude from its provisions employees of peat-bog exploitations working in the fields where deposits of peat are located. Employees working at the mill or handling peat in warehouses, however, are covered by Order 4. Further amendments fix higher minimum rates for certain employees of municipal and school corporations, including school attendance officers.

Persons employed by municipal corporations as clerks, secretaries or treasurers who generally work at home or not directly under the control of the employer are to be paid monthly, from July 1, 1950, in county municipalities at least \$35; in local municipalities of over 10,000 population—\$90; from 6,000 to 10,000—\$65; from 3,000 to 6,000—\$55; from 1,500 to 3,000—\$45; from 500 to 1,500—\$35; from 250 to 500—\$25, and in places of less than 250 population—\$15. The minimum rates have been increased by \$10 in each case except in local municipalities of over 10,000 where the increase is \$15. The category covering municipalities with a population of 250 and less is new. The former lowest category was for 500 people and less in which case the rate was \$15.

For persons working under the same conditions for school corporations the minima are now set according to the number of property owners in the school corporation instead of according to population, as previously. In school corporations of more than 2,000 property owners the minimum rate is \$75 a month; from 1,200 to 2,000—\$55; from 600 to 1,200—\$45; from 300 to 600—\$35; from 100 to 300—\$25; from 50 to 100—\$15 and where there are 50 or less—\$10. The former rates ranged from \$55 in school corporations with a population of 10,000 and over to \$10 where there were 500 people or less.

The new rates for attendance officers of school corporations, which are now fixed on the same basis as above, are, in places with over 2,000 property owners—\$25 a month; from 1,200 to 2,000—\$18; from 600 to 1,200—\$15; from 300 to 600—\$12; from 100 to 300—\$8; from 50 to 100—\$5; and less than

50—\$3. Previously the rates, which were based on the population of the school district, ranged from \$15 where there were 10,000 and over, to \$2 where there were 500 or less.

#### RENEWALS

General Order 4 and a number of special Ordinances have been extended for another year to May 1, 1951.

The special Ordinances renewed include Order 2, requiring payment of time and one-half for overtime; Order 3, providing for a week's annual holiday with pay; Order 5, governing silk textiles; 8, cotton textiles; 11, charitable institutions; 14, real estate undertakings; 19, full-fashioned hosiery; 23, taverns in Montreal; 26A, taxicabs in Montreal; 29, taxicabs in Quebec; 37, manufacturing of glass containers; and 39, forest operations.

## Legal Decisions Affecting Labour

*The Supreme Court of Canada has held that union officers were within their rights in stating the conditions under which union men were prepared to work, even if the result was loss of contract to a non-union contractor. ¶No damages were awarded to a Manitoba farm labourer for injuries caused by his own negligence. ¶The Manitoba Appeal Court quashed a Workmen's Compensation Board order which declared an injured student trainman to be a "workman" under the Act and prohibited the Board from awarding compensation. ¶Union officials were found guilty of contempt for disobeying a B.C. Court order to reinstate a union member.*

### **Union officers not guilty of wrongful interference with contractual relationship between Hamilton master plumber and building contractor.**

The Supreme Court of Canada in a judgment delivered by Mr. Justice Estey on February 21, 1950, dismissed the appeal of a master plumber in the city of Hamilton against the business agent of Local 67 of the United Association of Journeymen Plumbers and Steamfitters of the United States and Canada and the official organizer of the union in Canada. The appellant contended that the business agent had conspired with the members of Local 67 and the national organizer "to injure and obstruct by unlawful means the appellant in the pursuit of his business" in consequence of which he lost a contract. This decision upheld the judgment of the Ontario Court of Appeal (L.G., 1949, p. 620) and the trial court.

The charges were concerned with contracts in respect of the construction in 1945 of a large building for Procter & Gamble Co. of Canada Ltd. at Hamilton. A Cleveland engineering company, which had the main contract, entered into a sub-contract with the Cooper Company of Hamilton for the construction of the building, the engineering company itself undertaking to install all the special equipment and process piping. The Cleveland company had an agreement

with the international union under which it could employ upon the construction of this building only union men. The Cooper Company called for tenders for some of the plumbing work and as a result offered the contract to the appellant, who began operations, doing a small amount of work and ordering some materials. The business agent of Local 67 and the union organizer, then brought to the attention of the representative of the Cleveland company and the Cooper Company that he was a non-union employer. They pointed out that, as the constitution of the union provided that no member of the union was permitted to work on any job where non-union men were employed on similar work, it would interfere with the rest of the operations. As a result the Cooper Company informed the appellant that all the men he put on the Procter & Gamble project must be union men. After a week's time, during which the appellant tried unsuccessfully to make a contract with the union that would permit him to employ non-union men, the Cooper Company notified him that since he could not comply with the conditions they were "unable to enter into the contract". At their request he signed the following release: "I hereby accept the above notice and release you from all responsibility or liability or damages which I have suffered or may sustain by reason of your being unable to enter into such a contract".



After examining the evidence concerning the conversations the business agent and the union organizer had with the Cleveland company representative, Mr. Justice Estey found nothing in their language that would support a submission that the Cleveland company was "threatened, intimidated, coerced or in any way forced to take the position which it did". The union men were within their rights also in pointing out the difficulties that the employment of non-union men would involve. His conclusion was that

Throughout the evidence establishes that the respondents did no more than what they individually conceived to be their respective duties as officers of the union and Local 67. The evidence as to their conduct does not support a conclusion that they conspired or in any way agreed or combined to injure the appellant.

The appellant's second complaint was that the business agent and the union organizer conspired to prevent him from obtaining a contract with the union. It was established by the evidence that Local 67 enters into agreements with the Master Plumbers' Association at Hamilton but not with individual master plumbers. The members of Local 67 are journeymen plumbers who are received into membership upon receipt of individual application. The appellant knew this, but he did not endeavour to obtain membership in the Master Plumbers' Association and the journeymen plumbers in his employ did not apply for membership in Local 67. The union had a right to take the position that it would deal only with master plumbers who were members of the Master Plumbers' Association and that journeymen plumbers should apply individually for membership.

Separate judgments were given by Mr. Justice Rand and Mr. Justice Locke, both agreeing with the main judgment that the appeal should be dismissed. It is now established beyond controversy, Mr. Justice Rand stated, that in the competition between workmen and employers and between groups of workmen, concerted abstention from work for the purpose of serving the interest of organized labour is justifiable conduct. There is a distinction between such action for the purpose of "strengthening or defending a recognized and accepted social interest" and a primary interest to injure a competitor. The evidence clearly establishes that the purpose of the respondents was to serve the interests of the union and was not directed at injury to the appellant. Stating the conditions necessary to a willingness to work, even when those conditions relate to an existing contract, is not illegal. In

summing up, Mr. Justice Rand made the following observations:—

A building contractor who, in the conditions of labour organization today, contemplates available labour as unaffected by its own special interests, proceeds on a false assumption; he is familiar with the everyday refusal of union employees, for a variety of reasons, to enter upon work. The market of labour is, therefore, restricted by considerations of competing interests which are now part of the accepted modes of action of individuals and groups.

*Newell v. Barker and Bruce*, (1950)  
2 DLR, 289.

***Court holds injury to farm labourer result of his own negligence and employer therefore not liable for damages.***

The Manitoba Court of Appeal, on January 16, 1950, reversed a decision of the Court of King's Bench which had awarded \$4,447.33, two-thirds of the damages claimed, to a farm labourer who had his right hand severely injured while assisting to operate an unguarded circular saw (L.G., 1949, p. 621). In giving judgment, Chief Justice McPherson held that the injury resulted from the workman's own negligence.

The plaintiff, who was employed by the defendant as a farm hand, was assisting the defendant's foreman to cut logs into firewood with a power-driven saw. The foreman was standing on the east side of the saw lifting the logs and placing them on the platform to be sawed. The plaintiff was standing on the west side of the saw, assisting in the sawing and throwing aside the pieces as cut off. They were sawing wood in lengths of from 12 to 15 inches and had been working for about 20 minutes when the accident occurred.

There was some contradiction between the evidence of the plaintiff and the foreman as to the position of the log at the time of the accident. According to the plaintiff, the end of the log had been pushed 4 or 5 inches past his side of the saw blade. He stated that he took hold of the protruding end with his right hand and reached past the blade of the saw and put his left hand on the log at the east side of the saw. He had no recollection of what happened immediately after that. The foreman, on the other hand, stated that the log was 6 inches on his side of the saw at the time of the accident. He did not, however, actually see the accident happen.

After reviewing the evidence in considerable detail, His Lordship concluded that it was solely through the carelessness of the



plaintiff that the accident occurred. The saw was of the ordinary type used for sawing wood, and the plaintiff required no special instructions or warning as to its use. According to the evidence, the plaintiff was an intelligent man and knew that the normal length of the log required was between 12 and 15 inches. Seizing the log and placing his left hand on the east side of the blade in order to cut off six inches appeared to His Lordship to have been an unnecessary and unreasonable action. The teeth of the revolving saw, at the point where they contacted the log, were going downward, and if the mitt on the plaintiff's hand came in contact with the teeth of the saw it would have the effect of dragging his hand onto the blade.

Having arrived at the conclusion that the sole cause of the accident was the carelessness of the plaintiff, there still remained two questions. Was there negligence on the part of the defendant in not giving special instructions to the plaintiff and warning him of the danger existing in the operation of the saw? And was there negligence by the defendant in not having a guard on the saw?

His Lordship stated that the saw was of a kind in common use in the province during the past 50 years and that it was not defective. To any intelligent man it would clearly be evident that if he attempted to touch it during its operation he would be hurt. He could not see that any reasonable man would require to be warned of the danger and, therefore, he held that there was no negligence on the part of the defendant in not giving special warning and instructions.

As to the argument that a guard should have been placed on the saw, the Chief Justice found that there was no evidence showing how such a guard could be constructed which would protect the operator when feeding the saw. Reference had only been made to a guard built for the purpose of protecting the operator from injury from the disintegration of a saw due to defective workmanship or excessive speed. This guard, however, is only over the back and top of the saw to keep it from flying in various directions and would not protect the operator in so far as the face of the saw was concerned.

His Lordship could not agree with the trial Judge when he held that any guard would be better than none and that it would warn the operator that the saw was dangerous. On the contrary, His Lordship considered that it would mislead the operator into thinking that he was being protected.

He was, therefore, of the opinion that there was no evidence which showed either that the saw required to be guarded in a manner which would eliminate the possibility of injury or that there was any way in which it could have been guarded.

The appeal was therefore allowed, with costs both in the Appeal Court and in the Court of King's Bench.—*McShane v. Hole* [1950] I WWR 279, and [1950] I DLR 709.

***Workmen's Compensation Board order declaring an injured man to be a "workman" under the Act quashed by Manitoba Appeal Court. Board prohibited from awarding compensation.***

On March 9, 1950, Chief Justice McPherson of the Manitoba Court of Appeal quashed an order of the Workmen's Compensation Board of Manitoba and prohibited the Board from awarding compensation to a student trainman injured while boarding a Canadian Pacific Railway train. The Court found, contrary to the Board order, that the injured man was not a "workman" within the meaning of the Workmen's Compensation Act. On the grounds that the Board had exceeded its jurisdiction, the Court held that it had authority to quash the Board's order.

The facts of the case as found by the Court are as follows: The man had applied to the assistant superintendent of the railway at Souris for a position as trainman. He was told that before he could qualify, he would have to make trips as a student on the Company's trains. The superintendent authorized him to take such a trip on August 30, 1949, from Souris to Brandon and return. He was instructed to perform and did perform certain services on the trip under the supervision of the regular employees of the Company. When he attempted to board the train in Brandon, he was severely injured.

The Board made an order which the Company disputed holding that the injured man was a workman within the meaning of the Workmen's Compensation Act. The matter came before the Court on a motion of the Company for a writ of *certiorari*.

Chief Justice McPherson referred to the two sections of the Act which were relevant to this case, Sections 2 (1) *r* and 44. Section 2 (1) defines "workman" to include:—

a person, whether under the age of twenty-one years or not, who has entered into or works under a contract of service or apprenticeship, written or oral, express or implied whether by way of manual labour or otherwise. . . .

Section 44 (1) reads as follows:—

The board shall have exclusive jurisdiction to examine into, hear and determine all matters and questions arising under this Part and as to any matter or thing in respect of which any power, authority or discretion is conferred upon the board, 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 in any court.

His Lordship stated that if the injured man was a workman under the Act, Section 44 (1) would be applicable in the case, and the decision of the Board would not be subject to review.

There were two questions to be considered. First, was the injured man an employee of the Company and, secondly, had the Board exclusive jurisdiction to decide the question and deal with the claim made by him or was there jurisdiction in the Court to quash the Board's order?

In regard to the relationship between the injured man and the Company, the Company contended that the man was to learn the rules governing the operation of trains and give demonstration of his ability to perform the services which he would be required to perform if he were employed by the Company as a trainman. The Company filed a statement signed by the injured man on August 29, to the effect that he acknowledged that he was not employed by the Company in making the student trip. He was acting solely for his own benefit and purposes. Further, he released the Company from all claims against it in respect of any injuries which he might sustain in taking instruction.

It was admitted by the Company that if the man were an employee of the Company, this waiver as to the claim for injuries which he had signed would not be effective. However, it was submitted by the Company that the statement did set forth the relationship in so far as alleged employment was concerned.

The Court referred to previous legal opinions on this point and concluded that in this case the relationship between the parties was not such as to justify any inference being drawn that there was any agreement whereby the man became an employee of the Company. Further, in this case, the man did not have to report to the Company unless he wished. He could leave at any time and could not be disciplined or punished and he was receiving no payment. His attendance was entirely voluntary and for the purpose of demon-

strating that he was a person suitable to be employed as trainman.

The Court therefore found that at the time of the accident the man was not a workman employed by the Company within the meaning of the Workmen's Compensation Act.

In considering whether the Board's finding that the man was a workman under the Act was final and conclusive, or subject to quashing by the Court, His Lordship referred to numerous cases in which a similar point had arisen. In the case of *Can. Nor. Ry. v. Wilson* [1918], the then Chief Justice of Manitoba stated:—

The Court can only interfere where the powers given by the Act have been exceeded or where a fundamental principle inherent in the Act has been disregarded so that a want of jurisdiction in its officers supervenes.

Chief Justice McPherson, therefore, concluded that the Court could review the question of whether the Board had jurisdiction to make the order declaring that the injured man was a workman under the Act. The Court held that the Board had exceeded its jurisdiction in making the order; that the order should be quashed and the Board prohibited from awarding compensation to the injured man.

The Company was awarded the costs of the action. *In re: The Workmen's Compensation Act, Canadian Pacific Railway Company and Order A-43151 of the Workmen's Compensation Board.* [1950], 1 WWR 673.

### ***Union officials found guilty of contempt of Court for refusing to reinstate union member on Court order.***

For giving effect to the illegal expulsion from the union of Myron Kuzych, a former union member, and refusing to grant him a membership card in the union, two union officials were found guilty of contempt of Court and committed to prison. The judgment was delivered on December 14, 1949, in the Supreme Court of British Columbia by Mr. Justice Whittaker.

In a previous judgment, on September 22, 1949, Mr. Justice Whittaker awarded Kuzych \$5,000 in damages and issued an injunction restraining the union officials from carrying out the resolution of the union purporting to expel him. Kuzych was also declared to be a member in good standing of the union, the Boilermakers' and Iron Shipbuilders' Union of Canada, Local No. 1 (L.G., 1950, p. 219). This was the second time that Kuzych had been awarded damages for wrongful expulsion.



The main difference between Kuzych and the union has been his attack on the closed shop principle.

After the action of the previous case had commenced but before the trial, the defendant union and two other unions amalgamated to form the 'Marineworkers' and Boilermakers' Industrial Union, Local No. 1. The former union surrendered its charter and received a new charter from the same federation, the Shipyard General Workers' Federation of B.C. When the amalgamation took place, all members of the three unions who were in good standing were automatically admitted to membership in the new union without making any application. The members of the defendant union received membership cards bearing the same numbers as those held before amalgamation.

His Lordship reviewed the attempts made by the plaintiff to obtain a membership card from the union. He was told several times when he went to the office that there was no card for him. He wrote two letters for this purpose and tried to attend several union meetings but was unsuccessful in both cases.

The Court pointed out that reinstatement as a member in good standing was a matter of particular importance to the plaintiff since the union had a closed shop agreement with a shipbuilding company at which he had been employed as a welder. When he was expelled from the union, he lost his employment.

The motion in the case was to commit the president of the union for contempt for "giving effect" to the illegal expulsion by refusing to recognize the plaintiff as a member in good standing in the union. It sought also to commit the secretary-treasurer of the new union, whose duty it was to issue membership cards, for aiding and abetting the president in such refusal having full knowledge of the terms of the injunction.

The first contention of the defendants, in opposition to the motion, was that the new union was not a party to the action and since the former union was no longer in existence there was now no union in which the plaintiff could seek membership. His Lordship ruled that this objection must fail for the following reasons: A trade union is not an incorporated body. By his illegal expulsion, the plaintiff was deprived of his right, with all its attendant advantages, to be one of a certain group of fellow workmen. That group of workmen is still in existence although now associated with other groups and known by a different name. It operates under a charter

issued by the same body and under a constitution and by-laws identical to all intents and purposes with the constitution and by-laws under which it formerly operated.

That the new union considered its interests identical with those of the defendant union, so far as the issues in the action are concerned is clearly shown by the fact that the new union continued to defend the action after the amalgamation and gave instructions for an appeal. . . . To assume responsibility for the defence of the action but to repudiate responsibility when the defence fails is, in my opinion, an untenable stand for the new union to take.

In dealing with the second contention of the defendants, namely, that the judgment in the previous case did not direct that a membership card be issued to the plaintiff, Mr. Justice Whittaker considered that this was not an answer. The order that the defendants be "enjoined and restrained from giving effect" to the illegal expulsion was sufficient.

When the intention of the Court is clear, persons who are subject to the Court's order ought not to be allowed to split hairs in an attempt to evade the order. . . . The Court is not bound to take notice of the union by-laws. If the by-laws make provision for a union card, the plaintiff must receive one or those refusing it will be guilty of contempt of Court.

The third contention of the defendants was that the secretary-treasurer could not be committed for contempt, since he was not a party to the action. His Lordship said that this made no difference and quoted from *Seaward v. Paterson* [1897]:

. . . if a person who knows that an injunction has been granted aids and abets in committing a breach of it the Court of Chancery has jurisdiction to commit him for contempt although he is not a defendant in the action and is not a person against whom the injunction has been granted.

In conclusion, His Lordship found that the president and the secretary-treasurer, both being familiar with the circumstances, both defence witnesses at the trial, both holding high office in the union, were treating the Court with contempt in their refusal to issue the plaintiff a union card. They were committed to prison and ordered to pay costs of the motion. *Kuzych v. White, et al* (No. 4) [1950], 1 WWR 325 and [1950], 1 DLR Part 8, 537.

\* \* \*

According to press reports, Chief Justice Sloan of the B.C. Court of Appeal recently allowed the appeal of the defendants against the judgment summarized above.



# UNEMPLOYMENT INSURANCE

## Selected Decisions of Umpire Under the Unemployment Insurance Act

*Held that the claimants lost their employment by reason of a stoppage of work due to a labour dispute in which they were directly interested and that they were rightly disqualified from the receipt of benefit for so long as the said stoppage continued.—CU-B 570 (May 2, 1950).*

### DECISION:

The claimants filed an initial application for benefit on July 5, 1949; James R. Pratt at the Ottawa local office and Walter F. Boulton at the Hull local office. They both reported that they had worked for Mortimer Limited, printers, etc., Ottawa, Ont., for a number of years as lithographers, and had lost their employment on June 30, 1949. As the reason for separation they stated:—

“Plant closed down (Lockout).” (J. R. Pratt.)

“Laid off because the union asked for a pension plan.” (W. F. Boulton.)

On July 7, 1949, the Ottawa local office wrote the following letter to the Industrial Relations Board, Federal Department of Labour, Ottawa:—

“A labour dispute is reported between Mortimer Limited, 95 Beech Street, Printers and Lithographers, and the Amalgamated Lithographers of America, Local 40, CIO Affiliate.

The employer's statement is as follows: Mr. Campbell (Local Manager of Mortimer Limited) informed us that both groups have been operating through a joint agreement. Some time ago the Union made a request for changes in the agreement, seeking an increase in wages and a shorter work week. On failure of both parties to reach an amicable agreement, it was agreed to ask that a Board of Arbitration be set up to review the points of disagreement. This board was duly established in accordance with Department of Labour procedure. The board met, and after hearing all the evidence as submitted by both parties, subsequently rendered a unanimous decision which was accepted by the Employers Association in all its aspects. The union saw fit to reject same on the bases of hours to be worked per week, and insisted on the adoption of their original demand for 37½-hour week, in lieu of a 40-hour week as recommended by the Board. At a subsequent meeting held presumably in Toronto between both parties concerned, the Union still demanded a reduction of 2½ hours per week, and the Employers still refused to depart from the recommendations of the members of the Arbitration Board. The situation then became of such a nature that it seemed impossible to reach an amicable settlement.

The employers then notified the Union representatives, that in the event of their going on strike against any one member firm in their group, that the Employers would consider them to be on strike against all member firms in the employing group, and would take action in accordance with the above decision.

Therefore, Mr. Campbell, General Manager, received notice from the head firm which is Lawson Lito. Co., Toronto, to lay off all members of the Amalgamated Lithographers of America, in accordance with the above noted decision, of which the Union was aware. Up to the present this affects 17 plants in Toronto, 4 in London, 2 in Hamilton and 1 in Ottawa. There being no other Unions operating in this plant, no other departments are affected up to the present.

The following is the Union's statement: Mr. Fournier, President of the Local Union, stated that his Union is the certified bargaining agent of the certain employees of Mortimer Limited, and that on Thursday, June 30 at 12.00 noon notice was delivered to him by the Plant Superintendent the department would be closed until further notice, signed by Lawson Lithographer Company, Mortimer Limited Branch.

There has been no meeting or discussions between Local 40 and the firm concerned. We understand that a copy of their agreement is on file in your office.

There are twelve persons affected, 10 being journeymen lithographers, and 2 apprentices.”

The claimants were disqualified from the receipt of benefit by the insurance officer under Section 39 of the Act as from July 5, 1949, and for as long as the stoppage of work continued.

From that decision both claimants appealed to a Court of Referees stating that they were members of Local 40 and that they wished to be represented before the Court by the president of the local, Mr. Fournier.

The following letter which was sent by the company to its lithographers, on August 19, 1949, was placed on record:—

“As explained to Mr. Fournier Saturday morning, each day that this strike persists increases the likelihood that this company will close its lithographing operations permanently.

Please, therefore, consider yourself free to seek work elsewhere. The Company will not likely have work for you when the strike is over.”

A Court of Referees which sat in Ottawa, on September 14 and 21, 1949, rendered the following unanimous decision in the case of James R. Pratt:—

"This matter came on for hearing at the sittings of this Court held the 14th of September, when the claimant appeared with Mr. Fournier, president of the Local Union, Mr. Keenleyside from a Toronto Local Union, Mr. Dunn representing the International Lithographers of America, Mr. Ford, spokesman for the Union, Mr. Campbell, Local Manager of Mortimer Limited and Mr. Hayes, representing a Toronto Local Union; and the decision having been reserved to this day, the Court further heard the claimant, Mr. Dunn and Mr. Vessie representing Mr. Fournier.

The claimant is a Lithographer heretofore employed by Mortimer Limited, Ottawa, as a transferrer. He is a member of the Local Union of the Amalgamated Lithographers of America, while his former employer, Mortimer Limited, is a member of the Canadian Lithographers Association.

The Canadian Lithographers Association and the Amalgamated Lithographers of America entered into a collective agreement covering several Provinces, including Ontario, for one year, to December 31, 1948. Unless terminated by a Notice from either side in the month of October, that agreement automatically continued in force for a further year. The document embodies in its scope among other things, rates, scaling, and adjustment of wages, hours of work, branches of the trade, overtime, holidays, regular employees, vacations, production limit, discrimination, exclusions, etc.

The Local Union of employees and the Local Branch of employers were bound by the action of their respective Head Association. The evidence has shown the above facts and also that the collective agreement was determined by the Head Association of employees in October of 1948, who at the same time submitted certain demands to the Head Association of employers on behalf of all member Unions of employees, and in particular, respecting wages, pensions, hours of work and vacations.

Before December, 1948, in consequence of such demands, two meetings had taken place between the Head Associations of employees and employers to discuss the said demands but without success. After December, 1948, both bodies continued their bargaining and carried the matter before a Conciliation Board of the province of Ontario. This board made a report which was rejected by the employees, but accepted by the employers. The Head Association of employers had therefore warned the Amalgamated employees that any strike by a Local Union would bring about a general closing down of all shops under its control. Accordingly, following the local strike in Toronto, all said shops were shut down including the affiliated shop of Mortimer Limited, in Ottawa. Hence the Appeal by the present claimant.

The task of this Court is first, to determine whether the claimant lost his employment by reason of a Labour Dispute, and, consequent upon our decision, whether the claimant is entitled to Insurance benefits. At the close of the evidence Mr. Ford delivered the argument for the appellant, contending:—

- (1) That each Local Union is independent and speaks for itself.
- (2) That the matter before the Court concerns points other than Ottawa.

- (3) That the Union did not legally interfere with the management of the Mortimer Company of Ottawa that there was going to be a strike.

Considering these contentions in their inverse order, the Court takes the stand that the closing down by the employer is a matter of fact; that the collective agreement makes no provision for such happening, and that such closing down was admittedly the direct result of a Labour Dispute that had been lasting since October of 1948 between the parties concerned. It is just as feasible for the employer to close down as it is for the Union to strike.

As to the present case being in respect of 'points other than Ottawa', the evidence discloses that the claimant is a resident of this city, that he is employed by Mortimer Limited of Ottawa, that this employer declared a shut-down shop on June 30, last, in Ottawa, when the claimant was actually employed.

Regarding the first contention that each Local Union is independent, the evidence also discloses that the Local Union concerned is affiliated with the Amalgamated Lithographers of America, which is a party to the agreement; that it accepted to work under the conditions of such agreement; that it was generally governed by it in regards to employment, and that it agreed to the demands being made by that body in October, 1948; that it never objected to the negotiations being carried on by the Head Association in respect of said demands, and that had such demands been complied with by the employers, the Local Union and its members would have benefited by the result.

It must also be remembered on principle, that every unit in an Association does sacrifice all or part of its independence by such union for the good of all. The members of every Union are pledged in some way to take the consequences, good, bad or indifferent of their free and deliberate association.

It is also significant that the members of the Local Union are at present and have been in receipt of benefits during this stoppage of work, which are paid by their Head Union, who signed the collective agreement by their accredited Officers.

It is not denied that the members of the Local Union did not return to work and do not desire to return until settlement of the present dispute, by reason of their unwillingness to be branded as strike breakers. This tends to show that they have made the Toronto strike their own. Hence their solidarity and lack of Local independence.

The Manager of the Local employer stated that he and the Local Union could have easily met and discussed the demands, apart from the head executives and thereby possibly avoid the present stoppage of work.

It is further contended that the lockout happened when the agreement had been determined, and that consequently it was not binding on the parties.

It must be noted, however, that the dispute clearly started before the termination of the agreement, and that the men continued to work and to be employed after the termination, under the very terms of that agreement, until June 30, 1949. No settlement nor resumption of the work have yet taken place.



In view of the definition of the term 'Labour Dispute' as enacted by Section 2 (1) (d) of the Act, and applying the elements of such definition to the facts in the present case, the Court is bound to declare that the stoppage of work at Mortimers Limited, Ottawa, on June 30, 1949, was the direct result of a long drawn Labour Dispute. Consequently, the claimant lost his employment by reason of such stoppage of work, and his Appeal for the above reasons is dismissed.

The foregoing decision is in conformity with the statement regarding the characteristics of a Labour Dispute and the principle involved in CU-B 190 and 379."

In the case of W. F. Boulton a Court of Referees which sat in Hull, P.Q., on October 27, 1949, unanimously held that the claimant had also lost his employment by reason of a stoppage of work due to a labour dispute but considered that he was entitled to benefit under the Act as of August 19, 1949, the date on which the employer informed him by letter of his dismissal.

From the decisions of the Courts, appeals were made to the Umpire; by Local 40 of the Amalgamated Lithographers of America, in the case of J. R. Pratt and by the insurance officer in the case of W. F. Boulton.

An oral hearing was requested and it took place in Ottawa, on December 20, 1949. Local 40 and the claimants were represented by Messrs. Guy Desaulniers, barrister and solicitor, and R. Ford. The Unemployment Insurance Commission was represented by Lt.-Col. H. S. Relph, K.C., Chief Claims Officer and Mr. J. D. Durocher, one of his assistants. Also present were Mr. Fournier, president of Local 40 and the claimant, W. F. Boulton.

Besides his oral representations, Mr. Desaulniers submitted a memorandum, dated April 13, 1950, wherein he states in part:—

".....  
At the outset of the trouble with the Mortimer Company in Ottawa it was clearly shown that it was nothing to do with either the local management or employees. There had been no negotiations between the employer and the employees. The employees were given no warning of any impending trouble in Ottawa until the employer posted a notice on the notice board of the shop that as of 12 noon there would be no work in the department concerned. *That cannot be construed to be a Labour Dispute.* The one point that was overlooked in the decision of James Pratt was the fact there was no negotiations or dispute at all between the company and the organization....

Your Lordship, we feel that if the Employers Association could keep their Halifax plant open, which is owned and operated by the same group that control the Mortimer plant in Ottawa, the same should have been the case in Ottawa, Halifax was under the same contract as the Ottawa plant had been working under the same conditions

after the expiration of the contract as Halifax, Your Lordship, it is our opinion that the employers had decided to close their plants to all except the Halifax plant for one specific reason: *To break the spirit of the men who had been faithful to them for many years and to break the organization to which Pratt belonged....*

In the matter of keeping the Halifax plant open, there must have been a good reason for such action.

*'Could this plant have been kept open to do the work previously done in the Ottawa plant?'*

*'Had the Mortimer Company any ideas of doing work formerly done by lithography by another process?'*

We are submitting for your perusal, Your Lordship, samples of work done in Halifax which was formerly done in the Ottawa plant.

First, there is samples of lithography.

Secondly, there is work formerly done by lithography being done by letter press method.

In a letter of August 10, 1949, Mr. Tom Lawson writing to a friend of his used the following words:—

*'Today is historic in that we have decided to dispose of our last lithographic stone press. With more modern processes it is no longer economical to run drug labels by hand transferring.'*

*'As you probably appreciate, the decision to discontinue the process has been under consideration for some time.'*

On August 8, 1949, Mr. Tom Lawson again wrote:—

*'Work is now being transferred at a terrific rate to other printing processes. Obviously once the changeover has been made a large percentage will not come back to lithographing. Each day that passes sees further jobs being lost to your process.'*

These letters are very significant, Your Lordship, in that they show the trend of the Mortimer mind, and to the best of our knowledge no other employer has ever used such language to their employees....

We contend there was no labour dispute with the Ottawa Company. After the expiration of the former agreement the men worked under the same conditions as the former contract and were prepared to work until such times as a new contract could be drawn up.

We contend that the letter sent by the Ottawa Mortimer management to the employees of the lithographing department was a dismissal in the meaning of the Act.

We contend that the Ottawa Mortimer Company could have kept their plant in Ottawa open the same as they did with their plant in Halifax—working without any contract the same as had been done in Halifax and which had been done by the Ottawa plant until the notices had been posted to every individual of the department.

We contend that the stoppage of work ceased at the time of the transfer of work from the Ottawa plant to the plant owned and operated by Mortimer Limited in Halifax.

We contend that the transferring of work from lithography to letter press was part of the resumption of work as envisaged by the same Mortimer plant owners.

We contend and is a matter of fact, that *the Halifax plant had never been served with the notice that they would be closed by any action of any other plant.*



We contend that the employees of the Ottawa Mortimer plant were in the same position as that of Halifax and were working under the same conditions as the Halifax plant until they were dismissed by the letter of August 19, 1949.

We contend that the employees of the Mortimer plant of Ottawa, were not bound by any agreement other than that acceptable to the local employees, whereas the local manager of the Ottawa plant has admitted that he had no power to negotiate or talk to the men of his plant, which right is accorded to the employees of the Ottawa plant under Ontario Labour Law.

In the settlement which has been affected between the Employers' Association and the workers involved, the Employers' Association have not kept to the facts as stated by them in their statement to the Insurance Officer in Ottawa at the time of disqualification of Pratt and Boulton, when they stated: 'If one group takes action against us we will consider it as an action against the Employers' Association as a whole'.

Your Lordship, to give you definite proof of our contention that these men in Ottawa were not bound by any action of any group, we would state to you now that the men in Ottawa are back at work, while there are *three shops or firms in Toronto that are not working at all.*

The evidence clearly indicates that on June 30, 1949, the date on which the claimants lost their employment with Mortimer Limited of Ottawa, there was and had been for some months prior to that date, a labour dispute between the Canadian Lithographers' Association of which that employer is a member and the Amalgamated Lithographers of America which includes local 40 of Ottawa.

It is contended by the claimants' representatives that there had been no personal negotiations between the Mortimer Company of Ottawa and Local 40 and that inasmuch as the lithographers of that company were willing to work, there was no local dispute and consequently they should not have been penalized under the Act for what happened in the lithographing trade in another part of the Province.

It is difficult to reasonably conceive that on June 30, 1949, Local 40 could have disassociated itself from the Amalgamated Lithographers of America which, as pointed out by the Court of Referees, had entered into and signed the 1947-1948 collective bargaining agreement on behalf of that local as well as all the other Canadian locals and had also on their behalf, since October, 1948, carried on negotiations with the Association for the purpose of obtaining a new contract with better conditions of work, which negotiations led to the setting up of the provincial conciliation machinery and finally to a deadlock when the Amalgamated Lithographers of America refused to accept the recommendations of

the Conciliation Board and struck four plants in Toronto.

The lithographers of Mortimer Limited, of Ottawa, might have been willing to work on June 30, 1949, but the company, in accordance with a resolution of the Association which called upon its members to close down owing to the union's action in Toronto, was unwilling to give them work until such time as conditions of work agreed upon by both parties could be arrived at. Consequently, the company locked out the lithographers, thereby creating, at the premises, a stoppage of work within the meaning of Section 39 of the Act. This stoppage of work continued, while negotiations were going on, until the early part of December, 1949, when a settlement providing for improved conditions of work, was affected and all but two employees were taken back in the lithographing department of Mortimer Company.

The claimants' representatives attach a great deal of importance to the notice of dismissal which was posted "on the notice board of the shop" on the morning of June 29, 1949, and to the letter which was sent by the employer a few weeks later (August 19, 1949) to the lithographers informing them that they were "free to seek work elsewhere".

It is a necessary feature of a stoppage of work caused by a labour dispute that engagements are terminated and the mere fact that the initiative comes from the employer does not render the matter beyond the concept of a labour dispute if his action is taken in consequence of unwillingness on the part of the workmen to agree to his demands or proposed terms of employment. It is true that the employer in his letter of August 19, 1949, seemingly considered the separation as final but it was only a subterfuge which is not infrequently used in a dispute of this nature. To quote the employer's own words (Exhibit 10, which was produced at the hearing) "our letter of August 19 was simply an expedient to influence our men to return to work".

Mr. Desaulniers has submitted extracts from letters written in the early part of August, 1949, by the head of the firm, to the effect that the lithographing process was being transferred gradually to another printing process. Such may be the case but the evidence on file certainly does not permit one to reach the conclusion that that, any more than any other reason which might be taken as the cause of a substantial lay-off, such as, difficulty of carrying on operations due to actual or anticipated shortage of material or loss of markets for the outflow of the products,

was the underlying reason for the separation from work of the lithographers on June 30, 1949.

Mr. Desaulniers also argued that in view of the fact that the Halifax plant remained open, notwithstanding the threat by the Association that all plants would be closed down in the event of a strike against any one employer, the Mortimer company should also have kept its plant open and continued to work without any contract.

The fact that the Association for reasons of convenience or otherwise, did not utilize its full resources in the dispute, does not alter the main issue. The Association could have chosen to have kept the Mortimer plant open but it did not. The stoppage of work at that plant is purely a matter of fact, and the Umpire has not to deal with the merit of the strategy used by parties involved in a labour dispute.

In any event, it seems that in view of the publications such as the two quoted below which among others are on file, the claimants' representatives are in a rather awkward position in arguing that Local 40 or any of the other locals of the Amalgamated Lithographers of America was not concerned with the then prevailing labour dispute:—

*Ottawa Citizen*  
(November 24, 1949.)

*"Lithographers returning to work Monday.*

The twelve local members of the Amalgamated Lithographers of America (CIO-CCL) expect to return to work next Monday, according to Raoul Fournier, president of Local 40, Ottawa.

The men, all employees of Mortimers Limited, have been out of work since June 29, while the protracted negotiations between the union and the Canadian Lithographers Association, representing 36 plants in Quebec and Ontario, have been going on. 'Part of the parcel we asked for is better than none at all', Mr. Fournier told the *Evening Citizen* Wednesday.

He said he was meeting the association in Toronto on Thursday to iron out the minor points not covered in the settlement announcement which dealt only with the major points at issue—wages and welfare. . . .

'The two main points have been looked after, and if my Toronto talks are successful, the local men will be able to vote their approval of the entire settlement on Friday morning,' the union leader stated. 'We have every hope that these minor points will be ironed out,' he continued.

The employees of the union, 850 in all, have been drawing what Mr. Fournier called 'substantial benefits higher than any strike benefits ever paid a union before,' during their five-month loaf. These have been paid by the Amalgamated Lithographers of America, who control 98 per cent of all lithographers in Canada.

The union has therefore been in a very substantial position to negotiate and reports that only about one per cent of the men left the union during the protracted settlement period."

*Lithogram*

(Published Monthly in the interests of Union Lithographers by Local 12, Toronto..)

*To the Delegates*

*The Canadian Congress of Labour Convention in Session*

GREETINGS:

.....  
After negotiating with the Canadian Lithographers Association since November 1, 1948 to no avail, our union struck 4 shops in the city of Toronto, involving a total of 56 men, for the sole purpose of forcing the employers to bargain in good faith. These employers locked out in 40 shops in the cities of Toronto, Hamilton, London, Ottawa and Montreal, a total of 796 of our members. The fight has now been going on for 14 weeks with no sign of settlement. Our members are determined to fight to the finish to obtain a contract to which they are rightfully entitled. We know that the employers have decided to attempt to smash our union as an object lesson to all organized labour. Our members on the picket line in Eastern Canada are determined that shall not happen. Twenty-five thousand members of our organization spread out from Hawaii to Nova Scotia, will back us to the finish. *This fight costs money.* We have fought for 14 weeks *on our own* and paid substantial benefits to our members; members who for years have seen the wisdom of a strong union emergency fund and have paid *\$2.50 dues per week in order to attempt to maintain themselves in a fight without appealing for aid.*

This is a national and international fight. The method of locking out union men is a bold strategy on the part of the employers; and if it should succeed, Steel Workers in Hamilton may find themselves locked out because of a dispute in Nova Scotia. Electrical Workers in Toronto may find themselves locked out owing to a dispute in Montreal. This is *your* fight as much as ours.

We appeal to you for assistance, and we know you will not let us down.

Central Strike and Lock Out  
Committee, Locals 12, 27, 40,  
42 and 47."

October 3, 1949.

Under the circumstances, I have no alternative but to find that on June 30, 1949, the claimants as well as all the other employees of the lithographing department of the Mortimer Company, lost their employment by reason of a stoppage of work due to a labour dispute in which they were directly interested as their conditions of work stood to be affected by the outcome of that dispute and that therefore, they were rightly disqualified from the receipt of benefit for the duration of the said stoppage.

The appeal of Local 40 in the case of James R. Pratt is dismissed and the appeal of the insurance officer, in the case of W. F. Boulton, is allowed.

ALFRED SAVARD,

*Umpire.*

Dated at Ottawa, Ont., this 2nd day of May, 1950.



# Unemployment Insurance Statistics

## March, 1950\*

According to the monthly report issued by the Dominion Bureau of Statistics on the operations under the Unemployment Insurance Act, there were, during the month of March, 1950, 133,404 (132,525 excluding Newfoundland) claims filed at local offices of the Unemployment Insurance Commission. This number compares with 125,511 claims filed in February (125,300 excluding Newfoundland) and 103,402 filed in March, 1949.

Of the total claims filed in March, 1950, 119,533 (118,694 excluding Newfoundland) were initial and renewal claims representing mainly new cases of unemployment among insured persons. This was an increase over both the February, 1950 figure of 109,282 (109,094 excluding Newfoundland) and the March, 1949 figure of 88,786.

Ordinary claimants on the live unemployment register numbered 265,382 (264,413 excluding Newfoundland) in March, 1950, as compared to 286,163 (285,708 excluding Newfoundland) in February, 1950 and 185,787 in March, 1949. This represents a reduction in the total volume of unemployment among insured persons as measured by the situation on the last working day of the month.

Duration of unemployment is indicated by the number of days that benefit claimants are continuously on the unemployment register. In March, 1950, 284,363 persons were signing the register continuously as compared to 304,023 persons in February. The number on the register more than six days (that is, the group consisting mainly of beneficiaries) declined from 251,603 persons in February to 237,562 in March.

Claims handled at adjudicating centres and Courts of Referees in March, 1950, totalled 133,924. Of the 132,720 claims adjudicated 100,089 were allowed, 31,315 were disallowed or disqualified and 1,316 represented special requests not granted. Claims handled by Courts of Referees numbered 1,204.

Chief reasons for non-entitlement to benefit in March, 1950, were: "insufficient contributions while in insurable employ-

ment" 20,488 cases; "voluntarily leaving without just cause" 3,803 cases and "not unemployed" 2,823 cases.

Persons commencing receipt of benefit in March, 1950, numbered 91,646 (91,398 excluding Newfoundland) as compared to 112,745 (112,552 excluding Newfoundland) for February.

A continuing lag between the reduction in the number of those commencing receipt of benefit, that is, representing additions to the beneficiary group, and benefit payments is evidenced by the fact that in March \$15,747,725 was paid in respect of 6,466,268 days (\$15,714,121 in respect of 6,453,843 days excluding Newfoundland) as compared to \$13,605,340 in respect of 5,585,337 days (\$13,589,191 in respect of 5,579,452 days excluding Newfoundland) in February.

