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Canada Labour Department

# THE LABOUR GAZETTE

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Hon. Humphrey Mitchell, Minister Arthur MacNamara, C.M.G., LL.D., Deputy Minister

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## The Labour Month In Brief

The months of May and June ushered in another period of intense seasonal activity in Canada. During these months, the general employment market shifted from conditions of a minor labour surplus to those where a growing shortage of workers is developing. The greater volume of immigration this year, as well as the availability of about 40,000 students during the summer months, will act to prevent the shortage from becoming too acute.

Almost all sections of the country were sharing in these prosperous conditions. In British Columbia, however, the severe floods which occurred during June completely blocked agricultural and industrial operations in many areas, and greatly hampered activity in the other sections of the province which were not directly affected by the floods.

Conditions in the Maritimes have shown an improvement over the past year, although the incidence of unemployment is still slightly greater than in the other regions of the country.

By July, the seasonal upswing of employment activity was well advanced. Improved weather conditions had enabled the construction industry to rapidly increase activity, and agricultural operations had largely picked up the slack caused by a late spring.

In addition to the domestic demands upon Canadian production facilities for almost all types of goods and services, the Economic Co-operation Administration of the United States had authorized the purchase of goods in Canada under the European Recovery Program Act to the amount of \$142,000,000 by the end of June. It is expected that the European Recovery Program will continue to draw upon Canadian sources in substantial amounts during the rest of the year.

## Employment

At National Employment Service Offices, the number of unplaced applicants for jobs totalled 118,500 at June 24, 1948. During the preceding two months, there had been a sharp decline in the number of applicants for work; during May, the drop amounted to 40,000, while in the first three weeks of June there was a decline of an additional 14,000.

According to a survey of most of the non-agricultural establishments usually employing 15 or more persons, a decline in employment occurred at May 1, 1948, for the fifth successive month, according to the Dominion Bureau of Statistics. The index of employment, based on 1926 as 100, stood at 185.8 at May 1 as compared with 186.6 at April 1 and 179.6 at May 1, 1947, previously the maximum for that date in the record of 28 years. Marked seasonal curtailment in logging operations in the East and Central Provinces was an important factor in the generally lower level of employment indicated at the beginning of May.

The trend of employment during April, 1948, was downward in Prince Edward Island, Quebec, Ontario, Saskatchewan and Alberta. The falling-off in Quebec, which was considerable, was largely due to seasonal losses in logging camps. General improvement was noted in Nova Scotia, New Brunswick, Manitoba and British Columbia. In all provinces except Saskatchewan, the index of employment at May 1 was higher than that recorded at the same date last year; there was practically no change in industrial employment during the past 12 months in Saskatchewan.

The index number of employment in manufacturing, at 201.7 at May 1, 1948, was slightly below that of 202.6 at April 1, but was several points above the May 1, 1947 figure of 165.8. The index

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of payrolls showed a rise of 2·8 per cent in the month, and was 15·9 per cent more than at May 1 of last year. Per capita weekly earnings in manufacturing at May 1 were \$40.75, the highest in the period for which statistics are available. The April 1 average of \$39.60 had been affected by the observance of the Easter Holidays. At May 1, 1947, the reported weekly earnings of persons employed in leading manufacturing establishments had averaged \$36.21.

Reflecting the improved employment conditions during April and May, the number of persons who received unemployment insurance benefit payments dropped sharply in each month. In May, 1948, 107,347 persons received benefit payments, as compared with 139,477 in April and 83,982 in May, 1947. The number of compensated unemployed days also dropped from 2,631,964 in April to 1,887,287 in May. Indicative of the fact that payments will continue to decrease was the drop in the number of persons filing claims in local employment service offices. In May, 1948, 33,617 workers registered claims for unemployment insurance benefits; the comparative figures for April and March were 59,265 and 76,248 respectively.

## Industrial Relations

Time loss due to work stoppages arising out of industrial disputes during May, 1948, showed a substantial decrease as compared with the previous month and with May, 1947. This May, 40,164 man-working days were lost as a result of strikes as compared with a loss of 49,396 days in April and 366,070 in May, 1947. Based on the number of non-agricultural wage and salary workers in Canada, the time lost in May, 1948, was ·05 per cent of the estimated total working time as compared with ·06 per cent in April and ·47 per cent in May, 1947. During the first 5 months of this year, the time loss amounted to ·11 per cent of total estimated working hours as compared with ·34 per cent for the first 5 months of 1947.

At the end of May, 1948, the largest strikes still in existence, in terms of the number of workers involved, concerned hosiery factory workers in Sherbrooke, Quebec, coal miners in Alberta, and electrical apparatus factory workers at Leaside, Ontario. These involved from 200 to 400 workers in each case. One month later, at the end of June, these three strikes were still in existence and another of comparable size, metal factory workers at Windsor, Ontario, was under way.

In the field of federal jurisdiction, the most important developments continued to be those concerning railway employees and the workers of a number of inland shipping companies. In the first case, strike votes of the union membership were held in June and the result was in favour of a walk-out by July 15 if no settlement had been reached at that time. As the *LABOUR GAZETTE* went to press, the second Conciliation Board was preparing to reconvene in an effort to reach a settlement.

In the case of the dispute involving inland shipping companies, the Canadian Seamen's Union had carried out some very aggressive picketing during June. In addition, court action by one of the companies against the union was proceeding.

## Cost of Living

The Dominion Bureau of Statistics cost-of-living index increased from 153·3 for May 1 to 154·3 for June 1, 1948. Almost all of this rise resulted from higher food prices. The food index moved up from 191·2 to 193·9, due mainly to further advances for meats and vegetables. Butter prices averaged lower. Other changes in group indexes were of lesser proportions. Clothing advanced from 173·6 to 174·8; scattered advances in coal and coke changed fuel and light from 122·7 to 124·3; and home furnishings and services moved from 161·9 to 162·0. Removal of the tax on theatre admissions in some areas, reduced the miscellaneous items index from 122·9 to 122·7.

From August, 1939 to June 1, 1948, the increase in the cost-of-living index was 53·1 per cent (from 100·8 to 154·3).

## Earnings

The monthly income of Canadian workers continues its steady climb. Total labour income during the first quarter of 1948 amounted to \$1,607 millions, 14 per cent above that of the same period in 1947. This gain, of course, has been due to higher employment as well as to greater earnings on the part of many individual workers.

In agriculture, farm wages have risen considerably since the spring of 1947. At May 15, 1948, average monthly wages, without board, for hired help were \$113.07, 9 per cent above those at the same date last year.



# NOTES OF CURRENT INTEREST

## **Industrial relations bill amended in committee**

Commons Standing Committee on Industrial Relations. The Committee reported the Bill to the House with several amendments.

In view of the fact that the Bill was to receive further consideration by Parliament, only the more important of the changes are mentioned here. The legislation will be reviewed in detail in a forthcoming issue when it has been finally adopted.

One of the points which occasioned most discussion was whether members of the engineering profession should be excluded from the application of the Act. (Section 2 (i) (ii)). The Committee eventually decided that they should be excluded.

As introduced, the Bill had provided that

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

should also be excluded from the application of the Act. (Section 2 (i) (i)). The Committee cut out the words "in matters relating to labour relations."

The Committee struck out a clause barring lawyers from appearing at Conciliation Board proceedings except with the consent of the parties. (Section 32 (8)).

A proposed amendment that was turned down by the Committee, would have placed responsibility for the enforcement of the Act with the Canada Labour Relations Board, and not with the employer or trade union. (Section 39).

An important clause relating to the check-off was added to Section 6, as follows:—

Upon request of a trade union entitled to bargain collectively under this Act on behalf of a unit of employees and upon receipt of a request in writing signed by any employee in such unit, the employer of such employee shall, until the employee in writing withdraws such request, periodically deduct and pay out of the wages due to such employee, to the person

designated by the trade union to receive the same, the union dues of such employee; and the employer shall furnish to such trade union the names of the employees who have given and withdrawn such authority.

Other amendments made by the Committee related to Sections 2 (d), 2 (r), 40, 48, and 53.

## **TLC withdraws support of Bill 195**

In a statement issued late in May, Mr. Percy R. Bengough, President of the Trades and Labour Congress of Canada, declared the opposition of his organization to changes made in Bill 195 by the House of Commons Committee on Industrial Relations.

The Congress objected to the deletion of the clause barring lawyers from appearing before Conciliation Boards, and to the deletion of the words "in matters relating to labour relations" from Section 2 (i) (i). (These amendments are summarized above.)

Dealing with the second change the Congress stated: "What constitutes a confidential employee is, of course, a matter of argument. Any employee having the confidence of his employer (and many thousands of them have) can be put outside the Act. Foremen, straw bosses, employees with special knowledge and skills can all be excluded. It restricts the scope of the Act, already too limited, and provides plenty of employment to the legal profession at the expense of the employers and the employees who want an adjustment of the dispute and an early return to work."

Previously the Congress, while "not in accord with all the provisions" of the Bill, had accepted its basic principles. The Congress now said that it could not "recommend Bill 195 as changed by the Parliamentary Committee as good legislation."

## **Labour congresses in joint petition on P.E.I. Act**

An unprecedented instance of joint action on the part of Canada's central labour organizations occurred on June 3 when a delegation representing the Trades and Labour Congress of Canada, the Canadian Congress of Labour, and the Railway Brotherhoods met the

Rt. Hon. J. L. Ilsley, Minister of Justice, and several of his Cabinet colleagues, in order to present formally a petition to the Governor-General in Council, requesting disallowance of the Prince Edward Island Trade Union Act, 1948.

The delegation consisted of President Percy R. Bengough, Secretary-Treasurer J. T. Buckley, and Assistant Secretary A. E. Hemming, of the TLC; President A. R. Mosher and Secretary-Treasurer Pat Conroy, Executive Secretary Norman S. Dowd, and Dr. Eugene Forsey, representing the CCL; A. J. Kelly and J. B. Ward, Chairman and Secretary, respectively, of the Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods, and Elroy Robson, Vice-President of the Canadian Brotherhood of Railway Employees and Other Transport Workers. Mr. Ilsley was accompanied by the Hon. Colin Gibson, Secretary of State; the Hon. Joseph Jean, Solicitor General, and the Hon. Ernest Bertrand, Postmaster General.

The submission of the petition was made by Mr. Bengough, who described the Prince Edward Island legislation as "dangerous and reactionary", and establishing a very serious precedent, inasmuch as it denied to P.E.I. workers rights which were granted under Federal laws. Mr. Conroy emphasized the inconsistency of the legislation with the international obligations assumed by Canada as a member of the United Nations and the International Labour Organization. "Evidently, the Prince Edward Island Government wished to abolish trade unions in that province and turn back the clock at least a century."

Mr. A. J. Kelly pointed out that, while railway employees were excluded from the scope of the Act, the railway organizations nevertheless joined with the Congresses in opposing it and seeking disallowance, in view of the highly objectionable principles upon which the Act was based, especially the isolation of the Prince Edward Island workers from membership in national or international unions. Mr. Mosher, referring to Mr. Ilsley's decision to retire from public life, and take up the practice of law in Montreal, expressed appreciation of the service which Mr. Ilsley had rendered to Canada, and wished him every success on behalf of the delegation.

Mr. Ilsley thanked the delegation for their good wishes. He said he had studied

the Prince Edward Island legislation very carefully, and had given serious consideration to the previous request, made by the Canadian Congress of Labour, that it be "reserved"—that is, that the Lieutenant-Governor of the province should be instructed not to give assent to it. However, he decided against this somewhat unusual step, and had advised the House of Commons to this effect. He assured the delegation that the petition, together with the legal opinion by Dr. Cecil A. Wright, Dean of Osgoode Hall, University of Toronto, which was submitted as a supporting document, would be given his best consideration, and that of the Cabinet.

#### **Meeting of Dominion and Provincial labour authorities**

A three-day conference of Dominion and Provincial labour authorities was held from May 3-5 in Ottawa to discuss various aspects of labour law administration. This meeting of the Canadian Association of Administrators of Labour Legislation was the seventh annual conference since the Association was organized in 1938. Because of war conditions and Dominion-Provincial consultations on particular matters, the Association did not meet between 1944 and 1947.

All Provinces, except Alberta and Prince Edward Island, were represented at the May meeting, in most cases by the Deputy Minister of Labour. From some Provinces there were in attendance, also, the Chief Inspector and other officials concerned with the administration of laws governing industrial relations, wages and hours. The topics discussed included Canada and the International Labour Organization, Industrial Relations, Labour Inspection, Minimum Wages and Hours of Work.

The International Labour Organization in the Present World Situation was the subject of an address by Mr. C. W. Jenks, Legal Adviser of the International Labour Organization, at the annual dinner of the Association on May 3. In introducing Mr. Jenks, the Hon. Humphrey Mitchell, Minister of Labour of Canada, emphasized the need for co-operation between the Dominion and Provinces in relation to ILO matters as in other fields.

The officers elected for the coming year are: President, Gerard Tremblay, Deputy



Minister of Labour, Quebec; first vice-president, James Thomson, Deputy Minister of Labour, British Columbia; second vice-president, W. Elliott Wilson, Deputy Minister of Labour, Manitoba; Secretary-Treasurer, Margaret Mackintosh, Dominion Department of Labour. H. R. Pettigrove, Dominion Industrial Relations Officer at Fredericton, New Brunswick, is Past President.

The following provincial representatives were present at the conference: British Columbia, James Thomson, Deputy Minister of Labour; Manitoba, W. Elliott Wilson, Deputy Minister of Labour; New Brunswick, N. Douglas Cochrane, Deputy Minister of Labour; Nova Scotia, R. E. Anderson, Secretary, Department of Labour, Gertrude MacDonald, Assistant Secretary, Department of Labour, Evelyn Spruin, Secretary, Minimum Wage Board; Ontario, Eric Billington, Chairman, Industry and Labour Board, Patterson Farmer, Director of Minimum Wage Branch and Industrial Standards Officer, E. H. Gilbert, Chief Inspector, Alice Buscombe, Statistician, Department of Labour; Quebec, Gerard Tremblay, Deputy Minister of Labour, Clovis Bernier, Chief Inspector, Cyprien Miron, Director, Conciliation and Arbitration Service, H. C. LeBrun, Vice-President, Labour Relations Board, Dr. Bertrand Bellemare, Industrial Hygienist, Department of Labour, J. B. Deslieries, Secretary, Superior Council of Labour; Saskatchewan, W. K. Bryden, Deputy Minister of Labour. The Hon. C. C. Williams of Saskatchewan attended one or two sessions.

**Immigration to Canada during May**

Developments in Canada's immigration program during May included the arrival of displaced persons, Maltese workers, and immigrants by air from the United Kingdom.

A total of 1,450 workers from Displaced Persons' Camps, who were selected by representatives of the Department of Labour under the "Group Movement Plan," arrived in Canada during May, increasing the number who have arrived since last summer to 11,500. The largest group which arrived in May consisted of 645 men for railway track maintenance work. Also included among the new arrivals were 242 domestic workers, 190 men for metal mines and the first group of farm workers which numbered 109.

There were also some foundry workers, construction workers and garment workers among those arriving in May.

On May 19, 131 workers from Malta arrived at Halifax aboard the *Marine Perch*. This was the first contingent of the 500 Maltese whose admission to Canada was arranged with the Immigration authorities in Malta (L.G., May, 1948, p. 416). These workers were met at Halifax by representatives of the Department of Labour and immediately entrained for Fingal, Ontario, where the Department of Labour has established a reception hostel. The men arrived at Fingal on May 21 and within ten days all had been placed in employment at various points in Ontario. It was expected that a second group of Maltese workers, of approximately the same number, would sail from Malta about June 9.

The first flight under the Canadian Government Chartered Air Service left Prestwick, Scotland, on May 28 followed by a second flight on May 30. The planes under this service arrive at Dorval Airport and Malton Airport. They are met by representatives of the Immigration Service and the Department of Labour. Those seeking employment are assisted by officers of the National Employment Service as part of the reception arrangements. This air transportation plan calls for the movement of 10,000 immigrants from the United Kingdom by March 31, 1949.

**Canada Shipping Act amended**

Amendments to the Canada Shipping Act were approved by the House of Commons on May 24. Previously considered in the Senate

(L.G., May, 1948, p. 417), the amendments make a number of changes in regard to the conditions, rights and liabilities of seamen, and provide for the implementation of four International Labour Conventions. They will be fully summarized in the annual article, *Labour Legislation Enacted by the Parliament of Canada* covering the 1948 session, which will appear in a forthcoming issue of the LABOUR GAZETTE.

**Seniority clauses in collective agreements**

During the past four or five years unions in Canada have continued to press for rigid seniority regulations, according to a recent bulletin, *Seniority; Problems Arising in the Administration of Seniority Regulations*, issued by the

Department of Industrial Relations at Queen's University. The bulletin,\* prepared under the supervision of Professor James C. Cameron, indicates that union leaders favour the inclusion of strict seniority provisions in an agreement because they want assurance that the employer will neither discriminate against union members nor show favouritism towards individual employees in promotions, transfers, lay-offs or rehiring. Another reason, the bulletin states, is that "union leaders want to enhance the prestige of the union by securing for it the right to participate in decisions which affect the job status of union members."

The study is arranged under certain headings, in the form of questions, suggesting the chief problems that are likely to arise. Following the questions are clauses indicating various methods of handling the problems cited. Among the aspects of seniority discussed are: probationary period; breaks in service and their effect on seniority status; types of seniority and the problems involved in administering them; seniority status; length of service and/or ability; seniority rights of supervisory force, union officers, apprentices, and other special groups; seniority rights in emergencies and following technological changes; and the posting and revision of seniority lists. An appendix gives an example of a complete set of seniority rules.

**Moral aspects of union security**

A publication entitled *Sécurité Syndicale et Morale* by Gérard Dion, secretary of the Department of Industrial Relations at Laval University,

recently issued, deals with moral aspects of union security.

Outlining and defining the various forms of union security, such as closed shop, union shop, maintenance of membership, and check-off the author considers these in relation to such concepts as the right to work, freedom of association, and freedom of management.

Arguing that there is a tendency for the union to substitute for the community in an industrial establishment, he concludes that there is no moral contradiction for a group such as a union to oblige workers to enter its ranks, provided it fulfils certain conditions, of which the most important

are that it must really be the organ which represents the community of workers in the establishment, that it pursue exclusively the common good without violating freedom of conscience, and that it hold to the principles of justice and charity.

"In spite of the apparent conflict which seems to exist between union security clauses and labour's right to work and employers' right to manage, these clauses do not destroy any rights, but only condition them in a legitimate fashion, in respect of a higher interest." The author declares that if one wants to oppose union security reasonably, one must introduce other arguments than considerations of freedom.

**Food services in Canadian industry**

Information on food services in Canadian industrial plants was obtained from a survey conducted in 1947 by the Nutrition Division of the Department of National Health and Welfare, the results of which were published in the March issue of the magazine, *Plant Administration*.

The results of the survey, which dealt with 574 establishments, appeared to indicate that an increasing number of plants are installing a food service of some type.

Hot canteens (i.e. any service where a hot meal is available) were provided more frequently by large than by small plants, usually in the form of a self-contained cafeteria with complete food storage, preparation and serving facilities.

Cold canteens, either stationary or mobile, serving packaged foods, were somewhat more frequent in smaller plants, and were also often used in large plants as a supplement to the hot canteen.

Milk deliveries were provided in many plants having no other food service, either by a concessionaire or by an employee during break periods.

Some plants merely provided messrooms, containing tables, benches or chairs and sometimes hot-plates for the use of employees carrying their lunch to work.

While during the war most hot canteens were operated by a concessionaire, the report notes a trend to change from the concession plan to plant operation.

The reasons given for this were: (1) lower cost of meals to employees (concessionaires must have profit); (2) concessionaires have not the same interest as the management in the health and welfare of

\*The bulletin is No. 12 in the series, Studies in Industrial Relations, published by the University.



employees, nor in the morale and goodwill that can be fostered or injured by the food facilities.

Employers, it is stated, were "gradually realizing that they were losing by not having proper control of food facilities and by not getting the co-operation of the employees in running them."

Further, "it is difficult today to serve full-course, nutritious meals to industrial workers at a price they will pay," unless the meals are subsidized by management. In some cases this is being done by supplying the necessary facilities and by paying operation and depreciation costs; other plants pay the food service employees as well, and in still other instances, food costs are also subsidized.

### **Death of Hon. Peter Heenan**

Following a long illness, the Hon. Peter Heenan, P.C., who had served as Minister of Labour in both

the Federal and Ontario Governments, died in Toronto on May 12, at the age of 72.

Mr. Heenan was born in Ireland, but served his apprenticeship as a locomotive engineer in the north of England. He came to Canada in 1902 and settled at Kenora, Ontario, where he took a keen interest in railway union activities and in civic affairs. For five years he served as alderman of Kenora, and in 1919 was elected to the Ontario Legislature. Six years later he resigned to contest Kenora for the House of Commons, to which he was elected. In 1926, he was made Minister of Labour by Prime Minister King.

In 1928, Mr. Heenan served as Canadian Government Delegate to the International Labour Conference in Geneva, Switzerland.

Resigning his portfolio at Ottawa in 1934, he was again elected to the Ontario Legislature and joined the cabinet of Premier Hepburn as Minister of Lands and Forests, and in 1941 was transferred to the Ministry of Labour. He retired from public life in 1943, when the Liberal Government in Ontario was defeated.

### **Old age and blind pensioners in Canada**

The number of persons receiving old age pensions in Canada increased from 223,364 at December 31, 1947, to 229,158 as at the end of the quarter March 31, 1948.

The Dominion Government's contributions under the Dominion-Provincial scheme totalled \$15,240,039 for the quarter ending March 31, 1948, as compared with

\$16,366,195 in the preceding quarter which included retroactive payments of an increase in pension in certain provinces. The amount for the last fiscal year was \$56,978,389. Since the inception of the Act the Dominion has contributed \$480,854,641.

The average monthly pension in eight provinces ranged between \$29 and \$30 and in the ninth province was \$24.82. In no province was the number of pensioners as high as three per cent of the total population.

Pensioners were being paid to 8,476 blind persons as at March 31, 1948 as compared with 7,872 at December 31, 1947.

The cost of pensions in respect of blindness to the Dominion was \$597,967 for the quarter ending March 31, 1948 and \$557,696 in the preceding quarter which also included retroactive increases in certain provinces. Since the inception of the Act the total has been \$12,956,059. The average monthly pension was just under \$30 in all provinces but one where it was \$27.91. Pensioners numbered less than one-tenth of one per cent of the total population in most provinces.

Tables J-1 and J-2, appearing in the statistical section of this issue, give information on old age and blind pensioners during the past fiscal year.

### **Industrial research in Nova Scotia**

Progress in industrial research in Nova Scotia is noted in the first annual report of the Nova Scotia Research Foundation, covering the year 1947. Financed by the provincial government, the object of the Foundation is to improve conditions of various industries, mainly through studies of technical processes, means of utilizing waste products and investigations into the quality of materials.

The Foundation may undertake research for individual industries or for groups of industries. Investigations which are applicable to industry at large or offer the prospect of new industries in the Province may be undertaken without or at nominal charge. A number of associate research committees, representing industries, federal and provincial departments, and universities, have been created. They recommend research projects to be undertaken.

In 1947, research covered a number of projects from mine ropes to aerial photography to the incidence of the excess profits tax on the fishing industry.

The Foundation has the backing of a \$1,000,000 trust investment. In 1947,

expenditures amounted to \$46,712, of which \$30,000 was received as interest on the trust investment and \$2,550 as fees for services rendered.

**National Film Society 1948 catalogue**

The 1948 edition of the film catalogue of the National Film Society of Canada has been issued.

The catalogue is 144 pages in length and, as a supplement to the 1947 catalogue, includes some 1,000 films which have been added to the National Film Society library since the 1947 catalogue was issued.

A number of films of interest to industry are included under such headings as mechanical engineering, machinery, water power, machine tools, coal mining, transportation, and accident prevention. Some of the films listed were specially made for industrial training purposes by the United States Office of Education.

Films of interest to Trade Unions appear under headings such as economic conditions, unemployment, housing, co-operation, and trade unions.

The catalogue may be obtained at a price of 50 cents from the National Film Society of Canada, 172 Wellington Street, Ottawa. Copies of the 1947 catalogue listing 2,000 films are also available at the same price.

**Publication of occupational information to commence soon**

Publications of the Department of Labour's Occupational Information Service (L.G., Jan.-Feb., 1948, p. 17) will shortly be in the hands of teachers, counsellors, guidance students, librarians, National Employment Service officers, and others interested in the future careers of Canada's youth.

In the form of booklets with uniform covers, in a size convenient for filing, for reading-room use, or for taking home to study, they will be issued in two editions. The longer monograph for the use of those advising youth will contain much detail; the shorter pamphlet, less detailed, will serve as an introduction of an occupation to students. Both monograph and pamphlet will be published in separate English and French editions.

The booklets cover a wide variety of occupations and professions. The first of the series to be issued will deal with the "Optometrist"; the next with the "Painter, Construction and Maintenance". Others will follow at frequent intervals.

Distribution to the schools in each province will be through the provincial Departments of Education.

**Social security in United Kingdom**

Britain's national insurance scheme was scheduled to come fully into effect on July 5, 1948. Following from the Report of Sir

William Beveridge in 1942, which set up plans for a "cradle-to-grave" social security program, the scheme was built up through the enactment of various pieces of legislation (L.G., March, 1948, p. 142), developing out of Britain's previously existing social security measures.

It comprises unemployment insurance, sickness and maternity benefits, family allowances, widows' allowances, allowances for guardians, retirement pensions, death grants, workmen's compensation, and a national health service.

Most of the scheme is financed by a national insurance fund, to which workers, employers and the Government contribute. Family allowances (in effect since 1946) are financed out of ordinary taxation, and the national health scheme is being financed partly by the fund and partly by taxation.

An interesting feature of the scheme is that reciprocal arrangements are being planned with other countries having corresponding social insurance schemes. It was announced on June 1 that negotiations were in progress with Eire, France, and the Isle of Man, and that preliminary discussions had been held with Canada, Australia, New Zealand, and other countries.

**Employers required to bargain on pensions in U.S.A.**

In an important decision issued in April, the U.S. National Labour Relations Board ruled that employers must bargain collectively about pensions.

The case involved the Inland Steel Company and the United Steelworkers of America (CIO). The company had instituted a pension plan in 1936, five years before the union was certified.

In 1946 it resumed the practice of making retirement compulsory at age 65, which had been suspended during the war. The union charged the company with unfair labour practices for refusing to negotiate on this and other issues connected with the pension plan.

In upholding the union's claim, the Board in effect held that it is an unfair labour practice, under the Taft-Hartley law, to refuse to bargain collectively about pension and retirement plans and practices.



**Wages related to living costs in U.S. agreement**

A wage settlement reached late in May by the General Motors Corporation and the United Automobile Workers of America (CIO) contains two principles of great importance in collective bargaining trends in the United States.

These are: a formula providing for quarterly wage adjustments based on the cost-of-living index; and an annual increase described as an "annual improvement factor."

Under the agreement, which is to extend for two years, employees received an increase of 11 cents an hour. Of this increase, 8 cents was based on the rise in the cost of living, and 3 cents on the annual improvement factor.

Using 1940 as a base year, it was found that the Consumer Price Index of the U.S. Labour Department had risen from 100.2 to 169.3 in April, 1948. Taking into account wage increases received since 1940, it was estimated that an adjustment of 8 cents would bring about a similar percentage rise in wages.

The contract provides that every three months the price index will be re-examined, and for each rise of 1-14 points the union will automatically receive a wage increase of 1 cent an hour. If the price index goes down, the workers will take a cut of 1 cent an hour for every 1-14 points the index drops. But it is agreed that however low the index may fall, the company will not cut wages more than 5 cents an hour during the life of the contract. There is no ceiling on possible rises.

The additional 3-cent increase is designed, according to the company, to "increase the standard of living of workmen." It represents an annual improvement factor, underwritten by the company, based on estimated average gains in productive efficiency per annum, and is granted each year regardless of what happens to the cost of living.

In a statement describing the wage agreement, the company declared:—

As an example of how this plan works, if an employee under this agreement is now earning \$1.50 per hour, his wages will be increased immediately by 11 cents per hour to \$1.61 per hour, of which 8 cents is cost-of-living adjustment and 3 cents the beginning of the annual improvement factor.

If approximately three months from now the cost-of-living index has increased or decreased importantly, his wages will be increased or decreased accordingly and in line with a table incorporated in the agreement. In no case will the rate

of such an employee be reduced to less than \$1.56 per hour during the first year of the agreement regardless of how much the cost-of-living index may decline during this time.

At the beginning of the second year of the contract such an employee will receive another 3 cents increase bringing his base pay to \$1.59 per hour for that year. He will also continue to receive a cost-of-living adjustment unless the cost-of-living index has declined sufficiently to eliminate a cost-of-living allowance. If the cost-of-living index should fall below such a point, he will still continue to receive the \$1.59 per hour for the second year of the agreement.

Soon after reaching this settlement with the UAW, the company agreed on a similar contract with its other employees who are members of the United Electrical Workers (CIO).

While the General Motors plan was not duplicated by other companies, a number of important agreements were reached shortly thereafter in other industrial establishments, providing for comparable wage increases. A 17-day strike at the Chrysler Corporation was ended when the parties agreed on a flat wage rise of 13 cents an hour, unrelated to the price index.

**Case studies of labour relations in four firms**

*Constructive Labour Relations* is the title of a brochure published recently by the Department of Economics and Social Institutions, Princeton University.

It is a report of case studies of employer-employee relations at four American firms selected for study on the basis of the following criteria: (1) each case should include a manufacturing plant with more than 1,000 employees, so that problems of fairly large numbers of workers would be included; (2) the cases should be well diversified in terms of union, industry and company characteristics, including one of a multiplant concern; (3) the study should deal only with situations where both sides (management and labour) possess real bargaining strength; (4) the opinion of both parties should be that the relationship between company and union has reached a fairly satisfactory stage and is working in the interests of both; (5) the period of union-management experience should be sufficiently long to permit step-by-step studies of development and change.

It is explained that the purpose of the survey was to extend a knowledge of the economic, psychological, and social factors that contribute to successful union-management relations.

Each of the studies contains sections on economic factors, the organization and administration of both company and union, union-management negotiations, and conclusions.

A final chapter contains some general observations on the four studies, and presents the following "provisional conclusions":—

(1) The elements that contribute to satisfactory labour relations . . . include favourable economic conditions, honesty and fair dealing, reasonableness and understanding of the viewpoints and problems of the other side, personalities and economic philosophies that are compatible, and a desire to reach workable compromises.

(2) No one policy, procedure, or technique can assure harmonious relations . . . a policy that is constructive under some conditions may not be so under others.

(3) Union-management relations do not conform to some necessary, regular, pattern of evolution. Although length of experience is frequently a facilitating influence, such relations may change quickly with a misstep or with an alteration in personalities or circumstances.

(4) . . . Given the proper spirit, successful relations depend in no small measure upon the extent to which both sides have an understanding of each other's problems and exercise skill and patience in developing workable compromises.

(5) . . . In the absence of knowledge that a certain factor, or fixed combination of factors will assure a particular result, care should be exercised in commenting about *THE* cause, or even *THE* causes, of harmonious relations, and

(6) . . . Only by more selective and objective methods can the influence of each factor (to good relations) under various conditions be assessed and a sound basis provided for production of results.