During the week of March 25 to March 31, 1950, inclusive, 219,711 persons received \$3,162,185 in respect of 1,297,370 days as compared to 232,359 persons, \$3,351,289 and 1,376,174 days for the week of February 25 to March 3 inclusive. Average duration of benefit was 5.9 days for both periods mentioned while the average amount of benefit paid during the week of March 25 to March 31 was \$14.39 as compared to \$14.42 for the week of February 25 to March 3.

Provision for the payment of supplementary unemployment insurance benefit was made by amendments to the Act in February, 1950 (L.G., April, 1950, p. 532). An analysis of the 93,231 claims received in local offices during March, together with their disposition, is given in Table E-7.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending March 31, 1950 showed 3,854,593 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1949, an increase of 54,886 since February 28, 1950.

As at March 31, 1950, 227,610 employers were registered representing an increase of 1,610 since February 28, 1950.

\* See Tables E-1 to E-8.



# HOURS AND WORKING CONDITIONS IN THE PAPER PRODUCTS INDUSTRY OCTOBER 1949\*

*The Paper Products Industry, chiefly located in Quebec and Ontario, was operating mainly on a 48-hour 6-day week in 1949. Time and one-half was the predominant overtime rate, although many plants paid double time for work on statutory holidays. One week's vacation with pay after a year or less of employment was given by most establishments, with many giving a second week after five years and a third week after twenty years. Three-quarters of the workers were paid for four, five or six statutory holidays. Sick leave with pay was provided for about two-thirds of the plant workers in the industry. About seventy per cent of the workers were covered by written collective agreements.*

The Paper Products Industry is one of the major manufacturing industries in the Canadian economy. It is a direct source of employment for some 75,000 workers, and contributes materially to the export trade of this country. The manufacture of wood pulp, for example, totalled 631,300 tons in 1949, of which 129,100 tons valued at 14.2 million dollars were exported; and 394,600 tons of the 422,500 tons of newsprint shipped in 1949 were exported at a value of 36.2 million dollars.<sup>1</sup> Except for wheat and wheat flour, this export of newsprint was the largest single item, by dollar value, in the total of domestic exports last year.

In this analysis of the Paper Products Industry, the establishments have been grouped, according to their major activity, into four divisions: the manufacture of Pulp and Paper, Paper Boxes and Bags, Roofing Papers, and Miscellaneous Paper Products. Separate sections of this article deal exclusively with the Pulp and Paper Industry (excluding the manufacture of wallboard) and the Paper Box Industry so that historical continuity may be maintained with previous studies of the working conditions in these industries.<sup>2</sup>

Tables Ia and Ib give geographical and industrial distributions of the 269 establishments and 55,995 plant workers included in this analysis of the Paper Products Industry. The industry is predominantly located in Quebec and Ontario, although there are large numbers of workers in the Maritime Provinces and British Columbia. Over one-half of the plants, employing almost 23,400 workers, were situated in Ontario, while about one-third of the plants, employing an almost equal number

of workers, were located in Quebec. The large portion of plant workers in this industry were male, particularly in the Pulp and Paper and Roofing Papers divisions.

Seventy per cent of the workers were employed in the 95 mills of the Pulp and Paper Industry, 17 per cent in the 98 factories of the Paper Boxes and Bags Industry and just 4.3 per cent in the 18 factories of the Roofing Papers Industry. The remaining workers were employed in 58 plants engaged in the manufacture of Miscellaneous Paper Products.

**Collective Agreements.**—Written collective agreements covering 71 per cent of the workers were reported by 153 establishments in the Paper Products Industry.

\* Information in this article was prepared from data obtained in the annual survey of wage rates and working conditions for 1949 by the Economics and Research Branch of the Department of Labour. Employers were asked to report on certain conditions of work as well as to give, by occupation, the wage or salary rates of time workers and the straight-time earnings of employees on piece work during the last pay period preceding October 1, 1949.

For a summary of provincial legislation on working conditions, see *Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation*, an annual publication of the Department of Labour.

Information on hours and working conditions in the Primary Textiles Industry, October 1949, comparable to that contained in the present article was published in the May, 1950 issue of the *LABOUR GAZETTE*.

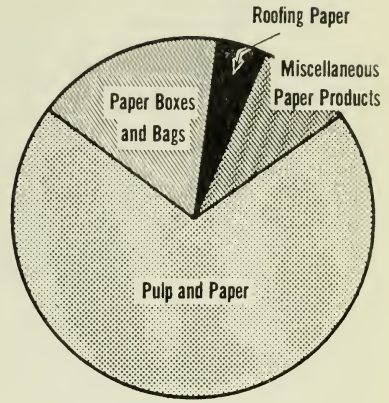
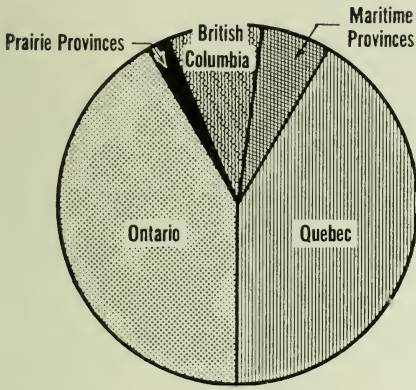
<sup>1</sup> See the Canadian Statistical Review, a monthly publication of the Dominion Bureau of Statistics, Ottawa.

<sup>2</sup> See "Wages, Hours and Working Conditions in the Pulp and Paper Industry, 1946", the *LABOUR GAZETTE*, July 1947, and "Wages, Hours and Working Conditions in the Pulp and Paper and Paper Box Industries, October 1948", the *LABOUR GAZETTE*, June 1949.

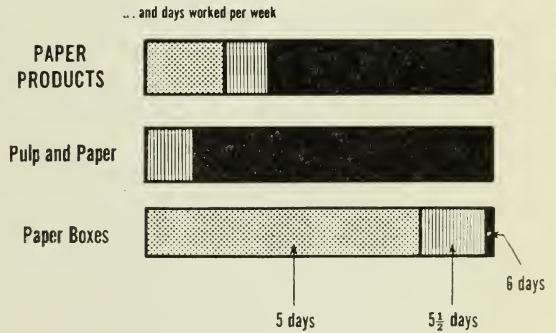
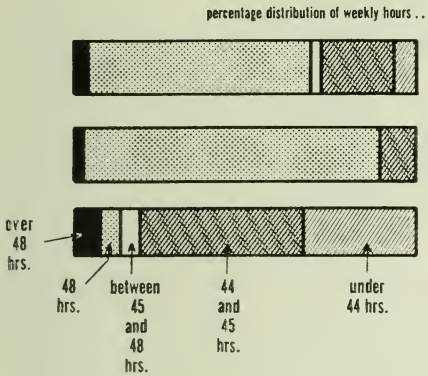
# THE PAPER PRODUCTS INDUSTRY . . .

. . . was mainly located in the Provinces of Quebec and Ontario.

Most of the workers were engaged in the manufacture of pulp and paper.

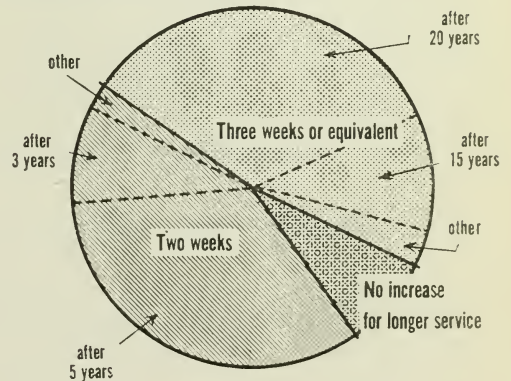
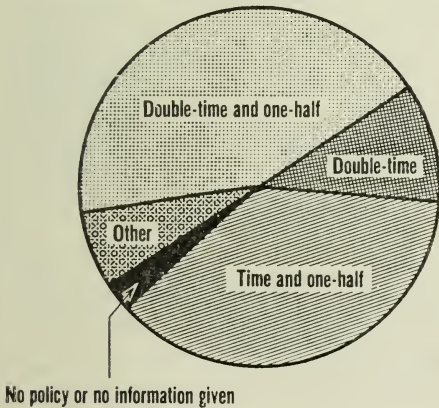


A 48-hour 6-day week was worked by the largest number of plant employees, though the work week differed greatly between industries.



Time and one-half was the predominant overtime rate, except for work on statutory holidays.

Initial vacations of one week were given by almost all plants, but the maximum vacations varied.





Large groups of workers were represented by the National Federation of Pulp and Paper Workers (CCCL) and by such AFL-TLC unions as the International Brotherhood of Paper Makers, the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, the International Chemical Workers' Union and the International Printing Pressmen and Assistants' Union of North America. In some cases, various combinations of these unions operated within a single establishment. The workers in a dozen plants were reported to be represented by directly chartered unions of the American Federation of Labour, the Canadian Congress of Labour or the Canadian and Catholic Confederation of Labour.

**Normal Weekly Hours, Tables IIa and IIb.**—Almost two-thirds of the plant employees were employed in 111 establishments operating on a 48-hour week, while 12,400 workers were in 85 establishments reporting normal weekly hours of 44 or 45. Most of the workers on a 48-hour week were reported working 6 days, most of those on a 45-hour week were working 5 days and most of the workers on a 44-hour week, 5½ days. All of the workers in British Columbia and one-half of the workers in the Prairie Provinces were operating on a normal work week of 44 hours or less.

Almost 12,000 workers in 126 establishments were on a 5-day week. Most of these workers were in the Paper Boxes and Bags Industry or engaged in the manufacture of Miscellaneous Paper Products. Most of the mills in the Pulp and Paper Industry reported operating on a 6-day week; none reported a 5-day week.

**Overtime Rates of Pay, Tables IIIa and IIIb.**—Time and one-half was the predominant rate for overtime after standard daily or weekly hours. A few establishments reported paying time and one-half for the first three or four hours of overtime and double time thereafter. For work on Sunday, time and one-half was the most common overtime rate although 40 plants, employing 4,500 workers, paid double time. Most of this latter group were in plants manufacturing Paper Boxes and Bags and Miscellaneous Paper Products.

## The Pulp and Paper Industry—excluding the manufacture of wallboard

There have been few changes in the hours and working conditions of the Pulp and Paper Industry since the comparable article for the year 1946 was published in the July, 1947, LABOUR GAZETTE. There

Work on statutory holidays was generally paid for at a rate of time and one-half or double time and one-half. The higher rate for work on these holidays was paid mainly to workers in the Pulp and Paper Industry. Fifty-two establishments, employing 5,900 workers, reported paying double time for work on statutory holidays.

**Vacations with Pay, Tables IVa and IVb.**—All but three establishments in the Paper Products Industry reported information on vacations with pay, and in every case an initial vacation of at least one week, or equivalent, after a year or less of employment was indicated. Twelve establishments, employing 942 plant workers, reported giving an initial vacation of two weeks with pay or 4 per cent of earnings.

In 202 mills, employing 92 per cent of the workers, the length of vacation with pay was dependent upon the period of employment. A maximum allowance of two weeks with pay, generally after 5 years of employment, was reported by 144 plants employing 24,800 workers, while a maximum of three weeks, or equivalent, was reported by 58 plants employing over 26,400 workers. Most of the workers receiving this maximum vacation of three weeks with pay, mainly after 20 years of service, were in the Pulp and Paper Industry, and received an intermediate vacation period of two weeks after 5 years of employment.

**Statutory Holidays, Table V.**—Ninety-five per cent of the establishments, employing 97 per cent of the workers, reported observing from four to nine statutory holidays. The most common number of days observed was four. All but 26 of the establishments observing statutory holidays paid for one or more of them. Almost one-half of these workers were in 56 plants paying for four days, and a further 16,800 workers were in 76 plants paying for five or six statutory holidays.

**Sick Leave with Pay.**—Sick leave with pay was reported by 130 establishments in the Paper Products Industry employing over 36,000 workers. There was considerable variation in the conditions of this sick leave, but most of the schemes were operated through a group insurance plan.

has, however, been a tendency for more workers to be paid double time and one-half for work on statutory holidays; and a large group of workers now receive a maximum vacation with pay of three



weeks after 20 years of employment. Also, there has been some increase in the number of statutory holidays observed and paid for in the industry.

Table VI gives a regional distribution of the 89 mills, employing 38,133 mill workers, which have been used in this analysis of the Pulp and Paper Industry. These 89 mills do not include the six establishments primarily engaged in the manufacture of wallboard which were included in the previous section on the Paper Products Industry. Most of the mills in the Pulp and Paper Industry are located in the provinces of Quebec and Ontario, with but a few mills in the Maritime Provinces and British Columbia and one in Manitoba.

**Collective Agreements.**—All but five of the mills reported having written collective agreements covering almost all of the mill workers in the industry. The unions representing large numbers of workers were the National Federation of Pulp and Paper Workers (CCCL), the International Brotherhood of Pulp, Sulphite and Paper Mill Workers (AFL-TLC), and the International Brotherhood of Paper Makers (AFL-TLC). In many cases there was a combination of unions representing the employees of a single establishment.

**Normal Weekly Hours, Table VII.**—Except in British Columbia, the mills in the Pulp and Paper Industry (excluding the manufacture of wallboard) mainly operated on a 48-hour 6-day week. The seven mills in British Columbia and one in Ontario reported a normal work week of 44 hours. There has been no significant change in the normal work week in this industry during the past three years.

**Overtime Rates of Pay, Table VIII.**—Time and one-half for work after standard daily or weekly hours and for work on Sunday was reported by almost all of the mills in this industry.

Time and one-half and double time and one-half were the main rates of payment for work on statutory holidays, with the latter being the rate covering the majority of workers. As mentioned above, many

more mills are now paying double time and one-half for work on these days. In 1949, about 21,600 workers were in mills paying this rate for work on statutory holidays; whereas in 1948 just 10,100 were in mills paying double time and one-half and in 1946 this rate was not reported.

**Vacations with Pay, Table IX.**—All but two of the mills reported information on vacations with pay, and of those reporting, most indicated a vacation of one week with pay after one year of employment. One mill reported an initial vacation of two weeks.

Eighty-two of the mills gave a longer vacation period to employees having longer periods of employment. Forty-seven mills, employing 38 per cent of the workers, reported giving two weeks, mainly after 5 years; and thirty-five mills, employing 59 per cent of the workers, reported giving a maximum of three weeks with pay, mostly after 20 years of employment. Most of the mills giving a maximum vacation of three weeks also have an intermediate vacation period of two weeks with pay after five years of employment.

**Statutory Holidays, Table X.**—Ninety-five per cent of the workers were employed in 75 mills observing four, five or six statutory holidays, with 62 per cent in mills observing four days.

Only seven of the mills did not pay for any of the observed statutory holidays. As with the observed holidays, most workers were paid for four, five or six days, with the largest number being paid for four. This represents an increase in the number of paid statutory holidays since 1948, when just one mill paid for more than four days.

**Sick Leave with Pay.**—Seventy-six per cent of the workers in 58 of the mills in the Pulp and Paper Industry were reported to be covered by some arrangement for payment during periods of illness. The usual provision was through a group insurance plan.

**TABLE Ia.—DISTRIBUTION OF PLANTS AND PLANT WORKERS, BY REGION, IN THE PAPER PRODUCTS INDUSTRY, OCTOBER 1949**

	CANADA	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Number of Plants .....	269	14	85	137	13	20
Number of Plant Workers:						
Male .....	48,879	3,370	20,800	19,463	816	4,430
Female .....	7,116	135	2,569	3,895	221	296
Total .....	55,995	3,505	23,369	23,358	1,037	4,726

# The Paper Box Industry

There have been no important changes in the hours and working conditions of the Paper Box Industry since the 1948 article for this industry was published in the June, 1949, *LABOUR GAZETTE*. A few more factories, however, are paying double time and one-half for work on statutory holidays, and there has been some increase in the number of paid statutory holidays.

Table XI gives a geographical distribution of the 85 factories and 8,189 factory workers used in this analysis of the Paper Box Industry. More than one-half of the workers were in 48 factories located in Ontario, and almost one-third were in 20 factories in the Province of Quebec. In this industry there is a large percentage of female workers.

**Collective Agreements.**—Just over one-half of the establishments reported having written collective agreements covering nearly two-thirds of the workers in the industry. The workers under these collective agreements were represented by various International, National or directly chartered unions, or by employees' associations. The International Printing Pressmen and Assistants' Union of North America (AFL-TLC) was the most important single union in the Paper Box Industry.

**Normal Weekly Hours, Table XII.**—The 45-hour 5-day week was by far the most common normal working week in this industry. In the Prairie Provinces and British Columbia the 40- and 44-hour weeks were predominant, with most of the factories operating five days.

The 5-day week was reported by 67 factories employing 80 per cent of the workers, and the remainder, except one, reported a 5½-day week. This represents no great change from the hours of work in 1948.

**Overtime Rates of Pay, Table XIII.**—As in the other divisions of the Paper Products Industry, time and one-half was the predominant rate for work after standard daily or weekly hours.

For work on Sundays and statutory holidays, time and one-half was again the general rate, although many establishments reported paying double time. Over 2,000 workers were in the factories paying the higher rate for work on these days. Five factories, employing almost 900 workers, reported paying double time and one-half for work on statutory holidays. This indicates a slight increase over last year in the number of establishments paying double time and one-half.

**Vacations with Pay, Table XIV.**—All but one factory reported giving an initial vacation with pay of at least one week, or its equivalent of 2 per cent of earnings, after a year or less of employment. Three of these factories gave two weeks with pay after one year of service.

More than one-half of the establishments reported giving a longer vacation with pay as the period of employment by the worker increased. Forty-six factories, employing 65 per cent of the workers in the industry, reported giving a maximum vacation of two weeks, generally after five years; and four factories, employing some 770 workers, reported giving three weeks or 6 per cent of earnings. The factories giving the greater maximum vacation with pay also reported an intermediate vacation of two weeks or its equivalent.

**Statutory Holidays, Table XV.**—All but one of the factories reported observing from six to ten statutory holidays, and 74 of these reported paying for some or all of the days observed. The largest group of workers were in those establishments observing and paying for eight days.

The proportion of workers in the Paper Box Industry being paid for statutory holidays has been increased since 1948, and the number of days for which the workers were paid has also been raised.

**Sick Leave with Pay.**—Twenty-four factories, employing 23 per cent of the workers, reported some provision for sick leave with pay. In most cases these provisions were applied through a group insurance plan.

**TABLE 1b.—DISTRIBUTION OF PLANTS AND PLANT WORKERS, BY INDUSTRY, IN THE PAPER PRODUCTS INDUSTRY, OCTOBER 1949**

	PAPER PRODUCTS	Paper Boxes and Bags	Pulp and Paper	Roofing Papers	Miscellaneous Paper Products
Number of Plants .....	269	98	95	18	58
Number of Plant Workers:					
Male .....	48,879	5,393	38,163	2,330	2,993
Female .....	7,116	3,914	1,089	55	2,058
Total .....	55,995	9,307	39,252	2,385	5,051

TABLE IIa.—NORMAL WEEKLY HOURS FOR PLANT WORKERS, BY REGION, IN THE PAPER PRODUCTS INDUSTRY, OCTOBER 1949

Normal Weekly Hours	CANADA		MARITIME PROVINCES		QUEBEC		ONTARIO		PRAIRIE PROVINCES		BRITISH COLUMBIA	
	Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers
<i>On a 5-day week</i>												
Under 40.....	1	37					1	37				
Over 40 and under 44.....	25	1,780					14	1,057				6
Over 44.....	11	1,203			1	94	11	969	5	277		1
Over 45.....	11	1,079	1	71			9	984	1			1
Over 45 and under 48.....	50	5,479	1	18	16	1,843	32	3,993	1	25		
Over 48.....	10	1,585			2	1,105	8	480				
Over 48.....	11	1,526			5	972	6	554				
Over 48.....	3	1,308			3	308						
Total.....	126	11,997	2	89	27	3,322	81	7,674	7	351		
<i>On a 5½-day week</i>												
Over 44.....	18	4,059			2	517	1	56				
Over 44 and under 48.....	6	2,774	2	72			6	774	4	195		
Over 48.....	14	2,223			7	792	7	1,431				
Over 48.....	4	607	1	70	3	537						
Total.....	42	7,663	3	142	12	1,846	14	2,261	4	195		
<i>On a 6-day week</i>												
Under 44.....	1	433					1	433				
Over 44.....	3	1,104					1	158				
Over 44 and under 48.....	3	509					3	609				
Over 48.....	86	33,467	8	3,261	39	17,392	37	12,323	2	491		
Over 48.....	8	822	1	13	7	809						
Total.....	101	36,335	9	3,274	46	18,201	42	13,423	2	491		
<i>All Establishments</i>												
Under 40.....	1	37					1	37				
Over 40 and under 44.....	25	1,780					14	1,057				6
Over 44.....	16	1,636			1	94	12	1,402	5	277		1
Over 45.....	32	6,242	3	143	2	517	35	4,267	1	49		2
Over 45 and under 48.....	53	6,153	1	18	16	1,843	35	4,267	1	198		12
Over 48.....	16	1,194			2	1,105	14	1,089		25		
Over 48.....	111	37,216	8	3,261	51	19,156	50	14,308	2	491		
Over 48.....	15	1,737	2	83	13	1,654						
Total.....	269	55,995	14	3,505	85	23,369	137	23,353	13	1,037		
Total.....												20
Total.....												4,726



TABLE IIb.—NORMAL WEEKLY HOURS FOR PLANT WORKERS, BY INDUSTRY, IN THE PAPER PRODUCTS INDUSTRY, OCTOBER 1949

Normal Weekly Hours	PAPER PRODUCTS		PAPER BOXES AND BAGS		PULP AND PAPER		ROOFING PAPERS		MISCELLANEOUS PAPER PRODUCTS	
	Estab-lishments	Workers	Estab-lishments	Workers	Estab-lishments	Workers	Estab-lishments	Workers	Estab-lishments	Workers
<i>On a 5-day week</i>										
Under 40.....	1	37							1	37
Over 40 and under 44.....	25	1,780	13	686					11	1,053
Over 44.....	15	1,203	11	970					4	233
Over 45.....	11	1,079	7	905					4	174
Over 45 and under 48.....	50	5,479	32	3,488					16	1,846
Over 48.....	10	585	7	452					3	133
Over 48.....	11	1,526	5	448					5	415
Over 48.....	3	308	2	236					1	72
Total.....	126	11,997	77	7,185					4	849
<i>On a 5½-day week</i>										
Under 44.....	18	4,059	7	774					3	230
Over 44 and under 48.....	6	774	3	561					2	58
Over 48.....	14	2,223	6	388					1	23
Over 48.....	4	607	3	188						
Total.....	42	7,663	19	1,911					5	339
<i>On a 6-day week</i>										
Under 44.....	1	433								
Over 44.....	3	1,104								
Over 44 and under 48.....	3	509								
Over 48.....	86	33,467	1	96					8	509
Over 48.....	8	822	1	115					1	259
Total.....	101	36,335	2	211					9	777
<i>All Establishments</i>										
Under 40.....	1	37								
Over 40.....	25	1,780	13	686					1	37
Over 40 and under 44.....	16	1,638	11	970					11	1,053
Over 44.....	32	6,242	14	1,679					4	233
Over 45.....	53	6,153	33	3,988					7	404
Over 45 and under 48.....	16	1,194	9	513					17	1,865
Over 48.....	111	37,216	12	932					7	681
Over 48.....	15	1,737	6	539					1	697
Total.....	269	55,995	98	9,307					18	2,385
									58	5,051

TABLE IIIa.—OVERTIME RATES OF PAY, BY REGION, IN THE PAPER PRODUCTS INDUSTRY, OCTOBER 1949

OVERTIME RATES OF PAY	AFTER DAILY HOURS				ONLY AFTER WEEKLY HOURS		SUNDAY		STATUTORY HOLIDAYS		
	MONDAY TO FRIDAY		SATURDAY		Establishments	Workers	Establishments	Workers	Establishments	Workers	
	Establishments	Workers	Establishments	Workers							
<i>Straight time</i>											
CANADA.....	3	168	3	168			2	26	17	1,087	
Maritime Provinces.....	1	121	1	121					1	121	
Quebec.....	1	17	1	17					2	234	
Ontario.....	1	30	1	30			2	26	14	732	
<i>Time and one-quarter</i>											
CANADA (Ontario only).....	3	247	3	247	3	124	3	165	3	176	
<i>Time and one-half</i>											
CANADA.....	(1)	50,707	(1)	50,081	40	3,437	(1)	155	100	20,925	
Maritime Provinces.....	9	3,231	9	3,231	3	140		10	7	1,762	
Quebec.....	70	22,261	68	21,885	12	1,001		52	35	11,268	
Ontario.....	86	19,639	82	19,389	23	2,158		73	43	6,176	
Prairie Provinces.....	10	850	10	850	2	188		2	4	307	
British Columbia.....	20	4,726	20	4,726				18	11	1,412	
<i>Double time</i>											
CANADA.....		445	2	445			40	4,505	52	5,900	
Maritime Provinces.....							2	84	2	89	
Quebec.....		329	1	329			16	2,354	20	2,780	
Ontario.....		116	1	116			15	1,603	25	2,814	
Prairie Provinces.....							6	349	4	102	
British Columbia.....							1	115	1	115	
<i>Double time and one-half</i>											
CANADA.....									62	24,159	
Maritime Provinces.....									5	1,520	
Quebec.....									17	8,122	
Ontario.....									33	11,018	
Prairie Provinces.....									2	370	
British Columbia.....									7	3,129	
<i>Other</i>											
CANADA.....	5	546	4	432	1	45	3	408	14	2,735	
<i>No overtime policy or no information reported</i>											
CANADA.....	19	721	24	1,016			66	4,126	21	1,013	
Total.....	225	52,389	225	52,389	44	3,606	269	55,995	269	55,995	

(1) A few establishments pay time and one-half for the first three or four hours of overtime and pay double time thereafter. This policy was reported for overtime after daily hours on Monday to Friday by 11 establishments, after daily hours on Saturday by 14 establishments and for work on Sunday by 2 establishments.  
 (2) One establishment reported paying time and one-half for work on unpaid statutory holidays.

TABLE III.—OVERTIME RATES OF PAY, BY INDUSTRY, IN THE PAPER PRODUCTS INDUSTRY, OCTOBER 1949

Overtime Rates of Pay	AFTER DAILY HOURS						Sunday			Statutory Holidays	
	Monday to Friday		Saturday		Only After Weekly Hours		Sunday		Establishments	Workers	
	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers			
<i>Straight Time</i>											
PAPER PRODUCTS.....	3	168	3	168			2	26	17	1,087	
Paper Boxes and Bags.....	1	30	1	30					7	313	
Pulp and Paper.....	2	138	2	138			2	26	2	156	
Roofing Papers.....											
Miscellaneous Paper Products.....									8	618	
<i>Time and one-quarter</i>											
PAPER PRODUCTS.....	3	247	3	247			3	124	3	176	
Paper Boxes and Bags.....	1	78	1	78			2	116	2	127	
Miscellaneous Paper Products.....	2	169	2	169			1	49	1	49	
<i>Time and one-half</i>											
PAPER PRODUCTS.....	(1)	50,707	(1)	189			40	3,437	100	20,925	
Paper Boxes and Bags.....	56	6,223	53	5,823			38	4,441	39	3,703	
Pulp and Paper.....	87	38,680	87	38,680			89	38,964	36	15,081	
Roofing Papers.....	16	2,250	16	2,250			12	1,325	11	1,107	
Miscellaneous Paper Products.....	36	3,554	33	3,328			16	2,035	14	1,034	
<i>Double Time</i>											
PAPER PRODUCTS.....			2	445			40	4,505	(2)	5,900	
Paper Boxes and Bags.....			1	329			20	2,220	20	2,341	
Pulp and Paper.....							1	13	3	207	
Roofing Papers.....							2	789	5	971	
Miscellaneous Paper Products.....			1	116			17	1,483	24	2,381	
<i>Double time and one-half</i>											
PAPER PRODUCTS.....									62	24,159	
Paper Boxes and Bags.....									9	1,177	
Pulp and Paper.....									47	22,194	
Roofing Papers.....									1	70	
Miscellaneous Paper Products.....									5	718	
<i>Other</i>											
PAPER PRODUCTS.....	5	546	4	432			1	45	14	2,735	
<i>No overtime policy or no information reported</i>											
PAPER PRODUCTS.....	19	721	24	1,016			66	4,126	21	1,013	
Total.....	225	52,389	225	52,389	44	3,606	209	55,995	209	55,995	

(1) See footnote (1) Table IIIa.

(2) One establishment reported paying time and one-half for work on unpaid statutory holidays.



TABLE IVa.—VACATIONS WITH PAY, BY REGION, IN THE PAPER PRODUCTS INDUSTRY, OCTOBER 1949

Length of Vacation and Service Requirements	CANADA		MARITIME PROVINCES		QUEBEC		ONTARIO		PRAIRIE PROVINCES		BRITISH COLUMBIA	
	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers
<b>INITIAL VACATION</b>												
<i>One Week or Equivalent</i> .....	253	54,738		3,230	84	23,324	127	22,532	13	1,037	19	4,955
One week after:												
No specified service.....	3	217			1	141	2	76				
Less than one year.....	11	824		95	3	217	6	482			1	30
One year.....	235	52,640	9	3,135	80	22,966	116	21,758	13	1,037	17	3,750
½ day per month.....	1	885									1	885
2 per cent of earnings.....	3	216					3	216				
<i>Two Weeks or Equivalent</i> .....	12	942	1	71	1	45	10	336				
Two weeks after:												
One year.....	8	544	1	71	1	45	6	428				
Other.....	3	232					3	282				
4 per cent of earnings.....	1	116					1	116				
<i>Other</i> .....	1	61									1	61
Total.....	(1) 266	55,791	11	3,301	85	23,369	137	23,358	13	1,037	20	4,726
<b>MAXIMUM VACATION</b>												
<i>Two Weeks or Equivalent</i> .....	144	24,834	3	1,530	46	9,853	73	9,991	5	244	17	3,226
Two weeks after:												
Less than 3 years.....	7	413			2	155	3	180	1	49	1	30
3 years.....	25	4,962			2	824	8	1,090	1	8	14	3,040
5 years.....	102	18,606	3	1,520	38	8,630	57	8,172	2	138	2	156
10 years.....	3	645			3	182	4	463				
Other.....	3	207			1	72	1	86		49		
<i>Three Weeks or Equivalent</i> .....	58	26,446	2	1,296	23	12,707	27	10,427	3	516	3	1,500
Three weeks after:												
15 years.....	8	5,693			1	717	5	3,500			2	1,476
20 years.....	39	18,882	2	1,296	19	11,099	17	6,136	1	321		
25 years.....	8	1,685			3	891	3	600	1	170	1	24
Other.....	2	36					1	11		25		
6 per cent of earnings after 15 years.....	1	180					1	180				
<i>No Increase for Longer Service</i> .....	64	4,511	6	435	16	809	37	2,940	5	277		
Total.....	(1) 266	55,791	11	3,301	85	23,369	137	23,358	13	1,037	20	4,726

(1) Three establishments did not report information on vacations with pay.

TABLE IVb.—VACATIONS WITH PAY, BY INDUSTRY, IN THE PAPER PRODUCTS INDUSTRY, OCTOBER 1949

Length of Vacation and Service Requirements	Paper Products		Paper Boxes and Bags		Pulp and Paper		Roofing Papers		Miscellaneous Paper Products	
	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers
<b>INITIAL VACATION</b>										
<i>One Week or Equivalent</i> .....	253	54,788	94	9,030	91	39,022	18	2,385	50	4,351/39
One week after:										
No specified service.....	3	217	2	178					1	
Less than one year.....	11	824	4	172	2	128			5	524
One year.....	235	52,646	85	8,464	88	38,009	18	2,385	44	3,788
½ day per month.....	1	885			1	885				
2 per cent of earnings.....	3	216	3	216						
<i>Two Weeks or Equivalent</i> .....	12	9,42	3	207	1	35			8	700
Two weeks after:										
One year.....	8	544	3	207					5	337
Other.....	3	282			1	35			2	247
4 per cent of earnings.....	1	116							1	116
Other.....	1	61			1	61				
Total.....	(1) 266	55,791	97	9,237	93	39,118	18	2,385	58	5,051
<b>MAXIMUM VACATION</b>										
<i>Two Weeks or Equivalent</i> .....	144	24,834	53	6,081	49	14,786	11	1,078	31	2,889
Two weeks after:										
Less than 3 years.....	7	414	4	141					3	273
3 years.....	25	4,962	6	384	8	3,317	2	275	9	986
5 years.....	102	18,006	37	4,913	40	11,424	9	803	16	1,466
10 years.....	7	645	5	557	1	45			1	43
Other.....	3	207	1	86					2	121
<i>Three Weeks or Equivalent</i> .....	58	26,446	7	1,032	38	29,237	5	1,281	8	896
Three weeks after:										
15 years.....	8	5,693			6	5,348	1	38	1	307
20 years.....	39	18,852	5	841	32	17,889			2	122
25 years.....	8	1,085							4	442
Other.....	2	36	1	11					1	25
6 per cent of earnings.....	1	180	1	180						
After 15 years.....										
<i>No Increase for Longer Service</i> .....	64	4,511	37	2,124	6	1,095	2	26	19	1,266
Total.....	(1) 266	55,791	97	9,237	93	39,118	18	2,385	58	5,051

(1) Three establishments did not report information on vacations with pay.

TABLE V.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR, BY ESTABLISHMENTS, IN THE PAPER PRODUCTS INDUSTRY, OCTOBER 1949

Number of Paid Statutory Holidays	NUMBER OF ESTABLISHMENTS AND WORKERS		OBSERVED STATUTORY HOLIDAYS, BY NUMBER OF DAYS									
	Estab-lishments	Workers	Less than 4	4	5	6	7	8	9	10 and over		
None.....	26	1,698	2	1	.....	1	7	7	6	2		
1.....	6	302	.....	.....	.....	1	1	4	.....	.....		
2.....	17	2,016	1	.....	.....	1	3	12	1	.....		
3.....	14	2,379	.....	1	.....	2	1	7	1	1		
4.....	56	26,365	.....	45	.....	2	4	3	1	.....		
5.....	22	6,878	.....	.....	11	1	.....	6	2	2		
6.....	54	9,942	.....	.....	.....	30	1	17	6	.....		
7.....	21	1,458	.....	.....	.....	.....	17	1	2	1		
8.....	44	4,348	.....	.....	.....	.....	.....	39	1	4		
9.....	8	564	.....	.....	.....	.....	.....	.....	8	.....		
Total Establishments.....	(1) 268	.....	3	47	13	37	34	96	28	10		
Total Workers.....	.....	(1) 55,950	162	24,962	5,572	9,154	2,515	10,127	1,946	1,512		

(1) One establishment did not report information on statutory holidays.



TABLE VII.—NORMAL WEEKLY HOURS FOR MILL WORKERS IN THE PULP AND PAPER INDUSTRY\*, OCTOBER 1949

Normal Weekly Hours	CANADA		Maritime Provinces		Quebec		Ontario		British Columbia	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>On a 5½-day week</i>										
44.....	5	2,742							5	2,742
Over 44 and under 48.....	1	155						1		155
48.....	4	1,753			2	521	2	1,232		
Over 48.....	1	419			1	419				
Total.....	11	5,069			3	940	3	1,387	5	2,742
<i>On a 6-day week</i>										
44.....	3	1,104								
48.....	70	31,435						1	158	946
Over 48.....	(1)	525	8	3,261	31	16,302	30	11,551		
			1	13	4	512				
Total.....	(1)	33,064	9	3,274	35	16,814	31	11,709	2	946
<i>All Establishments</i>										
44.....	8	3,846								
Over 44 and under 48.....	1	155						1	158	3,688
48.....	74	33,188						1	155	
Over 48.....	6	944	8	3,261	33	16,823	32	12,783		
			1	13	5	931				
Total.....	(1)	38,133	9	3,274	38	17,754	34	13,096	7	3,688

\* Excluding the manufacture of wallboard.

(1) Includes one mill in Manitoba.

**TABLE VI.—DISTRIBUTION OF MILLS AND MILL WORKERS IN THE PULP AND PAPER INDUSTRY\*, OCTOBER 1949**

	CANADA	Maritime Provinces	Quebec	Ontario	British Columbia
Number of Mills.....	(1) 89	9	38	34	7
Number of Mill Workers:					
Male.....	37,052	3,259	17,065	12,753	3,662
Female.....	1,081	15	689	343	26
Total.....	(1) 38,133	3,274	17,754	13,096	3,688

\* Excluding the manufacture of wallboard.  
(1) Includes one mill in Manitoba.

**TABLE VIII.—OVERTIME RATES OF PAY IN THE PULP AND PAPER INDUSTRY\*, OCTOBER 1949**

Overtime Rates of Pay	AFTER DAILY HOURS		ONLY AFTER WEEKLY HOURS		SUNDAY		STATUTORY HOLIDAYS	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>Straight time</i>								
CANADA.....	2	138					2	156
Maritime Provinces.....	1	121					1	121
Quebec.....	1	17						
Ontario.....							1	35
<i>Time and one-half</i>								
CANADA.....	(1) 83	37,639	2	308	(1) 85	37,923	34	14,653
Maritime Provinces.....	7	3,140			8	3,261	4	1,620
Quebec.....	36	17,592	1	145	36	17,592	21	9,485
Ontario.....	32	12,898	1	163	33	13,061	7	2,826
British Columbia.....	7	3,688			7	3,688	2	722
<i>Double time</i>								
CANADA.....					1	13	2	162
Maritime Provinces.....					1	13		
Quebec.....							2	162
<i>Double time and one-half</i>								
CANADA.....							(1) 45	21,581
Maritime Provinces.....							3	1,520
Quebec.....							13	7,844
Ontario.....							23	8,930
British Columbia.....							5	2,966
<i>Other</i>								
CANADA.....							5	1,568
<i>No overtime policy or no information reported</i>								
CANADA.....	2	48			3	197	1	13
Total.....	87	37,825	2	308	89	38,133	89	38,133

\* Excluding the manufacture of wallboard  
(1) Includes one mill in Manitoba

TABLE IX.—VACATIONS WITH PAY IN THE PULP AND PAPER INDUSTRY\*, OCTOBER 1949

Length of Vacation and Service Requirements	CANADA <sup>(1)</sup>				Quebec		Ontario		British Columbia		
	Mills		Workers		Mills	Workers	Mills	Workers	Mills	Workers	
INITIAL VACATION											
<i>One Week after:</i>											
Less than one year.....	2	980	1	95						1	885
One year.....	83	36,923	6	3,045						5	2,742
Other.....	1	61			38	17,754	33	13,061		1	61
<i>Two Weeks after:</i>											
No specified service.....	1	35								1	35
Total.....	87	37,999	7	3,140	38	17,754	34	13,096	7	3,688	
MAXIMUM VACATION											
<i>Two Weeks after:</i>											
3 years.....	8	3,317								1	432
5 years.....	39	11,244	3	1,520	1	635	16	3,948		6	2,250
<i>Three Weeks after:</i>											
15 years.....	6	5,348								4	3,193
20 years.....	29	17,028	2	1,296	15	10,898	11	4,813		11	4,813
<i>No Increase for Longer Service.....</i>											
Total.....	5	1,062	2	324	1	28	2	710		2	710
Total.....	87	37,999	7	3,140	38	17,754	34	13,096	7	3,688	

\* Excluding the manufacture of wallboard.

(1) Two mills did not report information on vacations with pay

(2) Includes one mill in Manitoba.



TABLE X.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR, BY MILLS, IN THE PULP AND PAPER INDUSTRY\*, OCTOBER 1949

Number of Paid Statutory Holidays	NUMBER OF MILLS AND MILL WORKERS		OBSERVED STATUTORY HOLIDAYS, BY NUMBER OF DAYS							
	Mills	Workers	Less than 4		4	5	6	7	8	11
None.....	7	576	2	1			1	1	2	
Less than 4.....	4	427			1					
4.....	44	24,647		39	1			1	3	
5.....	12	5,567			9		2	1	1	
6.....	21	6,881					1			2
8.....	1	35					20	1	1	
Total Establishments.....	89		2	40	11		24	3	7	2
Total Workers.....		38,133	134	23,701	5,287		7,187	376	927	521

\* Excluding the manufacture of wallboard.

TABLE XII.—NORMAL WEEKLY HOURS FOR FACTORY WORKERS IN THE PAPER BOX INDUSTRY, OCTOBER 1949

Normal Weekly Hours	CANADA		Maritime Provinces		Quebec		Ontario		Prairie Provinces		British Columbia	
	Factories	Workers	Factories	Workers	Factories	Workers	Factories	Workers	Factories	Workers	Factories	Workers
<i>On a 5-day week</i>												
40	12	579					5	159	4	261	3	159
Over 40 and under 44	9	879		94	1		7	736	1	49		
44	7	905	1	71			6	834				
Over 44 and under 45	29	3,883	1	18	11	1,532	17	1,833				
Over 45	10	828			3	324	7	504				
Total	67	6,574	2	89	15	1,950	42	4,066	5	310	3	159
<i>On a 5½-day week</i>												
44	6	382							2	138	2	172
Over 44 and under 48	3	561	2	72			3	561				
48	5	369			2	196	3	173				
Over 48	3	188	1	70	2	118						
Total	17	1,500	3	142	4	314	6	734	2	138	2	172
<i>All Establishments</i>												
40	12	579					5	159	4	261	3	159
Over 40 and under 44	9	879			1	94	7	736	1	49		
44	13	1,287	3	143			6	834	2	138	2	172
Over 44 and under 45	30	3,883	1	18	11	1,532	18	2,323				
Over 45 and under 48	9	513			1	88	8	425				
48	6	509			2	196	4	513				
Over 48	(1)	539	1	70	(1)	469						
Total	(1) 85	8,189	5	231	(1) 20	2,379	48	4,800	7	448	5	331

(1) Includes one establishment on a 6-day week.