**Workmen's Compensation in U.S.A.**

Passage of a workmen's compensation law recently in the State of Mississippi means that all 48 American States now have this kind of legislation. The new law will become effective on January 1, 1949.

**Cost of living in U.S.A.**

A decline in food prices during the first quarter of 1948 caused a reduction in the cost of living in the United States, as measured

by the Consumers' Price Index of the Bureau of Labor Statistics.

Although most of the other major components of the index continued their steady upward movement, food declined from 209·7 in mid-January to 202·3 in mid-March (base 1935-39=100). This brought the main index down from 168·8 to 166·9, although clothing rose from 192·1 to 196·3; rent from 115·9 to 116·3; gas and electricity from 93·1 to 93·8; other fuels and ice from 165·0 to 166·0; and house furnishings from 192·3 to 194·9. Miscellaneous items moved downwards slightly from 146·4 to 146·2.

**U.S. safety code for power, foot and hand presses**

The American Standard Safety Code for power, foot and hand presses has been recently revised by the American Standards Association. The project for such a code was initiated by the Association in 1920. The standard adopted in 1922 has now been revised four times. Representatives on the Committee making the latest revision include those of the United States Department of Labor and of the Departments of Labor of Massachusetts, New Jersey, Pennsylvania, and Wisconsin.

A British Committee, reporting in 1945 on safety in the use of power presses, pointed out that by far the greater percentage of accidents occur during the normal working of the machines. The report of this Committee was noted in the *LABOUR GAZETTE*, 1945, p. 1417.

The American Code has sections on the installation of presses, safeguarding at point of operation, foot and hand presses, other power-press safety devices, making and setting dies, inspection, and maintenance and operation. An appendix, although not part of the Code, supplements it with recommendations for its application and illustrations of power-press guards and safety devices.

**Three weeks' holidays with pay in Norway**

By the promulgation of an Act in November, 1947, Norway became the first country in the world to introduce a statutory three weeks' annual holiday with pay for all wage-earners. Exceptions to the new Holidays with Pay Act, described

in the *International Labour Review* of April, 1948, are employees on a commission basis only, part-time employees working not more than 3 months or 200 hours in a year, persons whose wages consist entirely of a share in the profits, those closely related to the employer, civil servants, and persons covered by the Public Employees' Act of 1918. The Act will not apply where a collective agreement guarantees employees holiday rights at least as favourable as those in the Act.

The employer decides when the annual holidays are to be taken; at least 12 consecutive days must, however, be allowed between the middle of May and the end of September. Special arrangements are permitted for seafarers and agricultural workers.

The principle of holidays with pay was accepted and generally implemented in Norway by collective agreements as early as 1915. In recent years the usual length of the annual holiday of industrial workers, according to the provisions of collective agreements, has been 12 working days.

### **Belgium and France reciprocate on social security**

Belgium and France have signed a treaty by which they extend the application of their social insurance legislation to their respective nationals living in the territory of the other contracting party.

The treaty applies to legislation concerning such matters as sickness and invalidity insurance, old age benefits, family allowances, and insurance against employment injury.

### **Comprehensive safety code in Belgium**

Described in an ILO report\* as "probably the most voluminous and comprehensive industrial safety and health code in existence" the Belgian code of general regulations for the protection of labour was published in 1947.

It is in five parts and consists of 850 sections, bearing "striking testimony to the complexity of the subject."

The ILO has itself been at work for some time on a model safety code for factories (L.G., June, 1947, p. 786). A

\* Report of the Director-General to the 31st Session of the International Labour Conference, International Labour Office, Montreal.

technical tripartite conference to consider this code will be held later this year.

### **Resettlement of displaced persons by IRO**

In the eight months from July 1, 1947, the International Relief Organization resettled or repatriated nearly 200,000 refugees and displaced persons, according to a statement in a recent issue of the *United Nations Bulletin*. The exact figures are: 125,374 persons resettled and 67,098 persons repatriated, making a total of 192,472.

The statement estimates the number of persons who would ultimately have to be re-established—primarily through resettlement—at between eight and nine hundred thousand. Almost all of these are now in the British, United States, and French zones of Germany and Austria, and in Italy. In these areas, approximately 601,000 refugees and displaced persons are receiving IRO care and maintenance, and the rest, while awaiting resettlement, are temporarily supporting themselves outside the DP camps.

In addition, IRO is caring for 32,190 persons in the Middle East, the Far East, and scattered points around the world, bringing the over-all total of those receiving IRO aid to 633,680. In the eight-month period ending February 29, 1948, the United Kingdom headed the list of "receiving" nations, having admitted a total of 40,455. Belgium came second with 17,001, France (including French North Africa), third with 14,409, and the United States fourth with 12,203.

Canada accepted 11,641 during the period; and other countries in which refugees were resettled included: Argentina (5,181), Australia (2,565), Brazil (2,511), Netherlands (3,243), Palestine (5,186), Paraguay (1,493), Tunisia (166), and Venezuela (3,253).

Emphasizing that resettlement must be relied upon as the major means of solving the refugee problem, the IRO statement concludes: "As far as repatriation is concerned, we are now scraping the bottom of the barrel. Since the end of the war, more than 7,250,000 displaced persons have been repatriated. The great majority of those remaining in camps are persons who are unwilling to return to their homelands because of fears of religious or political persecution."



# REPORT ON ALLEGED COMBINE IN OPTICAL GOODS INDUSTRY

*The Commissioner of the Combines Investigation Act has reported that an elaborate price-fixing system has brought about a drastic curtailment of price competition in spectacles and component parts.*

The report of an investigation into the manufacture and sale of optical goods in Canada was submitted to the Minister of Justice on April 24 by F. A. McGregor, Commissioner of the Combines Investigation Act. The Commissioner reports that combines operating to the detriment of the public have existed in the optical goods industry. More specifically, he reports that during the period from 1939 to 1947 inclusive an elaborate price-fixing system, under the guise of patent licence controls, and supplemented by price agreements among wholesalers and manufacturers with reference to lenses, brought about a drastic curtailment of price competition in spectacles and component parts at every level of distribution.

Hearings in the investigation were held in Toronto, Montreal and Ottawa before the Commissioner and I. M. MacKeigan, Deputy Commissioner. Mr. Peter Wright of Toronto was Commission Counsel.

The report finds that American Optical Company of Southbridge, Mass., and its Canadian subsidiary, Consolidated Optical Company Limited of Toronto, have substantially controlled the optical goods trade throughout Canada to the detriment of the public. Consolidated Optical, which is both a manufacturer and a wholesaler of optical goods, is now known as American Optical Company Canada Limited. Consolidated Optical and twenty-five other wholesalers in all parts of Canada, together with American Optical Company itself and another subsidiary, Numont Ful-Vue Corporation, are also alleged to have been party to combinations operating against the public interest. Numont Ful-Vue Corporation, with head office at Southbridge, Mass., and Canadian office at Toronto, is a firm created to administer and enforce certain of the patent licensing arrangements.

## Patent Licences

American Optical Company of Southbridge, according to the report, acquired direct or indirect control of Canadian

patents covering features embodied in spectacle frames and mountings representing 60 per cent of those sold in Canada in 1939 and 90 per cent of those sold in 1946. Spectacles affected by the patents included the so-called Ful-Vue and Numont types. Only those manufacturers, wholesalers and retailers who accepted licences under all the patents were allowed to deal in these goods. The licences required the observance, at each stage of distribution, of minimum prices not only for the frames and mountings but also for spectacles complete with lenses.

These licence controls in Canada were closely co-ordinated with American Optical Company's control of manufacture in the United States under corresponding American patents. As a result, minimum prices of over 90 per cent of the spectacle frames and mountings sold to Canadian wholesalers by other United States manufacturers were set by American Optical. During this period, Consolidated Optical of Toronto, American Optical's Canadian subsidiary, was virtually the sole Canadian manufacturer of spectacle frames and mountings. By means of these licence controls, the report claims, Consolidated Optical was in a preferred position in the Canadian market. Referring to American Optical and Consolidated Optical, the report states:—

They have succeeded in obtaining and maintaining a position in which they could substantially control the conditions under which optical goods could be sold on the Canadian market. This restriction of competition was especially effective at the manufacturing and wholesale levels and had substantial influence on retail price levels and distribution methods. The foundation of this control has been the substantial control by American Optical of the manufacture of frames and mountings on this continent, the antecedent control of the important Numont and Ful-Vue patents and the agreements and arrangements by which these controls were made effective. The resulting domination of the Canadian market has not been control in the sense that American Optical and Consolidated Optical themselves carried on all or even most of the manufacturing or wholesaling business. It

has been an indirect control which has enabled them, with the assistance of other manufacturers and wholesalers, to lay down the pricing policies to be followed by all other manufacturers and wholesalers serving the Canadian market.

This dominant position, according to the Commissioner's report, enabled Consolidated Optical to take the lead in reducing price competition through a series of agreements respecting sale at the manufacturing and wholesaling levels of many lines of spectacle lenses not directly affected by the licensing plan. Prior to 1939, the report states, intense price competition existed among Canadian wholesalers in the sale of the most common types of lens. This competition was gradually reduced until, by the end of 1946, it had virtually disappeared and certain low-priced lines had been withdrawn from the market.

Imperial Optical Company of Toronto is stated by the report to have been a supporter of the patent licensing plan and to have been, both as manufacturer and wholesaler, an outstanding participant in the restrictive lens arrangements. Named with Imperial Optical are three associated companies—National Optical Company Limited, Montreal; Imperial Optical Company Limited (New Brunswick); and Imperial Optical of Nova Scotia Limited. Both American Optical and Imperial Optical have branches from coast to coast. Bausch & Lomb Optical Company Limited of Toronto, the Canadian subsidiary of Bausch & Lomb Company, Rochester, N.Y., is stated to have strongly favoured the licensing plan and to have participated fully in it. Other wholesalers named as participating, with greatly varying degrees of enthusiasm, in some or all phases of the various combinations are:—

Boyles Optical Company, Charlottetown, P.E.I. (inactive 1942-1946).

George F. Brodie Optical Supplies, Toronto (since March, 1946, only).

Butler Optical Company Limited, Montreal.

Canadian Optical Service Co. Ltd., Quebec, P.Q.

Champlain Optical Co. Reg'd, Quebec, P.Q.

Commercial Optical Company Limited, Montreal (including Colonial Optical Company, Toronto, Ottawa and Three Rivers).

Garnett Optical Co. Ltd., Halifax (since 1945 only).

General Optical Company, Montreal (since 1945 only).

H. & M. Optical Co. Ltd., Toronto.

Hudson Optical Laboratory, Vancouver (with branches at New Westminster, Calgary and Edmonton).

Kahn Optical Co. Limited, Toronto (with branches in Montreal, Kitchener, London, Winnipeg and Calgary).

K. & W. Optical Co., Kitchener, Ont.

L'Optique Lavolette, Three Rivers, P.Q.  
Maritime Optical Company Limited, Quebec, P.Q.

Monarch Optical Manufacturers Limited, Toronto.

Premier Optical Company, Saskatoon, Sask. (formerly Prince Albert, where business was started in 1944).

Sterling Optical Co. Ltd., Toronto.

United Optical Reg'd, Sherbrooke, P.Q.

### Control at Retail Level

The report points out that not only did the various restrictive arrangements substantially limit competition at the manufacturing and wholesale levels for both frames and lenses, but also contributed materially to maintenance of conditions at the retail level under which consumers lost much of the protection afforded them by active price competition. The patent licences issued by Numont Ful-Vue Corporation to optometrists and opticians required them, for example, to charge not less than \$15 for patented Numont mountings fitted with single-vision lenses, the total cost of which was \$5.80. The minimum price at which retailers were permitted to sell such lenses alone when fitted to Numont mountings was \$5 a pair, and the minimum cost was \$1.65 a pair, although the cost of some lenses of higher powers was considerably higher. Special reference was made to "rebating" by certain wholesale and retail opticians to some doctors of part of the retail prices paid by consumers, as "an indication of the non-competitive conditions in this field which now operate to prevent any direct price reductions to the consumer."

The Commissioner points out that since the beginning of 1947 several of the patents have been declared invalid by the Exchequer Court. Even before that declaration, but after the combine investigation began, the retail licences were cancelled, so that maintenance of minimum retail prices was no longer insisted upon. The wholesale and manufacturing licences were modified early in 1947, although they continued to be fully applicable to over 30 per cent of all frames and mountings sold. The Commissioner reports that the effects of the retail licensing plan on retail



prices continued to be felt, and, aided by other factors, including especially the promotion by American Optical Company of professionalism in optometry, retail price competition continued to be minimized. He remarked:—

Under present conditions, and with the continued influence of restrictive arrangements on the part of manufacturers and wholesalers, no formal agreement is necessary to maintain a substantially non-competitive price structure at the retail level. Competitive elements, however, are not entirely absent in this field, and there are indications that the more independent and aggressive elements, once freed from the control of the restrictive arrangements described in this report, may provide the active price competition which is so much needed.

The report marks the first instance in the history of the Combines Investigation Act in which a patent licensing system has been a principal factor in an allegedly illegal restraint of trade. The Commissioner emphasizes, however, that this is not a case of a simple licensing system to promote distribution of goods made under a single patent, but is rather "the joint use of patents as an instrument to control prices and trade generally in almost an entire industry."

Decision had not yet been announced by law officers of the Crown as to whether prosecution proceedings in the courts would follow the publication of the report.

## SPECIALIZED ACTIVITIES OF THE NATIONAL EMPLOYMENT SERVICE

*In spite of the buoyancy of current employment conditions, the National Employment Service must exercise special efforts in regard to the placement of certain groups. Older and physically handicapped workers are given specialized attention; while young persons entering their first jobs are helped to find the vocation for which they are best suited.*

In an effort towards the achievement of full employment in Canada, the National Employment Service of the Labour Department is currently making special efforts in regard to youth, older workers and veterans, and the physically handicapped. Briefly, these efforts, which are directed by the Special Placements Division, embrace:—

- (1) Counselling and placement of youth, including high school and university graduates, in full-time employment of a nature suited to their personal qualifications, adaptabilities and interests.
- (2) Placement in remunerative employment of senior workers whose age has been an obstacle in finding work.
- (3) Placement of older veterans, as members of the Canadian Corps of Commissionaires, in positions of confidence and trust.
- (4) Placement of handicapped workers in employment of a nature best adapted to full use of their capacities and their special skills and training.

### Youth

Officers of the National Employment Service are confident that much good can be accomplished by satisfactory placement of youth in those vocations best suited to their individual tastes and talents where, in all likelihood, they will find their permanent niche in life. By such action, it is hoped to avoid many of the pitfalls and frustrations of the trial and error method of the past. With the benefit of vocational guidance, young persons are less likely to become square pegs in round holes. They are less likely to enter the job with the highest initial pay, which so frequently turns out to be a dead end.

Youth Guidance Councils have been established in many centres to co-ordinate the work of the local employment office with schools and other agencies. The personnel acting on these Councils are from educational institutions, boards of trade, chambers of commerce, religious institutions, welfare agencies, etc. Their services are given voluntarily.



Youth Centres, that is, employment offices exclusively for young people, have been established at Montreal, Winnipeg, and Toronto.

Counselling is available to all young people entering the field of work. The prospects in various occupations and young people's qualifications and aptitudes for these occupations are considered by trained officials who assist the young person in making a decision as to the vocation to be chosen.

To give some indication of the extent to which the National Employment Service is interesting itself in the placement of young men and women, the following figures are of interest: during a four-week period, the Montreal Youth Centre, which was opened in February of this year, placed 576 persons under 20 years of age in employment. This is at the rate of 7,400 a year. The Toronto Youth Centre, which has been operating for the past two years, placed in jobs 8,683 young people during the calendar year 1947. Careful estimates of the total placements of young people through the National Employment Service across the country indicate a figure of 75,320 for last year, which represents approximately 10 per cent of all placements made by the National Employment Service.

Special attention was given this year to the placement problems of university students and a campaign was undertaken to find employment, both for graduates and for those seeking employment during the vacation period. This campaign started in December. The Executive and Professional Division arranged to register all university students who wished assistance in obtaining employment. This division worked very closely with the universities. The estimated results at May 1 after a survey of the situation by regions, was as follows:—

Region	Registrations	Placements
Maritimes	1,000	600
Quebec	3,000	1,800
Ontario	7,100	5,600
Prairie	6,000	4,000
Pacific	3,000	2,400

The campaign was not then complete, as some courses continued until the end of the month. It was anticipated that all graduates would be placed satisfactorily and that there would only be a small number of undergraduates for whom it would not be possible to find jobs.

Arrangements were made with secondary schools throughout the country for all students who were seeking employment,

either of a temporary or permanent nature, to obtain assistance from the local offices in securing jobs. Arrangements were similar to those made last year, which were very successful, and it was hoped that all students seeking employment would be able to find such employment.

## Older Workers

In recent years, there has developed a considerable tendency for employers to emphasize youth in their selection of new employees. With the steady increase in the life expectancy of the average person, the proportion of our population 45 years of age or older has reached approximately one-third. While older workers are found to lose or to leave their employment somewhat less frequently than their juniors, once they are out of work, they are increasingly difficult to replace in jobs. These older workers possess desirable qualities of maturity, experience, and stability. Their permanent retirement from employment would constitute a serious loss to the individuals concerned as well as to the national economy. The National Employment Service is making a special effort to see that they are not retired.

The National Employment Service is endeavouring to combat prejudice against the older worker by means of a program designed to educate or to remind employers of the desirable qualities frequently found in the man or woman who is past middle life. Officers are attempting through careful counselling to restore the confidence of the older applicant, to put him in a frame of mind to seek employment, perhaps somewhat different from his usual work, and they are making available to him training which will fit him for useful and remunerative work.

Reports received from individual employers and from persons who have been placed in jobs supply evidence of the success of efforts on behalf of the older worker.

## Older Veterans - Canadian Corps of Commissionaires

The Employment Service has been actively co-operating with the Department of Veterans Affairs in the rehabilitation of veterans. The majority of veterans have by this time been successfully placed. For a number of the older veterans, however, it has been difficult to find steady jobs.

To meet the needs of these men, and to make available to employers a body of

selected, trained, disciplined and dependable men who may be used in the capacity of guards, confidential messengers, elevator starters, casual and information clerks, and in other employments where dependability is a prime asset, recruitment by the Canadian Corps of Commissionaires has been stepped up.

### Handicapped Workers

As with persons handicapped through age, workers handicapped for other reasons, such as physical disablement, constitute a problem. Left idle, they place a burden upon the economy. Placed in suitable employment, they make a definite contribution to society as taxpayers and wage earners. As with older workers, they frequently possess or readily learn skills which render their services most useful.

The Employment Service is actively engaged in efforts to assist these citizens by directing them to suitable training and finding openings in employment. Again, much of the work is necessarily directed towards developing among employers an appreciation of the many work functions

which a handicapped worker can perform equally well or perhaps better than his able-bodied brother.

In the year 1947, the National Employment Service placed in employment 14,844 handicapped persons. Among those placed were:—

- 26 persons with double amputations.
- 1,390 persons with respiratory diseases.
- 1,135 persons with leg injuries.
- 818 persons with heart conditions.
- 535 persons with paralysis.
- 731 persons with arm amputations.
- 601 persons with defective vision.
- 738 persons with hearing defects.

It is generally recognized that only through a high level of employment can the Canadian population hope to enjoy a maximum standard of living. The National Employment Service is seeking to do its part in bringing jobs and applicants together by building a smoothly functioning nation-wide chain of employment facilities. The extent to which these facilities are used by both employer and employee will determine the degree of success to be obtained.

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## YOUTH TRAINING SCHOOL AT VANCOUVER, B.C.

*The concepts of scientific farm management and wholesome community life have received wider acceptance through the work of Youth Training Schools operated under Dominion-Provincial agreement.*

*In Vancouver early this year 93 young men and women benefited from training in agriculture and home-making; and, through helping to organize their own student camp life, gained experience in democratic and co-operative leadership.*

The second post-war Youth Training School was held at the Youth Training Centre, University of British Columbia, from January 12 to March 6, 1948. The project was sponsored jointly by the Dominion Department of Labour and the Provincial Department of Education, and was administered by the Department of Extension, University of British Columbia.

Youth training in each of the nine provinces is carried out jointly by the Vocational Training Branch of the Federal Department of Labour and the several

provincial Departments of Education. The Federal Government makes annual grants in aid of the work under certain general stipulations as to its nature and quality, the actual instruction being provided by the provinces. The project, as developed in British Columbia has distinctive features that are of general interest. Hence the publication of the following report.

This year's school had a total registration of 93 students. There were 63 men and 30 women, drawn from all parts of the province—Vancouver Island, Lower



Mainland, Fraser Valley, Okanagan Valley, the Kootenays, the Cariboo, and Northern British Columbia—with the largest representation from one district coming from the Peace River Block. This year's group was, on the whole, younger than that of last year.

Advance notice of the school was given in all rural areas of the province by means of press releases to local newspapers and radio stations, and by means of circulars directed to District Agriculturists, Farmers' and Women's Institutes, School Inspectors, Public Health Nurses, Ministers of all denominations, Junior Club workers, Correspondence Course students, and those citizens known to be interested in educational opportunities for rural youth. Students were invited to submit applications, accompanied by two letters of recommendation from local residents. Some of the applicants were known to members of the school staff, having attended two-week schools held earlier in the year at Baldonnel, Kilkerran, and Williams Lake. Others were accepted on the basis of their local recommendation.

Students were given assistance in paying their fare to Vancouver, if such aid proved necessary. Each student was asked to contribute \$15 toward the cost of his board, provided such a request would not prevent his attending the school. In all, 5 students received full transportation assistance, 14 partial transportation assistance, and 7 full or partial waiving of board contribution.

### **Nature of Training Given**

The basic curriculum, emphasized agricultural training for the men, and home-making instruction for the women. A flexible time-table made it possible, to some extent, for students to select those phases of instruction most valuable in their home environment. Five girls, for example, elected to take the agriculture course.

The agriculture students received a broad survey course, planned to make students more familiar with contemporary trends, problems, and practices in all the major fields of agriculture. Under the headings: Livestock, Horticulture, Poultry, Soils and Field Crops, Farm Management, Farm Machinery, and Dairying, they received instruction by lectures, discussion groups, films and slides, and field trips. Special agriculture lectures, attended by all students, were devoted to the consideration of: Farm and Home Planning and Beautification, Farm Water Supplies, Household Pests, Beekeeping, and Farm Accounting.

A special short course in Cheesemaking was offered to students desiring information on this skill. Field trips to the university farms, to Canada Packers' abattoir, to Buckerfield's seed and feed plant, and to Grauer's farms and dairy rounded out student education in live-stock feeding, judging, and slaughtering.

The curriculum also provided opportunities for all men students to receive instruction and practice in motor maintenance, farm blacksmithing, and carpentry. The 30-hour instructional period in each of these courses was confined to those phases of trade theory and practice which would be of greatest personal advantage to the student upon return to his home farm. In Motors, emphasis was placed upon gasoline and diesel engine care and repair, leading to the more efficient operation of farm cars, trucks, and tractors. In Blacksmithing, instruction centred around heat treating of metals, shaping on the forge, forge welding, drilling and punching, tool sharpening and tempering, and case hardening. In Carpentry, practice in the use and care of tools, framing of buildings, repair of run-down farm buildings, concrete pouring, and cabinet making was given.

Under the general heading Home-making, the women's basic course was subdivided into specialized courses, including Sewing, Cooking, Nutrition, Home Furnishing, Child Care, Personal Grooming, Folk Dancing, and Handicrafts. The latter course, in turn, offered training in Leatherwork, Stencilling, Glove and Belt Making, Weaving, Clay Modelling, and other hand skills. Students selected, from the optional courses offered, as many electives as could be accommodated in their time-table.

Courses attended by both men and women fell into several categories. All students were enrolled in the Citizenship course, designed to make them better informed and more co-operative citizens of the home community, the province, and the Dominion. Although not compulsory, the course in Public Speaking attracted many students, who felt the ability to speak in public would enable them to participate more fully in community affairs. Optional courses, for individual or community betterment, such as Dramatics, Handicrafts, Physical Recreation, Photography, Boxing, and Journalism were offered in the evenings to those students desiring them.

## Leadership Stimulated

Although the school stressed vocational training primarily, it also has a major objective the stimulation of democratic and co-operative leadership in rural communities. In keeping with this goal, a Students' Council, complete with 14 committees, organized and supervised all phases of student camp life.

Communal camp duties in the kitchen, dining hall, dormitories, and grounds also served to develop in members of the student body such desirable qualities as tolerance, co-operation, and leadership.

Other camp activities which provided scope for student leadership and participation included twice-weekly social evenings, evening presentations of 16 mm. documentary films, a weekly camp paper, and a souvenir yearbook. A co-operative canteen, operated by students under the direction of Students' Council, provided students with personal comforts, as well as a patronage and share dividend at the conclusion of the school.

## Skilled Teaching Staff

The Youth Training School was particularly fortunate in obtaining the services of a staff of fully qualified and experienced instructors. The nucleus of the teaching staff was obtained from the Extension Department of the University of British Columbia. Instructional services in Motors, Blacksmithing, and Carpentry were rendered by master craftsmen of many years' standing in their trade. Agriculture lectures were arranged in conjunction with the university Faculty of Agriculture, while recreational activities were conducted by instructors from the university Department of Physical Education and the provincial Department of Physical Education and Recreation.

The health of the students while at camp was carefully guarded. At the beginning of the school, each student was examined for communicable diseases and physical defects by the university Health Service. A registered nurse, employed on a part-time basis, thereafter conducted daily sick parades, reporting her findings to the Health Service and to the doctor engaged to supervise the health of the students.

Physical facilities at the Youth Training Centre included dormitories, kitchen and dining hall, lecture hall, farm mechanic shops, craft huts, sewing hut, and recreation hall. Students were housed two to a room in four-room, self-contained "blocks" each with its own outside entrance and washroom facilities. Bedding and linen were provided for all students.

Comments volunteered by students prior to their departure from camp indicated that the Youth Training School of 1948 had been a very worth-while experience. Many students expressed the belief that communal camp life, with the opportunity to gather different points of view from young people drawn from all parts of the province, had done much to broaden their outlook on agricultural, social, and personal affairs.

Some students, even before leaving the school, had made tentative plans for passing on to members of their home community the knowledge and skills developed during their eight-week stay. Such projects envisaged the organization of junior farmer clubs, community nurseries, Pro-Rec centres, and similar community activities.

There is much evidence to indicate that the concepts of scientific farm management and wholesome community life have received a wider acceptance throughout the province as a result of this and past years' Youth Training Schools.

# HEALTH SERVICES AND HEALTH INSURANCE IN CANADA

*Proposals regarding a nation-wide system of health services and health insurance were made to the provinces at the Dominion-Provincial Conference in 1945. The first part of this program is now to be implemented, by a series of grants to the provinces for specific purposes, according to a statement by the Prime Minister, Rt. Hon. W. L. Mackenzie King, in the House of Commons on May 14, the text of which is printed below.*

From time to time, there have been enquiries in this House and outside as to when the Government intends to proceed to implement the specific proposals placed before the Dominion-Provincial Conference in 1945 for the development, by stages, of a nation-wide health program leading up to and ultimately including health insurance. I am now in a position to give hon. members the desired information. I wish, however, in so doing, to place the health program in its proper perspective in relation to the Government's larger and basic aim of securing for the people of Canada a national minimum of social security and human welfare.

## **Background of Health Program**

Before the outbreak of war in 1939, considerable progress in social legislation had been made in Canada. A substantial measure of social security had been provided by the Dominion through the creation of the Department of Labour and other federal labour legislation, and through the establishment of annuities, of pensions for the aged and the blind and for disabled veterans and veterans' dependents; and by the provinces through provincial departments of labour and labour legislation including workmen's compensation and through enactments related to widows' and mothers' allowances, maternity benefits, child welfare, sickness and hospitalization.

In all this, there had, however, been relatively little co-ordination of social security measures and no approach to a nation-wide plan. Even before the war, it had become increasingly apparent that, if there were to be an avoidance of conflict between the provinces and the Dominion

on questions of jurisdiction, and unnecessary duplication of social services with consequent waste of public moneys, what was required was a comprehensive scheme of social insurance which, by satisfactorily combining provincial and federal services, would constitute a charter of social security for the whole of Canada.

Since the outbreak of war, there has been a tremendous advance in social security legislation. Far-reaching measures such as unemployment insurance, family allowances, floors under farm and fish prices, increase of pensions and allowances for the aged, the blind, the war veterans and their dependents, have been enacted in the federal fields, while legislation, varying greatly in degree and kind, respecting health services and hospitalization, maternity benefits, and the like has been enacted by the provinces. Notwithstanding this great advance in social services, little advance has been made towards an integration of federal and provincial activities which would combine existing social insurance measures and health services in a comprehensive, constructive, efficient and effective nation-wide plan.

The Government's policy of bringing into being a comprehensive scheme of social insurance which would co-ordinate provincial and federal activities, and which would include the establishment of a nation-wide system of health insurance was set out specifically in the Speech from the Throne at the opening of the Session of January, 1943. A Select Committee of this House was thereafter appointed to examine and report upon the most practicable measures to give effect to the policy.

In the course of the general election campaign of 1945, after enumerating some of the social legislation already enacted, I



stated that the Government's program looked beyond these achievements to the early establishment of other great social measures. I said specifically: "The Government is prepared to support a national scheme of contributory old age pensions on a basis more generous than that of the existing pensions. The Government also believes that a substantial improvement in national health could be achieved through Dominion-provincial co-operation. We have accordingly pledged ourselves to support a measure for federal assistance in a nation-wide system of health insurance, to include assistance to the provinces for preventive medicine. If the present Government is returned to office, we shall proceed with these measures as soon as agreements with the provinces can be concluded."

Specific proposals regarding contributory old age pensions and a nation-wide system of health insurance were made to the provinces at a conference which met, in August, 1945, within two months after the elections. As hon. members know, it has unfortunately, thus far, not proved possible to secure agreement with all the provinces.

The Government has reached the conclusion that lack of agreement with certain provinces should no longer be allowed to stand in the way of a further immediate advance in the field of public health. We have accordingly decided to proceed with a substantial health program at the present session.

### **Proposals to Provinces In 1945**

An important feature of the Government's health program of August, 1945, was the proposal of a Planning and Organization Grant to the provinces. This grant was designed to assist the provinces in developing their planning and organization for the improvement of existing health services, for the development of new programs that might be needed, and for the detailed planning of hospital and medical care insurance.

In addition to the Planning and Organization Grant, the Government also proposed a series of grants for the development and improvement of existing provincial health services. Grants were to be made available for the following purposes:—

- (a) General Public Health Services
- (b) Tuberculosis Control
- (c) Mental Health Care

- (d) Venereal Disease Control
- (e) Prevention and Control of Crippling Conditions in Children
- (f) Blindness Prevention and Control
- (g) Professional Training
- (h) Public Health Research.

In addition to these proposed health service grants, the Government offered, in the 1945 proposals, to make financial assistance available through low-interest loans for the construction of needed hospitals throughout the country.

All of these grants were regarded as essential steps in the development of adequate health services for the people of Canada, regardless of whether or not health insurance was eventually to be introduced. It was recognized, however, that the proposed grants would have the added advantage of being fundamental prerequisites of a nation-wide system of health insurance.

Although the introduction of these health grants was postponed, in 1946, the Department of National Health and Welfare has continued to give constant attention to the planning of health services. Studies have been carried out by the Division of Health Insurance Studies which was established in 1945 to lay plans for the eventual introduction of health insurance. The Research Division of the Department has also been actively engaged in this field. From time to time, specialists of outstanding ability have been asked to undertake more specific assignments. As a result of the subsequent research, certain modifications have been made in the 1945 proposals.

### **Present Plan**

I come now to the announcement of the health measures which it is proposed to take at the present session of Parliament. These measures also represent first stages in the development of a comprehensive health insurance plan for all Canada. Parliament will be asked in the supplementary estimates to make the necessary provision for the proposed health program.

The Minister of National Health and Welfare plans to arrange an early meeting with the appropriate technical officers of the various Provincial Health Departments and the Dominion Council of Health to work out with them the detailed arrangements of the proposed health grants, and, in particular, the conditions to be attached to their administration.

The specific proposals are as follows:—

### **Health Survey Grant**

The Government proposes to make available immediately to all the provinces a Health Survey Grant replacing the Health Planning and Organization Grant of \$625,000 on the basis outlined to the provinces in August, 1945, as amended by the statement I made when the Conference re-convened in November of the same year. The amendment was to the effect that the grants were *not* to be conditional upon the provinces undertaking to enter a health insurance plan.

The non-recurring grant of \$625,000 is to be divided as follows: There will be a flat grant of \$5,000 to each province; the balance is to be divided between the provinces on the basis of population, with the proviso that in no case shall the provincial grant amount to less than \$15,000.

The purpose of this grant is to assist the provinces in setting up the machinery which will be necessary to ensure the most effective use of the other health grants now being proposed, and in planning the extension of hospital accommodation, and the proper organization of hospital and medical care insurance. Adequate safeguards will, of course, be provided to ensure that the provinces report in an approved manner on the expenditure of the funds and on the results of the studies undertaken.

### **Health Grants**

For the following specific purposes, annual grants will be made available to all the provinces along the lines of the proposals first outlined in August, 1945, and later amended.

#### *(1) General Public Health*

A grant of 35 cents per capita is proposed for the purpose of strengthening the general public health services in those areas where the provincial authorities themselves most keenly recognize the need. In succeeding years the grant will increase by 5 cents per capita, and will finally reach a peak at a rate of 50 cents per capita. These public health grants will continue from year to year, with the initial commitment amounting to approximately \$4,404,000 for a full year. In order to qualify for the grants, the provinces will, of course, be required to maintain at least their present level of expenditures in this field. This same safeguard will be attached to all the other grants it is proposed to make.

#### *(2) Tuberculosis Control*

To permit an accelerated and intensified effort directed towards the eradication of tuberculosis in Canada, the Dominion Government will ask Parliament to make available to the provinces an annual grant beginning at \$3 million and rising over a period of years to \$4 million annually. The details of this grant, including the allocation of funds between the provinces, will be on the basis recommended at the time of the 1945-46 Conference. The purpose of the grant will be to assist the provinces in the drive which they will now be expected to make to obtain control over tuberculosis, and to extend progressively the areas of free treatment to the maximum possible extent.

#### *(3) Mental Health Care*

Parliament will be asked to make provision for a similar grant to the provinces for similar purposes for mental health care amounting initially to \$4 million per annum and rising over a period of years to a maximum of \$7 million per annum. The seriousness of the problem of mental illness can best be illustrated by reference to the fact that between one-third and one-half of all the hospital beds in Canada today are occupied by patients suffering from mental illness.

#### *(4) Venereal Disease Control*

In accordance with the proposals made in August, 1945, the Dominion Government proposes to ask Parliament to make available an amount of \$500,000 annually to assist the provinces in extending and intensifying their present efforts in the control of venereal disease. Since the grants currently being made to the provinces for venereal disease control amount to \$225,000 annually, the net increase under this heading will be \$275,000 annually. The terms and conditions attaching to the use of this grant will be similar to those outlined in August, 1945.

#### *(5) Crippled Children's Grant*

Very few of the provinces have at the present time an adequately developed program for the prevention, control and treatment of crippling conditions in children. To assist the provinces in the establishment of a program in this field, and in the development of a rehabilitation and training program for crippled children, the Government is proposing to ask Parliament to make available the sum of \$500,000 annually, to be divided on a per capita basis between the various provinces.



#### (6) *Professional Training*

In order to meet the need for larger numbers of professional personnel in the public health and related health fields, the Dominion Government will seek appropriations to make available to the provinces an amount of \$500,000 annually. It will be noted that this is twice the amount originally suggested in the 1945 proposals. The purpose of this grant will be to assist in making available the public health personnel which will be required in the development of an enlarged public health program in all fields. The grant will also be available to assist in developing and training the personnel required for the operation of constantly expanding hospital services.

#### (7) *Public Health Research*

The Dominion Government will ask Parliament to make available to the provinces, as originally suggested in the 1945 proposals, grants for the stimulation and development of public health research. It is considered, however, that a larger amount of money than was originally proposed is justified by the expanding requirements of the field. Consequently, though the grant will be \$100,000 for the first year, as originally proposed, it will thereafter be increased by \$100,000 annually until \$500,000 is reached. This grant is an indication of the importance the Government attaches to the development of a progressive health program.

#### (8) *Control of Cancer*

In addition to the grants which were originally outlined in the 1945 Proposals, the Dominion Government is now proposing an annual grant to the provinces amounting to a maximum of \$3,500,000 to assist in the development and provision of the most active possible diagnostic and treatment services for the control of the dread scourge of cancer.

First steps in the development of a plan of active control were taken a year ago in the establishment of the National Cancer Institute the function of which is to stimulate the development of an intensive research program in the cancer field. But research alone is not enough. More cancer clinics, more diagnostic and treatment centres are needed, if this dreadful malady is to be brought under control. The Dominion Government proposes to share with the provinces, on a fifty-fifty basis, the costs of any approved program for the control or treatment of cancer

which the provinces may undertake. The grant will be divided on a per capita basis between the provinces.

Hon. Members will note that the grants which I have thus far mentioned, with the exception of the cancer grant, correspond fairly closely with the original proposals made by the Government to the provinces in August, 1945.

#### **Hospital Construction**

Before health insurance can be established on an adequate basis, another development is essential. At the present time there is a tremendous shortage of hospital beds in Canada. If, as the first stage in health insurance, hospital insurance were now to be introduced on a contributory basis, the demand that would arise for hospital accommodation simply could not be met. This situation was recognized in August, 1945, when the Dominion Government offered to make available low-interest loans to assist the provinces in increasing hospital accommodation. Since 1945, the situation has not improved. The shortage still remains, amounting to an estimated 60,000 beds of all kinds.

It is felt that the provision of low-interest loans would not at this time be a sufficient inducement to hospital construction on the scale required. Consequently, the Government will seek an appropriation for outright grants towards the construction of additional hospital accommodation. These grants will amount to \$1,000 per bed for active treatment beds and \$1,500 per bed for chronic or convalescent beds. Analysis of the figures relating to existing shortages clearly demonstrates that the shortage of chronic or convalescent beds in Canada is most acute. As a result of this shortage, our hospitals are congested to an unreasonable degree with persons not requiring active hospital care, but perfectly capable of being treated in chronic or convalescent beds. By placing a premium on the provision for chronic or convalescent beds, which are cheaper to provide and cheaper to maintain, the congestion in active treatment units should be considerably reduced.

The proposed hospital construction grants represent, of course, only a portion of the total costs of hospital construction. The balance will have to be met by provincial grants and by local funds from other sources. One condition which it is proposed to attach to hospital construction grants is that the province shall match the



Dominion contribution or better it, and that the Dominion contribution shall not in any case exceed one-third of the total cost per bed in any project.

The Government hopes that the provinces and local communities will take the fullest possible advantage of these grants, in order that, with the least possible delay, the deficiency which presently exists in hospital accommodation may be overcome. The Government accordingly is prepared to recommend the appropriation throughout the next five years of the substantial sum of \$13 million annually for hospital construction grants.

If the hospital construction grants are fully utilized, they will make possible provision for over 40,000 additional hospital beds in Canada. At the end of the first five-year period, the situation should be reviewed. If the hopes and expectations for the first five years are fulfilled, it is estimated that, for the succeeding five-year period, it should be possible to reduce the annual commitment for hospital construction by approximately half.

### Cost of Program

It is estimated that the expenditure for the entire health program of which I have

just given particulars, will require an appropriation by Parliament over the next five years of some \$30 million a year.

No doubt it will seem to hon. members that in presenting this health program to Parliament, the Government is pursuing a policy which, over the years, will involve the expenditure of considerable sums of money. That is apparent. But what these expenditures may mean in the preservation of health, in the saving of human life, to say nothing of the lessening of human suffering and misery and not infrequently despair, is beyond calculation.

In commending the acceptance of this program to hon. members, I should like to remind them of the emphasis which, in the interest of the nation, all parliaments, over the years, have placed upon the conservation of the country's natural resources; and rightly so. A country depleted of its natural resources soon becomes a wilderness, a waste. But of all a nation's resources, its human resources are unquestionably the most precious. The preservation in health and strength of its population is surely the best of all guarantees of a nation's power, of its progress and of its prosperity. Our greatest national asset is the health and well-being of our people.

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## INTERNATIONAL LABOUR ORGANIZATION

### Canadian Delegation to 31st Session of International Labour Conference

The Canadian Delegation to the 31st Session of the International Labour Conference, San Francisco, U.S.A., beginning June 17, 1948, is headed by the Hon. Humphrey Mitchell, Minister of Labour. The other members are as follows:—

*Government Delegates:* Dr. Arthur MacNamara, C.M.G., LL.D., Deputy Minister of Labour; Mr. Paul Goulet, O.B.E., Assistant to the Deputy Minister and Director of the ILO Branch of the Department of Labour.

*Alternate Government Delegate:* Major A. E. Wood, Head of Vocational Guidance and Vocational Training, National Employment Service of Canada, Ottawa.

*Technical Advisers to Government Delegates:* Mr. James Thomson, Deputy Minister of Labour for British Columbia,

Victoria, B.C.; Mr. John K. Starnes, Adviser to the Canadian Permanent Delegate to the United Nations, New York; Mr. G. R. Currie, Industrial Relations Officer of the Department of Labour, Vancouver, B.C.

*Employers' Delegate:* Mr. Harry Taylor, O.B.E., Canadian National Carbon Company, Limited, Toronto, Ontario.

*Technical Advisers to Employers' Delegate:* Mr. H. W. Macdonnell, Manager, Legal Department, Canadian Manufacturers' Association, Toronto, Ontario; Mr. J. C. Adams, K.C., General Counsel, Central Ontario Labour Relations Institute, Toronto, Ontario; Mr. Albert Deschamps, O.B.E., General Contractor and Engineer, Montreal, P.Q.

*Workers' Delegate:* Mr. Percy Bengough, C.B.E., President, Trades and Labour Congress of Canada, Ottawa.

*Technical Advisers to Workers' Delegate:* Mr. Norman Dowd, Executive Secretary, Canadian Congress of Labour, Ottawa; Mr. J. B. Ward, C.B.E., Secretary, Joint Legislative Committee, Railway

Transportation Brotherhoods, Ottawa; Mr. Romeo Ethier, General Treasurer, Canadian and Catholic Confederation of Labour, Montreal, P.Q.

*Joint Secretaries to the Delegation:* Miss Edith H. Hardy, Executive Assistant, ILO Branch, and Mr. John Mainwaring, Assistant Editor of the *LABOUR GAZETTE*, Department of Labour, Ottawa.

## Meeting of Permanent Migration Committee, Geneva, February 28 - March 2, 1948

*New responsibilities in the field of migration were recommended for the ILO by the Permanent Migration Committee. These include the establishment of an international employment information service.*

*A draft Convention to regulate the conditions of recruitment and employment of migrant workers was approved by the Committee; this will go before the International Labour Conference at its 1949 session.*

Representatives of 28 governments took part in the second session of the Permanent Migration Committee of the ILO, held in Geneva from February 28 to March 2, 1948, under the chairmanship of Mr. V. C. Phelan, Department of Labour, Canada.

Broadly, the task of the Committee was to try to establish principles concerning living and working conditions which could be applied to the organized transfer of workers from one country to another, including displaced persons and refugees; and to work out a program whereby the ILO might improve its services to governments in the field of migration.

Under its agenda, which had been fixed by the Governing Body, the Committee was required to:—

(1) Prepare a revision of an International Labour Convention on Migration for Employment and related Recommendations adopted by the International Labour Conference in 1939. (This Convention has not been ratified by any government; and the Governing Body felt that the changed circumstances due to the war, and the pressing importance of the whole problem of migration, made necessary a reconsideration of the original text);

(2) Draft a model migration agreement for the use of governments entering into negotiations for the purposes of recruiting foreign manpower;

(3) Study the problem of technical selection and training of migrants;

(4) Consider the relationship of the ILO with other international agencies having

responsibilities in the field of migration, and devise improvements in ILO services in this field.

### Revision of Migration for Employment Convention

The Migration for Employment Convention (No. 66) adopted in 1939 set forth standards designed to protect migrant workers against abuse in regard to methods of recruitment, misleading propaganda, placement operations, and conditions of employment.

Having studied the problem, the Committee considered that, in order to gain general acceptance by the countries concerned, the Convention should be limited to the formulation of general and basic principles; and that details of application should be provided for separately in Recommendations, and in the draft model agreement.

Accordingly the Committee worked out proposals for a revision of the Convention, and prepared a draft for submission to a full session of the International Labour Conference in 1949.

The principles set forth in the Convention deal with the following subjects:—

Exchange of information on national legislation and policy concerning emigration and immigration, conditions applicable to foreigners, etc.;

Provision of accurate information to migrants, concerning employment conditions and related matters;

Repression of misleading information or propaganda;

Control of methods of recruitment, introduction and placing of migrants;

Measures for facilitating the departure, journey and reception of migrants;

Measures for protection of migrants on the journey;

Measures for protection of migrants on arrival in the immigration country;

Giving migrants equality of treatment with national workers with respect to such matters as wages and employment conditions, the benefits of protective labour legislation, the right to join trade unions, social security and legal proceedings;

Minimum guarantees of suitable employment and maintenance;

Contracts of employment;

Problems of repatriation;

Customs exemptions and related matters;

Measures for international co-operation between national employment and migration services.

Having completed its work on the Convention, the Committee made revisions in the two Recommendations, and then drafted a model migration agreement for the use of governments.

### **Technical Selection and Training of Migrants**

As a result of its study of this item, the Committee made recommendations concerning the desirability of establishing standards for the selection of migrants, both in the country of emigration and in the country of immigration. These would be directed towards facilitating the adaptation of migrants to the country of immigration. Orientation courses would inform migrants of conditions, and instruct them in the new language. It was considered important also that vocational training facilities be provided. These matters were considered appropriate for inclusion in a Recommendation.

### **Improvement of ILO Migration Services**

Studying the relationship of the ILO with other inter-governmental organizations concerned with migration, the Committee noted that several international agencies have responsibilities in regard to the over-all problem of migration.

The competence of the ILO includes:—

(a) the rights and situation of migrants in their quality of workers; and

(b) such general assistance and advice to governments on migration schemes as the ILO may be able to give from its experience.

Under (a) the ILO has formulated Conventions and Recommendations; under (b) the Committee decided to propose that the ILO develop its facilities by providing:—

(a) improved statistical and other information on a periodic basis in connection with migration movements;

(b) an international employment information service to assist individual countries in the resettlement of manpower;

(c) development of a corps of experts available for conducting migration surveys, and for giving assistance to individual member states asking for it.

The Committee also recommended that immigration countries establish, with the aid of the ILO, a classification of the principal occupations in industry and agriculture which they are able to throw open to immigrants, clearly indicating in each case the nature of the work required.

### **Peruvian Declaration**

The representative of Peru submitted to the Committee a declaration stating the desirability of a large-scale flow of immigrants from Europe to Latin America, and setting forth the need to co-ordinate the international efforts of Latin-American countries. This declaration was unanimously approved.

### **Resolution on Refugees and Displaced Persons**

As regards refugees and displaced persons, a resolution adopted by the Committee invited the member states concerned to report to the ILO on the conditions of labour of displaced persons who have settled in their respective countries and the extent to which they have hitherto applied, in respect of these persons, the Convention and Recommendations of 1939 regarding the recruitment, placing and conditions of labour of migrants for employment; it then suggested that the competent bodies of the United Nations adopt all measures likely to hasten the solution of the problem of displaced persons in accordance with the resolutions adopted by the General Assembly of the United Nations.

### **Procedural Matters**

The Committee recommended that the proposed revisions of the 1939 Convention and Recommendations, and the proposed model agreement be circulated to governments.



It asked the Governing Body of the ILO to authorize it to meet again as early as possible in 1949; and to place on its agenda at that time: (a) consideration of the revised texts; and (b) formulation of principles concerning migrants for land settlement.

### Action Taken By Governing Body

At its 104th Session in March, the Governing Body of the ILO adopted the conclusions contained in the report of the Permanent Migration Committee.

## First Session of Chemical Industries Committee

*The discussions at this first meeting of the Chemical Committee were mostly of a preliminary nature.*

*The principle of two weeks' vacation with pay was unanimously accepted—by Employers', Workers' and Government delegates—and it was decided that a Safety Code should be drawn up for the chemical industries.*

*A program of studies was assigned to the International Labour Office, as a basis on which the Committee could make decisions at its second session.*

Most recently formed of the eight ILO industrial committees, the Chemical Industries Committee held its first session in Paris, France, from April 7 to 16.

Like the other industrial committees the Chemical Committee is tripartite in structure, consisting of representatives of governments, workers and employers from the member countries.

The following nations sent delegations to the meeting:—United States of America, Belgium, Brazil, Canada, China, Denmark, France, United Kingdom, India, Italy, Mexico, Norway, Netherlands, Sweden and Switzerland. A total of 121 persons consisting of 102 delegates and substitutes and 19 advisers were present.

The Canadian delegation was as follows:—

*Government Delegates.*—Mr. R. W. Crumb, Industrial Relations Branch, Department of Labour, Toronto, Ontario; Mr. Stanislas Picard, National Employment Service, Quebec City, Quebec.

*Employers' Delegates.*—Mr. J. D. Converse, Canadian Industries Limited, Montreal, Quebec; Mr. R. F. Cummings, Personnel Manager, Shawinigan Chemicals Ltd., Shawinigan Falls, Quebec.

### Action Taken by the ILO

The texts of the revised Convention and Recommendations and of the model agreement were circulated to governments by the ILO during May.

In a press statement issued on May 24, the International Labour Office announced that it had already set up an inter-governmental information service on labour supply and demand in relation to migration; and that it was drafting a dictionary of occupations in order to provide standardized job classifications in immigration and emigration countries.

*Workers' Delegates.*—Mr. Silby Barrett, Director, Canadian Chemical Division, District No. 50, United Mine Workers of America, Toronto, Ontario; Mr. George Pay, Local No. 165, International Chemical Workers Union, Niagara Falls, Ontario.

Mr. Justin Godart, Government delegate, France, was chairman of the Committee, the vice-chairmen being Mr. Reginald Hewitt, United Kingdom Employers' delegate, and Mr. Carl F. Lindahl, Swedish Workers' delegate.

### The Chemical Industries

A preliminary report prepared by the ILO as a basis for discussion at the meeting, and summarized in the April, 1948, issue of the *International Labour Review*, gives a survey of the present position of the chemical industries in the member countries, including various aspects of labour relations.

"The chemical industries", the report states, ". . . are concerned in the production of almost everything used by man; they supply raw materials to most of the other industries and essential products such as fertilizers to agriculture, while the range

of goods which undergo some chemical process during production is enormous. By their contribution to the feeding, clothing, housing, transport, comfort and health of humanity, the chemical industries are of vital importance to modern standards of living.

"The wide range of activities of the chemical industries makes a definition of the limits of these industries extremely difficult. Industrial applications of recent chemical discoveries are constantly creating new industries and transforming or superseding old ones, so that the chemical industries are constantly changing."

As an indication of the scope of the chemical industries, the report states that in the United States the value of chemical production is greater than that of any other branch of manufacturing industry and represents approximately one-fifth of the total value of manufactured products.

"Productivity in the chemical industries has increased, and there is no doubt that with the cumulative effect of thousands of inventions and the continual introduction of manufacturing processes it will continue to increase. . . .

"During and since the second World War, at least in those countries which were not devastated as a result of the war, the chemical industries have enjoyed comparatively favourable conditions. The consequence of this has been a development of employment and an improvement in general conditions of work. . . .

"Hours of work in the chemical industries depend to some extent on the character of the work; there are many processes which cannot be interrupted at will and a system of continuous or semi-continuous working has to be adopted. In many cases the work is hard, unhealthy or dangerous, and this makes it necessary to introduce special provisions. . . . On the whole, the generally applied standard appears to be . . . the 8-hour day and the 48-hour week.

"Reduction of hours of work is today, as it has always been, one of the most cherished hopes of the workers. . . . The 40-hour week is still the ultimate aim of workers' organizations. . . .

"In most countries wage levels in the chemical industries compare favourably with those current in other industries. . . ."

## Procedure of Committee

In a series of plenary sittings, the Committee held a general debate on the problems of the chemical industries. Meanwhile subcommittees dealt in more detail with the subjects of Safety and Hygiene, and Conditions of Employment; while a working party was assigned the task of defining the category of chemical industries falling within the competence of the Chemical Industries Committee.

The recommendations of these groups were subsequently considered and approved by the Committee in plenary session.

Two Canadians were elected to positions of an official capacity, Mr. Picard serving as chairman of the Working Party, and Mr. Pay as Workers' vice-chairman of the Subcommittee on Safety and Hygiene.

## Safety and Hygiene

During the Subcommittee's discussion of this item, it was pointed out by the British employers' delegate that there was no subject in the field of industrial relations where there should be a greater measure of agreement between employers and workers than safety and health protection. Several other speakers stressed the importance of collaboration between employers and workers in the matters of safety and health.

Many delegates also urged that attention be given to the psychological factor in the prevention of accidents and occupational diseases. One delegate stated that 80 or 90 per cent of the accidents in his country were due to some human factor; and the Canadian employers' delegate (Mr. Converse) emphasized that safety should develop into a state of mind.

The United States Government delegate said that in his country 70 per cent of the accidents occurred in smaller plants not taking an active part in the organized safety movement; and gave this as an illustration of the need for a well trained factory inspection service.

The Subcommittee was informed that a Draft Model Code of Safety Regulations for Factories was in course of preparation by the ILO. In a formal resolution it expressed its "deep sense of satisfaction" at this fact. It also asked that the Governing Body of the ILO instruct the Office to prepare a special code for the chemical industries, which would be considered by the Chemical Committee at its second session.

This code, it was felt, should cover not only the technical and medical means of promoting safety and preventing accidents and industrial diseases, but also:—

- (a) the need for adequate training of the personnel engaged in the industry—particularly new entrants—in matters relating to safety and welfare psychology;
- (b) steps to make more effective the various forms of collaboration between management, workers and their respective organizations whereby safety rules shall be more strictly observed;
- (c) the desirability of including safety as an essential subject in the curricula of technical schools and colleges; and
- (d) the possibilities of setting up a central research institute and research laboratories in each country to study the various problems with a view to having safeguards introduced regarding industrial diseases as they affect the chemical industries.

Another subject which the Subcommittee considered as being of major importance was the preparation of statistics bearing upon frequency, severity and classification of accidents and occupational diseases. It was generally agreed that such statistics would have limited value if they were not established on a uniform basis, and accordingly a resolution on statistics was adopted inviting the Governing Body to take all appropriate measures with a view to the adoption by the International Labour Conference of an international Convention on the standardization of such statistics.

## Conditions of Employment

From the wide range of questions which were appropriate for discussion under the heading "conditions of employment," the Subcommittee on this subject decided that the following should be taken up, listed in order of precedence:—

- A. For immediate discussion—
  - (1) Hours of work.
  - (2) Holidays with pay.
  - (3) Overtime arrangements.
  - (4) Arrangements for Saturday, Sunday and holiday work.
  - (5) Shift differentials.
- B. For possible discussion at the present session if time permitted:
  - (6) Guaranteed weekly wage.
  - (7) Special social security measures, including maternity benefits, sickness pay and provisions for early retirement.
  - (8) An international collective agreement governing conditions of employment.
  - (9) Freedom of association.
  - (10) Equal pay for equal work.

As it turned out, the Subcommittee was only able to complete its discussions on the first three items: but concerning these a useful exchange of information and views took place on the practices at present prevailing in the various countries, and the standards which the delegates considered desirable.

On the first item, hours of work, the Workers' delegates favoured the introduction of a 40-hour week, and advocated that a draft Convention on Hours of Work in the Chemical Industries be put on the agenda for the Committee's next session. A resolution to this effect was submitted by the Workers' group; and following discussion and the acceptance of certain amendments to meet the opinions of the Employers' and Government delegates, the resolution was unanimously adopted.

As reworded, it requested the Governing Body:—

- (a) to place the question of hours of work on the agenda of the second session of the Chemical Industries Committee; and
- (b) to submit to this second session proposals for the establishment of normal hours of work in the chemical industry, in the light of conditions then existing, for preliminary discussion.

Turning to the subject of holidays with pay, the Subcommittee was able to agree unanimously on the principle of a two weeks' annual vacation; although the original resolution submitted by the Workers' delegates was modified to a certain extent at the request of the Employers, who explained that they could not agree to a specific holiday period without an opportunity to consult their organizations in their respective countries.

As adopted, the resolution made the following proposals:—

- (1) Arrangements should be made by collective agreements or otherwise to recommend, in line with the trend of industry in general, two weeks' holidays (or vacation) with pay in the chemical industries but without prejudice to already existing more favourable provisions.
- (2) Payment for statutory or other public holidays and special arrangements for holidays with pay for young persons should be the subject of negotiations through regular channels in the several countries.
- (3) The Governing Body of the International Labour Office is invited to instruct the Office to forward the views contained herein to all the States Members.



- (4) The International Labour Office should also be instructed to compile comprehensive information concerning the practices in the various countries in regard to holidays with pay in the chemical industries, and to make this information available at the second session of this Committee.

It was agreed that the subject of overtime was complex, and was made more difficult by the transitional position of the economies of various countries. Thus the Subcommittee made no statement of principle on the subject, but adopted a resolution asking the Governing Body

to instruct the Office to compile information concerning the practices adopted in the various countries in regard to the operation of overtime, and to make this information available for the second session of the Committee.

### Definition of Chemical Industries

The principal object of the definition of the chemical industries, prepared by the Working Party, was to determine the scope of the Committee, with a view to avoiding unnecessary overlapping.

It was decided that, as chemical products were used to a certain extent in all industries, the criterion for the definition of chemical industries should be, not the use of chemical products, but their manufacture.

Accordingly a list of chemical products was approved provisionally until the next session of the Committee, it being understood that industries, or branches of industries, entirely or mainly devoted to their manufacture should be considered as falling within the Committee's competence.

The list of chemical products approved by the Working Party, and later by the Committee, was as follows:—

1. Acids, alkalis, oxides and salts;
2. Chlorine and its derivatives;
3. Sulphur, phosphorus, arsenic, antimony, iodine, bromine, fluorine and their compounds;
4. Chemical derivatives of aluminium;
5. Cyanides including derivatives;
6. Calcium carbide;
7. Nitrogenous compounds;
8. Artificial fertilizers, inorganic or organic;
9. Products of the distillation of coal tar;
10. Explosives;
11. Matches;
12. Compressed, liquefied and dissolved gases;
13. Activated carbon and electro-chemical carbons including artificial graphite;
14. Synthetic precious stones;
15. Petroleum chemical products;
16. Fats and oils, other than edible fats and oils; soap, candles and glycerine;
17. Industrial alcohol;

18. Products of the distillation of wood;
19. Dyeing and tanning extracts;
20. Resins, turpentine, and camphor;
21. Adhesives;
22. Glue and gelatine;
23. Synthetic organic chemical products;
24. Chemical products used for pharmaceutical purposes;
25. Chemical products used for photographic purposes;
26. Perfumes and other aromatic substances including natural and synthetic essential oils;
27. Organic and inorganic dye-stuffs;
28. Lacquers, varnishes, paints, pigments and inks;
29. Chemical products for cleaning and polishing;
30. Radio-active products;
31. Synthetic resins and plastics including their derivatives;
32. Bituminous emulsions;
33. Artificial and organic fibres, but only up to and including the manufacture of the fibre;
34. Abrasives;
35. Insecticides and fungicides, dips and disinfectants;
36. Synthetic rubber.

### Conclusion

For the most part the conclusions of the Committee at this first meeting were of a preliminary nature. It was the opinion of the Committee that much information needed to be compiled by the International Labour Office before the Committee could constructively grapple with the problems of the industry. Thus it was that most of the resolutions were concerned with laying down a plan of study for the Office on certain specific subjects.

In his report on the meeting Mr. R. W. Crumb, Canadian Government delegate, commented on the outcome of the first session of the Committee as follows: "When the information asked for is compiled and placed at the disposal of the Committee, I am sure that much good will result, because during the Paris meeting, and with the scanty information at our disposal, there was a heartening disposition on the part of all, or almost all members to ascertain and agree upon the measures best calculated to promote the welfare of all concerned in the chemical industries."

Mr. Crumb concluded: "I am sure that, although the recent meeting can be regarded as a preliminary one only, all the members of the Committee returned to their respective countries with a much broader knowledge of conditions in the industry in other countries and with the determination to aid in bringing about improvements through the next Committee meeting to the extent that it lies within the power of each."

## 104th Session of Governing Body, Geneva, March 15-20

*A discussion of international machinery for safeguarding trade union rights featured this Governing Body meeting. Extensions of ILO activity in the fields of manpower and migration were agreed on, and the Governing Body also made decisions on the work of the ILO industrial committee. Reports of meetings were reviewed, plans made for future work, and a budget adopted for the year 1949.*

The 104th Session of the Governing Body of the International Labour Office was held at Geneva, under the Chairmanship of His Excellency Luis Alvarado, Peruvian Ambassador to Canada, from March 15 to March 20.

This session was immediately preceded, as from March 3, by meetings of Committees of the Governing Body (Committee on Periodical Reports, Committee on Industrial Committees, Standing Orders Committee, Finance Committee, Allocations Committee).

In the absence of Dr. Arthur MacNamara, Deputy Minister of Labour and regular Government representative of the Governing Body, the Canadian Government was represented by Dr. Paul Emile Renaud, Canadian Chargé d'Affaires a.i. to Switzerland. Dr. Renaud was accompanied at the session of the Governing Body by Mr. V. C. Phelan, of the Department of Labour, who acted as substitute member.

Neither Mr. H. W. Macdonnell, Secretary of the Canadian Manufacturers' Association and Employers' deputy member of the Governing Body, nor Mr. Percy Bengough, President of the Trades and Labour Congress of Canada and regular Workers' member of the Governing Body, were able to attend this session.

The Governing Body dealt with an agenda of 21 items.

### **Freedom of Association**

On the subject of freedom of association, the Office had submitted a paper outlining some of the considerations involved in setting up international safeguards of trade union rights. (This question had been referred to the ILO by the United Nations. It had been considered at the 1947 session of the International Labour Conference, and was to be discussed again at the San Francisco Conference in June and July, 1948.)