TABLE XIII—OVERTIME RATES OF PAY IN THE PAPER BOX INDUSTRY, OCTOBER 1949

Overtime Rates of Pay	AFTER DAILY HOURS						Only After Weekly Hours		Sunday		Statutory Holidays	
	Monday to Friday			Saturday			Factories	Workers	Factories	Workers	Factories	Workers
	Factories	Workers		Factories	Workers							
<i>Straight time</i>												
CANADA.....	1	30	1	30	1	30					6	259
Quebec.....	1	30	1	30	1	30					1	45
Ontario.....	1	30	1	30	1	30					5	214
<i>Time and one-quarter</i>												
CANADA (Ontario only).....	1	78	1	78	1	78	3	124	2	116	2	127
<i>Time and one-half</i>												
CANADA.....	(1)	5,213	(1)	4,860	44	4,860	23	2,071	29	3,478	33	3,010
Maritime Provinces.....	2	91	2	91	2	140	3	140	2	72	3	142
Quebec.....	13	1,740	12	1,411	6	594	6	594	5	547	4	378
Ontario.....	21	2,741	20	2,717	20	2,717	12	1,199	19	2,673	21	2,328
Prairie Provinces.....	5	310	5	310	5	310	2	138			2	88
British Columbia.....	5	331	5	331	5	331			3	186	3	74
<i>Double time</i>												
CANADA.....			1	329					19	2,173 (2)	20	2,341
Maritime Provinces.....			1	329					1	71	2	89
Quebec.....			1	329					9	1,378	9	1,378
Ontario.....									3	275	6	681
Prairie Provinces.....									5	333	2	78
British Columbia.....									1	115	1	115
<i>Double time and one-half</i>												
CANADA.....											5	895
Ontario.....											3	704
Prairie Provinces.....											1	49
British Columbia.....											1	142
<i>Other</i>												
CANADA.....	4	363	3	249					2	171	6	767
<i>No information or no overtime policy reported</i>												
CANADA.....	7	310	9	448					33	2,251	13	790
Total.....	59	5,994	59	5,994	59	5,994	26	2,195	85	8,189	85	8,189

(1) A few establishments pay time and one-half for the first three or four hours of overtime and pay double time thereafter. This policy was reported for overtime after daily hours on Monday to Friday by 5 establishments and after daily hours on Saturday by 7 establishments.

(2) One establishment reported paying time and one-half for work on unpaid statutory holidays.



TABLE XIV.—VACATIONS WITH PAY IN THE PAPER BOX INDUSTRY, OCTOBER 1919

Length of Vacation and Service Requirements	CANADA		Maritime Provinces		Quebec		Ontario		Prairie Provinces		British Columbia	
	Factories	Workers	Factories	Workers	Factories	Workers	Factories	Workers	Factories	Workers	Factories	Workers
INITIAL VACATION												
<i>One Week or Equivalent</i> .....	81	7,912	3	90	19	2,354	47	4,709	7	448	5	331
One week after:												
No specified service.....	2	178			1	141	1	37				
Less than one year.....	3	137					2	107				30
One year.....	73	7,381	3	90	18	2,193	41	4,349	7	448	4	301
2 per cent of earnings.....	3	216					3	216				
<i>Two Weeks or Equivalent</i>												
Two weeks after one year.....	3	207	1	71	1	45	1	91				
Total.....	(1) 84	8,119	4	161	20	2,379	48	4,800	7	448	5	331
MAXIMUM VACATION												
<i>Two Weeks or Equivalent</i> .....	46	5,344			11	1,779	27	3,047	3	187	5	331
Two weeks after:												
Less than 3 years.....	3	106			1	27						30
3 years.....	3	186										186
5 years.....	34	4,409			9	1,688	22	2,498	2	138	1	115
10 years.....	5	537			1	94	4	463				
Other.....	1	86					1	86				
<i>Three Weeks or Equivalent</i> .....	4	771					4	771				
Three weeks after:												
20 years.....	2	580					2	580				
Other.....	1	11					1	11				
6 per cent of earnings												
After 15 years.....	1	180					1	180				
<i>No Increase for Longer Service</i> .....	34	2,004	4	161	9	600	17	982	4	261		
Total.....	(1) 84	8,119	4	161	20	2,379	48	4,800	7	448	5	331

(2) One establishment did not report information on vacation with pay.

**TABLE XI.—DISTRIBUTION OF FACTORIES AND FACTORY WORKERS IN THE PAPER BOX INDUSTRY, OCTOBER 1949**

	CANADA	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Number of Factories.....	85	5	20	48	7	5
Number of Factory Workers:						
Male.....	4,914	111	1,204	3,078	294	227
Female.....	3,275	120	1,175	1,722	154	104
Total.....	8,189	231	2,379	4,800	448	331

**TABLE XV.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR, BY FACTORIES, IN THE PAPER BOX INDUSTRY, OCTOBER 1949**

Number of Paid Statutory Holidays	Number of Factories and Factory Workers		Observed Statutory Holidays, by number of days				
	Factories	Workers	6	7	8	9	10
None.....	10	754		3	3	4	
1.....	4	240	1		3		
2.....	11	1,481		1	10		
3.....	3	721	1	1	1		
4.....	1	37			1		
5.....	7	910			5	2	
6.....	13	849	3		8	2	
7.....	9	511		8			1
8.....	22	2,341			19		3
9.....	4	300				4	
Total Factories.....	(1) 84		5	13	50	12	4
Total Workers.....		(1) 8,144	776	1,057	5,381	669	261

(1) One establishment did not report information on statutory holidays.

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

## EMPLOYMENT CONDITIONS DURING APRIL, 1950

*Seasonal employment expansion gained momentum during April, although hampered by unfavourable weather in most regions. The number of workers seeking jobs through National Employment Service offices declined accordingly, the greatest decrease taking place in Ontario and British Columbia.*

Expanding activity in seasonal industries increased employment during April. The seasonal upswing was slower than usual, however, because of adverse weather conditions throughout the country, which hampered outdoor activity.

Nevertheless, the absorption of workers into construction, transportation, agriculture and mining, plus the steady improvement in manufacturing, caused a decline of 47,100 in the number of jobless workers registered with offices of the National Employment Service. Unplaced applicants totalled 387,600 at May 4.

Greatest improvement was evident in the Ontario and the Pacific regions. In the former, manufacturing industries maintained a high level of employment, and the construction industry was embarking on what appeared to be another record season. In British Columbia, the logging industry, contrary to the eastern pattern of activity, was expanding as rapidly as weather would permit in response to strong demand for lumber; sawmills and shingle mills were operating to the limit of log supplies. Rainy weather throughout the Prairies, and flood conditions in Manitoba, delayed farm work and construction.

In the next few months, employment in Canada will show substantial increases until the annual peak is reached in the late summer and early fall. Total civilian employment, which was 4,796,000 during the first week of March, is expected to exceed by late summer the 1949 peak of 5,255,000 for the same date. Despite an anticipated slightly higher level of employment in 1950 than in 1949, there may be some areas where the unemployment situation continues to be a matter of concern.

With due allowance for frictional unemployment such as that caused by workers moving from job to job, the economy will be called upon to absorb in the next six months the major portion of an estimated

80,000 net increase in the labour force this year, as well as those persons seasonally displaced during the past winter and the usual seasonal entrants to the labour force such as students. The extent to which all of these workers are absorbed will depend basically upon the levels of investment, consumer expenditures and exports during 1950.

The anticipated heavy investment program, particularly in housing and utilities, means that employment prospects in the construction and related industries are excellent. Expected high levels of consumer expenditures will maintain a high degree of buoyancy in the consumer goods, service and distributive industries. The pattern of exports established during the first quarter of the year indicates that the decline in value of sales to overseas markets has been almost completely offset by the increase in shipments to the United States. This reorientation of foreign markets, however, will continue to cause readjustments in the domestic economy.

### Industrial Analysis

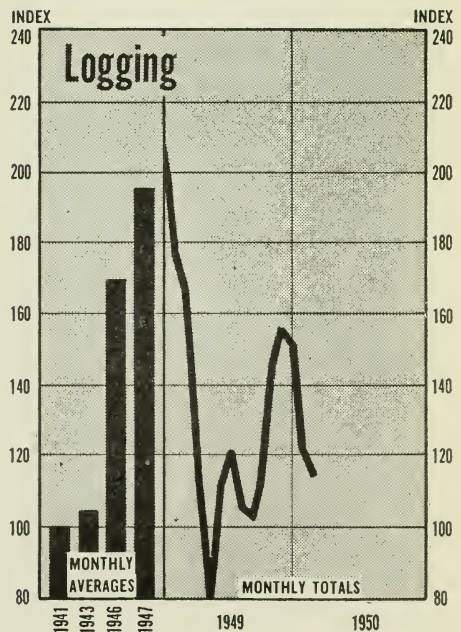
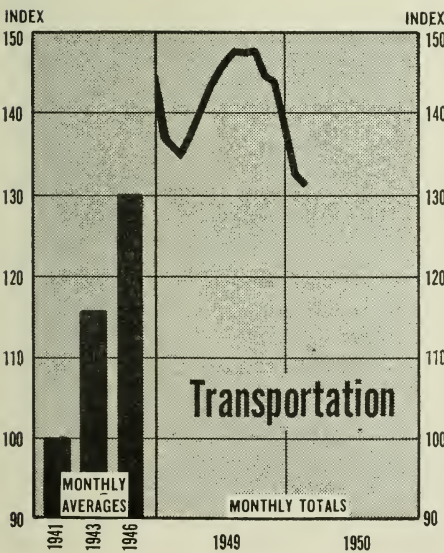
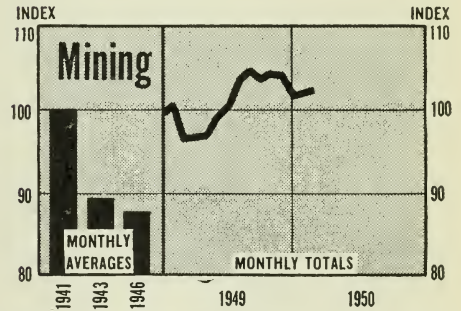
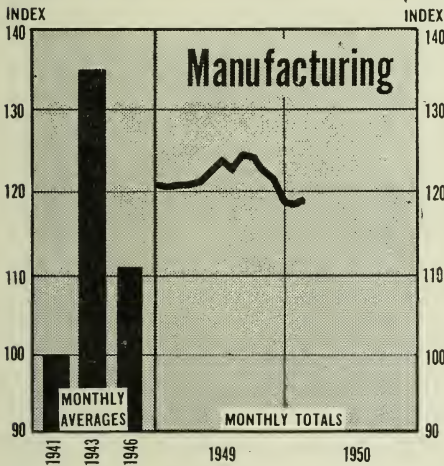
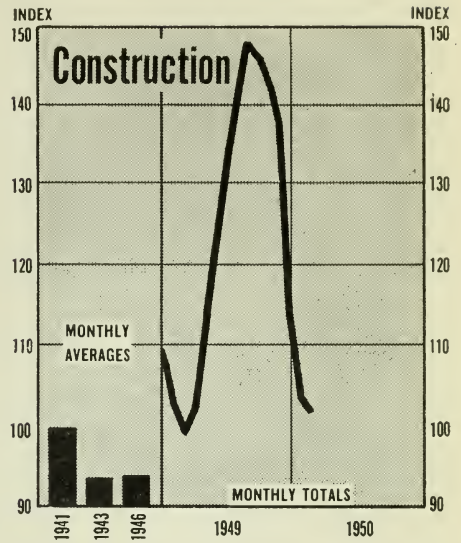
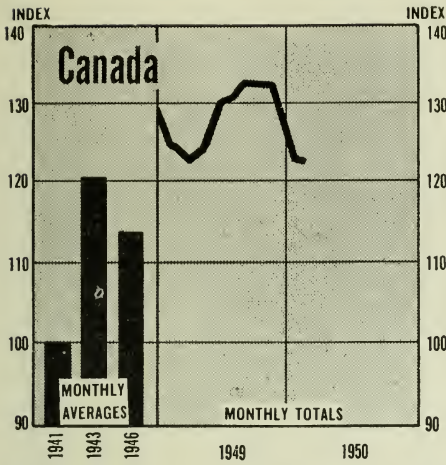
In *agriculture*, cold weather, common to all regions during April, delayed farm work this spring from two to five weeks depending on the area and type of farm. As a result, the demand for farm workers was not heavy during the month, although a seasonal increase was apparent.

Local labour was sufficient to meet the demand in most cases. There was no indication of a movement of workers from other industries into agriculture as a result of reduced employment opportunities. In fact, some resistance to agricultural work is apparent. This is due in part to less attractive working conditions and wage rates but as well, many job-seekers prefer to work in insured employment as a buffer against possible winter unemployment.



# EMPLOYMENT TRENDS IN CANADIAN INDUSTRIES

Average: 1941 = 100



The movement of Displaced Persons from Europe into farm work was getting under way during April. It is expected that the movement this year will be on a reduced scale. Ontario was the only province reporting placement of DP's in any numbers in April. One hundred single men and twenty-eight families were placed on farms in that province during the month by the National Employment Service. The demand for single men was reported considerably in excess of supply at that time. Quebec and the Maritimes reported very light demand for DP farm workers existed during April.

Operations in the *logging* industry in eastern Canada during April were at the low point between the end of winter cutting and hauling and the beginning of the spring drive. Labour demand was consequently light, being restricted to the employment of men to prepare for driving operations and for peeling. A secondary employment peak is reached in the industry in late May or early June, when the peak of the river drive is reached. This summer it is anticipated that employment levels will be higher as some companies report they have reduced their log inventories to below-minimum requirements by doing less cutting last winter.

In contrast, the demand for loggers in British Columbia was stronger in April, with a shortage of fallers reported in some camps. The late spring hampered operations generally and higher level camps remained closed due to snow and cold weather. Bad towing conditions made delivery of logs to the mills difficult during the month, resulting in temporary lay-offs in some cases.

With the approach of the *fishing* season, discussions were carried on between representatives of the Newfoundland fishing industry and provincial and federal authorities during April regarding marketing problems. Newfoundland fisheries, a major source of employment and income in that province, are faced with the possible loss of European markets for cod due to exchange difficulties. About 400,000 quintals, or more than one-third of the total production, are marketed in soft currency countries in Europe each year. The fishermen would like to see a minimum price established before the season is far under way.

Figures on production of winter fisheries show that yield and value have been generally good during the first quarter of 1950. The total catch in the three-month period was 221,500,000 pounds, up about 30,000,000 pounds from the same period in

1949. The landed value of the catch was also up over last year, at \$5,700,000. Most of the winter's activity was centred in the smelt fisheries on the east coast from September to February, and in the British Columbia herring fishery, which extends from October to February.

The employment situation in the west coast fish canning industry is somewhat spotty, in view of a recent price decline, notably for fish meal and oil, and increasing difficulty in disposing of the salmon pack in the export market. Favourable factors in the salmon canning industry are a good domestic market, a sizeable contract with the United Kingdom, and the fact that this is a year when sockeye salmon are especially numerous and this fish commands premium prices.

The spring step-up in the *construction* industry which took place during April resulted in considerable reduction in the ranks of unemployed workers. The beginnings of this seasonal improvement were reflected in a decline in the number of construction workers registered for employment with National Employment Service offices. Their numbers dropped from 72,500 at the end of March to 60,000 at April 27, with the skilled sector of the labour force showing the largest decrease, from 44,000 to 36,000.

An indicator of the probable volume of construction work and employment in the 1950 season is the trend of contracts awarded for construction projects. The total value in the first four months of the year was about \$310,000,000, up 10 per cent from the figure at the end of April, 1949. Percentage-wise, the largest increase was in commercial and institutional building, up 35 per cent at \$103,000,000. Residential construction continues to expand the four-month total of \$117,000,000, representing an increase of 11 per cent from the comparable figure of 1949. Engineering contracts showed no change and industrial building is down 19 per cent from last year, although the April value was six times that of April, 1949 in the latter category.

Hirings in retail *trade* establishments showed a seasonal increase during April, although a drop in sales volumes from 1949 levels limited employment expansion. Department store sales in April were down 10 per cent from the same month in the previous year, with Saskatchewan showing the largest decline, 25 per cent. Quebec and British Columbia sales showed the smallest relative decrease, down 7 per cent.

The improvement in the employment situation was not sufficient to make much difference in the number of persons seeking



work in the industry through the National Employment Service. Registrations of sales clerks at National Employment Service offices at the end of the month totalled 15,000, as against 16,000 at the beginning of the month. Of this total, about 11,000 were women. Most of these applicants, 61 per cent, were claiming unemployment insurance benefits.

Latest data issued by the Dominion Bureau of Statistics, which relate to March 1, 1950, indicate that the **manufacturing** industries continue to provide slightly fewer jobs than in the previous year. The index of employment in manufacturing at that date was 118.9 (June 1, 1941=100) as compared to 120.8 at the same time in 1949. These averages, however, obscure wide variations within the various sub-groups in the industry, as indicated by the summaries below.

Employment in the **agricultural implements** industry appears to be stabilizing around the 16,000 mark after dropping from over 18,000 in 1948. The loss of overseas markets together with a better balance between demand and supply in the domestic market, have been responsible for the decrease in output and employment. Sales in the coming year will depend largely on the level of farm income, which is expected to be below 1949 in both the United States and Canada. The larger companies in the industry depend heavily on exports to the United States.

Strong domestic demand, based on the current high levels of national income, has been the principal factor in maintaining employment levels in the food industry group. Such industries as bakeries, dairies, and candy factories whose market is entirely at home are in a strong position. Fish and meat packing and flour milling, however, have been decreasing unemployment because of weak export markets. On the whole, employment has remained slightly above last year. Reported employment at March 1 was 107,000, as compared to 105,000 at the same date last year.

The weak spots in the textile industry are woollen mills and knit goods factories, both of which have been forced to lay off large numbers of workers. Expansion in the clothing and artificial silk groups, however, has sustained aggregate employment at a level approximately the same as in 1949. An ample supply of labour is available for the industry, with a surplus of over 15,000 workers indicated by National Employment Service registrations at the end of April. The majority of these workers, nearly 80 per cent, are classified as skilled.

Production and employment continue to expand in the **automobile** industry, with 89,000 cars and trucks turned out in the first quarter of 1950, which represents an increase of 68 per cent over the same period in 1949. The consequent increase in labour requirements has boosted employment in the industry to over 48,000 at March 1, 1950, nearly 10 per cent over last year's level. This increase in output was achieved in spite of a lay-off of 3,500 workers due to the Chrysler strike in the United States in March.

## Regional Analysis

During April, employment conditions in the **Atlantic** region improved slowly as farming, fishing, and construction activity revived, and as seasonal manufacturing industries increased production. These active influences were counterbalanced to some extent by the usual slump in port activity as shipping shifted to the St. Lawrence and by flood conditions in New Brunswick.

Logging operators in New Brunswick lost heavily as floods swept away thousands of logs. The log drive was under way or impending, and crews were hired for salvage operations. Flood losses, coupled with strong markets, are likely to increase cutting activity in northern New Brunswick areas this summer.

Coal mining operators in Nova Scotia were working at capacity during the month, but in New Brunswick strip mining was suspended because of flooding, and shaft mining returned to short-time production as orders slackened. Construction activity stimulated employment in many areas during the month, and the excellent outlook for the industry this summer has been further enhanced by the reconstruction now necessary in flood-damaged areas.

Among manufacturing industries, employment and output has increased in construction material firms, sawmills and woodworking plants, and in textile and footwear plants. Production in the steel industry continued high and substantial orders for railway cars and coal mining machinery were received in the New Glasgow area. It was reported that the sulphite mill in Corner Brook may resume operations shortly, thus alleviating unemployment in this area to some extent.

In the **Quebec** region, the cumulative effect of expansion in seasonal industries and in some segments of manufacturing caused a reduction of 7,000 in the number of job seekers registered at National Employment Service offices during the last week of April. The improvement was less



marked than in the western regions, however, since adverse weather was still delaying farming and construction activity. In some manufacturing industries—heavy iron and steel, secondary textiles and leather products—short-time operations continued. Non-ferrous metals and pulp and paper manufacturing were expanding, however, and sawmills were preparing for summer operations.

Mining and prospecting, both metallic and non-metallic, showed increasing or steadily high levels of activity; the annual exodus of farmers from the mines is not likely to occasion any general shortage of mine labour this year. The outlook for construction varied from area to area, but steady activity and employment is expected, especially in the Montreal area and in northern mining centres.

In logging areas, hiring for the river drive was under way. The opening of navigation on the St. Lawrence brought increased employment to the river ports.

Seasonal activity in construction, transportation and agriculture boosted general employment in the *Ontario* region during April. The upswing was slower than usual this year, however, since cold wet weather hampered the outdoor industries to some extent.

The improvement in manufacturing continued. For the heavy iron and steel industry, the re-appearance of steel shortages in the United States has given added strength to the domestic market and further incentive to domestic producers. The pulp and paper and the automobile industries were at capacity operation, except in the Windsor area, where a large lay-off by a major automobile producer continued during April because of the strike in process at its U.S. parent company. The settlement of this strike occurred early in May, however, and work will be resumed gradually as materials again become available.

Construction was slow in starting because of unfavourable weather, but the 1950 program will exceed last year's record in many areas; employment for all tradesmen and a large volume of employment for labourers and helpers is expected. The weather also delayed farming operations, but towards the end of the month work was under way in most areas. There were no surpluses of farm labour reported, and in some areas shortages of suitable applicants existed.

Spring seeding operations and construction projects in the *Prairie* region were delayed and interrupted during April by heavy rains. The expansion of employment was, there-

fore, less pronounced than usual at this time of year, although labour demand was increasing markedly towards the end of the month.

Floods in Manitoba areas held up all farm operations in the southern section. In Saskatchewan, weather was delaying full-scale seeding operations but farm labour demand was quite heavy; a backlog of orders was building up in a few areas. In several areas of Alberta, fully experienced and skilled men were becoming scarce.

Logging activity in the Lakehead area was slack preceding the river log drive which was due to start in May. Transportation and mining operations were absorbing men rapidly in this district. Mining activity in the western sector of the region showed varied trends:—coal mining was entering its seasonally slack period; men were being recruited for the gold and silver mines of northern B.C. and the Yukon; and the oil exploration and drilling program was gaining even greater momentum.

The season's construction program had not yet begun on any large scale, again because of the unfavourable weather. The large pipeline project had started, but was progressing slowly. Once weather conditions improve and work gets under way, however, full employment of the construction labour force is expected.

A marked rise of employment was evident in the *Pacific* region, particularly during the last week of April. The logging, construction and fishing industries were expanding rapidly, and absorbing seasonal workers in all areas.

In the logging industry, all low level operations were fully active, but at higher levels snow still remained and road conditions continued poor. Lumber prices were firm, orders were plentiful and exports to the United States were increasing, and thus the demand for logs was heavy. Some sawmills and shingle mills, which did not own their own logging camps, were finding it difficult to obtain a sufficient log supply. Furthermore, towing conditions were poor in the coastal area, but improvement occurred towards the end of the month.

All branches of the mining industry were showing renewed activity. Base metal mines continued in full production, and the development of new operations was progressing. Gold placer mining was well under way and shipment of miners into the Yukon for the season was proceeding well. Construction was expanding rapidly, despite none too favourable weather, and labour

demand rose steadily. Sufficient skilled men were still available in all occupations except the trowel trades. A season of full employment in construction was expected throughout the region.

### Employment Service Activities

By the latter part of April about 14,000 placements were being effected each week by the Employment Service. This rate compared favourably with the same period last year, as it has, on the whole, for most of 1950.

It is significant that most of the university students looking for summer work this year will probably be able to find employment. In fact, an Employment Service official stated that the job situation for these students this year appears to be better than in 1949. Many of the jobs will be in the construction industry.

### Unemployment in Trade Unions, March 31, 1950\*

Trade union unemployment in Canada declined to 4.4 per cent at the end of March, from 4.8 per cent at the close of the previous quarter, but was higher than the percentage of 3.2 noted at March 31, 1949.

In this analysis, unemployment refers only to involuntary idleness due to economic causes. Persons who are without work because of illness, a strike or a lockout, or who are engaged in work outside their own trade are not considered as unemployed.

\* See Tables C-11 and C-12.

The job outlook for university graduates for year-round employment, on the other hand, had deteriorated slightly over the year. About 50 per cent of the graduates registered with the Employment Service had been placed at the middle of April, as compared with about 80 per cent at approximately the same date last year. This year probably more than the usual number of graduates will move to Ontario and Quebec to find suitable employment. In a few specialized lines, such as agriculture, considerable time may be necessary before the 850 persons graduating this year are absorbed into the employment stream. In engineering, where the record number of 3,650 will graduate, the outlook is relatively good, although applicants with poor qualifications may find it difficult to secure employment. To date, the general Arts and Commerce students have been finding jobs without much difficulty.

The number of reporting unions varies from quarter to quarter with consequent variations in the membership upon which the percentage of unemployment is based. It should be understood, therefore, that the figures refer only to organizations reporting. At the date under review, 2,477 locals reported a combined membership of 489,984. In the previous quarter, reports were received from 2,693 locals with 530,553 members, while at the end of March, 1949, the percentage was based on 2,658 locals representing 524,880 members.

### PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADE UNIONS

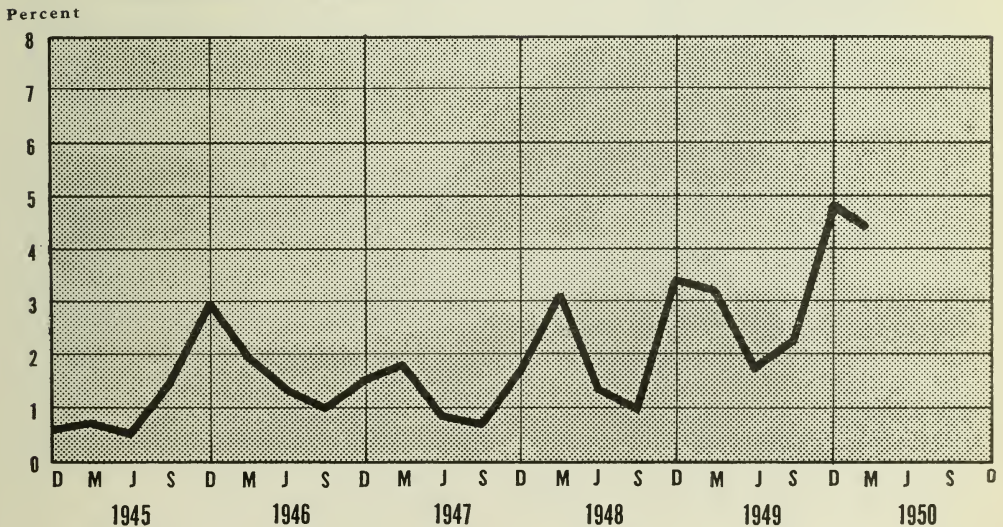




Table C-11 shows the percentage of union unemployment at the end of certain months, in various provinces. As compared with the previous quarter, the percentage rose in Nova Scotia, New Brunswick, Manitoba, Saskatchewan and Alberta, and declined in Quebec, Ontario and British Columbia. In all provinces the percentage of unemployment exceeded the March, 1949 level.

Table C-12 indicates the percentage of trade union unemployment by industrial groups. Returns were received from 1,020 locals in the manufacturing industries. These reported 256,404 members, of whom 9,435 were unemployed at the end of March. At the end of the previous quarter, 1,113 locals reported 260,505 members, of whom 11,418 were unemployed at the end of December. At March 31, 1949, reports were received from 1,095 locals with a membership of 276,792, of whom 6,740 were without work at that date.

In the transportation group, reports were received from 804 locals representing a

membership of 102,731, of whom 2,180 were out of work at the end of March. At the end of the previous quarter, 862 locals with a membership of 107,708 reported 2,384 out of work, while at the end of March, 1949, 860 locals with a total of 106,551 members reported 1,516 as unemployed.

Unemployment in mining rose from 1.0 to 2.3 per cent. Reports were received from 56 locals with a membership of 19,431, of whom 441 were out of work.

Unemployment in the building and construction trades rose from 15.0 to 15.8 per cent. Reports from 214 locals with a membership of 46,483 show 7,343 unemployed as compared with 8,180 unemployed out of a membership of 54,603 in 237 locals as at December 31, 1949. At March 31, 1949, the percentage unemployed in these trades was 11.4.

In both trade and services, as well as in manufacturing as a whole, unemployment was less than for the previous quarter. In logging and in mining it had increased.

## PRICES AND THE COST OF LIVING\*

### Cost of Living

The Dominion Bureau of Statistics cost-of-living index remained unchanged at 164.0 between April 1 and May 1. A slight increase in foods was counterbalanced by decreases in the fuel and light and clothing indexes. The food group advanced 0.1 point to 204.6. A five cent decline in butter, and small decreases in eggs and pork, were not sufficient to offset an average increase of four cents in beef and two cents in coffee. The Clothing index registered a decline of 0.4 point to 180.8, reflecting some price reductions in women's wear. Fuel and light moved from 138.0 to 137.5 as decreases in anthracite coal proved more important than advances in electricity rates in certain Ontario centres. The index for electricity rates is still below pre-war levels. The index of home furnishings and services was unchanged at 166.4 as was the miscellaneous group at 132.3. Rents were not surveyed during May and the index remained at 132.7.

From August, 1939 to April 1950, the increase in the cost-of-living index was 62.7 per cent.

### Cost of Living in Eight Cities

Regional city cost-of-living index changes were mixed during March. Six cities

moved higher, while two were lower. Food price changes continued to dominate index movements, although fuel costs and miscellaneous items were generally higher. Indexes for clothing and home furnishings and services moved narrowly in most centres. Rents were not surveyed in April and, consequently, these indexes were unchanged.

Composite city index changes between March 1 and April 1, 1950 were as follows: Edmonton +0.9 to 160.4; Halifax +0.6 to 155.6; Vancouver +0.5 to 165.7; Saint John +0.3 to 159.8; Saskatoon +0.3 to 164.8; Winnipeg +0.2 to 159.0; Toronto -0.3 to 160.4; Montreal -0.1 to 166.5. In the same interval, the Dominion index moved up 0.3 to 162.7.

### Wholesale Prices, March, 1950

The general index of wholesale prices rose 1.3 points to 159.3 between February and March, 1950. Five of the eight component groups moved up in this period. Animal Products recorded the most substantial group increase with a rise of 3.4 points to 166.8. Vegetable Products followed with an advance of 2.1 points to 145.0. Iron Products moved up 1.4 to 178.6, Wood Products 0.9 to 191.5 and Non-metallic Minerals 0.1 to 140.0. Non-

\* See Tables F-1 to F-6.



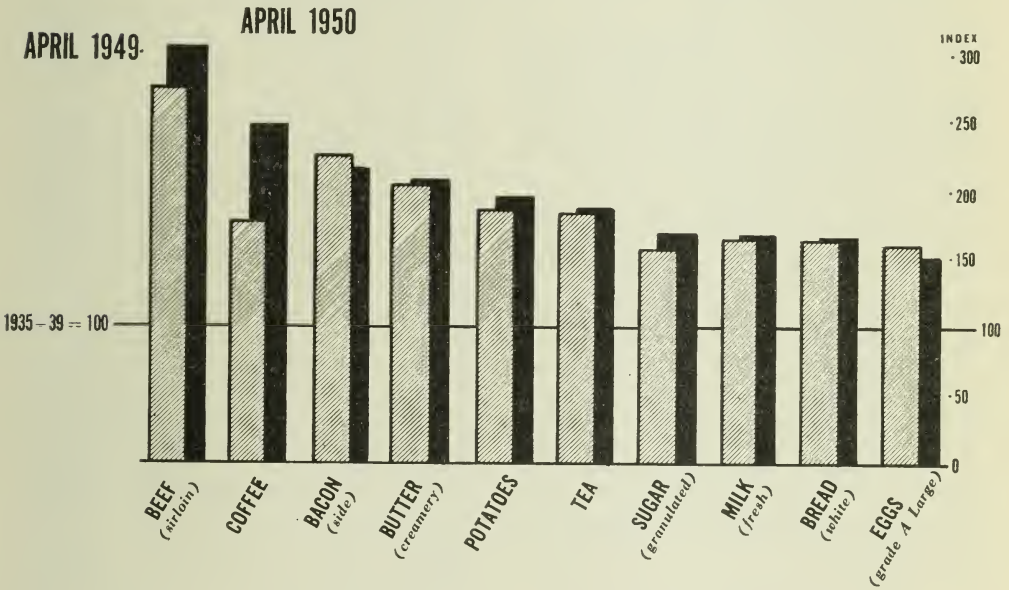
ferrous Metals declined 2.2 points to 137.2 between February and March. Textile Products moved down 0.4 point to 162.4 and Chemical Products 0.2 point to 117.4.

Among important commodities to record increases between February and March were the following: soya bean oil 27.6 per cent, fowl 24.0 per cent, steel chain 21.1 per cent, Ontario oats 18.1 per cent, Ontario malting barley 16.7 per cent, western oats 15.4 per cent, rubbers 14.7 per cent, lard 11.1 per cent, cedar shiplap 10.5 per cent, corn, Ontario yellow, 10.5 per cent, rosin 9.6 per cent, beef carcass (cow) 9.4 per cent. Among commodities showing declines were the following: cocoa

beans 15.8 per cent, lemons 12.3 per cent, whitefish 12.0 per cent, silver fox skins 10.1 per cent, lead pipe 10.0 per cent, pig lead 8.7 per cent, wool cloth 8.7 per cent, sheepskins 8.3 per cent, litharge 6.6 per cent, red lead 4.9 per cent.

The Canadian Farm products index of wholesale prices rose 2.2 points to 147.4 between February and March. Higher prices for livestock, poultry, raw wool, hides and skins and eggs moved the Animal Products index up 4.5 points to 186.0. All groups in the Field Products index with the exception of onions showed small gains which brought the index up 0.9 point to 124.4.

### COMPARISON OF INDEX NUMBERS OF RETAIL PRICES OF SELECTED ARTICLES OF FOOD—APRIL 1949-1950



# STRIKES AND LOCKOUTS\*

## Canada, April, 1950

Idleness resulting from disputes between workers and employers was at the lowest point since the beginning of the year. The number of strikes and lockouts was about the same as in the previous month but the number of workers involved and the time loss both declined. As compared with April, 1949, with a loss of 139,000 days, the current month showed a loss of only 15,000 days.

Preliminary figures for April, 1950, show 20 strikes and lockouts, involving 2,585 workers, with a time loss of 14,640 man-working days, as compared with 21 strikes and lockouts in March, 1950, with 5,659 workers involved and a loss of 25,118 days. In April, 1949, there were 18 strikes and lockouts, with 7,851 workers involved and a time loss of 138,931 days.

For the first four months of this year there were 42 strikes and lockouts, involving 11,676 workers, with a time loss of 105,546 man-working days. In the similar period in 1949 there were 35 strikes and lockouts, with 12,580 workers involved and a time loss of 356,610 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in April was 0.02 per cent

of the estimated working time, 0.03 per cent in March, 1950; 0.17 per cent in April, 1949; 0.03 per cent for the first four months of 1950; and 0.11 per cent for the first four months of 1949.

Of the 20 strikes and lockouts in existence during April, 1950, three were settled in favour of the workers, four in favour of the employers, three were compromise settlements, and one was indefinite in result, work being resumed pending final settlement. At the end of the month nine work stoppages were recorded as un-terminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: composers, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; and textile products factory workers at St. Lambert, P.Q. August 29 1949.

## Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review issued as a supplement to the *LABOUR GAZETTE* for April 1950, and in this article are taken, as far as possible, from the government publications of the countries concerned.

### Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in February, 1950, was 114 and eleven were still in progress from the previous month, making a total of 125 during the month. In all stoppages of work in progress in the period there were 20,100 workers involved and a time loss of 88,000 working days was caused.

Of the 114 disputes leading to stoppages of work which began in February, six,

directly involving 100 workers, arose out of demands for advances in wages, and 37, directly involving 3,500 workers, on other wage questions; two, directly involving 100 workers, on questions as to working hours; 20, directly involving 7,300 workers, on questions respecting the employment of particular classes or persons; 39, directly involving 2,100 workers, on other questions respecting working arrangements; and three, directly involving 200 workers, on questions of trade union principle. Seven stoppages, directly involving 1,700 workers, were in support of workers involved in other disputes.

### Australia

Figures for the second quarter of 1949, show 247 industrial disputes with 107,293 workers directly involved and a time loss, for workers directly and indirectly involved, of 308,003 man-working days.

\* See Tables G-1 and G-2.

## New Zealand

For the year 1949, there were 123 strikes, involving 61,536 workers, directly and indirectly, with a time loss of 218,172 man-days. Figures for the fourth quarter of 1949, show 17 strikes, with 10,195 workers, directly and indirectly involved, and a time loss of 12,489 man-days.

## United States

Preliminary figures for March, 1950, show 260 strikes and lockouts beginning in the month, in which 80,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 3,750,000 man-days. Corresponding figures for February, 1950, are 210 strikes and lockouts, involving 75,000 workers, with a time loss of 7,850,000 days.

# FATAL INDUSTRIAL ACCIDENTS IN CANADA\*

## First Quarter of 1950

There were 269<sup>1</sup> industrial fatalities in the first quarter of 1950 according to the latest reports received by the Department of Labour. This marks a decrease of 127 fatalities over the previous quarter in which 396 accidents were recorded including 39 in a supplementary list. The accidents recorded are those which involved persons gainfully employed, during the course of or arising out of their employment and included deaths which resulted from industrial diseases as reported by the provincial Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various provincial Workmen's Compensation Boards, the Board of Transport Commissioners, and certain other official sources. Newspaper reports are used to supplement these data.

During the quarter under review there were three accidents which resulted in three or more industrial fatalities in each case. On January 20, nine workers in a clothing plant at Toronto, Ontario, were burned to death in a fire. Three hydro-electric workers were killed at Isle Maligne, Quebec, on February 13, when the turbine in which they were working was accidentally set in motion. On March 18, ten crew members of a fishing craft were drowned when their vessel collided with a steamship off Halifax harbour, Nova Scotia.

Grouped by industries the largest number of fatalities, 58, was recorded in manufacturing. Of these, 17 occurred in the iron and steel products group and 11 in the textiles industry. During the previous quarter 73 fatalities were recorded in manufacturing including 29 in iron and steel products and 10 in the non-ferrous metal products group. In the first quarter of 1949 there were 59 industrial fatalities in manufacturing.

There were 41 industrial deaths in mining during the first quarter of 1950 of which 18 occurred in the metalliferous mining group. In the fourth quarter of 1949 there were 52 industrial fatalities in the mining industry including 28 in metalliferous mining. During the first quarter of 1949, 57 fatalities were recorded in the mining industry.

Of the 40 fatalities noted in transportation during the quarter under review, there were 28 in steam railways and 8 in local and highway transportation. In the previous three month period 80 fatalities were recorded in transportation including 43 in steam railways and 25 in local and highway transportation.

In agriculture there were 10 accidental deaths during the three month period as compared with 28 during the fourth quarter of 1949. The decreased activity of agriculture during the winter months is illustrated by these figures.

There were 39 fatalities in the logging industry during the first quarter of 1950 as compared with 48 during the previous three months, and 25 in the first quarter of 1949.

In the various branches of the construction industry there were 25 accidental deaths as compared with 35 during the last quarter of 1949, and 21 in the first quarter of that year.

An analysis of the causes of industrial accidents shows that 70 or 30.8 per cent were caused by moving trains, watercraft, and other vehicles. During the previous

\* See Tables H-1 and H-2.

<sup>1</sup> The number of industrial fatalities that occurred during the first quarter of 1950 is probably greater than the figure now quoted. Supplementary lists compiled from reports received in subsequent quarters, generally revise upwards the figures for previous periods.



quarter, 30 per cent of the fatalities recorded were attributable to the same causes. Falling objects caused 56 deaths and falls of persons 24. Industrial diseases, infection and other causes resulted in 52 fatalities while dangerous substances caused 31 deaths.

The largest number of industrial fatalities was recorded in Ontario where there were 87. In British Columbia there were 48 and Quebec 46.

During the quarter under review there were 103 fatalities in January, 86 in February and 80 in March.

## SELECTED LIST OF PUBLICATIONS RECEIVED IN LIBRARY OF THE DEPARTMENT OF LABOUR, OTTAWA\*

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, free of charge, 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*.

### **Economic Conditions**

1. ANDERSON, BENJAMIN M. *Economics and the Public Welfare*; Financial and Economic History of the United States, 1914-1946. New York, D. Van Nostrand Co., 1949. Pp. 602.

2. UNITED NATIONS. SECRETARY GENERAL, 1946—(LIE). *Technical Assistance for Economic Development*; Plan for an Expanded Co-operative Program Through the United Nations and Specialized Agencies. Lake Success, 1949. Pp. 328.

### **Employees' Benefit Plans**

3. COUNCIL OF PROFIT SHARING INDUSTRIES. *Profit Sharing Manual*. Akron, Ohio, 1948. Pp. 62.

4. INDUSTRIAL WELFARE SOCIETY. *Employee Benefit Schemes*. London, 1949. Pp. 63.

5. MONTREAL BOARD OF TRADE. EMPLOYEE RELATIONS SECTION. *Trends in Employee Benefit Plans*. Montreal, 1950. Pp. 5.

6. STARR, MARK. *The Search for New Incentives*. (Reprinted from the Industrial and Labor Relations Review, Vol. 3, No. 2, January, 1950. Pp. 12.)

7. U.S. BUREAU OF LABOR STATISTICS. *Employee Benefit Plans In Agreements of AFL Tobacco Workers*. Washington, 1949. Pp. 48.

### **Employment Management**

8. AMERICAN MANAGEMENT ASSOCIATION. *Executive Personality and Job Success*. New York, 1948. Pp. 35.

9. BELLOWS, ROGER M. *Psychology of Personnel in Business and Industry*. New York, Prentice-Hall, Inc., 1949. Pp. 499.

10. BERGE, EUGENE J. *How to Make a Morale Survey*. New York, National Foremen's Institute, 1949. 1 volume.

11. BRITISH INSTITUTE OF MANAGEMENT. *Working Together*. London, 1949. Pp. 24.

12. ILLINOIS. UNIVERSITY. COLLEGE OF COMMERCE AND BUSINESS ADMINISTRATION. *ABC of Supervision*. Urbana, Ill., 1949. Pp. 44.

### **Employment Stabilization**

13. BARTLETT, ROLAND W. *Security for the People*; Ways of Maintaining Full Employment and High Farm Income. Champaign, Illinois, Garrard Press, 1949. Pp. 303.

14. NIX, JAMES CHARLES. *Collective Bargaining Provisions: Guaranteed Employment and Wage Plans*. Washington, G.P.O., 1950. Pp. 47.

### **Industrial Health**

15. ARONSON, VICTOR REES. *Report to the Minister of Labour and National Service on the Draft Blasting (Castings and other Articles) Special Regulations, 1949*. London, H.M.S.O., 1949. Pp. 9.

16. INTERNATIONAL LABOUR OFFICE. *Safety and Hygiene in the Chemical Industries*. Geneva, 1950. Pp. 84.

\* List No. 27.

## Industrial Relations

17. ASSOCIATED INDUSTRIES OF CLEVELAND. *A Guide to Good Labor Relations; Analysis of Personnel Practices in the Cleveland Area.* Cleveland, 1949. Pp. 18.