Opening the debate on freedom of association at the Governing Body meeting, the Director-General, Mr. E. J. Phelan, said that this was one of the most important questions before the Governing Body. The question of freedom of association had been taken up at the request of the Economic and Social Council. At the 30th Session of the Conference a very thorough discussion of the question had taken place and it had then been placed on the agenda of the 31st Session which would no doubt adopt a Convention on it. A proposal had also been made that some kind of international machinery should be set up to safeguard freedom of association, a proposal which was of interest not only to the International Labour Organization but also to the United Nations and on which there must be consultation between the two organizations. Such consultation should be the foundation of the essential guarantees of freedoms of association. Respect for freedom of association depended on respect for all other rights and freedoms. Thus, the Declaration of Philadelphia referred not to freedom of association alone, but to freedom of speech and freedom of association. It was therefore important that the work of the Organization in this field should be related to that of the United Nations, and in particular, to the work of the Human Rights Commission.

If, as was anticipated, the International Labour Conference adopted a Convention on freedom of association, that Convention would be applied within the machinery provided by the Constitution of the Organization. It might also prove to be desirable, however, that some supplementary machinery should be provided to safeguard freedom of association, for the very reason that freedom of association was part of a series of other rights which must be protected as a whole. In theory some special supplementary machinery within the framework of the International Labour Organization might be considered,



but this would involve the risk of duplication and of having a special international tribunal to safeguard freedom of association when another international tribunal was responsible for safeguarding the other rights of man. In the light of these practical considerations, consultation between the ILO and the Human Rights Commission seemed to be essential.

The Governing Body decided to refer this important question to its Standing Orders Committee, prior to its discussion at the International Labour Conference at San Francisco.

## Industrial Committees

The Governing Body considered a report submitted by Mr. W. T. Winslow, Government representative, U.S.A., on behalf of a committee which had been established to review the activities of the industrial committees and to make suggestions with a view to building up a firm procedure for the committees.

The report underlined the fact that the industrial committees had aroused very great interest among governments, employers and workers and that the development of their activities on an increasingly practical and constructive basis was unanimously desired. It drew the Governing Body's attention to certain shortcomings and omissions which had been revealed during the opening phase of the industrial committees' work, for instance, the fact that the items on their agendas were generally too numerous and insufficiently precise.

The Committee recommended that the sessions of each committee should in principle be held at intervals of two years; and also that the scope of the work of the industrial committees should be defined as follows:—

(a) Primarily, the consideration of particular and practical problems of the industry with which the committee is concerned.

(b) Secondly, the consideration of general problems which are being examined or which have been decided by the International Labour Conference but only in so far as they affect the industry with which the committee is concerned.

(c) Thirdly and exceptionally, the consideration of problems of particular importance to the industry with which the committee is concerned, having a general aspect which has not yet been finally dealt with by the Conference and on which the views of the committee may be of general interest.

It was recommended that the agenda at committee meetings should consist of a limited number of precise questions directly affecting the industry.

The report was adopted with minor amendments.

## Manpower

The question of developing the best possible means of using available manpower had been studied by an International Manpower Conference at Rome. Subsequently the manpower Subcommittee of the Economic Commission for Europe asked the ILO to undertake the following tasks: establish an international service for exchange of information and experience regarding vocational guidance and training; collect and disseminate data on manpower available and required, making every effort to render interchangeable the occupational nomenclatures of the different countries and improve methods of compiling manpower statistics; draft minimum standards for migration in Europe; and take all other necessary action to accelerate manpower movements between European countries.

Following a lengthy discussion, the Governing Body unanimously decided to accede to the request. To supervise its implementation, a small committee was appointed headed by Sir Guildhaume Myrddin-Evans (U.K. Government).

## Migration

Dealing with the question of migration, the Governing Body adopted the conclusions contained in the report of the Permanent Migration Committee (see p. 716).

## Budget

The Governing Body approved for submission to the International Labour Conference a budget for 1949 amounting to a total of \$5,109,270 (U.S. dollars) as compared with \$4,426,000 in 1948.

According to the established procedure, the 1949 budget as approved by the Governing Body must be laid before the coming session of the International Labour Conference, to be held in June, 1948, in San Francisco, for final adoption. Under the new Constitution of the ILO the International Labour Conference is responsible for voting the budget of the Organization each year.

## **ILO Meetings**

The Governing Body had before it reports on the work of a number of ILO meetings. It first considered the record of the Preparatory Asian Regional Conference, held in New Delhi late in 1947.

This Conference, which was attended by representatives of 20 countries, was stated to be most successful and to have aroused the liveliest interest throughout Asia. It afforded opportunity for a preliminary review of the special labour problems of that part of the world with a view to giving Asia the benefit of the experience acquired and the results achieved in the older industrial countries. As a result of very full discussion the Conference adopted 23 resolutions, all designed to secure the intensification of the work of the International Labour Organization in the Asian countries.

Canada was represented at this Conference by the Hon. C. R. Smith, Minister of Labour, Manitoba, who substituted for Dr. MacNamara as representative of the Governing Body.

In regard to the implementation of the Conference resolutions, this Governing Body decided to call a Technical Conference on the Organization of Labour Inspection in Ceylon, if possible before the end of the current year. It also asked the Committee on Industrial Committees to make recommendations concerning the setting up of an industrial committee to consider the problems of plantation workers in the Asian countries.

The Governing Body next reviewed a report on a Regional Meeting for the Near and Middle East, held in Istanbul in autumn, 1947. This meeting was stated to have made a valuable contribution towards making the work of the ILO better known in that part of the world.

Dealing with the report of the Joint Maritime Commission, which met in December, 1947, the Governing Body authorized the Director-General of the ILO to convene a tripartite sub-committee for the purpose of considering the replies of Governments to a request for information as to the reasons why the countries had not yet ratified the Conventions, adopted at the Seattle Conference.

Canadians were appointed to two ILO correspondence committees: Mrs. Rex Eaton and Miss Margaret Mackintosh, Department of Labour, to the Committee on Women's Work; and Dr. Edith Plewes,

National Health and Welfare, and Mr. Murray J. Ross, National Council of YMCA, to the Committee on Recreation.

## **Conference on Pneumoconiosis**

The Governing Body decided that an international conference of experts on pneumoconiosis should be held during 1949 in Australia.

It was agreed that one of the questions to be taken up in the Conference might be that of the present stage of knowledge of pathogenesis, clinical aspects and diagnosis of silicosis, siderosis, asbestosis, anthracosis and other forms of pneumoconiosis.

It was further decided that the Conference should consider the present stage of preventive measures against pneumoconiosis, i.e. medical and social measures affecting the worker and mechanical and technical measures affecting the workplace.

The Office was instructed to make a study of the provisions at present in force in the various countries with respect to compensation for disability caused by pneumoconiosis. On the basis of such a study, the Conference of Experts might exchange views on the possibility of defining minimum international standards of compensation in this field.

## **American Regional Conference**

It was decided that the meeting place of the Fourth Regional Conference of American States should be Montevideo, Uruguay. The meeting is to take place in 1949.

## **Standing Orders**

The reports of the Standing Orders Committee concerned various legal and technical matters concerned with ILO procedure.

Among the problems dealt with were: procedure under the revised ILO Constitution for reports by member states on unratified Conventions; procedure at Regional Conferences; rules concerning the selection of the eight states of chief industrial importance; and relations between the ILO and non-governmental organizations.

The latter question arose out of a communication from the World Federation of Trade Unions, received by the Governing Body at its December meeting,

favouring the establishment of relations with the ILO. The Governing Body had welcomed this request, approved the establishment of such relations, and instructed the Standing Orders Committee to examine means of giving practical effect to its desire. The Standing Orders Committee now reported that it would require further time and information to enable it to complete

an examination of the technical aspects of implementing the Governing Body's decision as regards non-governmental organizations generally.

This report evoked considerable discussion; but was adopted on the understanding that the Committee would submit final recommendations to the Governing Body at its June session at San Francisco.

## ILO Revised Constitution Comes Into Force

*Designed to encourage wider implementation of International Labour Conventions, particularly by federal states, and to improve ILO procedures, the revised Constitution of the ILO has now been ratified by enough member states to become effective.*

The instrument for Amendment of the Constitution of the International Labour Organization came into force on April 20, 1948, the date on which the 37th ratification was received by the International Labour Office.

The Instrument was adopted by the 29th session of the International Labour Conference, held in Montreal in 1946. It was to take effect when ratified by two-thirds of the member countries, including five of the eight members which are represented on the Governing Body as of chief industrial importance.

Canada, which is one of the members of chief industrial importance, ratified the Instrument in July, 1947, following its approval by a resolution passed by the House of Commons and the Senate.

The Instrument is designed to remodel the Organization in the light of the experience gained in over a quarter of a century and to re-equip it to discharge its responsibilities with greater efficiency.

The most important of the constitutional amendments are designed to encourage wider implementing of the minimum labour standards embodied in conventions or suggested in recommendations adopted at the various sessions of the International Labour Conference. Canada, like other federal states, has been faced with constitutional difficulties in giving effect to the provisions of many of these proposals, which come within provincial jurisdiction. One of the amendments, article 19 (7) is therefore of particular interest to Canada. It requires the federal government to arrange for periodic consultations between the federal and provincial authorities with a view to promoting co-ordinated action to give effect to the provisions of such proposals.

Another obligation is that fuller reports will be made to the International Labour Office as to the action taken or proposed to be taken by both the federal and the provincial governments on all these proposals.



# FACTORY INSPECTION IN GREAT BRITAIN

*A review of progress made from year to year in improving conditions of work in Britain's factories is contained in the Annual Report of the Chief Inspector of Factories.*

*Efforts by employers to improve the safety, health and even comfort of workers, a steady decline in the accident rate, adoption of the 5-day week in many industries, more widespread attention to plant ventilation and cleanliness, greater use of colour and fluorescent lighting, improvement in personnel policies, and establishment in more factories of joint consultative machinery, are among the trends noted in the 1946 Report.*

Attention has been focused on the human factors in industry during the past year, probably to a greater extent than ever before, according to the Chief Inspector of Factories in Great Britain. In his Annual Report, the Chief Inspector describes 1946 as a year of national need for increased production. Industry generally, he continues,

has had great difficulty in obtaining additional workers, and this has been specially marked in those trades where the work is particularly arduous, dirty or unpleasant. Since workers were in a position to choose the type of work which appealed to them most, managements have been faced with the problem of making their factories more pleasant and acceptable places in which to work. . . . Not only have the safety and health, and even comfort, of the worker attained greater significance, but there is a more general realization that they are very closely related to production efficiency and output. Welfare in its widest sense and the establishment of good personnel relationship have now come to be recognized as of the utmost importance as incentives for increased production.

Appended to the general Report are sections dealing with the work of the Medical, Electrical, Engineering and Chemical Branches of the Inspectorate and a special report by the Personnel Management Branch established in 1945.

Progress towards modernization or rehabilitation of antiquated premises and equipment, the use of which was deplored by the Chief Inspector in 1945, continues to be hampered by a shortage of materials and labour. In many urgent cases, Inspectors have been able to help firms to obtain licences to proceed. Because of high rents and the exceptional shortage of

factory premises, the occupation of "slum property" or of very unsuitable premises is increasing, at least in some areas. In the more congested districts, rebuilding and replanning is regarded as the only satisfactory remedy.

## Accidents

Both fatal and non-fatal accidents have declined from year to year since 1942, and, more important, the accident rate per 1,000 persons employed in factories has fallen steadily since 1942. In 1946, fatal accidents dropped from 851 to 826 or about 3 per cent. Non-fatal accidents fell 7 per cent, from 239,802 to 222,933. The decline in the total number of accidents reported under the Act between 1945 and 1946 was, however, only 7 per cent as compared with 15 per cent between 1944 and 1945. The number employed, however, dropped more between 1944 and 1945.

The approximate accident rate in 1946 for all workers in factories was 34 per 1,000 persons employed as compared with 37 the previous year, 40 in 1944 and 43 in 1942.

Attention is drawn to the number of accidents to ex-Servicemen, indicating the need for well-organized resettlement training in order to regain manipulative skill. Such men, it is noted, "are prone to take unnecessary risks and show a certain contempt for safe practices."

The number of accidents suffered by men rose slightly. As might be expected from the decrease in the number of women workers and their employment on less hazardous jobs than during the war, accidents among women declined by approximately one-third.



For the first time since 1938 the accident rate was lower for male workers under 18 than for adult males, showing the effects of a greater emphasis on the training and supervision of young workers and on teaching safe methods of work. For men over 18, the rate per 1,000 persons employed dropped during 1946 from 49 to 46, and for boys under 18 from 54 to 45. A slightly higher rate is recorded among girls than among women, though the rate in both cases is lower than in 1945.

Machinery accidents represent a less encouraging feature of the year. The progressive reduction for many years past in the ratio of such accidents to the total has not been maintained, the percentage having risen from 14.9 in 1945 to 15.9.

The rise was

due to prime movers, transmission machinery, power presses, certain types of woodworking machinery and inrunning nips of rollers, i.e., types of plant where accidents can and ought to be prevented if proper attention be paid to the provision and maintenance of secure fencing.

This fact indicates, in the Chief Inspector's opinion,

that in changing over from wartime to peacetime production adequate steps have not been taken to ensure that the full legal requirements were observed. In the absence of proper care and strict supervision there is always a tendency, where machines are being changed round and layout reorganized, that machines may be put into production before all the necessary safeguards have been completed. Considerations of immediate production are in such circumstances liable to be given priority over safety.

Fatalities on power-driven machines dropped from 190 in 1945 to 170 in 1946. 55.8 per cent of such fatalities were caused by lifting machinery.

Power-press accidents caused by trapping between tool and die rose by about 30 per cent, and the Chief Inspector comments that it is depressing to note that no less than one-third of the accidents occurred at unguarded presses, many of them to skilled tool setters working with the fly-wheels in motion. As to automatic guards, which are diminishing in use but still playing a part in protecting power-press tools, the Chief Inspector finds they are often old and in poor mechanical condition. Interlocked guards proved inadequate when they were below the standard recommended by the Power Press Committee in 1945 or when the mechanical connections broke down. He stresses that the foundation of a good fixed guard is strong construction and secure fixing. The Standing Committee

recommended by the Power Press Committee in their 1945 Report (L.G., 1945, p. 1417) has been set up to advise the Chief Inspector on technical developments and to deal with problems connected with new safety devices.

Special attention is being given to reducing accidents occurring on boot and shoe machinery. The number of accidents on presses using loose knives and cutters has been higher for many years than on any other class of machine in the industry. Wide flanges fitted to the cutters on the revolution press have prevented accidents. A two-handed control seems the answer to accidents in the operation of clicking presses, and the problem of fitting this device to existing machines is being investigated. No really satisfactory type of guard has been developed for the open-ended or buffer presses, but progress is reported in guarding heel compressing machines and marking, stamping and embossing machines.

In non-machinery accidents, decreases were recorded in the number of persons falling, of persons struck by a falling body and of persons stepping on or striking against objects. As in earlier years, more accidental deaths (33 per cent of the total) were due to persons falling than to any other single cause. Accidents in the use of hand tools increased by 5.4 per cent, a rise attributed, in some measure, to the inability to replace defective tools and to a temporary decline in the skill of workers while on war service.

The Chief Inspector emphasizes that any improvement in the number of accidents due to the handling of goods and to persons falling

is only to be attained by the general recognition and practice of accident-prevention principles within a works both on the part of management and workers—in short, a common interest and endeavour on the part of everyone to avoid accidents.

It was found after special inquiry into accidents in handling goods during the first fortnight of December, 1946, that, of 1,241 accidents, 587 were due, primarily, to unsafe conditions within the control of management and 654 to unsafe practices on the part of the injured worker or a third party. Of the accidents due to persons falling, where the responsibility could be analysed, 265 were due to unsafe conditions and 340 to unsafe acts on the part of the worker.

The Chief Inspector emphasizes the need for the education of all workers, young and old, of new entrants and old hands, and,

he stresses, the instruction must be *constant* and given by good teachers. Labour-saving devices would save time and effort and help to eliminate strains which form a large portion of injuries. Fixed loads should be marked with their weight. Attention is again drawn to the importance of wearing gloves, gauntlets and safety boots, and the Chief Inspector points out that the large number of septic cases might be diminished if the worker realized that the onus is on him to obtain *immediate* first aid.

## Safety Organization

While no marked development in accident-prevention organization during the year is noted, safety committees and safety officers are doing good work. In the opinion of the Chief Inspector, best results are normally obtained where a separate safety committee is established, but in one case, where safety is handled by a Joint Production Committee, the frequency rate dropped from 2.03 in 1944 and 1.17 in 1945 to 0.53 in 1946. Safety Officers' Training Courses organized by the Royal Society for the Prevention of Accidents are commended. Many of the lectures are given by factory inspectors and others by experienced safety officers in private industry.

## Hours of Work

The year 1946 was marked, in general, by a shorter work-week, and, through a reduction in emergency permits for extended hours for women and young persons over 16, by a return, as far as possible, to the 48-hour week fixed by the Factories Act for women and young persons between 16 and 18.

As regards those under 16, hours must not exceed 44 in a week. Emergency permissions allowing longer hours than 44 have been dispensed with wherever possible but 26 were still in force at the end of 1946. These were to expire early in 1947.

Before the end of the year, in a large number of industries a normal week of 45 hours or less was established by national agreement between employers and unions, and in nearly all these cases a five-day week was adopted. In some cases this was effected by reducing the lunch-periods or rest-breaks. In others, hours have been reduced to 42½ to make a five-day week of 8½ hours a day. In order to attract labour, other factories not under agreement have also tended to reduce hours. Another contributing factor has been the

scarcity of both fuel and raw materials. As a result, the 48-hour week permitted under the Act is now worked in only a few factories where the majority of workers are women.

Little reliable information is available about the effects of the five-day week on output, but absences and lateness are reported to be reduced. There is no doubt of its popularity among married women.

Overtime, to relieve bottlenecks in production, has been necessary in some cases, but the amount has been trivial. The overtime regulations for special trades subject to seasonal or periodic pressure, e.g. biscuits, beer, chocolate, are reported to have been rarely used. "Employers are more concerned to keep their workers than to adopt longer hours which are unpopular, or to snatch a little extra trade."

The number of emergency permissions allowing longer day-hours for women and their employment on shift-work schemes was reduced from 6,072 in February to 1,632 in November. Some relaxations, such as Saturday afternoon work or part-time evening work, have been considered necessary.

In a number of textile factories and laundries, where an acute shortage of full-time women workers occurred, a four-hour evening shift was introduced of women not employed elsewhere during the day.

During 1946, 281 new authorizations were granted under the Employment of Women and Young Persons Act, 1936, for the working of double day-shifts. Under this Act, women and young persons over 16 may be employed on two shifts averaging not more than eight hours each between 6 a.m. and 10 p.m. on every weekday except Saturday when the permitted period is from 6 a.m. to 2 p.m. Inspectors' reports show that the two-shift system is generally unpopular except where substantial numbers of men are also on shift work and domestic arrangements are thus less disorganized.

## Conditions of Work

The Chief Inspector reports a genuine desire on the part of employers to attain a higher standard of cleanliness, both by means of spring cleaning and by daily and weekly cleaning of benches and floors, and a realization that in order to maintain it, more supervision is necessary.

Ventilation, by the complete opening of part of the roof or the manipulation of movable shutters in the roof, is noted as a promising development. Where much heat



or steam is given off, adaptations of such systems with remote electrical control should prove most valuable in improving atmospheric conditions. The marked demand for local exhaust ventilation equipment is commended but there is need for more research on the design of dust and fume extraction plants.

Special problems have arisen with the need to ensure a maximum amount of heat from limited fuel supplies. The Report states that internal insulation of buildings is becoming more general and may reduce heat losses as much as 50 per cent. Wherever possible, firms have replaced out-of-date heating systems by those of modern design.

One Inspector reports that "fluorescent lighting is regarded by most occupiers as the answer to all lighting problems." An outstanding feature of the year has been the installation of this kind of lighting in all types of factories, particularly in small works. The Chief Inspector adds that the worst defect of lighting installations is not deficiency of illumination but glare. The need for proper periodical cleaning of all glazed surfaces, reflectors and lamps is emphasized.

Managements are becoming increasingly colour-conscious, declares the Chief Inspector, and in this connection a booklet published by the British Colour Council "Colour Schemes for the Interior Decoration of Factories and Offices" has served as a useful guide. The use of colour is not confined to the lighter and cleaner trades but is being adopted in formerly dismal-looking rolling mills and steel foundries. Several large factories have decorated the walls in light cream and the machinery green or pale blue.

## **Welfare Amenities**

On the whole, appreciable progress is reported in providing adequate washing facilities, the medium-sized factories being more advanced than the small. Some industries are definitely backward in this respect, for example, motor repair factories and brickworks. In cotton spinning mills it is now usual for foot-baths and shower or ordinary baths to be provided.

## **Canteens**

Further improvements took place in the provision of canteens and feeding arrangements. At the end of 1946, 4,599 factories employing over 250 persons each had canteens. In smaller works with less than

250 work-people, the number of canteens increased from 6,852 to 7,507 and numerous other small occupiers have schemes under consideration.

In certain industries where it seemed impracticable to provide hot meals, services which vary from hot meals brought, for example, to a mine works, from a nearby colliery or factory canteen, or packed meals served from a local bakery, to snacks and hot drinks supplied to construction workers by a mobile canteen, have been established. In some factories working three or more shifts, e.g. glass, paper, iron and steel, electricity and gas, where the worker is unable to go to the canteen, efforts have been made to get the food to the worker. For instance, in one foundry a buffet is open for the service of hot snacks twice in each of the three shifts. In others packed meals have been provided.

## **Industrial Health**

Forty-seven cases of lead poisoning, of which eight were fatal, were reported in 1946, two more than in 1945. The only significant change in distribution was that 18 cases of lead poisoning occurred in ship-breaking as against one case the previous year.

Decreases were reported in aniline poisoning (from 31 to 19 cases), carbon monoxide (from 218 with 18 deaths to 117 with 11 deaths), hydrogen sulphide, sulphur dioxide, chlorine and nitrous fumes. One fatality among 14 cases of anthrax was reported; only 7 cases were reported in 1945.

Most marked was the rise in incidence of epitheliomatous ulceration to 245 cases (32 fatal), the highest number recorded since 1920. The corresponding figure for 1945 was 215 cases with 9 deaths. The increase was chiefly due to more cases having been contracted from pitch and tar. Most of the deaths arose from contact with oil. The number of dermatitis cases reported was not greatly different from 1945, 6,166 as compared with 5,996.

"Examining surgeons" continued through the year to examine periodically workers in occupations with special health risks. Certificates of fitness required under the Act for every person under 16 who is hired to work in a factory were granted to 256,053 persons and 8,000 were refused. Thirty-five thousand, four hundred and fifty-six more young persons were examined than in 1945 and 142 fewer were rejected. It may be noted that the Act is being amended this year to require all



persons under 18 to be examined before employment and annually thereafter.

The Report of the Chemical Section of the Inspectorate draws attention to the common and serious types of injuries due to accidental splashes of hot or corrosive substances or to the ignition of inflammable materials. Many of these occur in trades not properly included in the "Chemical Industry". The following precautions should be taken: (1) There should be complete enclosure of plant; (2) Proper protective clothing, including goggles, should be provided and worn and examined at regular intervals; (3) Means should be provided by which workers may treat splashes at once, e.g., portable wash bottles for eye injuries and buckets of water near working positions; (4) The pouring of dangerous liquids should be avoided; and (5) Wherever possible, a harmless material should be substituted for a dangerous one. A case in point is the unnecessary use of dangerous materials for cleaning purposes. Sixteen accidents were caused in 1946 by the ignition of petrol, acetone and benzol as cleaning agents.

As regards dusts, surveys were carried out in 1946, and the Industrial Dust Hazard Panel is considering different methods of collecting and analysing dust samples. Experiments are proceeding in the design of a filter which would remove impurities from the air without loss of heated air from the room. If a proper filter were devised, air could be recirculated, thus resulting in a saving of fuel.

## Personnel Management

With the help and advice of the Personnel Management Branch, consisting, at the end of 1946, of four men and five women, substantial advances have been made in setting up new Personnel Departments in both large and small factories in many industries, including two large pottery-making firms, boot and shoe factories and jute mills—industries which have been slow to see the advantages of personnel management. At least 14 have been set up in factories which employ over 1,000 persons each. The greatest increase has been in factories with between 250 and 500 employees. In smaller factories it is generally found better to arrange for personnel management as a part-time job.

Developments noted include the practice of appointing a company director to be especially responsible for personnel matters and of uniting the Personnel and Welfare Departments in the same factory under

one personnel officer. One result of the setting up of Personnel Management Departments has been the establishment in many factories of some joint consultative machinery or works committee.

There was considerable development in education and training schemes in 1946. New training schools for juveniles are being established and young workers released during working hours to attend day-time classes. The boot and shoe industry has developed a training scheme under which workers up to 18 attend classes, including both general and vocational subjects, one day a week. An interesting scheme, the first of its kind, is one to train dockers under 30 in certain skilled dock jobs. Other schemes in operation are for adult workers, including ex-Servicemen. Attention is drawn to the fact that many such training schemes do not include proper instruction in safety principles. The training of supervisory staff continues to receive attention and the Ministry's "Training Within Industry" scheme is widely used.

The importance of appointing trained and experienced personnel officers is stressed. The Report refers to introductory and refresher courses in personnel management which have proved of value to those without much previous training.

## Joint Advisory Committees

The Chief Inspector briefly reviews the recommendations of Joint Advisory Committees in the jute and cotton industries (L.G., 1946, p. 1722), on the safeguarding of milling machines, the spacing of certain machinery in the wool textile industry, and on conditions in iron foundries (L.G., 1947, p. 1780), all of which reported during 1946.

Reference is also made to the committee set up by the British Plastics Federation and to the Patent Fuel Manufacture (Health and Welfare) Special Regulations (1946), which were issued to deal with unsatisfactory conditions in patent fuel works (L.G., 1946, p. 685).

The Report states that the Inspectorate devoted considerable attention to improving conditions in brickworks during 1946 and thereby anticipated the findings of a committee which was set up by the Ministry of Works and which reported at the end of the year.

## Enforcement

Inspectors, Canteen Advisers and Personnel Management Advisers numbered 354, a decrease of 31 compared with the previous year. The Chief Inspector reports

that a co-ordinated scheme for training new Inspectors has been started, and he looks to the time when, with greater strength, the Inspectorate may be enabled to concern itself not only with routine inspection but to a greater degree with the preventive and advisory aspects of its activities.

Visits of Inspectors to the 189,913 factories with mechanical power (their number rose 5 per cent in 1946) numbered 232,066; those to the 43,358 without power, 24,568.

In 1946, 584 firms or persons were prosecuted for violations of the Factories Act, some for more than one offence, the number of charges being 1,099. Of these, 828 convictions were obtained, and fines amounting to £8,288 were imposed. Two hundred and sixteen charges were withdrawn of which 69 were dropped on conviction on an alternative charge and 55 cases were dismissed. More than half of the convictions (427) were for breaches of the safety provisions of the Act.

## BRITISH LABOUR IN 1947

*Increases in British trade union membership accompanied substantial rises in civilian employment. Wage rates and the cost of living both rose 4 per cent in the second half of 1947. The basic work-week was reduced in many industries, but in response to the national need for high output much overtime was worked towards the end of the year. Time loss through strikes was inconsiderable.*

The March, 1948, issue of *Labour and Industry in Britain*, published by the United Kingdom Information Office in Ottawa, contains information on trade union membership, employment, wage rates and earnings and cost of living in Britain. These items are summarized below.

Membership of trade unions in Britain reached 8,714,000 at the end of 1946, the latest date covered by published statistics. This figure was a new high level, exceeding the previous peak of 8,348,000 trade union members in 1920.

During 1946 there was an increase of 911,000 despite the decline in the number of unions from 777 to 753. The Trades Union Congress, with affiliates representing 7,540,397 members, had 84 per cent of all trade union membership in Britain at the end of 1946.

### Employment

There was only a small change of 9,000 during 1947 in the size of the labour force in Britain. The increase in civil employment was, however, 611,000—absorbed from decreases in the Forces of 327,000; in the number of veterans not yet working, 177,000; and unemployed, 98,000. The general trend of unemployment was downward except for the abnormal increase during the coal transport and electricity

power emergency which followed the blizzard and storms of January, 1947.

### Wage Rates and Earnings

Up to the end of June net increases in wage rates in industries covered by reports to the Ministry of Labour totalled about £300,000. In the second six months the total was £1,400,000. The net increase for the whole year affected five million workers.

The average level of full-time weekly wage rates in December, 1947, was nearly 5 per cent higher than at the end of 1946 and about 73 per cent higher than in September, 1939. Of the 5 per cent increase, nearly 4 per cent was granted in the second half of the year.

Over the whole field, 18.4 per cent of the total wage increase was obtained by direct negotiations; 15.6 per cent was arranged by joint industrial councils; 22.6 per cent by other joint councils, conciliation boards, etc., established by voluntary agreement; 30 per cent came through wage councils and other statutory wages boards; 12.8 per cent by arbitration and mediation, and 0.6 per cent automatically under sliding scales based on the cost-of-living index.

The latest nation-wide survey of actual earnings in industry took place in April, 1947, and showed that in the industries

covered, including five and three-quarters million workers, average weekly earnings had risen 94 per cent since October, 1938, the last pre-war survey.

Owing to payments for overtime, night shifts and week-end work at above the normal rates, the increase in average hourly earnings was 101 per cent for all workers in April; for men it was 84 per cent.

### Hours of Work

No widespread reduction in the basic work-week had occurred since 1919 and 1920 until 1946, when over two million employees had a reduction in their basic hours. During 1947, the reductions continued and about five million work-people had their basic work-week reduced by an approximate average of 3½ hours. Towards the end of the year, however, workers in a number of industries volunteered to work overtime to help in the national need for high output.

In the survey of April, 1947, it was ascertained that the average weekly hours actually being worked in manufacturing industries was 45.0 hours for all types of workers. For adult male workers, the average was 46.3 hours while for women, the average was 41.5 hours.

### Cost of Living

During the first half of 1947, movements in the cost of living continued to be measured by the old cost of living calculated on the 1914 base. The index showed little change between January and June, being in both months about 31 to 32 per cent above the level in September, 1939.

A new index was calculated soon after the war, weighted in accordance with the 1937-38 budgets, and taking the level of prices at June 17, 1947, as 100. On this basis the cost of living rose 4 per cent in the second six months.

### Industrial Disputes

The number of stoppages due to industrial disputes which began in 1947 (1,717) was less than in 1946, though the number of workers affected (621,700) and the total number of working days lost (2,432,000) was slightly higher.

The total of days lost was, of course, a very small proportion of working time, as in all years since the end of the war. The total of working days lost since V-J Day is now about 6½ million, which compares with 65½ million working days lost in the corresponding period after World War I.

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## WORKMEN'S COMPENSATION IN NEW BRUNSWICK

The twenty-ninth annual report of the Workmen's Compensation Board of New Brunswick contains a fully audited balance sheet covering the financial transactions of the Board, together with statistics of accidents and compensation paid for the year ending December 31, 1947. The total income for the year 1947 was estimated at \$1,873,724.97 and the expenditure at \$1,787,657.61, leaving an estimated credit balance of \$86,067.36. Adding this to the cumulative credit balance of \$1,988,848.25 carried forward from the year 1946, the estimated surplus stood at \$2,074,915.61.

The introduction of Merit Rating was approved by the New Brunswick Government and put into effect for the year 1947. "Adjustments under this system will be made to employers during the year."

Complete accident statistics for the year 1946 appear in this report. The cost of compensation amounted to \$1,414,868.67, when a total of 13,950 compensable accidents were reported to the Board. Of these 31 were fatal; 206 were permanent partial disability; 8,183 were temporary total disability and 4,824 required medical aid only. Non-compensable accidents reported to the Board numbered 884.

The following classifications enumerate the causes of accidents reported to the Board: Prime movers, 261; working machines, 856; hoisting apparatus, 345; dangerous substances, 465; stepping on or striking against objects, 1,911; tools, 1,986; runaways and animals, 123; moving trains, vehicles, etc., 415; fall of persons, 2,345; all other causes, 1,693.



This section contains articles on industrial relations in the field coming under the jurisdiction of the federal Department of Labour.

## INDUSTRIAL DISPUTES AND CONCILIATION

*Minister of Labour reconvened Conciliation Boards to mediate in wage dispute affecting major Canadian Railways. A strike was called on June 5 by Canadian Seamen's Union against certain shipping companies on Great Lakes and St. Lawrence Waterways.*

### Introduction

While industrial relations in the field of federal jurisdiction were generally without unusual incident during May, the attention of the staff of the Industrial Relations Branch and other senior officers of the Department continued to be focussed upon the situation arising out of the demands of various railway labour organizations for wage increases of 35 cents per hour from the major Canadian railways.

### Railway Wage Dispute

As reported in previous issues of the *LABOUR GAZETTE*, the wage demands of the railway employees were investigated by two Conciliation Boards which, while differing in personnel, were each under the chairmanship of Hon. Mr. Justice J. C. A. Cameron, of the Exchequer Court of Canada. The Conciliation Boards both recommended in majority reports that the employees be granted a general wage increase of 7 cents per hour, effective April 8, 1948. This recommendation was acceptable to the various railways affected, but was rejected by the General Conference Committee of the eighteen international railway labour organizations and by the negotiating committee of the Canadian Brotherhood of Railway Employees and Other Transport Workers. Subsequently, strike votes were conducted among both groups of workers, and it was announced that the employees had voted by large majorities to withdraw from service if their respective committees were unable to reach a satisfactory settlement.

On June 1, the Minister of Labour announced that he had decided to reconvene the two railway Conciliation Boards, with the acquiescence of all the parties, to act in a purely mediatory capacity. Conferences were scheduled to commence in Montreal on June 8 to explore all possibilities for a peaceful settlement of the dispute.

### Inland Shipping

After a lull of several weeks, the dispute between the Canadian Seamen's Union and various shipping companies on the Great Lakes and St. Lawrence Waterways again flared into prominence on June 5 when a strike was declared by the union. The chief causes of the strike were the refusal of the companies to renew or enter into collective agreements with the Canadian Seamen's Union on behalf of their unlicensed seamen, and, in the case of some of the employers affected, certain alleged infractions of the Wartime Labour Relations Regulations. The principal companies involved were Canada Steamship Lines, Limited, Sarnia Steamships, Limited, Colonial Steamships, Limited, Transit Tankers and Terminals, Limited, and Northwest Steamships, Limited. A number of smaller companies which had refused to sign agreements with the union were also reported to be affected.

At the time of writing, it was not possible to determine the extent to which the operations of the companies were affected by the strike.

***The following statement sets forth the scope of the Industrial Relations Branch, Department of Labour, and of the articles contained in this section.***

This section on *Industrial Disputes and Conciliation* contains monthly articles concerning proceedings under the *Wartime Labour Relations Regulations, P.C. 1003*, and under the *Conciliation and Labour Act*.

During the war and its aftermath the Dominion Wartime Labour Relations Regulations (P.C. 1003) of February 13, 1944 (which suspended the Industrial Disputes Investigation Act, enacted first in 1907),

have required employers to negotiate with the representatives of their employees and provided machinery for the settlement of disputes.

At the present time the Regulations apply only to industries within the legislative authority of Parliament, including navigation and shipping lines of steam or other ships, railways, airlines, canals, telegraph, telephone and radio communication, ferries, and works situated in a province but which have been or may be declared by Parliament to be for the general advantage of Canada or two or more provinces. Jurisdiction over war industries and industries within the scope of certain provinces which entered into wartime agreements with the Dominion has now reverted to the provinces. (A summary of the present position with respect to labour relations legislation in Canada appears in the July issue of the *LABOUR GAZETTE*, pp. 940-43.)

The Regulations, which were issued under the authority of the War Measures Act, are continued in effect under The Continuation of Transitional Measures Act, 1947. A bill incorporating many of the features of the Regulations, with modifications and additions, was introduced in the House of Commons on June 17, 1947, but was allowed to stand over until the next session of Parliament (L.G., July, 1947, p. 923, Aug., p. 1102). The bill has now been adopted by the House of Commons and the Senate. Further reference will be made to it in the August issue.

The Regulations are administered by the *Wartime Labour Relations Board (National)* in respect of those provisions relating to: The certification of bargaining representatives, the intervention of the Board for the purpose of obtaining conciliation services from the Minister of Labour, the establishment of procedures for the final settlement of dispute concerning the interpretation or violation of collective agreements, and the institution of prosecution proceedings.

The provisions of the Regulations relating to conciliation services are under the administration of the Minister of Labour and are provided to parties desiring to negotiate agreements through the formal intervention of the Board.

## Applications for Certification Under the Wartime Labour Relations Regulations

The Wartime Labour Relations Board (National) met for one day during the month of May. During the month the Board received seven applications, one of which was withdrawn on May 19, held two hearings, issued four certificates designating bargaining representatives, ordered one representation vote, rejected three applications and allowed the withdrawal of two applications.

### Applications for Certification Granted

1. *The Brotherhood of Railway and Steamship Clerks, Freight Handlers,*

The Board, with the approval of the Minister of Labour, has adopted rules or regulations which govern procedure in making the various types of applications invoking the provisions of the Regulations and the services of the Board. Copies of these procedural regulations and of the Wartime Labour Relations Regulations, P.C. 1003, may be obtained from the Department of Labour, Ottawa.

Proceedings under the Regulations are here described in separate articles. The first deals with applications made to the Board for the certification of bargaining representatives and other services, and records the decisions reached in such matters; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation; and, when the occasion requires, a third records the appointment of Industrial Disputes Inquiry Commissions under the Regulations and reports the results of their investigations.

Conciliation proceedings are also provided through the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act. This Act 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.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, and Fredericton. The territory of the officer 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 and work in close collaboration with the Provincial Conciliation Service; two officers in Montreal are assigned to the Province of Quebec and the officer resident in Fredericton, represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

*Express and Station Employees* and certain of its officers for clerical employees employed by the *Canadian Pacific Railway Company*, in the office of the general accountant, Angus Shops, Montreal, P.Q. The general accountant, chief clerk, chief time-keeper, senior clerk-accountant and secretary to the general accountant were excluded from the bargaining unit.

2. *The Brotherhood of Locomotive Firemen and Enginemen* and certain of its officers for drivers, motormen and trolley-men employed on the Montmorency Division of the *Quebec Railway, Light and Power Company*, Quebec, P.Q.



3. *Brotherhood of Railroad Trainmen, Lodge 509*, and certain of its officers, for conductors, baggagemen and trainmen employed on the *Montmorency Division of the Quebec Railway, Light and Power Company*, Quebec, P.Q.

4. *Elevator Grain Handlers' Union, Local 1121, International Longshoremen's Association* and certain of its officers for elevator grain handlers in the employ of the *Canadian Pacific Railway Company* at West Saint John, N.B., in the classifications of assistant weighman, assistant millwright, sub-foreman (bagging room, floor and dumper), car dumper operator, shoveller, corner man, tripper man, feed tender, tripper floorman, bin foreman, gantry man, car pull man, signal man, draught puller, millwright helper, sewer, loader and cleaner. Excluded from the bargaining unit were the classifications of foreman, head weighmaster, weighmaster and millwright.

### Applications for Certification Rejected

1. *Canadian Seamen's Union and Commercial Cable Company Limited*, Halifax, N.S. (L.G., May, 1948, p. 465.) Following an investigation of the application and a public hearing, the Board rejected the application for the reason that the work, undertaking or business carried on by the Company was not one subject to the provisions of the Wartime Labour Relations Regulations, the Board, therefore having no jurisdiction.

2. *Canadian Merchant Service Guild Inc. and Island Tug and Barge Limited*, Victoria, B.C. (L.G., June, 1948, p. 575.) Following an investigation of the application, the Board decided to exclude masters from the bargaining unit because of their supervisory duties, and rejected the application for the reason that it did not have the support of a majority of the mates affected.

3. *National Association of Marine Engineers of Canada Inc. and Pacific Great Eastern Railway Company*, Vancouver, B.C. (L.G., June, 1948, p. 575.) Following an investigation of the application, the Board rejected the application for the reason that it did not have the support of a majority of the employees affected.

### Representation Vote Ordered

1. *The Brotherhood of Railway and Steamships Clerks, Freight Handlers, Express and Station Employees and Cana-*

*dian Pacific Railway Company*, Smiths Falls, Ontario. (L.G., June, 1948, p. 576.) Following an investigation of the application, the Board ordered a representation vote of the clerical employees in the superintendent's office of the *Canadian Pacific Railway Company*, Smiths Falls, Ontario, in the classifications of clerk, clerk-stenographer, stenographer, and maintenance of way clerk. Mr. J. L. MacDougal, Industrial Relations Officer, Ottawa, was appointed by the Board to conduct the vote.

### Applications for Certification Withdrawn

1. *National Association of Marine Engineers of Canada Inc., and Great Lakes Paper Company Limited*, Fort William, Ontario. (L.G., May, 1948, p. 466.) On the request of counsel for the Union, the application was withdrawn.

2. *Canadian Merchant Service Guild Inc., and Pacific Great Eastern Railway Company*, Vancouver, B.C. On the request of the Secretary of the Union, the application was withdrawn.

3. *National Syndicate of Longshoremen of Ha! Ha! Bay Inc. (CCCL), and Saguenay Terminals Limited*, Port Alfred, P.Q. (L.G., May, 1948, p. 465.) On the request of the President of the Union, the application was withdrawn.

### Applications for Certification Received During the Month of May, 1948

1. *Canadian Merchant Service Guild Inc.*, on behalf of master, mate and barge masters aboard the towboat *Point Ellice* and barges of the *Pacific Great Eastern Railway*, Vancouver, B.C. This application was withdrawn during the month.

2. *Brotherhood of Railroad Trainmen*, on behalf of switch tenders in the employ of the *Toronto Terminals Railway Company*, Toronto, Ontario.

3. *Canadian Communications' Association, Local No. 6*, on behalf of employees in the operating and engineering departments of the *Pacific Cable Board*, Montreal, P.Q.

4. *Canadian Air Line Flight Attendants Association*, on behalf of stewardesses, stewards and pursers employed by *Trans-Canada Air Lines*, Winnipeg, Manitoba.

5. *National Association of Marine Engineers of Canada Inc.*, on behalf of Marine Engineers, on boats of the *Great*



*Lakes Paper Company Limited*, Fort William, Ontario.

6. *Transport Drivers, Warehousemen and Helpers, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America*, on behalf of employees of the *Kingsway Transport Limited, Montreal*, employed as mechanics

and those engaged in maintenance or repair of motor vehicles and allied trades.

7. *Canadian Brotherhood of Railway Employees and Other Transport Workers*, on behalf of employees in men's Washroom and Shoe Shine Parlour of the *Toronto Terminals Railway Company, Toronto, Ontario*.

## Conciliation Proceedings Under the Wartime Labour Relations Regulations

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

### I. Assignment of Conciliation Officers

During May, 1948, a Conciliation Officer was assigned to confer with the parties in an effort to effect an agreement in the following case:—

Ottawa Light, Heat & Power Co., Ltd., Ottawa, Ont., and Local B1440, Int. Bro. of Electrical Workers (AFL-TLC). Bernard Wilson, Conciliation Officer.

### II. Agreements Facilitated By Conciliation Officers

In the following case, a report was received during the month from the Conciliation Officer indicating the successful completion of negotiations with the signing of an agreement:—

Canadian Marconi Co., Ltd. (Transoceanic Service) and Marconi System

Division, No. 59, Commercial Telegraphers' Union (AFL-TLC). Raoul Trepanier, Conciliation Officer. (L.G., June, 1948, p. 577.)

### III. Boards Established

During the month, Conciliation Boards were established to deal with matters in dispute between the following parties:—

Diamond Steamship Co., Ltd., and Canadian Seamen's Union (TLC). F. J. Ainsborough, Conciliation Officer. (L.G., May, 1948, p. 466.)

United Towing & Salvage Co., Ltd., and National Association of Marine Engineers of Canada, Inc. (TLC). Raoul Trepanier, Conciliation Officer. (L.G., June, 1948, p. 577.)

### IV. Boards Fully Constituted

*Various grain elevator companies.* The Conciliation Board established to deal with a dispute between various grain elevator companies, represented by the Lakehead Terminal Elevator Association, and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express & Station Employees (AFL-TLC) was fully constituted on May 11, 1948, with the appointment of the Hon. Mr. Justice J. T. Beaubien, Winnipeg, as Chairman of the Board, on the joint recommendation of the other two members of the Board, W. A. Johnston, K.C., Winnipeg, and A. J. Wickens, K.C., Moose Jaw, who had been appointed on the recommendation of the employers and employees, respectively. (L.G., June, 1948, p. 577.)

### V. Boards Dissolved

*Northwest Steamships, Ltd.* The Conciliation Board established to deal with a dispute between Northwest Steamships Ltd., and the Canadian Seamen's Union (L.G., June, 1948, p. 577) was dissolved on May 6, 1948, on which date the Minister of Labour appointed L. W. Brockington, K.C., Ottawa, an Industrial Disputes Inquiry Commis-

sioner, under the provisions of Section 46A (1) of the Wartime Labour Relations Regulations, to deal with the dispute.

## VI. Settlements Following Board Procedure

During the month, advice was received that matters in dispute between the

following parties had been settled as a result of further negotiations following receipt by the parties of the Conciliation Board report:—

Canadian Marconi Co., Ltd. (Marine Service) and Marconi System Division, No. 59, Commercial Telegraphers' Union (AFL-TLC). (L.G., May, 1948, pp. 468-477.)

## Conciliation Proceedings Under the Conciliation and Labour Act

During May the Industrial Relations Branch dealt with one industrial dispute under the provisions of the Conciliation and Labour Act. A brief report upon the situation follows:—

### Longshoremen, Montreal, Que.

It was announced by the Minister of Labour during May that the intervention of an Industrial Relations Officer of the Department had resulted in the consummation of a collective agreement between some fifty shipping companies operating into the Port of Montreal and the International Longshoremen's Association and its affiliated Local No. 375. The agreement affects approximately 4,000 longshoremen employed in the discharging and loading of ocean-going vessels at Montreal

harbour. The assistance of the Department of Labour had been asked after an impasse was reached in negotiations in the latter part of April between the union and the Shipping Federation of Canada, Inc., which acted on behalf of the various shipping firms.

Under the terms of the new agreement, the basic wage rates of longshoremen were increased from \$1.13 to \$1.30 per hour. A new clause provided that when ammonium nitrate fertilizer is handled, the longshore workers will receive 35 cents per hour above the basic wage rate. Basic wage rates for work performed outside of regular working hours were fixed at \$1.95 per hour. Rates of pay for grain trimming, refrigerator work and certain other operations set at \$1.45 per hour during regular hours and \$2.17½ for such work at other times.

## Recent Decisions of Canadian Railway Board of Adjustment No. 1

The Canadian Railway Board of Adjustment has released its findings in cases heard on March 9, 1948.

**Case No. 565**, concerning the Canadian Pacific Railway Company (Prairie Region) and the Brotherhood of Locomotive Engineers, in respect to a disputed claim of an engineer for a run from Winnipeg to Gimli and return on June 19, 1947.

The joint statement of fact noted that the engineer was on unassigned passenger run—Winnipeg to Gimli and return—and on the date in question claimed mileage to Gimli and 20 miles per hour for the time spent while held there for return trip. The claim was reduced by 31 miles at 12½ miles per hour for time held at Gimli.

The employees cited article 2, clause (a) of the engineers' schedule, which states that 100 miles or less shall constitute a minimum day in passenger service except as otherwise specified. They contended that the time at Gimli, 58.4 miles from Winnipeg, round trip of 117 miles, should be allowed at 20 miles per hour.

The company in its rebuttal referred to that section of article 2, clause (a) which reads "except as otherwise specified" and quoted clauses (c) and (d). Clause (c) legislates for short runs straightaway and provides a speed basis of 12½ miles per hour, while clause (d) governs short turn-around trips and was applicable to the trip in question. The company furthermore maintained that the present practice of



payment for such runs had been in effect since 1911 and had not been previously questioned.

The contention of the employees was not sustained.

**Case No. 566**, concerning Canadian Pacific Railway Company (Prairie Region) and the Brotherhood of Railroad Trainmen. The matter in dispute was the discipline of 45 demerit marks and claim of 2,862 miles for time lost by a conductor who was held out of service from February 4 to February 24, 1947, for responsibility in respect to a rear-end collision between two trains at Maple Creek Subdivision, Alberta, on February 2, 1947.

The joint statement of facts noted that the conductor was in charge of a regular passenger train on February 2, 1947. The engine was separated from the train by the emergency application of the brakes due to lifting of the lever on the engine. Due to a heavy fall of snow and a severe storm the engine, after recoupling, was unable to lift the train. After investigation and ascertaining that the flagman had gone out, the conductor phoned the despatcher and asked him to stop third No. 4. This was done by an absolute signal at the east of Roscommon. The despatcher informed the conductor that a light engine guided by the flagman from Roscommon, was being sent to assist him. The conductor gave the location of his train before the light engine had left Roscommon. The light engine then proceeded to the scene and struck the train causing injuries to fourteen passengers and extensive damage to equipment.

The employees contended that all the requirements of Rule 99 were fulfilled and for this reason the conductor was wrongfully disciplined.

The company asserted that the conductor was remiss in his duties in connection with the collision. The necessary precautions for the protection of the train were not taken as prescribed by Rule 105. The discipline was therefore justified and the loss of 2,862 miles was incurred during the time necessary to investigate the mishaps.

The Board's decision was that the conductor's discipline be reduced to 30 demerit

marks and that he be paid for time lost between February 7 and February 24, 1947.

**Case No. 567**, concerning Canadian Pacific Railway (Prairie Region) and Order of Railway Conductors regarding application of article 20, clause (f), of the Agreement between the Railway and its Sleeping Car and Parlour Car Conductors and Parlour Car Attendants, effective September 16, 1944.

The joint statement of facts noted that compensation was being requested for two sleeping car conductors not called into service on two trains operating between Winnipeg and Edmonton on February 3 and 10, 1947, respectively. As these trains were operated with, respectively, four and three sleeping cars in service, the employees claimed that this was a violation of the agreement although porters-in-charge were provided for each car, and that a sleeping car conductor should be assigned when more than two sleeping cars are operated in a train.

The employees cited article 20 (f) of the Sleeping Car Conductors' Agreement, stating that "a Sleeping Car Conductor will be operated when there are three Parlour Cars or over." They contended that if a sleeping car conductor was required on a day run with three parlour cars, then he was also required on a run which involved the operation of three or more sleeping cars. The assignment of in-charge porters on trains of three or more parlour or sleeping cars, thereby denying sleeping car conductors work which was justly theirs, was a violation of the agreement.

In its rebuttal, the company pointed out that nothing in the Sleeping Car Conductors' Agreement required the company to provide a sleeping car conductor for a specific number of sleeping cars in a train, except that two must be employed when eight or more sleepers were in one train. Article 20 (f) of the Agreement did not apply. Porters-in-charge were all that was necessary to meet the requirements, and were being employed in accordance with articles 2 and 15 of the Agreement governing Sleeping Car Porters.

The claim of the employees was not sustained as there was no schedule provision governing the assignment of sleeping car conductors when two or more sleeping cars are operated in a train.



# COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

## Recent Collective Agreements

A file of collective agreements is maintained in the Research and Statistics 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.

### *Mining, Non-Ferrous Smelting and Quarrying: Coal Mining*

CAPE BRETON AND SPRINGHILL, N.S.—DOMINION COAL CO., LIMITED AND CUMBERLAND RAILWAY AND COAL COMPANY AND UNITED MINE WORKERS OF AMERICA, DISTRICT 26.

Agreement to be in effect from February 1, 1948, to January 31, 1949, and thereafter from year to year subject to notice. This agreement is similar to the one previously in effect (L.G., May, 1946, p. 625) with the following changes:—

*Vacation:* to be granted to employees covered by the agreement in accordance with the Supplementary Finding and Directions of the National War Labour Board, dated January 20, 1944, as modified by later negotiations.

*Wage rates* were increased \$1 a day in May, 1947, following termination of strike and increased 40 cents a day in December, 1947, and an additional 40 cents per day February 1, 1948, making an increase of \$1.80 per day over the 1946 rates given in the above LABOUR GAZETTE. The total increase to the hourly rated workers employed in the shops during this period amounted to from 22.2 cents to 22.8 cents per hour.

### *Manufacturing: Printing and Publishing*

TORONTO, ONT.—THE TORONTO GRAPHIC ARTS ASSOCIATION, THE MASTER PRINTERS AND BOOKBINDERS ASSOCIATION OF TORONTO AND THE INTERNATIONAL BROTHERHOOD OF BOOKBINDERS AND BINDERY WOMEN, LOCAL 28.

Agreement to be in effect from February 1, 1948, to October 31, 1948, and thereafter from year to year subject to notice. The employers acknowledge that the union is the agency through which journeymen and journeywomen bookbinders and apprentices are able to bargain collectively with the employers in the industry. There shall be no coercion or intimidation because of membership or non-membership in the union or employers' organization.

*Hours of work:* 40 per week; employees shall not be required to accept less than 8 hours per day on any week day or shift except where a short shift has been arranged or for Saturday morning work or except in case of emergency. *Overtime:* time and one-half for the first 3 hours in excess of the regular shift in any one day and double time thereafter and for work on Sundays and 8 specified holidays. When any of the above plant holidays is observed on a day which results in a reduction of the regular weekly hours for that calendar week, employees will be paid straight time for such plant *holidays not worked* provided they are at work the full working day before and the full working day after the holiday.

*Vacations with pay:* one week to employees with one year's service with the company and 2 weeks to employees with 5 years' service. Employees with less than one year of service shall receive 2 per cent of their total earnings.

*Minimum wage rates* (retroactive to October 1, 1947): journeymen bookbinders \$1.35 per hour, journeywomen bookbinders 75 cents per hour. A rate lower than the above minimum rate may be paid with the approval of the Joint Arbitration Committee to employees who because of age, disability or inefficiency are unable to earn the standard rate. Apprentice rates shall range from 35 per cent of journeymen's rate for male apprentices in first 6 months to 90 per cent in tenth 6 months, and for female apprentices from 60 per cent of journeywomen's rate during first 6 months to 90 per cent during sixth 6 months. *Night shift premium:* night shift workers shall receive 15 per cent of the day rate as a premium. Where 3 shifts are worked 2 of them shall be considered night shift work.

Provision is made for *grievance procedure*.

### *Manufacturing: Metal Products*

HAMILTON, ONT.—THE STEEL COMPANY OF CANADA LIMITED (HAMILTON AND ONTARIO WORKS) AND THE UNITED STEELWORKERS OF AMERICA, LOCAL 1005.

Agreement to be in effect from April 1, 1948, to April 1, 1949, and for a further period of one year unless 60 days' notice is given prior to the expiration date. This agreement is similar to the one previously in effect (L.G., April, 1947, p. 542) with the following changes:—

*Paid holidays:* workers (except probationary employees) shall be compensated with a special allowance (average hourly rate earned on the preceding normal working day times the number of hours normally scheduled for a shift in the department in which the worker is employed) for time lost by reason of not working on 6 specified statutory holidays, provided they

work on the shifts immediately preceding and following the holiday. If an employee works such holiday he shall receive his regular rate of pay for time worked in addition to the special allowance.

*Check-off* provisions are changed slightly after June 1, 1948.

*Wage rates* are increased by 11½ cents per hour for all hourly and production workers under the agreement effective April 1, 1948.

**BRANTFORD, ONT.—THE COCKSHUTT PLOW CO., LIMITED AND INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 458.**

Agreement to be in effect from January 7, 1948, to December 29, 1948, and thereafter from year to year subject to notice. The company recognizes the union as the bargaining agency of its employees. No discrimination, interference, restraint or coercion shall be exercised or practised by the company because of membership or connection with the union.

*Check-off*: the "Rand Formula" in the Ford Motor Company of Canada agreement and used in several agreements including the General Motors of Canada Limited agreement summarized in the 1948 January-February LABOUR GAZETTE, p. 48, is part of the agreement.

*Hours of work*: 45 per week consisting of 5 days of 9 hours or 6 days of 7½ hours. In the latter case, males are allowed 20 minutes for lunch and females 30 minutes, both with pay. *Overtime* at time and one-half shall be paid for work in excess of the regular hours and for all work on Sundays (except where part of regular shift) and 8 specified holidays. Where an employee is required to work 7 continuous days of any calendar week, he or she shall be paid at the rate of time and one-half for the seventh day.

*Statutory holidays*: employees with 6 months' seniority who work the shifts immediately preceding and following the holiday shall be reimbursed for time lost on 4 specified holidays.

*Rest periods and wash-up time*: employees working the 9-hour day shall be allowed a 10-minute rest period morning and afternoon. The company will also allow a five-minute period for the purpose of washing-up and putting away tools immediately prior to the end of each half shift.

*Vacation*: one week with pay shall be granted employees with one year's service with the company and 2 weeks with pay to those with 5 years' service.

*Wage rates*: scale of wages presently in effect shall be maintained for the duration of the agreement. *Shift bonus*: any person employed on night shifts shall receive a bonus of 5 cents per hour over and above the wages otherwise earned for each hour worked between the hours of 7 p.m. and 7 a.m. Female employees shall be paid equal wages with male employees for equal results.

Provision is made for *seniority rights* and *grievance procedure*.

## Construction

**SYDNEY, GLACE BAY, NEW WATERFORD AND NORTHSIDE, N.S.—THE MASTER BUILDERS AND UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCALS 1588, 1645, 611 and 2348 RESPECTIVELY.**

Agreement to be in effect from April 1, 1948, to April 30, 1949, and thereafter until 3 months' notice. The employer agrees to hire only members of the union when available. Master carpenters shall have the right to work on their contracts. If the union is unable to supply the required number of journeymen carpenters upon one day's notice, then non-union competent men may be employed who will be subject to the union rules and regulations.

*Hours of work*: 8 per day Monday through Friday, a 40-hour week, unless conditions require the establishment of other hours which may be done by mutual consent of employers and employees. *Overtime*: time and one-half shall be paid for work in excess of 8 hours during first 5 days of the week, double time for all work on Saturdays, Sundays and 8 specified holidays.

*Wage rates*: minimum rate for journeymen carpenters shall be \$1.30 per hour. Men working on scaffolds 50 feet in height shall be paid 5 cents per hour over the rate and an additional 5 cents for every 20 feet higher. Foremen shall be paid 15 cents per hour over the journeyman's rate. Any member of the carpenters' union working for any one other than a recognized contractor shall charge 45 cents per hour more than the above scale. Special rates may be fixed for handicapped workers.

*Apprentices* may be employed in ratio of one to every five journeymen. Rates shall be according to schedule awarded by the Regional War Labour Board, July, 1946, except that increases in rates shall be in proportion to increased rates granted to journeymen. Suitable shelter with heat shall be provided for men to change clothes and eat their lunches, and a shed provided for tools.

Provision is made for *grievance procedure*.

## Transportation and Public Utilities: Water Transport

**MONTREAL, P.Q.—VARIOUS STEAMSHIP COMPANIES (OCEAN NAVIGATION) AND INTERNATIONAL LONGSHOREMEN'S ASSOCIATION, LOCAL 375 (GENERAL LONGSHOREMEN).**

Agreement to be in effect from April 19, 1948, to December 31, 1948, and thereafter from year to year subject to notice. This agreement is similar to that previously in effect and summarized in the LABOUR GAZETTE for August, 1946, p. 1091 with the following changes:—

*Hours of work* were reduced from 9 to 8 per day, Monday through Saturday in 1947, and so continue in the present agreement. *Overtime*: double time is to be paid on 3 instead of 2 specified holidays (this change also was made in 1947), as well as on Sundays and for working through meal hour and thereafter until discharged for meals as formerly. *Hourly wage rates* are in-



creased to \$1.30 during regular daytime hours and to \$1.95 for work between 5 p.m. and 6 p.m., 7 p.m. and 11 p.m. and midnight to 5 a.m. For work on penalty cargoes other than ammonium nitrate fertilizer the rates are \$1.45 during regular daytime hours and \$2.17½ for all other time except meal hours. The rates of pay for working

on ammonium nitrate fertilizer shall be \$1.65 for regular daytime hours and \$2.47½ for all other time except meal hours. (The corresponding rates for other than penalty cargoes were \$1 per hour for day work, \$1.20 for evening work and \$1.50 for night work in 1946; \$1.13 for day work and \$1.69½ for evening and night work in 1947.)

## Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,\* include the repeal of one agreement and the amendment of 9 other agreements. These include the amendment of the agreements for retail stores at Quebec and for barbers and hairdressers at Valleyfield, in the *Quebec Official Gazette* of April 24, and the amendment of the agreements for municipal employees at Jonquière, for barbers and hairdressers at St. Johns and Iberville and at St. Hyacinthe and for garages and service stations at Montreal, in the issue of May 1. All the other Orders in Council are summarized below.

Requests for the amendment of the agreements for municipal employees at Jonquière, for barbers and hairdressers at Quebec and at Valleyfield and for clock-makers in the counties of Drummond, Arthabasca, Richmond, Nicolet and Bagot were gazetted April 24. Requests for the amendment of the agreements for railway car and bus manufacturing at Montreal, for garages and service stations at Quebec, for the men's and boys' hat and cap industry for the province, for hospital and charitable institution employees at St. Hyacinthe, for barbers and hairdressers at Valleyfield and for the fur industry at Quebec, as well as a request for a new agreement for truck drivers at Montreal, were all published May 1. Requests for a

new agreement for the manufacturing of fibre boards, shoe findings and similar products for the province and for the amendment of the agreements for barbers and hairdressers at Hull and at St. Johns and Iberville were gazetted May 8. Requests for new agreements for the hardwood floor industry at Montreal, for the furniture industry for the province and for boiler and machine shops at Quebec, and for the amendment of the agreement for the retail fur industry at Montreal were all published May 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 assessment on the parties.

### Construction

#### BUILDING TRADES, QUEBEC.

An Order in Council, dated April 22, and gazetted May 1, amends the previous Order in Council for this industry (L.G., Dec., 1947, p. 1803) by providing that maintenance men in manufacturing or industrial establishments covered by a services hiring contract for a minimum period of 6 months are not governed by the terms of this agreement.

*Minimum hourly wage rates* for journeymen are increased by 5 cents per hour in all cases except enginemen (stationary and portable machines) whose rate is increased by 10 cents per hour and except enginemen-mixers and enginemen-compressors who receive the same rate as formerly. The category "freight elevator operator (not steam driven)" is added to the wage schedule, with a minimum rate of 90 cents per hour in zone I, 80 cents in zone II, 70 cents in zone III and 65 cents in zone IV.