18. CONNECTICUT. UNIVERSITY. LABOUR-MANAGEMENT INSTITUTE. *Industrial Peace via Mutual Interest.* Storrs, Connecticut, 1948. 1 volume.

19. QUEBEC (CITY). UNIVERSITÉ LAVAL. ECOLE DES SCIENCES SOCIALES. DÉPARTEMENT DES RELATIONS INDUSTRIELLES. *Techniques des Relations du Travail.* Quebec, 1949. Pp. 168.

20. NATIONAL METAL TRADES ASSOCIATION. *Manual of Practical Employer-Employee Communications.* Chicago, Illinois, 1949. Pp. 26.

## Industry

21. UNITED NATIONS. ECONOMIC AND SOCIAL COUNCIL. ECONOMIC COMMISSION FOR EUROPE. *European Steel Trends in the Setting of the World Market.* Geneva, 1949. Pp. 148.

22. U.S. TECHNICAL COMMITTEE ON INDUSTRIAL CLASSIFICATION. *Standard Industrial Classification Manual.* Washington, G.P.O., 1949. 2 volumes.

Vol. 1, Part 2: *Alphabetic Index.* Pp. 193.

Vol. 2: *Nonmanufacturing Industries.* Pp. 175.

## Labour Organization

23. CHICAGO. UNIVERSITY. INDUSTRIAL RELATIONS CENTER. *Union Leadership Training Project.* Chicago, 1949. 13 volumes.

No.

1: *Collective Bargaining; Instructor's Manual.* Pp. 212.

1a: *Collective Bargaining; Discussion Guide.* Pp. 210.

2: *Union Leadership and Administration; Instructor's Manual.* Pp. 119.

2a: *Union Leadership and Administration; Discussion Guide.* Pp. 75.

3: *Grievance Principles and Problems; Instructor's Manual.* Pp. 45.

3a: *Grievance Principles and Problems; Discussion Guide.* Pp. 39.

4: *Seniority Principles and Problems; Instructor's Manual.* Pp. 45.

4a: *Seniority Principles and Problems; Discussion Guide.* Pp. 38.

5a:

Sess.

1: *Why Community Relations.* Pp. 9.

2: *The "Public": Some Facts for Planning.* Pp. 10.

3: *The Social Structure of Your Community.* Pp. 9.

4: *What the Union Can Do: Goals and Approaches.* Pp. 5.

5a: *What the Union Can Do: Working with Churches.* Pp. 21.

5b: *What the Union Can Do: Working with the Schools.* Pp. 23.

6a: *What the Union Can Do: Working with the Farmers.* Pp. 21.

6b: *What the Union Can Do: Working with the Welfare Agencies.* Pp. 17.

8: *Discussion Leader's Manual.* Pp. 48.

24. U.S. OFFICE OF MILITARY GOVERNMENT FOR GERMANY. MANPOWER DIVISION. *Organized Labor and Democracy in Germany,* by Algot Joensson. Frankfurt, 1949. Pp. 15.

## Management

25. AMERICAN MANAGEMENT ASSOCIATION. *Improving the Efficiency of Plant Management.* New York, 1950. Pp. 31.

26. GIVEN, WILLIAM B. *Bottom-Up Management; People Working Together.* New York, Harper and Brothers, 1949. Pp. 171.

27. HEYEL, CARL. *Reading Course in Executive Technique.* New York, Funk and Wagnalls Co., 1948. 42 volumes.

*Introduction; Modern Executive Technique,* by Carl Heyel.

Section 1: Systematic Solution of Management Problems.

No.

1: *How to Think about Management Problems* by Carl Heyel. Pp. 74.

2: *Coordinating and Controlling Operations,* by John B. Thurston. Pp. 74.

3: *How to set up Management Controls,* by Alex W. Rathe. Pp. 93.

4: *A Practical Manual of Organization,* by R. E. Gilmore. Pp. 58.

5: *A Guide to the Use of Statistics,* by James W. Knowles and Harry M. Hutzler. Pp. 71.

6: *Charting the Course of Your Business,* by Charles F. Roos. Pp. 94.

Section 2: Human Relations.

No.

1: *Job Enthusiasm and Employee Morale,* by James O. Rice. Pp. 56.

2: *Ideas from Employees,* by F. A. Denz. Pp. 60.

3: *Special Problems in the Supervision of Women,* by Elinore Morehouse Herrick. Pp. 67.

4: *Management and the Psychologist,* by Paul S. Achilles. Pp. 64.

5: *Multiple Management—A Plan for Human Relations in Industry,* by Charles P. McCormick. Pp. 52.

28. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Cutting Costs in Industry*; III. Distribution Costs. New York, 1950. Pp. 44.

29. PATTON, JOHN A. *Job Evaluation*, by John A. Patton and Reynold S. Smith, Jr. Chicago, R. D. Irwin, 1949. Pp. 316.

### Occupations

30. BOUVIER, EMILE. *Industrial Relations as a Profession*. Montreal, 1949. Pp. 19.

31. CANADA. DEPT. OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Plumber, Pipe Fitter and Steam Fitter*. Ottawa, King's Printer, 1949. Pp. 16.

32. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Dressmaking*. London, H.M.S.O., 1950. Pp. 24.

33. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *Careers Guide*; Opportunities in the Professions and in Business Management. London, H.M.S.O., 1950. Pp. 132.

34. U.S. BUREAU OF LABOR STANDARDS. *Hunting a Career*; A Study of Out-of-School Youth, Louisville, Kentucky. Washington, G.P.O., 1949. Pp. 117.

35. U.S. DEPT. OF COMMERCE. OFFICE OF DOMESTIC COMMERCE. *Establishing and Operating a Trucking Business*. Washington, G.P.O., 1947. Pp. 71.

36. U.S. EMPLOYMENT SERVICE. *Job Guide for Young Workers*. Washington, G.P.O., 1950. Pp. 28.

### Pensions

37. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Negotiated Pension Plans*; Text of 30 Agreements with Editorial Summary, Compiled by the Staff of Collective Bargaining Negotiations and Contracts. Washington, 1950. Pp. 248.

38. UNITED STEELWORKERS OF AMERICA. *Pension Plan and Social Insurance Documents*. Pittsburgh, 1949. Pp. 47.

### United Nations

39. ROTARY INTERNATIONAL. *The World at Work*; The Economic and Social Efforts of the United Nations and the Specialized Agencies. Chicago, 1949. Pp. 152.

40. UNITED NATIONS. SECRETARIAT. DEPT. OF ECONOMIC AFFAIRS. *Catalogue of Economic and Social Projects*; An Annotated List of Work Planned, in Progress or Completed by United Nations and Specialized Agencies. Lake Success, 1949. Pp. 271.

### Wages and Hours

41. BACKMAN, JULES. *Bituminous Coal Wages, Profits and Productivity*. Washington, Southern Coal Producers Association, 1950. Pp. 128.

42. INTERNATIONAL LABOUR OFFICE. *Equal Remuneration for Men and Women Workers for Work of Equal Value*. Geneva, 1950. Pp. 92.

43. INTERNATIONAL LABOUR OFFICE. *Minimum Wage Fixing Machinery in Agriculture*. Geneva, 1949. 2 volumes.

44. INTERNATIONAL LABOUR OFFICE. *The Organization of Working Hours in the Chemical Industries*. Geneva, 1950. Pp. 73.

45. SPECIAL CONFERENCE OF TRADE UNION EXECUTIVE COMMITTEES, LONDON, 1950. *Trade Unions and Wages Policy*. London, Trades Union Congress, 1950. Pp. 52.

### Workmen's Compensation

46. U.S. BUREAU OF LABOR STANDARDS. *Workmen's Compensation Problems, 1949*; Proceedings of the Thirty-Fifth Annual Convention of the International Association of Industrial Accident Boards and Commissions, St. Louis, October 3 through October 6, 1949. Washington, G.P.O., 1950. Pp. 187.

47. WORKMEN'S COMPENSATION BOARD. *Thirty-First Annual Report of the Workmen's Compensation Board of the Province of New Brunswick, 1949*. Saint John, 1950. Pp. 44.

### Works Councils

48. CANADA. DEPT. OF LABOUR. INDUSTRIAL RELATIONS BRANCH. *The Story of Five LMPC's*. Ottawa, King's Printer, 1949. Pp. 28.

49. WOLFF, JACK L. *The Production Conference*. New York, Houghton Mifflin Co., 1944. Pp. 179.

### Miscellaneous

50. CENTRAL MORTGAGE AND HOUSING CORPORATION. *Small House Designs*; Bungalows. Ottawa, 1949. Pp. 45.

51. HIGGINS, ELLIOTT F. *Dealer Margins*, by Elliott F. Higgins and Renee Z. Langsam. New York, National Industrial Conference Board, 1950. Pp. 16.

52. LIEN, MARIE. *Norwegian National Organization for the Promotion of Home Arts and Crafts*. Husflid Oslo, Fabritius and Sonner, 1940. Pp. 136.

53. MEADOWS, PAUL. *The Culture of Industrial Man*. Lincoln, University of Nebraska Press, 1950. Pp. 216.



# LABOUR STATISTICS

PAGE

Table 1—Statistics Reflecting Industrial Conditions in Canada.....	938
<b>A—Labour Force</b>	
<i>D.B.S. Labour Force Survey</i>	
Table A-1—Estimated Non-Institutional Manpower.....	939
Table A-2—Summary of National Estimates.....	939
Table A-3—Industrial Distribution of Employment.....	940
Table A-4—Regional Distribution of Employment.....	940
Table A-5—Percentage Distribution of Employed Persons by Hours Worked per Week.....	940
Table A-6—Regional Distribution of Unemployment.....	941
<i>Immigration Branch, Department of Citizenship and Immigration</i>	
Table A-7—Immigration of Adult Males, Adult Females and Children to Canada.....	941
Table A-8—Distribution of all Immigration by Region.....	942
Table A-9—Distribution of Male Immigrants by Occupation.....	942
<b>B—Labour Income</b>	
<i>Dominion Bureau of Statistics Monthly Estimates of Labour Income</i>	
Table B-1—Monthly Estimates of Canadian Labour Income.....	943
<b>C—Employment, Hours and Earnings</b>	
<i>Dominion Bureau of Statistics: The Employment Situation (as reported by employers having 15 or more employees)</i>	
Table C-1—Employment and Earnings by Province, City and Industry.....	944
Table C-2—Index Numbers of Employment and Earnings since 1941.....	945
Table C-3—Index Numbers of Employment by Provinces since 1933.....	946
Table C-4—Employment and Earnings by Industry.....	947
Table C-5—Sex Distribution of Employed Persons.....	948
<i>Dominion Bureau of Statistics: Hours and Earnings (as reported by employers having 15 or more employees)</i>	
Table C-6—Hours and Hourly Earnings in Manufacturing.....	949
Table C-7—Weekly Salaries and Wages in Manufacturing.....	949
Table C-8—Hours and Earnings in Manufacturing by Provinces and Cities.....	950
Table C-9—Hours and Earnings by Industry.....	951
<i>Economics and Research Branch, Department of Labour</i>	
Table C-10—Real Earnings in Manufacturing.....	952
Table C-11—Percentage of Unemployment in Trade Unions by Provinces.....	953
Table C-12—Percentage of Unemployment in Trade Unions by Groups of Industries.....	954
<b>D—Employment Service Statistics</b>	
<i>Dominion Bureau of Statistics</i>	
Table D-1—Unfilled Vacancies and Unplaced Applicants as at First of Month.....	956
Table D-2—Unfilled Vacancies by Industry and by Sex.....	956
Table D-3—Unfilled Vacancies and Unplaced Applicants by Occupation and by Sex.....	957
Table D-4—Vacancies, Referrals and Placements (Weekly Average).....	957
Table D-5—Activities of National Employment Service Offices.....	958
Table D-6—Applications and Placements Since 1940.....	960
Table D-7—Vacancies and Placements of National Employment Service Offices (Quarterly).....	961
<b>E—Unemployment Insurance</b>	
<i>Unemployment Insurance Commission and Dominion Bureau of Statistics Report on the Operation of the Unemployment Insurance Act</i>	
Table E-1—Registration of Employers and Employees.....	963
Table E-2—Persons Signing the Live Unemployment Register by Number of Days Continuously on the Register.....	963
Table E-3—Claims for Benefit Since 1942.....	964
Table E-4—Claims for Benefit by Provinces and Disposal of Claims.....	964
Table E-5—Claimants Not Entitled to Benefit with Reason for Non-Entitlement.....	964
Table E-6—Number Receiving Benefit with Amount Paid.....	965
Table E-7—Claims for Supplementary Benefit.....	965
Table E-8—Unemployment Insurance Fund.....	966
<b>F—Prices</b>	
<i>Dominion Bureau of Statistics</i>	
Table F-1—Index Numbers of the Cost of Living in Canada.....	967
Table F-2—Index Numbers of the Cost of Living for Eight Cities of Canada.....	968
Table F-3—Index Numbers of Staple Food Items.....	968
Table F-4—Retail Prices of Staple Foods, Coal and Rentals by Cities.....	970
Table F-5—Index Numbers of Wholesale Prices in Canada.....	969
Table F-6—Index Numbers for Canada and Other Countries.....	978
<b>G—Strikes and Lockouts</b>	
<i>Economics and Research Branch, Department of Labour</i>	
Table G-1—Strikes and Lockouts in Canada by Month.....	979
Table G-2—Strikes and Lockouts in Canada during April.....	980
<b>H—Industrial Accidents</b>	
<i>Economics and Research Branch, Department of Labour</i>	
Table H-1—Fatal Industrial Accidents by Industries and Causes.....	982
Table H-2—Fatal Industrial Accidents by Provinces and Industries.....	982

**TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA**

	1950		1949	1948	1944	1939
	April	March	March	March	March	March
<b>Labour Force—</b>						
Civilian Labour Force (1).....000		5,108	4,899	4,825	†	†
Employed (1).....000		4,796	4,700	4,669	†	†
Male (1).....000		3,751	3,730	3,687	†	†
Female (1).....000		1,045	970	982	†	†
Paid workers (1).....000		3,397	3,291	3,245	†	†
Unemployed (1).....000		312	199	156	†	†
Index of employment (2).....	187.6	186.6	187.6	188.9	181.7	106.5
Unemployment in trade unions (3).....%		4.4	3.2	3.1	0.9	15.7
Immigration.....No.		5,801	9,168	10,619	614	1,177
Adult males.....No.		2,284	3,690	4,184	132	328
<b>Earnings and Hours—</b>						
Total labour income.....\$000,000			605	544	†	†
Per capita weekly earnings.....\$	44.8	44.69	43.17	39.50	32.27	†
Average hourly earnings.....cents		101.4	97.5	88.0	†	†
Average hours worked per week.....		42.5	42.9	43.2	†	†
Average real weekly earnings; index(4).....		107.7	107.5	103.1	†	†
<b>National Employment Service—</b>						
Unplaced applicants (5).....000	428.5	376.0	261.8	200.8	†	†
Unfilled vacancies (5).....000	28.6	23.7	24.9	33.5	†	†
Placements, weekly average.....000	13.4	10.6	10.1	10.1	†	†
<b>Unemployment Insurance—</b>						
Claims.....000	265.4	286.2	208.8	146.1	16.1	†
Balance in fund.....\$000,000		582.6	529.5	447.7	190.3	†
<b>Price Indexes—</b>						
Wholesale (2).....	160.1	159.3	157.6	146.9	103.0	73.2
Cost of living (6).....	164.0	163.7	159.2	150.8	119.0	100.6
Residential building materials (6).....	227.2	227.0	229.7	208.4	(8) 146.6	(8) 102.3
<b>Production—</b>						
Industrial production index (6).....		189.0	185.5	182.0	207.1	103.9
Mineral production index (6).....		105.1	127.1	128.0	114.2	111.5
Manufacturing index (6).....		197.8	197.1	193.2	229.0	102.6
Electric power.....000,000 k.w.h.	4,062	4,177	3,924	3,759	3,515	2,367
<b>Construction—</b>						
Contracts awarded.....\$000,000		75.1	67.6	51.3	31.0	9.0
Dwelling units, started.....000			3.6	3.1	†	†
Completed.....000			6.4	4.1	†	†
Under construction.....000			46.9	37.5	†	†
Pig iron.....000 tons		174.9	202.1	172.7	168.0	40.7
Steel ingots and castings.....000 tons	279.3	294.3	298.5	286.0	275.5	95.7
Inspected slaughterings, cattle.....000		102.5	107.8	108.4	101.8	66.9
Hogs.....000		447.9	349.5	496.5	932.3	299.7
Flour production.....000 bbl.	1.63	1.85	1.72	1.82	2.27	1.19
Newsprint.....000 tons	422.8	451.6	415.8	387.7	252.1	220.7
Cement producers' shipments.....000,000 bbl.		1.2	1.4	1.1	0.3	0.2
Automobiles and trucks.....000	26.4	30.1	25.6	27.1	14.6	17.6
Gold.....000 fine oz.		383.2	342.7	287.7	267.5	413.5
Copper.....000 tons		22.5	21.9	21.1	24.1	25.6
Lead.....000 tons		13.1	9.8	12.5	12.2	16.3
Nickel.....000 tons		9.3	12.6	10.5	12.6	9.0
Zinc.....000 tons		25.0	23.4	18.6	24.0	13.4
Coal.....000 tons	1,308	1,916	1,701	1,659	1,546	1,178
<b>Distribution—</b>						
Wholesale sales index, unadjusted (6).....		294.2	283.4	264.4	190.7	98.0
Retail sales.....\$000,000		617.1	577.7	546.9	†	†
Imports, excluding gold.....\$000,000	230.9	237.4	235.9	197.1	150.8	58.4
Exports, excluding gold.....\$000,000	205.5	228.2	216.8	228.4	282.7	69.3
<b>Railways—</b>						
Revenue freight, ton miles.....000,000		4,973	5,178	5,092	5,534	2,054
Car loadings, revenue freight (7).....000	279.7	292.9	293.0	294.3	277.8	171.0
<b>Banking and Finance—</b>						
Common stocks, index (8).....	125.9	118.7	106.4	101.5	81.5	94.5
Preferred stocks, index (8).....	154.4	154.0	142.8	138.9	119.2	101.2
Bond yields, Dominion, index (8).....	90.7	90.2	95.2	96.7	97.3	95.4
Cheques cashed, individual accounts.....\$000,000	7,443	7,730	6,868	6,277	4,773	2,428
Bank loans, current, public.....\$000,000		2,218	2,026	1,844	931	801
Money supply.....\$000,000		4,446	4,141	3,933	(9) 3,153	(9) 1,370
Circulating media in hands of public.....\$000,000		1,181	1,064	1,038	(9) 990	(9) 281
Deposits.....\$000,000		3,265	2,977	2,835	(9) 2,163	(9) 1,089

NOTE.—Many of the statistical data in this table are included in the *Canadian Statistical Review* issued by the Dominion Bureau of Statistics.

†Comparable statistics are not available. (1) Labour Force survey figures given are as of March 4, 1950, March 5, 1949 and Feb. 21, 1948. (2) Base 1926=100. (3) Figures are as at end of quarter ending March 31, 1950, 1949, 1948, 1944 and 1939 respectively. (4) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average for 1946 = 100. (5) First of month. (6) Base 1935-1939 = 100. (7) Figures are for four week periods. (8) Annual index. (9) Year-end figures.

## A—Labour Force

### TABLE A-1.—ESTIMATED NON-INSTITUTIONAL MANPOWER

(Estimated in thousands of Persons, 14 Years of Age and Over)

Source: D.B.S. Labour Force Survey

Population Class	March 4, 1950			October 29, 1949		
	Male	Female	Total	Male	Female	Total
<b>TOTAL CIVILIAN NON-INSTITUTIONAL MANPOWER</b> .....	4,883	4,796	9,679	4,849	4,761	9,610
<b>A. Labour Force</b> .....	4,032	1,076	5,108	4,096	1,104	5,200
1. Employed.....	3,751	1,045	4,796	3,967	1,086	5,053
(1) Agricultural.....	900	40	940	974	74	1,048
Paid Workers.....	85	(a)	89	115	11	126
Employers.....	40	(a)	41	65	(a)	67
Own Account Workers.....	567	(a)	573	598	(a)	604
Unpaid Workers.....	208	29	237	196	55	251
(2) Non-Agricultural.....	2,851	1,005	3,856	2,993	1,012	4,005
Paid Workers.....	2,398	910	3,308	2,537	917	3,454
Employers.....	128	(a)	134	152	(a)	159
Own Account Workers.....	300	55	355	287	50	337
Unpaid Workers.....	25	34	59	17	38	55
2. Unemployed.....	281	31	312	129	18	147
<b>B. Not in the Labour Force</b> .....	851	3,720	4,571	753	3,657	4,410
1. Permanently unable or too old to work.....	166	107	273	170	112	282
2. Keeping House.....	(—)	3,170	3,170	(—)	3,133	3,133
3. Going to school.....	345	321	666	323	302	625
4. Retired or Voluntarily idle....	335	116	451	256	109	365
5. Other.....	(a)	(a)	11	(a)	(a)	(a)

(a) Fewer than 10,000.

### TABLE A-2.—SUMMARY OF NATIONAL ESTIMATES

(Estimated in thousands of persons, 14 years of age and over)

Source: D.B.S. Labour Force Survey

Population Class	Mar. 4, 1950	Oct. 29, 1949	Mar. 5, 1949	Feb. 21, 1948
Civilian Non-Institutional Population.....	9,679	9,610	9,270	9,058
Civilian Labour Force.....	5,108	5,200	4,899	4,825
Total Employed.....	4,796	5,053	4,700	4,669
Agriculture.....	940	1,048	956	965
Forestry.....	89	68	113	140
Fishing and Trapping.....	29	38	24	20
Mining, Quarrying and Oil Wells.....	81	94	83	68
Manufacturing.....	1,290	1,342	1,269	1,236
Public Utility Operations.....	45	46	45	40
Construction.....	229	329	251	219
Transportation, Storage and Communications.....	363	365	368	346
Trade.....	632	669	637	657
Finance, Insurance and Real Estate.....	138	144	144	141
Service.....	955	910	810	837
Unemployed.....	312	147	199	156
Not in Labour Force.....	4,571	4,410	4,371	4,233



**TABLE A-3.—INDUSTRIAL DISTRIBUTION OF EMPLOYMENT**

(Estimated in thousands of Persons, 14 Years of Age and Over)

SOURCE: Labour Force Survey

Industry	March 4, 1950			October 29, 1949		
	Male	Female	Total	Male	Female	Total
Agriculture.....	900	40	940	974	74	1,048
Forestry.....	88	(a)	89	87	(a)	68
Fishing and Trapping.....	29	(—)	29	38	(—)	38
Mining, Quarrying and Oil Wells.....	80	(a)	81	93	(a)	94
Manufacturing.....	1,022	268	1,290	1,064	278	1,342
Public Utility Operations.....	41	(a)	45	42	(a)	46
Construction.....	225	(a)	229	325	(a)	329
Transportation and Communications.....	323	45	368	320	45	365
Trade.....	430	202	632	454	215	669
Finance and Real Estate.....	74	64	138	79	65	144
Service.....	539	416	955	511	399	910
<b>Total.....</b>	<b>3,751</b>	<b>1,045</b>	<b>4,796</b>	<b>3,967</b>	<b>1,086</b>	<b>5,053</b>

(a) Fewer than 10,000

**TABLE A-4.—REGIONAL DISTRIBUTION OF EMPLOYMENT**

(Estimated in thousands of persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Region	March 4, 1950		October 29, 1949	
	Number	Per Cent	Number	Per Cent
Newfoundland.....	79	1.7	100	2.0
Maritime Provinces.....	395	8.2	416	8.2
Quebec.....	1,309	27.3	1,393	27.6
Ontario.....	1,706	35.6	1,761	34.9
Prairie Provinces.....	902	18.8	956	18.9
British Columbia.....	405	8.4	427	8.4
<b>CANADA.....</b>	<b>4,796</b>	<b>100.0</b>	<b>5,053</b>	<b>100.0</b>

**TABLE A-5.—PERCENTAGE DISTRIBUTION OF EMPLOYED PERSONS BY HOURS WORKED PER WEEK**

SOURCE: D.B.S. Labour Force Survey

Number of Hours	Agriculture		Non-Agriculture	
	Mar. 4, 1950	Oct. 29, 1949	Mar. 4, 1950	Oct. 29, 1949
0.....	2.3	1.4	3.4	2.1
1-14.....	5.0	3.9	1.9	1.5
15-24.....	8.0	5.2	3.6	2.9
25-34.....	9.6	5.0	4.6	3.6
35-44.....	22.9	13.2	46.8	44.4
45-54.....	26.6	26.7	31.6	35.0
55 hours and over.....	25.6	44.6	8.1	10.5
<b>TOTAL.....</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**TABLE A-6.—REGIONAL DISTRIBUTION OF UNEMPLOYMENT**

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Region	March 4, 1950		October 29, 1949	
	Number	Per Cent	Number	Per Cent
Newfoundland.....	22	7.0	14	9.5
Maritime Provinces.....	42	13.5	22	15.0
Quebec.....	102	32.7	44	29.9
Ontario.....	73	23.4	37	25.2
Prairie Provinces.....	43	13.8	17	11.6
British Columbia.....	30	9.6	13	8.8
<b>CANADA.....</b>	<b>312</b>	<b>100.0</b>	<b>147</b>	<b>100.0</b>

**TABLE A-7.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA**

(SOURCE: Immigration Branch, Department of Citizenship and Immigration)

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
1945—Total.....	4,259	11,620	6,843	22,722
1946—Total.....	9,934	40,818	20,967	71,719
1947—Total.....	27,281	24,787	12,059	64,127
1948—				
January.....	2,986	2,794	1,468	7,248
February.....	2,234	1,904	1,071	5,209
March.....	4,184	3,963	2,472	10,619
April.....	4,630	3,008	1,778	9,416
May.....	4,141	3,076	2,243	9,460
June.....	7,382	4,747	3,194	15,323
July.....	4,770	4,004	2,329	11,103
August.....	4,995	3,616	2,347	10,958
September.....	4,383	4,755	2,733	11,871
October.....	4,920	5,405	2,758	13,083
November.....	4,473	4,238	2,418	11,129
December.....	3,888	3,681	2,426	9,995
Total.....	52,986	45,191	27,237	125,414
1949—				
January.....	2,884	2,845	1,720	7,449
February.....	2,797	2,342	1,509	6,648
March.....	3,690	3,104	2,374	9,168
April.....	4,242	2,910	1,940	9,092
May.....	3,987	2,963	2,234	9,184
June.....	5,012	3,770	3,185	11,967
July.....	4,455	3,543	2,618	10,616
August.....	3,057	2,855	1,939	7,851
September.....	1,706	1,494	974	4,174
October.....	2,831	2,907	1,814	7,552
November.....	2,430	2,389	1,533	6,352
December.....	1,953	1,835	1,376	5,164
Total.....	39,044	32,957	23,216	95,217
1950—				
January.....	1,234	1,414	1,062	3,710
February.....	1,906	1,676	1,377	4,959
March.....	2,284	1,862	1,655	5,801
Total (3 Months 1950).....	5,424	4,952	4,094	14,470
Total (3 Months 1949).....	9,371	8,291	5,603	23,265

**TABLE A-8.—DISTRIBUTION OF ALL IMMIGRATION BY REGION**

(SOURCE: Immigration Branch, Department of Citizenship and Immigration)

Month	Maritimes	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—						
January.....	211	1,542	3,770	1,319	607	7,449
February.....	183	1,167	3,983	823	492	6,648
March.....	243	1,475	4,669	2,090	691	9,168
April.....	202	1,576	4,569	2,071	674	9,092
May.....	306	1,936	4,653	1,464	825	9,184
June.....	354	1,907	6,088	2,636	982	11,967
July.....	318	2,104	5,457	1,890	847	10,616
August.....	212	1,657	3,846	1,436	700	7,851
September.....	145	1,083	1,937	625	384	4,174
October.....	259	1,479	3,654	1,501	659	7,552
November.....	242	1,231	3,336	915	628	6,352
December.....	102	848	2,645	1,134	435	5,164
Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—						
January.....	115	641	1,988	703	263	3,710
February.....	127	874	2,694	779	485	4,959
March.....	145	1,103	3,049	1,063	441	5,801
Total (3 months 1950).....	387	2,618	7,731	2,545	1,189	14,470
Total (3 months 1949).....	637	4,184	12,422	4,232	1,790	23,265

**TABLE A-9.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION**

(SOURCE: Immigration Branch, Department of Citizenship and Immigration)

Month	Agri- culture	Unskilled and Semi- skilled	Skilled	Trading	Others Including Mining	Total
1946—Total.....	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total.....	4,174	7,363	8,546	4,211	2,987	27,281
1948—Total.....	18,370	10,416	14,031	4,345	5,824	52,986
1949—						
January.....	1,137	427	801	243	276	2,884
February.....	1,386	414	589	231	177	2,797
March.....	1,818	544	845	278	205	3,690
April.....	2,055	650	891	285	361	4,242
May.....	2,164	538	777	268	240	3,987
June.....	2,535	889	1,020	285	283	5,012
July.....	2,063	700	803	288	601	4,455
August.....	1,405	496	586	236	334	3,057
September.....	440	189	393	203	481	1,706
October.....	1,173	423	641	241	353	2,831
November.....	926	440	593	260	211	2,430
December.....	1,016	228	397	180	132	1,953
Total.....	18,118	5,938	8,336	2,998	3,654	39,044
1950—						
January.....	483	152	278	180	141	1,234
February.....	970	252	386	160	138	1,906
March.....	1,162	278	492	181	171	2,284
Total (3 months 1950).....	2,615	682	1,156	521	450	5,424
Total (3 months 1949).....	4,341	1,385	2,235	752	658	9,371



## B—Labour Income

**TABLE B-1.—MONTHLY ESTIMATES OF CANADIAN LABOUR INCOME**

(\$ Millions)

	Agriculture, Logging, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Trans- portation, Communi- cation, Storage, Trade	Finance, Services (including Government)	Supple- mentary Labour Income	Total
1938—Average.....	22	59	9	56	59	5	209
1939—Average.....	23	62	8	57	59	5	215
1940—Average.....	27	77	11	63	62	5	245
1941—Average.....	29	107	16	73	67	8	299
1942—Average.....	30	143	18	80	73	10	354
1943—Average.....	31	169	18	86	78	13	395
1944—Average.....	33	172	13	95	83	13	409
1945—Average.....	35	156	15	101	90	13	410
1946—Average.....	42	146	24	114	103	14	443
1947—Average.....	47	175	33	133	113	17	518
1948—Average.....	52	202	40	154	126	20	593
1948—February.....	52	193	29	139	116	18	548
March.....	47	189	28	140	120	19	544
April.....	43	194	34	142	121	18	551
May.....	47	195	37	147	125	18	570
June.....	51	201	43	150	130	20	595
July.....	53	201	48	153	130	20	606
August.....	55	204	48	157	130	20	614
September.....	57	220	48	185	130	22	663*
October.....	57	213	48	164	130	21	633
November.....	56	214	46	166	130	21	632
December.....	52	211	39	164	129	21	614
1949—January.....	49	211	35	159	133	20	607
February.....	47	213	34	159	131	20	605
March.....	42	214	35	161	134	20	606
April.....	40	213	39	163	134	19	610
May.....	46	209	42	166	138	20	622
June.....	51	216	46	170	141	20	645
July.....	51	214	49	172	142	21	649
August.....	55	218	51	172	139	23	658
September.....	54	220	53	174	138	22	662
October.....	53	219	52	175	141	22	663
November.....	51	218	50	177	143	23	661
December.....	47	217	41	174	141	22	642
1950—January.....	43	213	37	166	140	22	620
February.....	43	216	37	166	141	21	625

\* Includes retroactive wage payments to railway system employees.

All totals are rounded to the nearest million independently. Therefore, the final total does not necessarily agree with the sum of the individual estimates.

## C—Employment, Hours and Earnings

### TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision).

SOURCE: *The Employment Situation*, D.B.S.

Tables C-1 to C-5 are based on reports from employers having 15 or more employees—At March 1, 21,094 employers in the eight leading industries reported a total employment of 1,954,500 and total payrolls of \$87,337,356.

Geographical and Industrial Unit	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941, as 100 p.c.								
				Employment			Payrolls					
	Mar. 1 1950	Feb. 1 1950	Mar. 1 1949	Mar. 1 1950	Feb. 1 1950	Mar. 1 1949	Mar. 1 1950	Feb. 1 1950	Mar. 1 1949			
(a) PROVINCES												
<b>Maritime Provinces</b> .....	39-84	39-13	38-77	106-8	108-6	109-6	194-1	193-7	193-9			
Prince Edward Island.....	36-27	33-72	34-48	132-1	138-4	129-9	220-0	214-1	206-8			
Nova Scotia.....	39-70	39-54	38-08	98-6	100-2	101-4	172-7	175-0	170-3			
New Brunswick.....	40-24	38-89	39-93	119-2	120-9	122-2	229-9	225-4	234-3			
<b>Quebec</b> .....	42-81	42-18	41-53	116-9	118-1	120-9	208-9	207-9	209-6			
<b>Ontario</b> .....	46-15	45-70	44-66	124-2	124-6	125-1	211-8	210-5	206-2			
<b>Prairie Provinces</b> .....	44-89	43-55	43-56	130-7	131-6	129-1	221-6	216-5	212-3			
Manitoba.....	44-21	42-99	43-05	126-2	127-9	125-4	210-8	207-7	203-8			
Saskatchewan.....	43-81	42-71	41-98	113-7	114-1	114-5	191-9	187-8	185-5			
Alberta.....	46-21	44-62	44-96	147-2	147-4	143-0	254-3	245-9	240-0			
<b>British Columbia</b> .....	46-82	45-75	45-25	134-6	129-7	133-1	221-6	208-6	211-4			
<b>CANADA</b> .....	44-69	43-99	43-27	122-2	122-6	123-7	211-9	209-2	207-5			
(b) CITIES												
Montreal.....	43-19	42-63	41-67	131-0	131-2	129-9	209-3	206-8	211-2			
Quebec.....	36-83	36-69	35-78	109-2	108-6	113-1	194-7	193-1	196-2			
Toronto.....	45-43	45-47	43-85	133-8	134-0	131-6	227-1	227-7	215-1			
Ottawa.....	38-77	38-56	37-71	125-8	129-4	129-2	210-9	215-7	210-7			
Hamilton.....	48-08	48-12	46-97	121-1	121-6	122-4	210-9	211-8	209-2			
Windsor.....	53-04	52-54	51-35	125-8	124-5	121-4	179-3	176-0	167-5			
Winnipeg.....	40-78	39-66	39-21	129-9	131-7	129-5	207-8	204-8	199-2			
Vancouver.....	44-74	44-15	42-80	149-5	147-4	153-7	251-7	244-8	246-9			
Halifax.....	36-16	35-88	36-17	126-9	124-5	126-9	201-0	195-5	200-3			
Saint John.....	37-48	38-21	37-34	131-5	131-3	137-2	229-3	233-5	238-9			
Sherbrooke.....	37-67	36-73	36-43	113-6	115-0	118-9	206-2	203-6	208-6			
Three Rivers.....	42-14	42-19	42-58	130-2	122-2	124-6	195-3	198-8	204-6			
Brantford.....	45-85	45-34	45-00	.....	.....	.....	.....	.....	.....			
Kitchener-Waterloo.....	42-04	41-83	40-91	133-6	133-9	131-7	247-6	246-9	237-2			
London.....	42-69	42-12	40-48	152-8	152-7	148-0	256-3	252-7	235-5			
Fort William-Port Arthur.....	46-26	46-07	45-66	68-0	68-5	75-6	120-6	121-0	130-1			
*St. Catharines.....	50-71	50-92	49-36	.....	.....	.....	.....	.....	.....			
Regina.....	38-95	38-66	37-68	128-9	128-3	128-2	214-6	212-0	205-0			
Saskatoon.....	39-00	37-99	36-61	140-0	142-0	135-3	249-2	246-2	225-9			
Calgary.....	43-50	42-54	41-74	141-1	141-5	135-1	243-7	238-8	221-6			
Edmonton.....	42-02	41-24	40-44	175-7	173-9	162-4	299-8	291-2	265-0			
Victoria.....	43-06	40-96	41-09	144-6	140-6	144-6	246-7	228-1	236-0			
(c) INDUSTRIES												
<b>Manufacturing</b> .....	45-80	45-43	44-39	118-9	118-4	120-8	209-8	207-2	206-6			
Durable Goods(1).....	48-81	48-33	47-43	112-5	111-5	116-9	195-5	191-9	197-2			
Non-Durable Goods.....	42-75	42-49	41-30	123-0	123-0	122-9	223-3	221-8	215-9			
Electric Light and Power.....	50-98	50-80	48-06	160-4	162-2	155-8	260-0	262-1	237-6			
Logging.....	40-73	38-68	41-01	114-1	121-0	165-6	231-4	233-1	337-9			
Mining.....	54-22	53-10	51-62	102-5	102-2	96-2	173-9	169-9	155-4			
Communications.....	42-24	41-88	39-63	202-0	202-6	188-6	308-1	306-4	270-9			
Transportation.....	52-86	51-43	52-02	131-1	132-4	134-5	211-5	207-7	213-6			
Construction and Maintenance.....	44-21	42-06	42-42	101-5	103-5	99-8	195-0	188-8	183-9			
Services(2).....	29-67	29-08	28-04	139-3	141-5	140-7	249-2	248-1	238-2			
Trade.....	38-34	38-31	36-67	145-1	145-3	140-3	233-1	233-3	215-8			
<b>Eight Leading Industries</b> .....	44-69	43-99	43-27	122-2	122-6	123-7	211-9	209-2	207-5			
Finance.....	41-79	41-34	40-53	149-7	148-8	143-9	215-7	212-1	200-9			
<b>Nine Leading Industries</b> .....	44-55	43-87	43-15	123-3	123-6	124-5	212-1	209-3	207-2			

(1) This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, as listed in Table C-4, with the exception of electric light and power.

(2) Mainly hotels and restaurants and laundry and dry-cleaning plants.

\* Includes Merritton, Welland and Thorold.

TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941

(BASE:—June 1, 1941=100)

(The latest figures are subject to revision)

SOURCE: *The Employment Situation*, D.B.S.