#### BUILDING TRADES, MONTREAL.

An Order in Council, dated April 22, and gazetted May 1, extends the term of the previous Order in Council for this industry (L.G., April, 1948, p. 333) to June 30, 1948.

#### BUILDING TRADES, HULL.

An Order in Council, dated April 28, and gazetted May 1, extends the term of the previous Orders in Council for this industry (L.G., May 1, 1946, p. 629, Aug., p. 1094; Feb., 1947, p. 186, Nov., p. 1662; April, 1948, p. 334, and previous issues) for 3 months from May 1, 1948.

Another Order in Council, dated April 28, and gazetted May 8, amends the previous

\*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 or employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, p. 86. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.



Orders in Council for this industry by the addition of the following trades to the wage schedule: cribman 95 cents per hour in zone I, 85 cents in zone II; crane operator \$1 in both zones; shovel operators \$1.25 in zone I, \$1.15 in zone II; bulldozer operator \$1 in both zones; pump operator 80 cents in zone I, 70 cents in zone II; tractor operator 85 cents in both zones; truck driver (construction), oiler 70 cents in zone I, 65 cents in zone II; blacksmith 85 cents in zone I, 75 cents in zone II; blacksmith (drill sharpener), welder 90 cents in both zones; diver \$2 in both zones; mechanic (construction) 90 cents in zone I, 80 cents in zone II; watch-

man \$25 per week; material checker and timekeeper \$115 per month. The categories "steam mixer operator" and "gasoline mixer operator" are replaced by "mixer operator" with a minimum wage rate of 80 cents per hour in zone I and 60 cents in zone II.

**Service: Public Administration**

**MUNICIPAL OFFICE EMPLOYEES, QUEBEC.**

An Order in Council, dated April 22, and gazetted May 1, repeals the Order in Council making this agreement obligatory (L.G., April, 1946, p. 499).

# 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 April

### (1) Works of Construction, Remodelling, Repair or Demolition

During the month of April the Department of Labour prepared 83 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 37 construction contracts were 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 8 per day and 44 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 44 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 from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation".

### (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 . . . .	4,960	\$7,788,766.00
Post Office. . . . .	15	81,194.36

**CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING APRIL**

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
<b>CANADIAN COMMERCIAL CORPORATION</b>				
Dartmouth, N.S.	Alterations to staff houses at Tufts Cove (Electrical work).	Bryant Electric Co. Ltd., Halifax, N.S.	\$ 20,400.00	April 22, 1948
Dartmouth, N.S.	Alterations to staff houses for married quarters at Tufts Cove (painting).	Salsman & Sons, Ltd, Halifax, N.S.	27,213.00	April 22, 1948
Halifax, N.S.	Demolition and removal of barracks Block "A", H.M.C.S. "Stadacona".	R. S. Allen, Halifax, N.S.	22,800.00	April 26, 1948
Fredericton, N.B.	Construction of a radio receiving station.	Caldwell Construction Co., Fredericton, N.B.	12,893.00	Oct. 25, 1947
Bouchard, P.Q.	Erection of 20 prefabricated houses, at the Army Magazine.	The Tower Co. Ltd., Montreal, Que.	160,740.00	March 15, 1948
Quebec, P.Q.	Alterations and additions to Inspection Board Building, H.M.C.S. "Montcalm".	Le Syndicat de Construction Moderne Ltee., Quebec, Que.	25,290.00	May 10, 1948
Centralia, Ont.	Interior painting of 8 buildings at R.C.A.F. Station.	M. H. Presley, Ottawa, Ont.	7,545.00	Jan. 6, 1948
Rockcliffe, Ont.	Interior painting of buildings Nos. 20, 69, 131, 136 and 140 at R.C.A.F. Station.	Duford Ltd, Ottawa, Ont.	3,500.00	May 1, 1948
Toronto, Ont.	Construction of additional sewage facilities, R.C.A.F. Staff College, Armour Heights.	Spartan Contracting Co. Ltd., Toronto, Ont.	6,591.25	Oct. 20, 1947
Toronto, Ont.	Construction of addition to east end of Drill Hall at H.M.C.S. "York".	F. D. Howie Construction Ltd., Toronto, Ont.	9,475.00	Jan. 9, 1948
Shilo, Man.	Erection of 50 prefabricated houses.	Engineered Buildings Ltd., Edmonton, Alta.	410,305.00	Mar. 15, 1948
Winnipeg, Man.	Renewal of chimney, Fort Osborne Barracks.	Francis Hankin & Co., Ltd., Montreal, (2), P.Q.	10,491.00	Dec. 3, 1947
Calgary, Alta.	Erection of 35 premill-cut houses at No. 1C Repair Depot.	Bird Construction Co. Ltd., Winnipeg, Man.	277,500.00	Jan. 26, 1948
Calgary, Alta.	Erection of 100 premill-cut houses at Currie Barracks.	Bird Construction Co. Ltd., Winnipeg, Man.	802,500.00	Mar. 24, 1948
Boundary Bay, B.C.	Erection of 50 prefabricated houses at the Vancouver Wireless Station.	Engineered Buildings Ltd., Edmonton, Alta.	394,955.00	Mar. 24, 1948
<b>CENTRAL MORTGAGE AND HOUSING CORPORATION</b>				
Halifax, N.S.	Construction of 305 units (project No 19).	Brookfield Construction Co. Ltd., Halifax, N.S.	1,336,000.00	Feb. 9, 1948
Cartierville, P.Q.	Construction of foundations for 400 existing units (project No 1).	J L E Price Ltd, Montreal, P.Q.	374,800.00	May 21, 1948
Lindsay, Ont.	Construction of sample house (project No 2B).	Geo. Finney, R.R.1, Woodville, Ont.	2,690.00	April 5, 1947
Vancouver, B.C.	Construction of 50 units (project No 5G).	Marwell Construction Co. Ltd., Vancouver, B.C.	250,000.00	Feb. 19, 1948
Vancouver, B.C.	Construction of 50 units (project No 5H).	Kaiser & Kamferer, Vancouver, B.C.	235,000.00	Feb. 19, 1948
<b>NATIONAL HARBOURS BOARD</b>				
Halifax Harbour, N.S.	Construction of Shed 26 and grain gallery.	Fundy Construction Co. Ltd., Halifax, N.S.	\$ 679,694.00	Feb. 16, 1948
Vancouver Harbour, B.C.	Resurfacing apron, East side Ballantyne Pier.	Dominion Construction Co. Ltd., Vancouver, B.C.	52,329.00	Feb. 20, 1948

**CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING APRIL—*Conc.***

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
DEPARTMENT OF PUBLIC WORKS				
Bay St. Lawrence, N.S.....	Harbour repairs and improvements.	Donald F. Cantley, New Glasgow, N.S.	194,905.00	Mar. 12, 1948
Short Beach, N.S.....	Breakwater repairs.....	Barney Mosher, Liverpool, N.S.	78,677.46	Feb. 20, 1948
Saint John, N.B.....	Interior painting and re-decorating at Old Post Office Building.	E. A. Ritchie, Saint John, N.B.	7,165.00	Mar. 3, 1948
Barachois de Malbaie, P.Q.	Jetty reconstruction.....	James S Watt, Little River West, P.Q.	180,358.21	Feb. 27, 1948
Magog, P.Q.....	Alterations to Public Building.	Wilfrid Laroche, Magog, P.Q.	23,781.00	Nov. 13, 1947
Montreal, P.Q.....	Cleaning of windows in the Federal Public Buildings.	Beaver Master Services, Montreal, P.Q.	8,031.00	April 14, 1948
Montreal, P.Q.....	Additions and alterations—Hochelega Postal Station.	Alphonse Gratton Inc, Montreal, P.Q.	67,900.00	Mar 24, 1948
Montreal, P.Q.....	Alterations and repairs to Canadian Converters' Building, Lagachetiere Street.	Alphonse Gratton Inc, Montreal, P.Q.	36,595.00	April 2, 1948
Montreal, P.Q.....	Alterations to Canadian Converters' Building, 1625 Delorimier Street.	A. E. Hanley & Co., Montreal, P.Q.	38,000.00	April 21, 1948
Riviere Whalen, P.Q.....	Harbour improvements.....	Royalmount Construction, Ltd., Montreal, P.Q.	464,075.00	Jan. 5, 1948
Ottawa, Ont.....	Alteration to building (Laboratory), 35 John Street.	H. Dagenais, Ottawa, Ont...	27,700.00	April 5, 1948
Toronto, Ont.....	Alterations to New Pavilion at Christie Street Hospital	Redfern Construction Co. Ltd., Toronto, Ont.	13,240.00	Jan. 8, 1948
The Pas, Man.....	Replacing harbour facilities.	Macaw & Macdonald, St. Boniface, Man.	48,400.00	Feb. 20, 1948
Vancouver, B.C.....	Construction of autopsy and animal building at Shaughnessy Hospital.	Dawson & Hall Ltd, Vancouver, B.C.	43,425.00	Jan. 5, 1948
Dingwall, N.S.....	Dredging.....	J. P. Porter Co., Ltd.....	92,000.00	*

\* 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, automobile-repair shops and service stations have been brought under the Minimum Wage Acts; overtime for preparatory work done by engineers, firemen and oilers in producing power in factories has been cut to one hour a day. Pneumoconiosis has been made compensatable in any industry except metal mines where silicosis is compensated.*

*Saskatchewan apprentices are to be paid for eight public holidays and specified rural areas have been brought under the Minimum Wage Act; the proportionate rates payable to apprentices in relation to journeymen in plumbing, steamfitting, blacksmithing and custom welding have been altered.*

*Manitoba has issued the 1948 schedule of wages and hours for public and certain private construction works. Refrigeration engineers now come under the Apprenticeship Act.*

*In Quebec, workers exposed to silica and other dusts or to fumes and gases, are given greater protection, those exposed to lead are required to submit monthly to a medical examination and physicians must report all industrial diseases and cases of occupational poisoning. Several Minimum Wage Orders have been extended for another year.*

*Ontario has included in the collective liability system of workmen's compensation the motor transport of passengers when four or more are employed.*

*The Industrial Standards Act in Nova Scotia has been extended to Sydney.*

### DOMINION

#### Canada Shipping Act

Pilotage dues for the Saint John District have been generally increased by P.C. 501 of February 12, gazetted March 24, which rescinds the earlier by-law as set out in Orders of 1934 and 1943.

The dues for steamship pilots are raised from \$3 per foot draught of water, for inward or outward passage, to \$3.30; and for sailing ships, for inward passage from \$2 to \$2.20, and for outward passage from \$1.50 to \$1.65. Higher fees must be paid by ships detained at Quarantine for more than three hours (not including time spent waiting for Quarantine to open). Moveage dues and fees for adjusting compasses and for trial trips are also raised.

### PROVINCIAL

#### Alberta Department of Industries and Labour Act

By an amendment of April 20, 1948, gazetted April 30 (O.C. 433), the section in

the barber trade code fixing the schedule of wages has been repealed.

The code for this trade was established in 1937 (L.G., 1937, p. 318), under the authority of the Department of Trade and Industry Act, now Department of Industries and Labour Act.

#### British Columbia Hours of Work Act

##### *Engineers, Firemen and Oilers*

A reduction from one and one-half to one hour in the overtime worked under the Hours of Work Act became effective on April 22 for preparatory or complementary work performed by engineers or operators, firemen, oilers or greasers working on a single shift in all industrial undertakings using steam, gasoline or diesel engines or electric energy. The new Regulation (4A) of April 16, gazetted April 22, repeals an order (L.G., 1934, p. 641) which applied to such workers in undertakings where only steam was used as motive power.

## **British Columbia**

### **Male and Female Minimum Wage Acts**

#### *Automobile Repair and Gasoline Service-Stations.*

For the first time male and female employees in the automotive repair and gasoline service-station industry are covered by a Minimum Wage Order (No. 6). The Order, made on April 16, 1948, and gazetted May 6, came into effect on May 1. Exempted from the Order are automobile salesmen, office employees, watchmen and janitors.

"Automotive repair and gasoline service-station industry" means the construction, reconstruction, alteration, repair, overhauling, painting or reconditioning of any vehicle with an internal combustion engine and in the operation of retail gasoline service-stations, gasoline pumps and related services.

"Automotive mechanic" includes employees engaged in work usually done by journeymen, and as mechanics, machinists, metal-men, painters, electricians, radiator, battery and body-men, forgers, vulcanizers, trimmers and welders.

A minimum wage of 90 cents an hour has been fixed for automotive mechanics and 55 cents an hour for all other employees. Part-time workers must be paid for at least four hours in a day and employees called to work are to receive at least two hours' pay or to be paid for the entire period of waiting if required to remain longer.

The Order also reproduces certain provisions of the Act or of other regulations. The employer must pay at the rate of time and one-half for overtime after eight hours in a day or 44 in a week, pay wages semi-monthly, post a copy of the Wage Order in a conspicuous place in his establishment, keep records relating to the wages, hours, etc., of his employees and have these records available for inspection at any time by the Board of Industrial Relations.

#### *Hotels and Catering*

By an amendment to Order No. 52 of June 19, 1946 (L.G., 1946, p. 988), covering the hotel and catering industry, the Board of Industrial Relations may make exceptions to the stipulation that hourly paid part-time workers working less than 40 hours a week must be paid for at least four hours in any one day. The amendment (Order 52B) was made on April 26, 1948, gazetted April 29.

## *Manufacturing*

The overtime rate of time and one-half provided for by Order 25 (1947) for male and female employees in the manufacturing industry has been declared, however, by Order 25B of April 16, 1948, gazetted April 22, not to apply to persons permitted under the Hours of Work Act to work more than eight hours in a day and 48 in a week.

The same exemption, which was made applicable by Order 25A (L.G., 1947, p. 1334) to the section of the pulp and paper industry which was permitted under the Hours of Work Act to work more than eight hours in a day and 44 in a week, has been extended to May 31, 1948, by an Order (25C) of April 16, gazetted April 22.

## **British Columbia**

### **Workmen's Compensation Act**

Pneumoconiosis in any industry, except metalliferous and coal mining, where there is considerable exposure to silica dust, has been brought under the Workmen's Compensation Act. This addition was made by an Order in Council of April 14, 1948, gazetted April 22.

### **Manitoba Apprenticeship Act**

By Proclamation of January 27, 1948, gazetted February 7, refrigeration engineers were brought within the scope of this Act.

### **Manitoba Fair Wage Act**

The annual schedule of rates of wages and maximum hours prescribed for certain public and private construction works in Manitoba was gazetted on April 24 and will be in effect from May 1, 1948, to April 30, 1949.

"Public Work" applies to work under contract between the Minister of Public Works and an employer and includes construction, remodelling, demolition or the repairing or painting of buildings in Manitoba and to a highway, road, bridge or drainage construction work where the work is done outside the Greater Winnipeg Water District.

"Private Work", as defined in the Act, applies to the building, construction, remodelling, demolition or the repairing of any building or construction work in the Greater Winnipeg Water District, irrespective of the number of contracts made, in any city or town with a population exceeding 2,000, or in any other part of the province to which the Act may be extended by the Lieutenant-Governor in

Council provided that the total cost of such work exceeds \$100. Maintenance work done by a regular maintenance staff on any property under the immediate control of the owner, tenant or occupant is not included where the work is not undertaken with the intention of selling or renting the property.

A reduction in the maximum weekly hours is to be noted in this year's schedule. In Greater Winnipeg Water District Area the maximum weekly hours, which formerly varied from 44 to 48, have been reduced to 40 for asbestos workers, carpenters and mill-wrights, electrical workers, elevator constructors, marble setters, painters, decorators, etc., plastering, journeymen plumbers and steamfitters, stonemasons and tile setters.

In other areas, the weekly maximum hours have been reduced from 50 and 54 to

48 in almost all trades. For electrical workers, however, the weekly maximum is now 40 instead of 50.

The minimum hourly rate has been increased by five or ten cents for cement finishers, electrical workers, elevator constructors, skilled labourers, truck drivers, watchmen and for lathers (1st class) in Greater Winnipeg Water District Area only.

The stipulation that time worked in excess of the hours listed in the schedule must be paid at the rate of time and one-half and ordinary work on Sundays at double time, remains unchanged.

The schedule follows:—

#### FAIR WAGE SCHEDULE

The following schedule shall apply from and after May 1, A.D. 1948, on "Private Work" and on "Public Works", as described herein:

Occupation	A—Greater Winnipeg Water District Area for Private Work, and for Gov't Work, Winnipeg and Radius of 30 Miles.		B—Other than Area Described in "A" (Applies to private work when population exceeds 2,000).	
	Basic Wage Rate Minimum Per Hour	Hours Maximum Per Week	Basic Wage Rate Minimum Per Hour	Hours Maximum Per Week
1. Asbestos Workers—				
(a) Journeymen .....	1.10	40	1.10	48
(b) 1st Class Improvers.....	.95	40	.95	48
(c) 2nd Class Improvers.....	.80	40	.80	48
2. Bricklayers .....	1.45	40	1.30	48
Subject to existing agreement between the Builders' Exchange and the Bricklayers' Union.				
3. Bridge and Structural Steel and Iron Workers.	1.15	44	1.15	48
4. Carpenters and Millwrights.....	1.25	40	1.10	48
Subject to existing agreement between the Builders' Exchange and Carpenters' Union, Local 343.				
5. Cement Finishers (in warehouses or large floor area jobs).....	.90	48	.85	48
6. Electrical Workers (licensed Journeymen)...	1.35	40	1.20	48
7. Elevator Constructors (passenger and freight).	1.35	40	1.35	44
8. Building Labourers—				
(a) Assisting mechanics in the setting of cut stone, terra cotta and marble, bending reinforcing materials, mixing mortar, plumbing and pipefitting, and electrical installations and equipment.....	.85	48	.80	48
(b) General Building Labourers.....	.70	48	.65	48
9. Lathers—				
(a) 1st Class .....	1.25	44	1.15	48
(b) 2nd Class .....	1.00	44	1.00	48
10. Linoleum Floor Layers.....	.70	48	.65	48
11. Marble Setters .....	1.40	40	1.25	48
12. Mastic Floor Kettlemen.....	.70	48	.70	48
13. Mastic Floor Rubbers and Finishers.....	.80	48	.80	48
14. Mastic Floor Spreaders and Layers.....	1.00	48	1.00	48
15. Operating Engineers and Firemen on Construction—				
Class A: Engineers in charge of hoisting engines of three drums or more operating any type of machine, or operating clamshells or orange peels, regardless of capacity; or operating steam shovels or dragline of one yard capacity or over, or operating drop hammer pile drivers; in all cases irrespective of motive power.....				
	1.25	48	1.05	48



A—Greater Winnipeg Water District Area for Private Work, and for Gov't Work, Winnipeg and Radius of 30 Miles.

B—Other than Area Described in "A" (Applies to private work when population exceeds 2,000).

Occupation	Basic Wage		Basic Wage	
	Rate Minimum Per Hour	Hours Maximum Per Week	Rate Minimum Per Hour	Hours Maximum Per Week
Class B: Engineers in charge of hoisting engines having only two drums or of single drum, used in handling building material; or steam shovels and draglines not specified in "A" hereof; irrespective of motive power....	1.20	48	1.00	48
Class C: Engineers in charge of any steam operated machine not specified in "A" or "B" hereof; or in charge of a steam boiler if the operation of same necessitates a licensed engineer under the provisions of "The Steam Boiler Act"; or air compressor delivering air for the operation of riveting guns on steel erection work, or pumps in caissons, or trenching machines or bulldozers over size D4 or equivalent; irrespective of motive power.....	1.10	48	.95	48
Class D: Men firing boilers of machines classified in "A", "B" or "C" hereof or assisting engineers in charge of same.....	.85	48	.75	48
Class E: Operators operating concrete mixers over ½-yard capacity or bulldozers up to and including size D4 or equivalent; irrespective of motive power.....	.85	48	.75	48
Class F: Operators of gas or electric engines for machines not otherwise specified in "A", "B" or "C" hereof, of a type usually operated by skilled labourers.....	.75	48	.65	48
16. Painters, Decorators, Paperhangers and Glaziers .....	1.10	40	1.05	48
Swing Stage (above 3 storeys).....	1.15	40	1.10	48
17. Plasterers .....	1.45	40	1.30	48
18. Journeymen of the Plumbing and Pipefitting Industry .....	1.35	40	1.25	44
19. Roofers—				
(a) Mop Handlers .....	.80	48	.75	48
20. Sewer Construction Work—				
(a) Caisson Workers .....	.90	48	.85	48
(b) Labourers .....	.70	48	.65	48
(c) Pipe Layers .....	.85	48	.80	48
(d) Tunnellers .....	.85	48	.80	48
21. Sheet Metal Workers.....	.95	44	.90	48
22. Shinglers .....	1.00	44	.90	48
23. Stonecutters .....	1.25	44	1.15	48
24. Stonemasons .....	1.45	40	1.30	48
25. Terrazzo Workers—				
(a) Layers .....	1.05	44	1.02½	48
(b) Machine Rubbers (Dry).....	.85	48	.77½	48
(c) Machine Rubbers (Wet).....	.75	48	.70	48
26. Tile Setters (including all clay product tile and vitrolite glass).....	1.40	40	1.25	48
27. Tile Setters (asphalt and other composition tile) .....	1.00	40	.85	48
28. Timber and Crib Men working on grain elevators or bridges doing the "crib work" on grain elevators, or rough timber work on bridges .....	.90	48	.90	48
29. Truck Drivers (while in charge of truck on construction work only).....	.80	48	.75	48
30. Watchmen .....	.60	—	.60	—

All residents of Greater Winnipeg hired to work in the country on buildings shall be paid the zone A rate except where other definite arrangements are made.

**PUBLIC ROAD AND BRIDGE WORKS**

The following schedule shall apply from and after May 1, A.D. 1948, on "Public

Works" outside of the Greater Winnipeg Water District Area in all parts of Manitoba for highway, road, bridge or drainage construction work where a contract has been entered into by the Hon. Minister of Public Works:

Occupation	Basic Wage Rate	
	Minimum Per Hour	Hours Maximum Per Week
Aggregate Batch man.....	\$ .70	48
Asphaltic Oil Distributor Drivers.....	.75	48
Blade Grader (12 H.P. and over) Operator .....	.75	48
Concrete Finisher .....	.70	48
Concrete Paver Operator .....	.95	48
Dragline, Shovel and Crane Operator.....	1.05	48
Elevator Grader Operator.....	.75	48
Engineer, Stationary Boiler.....	.85	48
Labourers .....	.65	48
Motor Patrol Operator.....	.75	48
Roller Operator, 6-ton and over, steel wheels.....	.80	48
Scraper and Bulldozer Operator.....	.90	48
Spreader and Finishing Machine Operator.....	.70	48
Teamsters .....	.60	48
Teamsters and Two Horse Teams .....	.85	48
Teamsters and Four Horse Teams .....	1.10	48
Timber Men (timber work where use of hammers, saws, axes and augers only are required).....	.80	48
Tractor Operator, 50 H.P. drawbar or over.....	.75	48
Tractor Operator, under 50 H.P. drawbar.....	.65	48
Truck Drivers .....	.70	48
Watchman and flagman.....	.60	—

**Nova Scotia  
Industrial Standards Act**

By proclamation, issued March 10 and gazetted the same day, the provisions of the Act are now to apply to Sydney. The Act covers only the construction industry.

**Ontario  
Mothers' Allowance Act**

Maximum allowances which may be granted under the above Act have been increased by an Order of May 5, 1948 (O. Reg. 77/48), gazetted May 15. A mother with one dependent child may now receive \$50 a month and \$10 for each additional child. The earlier Order (L.G., 1947, p. 1498) provided for a maximum allowance of \$42 and \$6 for each additional child.

**Ontario  
Old Age Pensions Act**

By an amendment of April 29, 1948, gazetted May 15 (O. Reg. 75/48), in the Regulations providing for the payment of a cost-of-living bonus to unmarried pensioners, which includes widows, widowers and divorced persons, the amount such persons must be paying for shelter or board and lodging before they are eligible for the bonus has been lowered. Where a pen-

sioner pays more than \$6 a month for shelter or more than \$24 a month for board and lodging, the excess up to \$10 in either case is to be paid as cost-of-living bonus. Formerly, the amounts were \$10 for shelter and \$25 for board and lodging. (L.G., 1947, p. 1498.)

The section in the Regulations which excluded from the cost-of-living bonus, except in cases of exceptional need, a pensioner whose liquid assets exceeded \$250, is now repealed.

**Ontario  
Workmen's Compensation Act**

Workers employed in connection with the transport of passengers by automobile or trolley coach are brought within Part I of the Act if four or more workmen are employed, thus obliging employers in this industry to contribute to the Accident Fund. The section of the regulations excluding from the operation of Part I livery stables and the transport of passengers and baggage by horse-drawn vehicle, automobile or motorcycle has been revoked. The appropriate amendments to Regulation 235 of November, 1944 (L.G., 1945, p. 353) have been made by Regulation 47 of March 11, gazetted April 3.

### **Quebec Minimum Wage Act**

General Order 4 applying to all workers under the Act except those covered by Special Ordinances, and a number of Special Ordinances were extended for another year to May 1, 1949, by two Orders in Council (Nos. 546 and 547) of April 22, 1948, gazetted May 1.

The Special Ordinances renewed include Order 2, requiring the payment of time and one-half for overtime; Order 3, providing for a week's holiday with pay; and the following Orders: silk textiles (5); cotton textiles (8); charitable institutions (11); real estate undertakings (14); full-fashioned hosiery (19); taverns in Montreal (23); taxicabs in Montreal (26A); taxicabs in Quebec and Levis (29); manufacture of glass containers (37); forest operations (39).

### **Quebec Public Health Act**

Regulations to protect the health of industrial workers (L.G., 1944, pp. 793-96) have been amended by an Order in Council (No. 474) of April 7, 1948, gazetted May 22. The changes relate to the reporting of occupational diseases, workers exposed to lead and other harmful substances, and to the permitted degree of air contamination by harmful gases, fumes or dusts.

All industrial diseases, whether infectious or not, and all cases of occupational poisoning must be reported by physicians to the Director of Industrial Hygiene within 48 hours. Previously, the regulations required physicians to report any case of occupational poisoning or infectious disease.

A new schedule has been drawn up specifying the maximum concentration of any harmful substance which may be permitted in the air of a workplace, and improved standards are imposed, particularly to protect workers against silicosis. A large number of harmful substances has been added to the list.

As regards dusts, the only previous stipulation was that the concentration of dust containing more than 90 per cent of free silica in the form of quartz (particles measuring less than 10 microns in their greatest dimension) must be less than 5 million particles per cubic foot of air. The Director had power to prescribe limits for any mineral dusts which were not specified, and the general stipulation was made that all substances not included in the schedule must be kept within the limits not harmful to health. The Director is

again given this power but now listed in the schedule with certain fixed maximum concentrations are alundum, asbestos, carborundum, mica, talc, Portland cement and three grades of silica, as well as slate and soapstone and dusts free from silica. Where there is more than 50 per cent free silica in the substance, the maximum concentration per cubic feet of air is 50 million particles; where free silica is from 5 to 50 per cent, no more than 20 million particles may be in a cubic foot of air. In the case of talc and asbestos, the maximum concentrations are 20 and 5 million particles respectively.

Amendments were made in the regulations applying to plants using lead, its alloys or compounds. The company physician in such a plant must now make a regular monthly examination of all employees exposed to lead. As before, a workman who feels indisposed must consult the physician or be visited by him. The physician must also see that blood tests are made periodically, and as often as required by the Director, to determine the number of red blood cells of basophile granulation and the haemoglobin percentage, as well as the red blood cell and leucocytic counts already required by the Regulations. Formerly, blood tests were ordered only when an employee showed symptoms of lead-poisoning.

The section in the Regulations stipulating that no industrial establishments in which it is proposed to use phosphorus, arsenic or mercury or their derivatives or compounds may begin operations before plans and specifications are submitted to the Minister of Health, has been broadened to include all other products considered dangerous to the health of the worker or likely to contaminate the atmosphere inside the plant or in the locality where the plant is situated.

### **Saskatchewan Apprenticeship Act**

#### *Motor Vehicle Repair*

By an amendment in the regulations governing the motor vehicle repair trade (L.G., 1945, p. 1208) an employer may now make a contract of apprenticeship with a helper or improver who was in his employ on May 1, notwithstanding the provisions in the Order establishing a ratio of apprentices to journeymen.

This amendment was made by an Order in Council (682) of April 23, 1948, gazetted May 1.



## *Plumbers, Steamfitters, Blacksmiths and Custom Welders*

The proportionate rates payable to apprentices in relation to journeymen in plumbing, steamfitting, blacksmithing and custom welding were altered from May 1, by amendments of April 23, gazetted May 1 (O.C. 684 and 685), to the Regulations governing these workers.

The new rates for plumbers and steamfitters' apprentices over the five-year period begin with a minimum of 50 cents an hour for the first six months (40 per cent of the journeymen's rate), rise to 45 per cent of that rate for the second six months, and then increase 5 per cent each half-year until the rate is 75 per cent for the eighth half-year. Thereafter, the proportion is increased 10 per cent, the rate for the tenth and final half-year standing at 95 per cent of the mechanic's rate. By the earlier Order (L.G., 1945, p. 1208), the range was from 50 per cent to 95 per cent for the ten half-years an increase of 5 per cent of the journeymen's rate being paid at the end of each half-year.

For blacksmiths and customs welders the rates now vary according to the area. In cities and the towns of Canora, Kamsack, Melville, Shaunavon, Lloydminster, Estevan, Humboldt, Wynyard, Rosetown, Kindersley, Tisdale, Melfort, Biggar, Rosthern, Assiniboia, Wilkie and Indian Head, an apprentice must be paid 50 per cent of the journeymen's rate for the first six months, 55 per cent for the second six months, and for the next four half-year periods the proportion is increased 5 per cent, after which a 10 per cent increase for the last two half-years brings the rate up to 95 per cent of the mechanic's rate.

In other places, the rates for apprentices in these trades are the same as those which, under the earlier Order (L.G., 1947, p. 1336), applied throughout the province: \$18.50 a week for the first year, rising by \$1.50 in the third, fourth and fifth half-years, then \$2, \$2.50, and \$2.50 for the last three six-month periods.

## **Saskatchewan Factories Act**

### *Safety in Motor-Vehicle Repair Shops*

By an amendment to the safety regulations for garages, automobile service stations and motor-vehicle repair shops (L.G., 1947, p. 1499) it is stipulated that while an inspector may advise an employer, to whom these regulations apply, regarding the design, installation and operation of any ventilation system, such advice does not relieve the employer of any obligations

or liability imposed by the regulations. The amending Order in Council (O.C. 634) was made on April 13, gazetted April 24.

The precautions which must be taken to ensure the safe operation of the engine of a motor-vehicle inside any premises have been made more specific. For conducting gases from exhaust pipes outside the building, there must be sufficient flexible tubes having an inside diameter of not less than 2½ inches which are attached to a permanently located duct system and exhaust fan, or there must be sufficient individual flexible tubes of the same maximum diameter which are connected permanently to portable exhaust fans.

## **Saskatchewan Minimum Wage Act**

### *General*

Specified rural areas in Saskatchewan not previously covered by this Act have been brought within its scope by Order No. "P" of March 23, 1946, gazetted April 24 (O.C. 620).

### *Apprentices*

Apprentices must now be paid for eight public holidays by amendments to five Minimum Wage Orders in Saskatchewan.

The Orders (L.G., 1947, p. 1026) govern all workplaces in cities except hotels, restaurants, hospitals and educational institutions, all factories, shops and offices in the eight larger towns and the 49 smaller towns and villages and govern also miscellaneous workplaces in these two areas.

All employees under these Orders must be paid for a public holiday one day's wages at the regular rate whether they work or not. If they are required to work on a holiday, they must receive a full day's wages and, in addition, one and one-half times the day's wages. The latter provision does not apply to hotels, restaurants, hospitals and educational institutions.

Further amendments to Order 8 covering factories, shops and offices in the 49 smaller towns and villages, bring within its scope all persons employed in a coal mine, briquetting plant, sodium sulphate mine or plant, and in any plant producing bricks, tiles or refractories in specified rural areas. Where board and lodging are furnished to such persons, the amount deducted from wages must not exceed the current rates in effect on April 15, 1948.

The above amendments, designated as Supplementary Orders, 1947 (O.C. 721-725), which were made on April 26, 1948, gazetted May 7, became effective on May 22.

## Saskatchewan Old Age and Blind Persons' Pensions Act

A supplemental allowance of five dollars a month will be paid to Old Age and Blind Pensioners residing in the province, the first payment to be made on May 1. The allowance will not be paid to pensioners whose pensions, while originating in Saskatchewan, are not chargeable to it but it may be paid to persons whose pensions originated in another province of Saskatchewan pays the full provincial share as arranged by agreement with the Dominion Government.

The maximum supplemental allowance payable to a married couple who are both Old Age Pensioners is five dollars each per month, but this is to be reduced proportionately if income, including pension and supplemental allowances, would exceed \$1,080. Where only one of the couple is a pensioner, the maximum allowance is five dollars a month but in this case, too, the joint annual income may not be more than \$1,080. Limits are also set in the case of married couples where one or both receive the Blind Pension, and in those cases where both a Blind Pension and an Old Age Pension are received by one or both persons.

For a single pensioner, the maximum income is \$600 or, if he also receives a Blind Pension, \$720. If there are dependents, this is raised to \$920.

These measures were effected by Order in Council 404 of March 9, gazetted March 20.

## Saskatchewan Steam Boilers Act

New schedules of fees for surveying and registering the design of boilers or pressure vessels and of fees for the inspection of pressure vessels, were approved by amendments to the Regulations on April 27, 1948, gazetted May 8 (O.C. 714 and 715).

## Saskatchewan Trade Schools Regulations Act

By an Order in Council (619) of April 9, 1948, gazetted April 24, the following trades have been brought within the scope of this Act: fashion designing, plastics, pharmacy, practical nursing, pulp and paper making, railway station agents and other railway occupations, telegraphy, watch repairing, woodworking and cabinet making.

For a list of the trades designated under the Act see L.G., 1939, p. 1234.

# UNEMPLOYMENT INSURANCE IN SEASONAL INDUSTRIES

*Serious administrative difficulties had to be overcome before the protection of unemployment insurance could be extended to workers in seasonal industries such as inland water transportation and stevedoring.*

Within recent months the coverage of the Unemployment Insurance Act has been extended to several employments which were excluded under the Act as originally passed in 1940. One of the reasons for formerly excluding some employments was the high degree of seasonality in the industry. The fact that an industry can be carried on only during the months when climatic factors permit has to be taken into account when the provisions of the Act are extended to it.

Industries displaying a high degree of seasonality which have recently become insured are inland water transportation and the industry of stevedoring on inland waters and at the ports of Saint John,

N.B., and Halifax, N.S. Transportation by water has been insured since October 1, 1946 and stevedoring since April 1, 1948.

A detailed survey of both industries, preliminary to extending the provisions of the Act to them, indicated that for stevedoring at inland ports and for inland water transportation the active season of operations is from April 15 to December 15. Owing to winter conditions there is an almost complete suspension of these industries during the four months from December 15 to April 15. At the ports of Halifax and Saint John there is a reversal of this situation. These ports have their busy season when the port of Montreal is frozen up. The active season for these



ports is from December 15 to May 15. During the summer months business dwindles to a fairly small percentage of the winter peak.

Where the seasonal lay-off is a known and foreseeable feature of an industry, caused by climatic conditions and recurring regularly every year, payment of benefit during the off-season with no restrictions whatever would amount to payment of relief rather than unemployment insurance. Accordingly the Unemployment Insurance Act contains provision that, where such conditions are found, special regulations may be made governing the extent to which benefit may be paid during the season of shut-down so that the rights of other persons who contribute to the Fund and who work all year round will not be prejudiced.

It is quite proper that a stevedore, for example, working in the port of Montreal should draw benefit under the usual conditions if he suffers loss of employment in the middle of the season, for example, in August, due to temporary lack of shipping. However, should this stevedore be unemployed in January and file a claim for benefit, it would not be proper to pay him unrestricted benefit until he shows that he is not a purely seasonal employee normally working during a few months of the year only. He must show either that he is not normally employed solely in stevedoring during the active season (in other words, that his having been laid off from a stevedoring job was accidental), or that he normally works a long enough period in stevedoring throughout the average working year to justify saying that he is not a seasonal employee, or as a third alternative, that he has a normal history of winter employment in some other insurable industry, which in this particular year happens not to be available.

### **Application of Seasonal Regulations**

The seasonal regulations which have been applied to inland navigation and to stevedoring carry out these objects. Whether or not a claimant is subject to these regulations is determined by examination of his recent contribution history. The stevedore mentioned above, if he files a claim during the active season, is required only to fulfil the ordinary conditions that all claimants must fulfil as regards the number of contributions for qualifying; namely he must have made 180 daily contributions within the two-year period immediately prior to

the date of filing his claim. However, should he file a claim in the off-season he is required to overcome one, at least, of three "hurdles", or conditions, to show that it is justifiable to except him from the seasonal restrictions on benefit that in the first instance appear to apply to him as a person engaged in a seasonal industry.

The first test is made by examining his record of contributions during the last 48 days on which he has been employed in insurable employment. If more than one-quarter of these 48 contributions have been made in respect of stevedoring employment, the claimant is recorded as a worker in an industry declared to be seasonal and he is presumed to be liable to the seasonal restrictions on benefit, unless one of the other conditions is met. If three-quarters or more of the last 48 days' contributions have been made in respect of some non-seasonal employment, the claimant is deemed to be not a seasonal worker, no further account is taken of seasonal restrictions and his claim is adjudicated in the usual manner.

If it is found that the claimant is subject to the seasonal regulations under the above test, his total record of contributions in the last two years is next examined. If he can show that, instead of merely 180 days, he has made contributions for 420 days, (that is, an average of approximately 35 weeks per year) within the two years, he is relieved from the seasonal restrictions and may draw benefit in the off-season in the same manner as during the season.

If the claimant has not worked a sufficient length of time in insurable industry to amass 420 contributions within the previous two years, he may still avoid the seasonal restrictions under a further test, namely, if he shows that he has worked in the off-season in some insurable employment for a period amounting to at least one-quarter of the length of the *last two off-seasons combined*. Since the off-season in Montreal is four months, the last two seasons comprise a total of eight months and it is necessary for the claimant to show that he has worked the equivalent of at least two months, or 50 working days, during those eight months. In other words, if he succeeds in getting a month's insurable employment each winter in addition to his regular summer employment, he will have sufficient contributions after two years to qualify for benefit in a subsequent off-season irrespective of seasonal regulations.



Similar provisions apply to a stevedore at Halifax or Saint John, based on the off-season being the seven months May 15-December 15.

These regulations have been drafted with a view to providing that the amount of benefit paid should be proportionate to an employee's stake in the Fund and to indicate that the unemployment insurance plan is designed principally to insure a worker against an *unforeseeable* loss of employment. It is not designed to subsidize during the off-season persons who habitually work only in the active season of certain industries that are known to be suspended every year. Putting this in another way, it is designed to insure against the *risk* of unemployment, but not to insure

against the certainty of annual unemployment or idle time during given months.

For the protection of workers who contribute to the Fund and who are not employed in seasonal industries, and in fairness to employers and the Government, who also make contributions, some restriction must be imposed on those who contribute during portions of the year only, unless and until they show that they have ceased to follow this purely seasonal pattern of employment. Otherwise they would draw out far more than their fair share of benefit, in proportion to their probable contributions, and the funds available to pay benefit to other insured workers would be far too quickly depleted.

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## 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 an insured person engaged in looking after the necessary arrangements to start his new business is not actually unemployed and is not available for work. CU.-B. 149 (21 November, 1946).***

### MATERIAL FACTS OF CASE:

The claimant, a married man, aged 34 years, registered for work as a press operator, was last employed in a heavy industry in that capacity at \$1.25 per hour, from 1939 to July 10, 1946, when he became separated from his employment. He filed claim for benefit on July 12, 1946, reporting that he had voluntarily left his employment because he intended to establish himself in business, that it would take a few weeks to get his equipment ready, and that, meantime, he was looking for suitable work.

The Insurance Officer disallowed the claim under Section 43 (c) of the Act on the grounds that he had not shown just cause for voluntarily leaving his employment and disqualified him for a period of six weeks terminating on August 21, 1946.

From this decision the claimant appealed to a Court of Referees, stating in his submission that the equipment which had

been promised him before he left his employment would not be available for a few weeks and that he had applied for part-time work but none was available.

In a further submission to the Court of Referees the claimant stated that he had separated from his employment before his equipment was ready because he was working nine and one-half hours a day and it was impossible for him to prepare for his new venture outside his working hours involving, as it did, several trips to another city regarding a machine.

The Court of Referees, before which the claimant appeared, allowed the claim by a unanimous decision on the grounds that the claimant had not acted unreasonably and that, in view of the fact that he had already made arrangements to purchase a truck and to enter into business for himself, he had just cause for voluntarily leaving his employment.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees.

### DECISION

The Umpire decided that the claim should be disallowed and the claimant

disqualified for a period of six weeks as from the date on which this decision was communicated to him and gave as his reasons:—

From the facts and submissions before me it is evident that the claimant voluntarily left his employment in order to enter business on his own account. In doing so it was essential for him to make all the necessary arrangements that are required before anyone can commence business. The length of time that was taken by the claimant to become established in business is not a factor in considering the case as it is shown in the evidence before me that he left his employment on the 10th of July and two days later made application for benefit. Therefore it is evident that when he voluntarily left his employment, it was his intention to make claim for benefit.

Further, it might be pointed out that during the period in which he was claiming benefit the claimant was not actually unemployed as he was engaged on his own account looking after the necessary arrangements to start his new business. This is admitted by the fact that the claimant was not in a position to accept employment had it been offered to him.

In view of these facts I cannot help but come to the conclusion that the claimant had voluntarily left his employment and was not available for work. Therefore he is not entitled to benefit within the provisions of the Act and the decision of the Court of Referees was obviously wrong in fact and in law.

***Held that a claimant employed only on a temporary basis replacing regular employees during their vacation period, which employment terminated as a result of a stoppage of work due to a labour dispute at the factory is not entitled to relief from disqualification for so long as the stoppage of work continues. C.U.-B. 152 (21 November, 1946).***

#### MATERIAL FACTS OF CASE:

The claimant, a married man, aged 75 years, registered for work as a clerk, was last employed as such by a tire and rubber company receiving a wage of 82 cents an hour, from May 6 until June 24, 1946, on which date he lost his employment by reason of a stoppage of work due to a labour dispute.

He filed claim for benefit on the same day and the Insurance Officer disallowed the claim under Section 43 (a) of the Act on the grounds that he had lost his employ-

ment by reason of a stoppage of work due to a labour dispute and disqualified the claimant from receipt of benefit for the duration of the stoppage of work.

From this decision the claimant appealed to a Court of Referees on the following grounds:—

1. I was discharged on March 26, 1946, and was on unemployment relief (for 5 weeks approximately). On May 4 received phone call and was asked if I would take a temporary job acting as relief while fellows in department I was in were having their vacations. Before this time I asked the manager my standing for unemployment relief on the strike action and he said I would be okay. This was the latter part of April, 1946.

2. I have reported several times to N.T. Office but was refused relief sent in signed statements and returned disqualified. I tried to get into the office several times but was stopped. Eventually I got in and obtained my release and the employment book which is in N.T. Office and as far as employ with the company I am through as the men whom I was relieving won't be taking their holidays as scheduled hence my services won't be required again.

The claimant appeared before the Court of Referees together with the Employee Relations Supervisor of the employer. The Court, by a unanimous decision, disallowed the claim on the grounds that the claimant was covered by the bargaining agreement and must, therefore, be considered as directly interested in the dispute which caused the stoppage of work, as the issues in dispute included hours of work and wages and the claimant would benefit or lose by the settlement. The Court also found that the claimant would have been laid off due to work shortage within two weeks following the commencement of the strike on June 24, 1946, and therefore reduced the period of disqualification to two weeks commencing on that date.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees.

#### DECISION

The Umpire decided that the claim should be disallowed and the claimant disqualified for so long as the stoppage of work continued and gave as his reasons:—

From the evidence produced in this case, it is apparent that the claimant was temporarily employed and that his employment had terminated as a result of a labour dispute at the factory. It is admitted that he was not a member of the union and that he was not participating in or financing the dispute. The question, therefore, is whether the claimant had a personal



interest in the dispute. From the submissions made, it would appear that he was directly affected by the dispute as his terms of employment would have been controlled by any agreement arrived at between the employer and the union. This is the basis of the unanimous decision given by the Court of Referees. Such being the case, the disqualification imposed must be in accordance with the terms of the Act which are clearly set out in Section 43 (a).

There is no power vested in either the Court of Referees or the Umpire to vary this disqualification. It can be neither reduced nor increased and as the Court of Referees found that the claimant had lost his employment by reason of a labour dispute in which he was an interested party, the disqualification imposed must automatically follow the terms referred to in the Act.

## UNEMPLOYMENT INSURANCE STATISTICS,\* APRIL, 1948

Reports compiled by the Dominion Bureau of Statistics show that a total of 59,265 claims for Unemployment Insurance benefit was filed at local offices of the Unemployment Insurance Commission during April compared with 76,248 during March and 44,351 during April, 1947. These totals include 10,302 revised claims (that is, reconsiderations of existing claims) in April, 12,379 in March and 8,492 in April last year. Thus, initial and renewal claims (representing mainly new cases of unemployment among insured persons) numbered 48,963 in April, 63,869 in March, 1948, and 35,859 in April, 1947.

At April 30 there were 105,441 (78,267 male and 27,174 female) active ordinary claims on the live unemployment register as against 136,356 (107,777 male and 28,579 female) at March 31, and 82,276 (60,490 male and 21,786 female) at April 30, 1947. Ordinary claimants are those who have separated from their former employment or have been laid off for a definite period. In addition, there were 6,347 (5,303 male and 1,044 female) other claimants on the live register at April 30 compared with 5,249 (4,516 male and 733 female) at March 31, and 3,794 (3,391 male and 403 female) at April 30 last year. Other claimants are largely "short-time" claimants, that is, those who have been put on short-time at their places of employment.

Active claimants on the live unemployment register on April 30 are classified, in Table E-6, according to the number of days they have been continuously on the register since the last initial or renewal claim was filed. For this purpose an initial claim that immediately follows the termination of a claimant's preceding benefit year is ignored.

During April, 66,649 claims were disposed of at adjudicating centres. This total includes 1,331 claims referred to courts of referees for further consideration and 1,065 special requests not granted (that is, requests for ante-dating, extension of the two-year period and dependency rate of benefit). Of the remaining cases handled, in which entitlement to benefit was the main consideration 47,561 were considered entitled to benefit and 16,692 not entitled to benefit.

The chief reasons given by adjudicating officers for considering claimants not entitled to benefit during April were: "insufficient contributions while in insurable employment" 6,359 cases, "voluntarily left employment without just cause" 3,907 cases, "not unemployed" 2,108 cases, and "refused an offer of work and neglected an opportunity to work", 1,979 cases.

During April, 139,477 persons were paid one or more benefit payments amounting to \$5,178,519 as compensation for 2,631,964 unemployed days compared with 154,754 persons who receive \$6,629,826 for 3,364,791 compensated unemployed days in March and 100,285 persons who were paid \$2,780,749 for 1,943,793 compensated unemployed days during April last year. Thus, the average duration of the unemployment compensated was 18.9 days in April, 21.7 days in March and 19.4 days in April, 1947. The average amount of benefit paid per beneficiary was \$37.13 in April, \$42.84 in March and \$37.70 during April last year. The average amount of benefit paid per compensated day of unemployment was \$1.97 in April, \$1.97 in March and \$1.95 in April, 1947.

\* See Tables E-2 to E-7.



# WAGE RATES, HOURS AND WORKING CONDITIONS IN THE IRON AND ITS PRODUCTS INDUSTRY OCTOBER, 1947\*

*A total of 42,400 plant employees were reported working in the three industries of the iron group covered in this article. By 1947 their average wage rates had risen between 85 and 90 per cent over comparable rates in 1939. Seventy-eight per cent of the plant workers were covered by collective agreement. One-half the plants and 35 per cent of the workers were on a five-day week. Time and one-half was the usual payment for overtime. More than half the plants reported a single provision of one week's vacation with pay after a year of service or less, while the remainder gave an extra week after a stated period of service ranging from two to ten years. In each industry, the most common number of statutory holidays observed was eight and all but 22 per cent of the plant workers received payment for from one to ten holidays observed.*

This is the first of a series of articles dealing with Iron and its Products. It covers the following industries: Crude, Rolled and Forged Products; Foundry and Machine Shop Products; and Sheet Metal Products.

Other industries in this group will be dealt with in the next few issues of the *LABOUR GAZETTE*.

## The Crude, Rolled and Forged Products Industry

The preliminary index of wage rates in this industry for 1947 showed an increase of 90 per cent over rates in 1939, with an eleven per cent increase over 1946 rates.

Year	Index
1939.....	100.0
1940.....	101.5
1941.....	108.1
1942.....	122.2
1943.....	135.5
1944.....	143.5
1945.....	149.1
1946.....	170.6
1947.....	189.6

In the 26 mills in Eastern Canada whose returns were used for the purposes of this article, a total of 24,200 plant workers were reported employed during the survey period, of which 500 were female workers.

Nearly 70 per cent of the workers were in the 18 Ontario establishments.

Although 16 of the mills employed no more than 300 workers each, 84 per cent of the total number of workers were in seven mills employing between 1,000 and 5,000 workers each.

\*The information in this article was prepared from data obtained in the general annual survey of wage rates and hours of labour for 1947 by the Research and Statistics 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 wage or salary rates or the average straight-time earnings of employees on piecework during the last pay period preceding October 1, 1947. In calculating the average wage rates shown in the accompanying tables, both time and piecework averages have been weighted by the number of employees in each occupation as reported by contributing firms. A range of rates is shown for each average which is based on the middle 80 per cent of the employees used in the average. By excluding the extremely high and extremely low rates in the distribution, the limits are shown which include rates for the great majority of workers; the rates for all workers in each occupation, however, are included in the averages.

For a summary of provincial legislation on working conditions, see *Provincial Labour Standards Concerning Child Labour, Annual Holidays, Hours of Work, Minimum Wages and Workmen's Compensation*, an annual publication of the Legislation Branch of the Department of Labour.

This is the second of a series of articles dealing with 1947 information by industry. Comparable data for 1946 on a number of other industries have been published monthly from July, 1947, in the *LABOUR GAZETTE*.

**Collective Agreements.**—A total of 21,100 workers, or 87 per cent of the total employees reported, were covered by collective agreements in 21 of the 26 plants.

The great majority of the workers were under agreements with the United Steel Workers of America, although a substantial number were with the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, the United Electrical, Radio and Machine Workers of America or a directly chartered local of the American Federation of Labour.

**Wage Rates, Table II.**—Increases in the rates shown in the table over comparable rates in 1946 ranged from five cents per hour for carpenters to 36 cents for mill roughers. The discrepancies in straight-time earnings between certain occupations are influenced by the prevalence of incentive bonus work.

**Standard Hours of Work, Table III.**—Weekly hours ranged between 40 and 55 in this industry, with 94 per cent of the workers in 17 of the 26 plants on a 48-hour week.

Nine of the plants, including 1,700 workers, were on a five-day week of 40 to 48 hours. One-half of the establishments and 88 per cent of the workers were on a full six-day week of eight or nine hours per day.

**Overtime Rates of Pay, Table IV.**—All but one mill reported paying a rate of time and one-half for overtime during the week, after normal weekly hours had been worked in four cases and after daily hours in the remaining 21 instances.

Of those giving information on premium rates for Sunday overtime, 16 paid time and one-half and three gave double time. Similarly, for necessary work performed on observed statutory holidays, 18 reported a

**TABLE I.—DISTRIBUTION OF ESTABLISHMENTS AND PLANT EMPLOYEES IN THE CRUDE, ROLLED AND FORGED PRODUCTS INDUSTRY, 1947**

	Canada	Nova Scotia	Quebec	Ontario
Total Establishments.....	26	3	5	18
Plant Employees:				
Male.....	23,740	5,193	2,035	16,512
Female.....	466	12	158	296
Total.....	24,206	5,205	2,193	16,808

**TABLE II.—WAGE RATES IN THE CRUDE, ROLLED AND FORGED PRODUCTS INDUSTRY, 1947**

Occupation and Locality	Average Wage Rate per Hour
	\$
Canada	
Blacksmiths.....	1.02
Carpenters.....	.98
Drill and Punch Press Operators.....	.95
Electricians.....	1.06
Grinder Operators.....	1.03
Labourers.....	.80
Machinists.....	1.04
Mill Roughers.....	1.54
Millwrights.....	1.06
Oilers.....	.92
Pipefitters.....	1.05
Welders.....	1.01
Blast Furnace Keepers <sup>(1)</sup> .....	1.00
Blast Furnace Stove Tenders <sup>(1)</sup> .....	.99
Bloom Mill Bottom Makers <sup>(1)</sup> .....	1.24
Coke Oven Pushermen <sup>(1)</sup> .....	1.00
Open Hearth Second Ladlemen <sup>(1)</sup> .....	1.07

<sup>(1)</sup> Selected occupations from basic steel plants only.

**TABLE III.—STANDARD OR NORMAL WORKING HOURS FOR PLANT EMPLOYEES IN THE CRUDE, ROLLED AND FORGED PRODUCTS INDUSTRY, 1947**

Standard Hours	Number of Establishments				
	On a Five-Day Week	On a Six-Day Week			
	Ontario only	Canada	Nova Scotia	Quebec	Ontario
<b>WEEKLY</b>					
40 and 44.....	1	1			1
45.....	5				
48.....	3	14	2	4	8
54 and 55.....		2	1	1	
Total Establishments.....	9	17	3	5	9
<b>DAILY</b>					
Monday to Friday					
8.....	1	13	2	3	8
8½.....		2		1	1
9.....	5	1	1		
9½.....	1				
10.....	2	1		1	
Total Establishments.....	9	17 <sup>(1)</sup>	3	5	9

(1) Four establishments operated from 4 to 5 hours on Saturdays and 13 reported 8 or 9 hours.

**TABLE IV.—OVERTIME RATES OF PAY IN THE CRUDE, ROLLED AND FORGED PRODUCTS INDUSTRY, BY ESTABLISHMENTS, 1947**

Overtime Rates by Region	After Daily Hours	Only After Weekly Hours	Sunday	Holidays
	Monday to Saturday			
Number of Establishments.....	22	4	26	26
<i>Straight Time</i>				
Canada (Ontario only).....	1		1	2
<i>Time and One-half</i>				
Canada.....	21	4	16	18
Nova Scotia.....	3		2	2
Quebec.....	3	2	3	4
Ontario.....	15	2	11	12
<i>Double Time</i>				
Canada.....			3	2
Nova Scotia.....			1	1
Ontario.....			2	1
<i>No Overtime Information</i>				
Canada.....			6	4



rate of time and one-half and two gave double time.

The 17 mills on a five-day week reported a rate of time and one-half for any Saturday work in all but one case which reported a regular rate for such work.

**Vacations with Pay, Table V.**—All but one of the establishments reported a paid vacation of one week after one year of service to its plant employees.

In 22 mills, employing 97 per cent of the total number of mill workers, a further provision was made for a two-week vacation after from two to seven years of service. Of these, five mills reported a three-week

vacation after 15 or 25 years of service, one of the former giving four weeks after 25 years.

**Statutory Holidays.**—Of the 26 establishments whose returns were used, six reported observing eight holidays in their plant, eight observed seven, eleven reported six and one did not observe any.

In none of the establishments were more than six statutory holidays given with pay; seven establishments paid for six of the holidays, two paid for four, ten paid for three and the remainder did not pay for any.

**TABLE V.—VACATIONS WITH PAY FOR PLANT EMPLOYEES IN THE CRUDE, ROLLED AND FORGED PRODUCTS INDUSTRY, BY ESTABLISHMENTS, 1947**

Length of Service Required	Initial Vacation of One Week	Maximum Vacation	
		One Week	Two Weeks
<i>One Year</i>			
Canada.....	26	3	1
Nova Scotia.....	3	1	.....
Quebec.....	5	1	.....
Ontario.....	18 <sup>(1)</sup>	1	1 <sup>(1)</sup>
<i>Two Years</i>			
Canada.....	.....	.....	2
Quebec.....	.....	.....	1
Ontario.....	.....	.....	1
<i>Three to Seven Years</i>			
Canada.....	.....	.....	20 <sup>(2)</sup>
Nova Scotia.....	.....	.....	2
Quebec.....	.....	.....	3
Ontario.....	.....	.....	15
Total Establishments.....	26	3	23 <sup>(3)</sup>
		26	

<sup>(1)</sup> One establishment reported two weeks with no specified service.

<sup>(2)</sup> Includes one establishment requiring three years' service, another seven years and the remaining ones, five years.

<sup>(3)</sup> One establishment also gave three weeks after 15 years and four weeks after 25 years; six gave three weeks after 25 years.

**TABLE VI.—DISTRIBUTION OF ESTABLISHMENTS AND PLANT EMPLOYEES IN THE FOUNDRY AND MACHINE SHOP PRODUCTS INDUSTRY, 1947**

	Canada	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Total Establishments.....	166	13	28	75	22	28
Plant Employees:						
Male.....	11,123	550	2,881	6,050	892	750
Female.....	235	.....	22	208	1	4
Total.....	11,358	550	2,903	6,258	893	754

## THE FOUNDRY AND MACHINE SHOP PRODUCTS INDUSTRY

An increase of 90 per cent in average wage rates in this industry over those in 1939 was indicated by the preliminary index for 1947. It also showed an increase over 1946 of 18 per cent, which was the largest annual percentage increase in the industry in the past eight years.

Year	Index
1939.....	100.0
1940.....	104.5
1941.....	116.0
1942.....	120.9
1943.....	137.0
1944.....	140.8
1945.....	149.5
1946.....	161.0
1947.....	189.6

Returns from 166 establishments across Canada, with a total plant employment of 11,400 during the survey period, as shown in Table VI, were used in this analysis. Only foundries and machine shops which are operated as complete establishments in themselves are included; those which are operated as a part of a manufacturing plant, for example the foundry or machine shop division of an establishment making agricultural implements, are not included.

The industry is composed mainly of establishments employing less than 100 workers each, this group averaging 30 employees per plant.

**Collective Agreements.**—Although only 56 of the 166 establishments reported having collective agreements, they included 65 per cent of the total number of workers in the industry. One-half the plants and workers under collective agreement reported their agreements with the United Steel Workers of America or the International Moulders and Foundry Workers of North America. The remainder were covered by collective agreements with any of 12 different unions.

**Wage Rates, Table VII.**—The table shows 1947 average wage rates, by region, for selected occupations in the industry. Considering the averages for Canada as a whole, rates in seven of the nine occupations in the table showed increases of ten cents per hour or more, with three of these rates 17 cents per hour higher than in 1946. Whenever information is adequate, rates for Montreal and Toronto are included.

**Standard Hours of Work, Table VIII.**—Standard weekly hours varied from 40 to 60, with 33 per cent of the workers on a 45-hour week. The 44-hour week was reported by more establishments than any other length of work week, but only 13 per cent of the workers were employed in these plants. A similar percentage of the plant workers were on a 40-hour week and another 22 per cent worked 48 hours.

Although less than half the plants were on a five-day week, they included two-thirds of the workers. Most of the British Columbia plants and one-half of those in Ontario reported working the five-day week.

Of the 96 plants on a six-day week, 18 reported 1,300 employees working a full day of from eight to ten hours on Saturday.

**Overtime Rates of Pay, Table IX.**—A rate of time and one-half for work after either normal daily or weekly hours was reported by about 80 per cent of the plants. Five establishments reported paying double time for all work on Saturday, while 16 paid time and one-half for the first four hours on Saturday and double time thereafter.

More than half the plants giving information on Sunday and holiday overtime reported paying double time for both. Only in nine cases was a straight-time rate reported and the remainder gave time and one-half.

**Vacations with Pay, Table X.**—All the companies reporting provisions for vacations with pay gave one week after one year of service or less.

Two weeks was reported in 53 plants, including 63 per cent of the plant workers, as a further provision after a service of from one to five years, but mainly after five years.

**Statutory Holidays, Table XI.**—The most common number of statutory holidays observed was eight. The majority of plants, including 45 per cent of the total employment in the industry, reported that no payment was made for the holidays observed; however, 50 per cent of the total number of workers received payment for between three and six of the holidays observed.