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of			Average Weekly Salaries and Wages	Index Numbers of			Average Weekly Salaries and Wages
	Employment	Aggregate Weekly Payrolls	Average Weekly Earnings		Employment	Aggregate Weekly Payrolls	Average Weekly Earnings	
June 1, 1941.....	100-0	100-0	100-0	\$ 25-25	100-0	100-0	100-0	\$ 25-57
Mar. 1, 1946.....	109-4	137-3	128-5	32-44	108-7	135-3	126-8	32-43
Mar. 1, 1947.....	118-1	163-0	141-0	35-61	115-8	159-5	140-0	35-81
Mar. 1, 1948.....	123-7	189-3	156-3	39-50	120-6	187-0	157-3	40-23
Jan. 1, 1949.....	128-4	204-5	162-8	41-10	120-7	196-6	165-4	42-28
Feb. 1, 1949.....	124-8	207-6	170-0	42-92	120-6	205-3	172-7	44-17
Mar. 1, 1949.....	123-7	207-5	171-4	43-27	120-8	206-6	173-6	44-39
April 1, 1949.....	122-9	206-5	171-7	43-35	120-8	207-4	174-2	44-54
May 1, 1949.....	123-8	207-3	171-0	43-19	121-0	207-1	173-8	44-45
June 1, 1949.....	127-4	209-0	167-6	42-32	122-1	203-7	169-4	43-31
July 1, 1949.....	130-6	217-6	170-1	42-96	123-5	209-8	172-4	44-09
Aug. 1, 1949.....	131-3	218-9	170-3	43-01	122-9	208-5	172-2	44-04
Sept. 1, 1949.....	132-4	222-0	171-4	43-27	124-5	212-1	172-9	44-20
Oct. 1, 1949.....	132-4	223-8	172-5	43-55	124-2	214-4	175-4	44-84
Nov. 1, 1949.....	132-3	224-8	173-5	43-80	122-9	213-6	176-4	45-10
Dec. 1, 1949.....	132-2	224-7	173-5	43-81	121-7	212-9	177-5	45-38
Jan. 1, 1950.....	127-0	208-9	167-8	42-38	118-9	199-8	170-6	43-62
Feb. 1, 1950.....	122-6	209-2	174-2	43-99	118-4	207-2	177-7	45-43
Mar. 1, 1950.....	122-2	211-9	177-0	44-69	118-9	209-8	179-1	45-80



**TABLE C-3.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS**

(Average calendar year 1926=100)

(The latest figures are subject to revision)

SOURCE: *The Employment Situation, D.B.S.*

	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Mar. 1, 1933.....	76.9	76.8	.....	.....	.....	74.1	79.8	80.0	.....	.....	.....	67.7
Mar. 1, 1934.....	92.7	103.2	.....	.....	.....	89.1	97.2	83.8	.....	.....	.....	85.6
Mar. 1, 1935.....	96.4	98.8	.....	.....	.....	91.3	103.5	87.2	.....	.....	.....	91.9
Mar. 1, 1936.....	98.9	101.1	.....	.....	.....	95.1	103.2	95.1	.....	.....	.....	92.4
Mar. 1, 1937.....	102.8	106.6	.....	.....	.....	102.5	108.2	91.3	.....	.....	.....	89.2
Mar. 1, 1938.....	107.8	108.3	83.6	115.0	101.6	110.1	113.7	92.2	91.0	90.4	95.2	96.2
Mar. 1, 1939.....	106.5	101.2	83.8	112.6	88.3	112.8	109.1	94.3	89.6	96.9	99.6	96.7
Mar. 1, 1940.....	113.5	116.0	93.8	125.5	105.8	114.3	120.0	98.5	94.5	97.5	105.5	101.8
Mar. 1, 1941.....	135.3	135.1	144.0	147.3	119.7	137.7	145.7	111.3	107.5	107.0	120.0	116.8
Mar. 1, 1942.....	165.1	159.3	112.9	172.8	145.4	178.6	174.4	126.1	123.9	108.8	141.0	143.1
Mar. 1, 1943.....	181.4	168.4	110.9	184.8	151.5	198.8	186.4	135.4	133.1	122.8	147.5	182.4
Mar. 1, 1944.....	181.7	175.1	132.7	190.6	157.9	197.1	183.9	142.3	136.9	129.0	159.4	186.3
Mar. 1, 1945.....	178.2	179.9	141.2	191.7	167.2	188.5	184.2	141.2	137.6	130.9	153.3	172.0
Mar. 1, 1946.....	167.0	164.4	125.1	172.1	157.0	171.5	173.6	145.3	139.7	135.7	160.0	156.4
Mar. 1, 1947.....	180.4	148.9	124.0	138.1	164.4	188.4	188.7	155.4	149.5	145.1	171.1	180.9
Mar. 1, 1948.....	188.9	171.0	171.2	169.0	173.4	193.4	199.3	158.4	150.6	147.7	177.2	188.1
Jan. 1, 1949.....	196.0	177.2	151.8	178.2	177.6	198.2	206.1	173.9	162.4	158.0	201.8	192.4
Feb. 1, 1949.....	190.5	168.2	139.9	172.4	164.7	193.0	202.8	166.7	157.3	146.2	194.4	181.5
Mar. 1, 1949.....	188.9	167.1	139.1	170.3	164.8	190.2	201.8	165.6	156.4	145.9	192.3	179.6
April 1, 1949.....	187.6	167.4	163.0	173.1	160.5	184.8	200.2	166.0	155.4	146.8	194.6	188.8
May 1, 1949.....	189.1	163.3	139.8	170.7	155.2	186.4	200.1	170.5	159.9	153.0	198.0	196.9
June 1, 1949.....	194.5	169.0	151.2	176.4	160.7	194.6	202.4	177.4	163.7	165.1	206.3	204.7
July 1, 1949.....	199.5	187.4	152.8	202.0	176.6	198.0	206.4	181.8	168.0	167.3	212.2	209.1
Aug. 1, 1949.....	200.5	188.9	157.6	203.8	171.7	199.4	205.5	185.6	170.7	169.7	218.6	212.6
Sept. 1, 1949.....	202.1	190.4	165.3	205.7	172.1	199.5	208.3	186.6	171.7	169.9	220.0	215.1
Oct. 1, 1949.....	202.2	192.0	165.9	208.8	172.0	199.5	209.2	185.9	173.6	170.8	214.3	211.9
Nov. 1, 1949.....	202.0	188.6	165.0	206.1	167.5	202.0	208.6	185.2	173.1	171.8	212.3	208.7
Dec. 1, 1949.....	201.8	193.7	171.4	208.0	176.6	201.9	208.7	184.5	172.0	170.8	212.4	208.2
Jan. 1, 1950.....	194.0	172.9	157.7	173.7	172.9	191.4	205.1	178.3	166.5	160.5	207.7	193.2
Feb. 1, 1950.....	187.2	165.5	148.2	168.3	163.1	185.8	201.0	168.9	159.5	145.4	198.4	174.9
Mar. 1, 1950.....	186.6	162.8	141.5	165.5	160.8	183.9	200.4	167.7	157.4	144.8	198.0	181.6
Relative Weight of Employment by Provinces and Economic Areas as at March 1, 1950.....	100.0	6.5	.2	3.6	2.7	28.7	43.6	12.1	5.4	2.2	4.5	9.1

NOTE:—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

**TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY**

(The latest figures are subject to revision)

SOURCE: *The Employment Situation, D.B.S.*

Industries	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941, as 100 p.c.					
				Employment			Payrolls		
	Mar. 1, 1950	Feb. 1, 1950	Mar. 1, 1949	Mar. 1, 1950	Feb. 1, 1950	Mar. 1, 1949	Mar. 1, 1950	Feb. 1, 1950	Mar. 1, 1949
<b>Manufacturing</b> .....	<b>\$45.90</b>	<b>\$45.43</b>	<b>\$44.39</b>	<b>118.9</b>	<b>118.4</b>	<b>120.8</b>	<b>209.8</b>	<b>207.2</b>	<b>206.6</b>
Animal products—edible.....	45.23	44.66	42.82	116.8	118.0	118.3	208.3	207.7	199.3
Fur and products.....	43.32	41.93	40.07	129.9	127.2	139.3	210.4	199.3	208.3
Leather products.....	33.30	33.37	32.93	107.2	106.6	115.5	189.4	188.7	193.7
Boots and shoes.....	32.11	32.06	31.87	107.2	107.2	113.4	193.7	193.5	203.6
Lumber and its products.....	40.34	39.27	39.37	114.6	111.4	114.5	213.1	201.4	208.7
Rough and dressed lumber.....	41.82	40.15	40.85	108.0	103.0	103.9	211.6	193.9	199.4
Furniture.....	39.06	39.26	38.16	159.4	160.0	156.7	227.6	229.6	222.2
Other lumber products.....	36.79	36.07	36.42	99.5	97.5	114.9	198.2	190.4	226.3
Plant products—edible.....	38.93	38.04	37.28	128.0	128.3	123.3	219.6	215.2	203.7
Pulp and paper products.....	51.21	50.98	49.74	138.2	138.3	138.5	238.7	237.9	232.3
Pulp and paper.....	58.42	57.93	57.59	120.2	120.8	127.4	222.6	221.7	232.4
Paper products.....	41.68	41.53	39.53	169.0	169.0	163.0	291.1	290.1	266.0
Printing and publishing.....	48.42	48.38	45.80	148.9	148.7	143.5	242.1	241.7	220.6
Rubber products.....	46.75	46.77	45.77	126.4	126.5	127.9	252.2	252.3	249.8
Textile products.....	36.14	35.88	35.00	118.2	117.3	119.3	222.9	219.6	218.0
Thread, yarn and cloth.....	39.72	39.77	38.57	114.1	113.4	116.9	239.4	238.4	238.5
Cotton yarn and cloth.....	38.79	38.64	38.08	97.1	95.5	96.3	195.2	191.4	190.3
Woolen yarn and cloth.....	37.76	37.83	36.77	100.5	101.0	113.8	213.2	214.7	232.9
Synthetic silk and goods.....	42.50	42.70	40.91	153.4	153.4	154.0	351.3	353.1	340.0
Hosiery and knit goods.....	32.92	32.63	31.52	112.6	113.9	121.7	202.9	203.5	211.6
Garments and personal furnishings.....	35.47	32.79	32.44	132.8	130.6	128.6	229.4	221.2	215.9
Other textile products.....	38.02	38.35	36.70	93.8	92.8	95.4	177.8	177.4	173.2
Tobacco.....	39.57	39.20	37.49	133.9	136.4	137.6	295.5	298.2	287.2
Beverages.....	48.73	48.36	47.10	159.3	163.0	157.2	261.9	265.9	250.1
Chemicals and allied products.....	49.11	49.04	47.46	98.1	97.9	96.6	176.8	176.2	167.8
Clay, glass and stone products.....	47.44	46.91	45.28	139.3	139.1	136.4	268.5	265.1	251.1
Electric light and power.....	50.98	50.80	48.06	160.4	162.2	155.8	260.0	262.1	237.6
Electrical apparatus.....	48.84	48.96	47.68	169.3	167.4	168.1	309.4	306.6	300.1
Iron and steel products.....	50.94	50.37	49.61	104.6	104.1	110.8	175.1	172.3	180.2
Crude, rolled and forged products.....	53.56	53.50	52.03	129.8	128.9	143.4	188.9	187.3	202.1
Machinery (other than vehicles).....	48.83	48.71	47.12	105.6	107.1	118.6	179.9	182.1	195.4
Agricultural implements.....	51.60	52.00	51.76	181.5	176.7	211.5	346.5	340.1	405.0
Land vehicles and aircraft.....	52.90	51.20	51.30	101.5	101.4	102.1	165.3	159.8	161.2
Automobiles and parts.....	55.43	54.51	53.33	122.6	121.2	113.6	176.7	171.7	157.6
Steel shipbuilding and repairing.....	45.48	47.76	45.77	69.1	63.2	81.3	104.8	100.6	124.1
Heating appliances.....	44.64	44.59	44.30	151.0	154.7	150.9	255.0	261.1	253.0
Iron and steel fabrication (n.e.s.).....	51.16	51.11	48.23	98.2	97.1	99.6	212.3	209.7	201.6
Foundry and machine shop products.....	50.85	48.94	48.16	83.4	84.3	97.8	206.8	201.2	222.6
Other iron and steel products.....	47.69	48.14	46.45	96.6	96.8	101.7	168.2	170.0	172.8
Non-ferrous metal products.....	50.88	50.85	48.22	111.1	111.2	118.5	209.6	209.7	208.9
Non-metallic mineral products.....	55.74	55.82	53.51	119.9	120.9	116.5	228.5	230.9	212.7
Miscellaneous.....	39.20	39.25	38.09	162.9	161.2	150.2	284.5	282.0	272.2
<b>Logging</b> .....	<b>40.73</b>	<b>38.68</b>	<b>41.01</b>	<b>114.1</b>	<b>121.0</b>	<b>165.6</b>	<b>231.4</b>	<b>233.1</b>	<b>337.9</b>
<b>Mining</b> .....	<b>54.22</b>	<b>53.10</b>	<b>51.62</b>	<b>102.5</b>	<b>102.2</b>	<b>96.2</b>	<b>173.9</b>	<b>169.9</b>	<b>155.4</b>
Coal.....	51.57	49.50	48.71	99.5	100.3	101.9	201.4	195.1	195.0
Metallic ores.....	56.66	55.86	54.26	92.4	91.9	89.6	144.3	141.7	134.1
Non-metallic minerals (except coal).....	51.69	51.23	48.34	151.7	149.4	109.6	289.1	282.2	195.1
<b>Communications</b> .....	<b>42.24</b>	<b>41.88</b>	<b>39.63</b>	<b>202.0</b>	<b>202.6</b>	<b>188.6</b>	<b>308.1</b>	<b>306.4</b>	<b>270.9</b>
Telegraphs.....	46.15	44.94	45.82	119.4	119.0	119.7	216.2	210.0	215.3
Telephones.....	41.29	41.03	38.34	221.0	222.6	208.1	326.7	326.9	285.7
<b>Transportation</b> .....	<b>52.86</b>	<b>51.43</b>	<b>52.02</b>	<b>131.1</b>	<b>132.4</b>	<b>134.5</b>	<b>211.5</b>	<b>207.7</b>	<b>213.6</b>
Street railways, cartage and storage.....	47.22	46.92	45.28	153.5	153.7	151.2	248.7	247.5	234.4
Steam railway operations.....	58.86	56.16	58.61	127.2	129.6	131.7	206.8	200.9	213.0
Shipping and stevedoring.....	44.24	44.43	43.70	91.9	91.9	103.6	156.6	157.2	174.4
<b>Construction and Maintenance</b> .....	<b>44.27</b>	<b>42.06</b>	<b>42.42</b>	<b>101.5</b>	<b>103.5</b>	<b>99.8</b>	<b>195.0</b>	<b>188.8</b>	<b>183.9</b>
Building.....	46.23	44.62	45.11	142.9	146.4	140.2	231.0	228.3	221.1
Highway.....	41.01	37.80	36.75	73.4	75.9	68.9	156.0	148.6	131.6
Railway.....	43.66	41.33	43.11	79.7	78.2	84.5	175.4	163.1	183.4
<b>Services (as indicated below)</b> .....	<b>29.67</b>	<b>29.08</b>	<b>28.04</b>	<b>139.3</b>	<b>141.5</b>	<b>140.7</b>	<b>249.2</b>	<b>248.1</b>	<b>238.2</b>
Hotels and restaurants.....	27.74	26.79	26.72	144.4	147.9	145.2	264.8	261.9	256.8
Personal (chiefly laundries).....	28.71	28.79	27.74	124.8	125.8	125.7	200.8	202.9	195.2
<b>Trade</b> .....	<b>38.34</b>	<b>38.31</b>	<b>36.67</b>	<b>145.1</b>	<b>145.3</b>	<b>140.3</b>	<b>233.1</b>	<b>233.3</b>	<b>215.8</b>
Retail.....	35.92	35.92	34.22	141.6	142.3	137.2	232.0	233.2	214.4
Wholesale.....	44.34	44.30	42.79	157.9	156.6	151.8	235.3	233.3	218.7
<b>Eight Non-Manufacturing Industries</b> .....	<b>14.69</b>	<b>43.99</b>	<b>43.27</b>	<b>122.2</b>	<b>122.6</b>	<b>123.7</b>	<b>211.9</b>	<b>209.2</b>	<b>207.5</b>
<b>Finance</b> .....	<b>41.79</b>	<b>41.34</b>	<b>40.53</b>	<b>149.7</b>	<b>148.8</b>	<b>143.9</b>	<b>215.7</b>	<b>212.1</b>	<b>200.9</b>
Banks and trust companies.....	38.19	37.53	37.12	160.4	159.8	155.0	235.0	230.1	220.3
Brokerage and stock market.....	51.92	50.85	48.54	154.6	154.9	155.5	232.6	228.3	219.2
Insurance.....	46.02	45.98	44.74	135.7	135.4	129.0	194.6	192.4	179.8
<b>Total—Nine Leading Industries</b> .....	<b>44.55</b>	<b>43.87</b>	<b>43.15</b>	<b>123.3</b>	<b>123.6</b>	<b>124.5</b>	<b>212.1</b>	<b>209.3</b>	<b>207.2</b>

**TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT**

 SOURCE: *The Employment Situation, D.B.S.*

Industries	Mar. 1, 1950				Feb. 1, 1950		Mar. 1, 1949	
	Men	Women	Men	Women	Men	Women	Men	Women
	no.	no.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.
<b>Manufacturing</b> .....	<b>802,054</b>	<b>238,897</b>	<b>77.1</b>	<b>22.9</b>	<b>77.0</b>	<b>23.0</b>	<b>77.3</b>	<b>22.7</b>
Animal products—edible.....	26,578	5,688	82.4	17.6	82.2	17.8	81.4	18.6
Fur and products.....	2,754	1,272	68.4	31.6	67.1	32.9	66.6	33.4
Leather and products.....	18,606	12,007	60.8	39.2	60.7	39.3	60.7	39.3
Boots and shoes.....	11,156	8,320	57.3	42.7	56.9	43.1	56.8	43.2
Lumber and products.....	70,552	6,538	91.5	8.5	91.5	8.5	91.5	8.5
Rough and dressed lumber.....	43,352	2,387	94.8	5.2	94.6	5.4	94.7	5.3
Furniture.....	16,974	2,217	88.4	11.6	89.0	11.0	89.0	11.0
Other lumber products.....	10,226	1,934	84.1	15.9	84.1	15.9	85.3	14.7
Plant products—edible.....	37,540	18,440	67.1	32.9	67.0	33.0	68.3	31.7
Pulp and paper products.....	89,535	22,897	79.6	20.4	79.6	20.4	80.0	20.0
Pulp and paper.....	43,402	2,443	94.7	5.3	94.7	5.3	94.7	5.3
Paper products.....	13,711	7,798	63.7	36.3	63.6	36.4	63.0	37.0
Printing and publishing.....	32,422	12,656	71.9	28.1	71.9	28.1	71.6	28.4
Rubber products.....	16,239	5,246	75.6	24.4	75.6	24.4	76.8	23.2
Textile products.....	76,455	89,367	46.1	53.9	46.1	53.9	45.3	54.7
Thread, yarn and cloth.....	39,851	21,544	64.9	35.1	64.5	35.5	62.7	37.3
Cotton yarn and cloth.....	14,918	9,015	62.3	37.7	61.8	38.2	61.1	38.9
Woolen yarn and cloth.....	8,459	5,930	58.8	41.2	58.2	41.8	56.7	43.3
Synthetic silk and silk goods.....	12,183	4,892	71.3	28.7	70.8	29.2	67.7	32.3
Hosiery and knit goods.....	8,517	15,455	35.5	64.5	36.3	63.7	35.4	64.6
Garments and personal furnishings.....	19,761	44,942	30.5	69.5	30.5	69.5	29.8	70.2
Other textile products.....	8,326	7,426	52.9	47.1	53.2	46.8	53.4	46.6
Tobacco.....	5,398	6,514	45.3	54.7	46.3	53.7	44.9	55.1
Beverages.....	16,463	1,990	89.2	10.8	87.7	12.3	87.7	12.3
Chemicals and allied products.....	32,808	10,320	76.1	23.9	75.9	24.1	75.9	24.1
Clay, glass and stone products.....	18,848	2,324	89.0	11.0	89.1	10.9	89.2	10.8
Electric light and power.....	28,686	4,331	86.9	13.1	87.1	12.9	87.5	12.5
Electrical apparatus.....	38,694	15,060	72.0	28.0	71.5	28.5	72.0	28.0
Iron and steel products.....	258,414	21,779	92.2	7.8	92.2	7.8	92.5	7.5
Crude, rolled and forged products.....	33,684	1,655	95.3	4.7	95.3	4.7	95.5	4.5
Machinery (other than vehicles).....	23,328	3,219	87.9	12.1	87.9	12.1	88.8	11.2
Agricultural implements.....	15,449	926	94.3	5.7	94.3	5.7	94.5	5.5
Land vehicles and aircraft.....	108,635	6,816	94.1	5.9	94.1	5.9	94.3	5.7
Automobiles and parts.....	43,018	5,054	89.5	10.5	89.4	10.6	89.0	11.0
Steel shipbuilding and repairing.....	13,175	471	96.5	3.5	96.2	3.8	96.8	3.2
Heating appliances.....	7,932	531	93.7	6.3	93.8	6.2	93.1	6.9
Iron and steel fabrication (n.e.s.).....	10,084	873	92.0	8.0	91.8	8.2	91.9	8.1
Foundry and machine shop products.....	7,638	385	95.2	4.8	95.1	4.9	95.7	4.3
Other iron and steel products.....	38,489	6,903	84.8	15.2	84.8	15.2	85.2	14.8
Non-ferrous metal products.....	39,227	6,133	86.5	13.5	86.2	13.8	86.3	13.7
Non-metallic mineral products.....	13,713	1,439	90.5	9.5	90.7	9.3	91.2	8.8
Miscellaneous.....	11,544	7,552	60.5	39.5	61.1	38.9	62.5	37.5
<b>Logging</b> .....	<b>53,104</b>	<b>1,061</b>	<b>98.0</b>	<b>2.0</b>	<b>98.0</b>	<b>2.0</b>	<b>98.3</b>	<b>1.7</b>
<b>Mining</b> .....	<b>83,517</b>	<b>1,901</b>	<b>97.8</b>	<b>2.2</b>	<b>97.8</b>	<b>2.2</b>	<b>97.8</b>	<b>2.2</b>
Coal.....	24,853	227	99.1	0.9	99.1	0.9	99.1	0.9
Metallic ores.....	43,252	835	98.1	1.9	98.1	1.9	98.0	2.0
Non-metallic minerals (except coal).....	15,412	839	94.8	5.2	94.8	5.2	95.1	4.9
<b>Communications</b> .....	<b>25,388</b>	<b>28,976</b>	<b>46.7</b>	<b>53.3</b>	<b>46.6</b>	<b>53.4</b>	<b>46.8</b>	<b>53.2</b>
Telegraphs.....	6,642	1,485	81.7	18.3	81.7	18.3	81.5	18.5
Telephones.....	16,468	26,586	38.2	61.8	38.3	61.7	39.2	60.8
<b>Transportation</b> .....	<b>158,596</b>	<b>10,527</b>	<b>93.8</b>	<b>6.2</b>	<b>93.8</b>	<b>6.2</b>	<b>94.0</b>	<b>6.0</b>
Street railways, cartage and storage.....	57,124	4,316	93.0	7.0	93.0	7.0	93.1	6.9
Steam railway operation.....	81,911	5,269	94.0	6.0	94.0	6.0	94.1	5.9
Shipping and stevedoring.....	19,561	942	95.4	4.6	95.3	4.7	95.8	4.2
<b>Construction and Maintenance</b> .....	<b>182,895</b>	<b>4,741</b>	<b>97.5</b>	<b>2.5</b>	<b>97.5</b>	<b>2.5</b>	<b>97.7</b>	<b>2.3</b>
Building.....	96,265	3,308	96.7	3.3	96.8	3.2	97.1	2.9
Highway.....	52,315	1,293	97.6	2.4	97.7	2.3	97.4	2.6
Railway.....	34,315	140	99.6	0.4	99.6	0.4	99.7	0.3
<b>Services (as specified below)</b> .....	<b>35,919</b>	<b>36,477</b>	<b>49.6</b>	<b>50.4</b>	<b>49.7</b>	<b>50.3</b>	<b>48.5</b>	<b>51.5</b>
Hotels and restaurants.....	21,952	21,126	51.0	49.0	51.0	49.0	50.5	49.5
Personal (chiefly laundries).....	7,078	11,821	37.5	62.5	37.5	62.5	38.8	61.2
<b>Trade</b> .....	<b>184,002</b>	<b>106,445</b>	<b>63.4</b>	<b>36.6</b>	<b>62.9</b>	<b>37.1</b>	<b>61.8</b>	<b>38.2</b>
Retail.....	119,590	87,207	57.8	42.2	57.1	42.9	56.0	44.0
Wholesale.....	64,412	19,238	77.0	23.0	77.5	22.5	76.4	23.6
<b>Eight Leading Industries</b> .....	<b>1,525,475</b>	<b>429,025</b>	<b>78.0</b>	<b>22.0</b>	<b>78.0</b>	<b>22.0</b>	<b>78.5</b>	<b>21.5</b>
<b>Finance</b> .....	<b>48,915</b>	<b>43,818</b>	<b>52.7</b>	<b>47.3</b>	<b>52.5</b>	<b>47.5</b>	<b>52.8</b>	<b>47.2</b>
Banks and trust companies.....	26,137	26,816	49.4	50.6	49.0	51.0	49.4	50.6
Brokerage and stock market operations.....	2,396	1,330	64.3	35.7	64.5	35.5	64.7	35.3
Insurance.....	20,382	15,672	56.5	43.5	56.4	43.6	56.5	43.4
<b>All Industries</b> .....	<b>1,574,390</b>	<b>472,843</b>	<b>76.9</b>	<b>23.1</b>	<b>76.9</b>	<b>23.1</b>	<b>77.4</b>	<b>22.6</b>



**TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING**

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings*, D.B.S.

Tables C-6 to C-9 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-5. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-4 relate to salaried employees as well as to all wage-earners of the co-operating firms.

Week preceding	Average Hours Worked			Average Hourly Earnings		
	All Manufactures	Durable Goods	Non-Durable Goods	All Manufactures	Durable Goods	Non-Durable Goods
	No.	No.	No.	cts.	cts.	cts.
Mar. 1, 1945	45.8	46.5	45.0	70.1	77.8	60.3
Mar. 1, 1946	44.0	44.2	43.9	67.9	74.5	61.5
Mar. 1, 1947	43.4	43.6	43.2	77.1	84.2	69.9
Mar. 1, 1948	43.2	43.4	43.0	88.0	95.0	80.8
*Jan. 1, 1949	40.6	41.0	40.2	97.2	104.8	89.3
Feb. 1, 1949	42.9	43.2	42.7	97.2	105.0	89.3
Mar. 1, 1949	43.0	43.2	42.7	97.6	105.3	89.6
Apr. 1, 1949	42.9	43.2	42.6	98.2	105.7	90.3
May 1, 1949	42.5	42.7	42.3	98.6	106.2	90.7
June 1, 1949	40.8	41.1	40.5	99.1	106.5	91.5
July 1, 1949	41.8	42.4	41.2	99.1	106.7	91.3
Aug. 1, 1949	41.9	42.1	41.7	98.8	106.5	91.1
Sept. 1, 1949	42.4	42.5	42.2	98.4	106.6	90.4
Oct. 1, 1949	42.7	43.0	42.5	99.3	107.8	91.0
Nov. 1, 1949	42.8	42.8	42.9	99.5	108.0	91.4
Dec. 1, 1949	42.9	43.0	42.9	100.0	108.7	91.5
*Jan. 1, 1950	39.9	40.3	39.6	101.1	109.3	92.9
Feb. 1, 1950	42.3	42.2	42.4	100.9	109.5	92.6
Mar. 1, 1950	42.5	42.6	42.5	101.4	109.8	93.1

\* The averages at these dates were affected by loss of working time at the year-end holiday in the case of January 1.

**TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURING**

SOURCE: *Average Hours Worked and Average Hourly Earnings*, D.B.S.

Week Preceding	All Manufactures <sup>1</sup>		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly		Average Weekly		Average Weekly	
	Salaries and Wages	Wages	Salaries and Wages	Wages	Salaries and Wages	Wages
	\$	\$	\$	\$	\$	\$
Mar. 1, 1945	33.50	32.11	37.04	36.18	29.46	27.14
Mar. 1, 1946	32.29	29.88	34.90	32.93	29.98	27.00
Mar. 1, 1947	35.69	33.46	38.48	36.71	33.17	30.20
Mar. 1, 1948	40.11	38.02	42.85	41.23	37.58	34.74
*Jan. 1, 1949	42.12	39.46	45.23	42.97	39.19	35.90
Feb. 1, 1949	44.04	41.70	47.17	45.36	41.12	38.13
Mar. 1, 1949	44.27	41.97	47.43	45.49	41.30	38.26
Apr. 1, 1949	44.27	42.13	47.43	45.66	41.30	38.47
May 1, 1949	44.31	41.91	47.30	45.35	41.49	38.37
June 1, 1949	43.16	40.43	46.00	43.77	40.49	37.06
July 1, 1949	43.95	41.42	47.26	45.24	40.90	37.62
Aug. 1, 1949	43.90	41.40	46.90	44.84	41.15	37.99
Sept. 1, 1949	44.05	41.72	47.35	45.31	41.12	38.15
Oct. 1, 1949	44.72	42.40	48.20	46.35	41.63	38.68
Nov. 1, 1949	44.95	42.59	48.15	46.22	42.09	39.21
Dec. 1, 1949	45.23	42.90	48.62	46.74	42.21	39.25
*Jan. 1, 1950	43.42	40.34	46.61	44.05	40.52	36.79
Feb. 1, 1950	45.25	42.68	48.33	46.21	42.49	39.26
Mar. 1, 1950	45.63	43.10	48.81	46.77	42.75	39.57

\* See footnote to Table C-6. <sup>1</sup> Exclusive of electric light and power.

**TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES**

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings*, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Mar. 1, 1950	Feb. 1, 1950	Mar. 1, 1949	Mar. 1, 1950	Feb. 1, 1950	Mar. 1, 1949
Nova Scotia.....	43.1	43.1	44.0	92.0	91.1	86.9
New Brunswick.....	45.4	43.3	45.4	90.3	91.3	88.6
Quebec.....	44.1	43.9	44.5	91.1	90.9	88.4
Ontario.....	41.9	42.1	42.6	107.0	106.4	102.5
Manitoba.....	43.1	41.2	42.8	97.8	97.4	94.7
Saskatchewan.....	43.3	42.7	42.7	104.2	103.7	99.4
Alberta.....	42.7	41.2	42.4	102.8	101.9	100.0
British Columbia.....	38.1	36.3	37.4	121.5	121.9	118.5
Montreal.....	42.5	42.1	42.7	96.3	96.2	93.5
Toronto.....	40.7	41.1	41.4	105.6	105.2	101.7
Hamilton.....	40.8	41.2	43.1	118.4	117.7	109.7
Winnipeg.....	42.7	40.6	42.4	97.0	96.6	93.9
Vancouver.....	37.5	36.5	36.1	119.1	118.1	115.4

**TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

(The latest figures are subject to revision).

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages		
	Mar. 1 1950	Feb. 1 1950	Mar. 1 1949	Mar. 1 1950	Feb. 1 1950	Mar. 1 1949	Mar. 1 1950	Feb. 1 1950	Mar. 1 1949
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
<b>Manufacturing</b>	<b>42.5</b>	<b>42.3</b>	<b>43.0</b>	<b>101.4</b>	<b>100.9</b>	<b>97.6</b>	<b>43.10</b>	<b>42.68</b>	<b>41.97</b>
*Durable manufactured goods	42.6	42.2	43.2	109.8	109.5	105.3	46.77	46.21	45.49
Non-durable manufactured goods	42.5	42.4	42.7	93.1	92.6	89.6	39.57	39.26	38.26
Animal products—edible	42.0	41.4	42.1	101.5	101.2	95.4	42.63	41.90	40.21
Dairy products	46.7	46.7	47.7	77.6	76.3	74.6	36.24	35.63	35.49
Meat products	41.8	41.5	42.2	110.6	110.6	105.2	46.23	45.90	44.39
Leather products	40.4	40.6	41.7	76.9	76.8	73.5	31.07	31.18	30.65
Leather boots and shoes	39.9	40.2	41.8	74.2	74.2	70.6	29.61	29.83	29.51
*Lumber products	41.6	40.2	42.0	92.9	91.9	89.1	38.65	36.94	37.42
Rough and dressed lumber	40.8	38.6	41.5	98.8	98.1	94.2	40.31	37.87	39.09
Containers	44.1	43.8	43.1	78.4	76.6	81.0	34.57	33.55	34.91
Furniture	42.4	42.3	42.4	88.0	87.5	84.9	37.31	37.01	36.00
*Musical instruments	44.5	45.4	45.4	87.0	87.1	83.2	38.72	39.54	37.77
Plant products—edible	43.3	42.2	42.5	79.7	79.3	77.2	34.51	33.46	32.81
Flour and other milled products	44.6	43.0	43.2	96.1	95.5	92.4	42.86	41.07	39.92
Fruit and vegetable preserving	40.9	40.2	41.1	78.6	76.1	77.6	32.15	30.59	31.89
Bread and bakery products	44.4	43.6	43.7	80.3	80.2	76.6	35.65	34.97	33.47
Chocolate and cocoa products	42.1	42.7	41.2	68.5	68.1	65.1	28.84	29.08	26.82
Pulp and paper products	44.9	44.8	45.1	110.6	109.9	107.2	49.66	49.24	48.35
Pulp and paper mills	48.7	48.3	48.7	114.4	114.0	113.7	55.71	55.06	55.37
Paper products	42.4	42.7	42.5	88.0	87.4	83.1	37.31	37.32	35.32
Printing and publishing	40.7	40.6	40.7	118.9	117.7	110.0	48.39	47.79	44.77
Rubber products	41.2	41.7	41.7	107.8	107.0	105.5	44.41	44.62	43.99
Textiles—all branches	41.4	41.5	41.8	81.2	80.7	78.4	33.62	33.49	32.77
Thread, yarn and cloth	44.3	44.6	44.4	84.8	84.4	82.5	37.57	37.64	36.63
Cotton yarn and cloth	43.4	43.6	43.2	86.2	85.8	85.0	37.41	37.41	36.72
Woolen yarn and cloth	43.7	43.9	43.8	80.6	80.2	78.6	35.22	35.21	34.43
Synthetic silk and silk goods	46.5	46.9	46.6	85.6	85.3	82.9	39.80	40.01	38.63
Hosiery and knit goods	40.4	40.2	41.7	75.7	75.2	72.2	30.58	30.23	30.11
Garments and personal furnishings	38.1	38.0	38.5	78.2	77.3	75.4	28.79	29.37	29.03
Tobacco	42.5	42.7	42.8	86.8	86.6	80.2	36.89	36.98	34.33
Beverages	42.2	41.9	41.7	102.2	101.5	98.9	43.13	42.53	41.24
Distilled and malt liquor	41.0	40.7	40.8	108.2	107.1	103.5	44.36	43.59	42.23
Chemicals and allied products	43.3	43.5	43.6	101.8	101.0	97.9	44.08	43.94	42.68
Drugs and medicines	41.1	41.0	40.3	84.9	84.3	81.1	34.89	34.56	32.68
*Clay, glass and stone products	45.4	45.1	45.3	100.1	99.1	95.9	45.45	44.69	43.44
Glass products	46.3	46.4	44.9	96.6	94.9	91.8	44.73	44.03	41.22
Lime, gypsum and cement products	47.1	46.2	46.6	100.2	99.5	94.8	47.19	45.97	44.18
*Electrical apparatus	41.1	41.4	41.5	112.1	111.7	108.5	46.07	46.24	45.03
Heavy electrical apparatus <sup>1</sup>	41.6	42.0	43.6	126.4	125.9	119.4	52.58	52.88	52.06
*Iron and steel products	42.7	42.4	43.7	115.2	114.8	109.8	49.19	48.68	47.98
Crude, rolled and forged products	43.0	43.0	45.3	120.9	120.8	111.7	51.99	51.94	50.60
Primary iron and steel	42.9	42.9	45.4	123.3	123.1	112.8	52.90	52.81	51.21
Machinery (other than vehicles)	42.7	42.8	43.8	107.5	107.7	102.5	45.90	46.10	44.90
Agricultural implements	40.2	40.4	44.4	124.5	124.0	115.2	50.05	50.10	51.15
Land vehicles and aircraft	43.6	42.4	43.5	118.4	117.9	115.2	51.62	49.99	50.11
Railway rolling stock	45.0	42.4	44.9	112.5	112.5	112.1	50.63	47.81	50.33
Automobiles and parts	42.2	41.7	41.6	126.2	124.8	122.3	53.26	52.04	50.88
Aeroplanes and parts	44.1	45.2	44.8	111.5	112.4	103.0	49.17	50.80	46.14
Steel shipbuilding and repairing	39.5	41.4	41.8	110.2	110.2	105.6	43.53	45.62	44.14
Iron and steel fabrication n.e.s.	42.0	41.8	42.8	111.5	110.9	103.4	46.83	46.36	44.26
Hardware, tools and cutlery	42.6	42.5	43.6	100.0	100.2	98.1	42.60	42.59	42.77
Foundry and machine shop products	43.8	42.8	43.6	114.8	112.9	109.0	50.28	48.32	47.52
Sheet metal work	41.6	42.1	42.1	104.4	103.6	100.0	43.43	43.62	42.10
*Non-ferrous metal products	43.8	43.9	43.3	109.5	109.6	104.9	47.96	48.11	45.42
Smelting and refining	45.2	45.1	43.8	118.4	118.9	114.4	53.52	53.62	50.11
Aluminum and its products	42.7	43.2	43.5	101.1	101.6	98.7	43.17	43.89	42.93
Brass and copper manufacturing	43.0	43.1	42.9	108.1	108.0	102.5	46.48	46.55	43.97
Non-metallic mineral products	42.0	42.0	41.7	121.0	121.4	116.1	50.82	50.99	48.41
Petroleum and its products	41.1	40.7	40.7	129.8	129.8	123.9	53.27	52.83	50.43
Miscellaneous manufactured products	41.8	41.6	42.0	87.7	87.3	83.7	36.66	36.32	35.15
<b>Mining</b>	<b>43.8</b>	<b>43.0</b>	<b>42.5</b>	<b>120.7</b>	<b>119.4</b>	<b>118.1</b>	<b>52.87</b>	<b>51.34</b>	<b>50.19</b>
Coal	39.0	37.4	37.4	130.8	129.7	127.6	51.01	48.51	47.72
Metallic ores	46.2	46.0	45.5	119.0	117.5	115.9	54.98	54.05	52.73
Non-metallic minerals (except coal)	44.5	44.0	42.5	109.9	109.4	105.3	48.91	48.14	44.75
<b>Local Transportation<sup>2</sup></b>	<b>45.6</b>	<b>45.3</b>	<b>45.7</b>	<b>103.7</b>	<b>102.8</b>	<b>98.1</b>	<b>47.29</b>	<b>46.57</b>	<b>44.83</b>
<b>Building Construction</b>	<b>40.0</b>	<b>38.6</b>	<b>40.8</b>	<b>111.5</b>	<b>110.7</b>	<b>108.0</b>	<b>44.60</b>	<b>42.73</b>	<b>41.06</b>
<b>Highway Construction</b>	<b>45.3</b>	<b>40.6</b>	<b>40.3</b>	<b>88.5</b>	<b>86.7</b>	<b>85.7</b>	<b>40.09</b>	<b>35.20</b>	<b>34.54</b>
<b>Services (as indicated below)</b>	<b>43.3</b>	<b>42.1</b>	<b>42.4</b>	<b>66.1</b>	<b>65.0</b>	<b>63.8</b>	<b>28.62</b>	<b>27.37</b>	<b>27.05</b>
Hotels and restaurants	44.7	42.9	43.4	65.3	63.8	63.7	29.19	27.37	27.65
Personal (Chiefly laundries)	40.5	40.4	40.6	67.9	67.4	64.1	27.50	27.23	26.02

\*Industries classed in the durable manufactured goods industries.

<sup>1</sup> Since 1941, the Dominion Bureau of Statistics has prepared current indexes of average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, as 100 p.c., the latest figures are as follows:—Jan. 1, 1950, 233.6; Feb. 1, 1950, 238.9; Mar. 1, 1950, 239.8; at Mar. 1, 1949, the index was 226.6.

<sup>2</sup> Chiefly street and electric railways.

<sup>3</sup> For information respecting the sex distribution of persons in recorded employment, see Table C-5.



**TABLE C-10.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS  
IN MANUFACTURING INDUSTRIES IN CANADA**

(SOURCE: Hours Worked and Hourly and Weekly Wages D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour)

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
		cts.	\$			
Week preceding—						
January 1, 1945	46.1*	70.0	32.27*	106.8	96.0	111.3
February 1, 1945	45.4	70.1	31.83	105.3	96.0	109.7
March 1, 1945	45.8	70.1	32.11	106.3	96.0	110.7
April 1, 1945	45.6*	70.4	32.10*	106.2	96.0	110.6
May 1, 1945	45.5	70.5	32.08	106.2	96.3	110.3
June 1, 1945	44.3	70.3	31.14	103.0	96.8	106.4
July 1, 1945	44.3	70.1	31.05	102.7	97.3	105.5
August 1, 1945	44.3	69.5	30.79	101.9	97.5	104.5
September 1, 1945	44.1	69.2	30.52	101.9	97.0	104.1
October 1, 1945	44.7	67.8	30.31	100.3	96.8	103.6
November 1, 1945	44.9	67.5	30.31	100.3	97.0	103.4
December 1, 1945	44.8	67.0	30.02	99.3	97.2	102.2
January 1, 1946	44.2*	67.9	30.01*	99.3	97.0	102.4
February 1, 1946	44.1	68.1	30.03	99.4	97.0	102.5
March 1, 1946	44.0	67.9	29.88	98.9	97.2	101.7
April 1, 1946	44.4	68.4	30.37	100.5	97.7	102.9
May 1, 1946	43.0	68.9	29.63	98.0	98.7	99.3
June 1, 1946	42.0	69.1	29.02	96.0	100.0	96.0
July 1, 1946	42.4	70.0	29.68	98.2	101.2	97.0
August 1, 1946	43.0	70.0	30.10	99.6	101.6	98.0
September 1, 1946	42.7	70.6	30.15	99.8	101.5	98.3
October 1, 1946	42.9	71.4	30.63	101.4	102.6	98.8
November 1, 1946	42.4	72.9	30.91	102.3	102.8	99.5
December 1, 1946	43.2	74.5	32.18	106.5	102.8	103.6
January 1, 1947	43.7*	76.2	32.54*	107.7	102.8	104.8
February 1, 1947	43.1	76.3	32.89	108.8	103.4	105.2
March 1, 1947	43.4	77.1	33.46	110.7	104.3	106.1
April 1, 1947	43.2	77.6	33.52	110.9	105.7	104.9
May 1, 1947	43.2	78.3	33.83	111.9	107.7	103.9
June 1, 1947	42.9	79.9	34.28	113.4	109.1	103.9
July 1, 1947	42.0	80.8	33.94	112.3	110.0	102.1
August 1, 1947	42.5	81.3	34.55	114.3	110.5	103.4
September 1, 1947	42.3	82.2	34.77	115.1	112.8	102.0
October 1, 1947	43.1	83.4	35.95	119.0	115.0	103.5
November 1, 1947	42.9	84.7	36.34	120.3	116.2	103.5
December 1, 1947	43.5	85.6	37.24	123.2	118.1	104.3
January 1, 1948	43.2*	86.6	37.41*	123.8	120.0	103.2
February 1, 1948	42.8	86.6	37.06	122.6	121.4	101.0
March 1, 1948	43.2	88.0	38.02	125.8	122.0	103.1
April 1, 1948	43.2*	89.0	38.45*	127.2	122.7	103.7
May 1, 1948	43.1	89.4	38.53	127.5	124.0	102.8
June 1, 1948	41.7	91.4	38.11	126.1	124.8	101.0
July 1, 1948	42.0	92.3	38.77	128.3	126.9	101.1
August 1, 1948	42.1	92.7	39.03	129.2	127.4	101.4
September 1, 1948	41.7	93.4	38.95	128.9	128.6	100.2
October 1, 1948	43.0	94.6	40.68	134.6	129.1	104.3
November 1, 1948	43.1	95.5	41.16	136.2	129.1	105.5
December 1, 1948	43.2	96.0	41.47	137.2	128.6	106.7
January 1, 1949	43.2*	97.2	41.99*	138.9	129.1	107.6
February 1, 1949	42.9	97.2	41.70	138.0	129.0	107.0
March 1, 1949	43.0	97.6	41.97	138.9	128.8	107.8
April 1, 1949	42.9	98.2	42.13	139.4	128.9	108.1
May 1, 1949	41.8*	98.6	41.21*	136.4	129.0	105.7
June 1, 1949	40.8	99.1	40.43	133.8	129.9	103.0
July 1, 1949	41.8	99.1	41.42	137.1	131.1	104.6
August 1, 1949	41.9	98.8	41.40	137.0	131.7	104.0
September 1, 1949	42.4	98.4	41.72	138.1	131.3	105.2
October 1, 1949	42.7	99.3	42.40	140.3	131.2	106.9
November 1, 1949	42.8	99.5	42.59	140.9	130.8	107.7
December 1, 1949	42.9	\$1.000	42.90	142.0	130.7	108.6
January 1, 1950	42.6*	\$1.011	43.07*	142.5	130.3	109.4
February 1, 1950	42.3	\$1.009	42.68	141.2	130.7	108.0
March 1, 1950 <sup>(1)</sup>	42.5	\$1.014	43.10	142.6	132.4	107.7

NOTE: Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946 = 100)

\* Figures adjusted for holidays. The actual figures are: January 1, 1945, 39.6 hours, \$27.72; April 1, 1945, 43.6 hours, \$30.69; January 1, 1946, 38.1 hours, \$25.87; January 1, 1947, 38.1 hours \$29.03; January 1, 1948, 38.3 hours, \$33.17; April 1, 1948, 41.6 hours, \$37.02; January 1, 1949, 40.6 hours, \$39.46; May 1, 1949, 42.5 hours, \$41.91; January 1, 1950, 39.9 hours, \$40.34.

(1) Latest figures subject to revision.

**TABLE C-11.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES**

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1919.....	3.1	2.0	3.4	2.7	2.1	3.2	2.0	7.9	3.4
Average 1920.....	1.8	2.0	7.2	3.4	3.1	3.2	2.8	11.2	4.9
Average 1921.....	11.3	8.5	16.6	9.7	8.5	7.8	7.8	23.5	12.7
Average 1926.....	7.8	2.1	6.8	4.2	3.6	3.0	4.9	5.5	5.1
Average 1929.....	4.0	1.6	7.7	4.3	7.1	5.3	6.4	5.9	5.7
Average 1933.....	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	22.3
Average 1939.....	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940.....	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.8
Average 1941.....	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.5
Average 1942.....	1.1	2.0	2.9	2.2	2.5	1.7	2.9	1.0	2.2
Average 1943.....	0.8	0.9	1.1	0.6	0.9	0.7	0.8	0.4	0.8
Average 1944.....	0.2	0.6	0.7	0.4	0.5	0.6	0.6	0.5	0.5
Average 1945.....	2.0	1.2	1.4	1.5	0.7	0.9	0.6	1.5	1.4
Average 1946.....	2.7	1.7	1.2	1.1	1.2	1.2	0.8	2.6	1.4
Average 1947.....	7.3	3.5	1.3	0.6	0.8	0.8	1.0	1.5	1.3
Average 1948.....	4.1	4.7	2.1	1.8	0.8	1.9	1.5	3.7	2.2
Average 1949.....	4.9	4.1	3.4	2.5	1.6	2.3	1.8	4.3	3.0
Mar. 1920.....	1.9	3.1	3.3	2.3	3.2	4.0	2.1	7.6	3.1
June 1920.....	0.6	0.4	3.1	1.6	1.4	2.2	1.2	5.8	2.1
Sept. 1920.....	0.3	0.1	7.6	1.9	0.5	0.1	0.6	5.1	3.3
Dec. 1920.....	6.9	11.0	19.6	12.3	7.8	10.1	9.2	11.6	13.0
Mar. 1921.....	17.9	11.7	16.9	13.0	10.5	12.1	9.8	34.6	16.5
June 1921.....	14.3	11.7	20.7	6.7	8.0	6.8	9.4	24.4	13.2
Sept. 1921.....	8.7	7.0	13.8	6.2	3.9	2.5	3.0	12.5	8.5
Dec. 1921.....	5.9	6.9	26.8	9.7	15.5	10.4	6.8	24.7	15.1
Mar. 1926.....	19.0	2.7	6.5	8.4	7.0	6.8	4.6	3.0	7.3
June 1926.....	3.8	1.6	8.9	1.9	2.6	0.8	4.9	2.6	4.1
Sept. 1926.....	1.1	1.6	7.1	1.8	0.5	1.1	2.0	5.4	3.3
Dec. 1926.....	3.2	2.2	7.6	5.6	4.3	2.1	6.7	7.5	5.9
Mar. 1929.....	6.2	1.4	7.9	4.5	9.2	7.3	4.9	4.8	6.0
June 1929.....	3.3	1.0	2.9	2.5	3.1	2.8	4.3	2.6	2.9
Sept. 1929.....	1.8	1.6	3.9	3.1	4.7	2.5	6.1	4.5	3.7
Dec. 1929.....	5.2	2.4	14.5	9.7	12.8	13.0	13.9	11.5	11.4
Mar. 1933.....	22.7	16.4	27.3	26.8	20.3	20.5	25.3	23.8	25.1
June 1933.....	13.8	13.0	26.2	23.3	19.4	14.9	24.5	18.6	21.8
Sept. 1933.....	11.0	10.4	24.1	20.9	19.1	13.5	19.7	21.3	19.8
Dec. 1933.....	11.2	11.5	23.2	24.9	20.3	17.2	17.6	19.8	21.0
Mar. 1939.....	9.1	10.6	18.6	15.8	12.9	13.1	16.7	15.3	15.7
June 1939.....	6.3	8.9	15.0	9.7	10.2	6.6	18.2	9.7	11.6
Sept. 1939.....	7.4	6.1	13.2	7.6	4.0	3.2	6.2	10.0	9.1
Dec. 1939.....	5.3	4.3	16.1	9.7	12.0	10.2	4.9	12.4	11.4
Mar. 1945.....	0.5	0.0	1.2	0.6	0.9	0.8	0.8	0.5	0.7
June 1945.....	1.2	0.1	0.6	0.7	0.2	0.9	0.3	0.2	0.5
Sept. 1945.....	2.0	0.5	2.4	0.5	0.4	0.4	0.3	2.4	1.4
Dec. 1945.....	4.6	4.7	1.8	4.0	1.2	1.3	0.9	3.4	3.0
Mar. 1946.....	4.0	1.8	1.4	1.7	1.6	2.1	1.0	3.0	1.9
June 1946.....	3.6	3.7	1.0	0.8	1.5	0.7	0.4	2.3	1.3
Sept. 1946.....	0.9	1.0	1.0	1.0	0.5	0.4	0.5	1.5	1.0
Dec. 1946.....	1.5	0.3	1.4	0.9	1.3	1.5	1.4	3.6	1.5
Mar. 1947.....	15.4	1.7	1.8	0.7	1.3	2.0	1.5	2.0	1.8
June 1947.....	7.2	2.2	0.5	0.5	0.4	0.5	0.3	0.8	0.8
Sept. 1947.....	4.9	0.8	0.6	0.3	0.5	0.2	0.5	1.1	0.7
Dec. 1947.....	3.6	8.4	2.2	0.9	1.1	0.6	1.5	2.0	1.7
Mar. 1948.....	6.1	3.9	2.7	3.1	1.0	2.8	2.9	3.8	3.1
June 1948.....	5.1	6.6	0.9	0.4	0.3	0.2	0.3	2.9	1.3
Sept. 1948.....	2.9	0.9	1.1	0.5	0.7	0.4	0.2	2.1	1.0
Dec. 1948.....	2.4	7.5	3.3	2.8	1.2	3.7	2.4	6.0	3.4
Mar. 1949.....	5.5	6.9	3.4	2.7	1.1	3.8	1.8	3.9	3.2
June 1949.....	1.9	1.8	1.7	1.5	2.6	1.9	1.2	2.8	1.8
Sept. 1949.....	5.2	2.3	3.2	1.8	0.3	0.3	0.3	2.7	2.2
Dec. 1949.....	7.7	5.0	5.5	3.6	2.2	3.1	3.7	7.6	4.8
Mar. 1950.....	12.8	8.5	4.5	3.3	3.4	4.6	5.1	4.7	4.4

TABLE C-12.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

NOTE.—In percentages shown below, "0" indicates no unemployment. Where ".0" is used, negligible unemployment (less than .05 per cent) is indicated.

	Logging and Lumbering	Mining	Manufacturing Industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing, etc.	Electric current, etc.	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Rubber products	Iron and its products	Non-ferrous metals
March 1919	.....	1.9	3.9	4.2	1.4	3.3	.6	.....	2.2	3.1	4.0	2.3	.....	6.2	.....	4.7	6.5
March 1920	.....	.6	1.9	5.7	.8	.....	1.3	.....	.4	.....	.....	.2	.....	2.0	.....	1.8	1.0
March 1921	.....	11.6	18.0	7.4	4.5	6.9	3.9	.....	14.1	3.8	3.1	4.1	.....	12.0	.....	29.4	35.3
March 1926	.....	17.6	5.2	4.3	3.3	1.5	5.3	.....	5.5	17.4	1.7	5.4	.....	13.7	.....	3.1	6.3
March 1929	.....	6.5	3.9	4.6	3.6	6.4	2.4	.....	10.3	.8	.....	.7	.....	3.2	.....	2.8	.5
March 1933	.....	17.5	28.2	15.4	16.8	19.2	15.9	.....	41.6	19.8	29.7	19.0	.....	26.7	.....	35.3	35.7
March 1940	.....	13.1	6.9	4.8	4.4	3.1	6.4	.....	6.9	.....	.....	2.8	.....	8.8	.....	6.1	1.1
March 1942	.....	7.4	3.1	4.1	1.4	.....	2.6	.....	6.9	.....	.....	1.3	.....	12.7	.....	3.6	.....
March 1943	.....	.2	.3	.2	.5	.....	1.0	.....	.....	.....	.....	.3	.....	.....	.....	.1	.....
March 1944	.....	.7	.3	.1	.3	.....	.2	.....	.8	.....	.....	.2	.....	.....	.....	.....	1.4
March 1945	.....	.6	.4	.1	.6	.....	.1	.....	1.1	.....	.....	.3	.....	.....	.....	.....	1.1
March 1946	.....	4.2	1.8	.5	.4	.....	.4	.....	2.3	.....	.....	.0	.....	.....	.....	.....	2.2
March 1947	.....	.3	1.5	.2	.1	.....	.1	.....	3.0	.....	.....	.0	.....	.....	.....	.....	1.5
March 1948	.....	.8	2.0	1.5	.1	.....	.3	.....	8.8	.....	.....	.5	.....	.....	.....	.....	1.1
March 1949	.....	20.4	2.4	2.6	1.8	.....	.6	.....	9.2	.....	.....	.1	.....	.....	.....	.....	.4
March 1950	.....	36.7	3.7	1.7	1.9	.....	0.8	.....	9.8	.....	.....	.3	.....	.....	.....	.....	0.5
March 1939	.....	12.8	13.3	8.5	7.7	8.7	6.1	.....	8.4	11.6	12.4	11.4	.....	25.8	.....	16.2	2.9
June 1939	.....	10.1	13.5	4.7	5.5	4.5	7.1	.....	3.0	19.0	8.8	20.3	.....	17.8	.....	14.7	7.4
September 1939	.....	21.2	10.8	3.7	6.8	6.4	7.4	.....	22.9	6.1	1.2	3.3	.....	20.8	.....	14.6	1.5
December 1939	.....	23.0	10.0	4.4	5.7	4.3	8.0	.....	7.0	9.3	.7	8.0	.....	33.1	.....	8.7	.8
March 1944	.....	.8	.3	.1	.3	.....	.2	.....	.8	.1	.....	.2	.....	.....	.....	.3	1.4
June 1944	.....	0	.1	.....	.....	.....	.1	.....	.....	.....	.....	.3	.....	.....	.....	.....	0
September 1944	.....	0	.1	.4	.7	.....	.2	.....	.4	.....	.....	.4	.....	.....	.....	.....	0
December 1944	.....	0	.4	.....	.....	.....	.1	.....	.4	.....	.....	.0	.....	.....	.....	.....	0
March 1946	.....	4.2	1.8	.5	.4	.....	.4	.....	2.3	.....	.....	.0	.....	.....	.....	.....	2.2
June 1946	.....	.....	.8	.5	.2	.....	.3	.....	.6	.....	.....	.4	.....	.....	.....	.....	4.6
September 1946	.....	.....	1.6	.5	.2	.....	.2	.....	.....	.....	.....	.0	.....	.....	.....	.....	3.0
December 1946	.....	.....	1.4	.1	.4	.....	.2	.....	.....	.....	.....	.0	.....	.....	.....	.....	3.0
March 1948	.....	8.0	1.4	.1	1.3	2.0	.1	.....	1.3	.1	.....	.1	.....	.....	.....	.....	4.7
June 1948	.....	27.3	.8	1.5	.4	.....	.2	.....	.....	.....	.....	.0	.....	.....	.....	.....	2.2
September 1948	.....	.....	1.3	1.5	.1	.....	.2	.....	.....	.....	.....	.5	.....	.....	.....	.....	1.1
December 1948	.....	.....	.4	1.2	.2	.....	.3	.....	.....	.....	.....	.3	.....	.....	.....	.....	2.2
March 1949	.....	66.2	.5	3.5	2.5	.....	.6	.....	10.7	.7	.....	.5	.....	.....	.....	.....	4.9
June 1949	.....	20.4	1.5	2.6	1.8	.....	.3	.....	.....	.....	.....	.1	.....	.....	.....	.....	.4
September 1949	.....	.....	2.4	1.0	1.3	.....	.6	.....	.....	.....	.....	.4	.....	.....	.....	.....	2.1
December 1949	.....	.....	.5	.3	1.4	.....	.2	.....	.....	.....	.....	.3	.....	.....	.....	.....	3.8
March 1950	.....	18.7	1.0	2.4	2.5	.....	.6	.....	12.6	4.2	.....	5.6	.....	.....	.....	.....	.9
June 1950	.....	.....	2.3	1.7	1.9	.....	0.8	.....	.....	.....	.....	0.3	.....	.....	.....	.....	0.5



TABLE C-12.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES—Concluded

NOTE.—In percentages shown below, "0" indicates no unemployment. Where ".0" is used, negligible unemployment (less than .05 per cent) is indicated.

	Clay, glass and stone products	Other mineral products	Chemical and allied products	Miscellaneous industries	Building and construction	Transportation	Shipping	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone	Trade (retail and wholesale clerks)	Services	Governmental (civil)	Miscellaneous	Allocations
1919.....	10.0	2.7	.....	.....	16.5	3.1	12.1	2.9	1.3	0	0	.....	2.5	3.0	.1	6.0	5.0
1920.....	14.4	.....	.....	4.6	9.9	2.0	4.1	3.3	1.0	.1	.1	.....	.3	2.9	1.7	3.7	3.1
March.....	31.0	12.1	.....	28.4	25.7	8.3	8.0	9.8	1.2	2.9	2.9	.....	0	8.5	5.1	10.4	16.5
1921.....	3.5	.....	.....	10.5	17.9	4.5	6.5	5.1	1.4	1.3	1.3	.....	0	2.5	1.2	5.5	7.3
March.....	32.3	0	.....	16.5	20.9	4.3	30.8	3.7	.6	.7	.7	.....	5.5	2.9	1.0	5.1	6.0
1926.....	32.6	.....	.....	58.8	71.0	14.1	51.5	16.3	.9	14.8	15.1	.....	8	12.2	7.4	20.9	25.1
March.....	27.1	7.9	.....	42.2	36.5	9.1	32.5	9.7	4.1	6.0	6.1	.....	0	3.5	2.8	4.2	10.8
1940.....	27.1	.....	.....	23.6	16.3	2.7	13.9	3.0	.5	3.6	3.7	.....	0	.8	.4	1.2	4.5
March.....	2.2	0	.....	5.3	9.0	1.1	5.5	1.2	.2	1.8	1.9	.....	0	.9	.1	1.6	1.3
1942.....	0	.....	.....	0	6.5	.4	1.0	.4	.0	1.1	1.2	.....	0	.4	.0	.6	.7
March.....	0	.3	.....	0	3.9	1.9	.8	.7	.2	1.1	1.1	.....	2.1	.3	.1	.6	.9
1944.....	0	.....	.....	0	3.1	.6	1.0	.4	.0	1.1	1.2	.....	0	.3	.1	.6	.7
March.....	0	1.8	.....	20.4	3.1	2.0	4.3	2.4	.1	.3	.3	.....	5.0	.7	.1	1.4	1.9
1946.....	0	.....	.....	0	5.0	2.0	12.9	1.8	.5	1.1	1.1	.....	0	.7	.6	.7	1.8
March.....	.5	.3	.....	0	8.1	1.6	27.3	1.0	.3	1.1	1.1	.....	1.3	.8	.3	1.5	3.1
1947.....	1.7	.....	.....	6.3	11.4	1.4	1.9	1.9	.1	.5	.7	.....	1.6	1.3	2.0	.6	3.2
March.....	3.6	.7	.....	3.1	11.4	1.4	1.9	1.9	.1	.5	.7	.....	1.6	1.3	2.0	.6	3.2
1948.....	3.4	0.3	6.2	0.7	15.8	2.1	2.0	2.9	0.4	0.8	1.2	.....	0.7	1.3	0.6	2.2	4.4
March.....	3.4	0.3	6.2	0.7	15.8	2.1	2.0	2.9	0.4	0.8	1.2	.....	0.7	1.3	0.6	2.2	4.4
1939.....	52.1	1.7	.....	34.8	40.2	13.2	69.8	12.9	1.7	6.8	7.0	.....	.1	6.2	2.2	9.8	15.7
March.....	45.3	.....	.....	34.1	24.7	6.3	26.3	6.7	1.5	6.1	6.2	.....	.1	3.5	1.5	5.3	11.6
1939.....	35.8	0	.....	25.4	31.3	4.2	40.7	3.8	1.0	7.2	7.4	.....	.1	4.0	1.2	6.5	9.1
September.....	13.3	6.8	.....	35.6	39.3	10.0	34.1	10.5	3.9	6.3	6.5	.....	0	4.4	4.2	4.6	11.4
December.....	13.3	6.8	.....	35.6	39.3	10.0	34.1	10.5	3.9	6.3	6.5	.....	0	4.4	4.2	4.6	11.4
1944.....	0	.3	0	.5	6.5	.4	1.0	.4	.0	1.1	1.2	.....	0	.4	.0	.7	.9
March.....	0	0	0	0	1.9	.3	1.2	.4	.0	1.5	1.6	.....	0	.2	0	.5	.3
1944.....	0	0	0	0	.7	.3	3.1	.3	.0	1.9	2.0	.....	0	.3	0	.5	.3
June.....	0	0	0	0	2.8	.5	2.7	.5	.1	.5	.6	.....	1.3	.4	.0	.7	.6
September.....	0	0	0	0	2.8	.5	2.7	.5	.1	.5	.6	.....	1.3	.4	.0	.7	.6
December.....	0	0	0	0	2.8	.5	2.7	.5	.1	.5	.6	.....	1.3	.4	.0	.7	.6
1946.....	0	1.8	0	20.4	3.1	2.0	4.3	2.4	.1	.2	.3	.....	5.0	.7	.1	1.4	1.9
March.....	0	0	0	0	.8	1.5	6.5	1.6	.2	1.4	1.6	.....	0	.4	.1	.7	1.3
1946.....	7.8	0	1.8	4.5	.8	1.5	6.5	1.6	.2	1.4	1.6	.....	0	.4	.1	.7	1.3
June.....	2.0	0	2.2	.1	2.6	1.4	10.7	1.3	.3	.9	1.0	.....	0	.6	.3	.5	1.6
September.....	2.0	0	2.2	.1	2.6	1.4	10.7	1.3	.3	.9	1.0	.....	0	.6	.3	.5	1.6
December.....	2.0	0	2.2	.1	2.6	1.4	10.7	1.3	.3	.9	1.0	.....	0	.6	.3	.5	1.6
1948.....	1.7	0	2.9	6.3	8.1	1.6	27.3	1.0	.3	.1	.1	.....	1.3	.8	.3	1.5	3.1
March.....	.1	.....	.....	0	1.5	1.2	6.7	1.3	.0	.1	.1	.....	.6	.4	.0	.7	1.3
1948.....	.1	.....	.....	0	1.5	1.2	6.7	1.3	.0	.1	.1	.....	.6	.4	.0	.7	1.3
June.....	1.4	.1	3.4	4.6	7.9	1.4	6.8	1.5	.5	.1	.2	.....	.5	1.3	1.7	1.3	3.4
September.....	1.4	.1	3.4	4.6	7.9	1.4	6.8	1.5	.5	.1	.2	.....	.5	1.3	1.7	1.3	3.4
December.....	1.4	.1	3.4	4.6	7.9	1.4	6.8	1.5	.5	.1	.2	.....	.5	1.3	1.7	1.3	3.4
1949.....	3.6	.7	1.4	3.1	11.4	1.4	1.9	1.9	.1	.5	.7	.....	1.6	1.3	2.0	.6	3.2
March.....	.2	.....	.....	0	1.3	1.0	1.3	1.3	.2	.1	.2	.....	1.0	.4	.0	.8	1.8
1949.....	.2	.....	.....	0	1.3	1.0	1.3	1.3	.2	.1	.2	.....	1.0	.4	.0	.8	1.8
June.....	4.4	2.4	6.4	2.7	15.0	2.2	4.7	2.8	.4	.7	.9	.....	1.3	2.3	2.1	2.3	4.8
September.....	4.4	2.4	6.4	2.7	15.0	2.2	4.7	2.8	.4	.7	.9	.....	1.3	2.3	2.1	2.3	4.8
December.....	4.4	2.4	6.4	2.7	15.0	2.2	4.7	2.8	.4	.7	.9	.....	1.3	2.3	2.1	2.3	4.8
1950.....	3.4	0.3	6.2	0.7	15.8	2.1	2.0	2.9	0.4	0.8	1.2	.....	0.7	1.3	0.6	2.2	4.4
March.....	3.4	0.3	6.2	0.7	15.8	2.1	2.0	2.9	0.4	0.8	1.2	.....	0.7	1.3	0.6	2.2	4.4

## D—Employment Service Statistics

### TABLE D-1.—UNFILLED VACANCIES AND UNPLACED APPLICANTS AS AT FIRST OF MONTH

(SOURCE: Form U.I.C. 757)

Month		Unfilled Vacancies			Unplaced Applicants		
		Male	Female	Total	Male	Female	Total
May 1945		131,165	54,937	186,102	49,223	26,831	76,054
May 1946		69,048	42,407	111,455	196,797	45,617	242,414
May 1947		53,484	38,706	92,190	122,771	34,192	156,963
May 1948		28,602	21,335	49,937	123,130	42,082	165,212
January 1949		11,996	13,063	25,059	150,474	36,185	186,659
February 1949		10,026	12,990	23,016	204,897	51,909	256,806
March 1949		10,187	13,544	23,731	209,866	51,898	261,764
April 1949		14,444	16,816	31,260	195,559	50,961	246,520
May 1949		21,673	21,840	43,513	158,794	44,932	203,726
June 1949		23,539	24,035	47,574	113,489	41,359	154,848
July 1949		20,679	21,775	42,454	103,275	44,216	147,491
August 1949		18,043	19,313	37,356	97,154	42,090	139,244
September 1949		19,940	22,620	42,560	97,684	39,667	137,351
October 1949		20,837	20,629	41,466	101,504	41,543	143,047
November 1949		14,535	15,200	29,735	122,664	49,702	172,366
December 1949		10,400	12,085	22,485	164,345	56,439	220,784
January 1950		7,971	9,748	17,719	218,769	55,188	273,957
February 1950		8,315	10,076	18,391	301,039	74,557	375,596
March 1950		9,614	11,429	21,043	300,352	75,646	375,998
April 1950		11,967	12,032	23,999	349,098	79,193	428,291*
May 1950(1)		18,635	15,383	34,018	310,044	77,797	387,841

(1) Latest figures subject to revision.

\* This figure includes 57,383 persons (53,903 male and 3,480 female) who were claiming supplementary benefit but who were not registered with N.E.S. at February 28.

### TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MARCH 30, 1950

(SOURCE: Form UIC 751)

Industry	Male	Female	Total	Change from March 2, 1950	
				Absolute	Percentage
<b>Agriculture, Fishing, Trapping</b>	<b>871</b>	<b>479</b>	<b>1,350</b>	<b>+ 627</b>	<b>+ 86.7</b>
<b>Logging</b>	<b>356</b>	<b>2</b>	<b>358</b>	<b>- 128</b>	<b>- 26.3</b>
Pulpwood	140	1	141	- 53	- 27.3
Lumber	174	1	175	- 88	- 33.5
Other logging	42		42	+ 13	+ 44.8
<b>Mining</b>	<b>762</b>	<b>11</b>	<b>773</b>	<b>+ 456</b>	<b>+143.8</b>
Coal	76	1	77	+ 2	+ 2.7
Metallic ores—					
Iron	55		55	+ 35	+175.0
Gold	340	2	342	+ 278	+434.4
Nickel	93		93	+ 12	+ 14.8
Other metallic ores and non-metallic minerals	192	5	197	+ 139	+239.7
Prospecting and oil producing	6	3	9	- 10	- 52.6
<b>Manufacturing</b>	<b>2,804</b>	<b>2,877</b>	<b>5,681</b>	<b>- 9</b>	<b>- 0.2</b>
Food and kindred products	362	186	548	+ 95	+ 21.0
Textiles, apparel, etc.	264	1,740	2,004	- 198	- 9.0
Lumber and finished lumber products	311	72	383	+ 13	+ 3.5
Pulp and paper products and printing	331	154	485	- 5	- 1.0
Chemicals and allied products	138	115	253	+ 23	+ 10.0
Products of petroleum and coal	25	11	36	- 11	- 23.4
Rubber products	43	20	63	+ 11	+ 21.2
Leather and products	95	155	250	- 67	- 21.1
Stone, clay and glass products	82	34	116	+ 15	+ 14.9
Iron and steel and products	240	39	279	+ 31	+ 12.5
Non-ferrous metals and products	142	52	194	+ 26	+ 15.5
Machinery	248	41	289	- 46	- 13.7
Electrical equipment and products	174	121	295	+ 40	+ 15.7
Transportation equipment and other manufacturing	340	137	486	+ 64	+ 15.2
<b>Construction</b>	<b>1,123</b>	<b>50</b>	<b>1,173</b>	<b>+ 408</b>	<b>+ 53.3</b>
<b>Transportation and Storage</b>	<b>616</b>	<b>104</b>	<b>720</b>	<b>+ 80</b>	<b>+ 12.5</b>
<b>Communications, and Other Public Utilities</b>	<b>274</b>	<b>274</b>	<b>548</b>	<b>+ 107</b>	<b>+ 24.3</b>
<b>Trade</b>	<b>1,989</b>	<b>1,875</b>	<b>3,864</b>	<b>+ 567</b>	<b>+ 17.2</b>
Wholesale	700	443	1,143	+ 87	+ 8.2
Retail	1,289	1,432	2,721	+ 480	+ 21.4
<b>Finance, Insurance, Real Estate</b>	<b>837</b>	<b>826</b>	<b>1,663</b>	<b>+ 169</b>	<b>+ 11.3</b>
<b>Service</b>	<b>2,351</b>	<b>5,535</b>	<b>7,889</b>	<b>+ 639</b>	<b>+ 9.6</b>
Public	724	392	1,116	+ 167	+ 17.6
Domestic	81	2,861	2,942	- 282	- 8.8
Personal	767	1,992	2,759	+ 586	+ 27.0
Other service	779	293	1,072	+ 218	+ 25.5
<b>All Industries</b>	<b>11,933</b>	<b>12,036</b>	<b>24,019</b>	<b>+2,966</b>	<b>+ 14.1</b>

**TABLE D-3.—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT MARCH 30, 1950**

(Source: Form UIC 757)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	971	342	1,313	4,804	1,012	5,816
Clerical Workers.....	1,107	2,974	4,081	10,468	17,731	28,199
Sales Workers.....	1,990	998	2,988	6,218	11,905	18,123
Personal and Domestic Service Workers.....	755	5,022	5,777	20,560	14,853	35,413
Seamen.....	14	.....	14	5,990	59	6,049
Agriculture and Fishing.....	976	16	992	4,003	1,204	5,207
Skilled and Semiskilled Workers.....	3,995	2,158	6,153	151,003	15,903	166,906
Food and kindred products.....	63	16	79	2,610	1,104	3,714
Textiles, clothing, etc.....	158	1,715	1,873	2,727	8,802	11,529
Lumber and wood products.....	462	3	465	29,595	207	29,802
Pulp, paper and printing.....	125	25	150	748	516	1,264
Leather and products.....	82	95	177	1,805	755	2,560
Stone, clay and glass products.....	45	2	47	463	52	515
Metalworking.....	545	23	568	12,852	624	13,476
Electrical.....	141	59	200	2,237	385	2,622
Transportation equipment, n.e.c.....	6	.....	6	642	116	758
Mining.....	116	.....	116	2,759	.....	2,759
Construction.....	561	1	562	44,254	8	44,262
Transportation (except seamen).....	420	3	423	21,817	58	21,875
Communications and public utility.....	48	.....	48	885	5	890
Trade and service.....	211	158	369	2,344	1,260	3,604
Other skilled and semiskilled.....	856	37	893	15,772	1,653	17,425
Foremen.....	61	13	74	2,916	206	3,122
Apprentices.....	95	8	103	6,577	152	6,729
Unskilled Workers.....	2,159	522	2,681	146,052	16,526	162,578
Food and tobacco.....	22	70	92	4,258	4,346	8,604
Lumber and lumber products.....	65	13	78	9,713	515	10,228
Metalworking.....	80	21	101	4,635	286	4,921
Construction.....	462	.....	462	28,272	3	28,275
Other unskilled workers.....	1,530	418	1,948	99,174	11,376	110,550
<b>Total.....</b>	<b>11,967</b>	<b>12,032</b>	<b>23,999</b>	<b>349,098</b>	<b>79,193</b>	<b>428,291*</b>

\* This figure includes 57,383 persons (53,903 male and 3,480 female) who were claiming supplementary benefit but who were not registered with N.E.S. at February 28.

**TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF MARCH, 1950**

(Source: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
<b>Agriculture, Fishing, Trapping.....</b>	<b>633</b>	<b>436</b>	<b>341</b>
<b>Logging.....</b>	<b>428</b>	<b>373</b>	<b>319</b>
<b>Mining.....</b>	<b>319</b>	<b>245</b>	<b>154</b>
<b>Manufacturing.....</b>	<b>3,968</b>	<b>4,228</b>	<b>2,766</b>
Food and kindred products.....	561	615	381
Textiles, apparel, etc.....	767	755	462
Lumber and finished lumber products.....	439	469	337
Pulp and paper products and printing.....	297	311	194
Chemicals and allied products.....	180	203	126
Products of petroleum and coal.....	20	26	15
Rubber products.....	37	35	23
Leather and products.....	132	140	83
Stone, clay and glass products.....	115	121	85
Iron and steel and products.....	273	302	198
Non-ferrous metals and products.....	139	139	87
Machinery.....	319	359	260
Electrical equipment and products.....	188	197	122
Transportation equipment and other manufacturing.....	501	556	393
<b>Construction.....</b>	<b>1,499</b>	<b>1,487</b>	<b>1,177</b>
<b>Transportation and Storage.....</b>	<b>640</b>	<b>611</b>	<b>441</b>
<b>Communications, and Other Public Utilities.....</b>	<b>186</b>	<b>153</b>	<b>88</b>
<b>Trade.....</b>	<b>2,361</b>	<b>2,706</b>	<b>1,522</b>
<b>Finance, Insurance, Real Estate.....</b>	<b>344</b>	<b>384</b>	<b>158</b>
<b>Service.....</b>	<b>5,786</b>	<b>5,225</b>	<b>3,654</b>
<b>All Industries.....</b>	<b>16,164</b>	<b>15,848</b>	<b>10,623</b>



**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS MARCH 3 TO MARCH 30, 1950 UNPLACED APPLICANTS AS AT APRIL 27, 1950**

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at April 27, 1950
					Regular	Casual		
<b>Newfoundland</b> .....	<b>123</b>	<b>40</b>	<b>5,937</b>	<b>112</b>	<b>67</b>	<b>3</b>	<b>21,299</b>	<b>22,526</b>
Corner Brook.....	4	3	982	2	2		3,791	4,163
Grand Falls.....	1	1	839	1	1		2,871	2,864
St. John's.....	117	36	4,116	109	64	3	14,637	15,499
<b>Prince Edward Island</b> .....	<b>341</b>	<b>130</b>	<b>1,020</b>	<b>397</b>	<b>170</b>	<b>90</b>	<b>2,933</b>	<b>2,743</b>
Charlottetown.....	197	101	572	233	87	50	1,842	1,643
Summerside.....	144	29	448	164	83	40	1,091	1,100
<b>Nova Scotia</b> .....	<b>2,089</b>	<b>1,047</b>	<b>7,989</b>	<b>1,991</b>	<b>968</b>	<b>398</b>	<b>23,994</b>	<b>23,554</b>
Amherst.....	29	1	232	29	23	5	1,061	1,228
Bridgewater.....	27	31	356	20	12	1	1,057	895
Halifax.....	1,281	786	2,342	1,103	478	270	5,552	5,542
Inverness.....	2	1	195	1	1		857	841
Kentville.....	68	53	669	75	26	3	2,488	2,455
Liverpool.....	9	8	208	7	2		609	539
New Glasgow.....	326	63	859	369	250	34	3,235	3,262
Springhill.....	7	2	157	6	6		422	492
Sydney.....	213	58	1,932	274	115	70	5,305	5,409
Truro.....	92	38	528	77	27	13	1,190	941
Yarmouth-Shelburne.....	35	6	511	30	28	2	2,218	1,950
<b>New Brunswick</b> .....	<b>1,480</b>	<b>625</b>	<b>12,926</b>	<b>1,414</b>	<b>767</b>	<b>312</b>	<b>26,185</b>	<b>30,659</b>
Bathurst.....	42	17	1,600	41	30	11	3,183	4,819
Campbellton.....	42	19	1,385	44	23	9	2,425	3,100
Edmundston.....	51	3	2,014	57	41	13	2,755	2,876
Fredericton.....	131	79	582	139	52	46	1,195	1,356
Minto.....	50	11	656	70	49	1	882	865
Moncton.....	533	229	2,754	506	272	104	6,269	6,854
Newcastle.....	27	5	1,506	31	23		2,601	3,205
Saint John.....	472	201	1,676	413	210	109	3,829	4,384
St. Stephen.....	53	37	194	40	22	3	1,512	1,623
Sussex.....	30	19	192	19	11	3	464	507
Woodstock.....	49	5	367	54	34	13	1,070	1,070
<b>Quebec</b> .....	<b>12,448</b>	<b>5,231</b>	<b>75,414</b>	<b>12,266</b>	<b>6,952</b>	<b>1,050</b>	<b>150,590</b>	<b>150,418</b>
Asbestos.....	12	5	158	11	7	3	402	385
Beauharnois.....	61	17	248	58	38		744	686
Buckingham.....	28	34	261	31	25	4	983	847
Causapscal.....	6	4	1,981	4	4		2,760	3,284
Chandler.....	13		6,296	13	13		4,187	6,780
Chicoutimi.....	255	62	1,919	273	144	19	3,326	2,945
Dolbeau.....	1		1,991	10	10		2,457	2,600
Drummondville.....	101	33	750	100	53		2,131	2,016
Farnham.....	67	28	270	47	40		747	668
Granby.....	86	17	547	120	72	3	1,267	1,028
Hull.....	120	60	1,451	123	76	4	3,805	3,565
Joliette.....	96	77	961	123	54	6	2,331	1,832
Jonquiere.....	77	17	1,231	50	39	5	2,505	2,547
Lachute.....	76	33	243	60	40	2	677	511
La Malbaie.....	2		1,454	4	2		2,495	3,565
La Tuque.....	352	126	696	194	240	13	770	769
Levis.....	83	54	1,169	124	54		3,830	3,805
Matane.....	18	17	2,679	9	7		3,654	4,173
Megantic.....	12	7	684	9	10		1,275	1,173
Mont-Laurier.....	5	2	501	5	5		786	953
Montmagny.....	78	29	999	62	58		1,705	1,867
Montreal.....	7,747	3,425	19,685	7,166	4,147	718	44,031	39,430
Port Alfred.....	23	2	667	13	13		1,442	1,404
Quebec.....	886	322	5,942	1,249	517	95	14,272	13,332
Rimouski.....		7	1,163				2,813	5,184
Riviere du Loup.....	16	3	1,143	14	13		2,717	5,176
Rouyn.....	112	49	1,202	182	69	14	2,127	2,153
St. Agathe.....	70	7	412	83	56	17	946	911
St. Anne de Bellevue.....	60	30	357	35	29	1	687	533
St. Therese.....	59	22	405	53	42		1,512	1,137
St. Georges de Beauce.....	102	67	1,695	80	18	10	2,538	2,691
St. Hyacinthe.....	265	118	541	221	148	20	1,568	1,406
St. Jean.....	120	64	486	116	62	1	1,239	1,231
St. Jerome.....	65	19	718	64	41	1	1,705	1,528
St. Joseph d'Alma.....	9	4	2,306	10	7		3,498	3,835
Shawinigan Falls.....	202	17	2,794	317	162	6	5,384	5,012
Sherbrooke.....	451	132	2,267	453	250	53	5,328	4,906
Sorel.....	73	32	1,030	76	31	9	2,444	1,878
Theford Mines.....	92	34	837	134	72	3	1,529	1,497
Three Rivers.....	319	167	3,476	375	165	34	7,432	7,117
Val d'Or.....	63	21	701	63	34	5	1,338	1,261
Valleyfield.....	86	37	584	67	46	2	1,638	1,417
Victoriaville.....	79	30	515	65	39	2	1,565	1,380

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR  
FOUR WEEKS MARCH 3 TO MARCH 30, 1950  
UNPLACED APPLICANTS AS AT APRIL 27, 1950**

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at April 27, 1950
					Regular	Casual		
<b>Ontario.....</b>	<b>28,955</b>	<b>14,265</b>	<b>57,010</b>	<b>26,729</b>	<b>14,825</b>	<b>3,782</b>	<b>102,840</b>	<b>89,521</b>
Amprior.....	59	7	165	68	51	5	352	215
Barrie.....	373	83	613	462	294	20	707	351
Belleville.....	160	46	551	235	95	30	1,367	994
Bracebridge.....	27	9	390	32	14	1	826	737
Brampton.....	104	45	178	85	46	12	330	261
Brantford.....	569	132	779	522	319	49	1,496	1,414
Brockville.....	150	3	249	175	117	32	339	211
Carleton Place.....	74	4	131	84	74		372	381
Chatham.....	272	78	692	282	157	33	1,159	871
Cobourg.....	127	16	199	151	114	6	457	360
Collingwood.....	148	6	170	145	142		815	615
Cornwall.....	243	32	942	249	182	19	2,373	1,913
Fort Erie.....	81	5	186	85	75	7	408	276
Fort Frances.....	74	39	236	50	34	3	437	383
Fort William.....	310	51	1,137	291	143	93	2,706	2,908
Galt.....	208	71	342	146	111	1	664	735
Gananoque.....	43	2	87	50	15	25	225	157
Goderich.....	88	62	99	58	51		372	233
Guelph.....	293	136	427	263	100	90	1,059	861
Hamilton.....	1,769	729	3,873	1,825	773	371	7,867	6,961
Hawkesbury.....	85	25	288	76	54	2	851	604
Ingersoll.....	102	44	178	100	65	5	312	268
Kapuskasing.....	178	6	265	165	129	12	256	319
Kenora.....	220	119	204	61	28		490	450
Kingston.....	424	72	843	529	336	25	1,225	1,116
Kirkland Lake.....	182	54	607	218	70	47	986	1,015
Kitchener-Waterloo.....	469	167	669	563	317	46	1,240	891
Leamington.....	91	25	299	92	51	19	605	534
Lindsay.....	100	34	222	121	68	10	568	464
Listowel.....	47	48	132	55	21		355	297
London.....	1,790	1,104	2,011	1,628	780	242	1,889	1,586
Midland.....	155	28	327	173	143	3	1,210	731
Napanee.....	50	10	156	54	43	1	469	291
New Toronto.....	453	144	790	355	244	9	1,230	973
Niagara Falls.....	109	8	481	100	61	38	1,398	1,341
North Bay.....	205	55	662	228	138	45	1,107	901
Orrilla.....	167	8	329	159	113	39	1,083	787
Oshawa.....	571	138	1,227	665	444	40	1,900	1,481
Ottawa.....	1,496	599	2,497	1,302	553	321	5,484	4,688
Owen Sound.....	310	43	520	356	230	34	1,500	1,159
Parry Sound.....	33		187	49	30		399	234
Pembroke.....	100	45	425	101	41		1,019	987
Perth.....	119	25	188	115	74	22	365	291
Peterborough.....	346	41	835	453	314	3	1,777	1,498
Picton.....	36	21	132	29	19		370	215
Port Arthur.....	414	74	1,920	400	252	113	3,389	3,523
Port Colborne.....	51	9	197	45	34	4	666	628
Prescott.....	40	12	120	49	39		437	318
Renfrew.....	37	13	106	31	26	1	580	415
St. Catharines.....	555	172	1,050	511	334	41	2,512	2,184
St. Thomas.....	196	72	341	251	92	23	563	512
Sarnia.....	208	71	434	267	144	5	1,024	732
Sault Ste. Marie.....	237	49	558	196	164	22	1,229	1,005
Simcoe.....	65	37	229	49	16	20	616	706
Sioux-Lookout.....	57	33	106	45	32	5	131	121
Smiths Falls.....	70	12	195	84	54	5	522	417
Stratford.....	194	53	352	152	72	45	692	558
Sturgeon Falls.....	77	3	714	85	56	12	1,064	1,146
Sudbury.....	638	262	1,749	629	322	112	2,324	2,322
Timmins.....	459	59	1,187	606	334	120	1,726	1,673
Toronto.....	11,227	8,531	13,436	8,628	4,728	1,314	19,541	16,966
Trenton.....	117	17	478	154	86	12	774	577
Walkerton.....	60	82	95	47	29		547	509
Wallaceburg.....	79	2	224	82	69	6	492	435
Welland.....	185	54	564	212	102	17	1,853	1,496
Weston.....	205	88	363	240	103	1	567	473
Windsor.....	669	61	6,444	845	413	125	8,760	8,543
Woodstock.....	105	77	168	107	43	17	412	305
<b>Manitoba.....</b>	<b>4,047</b>	<b>1,678</b>	<b>9,186</b>	<b>4,215</b>	<b>1,647</b>	<b>1,141</b>	<b>20,727</b>	<b>19,696</b>
Brandon.....	377	252	612	315	182	29	1,341	1,347
Dauphin.....	36	13	250	45	23	3	734	667
Flin Flon.....	117	53	168	132	78	18	153	150
Portage La Prairie.....	63	46	276	65	37	5	875	754
The Pas.....	55	36	49	18	20		103	94
Winnipeg.....	3,399	1,278	7,831	3,640	1,307	1,086	17,431	16,684

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS MARCH 3 TO MARCH 30, 1950 UNPLACED APPLICANTS AS AT APRIL 27, 1950**

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at April 1950
					Regular	Casual		
<b>Saskatchewan</b> .....	<b>2,776</b>	<b>1,414</b>	<b>5,522</b>	<b>3,049</b>	<b>1,262</b>	<b>411</b>	<b>13,472</b>	<b>10,826</b>
Estevan.....	56	49	151	54	29	.....	336	292
Moose Jaw.....	212	142	651	278	114	27	1,784	1,469
North Battleford.....	117	54	250	113	63	10	933	776
Prince Albert.....	199	100	580	231	101	6	1,567	1,436
Regina.....	1,188	428	1,787	1,410	559	212	3,191	2,309
Saskatoon.....	718	428	1,354	761	274	128	3,047	2,490
Swift Current.....	63	57	249	54	28	9	925	675
Weyburn.....	59	30	126	40	28	6	367	238
Yorkton.....	164	126	374	108	66	16	1,322	1,141
<b>Alberta</b> .....	<b>5,019</b>	<b>1,823</b>	<b>8,970</b>	<b>5,106</b>	<b>2,918</b>	<b>643</b>	<b>15,821</b>	<b>13,294</b>
Blairmore.....	88	20	139	61	73	.....	224	197
Calgary.....	1,863	573	2,906	1,990	1,049	286	5,146	4,405
Drumheller.....	37	6	193	36	39	.....	407	350
Edmonton.....	2,214	780	4,375	2,325	1,256	323	6,616	6,041
Edson.....	92	22	109	68	99	.....	127	139
Lethbridge.....	469	264	691	392	240	30	1,987	1,174
Medicine Hat.....	122	84	301	126	91	.....	734	532
Red Deer.....	134	74	256	108	71	4	580	456
<b>British Columbia</b> .....	<b>7,377</b>	<b>2,306</b>	<b>19,609</b>	<b>8,112</b>	<b>4,104</b>	<b>980</b>	<b>50,632</b>	<b>41,973</b>
Chilliwack.....	481	22	477	582	439	34	1,975	1,044
Courtenay.....	251	50	98	144	205	.....	854	478
Cranbrook.....	15	7	206	11	.....	.....	1,070	991
Dawson Creek.....	87	6	105	89	93	.....	180	214
Duncan.....	109	26	142	131	81	5	802	373
Kamloops.....	113	27	290	93	69	.....	531	470
Kelowna.....	28	5	717	39	21	.....	1,605	1,455
Nanaimo.....	93	15	312	190	51	8	1,950	687
Nelson.....	100	18	337	110	83	21	1,411	937
New Westminster.....	660	232	2,058	698	412	56	6,453	5,152
North Vancouver.....	18	.....	161	34	7	10	.....	.....
Penticton.....	62	8	388	94	69	.....	1,230	895
Port Alberni.....	150	51	221	155	87	3	447	307
Prince George.....	259	35	506	326	212	37	655	1,050
Prince Rupert.....	380	78	284	280	293	4	410	335
Princeton.....	37	1	125	45	38	.....	212	181
Trail.....	60	10	283	143	42	10	867	647
Vancouver.....	3,399	1,133	10,814	4,030	1,471	657	25,871	21,952
Vernon.....	100	8	430	159	91	.....	1,719	1,219
Victoria.....	644	261	1,518	726	315	135	3,146	3,419
Whitehorse.....	331	313	137	33	18	.....	244	167
<b>Canada</b> .....	<b>64,654</b>	<b>28,559</b>	<b>203,583</b>	<b>63,391</b>	<b>33,680</b>	<b>8,813</b>	<b>428,493</b>	<b>405,213</b>
Males.....	37,883	14,340	160,071	36,762	22,087	4,402	349,296	327,245
Females.....	26,771	14,219	43,512	26,629	11,593	4,411	79,197	77,968

\*Vancouver includes North Vancouver from March 10.

**TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES 1940-1950**

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1940.....	653,455	235,150	888,595	336,507	138,599	475,106
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,990	494,956	1,790,946	464,363	219,816	684,179
1950 (13 weeks).....	445,147	143,661	588,808	74,290	45,885	120,175



**TABLE D-7.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT SERVICE OFFICES, DECEMBER 30, 1949 TO MARCH 30, 1950**

Industry	Newfoundland			Prince Edward Island			Nova Scotia			New Brunswick			Quebec			Ontario		
	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies
	Regu- lar	Casual		Regu- lar	Casual		Regu- lar	Casual		Regu- lar	Casual		Regu- lar	Casual		Regu- lar	Casual	
<b>Agriculture.</b>																		
<b>Fishing, Trapping and Hunting</b>																		
Logging.....			39	26		38	11		36	24	1	208	93	1	1,774	1,030	41	
Pulpwood.....			2	2		6	2		6	1	1	1	1	1	18	12	2	
Lumber.....			2	2		98	82		41	131	1	488	262	13	2,143	1,481	26	
Other Logging.....						95	79		118	91	1	140	58	14	1,028	650	7	
<b>Mining</b>																		
Coal.....						170	128		60	61	1	149	92	1	916	420		
Iron.....						169	128		60	61	1	149	92	1	916	420		
Gold.....																		
Nickel.....																		
Other Metallic Ores and Non-Metallic Minerals																		
Prospecting and Oil Producing.....						1			1									
<b>Manufacturing</b>																		
Food and Kindred Products.....	53	4	10	7	1	1,223	900	70	405	373	41	13,473	7,633	230	23,430	15,175	955	
Textiles and Apparel.....	3	1	4	3	1	219	125	22	111	76	3	1,090	623	37	3,099	1,927	194	
Lumber and Finished Lumber Products.....	33	1				58	46	2	24	13	5	5,886	3,010	22	3,169	1,773	67	
Pulp, Paper Products and Printing.....	8		2	2		95	82	21	130	109	1	959	623	19	1,261	737	141	
Chemicals and Allied Products.....			2	1		52	21	12	142	94	26	845	495	38	1,929	1,163	104	
Petroleum and Coal Products.....			2	1		3	3	2	2	2		560	334	16	1,021	601	82	
Rubber Products.....						3	1	2				65	18		63	32	11	
Leather and Leather Products.....												141	94		341	213	8	
Stone, Clay and Glass Products.....												1,175	658		590	414	22	
Iron and Steel and Products.....						7		5				387	208		77	556	386	
Non-Ferrous Metals and Products.....						158	153	5	24	24	2	388	248	13	1,903	1,325	87	
Machinery.....			1	1		10	13		300	232		300	232		1,098	709	20	
Electrical Equipment and Products.....						40	40		16	12		455	338	3	2,651	1,890	50	
Transportation Equipment and Other Manu- facturing.....	9	2	1			24	7					430	236		1,803	1,076	67	
<b>Construction</b>	6	8	96	83		537	400	37	91	23		752	516		3,856	2,920	75	
Buildings and Structures.....	3	5	86	75	1	362	240	32	82	63	130	3,271	2,320	42	6,431	4,400	505	
Highways, Bridges and Streets.....						412	330	16	477	412	39	1,727	1,370	33	3,483	2,608	200	
Railways and Maintenance.....						40	25	1	13	5	2	32	23		121	77	7	
Other General Construction.....																		
<b>Public Utilities Operation</b>	12	11				50	41		108	142		602	500		180	99	71	
Transportation and Storage.....	8	7	44	11	6	72	41	15	106	86	11	81	617		2,027	1,276	148	
Communications and Other Public Utilities.....	4	4	9	6		446	84	274	569	237	239	1,617	1,024	214	4,954	2,356	833	
Trade.....	38	14	6	6		370	57	256	494	214	239	1,451	944	211	3,609	1,785	793	
Wholesale.....	18	4	5	3		76	27	18	75	43		166	80	3	1,345	571	40	
Retail.....	20	10	1	1		1,021	445	160	795	425	133	4,296	2,287	129	11,036	5,621	1,277	
<b>Finance, Insurance and Real Estate</b>	5	2	13	8	2	209	61	10	84	32		809	349		3,145	943	77	
Public.....	187	140	1	1		2,071	782	659	1,784	866	497	11,577	5,539	2,003	28,160	10,639	7,197	
Domestic.....	30	18	4	4		234	126	44	265	64	1	4,416	1,138	112	10,042	1,874	602	
Personal.....	28	9	132	69	27	1,069	220	535	783	167	373	5,277	1,707	1,709	10,005	2,818	5,215	
Other Service.....	3	1	15	7	4	641	375	57	546	347	43	3,664	2,660	157	10,130	4,787	987	
<b>Totals</b>	363	207	11	804	417	195	5,644	2,735	1,265	4,864	2,826	1,039	35,833	19,799	2,637	80,807	42,077	10,913
<b>Men</b>	285	174	11	393	208	140	3,283	1,768	713	3,218	1,989	780	17,929	11,917	704	48,900	26,733	7,130
<b>Women</b>	78	33	411	209	55	2,361	967	492	1,646	837	259	17,954	7,882	1,933	31,907	15,344	3,783	

TABLE D-7.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT SERVICE OFFICES, DECEMBER 30, 1919 TO MARCH 30, 1950

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
	Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		Vacancies	
	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual
<b>Agriculture</b>	499	283	5	919	457	5	1,269	737	90	134	20	5,002	2,795	163						
Fishing, Trapping and Hunting	121	288	3	118	51	..	1,064	1,039	..	880	10	5,759	4,246	51						
Logging	285	200	..	102	72	..	1,045	1,022	..	629	5	1,731	1,097	7						
Lumber	72	45	..	102	72	..	288	239	..	239	5	3,526	2,759	39						
Other Logging	64	37	..	16	22	1	608	477	1	327	13	2,801	1,655	5						
<b>Mining</b>	150	108	..	3	14	..	189	174	..	21	3	721	342	17						
Coal	..	..	..	1	1	..	115	73	..	..	..	442	208	1						
Iron	80	53	..	..	..	..	90	82	..	..	..	173	86	..						
Gold	..	..	..	..	..	..	..	..	..	..	..	339	40	..						
Nickel	69	54	..	..	..	..	45	32	..	..	..	317	159	..						
Other Metallic Ores and Non-Metallic Minerals	1	1	..	5	3	1	109	130	..	..	..	980	423	16						
Prospecting and Oil Producing	..	..	..	7	4	..	320	185	13	..	..	352	130	..						
<b>Manufacturing</b>	2,071	1,028	275	389	198	53	1,558	1,138	121	2,468	499	46,539	28,724	2,155						
Food and Kindred Products	380	163	101	186	99	29	238	123	60	342	32	5,692	3,378	483						
Textiles and Apparel	304	333	34	47	34	4	72	40	5	220	10	10,280	5,463	334						
Lumber and Finished Lumber Products	101	53	16	47	18	12	610	489	8	1,592	1,141	4,808	3,253	284						
Pulp, Paper Products and Printing	181	99	23	32	16	1	87	64	3	312	171	3,390	2,125	222						
Chemicals and Allied Products	86	47	16	12	8	..	70	35	22	98	64	1,553	1,095	137						
Petroleum and Coal Products	28	16	9	21	4	1	14	7	1	44	25	10	238	34						
Rubber Products	1	1	..	..	..	..	..	..	..	..	..	485	308	14						
Leather and Leather Products	39	14	3	..	..	..	4	4	..	..	..	1,844	1,113	25						
Stone, Clay and Glass Products	24	12	4	10	5	..	291	264	5	89	63	1,383	955	125						
Iron and Steel and Products	135	90	21	..	..	..	37	29	..	113	76	2,848	1,945	127						
Non-Ferrous Metals and Products	62	37	15	16	6	6	40	18	2	182	155	3,178	1,771	55						
Machinery	61	23	24	12	6	..	32	19	6	87	70	3,364	2,408	84						
Electrical Equipment and Products	23	9	3	2	1	..	..	..	..	20	20	2,313	1,350	70						
Transportation Equipment and Other Manufacturing	146	82	5	4	1	..	68	45	9	389	89	225	4,087	341						
<b>Trade</b>	572	339	71	539	435	25	1,428	1,000	102	1,867	1,327	13,217	11,009	1,041						
Buildings and Structures	362	241	33	314	284	12	579	390	62	1,258	910	81	4,428	542						
Highways, Bridges and Streets	13	12	..	17	6	..	145	101	3	74	61	2	456	306						
Railway and Maintenance	1	1	..	20	19	..	345	287	1	101	81	11	766	509						
Other General Construction	10	2	..	50	19	..	57	31	..	120	92	3	1,558	1,173						
Special Trade Contractors	186	83	38	107	62	12	304	191	36	314	39	3,998	2,593	306						
Public Utilities Operation	555	272	90	351	180	63	700	397	101	1,255	720	10,512	5,318	2,044						
Transportation and Storage	456	241	79	253	135	56	593	337	92	1,138	649	8,416	4,380	1,943						
Communications and Other Public Utilities	99	31	11	98	45	7	107	60	9	117	71	2,096	938	101						
<b>Trade</b>	2,625	792	1,044	1,327	557	319	2,046	1,069	418	1,435	472	25,867	12,496	3,980						
Wholesale	913	387	141	464	173	141	810	386	253	748	338	8,198	3,745	1,654						
Retail	1,712	474	657	863	384	178	1,236	683	165	1,828	797	17,669	8,661	2,326						
<b>Finance, Insurance and Real Estate</b>	4,915	1,366	254	1,133	56	13	357	182	15	416	209	6,486	2,607	17,041						
Public	4,431	1,254	11	400	170	291	400	243	11	988	747	70	690	5,102						
Domestic	2,652	262	447	1,932	447	1,932	430	973	73	2,025	374	26,061	6,374	1,257						
Personal	1,566	701	320	1,197	532	249	1,837	992	145	2,925	1,851	21,762	11,050	13,072						
Other Service	1,266	125	40	364	149	27	506	301	40	538	1,314	6,063	2,835	628						
<b>Totals</b>	<b>12,131</b>	<b>4,615</b>	<b>3,785</b>	<b>6,897</b>	<b>3,099</b>	<b>1,493</b>	<b>13,843</b>	<b>8,126</b>	<b>2,017</b>	<b>18,354</b>	<b>9,615</b>	<b>179,590</b>	<b>93,516</b>	<b>26,659</b>						
<b>Men</b>	5,950	2,599	1,366	3,870	1,830	919	8,208	5,478	979	11,961	6,767	103,406	59,393	14,897						
<b>Women</b>	6,772	2,086	2,419	3,027	1,269	574	5,635	2,648	1,038	6,393	2,848	76,184	34,123	11,762						

## E—Unemployment Insurance

**TABLE E-1.—REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS,  
FROM APRIL, 1948 TO MARCH, 1949 AND FROM APRIL, 1949, TO  
MARCH, 1950**

Region	1948-49		1949-50	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes .....	15,718	272,924	19,324	346,745
Quebec .....	55,726	1,031,321	57,962	1,056,207
Ontario .....	76,637	1,444,247	81,958	1,494,063
Prairie .....	40,111	557,191	42,748	565,817
Pacific .....	24,098	394,120	25,618	391,761
Total for Canada .....	212,290	3,699,803	227,610	3,854,593

**TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER  
OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE, AS OF  
MARCH 31, 1950**

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland .....	969	437	98	102	179	77	76
Male .....	956	434	96	98	178	76	74
Female .....	13	3	2	4	1	1	2
(Male) .....	(14,237)	(3,021)	(320)	(1,091)	(2,495)	(2,801)	(4,509)
(Female) .....	(342)	(49)	(29)	(43)	(61)	(101)	(59)
Prince Edward Island .....	1,735	204	67	182	408	455	419
Male .....	1,428	167	53	137	340	384	347
Female .....	307	37	14	45	68	71	72
Nova Scotia .....	16,320	2,448	1,031	2,089	3,500	3,439	3,813
Male .....	14,385	2,168	896	1,826	3,120	3,046	3,329
Female .....	1,935	280	135	263	380	393	484
New Brunswick .....	13,606	1,972	974	1,679	2,594	2,485	3,902
Male .....	11,533	1,732	849	1,461	2,192	2,029	3,270
Female .....	2,073	240	125	218	402	456	632
Quebec .....	97,914	15,133	9,325	12,622	18,623	16,819	25,392
Male .....	79,514	11,983	7,415	10,258	15,413	13,929	20,516
Female .....	18,400	3,150	1,910	2,364	3,210	2,890	4,876
Ontario .....	78,872	13,920	6,187	13,297	14,624	13,186	17,658
Male .....	61,375	10,734	4,753	10,820	11,268	10,174	13,626
Female .....	17,497	3,186	1,434	2,477	3,356	3,012	4,032
Manitoba .....	16,016	2,513	951	1,815	3,368	3,410	3,959
Male .....	11,803	1,780	706	1,342	2,449	2,504	3,022
Female .....	4,213	733	245	473	919	906	937
Saskatchewan .....	9,218	919	417	887	1,875	2,338	2,782
Male .....	7,468	729	339	696	1,479	1,907	2,318
Female .....	1,750	190	78	191	396	431	464
Alberta .....	14,064	4,453	1,396	1,401	2,247	2,304	2,263
Male .....	11,870	4,069	1,271	1,130	1,724	1,782	1,894
Female .....	2,194	384	125	271	523	522	369
British Columbia .....	35,649	4,802	2,718	4,508	7,636	6,891	9,094
Male .....	27,708	3,634	2,148	3,481	5,957	5,313	7,175
Female .....	7,941	1,168	570	1,027	1,679	1,578	1,919
TOTAL .....	284,363	46,801	23,164	38,582	55,054	51,404	69,358
MALE .....	228,040	37,430	18,526	31,249	44,120	41,144	55,571
FEMALE .....	56,323	9,371	4,638	7,333	10,934	10,260	13,787



**TABLE E-3.—CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO MARCH, 1950**

	1942	1943	1944	1945	1946	1947	1948 (1)	1949 (1)	1950 (1)
January.....		4,637	11,751	20,412	71,932	63,681	109,311	140,305	196,624
February.....	663	4,822	12,284	14,990	59,098	47,141	88,016	108,759	125,511
March.....	4,124	5,046	10,667	13,307	50,706	43,675	76,248	103,402	133,404
April.....	2,925	3,953	6,463	8,430	35,781	35,859	59,265	68,979	
May.....	2,799	2,027	4,654	8,825	34,777	27,603	42,257	63,692	
June.....	4,629	1,772	3,226	10,857	30,646	21,365	39,644	53,114	
July.....	2,668	1,087	3,106	10,886	27,576	20,034	38,790	49,586	
August.....	1,855	1,370	3,241	20,557	25,115	17,251	32,182	57,750	
September.....	1,118	1,013	3,715	40,473	28,555	25,847	33,036	59,080	
October.....	1,058	1,475	6,222	36,717	34,891	34,743	43,620	77,091	
November.....	1,748	2,896	11,798	53,325	37,111	47,372	73,119	124,889	
December.....	3,337	6,562	13,877	57,612	52,479	79,849	114,506	150,480	
Total.....	26,924	36,660	90,897	296,391	488,667	464,450	749,994	1,057,127	455,539

(1) Revised claims included. See Table E-4 for analysis of claims filed at local offices.

**TABLE E-4.—CLAIMS FOR BENEFIT BY PROVINCES, MARCH, 1950**

Province	Claims filed at Local Offices				Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Revised	Entitled to Benefit	Not Entitled to Benefit	Referred to Appeal	Pending
Newfoundland.....	879 (6,852)	831 (5,740)	8 (159)	40 (953)	187 (4,105)	293 (1,359)	(38)	478 (5,010)
Prince Edward Island.....	702	507	116	79	487	205		129
Nova Scotia.....	6,729	4,637	1,463	629	4,895	1,803	44	1,469
New Brunswick.....	5,465	3,546	1,490	429	3,757	1,172	10	1,619
Quebec.....	43,628	28,788	10,243	4,597	32,215	10,361	291	9,737
Ontario.....	43,650	27,433	11,691	4,526	33,742	9,731	509	8,699
Manitoba.....	7,045	4,821	1,376	851	4,944	2,026	104	1,654
Saskatchewan.....	3,381	2,253	640	488	2,457	987	45	581
Alberta.....	6,997	4,981	1,389	627	4,997	1,492	58	2,181
British Columbia.....	14,925	8,607	4,713	1,605	12,408	3,245	143	3,567
Total Canada, March, 1950	133,404	86,404	33,129	13,871	100,089	31,315(1)	1,204	30,114
Total Canada, February, 1950.....	125,511	82,600	26,682	16,229	121,878	25,757(2)	1,097	30,634
Total Canada, March, 1949	103,402	66,714	22,072	14,616	82,277	20,244(3)	1,389	24,525

(1) In addition, there were 1,316 special requests not granted.

(2) In addition, there were 1,585 special requests not granted.

(3) In addition, there were 1,215 special requests not granted.

N.B.—Figures in parenthesis are for unemployment assistance in Newfoundland. These are not included in the totals.

**TABLE E-5.—CLAIMANTS NOT ENTITLED TO BENEFIT**

Chief Reasons for Non-Entitlement	Month of March 1949	Month of March 1950	Cumulative Total for Current Fiscal Year
Insufficient contributions while in insurable employment.....	9,947	20,488	110,928
Not unemployed.....	408	2,823	14,776
Not capable of and not available for work.....	729	954	10,076
Loss of work due to a labour dispute.....	558	98	2,485
Refused offer of work and neglected opportunity to work.....	1,186	963	13,342
Discharged for misconduct.....	1,017	908	8,869
Voluntarily left employment without just cause.....	4,722	3,803	43,672
Other reasons(1).....	1,677	1,278	17,361
Total.....	20,244	31,315	221,509

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

**TABLE E-6.—NUMBER OF PERSONS RECEIVING BENEFIT DURING WEEK  
MARCH 25 TO 31, INCLUSIVE AND NUMBER COMMENCING BENEFIT,  
NUMBER OF DAYS BENEFIT PAID AND AMOUNT OF BENEFIT PAID  
DURING MONTH OF MARCH, 1950**

Province	Number Receiving Benefit During Week March 25 to 31 inclusive	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid (in dollars)
Newfoundland.....	312	248	12,425	33,604
Prince Edward Island.....	(10,726)	(4,983)	(346,289)	(860,540)
Nova Scotia.....	1,126	544	41,245	92,504
New Brunswick.....	10,006	4,659	359,158	875,665
Quebec.....	8,164	3,615	268,832	646,735
Ontario.....	72,734	28,358	2,204,962	5,336,813
Manitoba.....	64,873	29,555	1,729,030	4,195,735
Saskatchewan.....	12,635	5,127	356,426	838,480
Alberta.....	8,111	2,678	240,675	581,575
British Columbia.....	9,536	4,537	279,139	691,781
	32,214	12,325	974,376	2,454,833
Total, Canada, March, 1950.....	219,711	91,646	6,466,268	15,747,725
Total, Canada, February, 1950.....		112,745	5,585,337	13,605,340
Total, Canada, March, 1949.....		75,643	4,660,404	10,399,831

**TABLE E-7.—CLAIMS FOR SUPPLEMENTARY BENEFIT, MARCH, 1950**

	Claims filed at local offices	Initial claims only			Persons commen- cing benefit	Number of days benefit paid	Amount of benefit paid in dollars
		Claims filed	Entitled to benefit	Not entitled to benefit			
Newfoundland.....	421	414	86	.....	45	652	1,338
Prince Edward Island.....	682	678	626	11	299	3,515	6,263
Nova Scotia.....	4,922	4,856	3,808	182	2,194	26,973	50,568
New Brunswick.....	10,115	9,889	5,400	828	1,957	24,006	45,922
Quebec.....	44,930	44,479	24,035	2,384	12,998	204,282	377,159
Ontario.....	15,698	15,274	12,443	770	7,985	97,439	188,366
Manitoba.....	3,896	3,812	2,940	411	1,899	24,964	46,005
Saskatchewan.....	2,490	2,432	2,103	128	1,331	16,409	31,149
Alberta.....	2,131	2,094	1,874	74	1,177	14,025	27,094
British Columbia.....	7,946	7,862	6,963	344	4,722	61,983	121,394
Total.....	93,231	91,790	60,278	5,138	34,607	474,248	*895,258

\* This amount of supplementary benefit paid exceeds that shown in the footnote of Table E-8 by \$77,192.11. The difference is due to the inclusion in Table E-7 of amounts paid in respect of benefit days which occurred in March, whereas Table E-8 includes only cash paid out during March.

TABLE E-8.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO MARCH 31, 1950

Fiscal Year Ended March 31	RECEIPTS										DISBURSEMENTS			Balance in Fund
	CONTRIBUTIONS (Gross less refunds)										Total Revenue	Benefit Payments	Balance in Fund	
	Stamps	Meter	Bulk	Total Employer and Employee	Government	Fines	Investments on Sale of Securities	Total Revenue	Benefit Payments	Balance in Fund				
1942	22,436,001 56	7,209,058 48	6,790,549 01	36,435,609 05	7,287,121 81			269,268 74	43,991,999 60	27,752 92	43,964,246 68			
1943	30,408,651 15	13,645,258 63	13,350,741 65	57,434,651 43	11,487,037 90	638 11	1,840,448 56	70,762,796 00	716,012 75	114,011,029 83				
1944	31,565,232 54	13,205,897 37	16,949,655 09	61,720,785 00	12,344,421 74	1,923 67	3,972,047 14	78,688,577 55	1,721,666 29	190,327,941 19				
1945	32,784,177 12	11,926,369 65	19,018,308 47	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	268,034,459 86				
1946	34,964,786 96	10,816,365 63	16,785,437 07	62,566,859 66	12,513,778 66	2,903 66	6,116,768 84	81,199,440 82	31,993,240 34	317,240,660 34				
1947	41,042,425 28	11,500,028 37	23,472,577 26	76,015,030 91	15,203,457 58	3,820 43	7,529,985 56	98,752,294 48	43,114,329 18	372,878,625 64				
1948	38,768,926 38	11,508,638 62	33,593,269 47	83,870,834 47	16,366,400 70	5,322 60	9,560,776 12	109,803,333 89	34,947,020 32	447,734,939 21				
1949	46,686,689 27	14,363,308 41	37,531,562 30	98,581,559 98	20,924,013 71	8,359 03	12,113,317 56	131,627,250 33	49,826,752 16	529,535,437 38				
April	4,659,575 10	1,397,731 77	2,729,335 56	8,786,642 43	959,563 37	1,190 00	1,078,855 51	10,826,256 31	7,944,066 04	532,417,027 65				
May	3,882,190 78	1,083,371 36	2,911,555 00	7,877,147 14	1,574,182 43	1,250 00	1,103,618 19	10,556,197 76	5,508,863 01	537,464,962 40				
June	4,142,564 77	1,172,772 22	3,044,609 46	8,359,946 45	1,671,443 95	1,451 00	1,119,134 83	11,151,979 23	4,109,708 12	544,507,233 51				
July	4,122,196 18	1,284,065 53	3,226,412 12	8,632,673 83	1,726,633 38	1,157 10	1,137,124 22	11,497,608 53	3,381,091 58	552,623,750 46				
August	4,208,807 86	1,104,055 98	3,252,116 82	8,564,980 66	1,713,494 31	1,113 55	1,156,157 96	11,435,086 48	3,713,885 12	560,345,551 82				
September	4,815,552 07	1,215,256 28	3,132,075 17	9,162,883 52	1,814,427 80	1,637 00	1,192,952 86	12,171,901 18	3,669,715 08	568,847,737 92				
October	4,489,023 31	1,176,699 41	3,207,662 10	8,873,384 82	1,794,089 38	2,021 50	1,265,270 78	11,934,766 48	3,841,811 48	576,940,692 92				
November	4,576,901 29	1,203,865 64	3,300,446 27	9,141,213 20	1,721,995 05	1,565 00	1,279,433 72	12,144,206 97	5,045,183 99	584,039,715 90				
December	4,812,352 69	1,194,796 11	3,270,038 26	9,277,187 06	1,962,148 98	1,471 00	1,292,933 04	12,533,740 08	7,177,759 74	589,395,696 24				
January 1950	4,205,601 79	1,149,069 77	3,584,640 19	8,939,311 75	1,787,987 42	1,540 57	1,297,019 58	12,025,859 32	11,779,344 89	589,642,210 67				
February	4,481,034 22	1,187,866 94	3,040,769 03	8,709,670 19	1,743,028 96	1,524 70	1,294,475 57	11,748,699 42	13,602,452 35	587,788,457 74				
March	4,038,353 82	1,019,524 33	3,049,496 74	8,107,374 89	1,625,372 17	1,807 00	1,174,281 45	10,908,835 51	*16,050,320 73	582,646,972 52				
1950	52,434,153 88	14,189,075 34	37,809,186 72	104,432,415 94	20,094,332 20	17,731 42	14,391,257 71	138,935,737 27	85,824,202 13	582,646,972 52				
Total	331,091,044 14	108,364,000 70	205,331,287 04	644,786,331 88	128,966,763 60	41,539 99	61,989,796 65	835,784,432 12	253,137,459 60	582,646,972 52				

Contributions for Armed Service (included in "Bulk" column) -- To March 31 1949 \$42,962,104.41

April 1 1949 to date 4,896,934.23

Total 47,859,038.64

\*Including Supplementary Benefit of: \$818,065.89



# F—Prices

## TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month  
(Calculated by the Dominion Bureau of Statistics)

	Percentage Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Retail Prices Index (Commodities only)†
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.3		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1923.....		120.7	124.1	116.9	122.5	143.8		110.7	
1924.....		118.8	121.6	117.4	118.9	140.8		108.6	
1925.....		119.8	127.2	117.4	116.8	140.3		106.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1930.....		120.8	131.5	122.7	111.8	130.6		105.4	
1931.....		109.1	103.1	119.4	110.0	114.3		103.3	
1932.....		99.0	85.7	109.7	106.8	100.6		100.4	
1933.....		94.4	84.9	98.6	102.5	93.3		98.2	
1934.....		95.6	92.7	93.1	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....	4.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....	10.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....	16.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....	17.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....	18.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.6	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
April.....	19.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
October.....	25.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
1947									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.3
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
1948									
January.....	47.1	148.3	182.2	119.9	120.4	161.2	158.4	122.6	167.1
April.....	50.4	151.6	186.8	119.9	121.3	172.9	161.9	122.9	172.2
July.....	55.7	156.9	201.3	120.9	124.5	175.4	162.8	123.1	180.4
October.....	58.5	159.6	205.4	121.0	128.8	181.0	165.1	124.4	184.6
1949									
January.....	58.5	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.8
April.....	58.0	159.3	198.5	122.4	131.0	183.2	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.8
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1

\* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.

**TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF APRIL, 1950**

(Base: August, 1939 = 100)

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	April 1, 1949	Mar. 1, 1950	April 1, 1950						
Halifax.....	152.3	155.0	155.6	202.4	116.5	132.6	192.6	155.1	123.1
Saint John.....	155.9	159.5	159.8	197.1	121.5	134.8	191.3	158.3	130.6
Montreal.....	161.9	166.6	166.5	209.7	131.8	136.7	173.6	170.8	130.6
Toronto.....	154.8	160.7	160.4	197.6	134.2	153.2	180.0	161.7	130.8
Winnipeg.....	153.8	158.8	159.0	204.8	128.8	121.9	176.2	169.5	125.3
Saskatoon.....	161.8	164.5	164.8	214.9	126.1	140.8	188.3	173.0	123.2
Edmonton.....	154.3	159.5	160.4	214.1	118.9	114.6	186.9	161.3	129.2
Vancouver.....	160.5	165.2	165.7	212.7	122.9	140.5	189.7	160.6	135.8

N.B.—Indexes above measure percentage changes in living costs for each city, but should not used to compare actual levels of living costs as between cities.

**TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS**

(Base: August, 1939 = 100)

(Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month)

Commodities*	Per	Dec. 1941	April 1945	April 1946	April 1948	April 1949	Mar. 1950	April 1950	Price April 1950
Beef, sirloin steak.....	lb.	120.7	154.1	155.2	192.5	247.7	268.9	273.9	76.2
Beef, round steak.....	lb.	125.7	167.1	168.4	211.4	277.6	299.5	304.9	72.7
Beef, rolled rib roast, prime.....	lb.	125.5	173.9	175.2	217.4	280.0	300.2	304.9	71.3
Beef, blade roast, blade removed.....	lb.	132.7	161.0	162.3	218.2	300.6	320.7	328.6	54.1
Beef, stewing, boneless.....	lb.	136.7	168.3	169.0	235.0	333.1	359.8	367.0	51.1
Veal, front roll, boneless.....	lb.	139.3	173.4	174.6	226.6	320.1	335.8	335.3	57.4
Lamb, leg roast.....	lb.	109.9	148.9	152.8	187.7	249.6	267.2	273.1	78.0
Pork, fresh loins, centre-cut.....	lb.	125.3	141.5	148.5	197.2	230.3	224.7	221.0	59.5
Pork, fresh shoulder, hock-off.....	lb.	127.0	142.3	149.0	214.2	259.3	237.8	242.1	45.1
Bacon, side, fancy, sliced, rind-off.....	lb.	132.3	141.2	146.5	216.4	229.5	222.7	221.9	82.6
Lard, pure, package.....	lb.	151.3	156.1	164.0	243.0	211.4	188.3	189.2	21.0
Shortening, package.....	lb.	134.7	136.8	138.2	218.1	231.3	213.2	215.3	30.9
Eggs, grade "A", large, Carton.....	doz.	156.4	138.5	143.4	169.0	173.1	158.8	163.7	50.4
Milk.....	qt.	111.0	95.4	96.3	158.7	164.2	166.1	166.1	18.1
Butter, creamery, prints.....	lb.	140.5	146.2	158.2	263.7	229.7	239.6	235.2	64.2
Cheese, plain, mild, ½ lb.....	pkg.	174.6	164.4	166.3	214.0	229.0	223.7	222.2	29.6
Bread, plain, white, wrapped.....	lb.	106.5	106.3	106.3	149.2	163.5	165.1	165.1	10.5
Flour, All purpose.....	lb.	127.3	124.2	124.2	187.9	209.1	221.2	221.2	7.4
Rolled Oats, package.....	lb.	112.0	114.0	114.0	150.4	155.2	166.0	166.0	11.0
Corn Flakes, 8 oz.....	pkg.	101.1	100.0	100.0	153.3	162.0	163.0	163.0	15.0
Tomatoes, canned, 2½'s.....	tin	129.9	136.8	137.7	249.1	206.6	178.3	176.4	18.5
Peas, 15 oz.....	tin	117.5	122.5	121.7	151.7	147.5	145.7	145.7	16.5
Corn, Cream, Choice, 15 oz.....	tin	128.3	132.7	132.7	194.7	185.0	172.8	172.8	15.5
Beans, dry.....	lb.	129.4	133.3	135.3	302.0	264.7	243.0	240.9	11.9
Onions, cooking.....	lb.	108.2	108.2	144.9	230.6	130.6	177.5	173.4	8.6
Potatoes, No. 1, table.....	10 lbs.	89.9	141.2	158.2	189.0	147.3	154.5	153.6	33.8
Prunes, bulk or in bag.....	lb.	115.8	121.1	136.0	176.3	182.5	200.0	201.7	23.3
Raisins, seedless, bulk or in bag.....	lb.	104.0	106.6	123.8	145.7	127.2	129.8	130.5	19.2
Oranges, California.....	doz.	132.5	147.1	146.4	126.6	129.4	161.9	161.9	44.4
Lemons.....	½ doz.	111.3	140.9	146.2	129.2	136.3	165.4	159.8	25.4
Jam, strawberry, 16 oz.....	jar	111.3	115.1	118.7	158.9	148.6	146.1	146.7	24.8
Peaches, 20 oz.....	tin	101.5	104.1	105.6	155.3	143.1	140.6	140.6	27.2
Marmalade, Orange, 16 oz.....	jar	118.3	129.6	130.3	150.2	143.6	141.4	141.4	18.9
Corn Syrup, 2 lb.....	tin	138.0	158.8	157.7	192.7	181.0	176.9	176.9	30.1
Sugar, granulated, bulk or bag.....	lb.	132.3	132.3	132.3	149.2	150.8	164.8	164.8	10.4
Sugar, yellow, in branded package.....	lb.	131.3	134.9	134.9	154.0	155.6	169.8	171.4	10.9
Coffee, medium quality, in bag.....	lb.	141.6	131.1	131.7	180.5	188.5	258.4	263.1	90.7
Tea, black, ½ lb.....	pkg.	145.2	131.6	131.6	174.1	176.2	177.2	177.2	51.9

\* Descriptions and units of sale apply to April, 1950, prices.

TABLE F-5.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(1926 = 100)

	1913	1918	1920	1922	1929	1933	1939	1941	1945	1948	1949	Mar. 1949	Jan. 1950	Feb. 1950	Mar. 1950
<b>All Commodities</b> .....	64.0	127.4	155.9	97.3	95.6	67.1	75.4	90.0	103.6	153.4	157.0	157.6	157.1	158.0	159.3
Classified According to Chief Component Material—															
I. Vegetable Products.....	58.1	127.9	167.0	86.2	91.6	59.3	63.7	77.0	97.0	135.4	141.1	136.1	143.4	142.9	145.0
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	109.0	59.4	74.6	92.1	107.9	168.7	167.2	167.7	160.7	163.4	166.8
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	91.3	62.8	70.0	91.0	91.8	157.0	161.0	162.6	162.2	162.8	162.4
IV. Wood, Wood Products and Paper.....	63.9	157.1	154.4	106.3	83.9	62.8	79.2	96.0	120.0	186.2	187.5	191.9	189.1	190.6	191.5
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	83.7	85.4	98.5	111.3	117.1	159.2	172.1	171.6	174.8	177.2	178.6
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	99.2	64.3	71.3	77.7	79.8	149.6	144.0	161.6	139.3	139.4	137.2
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	92.9	84.4	85.3	95.2	102.0	133.5	136.5	138.1	139.3	139.9	140.0
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	95.4	81.3	79.8	98.9	99.4	120.1	123.6	127.5	118.0	117.6	117.4
Classified According to Purpose—															
I. Consumers' Goods.....	62.0	102.7	136.1	96.9	94.7	71.1	75.9	91.1	98.1	140.8	143.9	143.4	142.5	143.7	144.8
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	63.8	73.9	89.5	103.4	152.3	154.4	151.6	151.3	152.1	154.6
Other Consumers' Goods.....	62.9	91.9	126.3	101.4	91.1	76.0	77.2	92.2	94.6	133.2	136.9	137.9	136.7	138.1	138.3
II. Producers' Goods.....	67.7	133.3	163.3	98.8	96.1	63.1	70.4	83.6	100.7	133.9	159.0	160.7	160.0	160.9	162.2
Producers' Equipment.....	56.1	81.9	108.3	104.1	94.6	66.0	65.4	109.1	119.1	135.7	161.0	164.0	163.5	163.3	163.9
Producers' Materials.....	69.1	139.0	171.0	98.2	96.3	69.5	67.6	81.3	98.7	133.7	158.7	160.3	159.6	160.6	162.0
Building and Construction.....	67.0	100.7	144.0	108.7	99.0	78.3	83.9	107.3	127.3	165.7	201.5	205.4	201.4	203.5	205.1
Manufacturers.....	69.5	148.1	177.3	95.8	95.9	57.5	63.9	70.6	93.8	146.6	151.5	152.7	152.5	153.3	154.7
Classified According to Degree of Manufacture—															
I. All Raw (or partly manufactured).....	63.8	120.8	154.1	94.7	97.5	56.6	67.5	81.8	105.6	156.2	160.6	161.8	160.0	161.5	163.7
II. All Manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	140.3	142.3	140.9	142.8	142.8	143.7
Canadian Farm Products—															
Field.....	56.4	132.0	166.5	81.4	93.8	45.8	54.2	59.0	110.1	133.0	125.7	124.8	123.8	123.5	124.4
Animal.....	77.0	133.6	150.8	99.0	112.5	59.7	81.2	95.9	123.0	182.7	182.7	180.9	178.0	181.5	189.0
TOTAL.....	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	114.9	149.7	147.0	145.8	144.1	145.2	147.4

The indexes for 1950 are subject to revision.



TABLE F-1.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless) per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-off, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, blade removed, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>P.E.I.—</b>			b	b	b					
1—Charlottetown.....	72.7	67.3	57.7	51.0	46.0			57.8	46.3	
<b>Nova Scotia—</b>										
2—Halifax.....	79.4	73.0	73.2	54.3	51.2		73.6	59.3	46.1	87.3
3—New Glasgow.....	80.0	75.0	69.7	53.6	52.1			61.4	49.2	82.1
4—Sydney.....	78.3	75.6			46.7			59.0	46.5	87.0
5—Truro.....	74.2	69.5	76.0	48.0	47.8			59.3	45.7	84.3
<b>New Brunswick—</b>				b						
6—Fredericton.....	74.0	66.3	67.0	46.3	45.1	55.2		58.0	44.0	83.3
7—Moncton.....	79.3	73.0	75.0	53.0	46.8		71.0	62.0	46.1	83.3
8—Saint John.....	79.7	74.4	70.1	51.5	50.1	53.2		61.2	45.1	84.2
<b>Quebec—</b>										
9—Chicoutimi.....	87.5	80.7		57.3			73.3	58.3	50.0	81.6
10—Hull.....	71.0	69.9	64.7	50.2	46.1	51.7		58.0	43.7	77.5
11—Montreal.....	81.4	77.7	71.9	48.5	47.0	45.5	70.9	52.6	41.9	73.7
12—Quebec.....	80.9	78.0	69.1	46.2	42.8	49.6	72.6	45.0	40.0	74.8
13—St. Hyacinthe.....	69.8	68.5	66.2	50.0	43.0	58.3		56.3	45.4	71.3
14—St. Johns.....										74.5
15—Sherbrooke.....	78.0	72.3	70.3	50.1	45.8			57.0	46.2	80.0
16—Sorel.....	69.0	67.5	64.3	45.0	38.3			65.0	41.3	76.4
17—Thetford Mines.....										
18—Three Rivers.....	83.1	71.1	64.6	47.8	40.6			54.7	43.3	75.9
<b>Ontario—</b>										
19—Belleville.....	74.0	72.3	69.3	b	55.0			57.7	39.3	80.0
20—Brantford.....	76.3	73.4	71.6	54.3 57.1	52.4	55.6	82.0	60.0	42.1	82.2
21—Brockville.....	76.0	76.3	77.0	56.3	48.0			61.7	47.3	81.3
22—Chatham.....	78.7	77.2	74.6	b 56.0	54.2			65.7	47.5	83.1
23—Cornwall.....	76.6	74.2	71.8	55.8	55.0			57.7	45.8	78.3
24—Fort William.....	69.8	64.3	69.8	54.3	51.5			55.8	49.7	84.4
25—Galt.....	78.8	75.6	71.2	58.0	52.8		91.0	59.8	45.3	80.7
26—Guelph.....	75.8	73.1	74.4	b 57.3	55.4	54.7	77.8	59.4	39.9	82.7
27—Hamilton.....	77.9	75.7	72.8	56.8	54.1	58.8	82.3	60.3	42.2	78.3
28—Kingston.....	71.9	70.6	69.0	52.4	48.1		75.7	58.7	40.6	79.5
29—Kitchener.....	76.2	75.1	71.9	57.4	54.7	57.8	82.0	61.6	43.4	82.0
30—London.....	76.7	75.5	70.0	56.5	53.3		81.9	59.8	43.8	82.8
31—Niagara Falls.....	78.5	76.5	75.2	56.5	53.4			59.9	42.5	80.5
32—North Bay.....	73.2	72.4	68.7	54.4	51.4			65.0	42.7	83.0
33—Oshawa.....	74.2	73.1	71.3	57.3	51.5			59.2	40.0	77.4

COAL AND RENTALS BY CITIES, APRIL, 1950

Locality	Lard, pure, per lb. package	Shortening, per lb. package	Eggs, grade "A", large, carton, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per $\frac{3}{4}$ lb. package	Bread, plain, white, wrapped, per lb.	Flour, all purpose, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>P.E.I.—</b>										
1—Charlottetown.....	19-8	30-2	48-2 <sup>e</sup>	16-0	65-1	33-2	10-7	7-7	10-3	16-2
<b>Nova Scotia—</b>										
2—Halifax.....	23-3	31-1	55-9	19-0	68-1	30-5	11-2	7-8	12-0	15-7
3—New Glasgow.....	22-9	30-7	55-3	19-0	68-7	31-1	12-0	7-6	11-6	16-3
4—Sydney.....	19-9	29-6	55-7 <sup>e</sup>	20-0	68-5	30-8	12-0	7-7	12-1	16-5
5—Truro.....	22-8	30-5	55-0	18-0	68-8	31-5	12-0	7-8	12-1	15-4
<b>New Brunswick—</b>										
6—Fredericton.....	22-5	31-0	54-9	17-0	68-6	31-5	11-3	7-9	11-6	15-3
7—Moncton.....	23-0	31-4	54-3	17-0	68-2	30-4	11-3	8-0	12-3	15-9
8—Saint John.....	22-5	31-0	54-7	18-0	68-9	31-2	11-3	7-8	11-1	15-0
<b>Quebec—</b>										
9—Chicoutimi.....	22-3	32-3	51-5	17-0	63-9	31-8	11-2	8-0	.....	17-0
10—Hull.....	18-1	29-8	52-1	18-0	62-2	29-8	10-0	7-0	10-8	14-3
11—Montreal.....	19-6	30-2	51-7	17-5	64-1	28-9	10-0	7-2	10-9	14-8
12—Quebec.....	18-5	30-2	52-0	17-0	63-7	29-9	9-5	7-1	11-4	15-4
13—St. Hyacinthe.....	20-9	30-6	51-5	16-0	64-2	28-4	10-0	7-2	11-0	15-0
14—St. Johns.....	20-0	31-4	.....	16-0	64-2	30-8	8-7	7-5	11-4	15-0
15—Sherbrooke.....	22-7	30-1	53-9	17-0	64-1	30-3	10-2	7-7	11-2	15-6
16—Sorel.....	18-9	29-9	47-2	16-0	63-4	29-5	9-3	7-6	11-1	15-0
17—Thetford Mines.....	24-7	30-7	50-0	16-0	63-5	29-4	9-3	7-8	10-7	16-0
18—Three Rivers.....	19-3	30-2	52-8	17-0	61-7	29-1	8-7	7-1	11-3	15-0
<b>Ontario—</b>										
19—Belleville.....	21-2	30-1	46-6 <sup>f</sup>	18-0	63-5	29-3	10-0	7-6	11-2	14-8
20—Brantford.....	18-7	30-1	48-7	18-0	63-7	27-7	10-0	7-3	11-1	14-7
21—Brockville.....	20-9	31-1	50-6	18-0	62-2	28-9	10-0	7-3	11-5	14-5
22—Chatham.....	19-4	31-3	47-2	18-0	64-6	29-0	10-0	7-4	11-5	14-6
23—Cornwall.....	20-8	30-1	49-8 <sup>f</sup>	18-0	65-3	29-6	8-7	7-2	11-0	14-6
24—Fort William.....	20-3	30-0	52-0	20-0	63-4	30-6	10-7	7-1	10-3	15-1
25—Galt.....	18-6	30-6	47-3	18-0	63-7	28-5	10-0	7-4	10-9	14-6
26—Guelph.....	19-8	30-5	48-0	18-0	63-3	28-1	10-0	7-2	11-0	14-9
27—Hamilton.....	19-3	30-5	49-5	19-0	64-7	28-5	10-0	7-2	10-9	14-7
28—Kingston.....	19-4	30-6	48-7	18-0	62-6	28-6	9-3	7-1	11-2	14-6
29—Kitchener.....	19-7	30-6	48-4 <sup>e</sup>	18-0	63-7	28-6	10-0	7-5	10-9	14-7
30—London.....	20-0	31-0	46-3	18-0	64-7	28-7	10-0	7-1	11-0	14-4
31—Niagara Falls.....	19-9	30-6	51-3	19-0	65-2	29-1	10-0	7-1	10-7	14-6
32—North Bay.....	22-3	31-7	53-7	18-0	65-7	29-6	10-7	7-9	12-0	15-7
33—Oshawa.....	19-5	29-9	48-4 <sup>f</sup>	18-0	64-1	28-4	10-0	7-5	10-8	14-6

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless) per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-off per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, blade removed, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	76.8	74.9	73.5	57.0	51.4	50.4	74.4	56.9	45.4	77.7
35—Owen Sound.....	75.4	73.0	72.0	56.3	48.9	.....	.....	59.6	42.5 <sup>c</sup>	83.4
36—Peterborough.....	76.3	71.7	71.7	56.1	53.7	.....	.....	61.9	42.2	79.9
37—Port Arthur.....	69.8	67.4	68.4	51.4	52.9	.....	.....	56.6	44.3	80.4
38—St. Catharines.....	77.3	74.3	71.7	54.3	52.7	.....	.....	.....	.....	78.9
39—St. Thomas.....	74.4	73.4	71.8	56.0	52.3	54.7	.....	62.7	42.2	79.1
40—Sarnia.....	75.1	73.9	70.9	56.6	52.6	.....	74.7	60.2	42.7	80.8
41—Sault Ste. Marie.....	72.7	73.0	67.5	54.2	55.0	.....	.....	62.7	46.0	78.3
42—Stratford.....	73.0	72.3	70.3	54.5	52.8	.....	.....	57.5	40.3	81.7
43—Sudbury.....	73.1	71.6	68.7	52.0	54.0	56.7	.....	58.4	49.7	83.3
44—Timmins.....	75.4	73.5	68.7	54.1	52.2	59.7	.....	57.3	45.2	81.5
45—Toronto.....	77.4	73.8	75.6	58.1	52.4	59.7	78.4	58.2	40.2	78.7
46—Welland.....	75.6	71.9	69.8	54.1 <sup>b</sup>	50.5	59.0	.....	59.7	44.0	81.3
47—Windsor.....	76.2	73.1	70.7	53.3	54.1	56.7	75.9	57.9	39.5	81.7
48—Woodstock.....	76.3	73.3	69.3	55.0	51.7	.....	.....	56.7	44.0	82.9
<b>Manitoba—</b>										
49—Brandon.....	81.0	75.0	.....	.....	51.0	.....	.....	59.3	46.0	86.4
50—Winnipeg.....	71.8	68.3	74.0	54.2	50.3	53.0	74.5	53.7	45.0	79.3
<b>Saskatchewan—</b>										
51—Moose Jaw.....	70.2	66.1	67.2 <sup>b</sup>	51.5	51.4	56.7	70.7	59.3	44.0	84.2
52—Prince Albert.....	66.5	63.6	62.3	48.4	48.5	59.7	.....	57.7	41.3	80.9
53—Regina.....	72.7	69.1	70.0 <sup>b</sup>	51.1 <sup>b</sup>	50.7	59.2	74.0	61.2	46.2 <sup>d</sup>	88.3
54—Saskatoon.....	68.1	64.6	64.7	51.4	51.7	66.7	.....	58.7	46.3	85.5
<b>Alberta—</b>										
55—Calgary.....	76.3	73.4	77.4	59.7	53.0	63.7	80.5	57.5	47.4	86.1
56—Drumheller.....	75.0	72.5	70.7	53.0	50.7	.....	.....	59.5	46.3	87.7
57—Edmonton.....	72.7	68.0	68.5 <sup>b</sup>	50.4 <sup>b</sup>	50.5	58.3	71.1	57.2	43.0	87.4
58—Lethbridge.....	.....	68.7	72.0	52.3	49.3	57.3	75.0	57.0	44.0	89.6
<b>British Columbia—</b>										
59—Nanaimo.....	84.7	77.0	82.5	60.3	57.5	.....	88.3	67.5	55.3	90.0
60—New Westminster.....	78.9	72.7	71.6	57.2	55.0	59.0	78.7	63.4	51.8	92.9
61—Prince Rupert.....	90.0	80.4	90.0	55.7	55.0	.....	90.0	60.8	56.7	95.0
62—Trail.....	79.5	76.6	76.0	56.7	.....	.....	.....	65.8	53.7	98.4
63—Vancouver.....	81.9	75.3	81.9	65.4	59.5	69.3	83.4	67.3	51.9	95.3
64—Victoria.....	83.8	77.9	78.0	59.9	61.8	67.5	87.5	67.9	50.2	88.2



COAL AND RENTALS, BY CITIES, APRIL, 1950

Locality	Lard, pure, per lb. package	Shortening, per lb. package	Eggs, grade "A" large, carton, per dozen	Milk, per quart	Butter, creamery, prints per lb.	Cheese, plain, mild per $\frac{1}{2}$ lb. package	Bread, plain, white, wrapped, per lb.	Flour, all-purpose, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	19-0	30-5	50-9	18-0	64-4	29-3	10-0	7-3	11-3	14-6
35—Owen Sound.....	20-1	30-8	45-6	18-0	63-5	28-4	10-0	7-4	11-3	15-0
36—Peterborough.....	19-7	29-5	46-8	18-0	63-2	28-4	10-0	7-3	10-7	13-8
37—Port Arthur.....	20-5	29-9	53-0	20-0	63-1	29-9	10-7	7-0	10-7	15-5
38—St. Catharines.....	19-7	30-4	51-5	19-0	65-0	27-3	10-0	7-0	10-6	14-1
39—St. Thomas.....	19-9	30-3	49-1	18-0	64-1	29-0	10-0	7-4	11-2	14-9
40—Sarnia.....	19-9	31-4	48-7	18-0	65-8	29-8	10-0	7-7	11-4	14-8
41—Sault Ste. Marie.....	22-1	30-7	52-9	20-0	64-9	29-6	10-7	7-5	10-7	14-8
42—Stratford.....	20-2	31-5	46-3	18-0	63-8	28-9	10-0	7-1	11-1	15-0
43—Sudbury.....	20-1	30-7	52-8	20-0	64-9	29-2	10-7	7-9	11-6	15-3
44—Timmins.....	22-0	31-1	52-5	20-0	65-0	29-5	11-3	7-6	11-0	15-2
45—Toronto.....	20-2	30-5	50-2	19-0	64-8	27-7	10-0	7-2	10-7	14-1
46—Welland.....	19-8	30-6	50-3	19-0	64-7	28-4	10-0	7-0	10-4	14-3
47—Windsor.....	19-7	30-6	49-7	19-0	65-2	29-3	10-0	7-4	11-6	15-0
48—Woodstock.....	19-6	30-6	45-4	18-0	64-4	29-4	10-0	6-7	10-9	14-7
<b>Manitoba—</b>										
49—Brandon.....	21-3	31-8	46-0	16-0	60-1	30-7	10-7	7-4	10-8	15-7
50—Winnipeg.....	20-8	30-5	48-7	17-0	60-8	30-0	12-0	7-0	10-1	14-9
<b>Saskatchewan—</b>										
51—Moose Jaw.....	20-5	32-2	e 45-7	18-0	60-6	29-5	11-2	7-1	9-9	15-2
52—Prince Albert.....	21-8	32-5	49-6	18-0	61-8	29-4	9-6	7-4	10-3	14-9
53—Regina.....	21-9	33-3	46-6	18-0	60-4	30-1	11-2	7-2	10-5	15-1
54—Saskatoon.....	21-0	33-4	46-7	18-0	60-6	29-1	10-4	7-0	10-5	14-6
<b>Alberta—</b>										
55—Calgary.....	20-9	33-1	48-3	19-0	62-0	29-1	11-2	7-2	10-4	14-8
56—Drumheller.....	23-7	34-0	49-7	20-0	64-4	30-7	11-2	7-7	11-4	15-8
57—Edmonton.....	22-1	33-0	e 43-8	18-0	61-9	30-0	10-4	7-1	10-3	14-6
58—Lethbridge.....	21-3	33-5	48-0	18-0	61-8	29-6	11-2	7-4	10-8	14-9
<b>British Columbia—</b>										
59—Nanaimo.....	24-1	30-4	54-8	19-0	65-9	31-1	13-9	7-2	10-9	14-8
60—New Westminster.....	23-0	28-2	51-7	19-0	63-5	28-7	12-8	7-2	10-7	14-7
61—Prince Rupert.....	24-9	31-6	57-5	25-0	65-4	33-4	14-0	7-8	11-5	15-7
62—Trail.....	24-6	34-3	54-5	20-0	65-7	30-7	13-0	7-5	10-7	15-4
63—Vancouver.....	23-3	28-9	e 51-6	17-0	63-1	29-5	12-8	7-3	10-5	14-8
64—Victoria.....	24-4	29-2	55-4	19-0	64-5	30-1	12-8	7-6	10-8	14-9

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS.

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, no. 1, table, per 10 lbs.	Prunes, bulk or in bag, per lb.	Raisins, Australian, seedless, bulk or in bag, per lb.	Oranges, California, per dozen	Lemons, 300's, per $\frac{1}{2}$ dozen	Jam, strawberry, with pectin, per 32 oz. jar
	Tomatoes, choice, 2 $\frac{1}{2}$ s (23 oz.) per tin	Peas, per 15 oz. tin	Corn, cream, choice, per 15 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>P.E.I.—</b>											
1—Charlottetown.....	21-1	15-6	15-6	11-3	9-9	22-1	22-0	20-0	47-1	34-2	49-3
<b>Nova Scotia—</b>											
2—Halifax.....	21-9	17-7	16-4	11-6	8-2	26-0	24-1	17-9	43-8	24-7	49-0
3—New Glasgow.....	22-5	13-8	16-3	10-7	8-8	27-5	25-8	23-7	48-3	25-4	48-6
4—Sydney.....	20-4	16-5	16-7	10-5	8-7	28-6	25-1	18-7	47-1	29-3	47-9
5—Truro.....	18-6	16-7		10-9	9-2	24-0	27-2	18-2	45-9	27-4	49-2
<b>New Brunswick—</b>											
6—Fredericton.....	20-2	17-4	18-3	11-7	9-1	25-4	23-1	19-3	45-9	26-8	47-8
7—Moncton.....	19-7	17-4	15-0	10-6	9-5	25-7	25-9	17-7	48-9	28-4	49-2
8—Saint John.....	17-9	16-0	15-1	11-2	8-6	21-2	23-9	19-0	48-3	24-4	48-2
<b>Quebec—</b>											
9—Chicoutimi.....	17-3	15-7	12-4	11-7	10-3	31-3	19-5	23-6	47-4	27-0	
10—Hull.....	16-0	16-1		10-3	9-3	30-0	24-0	18-8	44-1	21-5	47-0
11—Montreal.....	14-3	12-5	13-7	11-4	8-4	26-9	22-5	18-1	42-6	22-0	47-4
12—Quebec.....	14-8	16-4	14-9	10-7	8-4	23-7	22-1	19-4	45-3	21-4	49-0
13—St. Hyacinthe.....	14-5	16-4	16-3	10-2	8-5	26-0	23-7	18-1	43-8	24-3	47-4
14—St. Johns.....	14-9			10-6	8-4	26-8	23-1	19-3	45-3	22-2	45-8
15—Sherbrooke.....	14-6	14-5		10-6	8-8	26-3	25-7	18-5	45-0	22-6	49-1
16—Sorel.....	14-9	15-3	16-7	11-1	9-4	29-0	20-2	17-7	42-6	23-3	44-3
17—Thetford Mines.....	15-7			11-2	9-1	26-7	23-7	19-3	45-3	25-0	48-0
18—Three Rivers.....	15-2			10-1	8-7	27-1	20-3	19-6	42-9	23-2	46-9
<b>Ontario—</b>											
19—Belleville.....	17-5	13-5		12-8	8-5	31-3		19-0	43-8	23-7	46-4
20—Brantford.....	18-8	16-3	14-8	10-9	7-5	29-3	23-4	18-2	46-5	23-6	46-1
21—Brockville.....	17-3	18-4	14-9	11-9	9-7	30-9	24-7	18-6	43-5	25-4	46-9
22—Chatham.....	18-3	15-6	14-1	10-6	7-6	27-9	23-0	19-0	41-7	22-3	47-5
23—Cornwall.....	18-0		14-8	11-4	8-5	30-7	23-0	21-4	42-3	22-6	45-8
24—Fort William.....	17-0	17-6	15-3	11-8	7-8	38-8	22-1	23-2	43-2	27-7	48-1
25—Galt.....	16-4	18-2	13-5	10-8	8-7	30-0	23-7	18-7	42-9	23-7	45-4
26—Guelph.....	17-1	15-9	14-0	11-4	7-6	31-3	23-3	18-1	44-1	24-4	44-7
27—Hamilton.....	17-6	18-0	14-8	12-8	8-3	30-6	24-8	18-7	45-0	23-7	45-1
28—Kingston.....	16-0	14-8	15-1	12-3	8-4	29-0	23-3	18-0	42-3	22-4	47-4
29—Kitchener.....	17-7	16-9	14-5	11-1	8-1	30-6	23-7	18-5	45-3	25-6	44-9
30—London.....	17-7	17-0	15-5	11-0	8-4	30-9	23-0	17-5	43-5	25-7	45-0
31—Niagara Falls.....	16-5	16-7	15-2	11-8	7-9	31-4	23-0	18-8	43-5	23-9	48-1
32—North Bay.....	18-4			11-2	8-4	34-3			44-7	24-5	48-0
33—Oshawa.....	16-2	16-8	14-4	11-3	7-1	26-4		18-4	45-0	21-7	47-0

COAL AND RENTALS, BY CITIES, APRIL, 1950

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bag, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
				Granulated, bulk or in bag, per lb.	Yellow, branded package, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
<b>P.E.I.—</b>										
1—Charlottetown.....	29-0	36-3	34-4	10-1	9-9	96-1	50-2		15.50	
<b>Nova Scotia—</b>										
2—Halifax.....	28-9	38-7	31-5	9-8	10-5	94-4	50-1		16.75	30.50-34.50
3—New Glasgow.....	29-0	47-3	33-1	10-3	10-5	98-8	50-1			
4—Sydney.....	28-8	43-4	31-3	10-5	10-7	94-4	50-3		11.85	22.00-26.00
5—Truro.....	29-4	37-8	32-8	10-1	10-5	93-3	50-1		15.65	
<b>New Brunswick—</b>										
6—Fredericton.....		40-6	32-8	10-2	10-0	90-0	50-0		16.75	22.00-26.00
7—Moncton.....	28-3	38-8	32-0	10-7	10-6	93-6	49-9		16.47	
8—Saint John.....	27-6	37-4	30-8	10-1	10-1	90-4	50-5		17.25	23.00-27.00
<b>Quebec—</b>										
9—Chicoutimi.....	32-0	41-7	35-0	10-8	10-4	102-0 <sup>t</sup>	53-8	25.75		
10—Hull.....	26-0	37-4	28-4	9-9	9-8	90-0	52-0	25.25		
11—Montreal.....	27-2	38-2	28-3	9-7	10-3	93-3	53-0	26-25		28.00-32.00
12—Quebec.....	27-3	41-2	29-6	9-9	9-9	93-3	53-4	24.50		31.50-35.50
13—St. Hyacinthe.....	28-5	37-9	28-5	9-7	9-5	91-2	52-8	25.75		
14—St. Johns.....	28-0	38-0	29-8	9-6	9-3	98-7	53-2	24.00		
15—Sherbrooke.....	28-1	38-5	29-4	9-7	9-9	95-7	53-3	25.50		24.00-28.00
16—Sorel.....	26-5	39-0	30-0	9-7	9-5	87-9	52-3	24.50		
17—Thetford Mines.....	27-8	38-5	31-6	9-9	9-7	90-8	52-6	26.50		
18—Three Rivers.....	26-3	38-5	28-5	9-9	9-8	95-7	53-1	25-00		
<b>Ontario—</b>										
19—Belleville.....		35-0	29-0	10-3	10-5	93-7	52-6	24.00		
20—Brantford.....	25-3	33-0	28-1	10-0	10-4	88-6	52-9	24.50		24.50-28.50
21—Brockville.....		37-5	28-6	9-9	10-3	94-2	52-9	24.00		
22—Chatham.....	26-3	33-6	28-3	10-4	10-9	88-0	53-2	24.00		
23—Cornwall.....	26-0	36-8	28-3	9-8	10-0	94-1	52-0	26.25		
24—Fort William.....	26-2	37-6	30-2	10-9	11-2	84-3	52-1	26.35		30.50-34.50
25—Galt.....	24-6	34-9	28-0	10-5	10-7	91-3	53-2	25.00		
26—Guelph.....	25-8	32-1	27-5	10-0	10-3	89-7	52-7	24.50		
27—Hamilton.....	25-9	32-3	28-0	9-9	10-8	89-1	53-2	24.00		32.50-36.50
28—Kingston.....	28-0	34-3	28-2	9-8	10-0	83-7	51-1	24.00		36.00-40.00
29—Kitchener.....	25-9	35-2	26-9	10-2	10-4	88-7	53-9	24.50		32.00-36.00
30—London.....	26-7	36-5	28-0	10-6	10-7	92-2	52-6	25.00		30.00-34.00
31—Niagara Falls.....	24-3	35-9	27-9	10-2	11-3	89-4	53-7	23.75		
32—North Bay.....	28-3	37-0	30-7	11-0	11-0	100-0	52-5	27.00		
33—Oshawa.....		41-5	27-1	10-1	10-3	92-0	53-6	24.75		



TABLE F-1.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, no. 1, table, per 10 lbs.	Prunes, bulk, or in bag, per lb.	Raisins, Australian, seedless, bulk, or in bag, per lb.	Oranges, California, per dozen	Lemons, 300's per \$ dozen	Jam, strawberry, with, pectin, per 52 oz. jar
	Tomatoes, choice, 2 1/2 s (28 oz.) per tin	Peas, per 15 oz. tin	Corn, cream, choice, per 15 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	16-4	14-1	14-1	11-2	9-0	30-5	n 24-2	18-3	43-5	22-3	46-9
35—Owen Sound.....	17-2	17-0	15-4	11-2	6-9	29-3	19-3	18-5	42-0	24-3	46-5
36—Peterborough.....	16-5	s 17-9	h 14-5	12-3	7-9	29-2	.....	18-1	38-1	20-8	47-6
37—Port Arthur.....	17-2	h 18-6	h 15-0	12-8	7-7	38-4	25-6	24-7	44-7	28-1	48-2
38—St. Catharines.....	17-6	16-2	13-9	11-7	7-7	29-9	25-3	18-0	49-2	23-2	44-9
39—St. Thomas.....	18-3	17-7	15-4	10-3	7-9	26-3	24-1	17-9	45-3	26-0	47-0
40—Sarnia.....	19-0	17-2	16-4	12-5	7-9	28-9	.....	18-4	42-9	27-0	45-0
41—Sault Ste. Marie.....	17-5	18-2	.....	11-1	8-2	33-6	p 24-0	18-6	42-9	26-9	47-7
42—Stratford.....	19-2	16-7	s 15-0	11-8	8-0	28-8	21-8	17-5	43-8	23-5	46-3
43—Sudbury.....	16-7	16-3	15-1	10-3	8-4	33-7	22-9	19-3	41-1	25-0	50-1
44—Timmins.....	17-5	h 16-7	15-7	12-5	8-6	35-9	23-1	19-0	45-0	25-9	47-5
45—Toronto.....	17-0	h 17-7	14-1	12-8	6-8	32-7	22-5	17-6	43-2	21-1	44-3
46—Welland.....	15-7	14-4	14-9	12-3	7-1	32-6	20-5	17-4	48-9	21-7	45-8
47—Windsor.....	17-6	16-6	15-0	10-5	7-5	28-6	22-0	18-6	41-4	25-4	47-4
48—Woodstock.....	19-1	16-5	14-8	11-2	8-0	28-4	23-0	17-6	45-0	24-3	45-3
<b>Manitoba—</b>											
49—Brandon.....	19-4	.....	17-2	13-6	9-2	43-3	23-1	19-6	47-4	31-1	k 62-7
50—Winnipeg.....	18-6	16-2	15-1	13-3	7-7	39-2	22-7	19-9	46-8	30-3	k 57-6
<b>Saskatchewan—</b>											
51—Moose Jaw.....	20-4	15-0	17-9	12-8	9-9	44-2	23-4	19-6	.....	28-0	k 59-3
52—Prince Albert.....	21-8	.....	.....	12-4	9-2	47-3	23-3	20-2	45-9	32-1	k 57-3
53—Regina.....	21-7	16-7	16-5	12-3	9-0	46-3	23-9	19-8	48-0	28-5	k 60-0
54—Saskatoon.....	20-7	.....	13-5	12-3	9-5	46-9	24-6	19-6	50-4	29-6	k 58-0
<b>Alberta—</b>											
55—Calgary.....	21-8	15-1	16-2	12-2	10-0	49-6	22-8	19-2	46-5	29-6	k 55-5
56—Drumheller.....	24-1	14-4	18-4	13-0	10-9	59-7	.....	20-7	48-5	30-3	k 60-2
57—Edmonton.....	22-2	16-7	.....	13-1	9-6	50-4	22-9	19-6	48-0	30-5	k 58-0
58—Lethbridge.....	22-5	.....	14-7	.....	9-5	44-0	.....	.....	44-4	28-7	.....
<b>British Columbia—</b>											
59—Nanaimo.....	21-7	.....	16-7	15-1	9-1	49-3	24-5	19-7	42-6	m 24-4	k 56-0
60—New Westminster.....	20-2	17-4	15-3	14-1	8-4	44-0	22-0	19-3	38-4	m 22-0	k 53-4
61—Prince Rupert.....	23-7	18-5	18-6	15-1	9-3	48-8	24-5	21-7	47-7	m 28-0	k 58-2
62—Trail.....	25-0	18-5	18-5	16-1	10-7	47-2	.....	19-4	43-2	33-6	k 59-7
63—Vancouver.....	19-5	.....	15-0	13-7	8-1	48-0	21-7	18-4	42-0	m 22-7	k 53-9
64—Victoria.....	22-1	17-6	16-9	14-5	8-7	50-3	23-4	18-6	46-8	m 19-7	k 55-3

**COAL AND RENTALS, BY CITIES, APRIL, 1950**

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
				Granulated, or in bag, per lb.	Yellow, branded package, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
34—Ottawa.....	26·3	36·5	28·2	9·8	10·4	88·1	53·5	25·25	.....	37·00-41·00
35—Owen Sound.....	27·7	34·8	28·3	10·8	10·8	95·0	52·8	24·75	.....	.....
36—Peterborough.....	.....	33·8	27·0	9·9	10·0	88·8	54·0	25·25	.....	.....
37—Port Arthur.....	27·6	41·0	29·8	10·5	11·0	86·6	51·0	26·60	.....	25·50-29·50
38—St. Catharines.....	23·4	32·6	26·6	9·8	10·9	88·0	51·8	23·75	.....	32·00-36·00
39—St. Thomas.....	25·8	41·0	29·1	10·7	10·9	94·0	53·5	25·00	.....	.....
40—Sarnia.....	26·8	38·7	28·9	10·3	10·8	92·5	52·4	24·75	.....	.....
41—Sault Ste. Marie.....	25·4	37·6	30·6	10·7	10·4	88·9	52·9	24·00	.....	.....
42—Stratford.....	27·7	36·2	29·0	10·5	10·5	90·7	52·8	24·50	.....	.....
43—Sudbury.....	27·4	37·7	30·6	10·7	11·1	87·7	52·5	25·70	.....	34·00-38·00
44—Timmins.....	26·4	40·4	30·5	10·9	11·5	90·3	52·6	26·50	.....	.....
45—Toronto.....	25·7	34·5	26·8	9·9	10·4	89·0	52·6	22·65	.....	39·50-43·50
46—Welland.....	23·0	32·6	27·7	10·2	10·5	86·1	52·3	23·50	.....	.....
47—Windsor.....	25·3	33·4	28·5	10·3	11·0	89·2	51·9	24·50	.....	31·00-35·00
48—Woodstock.....	26·0	35·7	27·7	10·6	10·8	92·5	53·0	24·00	.....	.....
<b>Manitoba—</b>										
49—Brandon.....	30·0	44·2	32·5	11·7	12·4	93·7	52·2	.....	16·35	.....
50—Winnipeg.....	27·1	38·8	29·6	11·1	12·6	82·1	49·7	.....	17·65	33·00-37·00
<b>Saskatchewan—</b>										
51—Moose Jaw.....	29·0	39·0	34·6	11·5	12·5	84·6	50·4	.....	14·60	.....
52—Prince Albert.....	28·2	45·8	33·6	12·2	12·7	95·4	51·0	.....	14·75	.....
53—Regina.....	27·7	39·9	33·2	11·6	12·5	92·8	51·4	.....	15·40	32·00-36·00
54—Saskatoon.....	28·0	47·8	32·6	11·6	12·6	87·8	50·1	.....	14·90	25·00-29·00
<b>Alberta—</b>										
55—Calgary.....	25·8	37·1	32·8	11·0	11·9	85·4	49·2	.....	12·50	30·50-34·50
56—Drumheller.....	30·2	43·7	35·6	11·8	12·6	88·4	50·0	.....	.....	24·50-28·50
57—Edmonton.....	27·1	37·9	33·1	11·1	12·3	92·5	50·5	.....	8·20	29·00-33·00
58—Lethbridge.....	27·6	39·0	32·2	11·1	12·6	.....	51·8	.....	8·35	.....
<b>British Columbia—</b>										
59—Nanaimo.....	26·5	34·3	30·4	10·3	11·8	90·6	51·8	.....	.....	.....
60—New Westminster.....	25·8	32·7	29·3	9·6	11·1	84·9	50·1	.....	16·80	23·00-27·00
61—Prince Rupert.....	31·0	37·9	33·3	11·0	12·2	91·2	50·9	.....	18·25	22·00-26·00
62—Trail.....	28·8	39·2	32·8	11·0	12·8	88·8	51·2	.....	16·25	.....
63—Vancouver.....	26·2	32·2	29·8	9·5	11·0	81·9	49·9	.....	17·16	29·00-33·00
64—Victoria.....	28·0	35·5	30·6	9·9	11·0	83·7	49·8	.....	18·25	24·50-28·50

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Rental ranges shown above are indicative of prevailing rents being paid. They should not be used as a measure of change in rents paid for the same quality of living accommodation over long periods of time. (b) Averages include prices for cuts with bone-in. (c) Hock-on. (d) Mixed—hock-off and hock-on. (e) Mixed—carton and loose. (f) Loose. (g) Estimate. (h) Fancy. (i) California. (k) Pure. (m) 360's. (n) Mixed—package and bulk. (p) Package. (s) Mixed—choice and fancy. (t) Tin.

TABLE F-6.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted.)

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities:	1935-39	1935-39	Mexico City	630	105	Paris	1938	1935	34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period:	1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914	June—Aug. 1939	1938	1936-39 = 100	Dec. 1942 = 1000
1913	(a) 70-1	(b) 70-7		(b) 100	(l) 100				(c) 100		81-4	(d) 1150	(e) 628
1914	78-1	71-8		(g) 100	176				100		85-5		676
1915	80-7	72-5		(i) 123	151						80-8		724
1916	87-0	77-9		(j) 176	178						99-6		786
1917	102-4	91-6		(k) 203	178						106-4		860
1918	115-9	107-5		(l) 215	205	108			204		117-7		912
1919	126-5	123-8		(m) 249	226	129			222		145-8		1019
1920	143-0	143-0		(n) 286	295	150			224		132-0		1034
1921	128-9	127-7		(o) 183	291	160			200		110-1		952
1922	120-4	119-7		(p) 172	291	164			164	125	106-3		1010
1923	121-8	126-4		(q) 164	185	164			161	118	106-6		1004
1924	121-7	122-5		(r) 140	151	164			181	99	93-2		795
1925	94-4	92-4		(s) 158	178	108			131	(m) 103	99-9		990
1926	101-5	99-4	100-0	(t) 184	178	108			131	113	103-4		1051
1927	105-6	100-2	100-7	(u) 199	205	129			151	113	108-2		1085
1928	111-7	105-2	104-4	(v) 201	226	150			174	138	128-8		1111
1929	118-9	125-5	109-1	(w) 203	295	285			207	270	128-8		1003
1930	119-5	128-4	121-5	(x) 203	295	393			209	293	132-2		1270
1931	119-5	128-4	266-7	(y) 203	291	645			208	287	134-1		1004
1932	123-6	139-3	300-3	(z) 203	99	1030	4575		217	287	1278		1008
1933	135-5	159-2	318-9	(aa) 203	99	1030	4847		217	281	139-7		1039
1934	155-0	171-2	336-0	(ab) 111	99	1832	4988		222	281	147-8		1009
1935	160-8	169-1	325-9	(ac) 109	99	1818	4915		222	280	153-2		1009
1936	159-5	169-0	327-9	(ad) 109	99	1857	4958		222	280	152-0		1000
1937	159-2	169-5	329-6	(ae) 109	99	1781	5052		222	279	152-9		1000
1938	159-3	169-2	333-0	(af) 111	99	1757	5047		222	279	152-9		1000
1939	160-5	169-6	333-3	(ag) 111	99	1738	5047		222	276	154-2		1002
1940	160-5	169-6	333-3	(ah) 111	100	1726	4000		222	275	154-7		1002
1941	162-1	168-5	341-0	(ai) 111	100	1715	4851		222	274	153-2		1002
1942	162-8	168-8	341-3	(aj) 111	100	1752	4910		222	273	153-3		1002
1943	162-8	168-8	342-0	(ak) 112	100	1826	4910		222	273	153-3		1014
1944	162-2	168-5	341-8	(al) 112	100	1885	4778		222	279	153-6		1014
1945	161-7	168-6	342-7	(am) 112	100	1912	4790		221	279	153-6		1018
1946	161-5	167-5	348-3	(an) 113	100	1920	4753		220	279	154-2		1018
1947	161-0	166-9	347-0	(ao) 113	100	1910	4785		218	279	155-2		1018
1948	161-6	166-5	347-0	(ap) 113	100	1920	4785		217	279	155-2		1018
1949	163-7	167-0		(aq) 113	100	1920	4785		217	279	155-2		1018
1950	164-0	167-0		(ar) 113	100	1920	4785		217	279	155-2		1018

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1914-42 on base 1926-30 = 1000. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914 = 100. 1947 average is for first half of year. (j) New series on June, 1947 base. (k) Revised index. (l) Annual averages are on base July, 1914 = 100. (m) Average June-December. (n) New index, base 1st quarter of 1949 = 1000.



## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-APRIL, 1949-1950†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
<b>1950*</b>						
January.....	9‡	9	2,456‡	2,456	39,488	0.05
February.....	10	15	2,881	3,764	26,300	0.03
March.....	13	21	4,604	5,659	25,118	0.03
April.....	10	20	1,735	2,585	14,640	0.02
Cumulative totals.....	42		11,676		105,546	0.03
<b>1949</b>						
January.....	10‡	10	1,811‡	1,811	9,710	0.01
February.....	7	10	6,721	7,245	71,652	0.09
March.....	9	11	1,951	6,601	136,317	0.16
April.....	9	18	2,097	7,851	138,931	0.17
Cumulative totals.....	35		12,580		356,610	0.11

\* Preliminary figures.

‡ Strikes un-terminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, APRIL, 1950<sup>(1)</sup>

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars <sup>(2)</sup>
	Establishments	Workers		
<b>Strikes and Lockouts in Progress Prior to April, 1950</b>				
<b>MANUFACTURING—</b>				
<i>Boots and Shoes (Leather)—</i> Shoe factory workers, Richmond, P.Q.	2	195	600	Commenced February 14; for union recognition and agreement providing for increased wages and other changes; terminated April 6; negotiations and replacement; partially successful.
<i>Textiles, Clothing, etc.—</i> Worsted textile factory workers, Trenton, Ont.	1	117	1,400	Commenced December 28, 1949; for a new agreement providing for increased wages and reduced hours; un-terminated.
<i>Miscellaneous Products—</i> Neon sign factory workers, installers, etc., Vancouver, B.C.	1	55	800	Commenced March 8; for a new agreement providing for increased wages, two weeks' vacations with pay instead of one, and pay for statutory holidays, following reference to conciliation board; un-terminated.
<b>CONSTRUCTION—</b>				
<i>Buildings and Structures—</i> Plumbers, steamfitters and helpers, Ottawa, Ont.	31	228	3,000	Commenced January 3; for a new agreement providing for increased wages, two weeks' vacations with pay, double time on Saturdays, check-off, etc.; terminated April 21; negotiations; compromise, increase in wages granted.
<b>TRADE—</b>				
Department store clerks, New Westminster, B.C.	1	45	600	Commenced August 27, 1949; for a union agreement providing for increased wages and other changes as recommended by majority report of conciliation board; un-terminated.
Junk yard workers, Vancouver, B.C.	1	16	80	Commenced March 1; for a new agreement providing for increased wages, extension of vacations with pay, payment for statutory holidays, as recommended by conciliation board; terminated April 10; negotiations; in favour of workers.
Wholesale grocery workers, Calgary, Alta.	1	29	400	Commenced March 21; for a new agreement providing for incorporation of cost-of-living bonus in basic wage, plus increase in wages, following reference to conciliation and arbitration boards; terminated April 19; replacement and return of workers; in favour of employer.
Building supplies workers, Victoria, B.C.	1	(3) 67	1,270	Commenced March 30; for a new agreement providing for increased wages, payment for statutory holidays, contributory hospitalization and annuity plan, etc., following reference to conciliation board; un-terminated.
<b>SERVICE—</b>				
<i>Business and Personal—</i> Garage mechanics, greasers, etc., Toronto, Ont.	1	5	100	Commenced March 8; for a union agreement providing for guaranteed weekly wage and other changes, following reference to conciliation board; terminated by April 28; return of workers and replacement; in favour of employer.
Hotel employees, Cornwall, Ont.	5	93	1,700	Commenced March 9; for a union agreement providing for increased wages, reduced hours, overtime rates, vacations with pay, following reference to conciliation board; un-terminated.

**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, APRIL, 1950<sup>(1)</sup>**

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars <sup>(2)</sup>
	Establishments	Workers		
<b>Strikes and Lockouts Commencing During April, 1950</b>				
<b>MANUFACTURING—</b>				
<i>Fur and Leather Products—</i>				
Leather goods factory workers, Montreal, P.Q.	1	35	560	Commenced April 12; for implementation of award of arbitration board providing for increased wages and other changes in union agreement under negotiations; un-terminated.
<i>Textiles, Clothing, etc.—</i>				
Shirt factory workers, Montreal, P.Q.	1	225	450	Commenced April 20; for increased wage rates in new agreement under negotiations following reference to arbitration board; terminated April 21; negotiations; in favour of workers.
<i>Miscellaneous Wood Products—</i>				
Plywood factory workers, New Westminster, B.C.	1	250	250	Commenced April 1; alleged violation of agreement for night shift to work six nights per week instead of five; terminated April 1; return of workers; in favour of employer.
Boat factory workers, Niagara-on-the-Lake, Ont.	1	6	50	Commenced April 14; for increased wages; employment conditions no longer affected by the end of April; in favour of employer.
Wood cabinet factory workers, Owen Sound, Ont.	1	207	930	Commenced April 24; for a new agreement providing for increased wages, and group insurance and welfare plan; un-terminated.
<i>Metal Products—</i>				
Washing machine factory workers, Amherst, N.S.	1	102	800	Commenced April 15; alleged discrimination in dismissal of three union officers; un-terminated.
Automotive parts factory workers, Oshawa, Ont.	1	292	500	Commenced April 18; alleged infraction of seniority in promotion of a worker to a supervisory position; terminated April 19; negotiations; in favour of workers.
Electrical apparatus factory workers, Toronto, Ont.	1	368	650	Commenced April 21; dispute over interpretation of seniority clause in agreement; terminated April 25; return of workers pending reference to grievance procedure; indefinite.
<b>SERVICE—</b>				
<i>Public Administration—</i>				
Township employees, York Township, Ont.	1	244	360	Commenced April 10; for a new agreement providing for increased wages to parity with Toronto rates, and other changes; terminated April 11; negotiations; compromise.
<i>Business and Personal—</i>				
Waitresses, Victoria, B.C.	1	6	140	Commenced April 2; alleged discrimination in dismissal of one waitress; un-terminated.

<sup>(1)</sup> Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

<sup>(2)</sup> In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

<sup>(3)</sup> 500 indirectly affected.



## H—Industrial Accidents

**TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FIRST QUARTER OF 1950, BY GROUPS OF INDUSTRIES AND CAUSES**

CAUSE	Agriculture	Logging	Fishing and Trapping	Mining, Non-Ferrous Smelting and Quarrying	Manufacturing	Construction	Electricity, Gas, and Water Production and Supply	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
Prime Movers (engines, shaftings, belts, etc.).....		3			4	1		1					9
Working Machines.....				1			3		1				5
Hoisting Apparatus (elevators, conveyors, etc.).....				1	3	1					1		6
Dangerous substances (steam, electricity, flames, explosives, etc.).....	1			7	13	1	1	3	1		4		31
Falling against or being struck by objects.....	2				1	3							6
Falling objects.....		25		14	11	2	2				2		56
Handling of objects.....		5			3								8
Tools.....													
Moving trains, vehicles, watercraft, etc.....	1	4	11	6	5	2	4	28	6		3		70
Animals.....	2												2
Falls of persons.....		1		2	5	9	3	1	1		2		24
Other causes (industrial diseases, infections, lightning, cave-ins, etc.).....	4	1		10	13	6	1	7	3		7		52
Total, First Quarter—1950.....	10	39	11	41	58	25	14	40	12		19		269
Total, First Quarter—1949.....	9	25	7	57	59	21	2	48	7		19		254

**TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCES AND GROUPS OF INDUSTRIES DURING THE FIRST QUARTER OF 1950**

INDUSTRY	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....			1		3	1	1	1	3			10
Logging.....			2		3	9	8		1	6	10	39
Fishing and Trapping.....	1		10									11
Mining, Non-Ferrous Smelting and Quarrying.....			10	1	7	4	1		9	9		41
Manufacturing.....	1		3		9	27		2	3	13		58
Construction.....			1	1	7	11			2	3		25
Electricity, Gas, and Water Production and Supply.....					4	8		1		1		14
Transportation and Public Utilities.....			4		2	14	5	3	3	9		40
Trade.....					3	4	1	4				12
Finance.....												
Service.....					2	10	2	1	1	3		19
Unclassified.....												
Total.....	2		31	5	46	87	10	13	27	48		269







~~HD  
8101  
A3  
v.50  
no.1-6  
cop.2~~

The Labour gazette

PLEASE DO NOT REMOVE  
CARDS OR SLIPS FROM THIS POCKET

---

UNIVERSITY OF TORONTO LIBRARY

---

Government  
Publications