TABLE VII.—WAGE RATES IN THE FOUNDRY AND MACHINE SHOP PRODUCTS INDUSTRY, 1947

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Blacksmiths</i>		
Canada.....	.95	
Maritime Provinces.....	.95	.75-1.05
Quebec.....	.99	.82-1.18
Montreal.....	1.03	.90-1.18
Ontario.....	.91	.72-1.05
Toronto.....	1.03	
Prairie Provinces.....	.90	.80-.99
British Columbia.....	1.10	1.05-1.15
<i>Chippers and Grinders</i>		
Canada.....	.89	
Maritime Provinces.....	.83	.77-1.08
Quebec.....	.87	.61-1.04
Montreal.....	1.00	.80-1.11
Ontario.....	.90	.70-1.19
Toronto.....	.93	.75-1.15
Prairie Provinces.....	.74	.68-.82
British Columbia.....	1.01	.92-1.10
<i>Coremakers</i>		
Canada.....	1.02	
Maritime Provinces.....	.86	.80-.92
Quebec.....	.98	.75-1.28
Montreal.....	1.18	1.09-1.28
Ontario.....	1.03	.80-1.28
Toronto.....	1.12	.90-1.28
Prairie Provinces.....	.90	.68-.95
British Columbia.....	1.16	1.15-1.25
<i>Labourers</i>		
Canada.....	.76	
Maritime Provinces.....	.69	.61-.76
Quebec.....	.62	.55-.77
Montreal.....	.62	.60-.65
Ontario.....	.79	.65-.95
Toronto.....	.81	.75-.93
Prairie Provinces.....	.76	.66-.86
British Columbia.....	.92	.85-.95
<i>Machinists</i>		
Canada.....	.96	
Maritime Provinces.....	.92	.68-1.10
Quebec.....	.91	.75-1.08
Montreal.....	.94	.80-1.08
Ontario.....	.89	.75-1.05
Toronto.....	.97	.85-1.08
Prairie Provinces.....	.92	.70-1.02
British Columbia.....	1.21	1.15-1.28
<i>Machinist's Helpers</i>		
Canada.....	.71	
Maritime Provinces.....	.69	.61-.80
Quebec.....	.63	.55-.70
Montreal.....	.63	.52-.75
Ontario.....	.69	.60-.75
Toronto.....	.80	.75-.85
Prairie Provinces.....	.79	.65-.92
British Columbia.....	.99	.92-1.02
<i>Moulders</i>		
Canada.....	1.07	
Maritime Provinces.....	.98	.67-1.37
Quebec.....	.95	.70-1.16
Montreal.....	1.18	1.09-1.41
Ontario.....	1.10	.82-1.36
Toronto.....	1.23	1.05-1.54
Prairie Provinces.....	1.06	.82-1.39
British Columbia.....	1.15	1.00-1.25



**TABLE VII.—WAGE RATES IN THE FOUNDRY AND MACHINE SHOP PRODUCTS INDUSTRY, 1947—Concluded**

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Moulder's Helpers</i>		
Canada.....	.75	.....
Maritime Provinces.....	.68	.55- .72
Quebec.....	.62	.51- .83
Ontario.....	.80	.70- .82
Prairie Provinces.....	.71	.66- .80
British Columbia.....	.93	.92- .95
<i>Patternmakers</i>		
Canada.....	1.07	.....
Maritime Provinces.....	.92	.80-1.00
Quebec.....	1.04	.86-1.20
Montreal.....	1.15	1.03-1.23
Ontario.....	1.08	.89-1.25
Toronto.....	1.05	.....
Prairie Provinces.....	.98	.85-1.10
British Columbia.....	1.28	1.20-1.30

**TABLE VIII.—STANDARD OR NORMAL WORKING HOURS FOR PLANT EMPLOYEES IN THE FOUNDRY AND MACHINE SHOP PRODUCTS INDUSTRY, BY ESTABLISHMENTS, 1947**

Standard Hours	Canada	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
<b>WEEKLY</b>						
40.....	27	.....	.....	4	3	20
Over 40 and under 44.....	2	1	1	.....	.....	.....
44.....	43	9	2	10	14	8
45.....	25	.....	5	18	2	.....
Over 45 and under 48.....	21	.....	2	17	2	.....
48.....	29	1	6	22	.....	.....
49 and 50.....	10	1	4	4	1	.....
Over 50.....	9	1	8	.....	.....	.....
Total.....	166	13	28	75	22	28
<b>DAILY</b>						
(a) Establishments on a Five-Day Week						
8.....	27	.....	.....	4	3	20
9.....	25	.....	5	18	2	.....
9½.....	2	.....	.....	2	.....	.....
9¾.....	10	.....	1	9	.....	.....
9.6.....	4	.....	.....	4	.....	.....
10.....	2	.....	2	.....	.....	.....
Total.....	70	.....	8	37	5	20
(b) Establishments on a Six-Day Week						
Monday to Friday	Saturday					
7½.....	4	1	.....	.....	.....	.....
8.....	4	45 <sup>(1)</sup>	3	11	14	8
8.....	8	11 <sup>(2)</sup>	4	6	.....	.....
8½.....	4 to 5½	12	1	9	2	.....
8¾.....	4½	1	.....	1	.....	.....
9.....	2½ to 5	17 <sup>(3)</sup>	1	4	11	1
9.....	8½ and 9	4	.....	4	.....	.....
10.....	5	2	.....	2	.....	.....
10.....	9 and 10	3	1	2	.....	.....
Total.....	96	13	20	38	17	8

(1) One plant reported 3½ and another 5 hours on Saturday.

(2) One plant reported 7 hours on Saturday.

(3) Ten of these plants reported a 4-hour day on Saturday.

## Sheet Metal Products Industry

By 1947 the index of wage rates based on comparable rates in the industry in 1939 had reached 185.0, which figure represented an increase of 14 per cent over rates in 1946.

Year	Index
1939.....	100.0
1940.....	103.9
1941.....	114.1
1942.....	126.4
1943.....	150.1
1944.....	155.1
1945.....	154.9
1946.....	161.9
1947.....	185.0

Returns from 78 plants, employing 6,800 workers, were used in this analysis. One-half of the plants, including 55 per cent of the total number of workers, were located in Ontario.

One-half the workers were in 70 of the plants, none of which employed more than

200 workers each and whose individual size averaged 51 workers. Employment in the remaining eight plants ranged between 200 and 800 each.

**Collective Agreements.**—Forty-four plants reported collective agreements covering 5,000 workers, or 73 per cent of the total employment in the industry. The unions with the greatest number of workers covered by agreement were the United Steel Workers of America and the Sheet Metal Workers' International Association.

**Wage Rates, Table XIII.**—The average rate for skilled workmen in the industry, as shown in the table, was in the vicinity of \$1 per hour. Rates for semi-skilled occupations ranged for the most part between 80 and 90 cents while those for labourers and helpers were about ten cents per hour less.

**Standard Hours of Work, Table XIV.**—Standard weekly hours ranged from 40 to 55 with 40, 44 and 45 the most common.

**TABLE IX.—OVERTIME RATES OF PAY IN THE FOUNDRY AND MACHINE SHOP PRODUCTS INDUSTRY, BY ESTABLISHMENTS, 1947**

Overtime Rates by Region	After Daily Hours		Only After Weekly Hours	Sunday	Holidays
	Monday to Friday	Saturday			
Total Establishments.....	137	137	29	166	166
<i>Straight Time</i>					
Canada.....	22	16		9	9
Maritime Provinces.....	4	2			
Quebec.....	1	1			
Ontario.....	14	13		9	9
British Columbia.....	3				
<i>Time and One-Half</i>					
Canada.....	106 <sup>(1)</sup>	104 <sup>(2)</sup>	29	36	41
Maritime Provinces.....	8	8	1		
Quebec.....	18	15	7	7	8
Ontario.....	36	36	19	26	29
Prairie Provinces.....	22	22		3	3
British Columbia.....	22	23	2		1
<i>Double Time</i>					
Canada.....		5		80	75 <sup>(3)</sup>
Maritime Provinces.....		2		11	11
Quebec.....				12	11
Ontario.....		1		17	12
Prairie Provinces.....				16	17
British Columbia.....		2		24	24
<i>No Information</i>					
Canada.....	9	12		41	41

(1) Nine establishments paid double time after the first four hours of overtime.

(2) Sixteen establishments paid double time after the first four hours of work.

(3) Includes two establishments paying time and one-half plus the regular rate.

**TABLE X.—VACATIONS WITH PAY FOR PLANT EMPLOYEES IN THE FOUNDRY AND MACHINE SHOP PRODUCTS INDUSTRY, BY ESTABLISHMENTS, 1947**

NOTE.—Of the 166 establishments, eight did not give any information on vacations with pay.

Length of Service Required	Initial Vacation of One Week	Maximum Vacation	
		One Week	Two Weeks
<i>No Specified Service</i>			
Canada.....	9		
Maritime Provinces.....	1		
Ontario.....	1		
Prairie Provinces.....	7		
<i>Three and Six Months</i>			
Canada.....	6	3	
Maritime Provinces.....	1	1	
Ontario.....	5	2	
<i>One Year</i>			
Canada.....	143	102	10
Maritime Provinces.....	4	4	1
Quebec.....	27	22	
Ontario.....	69	42	2
Prairie Provinces.....	15	6	7
British Columbia.....	28	28	
<i>Two Years</i>			
Canada.....			12
Quebec.....			3
Ontario.....			1
Prairie Provinces.....			8
<i>Five Years</i>			
Canada.....			31
Quebec.....			2
Ontario.....			28
Prairie Provinces.....			1
Total Establishments.....	158	105	53
		158	

**TABLE XI.—STATUTORY HOLIDAYS FOR PLANT EMPLOYEES IN THE FOUNDRY AND MACHINE SHOP PRODUCTS INDUSTRY, BY ESTABLISHMENTS, 1947**

NOTE.—Of the 166 plants covered by this survey, 5 did not observe statutory holidays.

—	Number of Holidays Observed by Plants									Total Plants
	4 Days	5 Days	6 Days	7 Days	8 Days	9 Days	10 Days	11 Days	13 Days	
Plants Paying for—										
1 Holiday.....				1	4				1	6
2 Holidays.....			3	2	2	2				9
3 ".....			3	2	2			1		8
4 ".....	1				6					7
5 ".....		2	1		1					4
6 ".....			2		1					3
7 ".....				2			1			3
8 ".....					5					5
9 ".....						2				2
10 ".....							6			6
Total plants paying for one or more holidays.....	1	2	9	7	21	4	7	1	1	53
Total plants not paying for holidays.....	3	6	18	20	27	19	10	5	0	108
Total plants observing holidays.....	4	8	27	27	48	23	17	6	1	161



**TABLE XII.—DISTRIBUTION OF ESTABLISHMENTS AND PLANT EMPLOYEES IN THE SHEET METAL PRODUCTS INDUSTRY, 1947**

	Canada	Quebec	Ontario	Prairie Provinces	British Columbia
Total Establishments.....	78	14	39	10	15
Plant Employees:					
Male.....	6,391	1,627	3,454	783	527
Female.....	458	102	336	4	16
Total.....	6,849	1,729	3,790	787	543

**TABLE XIII.—WAGE RATES IN THE SHEET METAL PRODUCTS INDUSTRY, 1947**

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Labourers</i>		
Canada.....	.69	.....
Quebec (Montreal only).....	.68	.62- .70
Ontario.....	.70	.60- .79
Toronto.....	.70	.60- .80
Prairie Provinces.....	.68	.65- .73
British Columbia.....	.76	.75- .77
<i>Machine Operators</i>		
Canada.....	.87	.....
Quebec.....	.86	.73-1.01
Montreal.....	.87	.76-1.01
Ontario.....	.88	.72-1.01
Toronto.....	.90	.75- .99
Prairie Provinces.....	.85	.80- .90
British Columbia.....	.88	.80- .96
<i>Machinists</i>		
Canada.....	.98	.....
Quebec.....	.99	.75-1.05
Montreal.....	1.04	.90-1.05
Ontario.....	.99	.89-1.14
Toronto.....	1.02	.80-1.17
<i>Sheet Metal Workers</i>		
Canada.....	1.13	.....
Quebec (Montreal only).....	1.06	1.05-1.08
Ontario.....	1.07	.80-1.46
Toronto.....	1.07	.80-1.46
Prairie Provinces.....	1.03	.70-1.30
British Columbia.....	1.42	1.33-1.48
<i>Sheet Metal Worker's Helpers</i>		
Canada.....	.70	.....
Quebec (Montreal only).....	.67	.62- .75
Ontario.....	.75	.60- .90
Toronto.....	.73	.65- .80
Prairie Provinces.....	.68	.45- .80
British Columbia.....	.82	.71-1.00
<i>Shippers</i>		
Canada.....	.81	.....
Quebec (Montreal only).....	.83	.75- .98
Ontario.....	.79	.69- .90
Toronto.....	.83	.74- .92
Prairie Provinces.....	.79	.65- .90
British Columbia.....	.93	.83-1.00
<i>Welders</i>		
Canada.....	1.00	.....
Quebec (Montreal only).....	1.06	1.01-1.12
Ontario.....	1.00	.81-1.14
Toronto.....	1.03	.88-1.14
Prairie Provinces.....	.89	.75-1.00
British Columbia.....	1.12	.95-1.28

Forty-eight per cent of the workers were on a 45-hour week; 29 per cent worked a 44-hour week, and another 16 per cent worked 40 hours.

Most of the plants were on a five-day week. Slightly less than 1,000 employees normally worked on Saturday, in most plants for four hours and in no case for more than five hours.

**Overtime Rates of Pay, Table XV.**—Time and one-half was the rate usually reported for overtime during the week, either after daily or weekly hours had been worked. In ten cases, double time was reported for all work on Saturday.

Of the 55 plants giving information on overtime rates for Sunday work, 37 reported double time and 13, time and one-half. In the case of work on observed statutory holidays, 34 reported a rate of double time and 17, time and one-half. With respect

to both Sunday and holiday overtime, five plants reported straight time.

**Vacations with Pay, Table XVI.**—Of the establishments giving information on paid vacations, all reported one week after one year of service, and in a few cases, after a shorter length of service.

Two weeks were given with pay in 34 plants employing 73 per cent of the workers, after from one to ten years of service, and mainly after five years.

**Statutory Holidays, Table XVII.**—Two-thirds of the plants observed either seven or eight statutory holidays. Although 34 of the 78 establishments reported that they did not pay for any holidays observed, they included only 24 per cent of the total number of employees. Payment was reported for four of the observed holidays in the case of 41 per cent of the workers in the industry and another 18 per cent received payment for three.

**TABLE XIV.—STANDARD OR NORMAL WORKING HOURS FOR PLANT EMPLOYEES IN THE SHEET METAL PRODUCTS INDUSTRY, BY ESTABLISHMENTS, 1947**

Standard Hours	Canada	Quebec	Ontario	Prairie Provinces	British Columbia
<b>WEEKLY</b>					
40.....	25	1	8	3	13
42½.....	1	.....	1	.....	.....
44.....	22	3	10	7	2
45.....	20	8	12	.....	.....
Over 45 and under 48.....	3	.....	3	.....	.....
48.....	5	.....	5	.....	.....
55.....	2	2	.....	.....	.....
Total.....	78	14	39	10	15
<b>DAILY</b>					
<i>(a) Establishments on a Five-Day Week</i>					
8.....	25	1	8	3	13
Over 8 and under 9.....	4	1	3	.....	.....
9.....	23	9	14	.....	.....
9½ and 9¾.....	3	.....	3	.....	.....
9·6.....	2	.....	2	.....	.....
Total.....	57	11	30	3	13
<i>(b) Establishments on a Six-Day Week</i>					
Monday to Friday	Saturday				
8	4		16	1	6
8½	4½		1	.....	1
8¾	4¾		1	.....	1
9	3 and 5		2	1	1
10	5		1	1	.....
Total.....			21	3	9
				7	2

**TABLE XV.—OVERTIME RATES OF PAY IN THE SHEET METAL PRODUCTS INDUSTRY, BY ESTABLISHMENTS, 1947**

Overtime Rates by Region	After Daily Hours		Only After Weekly Hours	Sunday	Holidays
	Monday to Friday	Saturday			
Number of Establishments.....	69	69	9	78	78
<i>Straight Time</i>					
Canada.....	14	9		5	5
Quebec.....	2	1			
Ontario.....	9	7		5	5
Prairie Provinces.....	1	1			
British Columbia.....	2				
<i>Time and One Half</i>					
Canada.....	52	44 <sup>(1)</sup>	9 <sup>(2)</sup>	13	17
Quebec.....	11	11	1	1	3
Ontario.....	20	16	7 <sup>(3)</sup>	10	11
Prairie Provinces.....	8	8	1	2	2
British Columbia.....	13	9			1
<i>Double Time</i>					
Canada.....		10		37	34
Quebec.....				9	9
Ontario.....		4		9	8
Prairie Provinces.....				7	6
British Columbia.....		6		12	11
<i>No Information</i>					
Canada.....	3	6		23	22

(1) Five plants gave time and one half for the first four hours of work on Saturday and double time thereafter.

(2) Five plants paid time and one half after 48 hours, one of these operating on a 40-hour week, two on a 44-hour week and the remaining two on a 45-hour week.

(3) Includes one establishment reporting time and one-third.



**TABLE XVI.—VACATIONS WITH PAY FOR PLANT EMPLOYEES IN THE SHEET METAL PRODUCTS INDUSTRY, BY ESTABLISHMENTS, 1947**

NOTE.—Of the 78 establishments reporting, four did not give information on vacations with-pay.

Length of Service Required	Initial Vacation of One Week	Maximum Vacation	
		One Week	Two Weeks
<i>No Specified Service</i>			
Canada.....	2 <sup>(1)</sup>		
Prairie Provinces.....	1		
British Columbia.....	1		
<i>Three and Six Months</i>			
Canada.....	2	2	
Ontario.....	1	1	
Prairie Provinces.....	1	1	
<i>One Year</i>			
Canada.....	70	38	2
Quebec.....	12	4	
Ontario.....	36	19	
Prairie Provinces.....	8	2	1
British Columbia.....	14	13	1
<i>Two Years</i>			
Canada.....			7 <sup>(2)</sup>
Quebec.....			1
Ontario.....			2
Prairie Provinces.....			4
<i>Five Years</i>			
Canada.....			22
Quebec.....			6
Ontario.....			13
Prairie Provinces.....			2
British Columbia.....			1
<i>Ten Years</i>			
Canada.....			3
Quebec.....			1
Ontario.....			2
Total Establishments.....	74	40	34
		74	

(1) Reported only an initial vacation of two weeks.

(2) Includes one establishment requiring three years of service.

**TABLE XVII.—STATUTORY HOLIDAYS FOR PLANT EMPLOYEES IN THE SHEET METAL PRODUCTS INDUSTRY, BY ESTABLISHMENTS, 1947**

NOTE.—Of the 78 plants covered by this survey, one did not observe statutory holidays.

	Number of Holidays Observed by Plants										Total Plants	
	3 Days	4 Days	5 Days	6 Days	7 Days	8 Days	9 Days	10 Days	11 Days	12 Days		14 Days
Plants Paying for—												
1 Holiday.....				1	1	1		1				
2 Holidays.....				2	1		1					
3 ".....	1	1	1		5	3						
4 ".....				1	2	8						
5 ".....					1	1		1				
6 ".....				1		1						
7 ".....					2							
8 ".....						5						
9 ".....							1					
10 ".....								1				
Total plants paying for one or more holidays.....	1	1	1	5	12	19	2	3				
Total plants not paying for holidays.....				1	10	11	5	1	3	1	1	
Total plants observing holidays.	1	1	1	6	22	30	7	4	3	1	1	

An analysis of the current employment situation prepared by the Research and Statistics 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.

## CURRENT EMPLOYMENT CONDITIONS

*The employment market in general shifted from a surplus to a shortage of labour during May. Nevertheless, because of immigration and student labour, the shortage will probably not become acute during the coming season, except in some occupations. Employment will continue to expand until the beginning of October, according to a recent survey by the Department of Labour. Numerous wage increases were granted during the month of May, most of them without strike action.*

A moderate cyclical and seasonal growth in employment is expected to take place at least up to the beginning of October, according to forecasts based on the opinion of leading business men of Canada. The increase will be slightly less than in 1947 but the forecast foresees virtually full use of available manpower. The industrial distribution of employment is expected to remain relatively unchanged, although downward movements are forecast in the

automobile manufacturing, shipbuilding, and rubber industries accompanied by greater than average gains in primary textiles, agricultural implements and electrical power plants.

By the end of May the seasonal upswing of employment activity had gained considerable strength and operations were more advanced than at this time last year. Fewer men were seeking work at employment offices than one year before.

Improved weather conditions towards the end of the month had enabled construction activity to increase rapidly and agricultural operations had largely picked up the slack caused by the late spring. Flood conditions in British Columbia, however, and in some sections of the Prairies, may completely block agricultural operations for the year.

Negotiations between labour and management have been relatively peaceful during 1948 and time loss due to strike action during the first four months was 61 per cent less than in the similar period in 1947. The main issue has been wage increases to offset the rising cost of living. A survey of recent agreements negotiated between employers and Canadian unions showed that at least 90,000 workers received wage boosts during May, and 84 per cent of the increases were for 10 cents or more per hour.

### Agriculture

Warm weather during the latter part of May helped appreciably to overcome the late spring start in farming operations. In the Prairies, an abnormally heavy demand had developed for extra shift workers so that seeding operations could be maintained on a 24-hour basis. Although the demand was urgent it was only temporary and would largely disappear by the middle of June. The supply of workers in general was greater than in 1947 although severe shortages had developed in Alberta.

In Ontario, demand for farm labour was steadily mounting. Local supplies of farm workers had largely been exhausted and, consequently special emphasis was being placed on immigration and the transfer of Western farm workers. Approximately 2,300 Western haymakers have been requested for the coming season as against the 1,000 workers brought east in 1947.

Immigration of Dutch persons for Canadian farms was well under way. By the end of the first week in June, almost one-third of the 10,000 persons scheduled to immigrate had arrived in Canada. Immigration of farm workers from displaced persons camps was also speeding up although at June 2 only 110 of the quota of 2,300 single farm hands had entered Canada.

The extent of damage caused by flood conditions in British Columbia was not yet determined but, undoubtedly agricultural production will be severely affected. It had been estimated that 35 per cent of the strawberry crop has already been

destroyed and the damage to the raspberry crop was not yet known. Because of the flood, the usual transfer of Prairie girls to British Columbia for berry picking may not be required this season.

### Non-Agricultural Industry

Industrial production was continuing at near capacity and employment was at record heights for the time of year. A slight gain in employment because of seasonal influences commenced during the spring months, although at April 1, the latest date of reporting, the uptrend had not yet begun. At the beginning of April, the index of industrial employment, as reported by firms with 15 or more employees, stood at 186.5 (Base 1926=100), a drop of 2.4 from the March figure. The contraction reflected almost entirely the dropping off in logging employment.

Increases in wages in manufacturing are approximately keeping pace with the rises in the cost of living. During March, the average hourly earnings of manufacturing employees paid on an hourly basis rose from 88.0 cents to 88.9 cents. Real earnings (earnings computed in relation to the cost of living) remained unchanged during March and at April 1, the index (1946=100) totalled 103.1 after preliminary adjustments had been made to offset the effect of the Easter holidays on money earnings.

The *mining* industry was undergoing slight seasonal expansion during May, due, in the main, to the absorption of university students. Demand in the nickel mines had overtaken supply and orders at employment offices were being placed in clearance; a number of men had already been transferred from the Cape Breton area of Nova Scotia. Base metal mining was expanding although the demand was much lighter than at this time last year. Coal mining employment remained relatively unchanged during the month. There was little demand in the gold mining industry although there were openings for skilled miners.

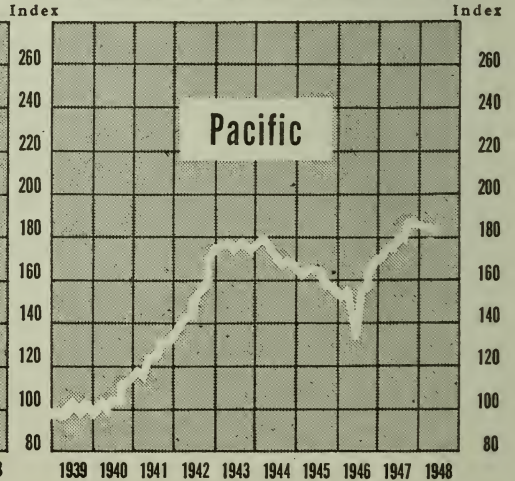
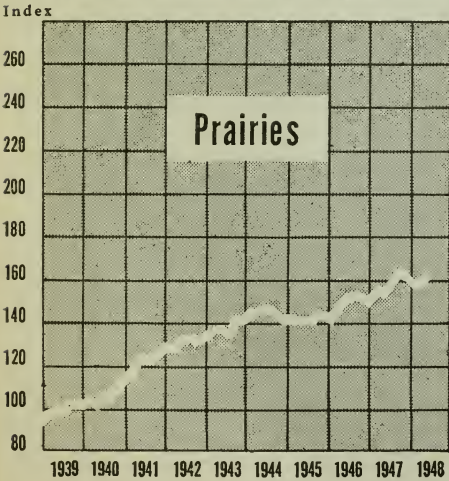
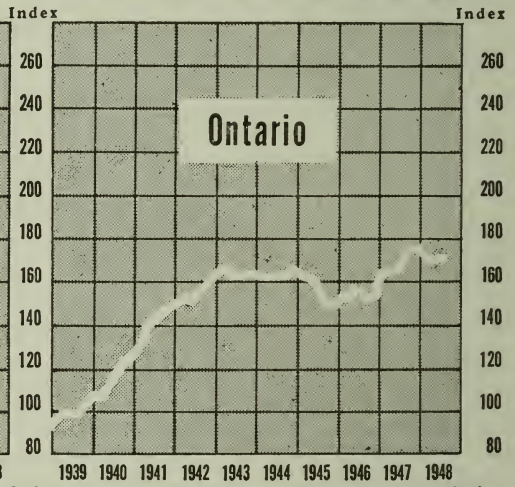
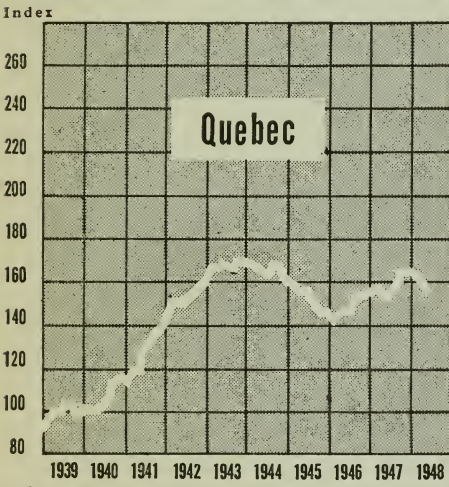
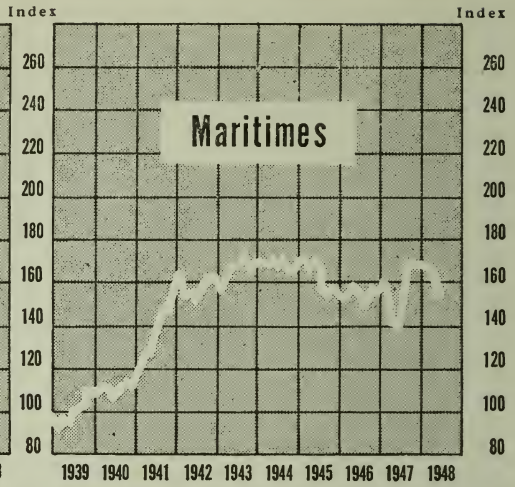
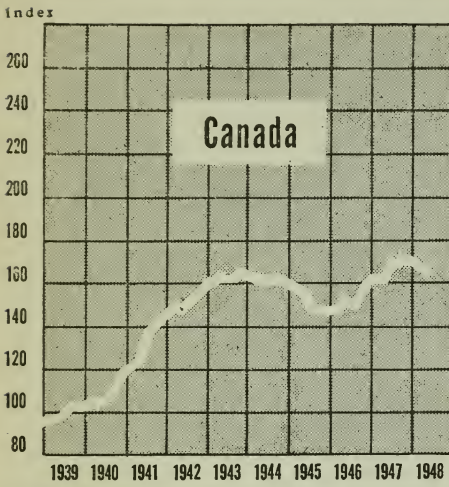
Negotiations were successfully concluded between the union and management in the nickel mines of Ontario and in the major metal mines in British Columbia during May and early June. The major coal operators had signed agreements earlier in the year, although 300 coal miners were still out on strike in the Edmonton area. This left only one large mining field unsettled, that of the metal mines in



# REGIONAL EMPLOYMENT TRENDS

Average: 1939 = 100

Seasonally Adjusted



Northern Ontario and Quebec. Negotiations were under way in these mines at the time of writing.

In the *manufacturing* industries, expansion of employment had begun around the middle of April when extra help was hired seasonally in the food, beverage, pulp and paper, container, petroleum refining and sawmill industries. A slight decline occurred in secondary textiles before the industry began production on the fall line of clothing. Employment in rubber, leather, and aircraft manufacturing was on the decline; production had largely caught up with demand and inventories were accumulating.

Lay-offs were fewer during May than in the previous months of 1948 and those which did occur were largely of a temporary nature. Material shortages, particularly steel, were the main causes of lay-offs.

Numerous labour-management agreements were reached in May and, in general, relatively little strike action occurred. The most notable feature of the month's negotiations was the signing of agreements covering the major portion of the pulp and paper industry.

The outlook in the *construction* industry brightened considerably as the value of contracts awarded recorded another sharp increase during May. Contracts awarded for the first five months of 1948 totalled \$349.2 million in comparison to \$253.7 million in 1947—an increase of 38 per cent. There has been a decided shift in the type of construction contracts awarded. Residential construction had shown over a 100 per cent increase which more than made up for the decline in industrial contracts.

Production of most building materials was considerably greater than at any time in the immediate past, and this, combined with the record volume of contracts recently awarded was creating a heavy demand for construction labour. Shortages of skilled workers had already developed in some sections of the country. Demand, however, was not expected to reach the proportions of 1948 since immigration was pouring in large numbers of workers. By June 2, approximately 100 construction tradesmen and 3,600 unskilled workers had arrived, the latter group taking up work on railways and the hydro-electric power plant at Des Joachims.

Most of the labour unrest in the construction industry in April was settled during May. Substantial wage increases were granted in practically all cases.

*Trade* was benefiting from the general seasonal upswing. The usual spring buying had begun to stimulate retail sales by March when recorded sales were 23 per cent higher than in the previous month. Nevertheless, consumers were becoming more cautious in their buying and the dollar value of retail sales was only 10 per cent higher than at this time last year. Taking into account the rise in prices, it was doubtful if the physical volume equalled that of 1947.

The immediate effects of the removal of rental controls on commercial accommodation in March were becoming apparent. Because of large rent increases, many firms were vacating premises. This temporarily boosted buying during the period of forced sales although a lull was expected before businesses were established in new quarters. Marginal firms, in some instances, were being forced out of business.

The *service* industries during May were expanding in anticipation of a record year of tourist traffic. Hiring for tourist homes and summer resorts was largely completed during the month so that the majority of resorts will be able to open early in June. Although in Ontario some shortages of suitable help had developed, in general the supply was adequate to meet demand. University students provided the main source of supply.

With the opening up of highway traffic, the shortage of auto mechanics again presented a problem. Employment offices reported that although a fair number were available, qualified mechanics were difficult to obtain.

Summer help was being hired in some sections of the public service although the number taken on was smaller than in war years. The over-all expansion in staff in the post-war years has cut down considerably on the need for temporary help.

### Employment Service Activities

The month of May marked the general shift from a surplus to a shortage of workers. Demand had already overtaken supply in several industries, especially agriculture and mining, and construction was expected to increase labour requirements substantially in the coming months. The seasonally unemployed had been absorbed, for the most part, by the first week in May. Student job-seekers temporarily added approximately 40,000 persons to the labour force, but by the latter part of May only 10,000 of these had not yet found jobs.



Since the beginning of April, unplaced applicants had fallen at an average rate of 8,000 per week while almost 3,000 jobs were added each week to the number of vacancies remaining on file. By May 27, unplaced applicants stood at 131,000 and unfilled vacancies at 60,000.

The volume of placement work has increased sharply and recorded operations were almost 35 per cent higher in April than in March. Hirings increased in all main industry groups excepting logging. Average weekly placements during April totalled 14,000 as against 10,000 in March. Gains were most pronounced in the seasonal agricultural, construction and mining industries where increases of 90 per cent, 84 per cent and 76 per cent respectively were recorded.

Demand for women workers was slowly increasing and the ratio between jobs and workers at the end of May was now two to three. Among male workers the ratio was still only 2 jobs to 5 workers. However, there were considerably more women in the labour market than one year ago. Unplaced applicants at the end of May were 6,000 higher than those at the comparative period in 1947. Similarly, women claiming unemployment insurance at the end of April, the latest available date, were 5,000 more than in 1947, and only slightly less than in 1946 when reconversion difficulties were still hampering expansion in employment. The easing has been felt in the semi-skilled and unskilled industrial categories, where unplaced applicants at the April date were 55 and 58 per cent higher than one year before. Clerical, sales and service occupational groups indicated much smaller increases and, in some cases, declines took place.

A period of readjustment which is not of a seasonal nature appeared to be in progress in the female labour market. The severe shortage of woman workers had lessened materially, especially in manufacturing and to a lesser extent in the service occupations. The trend in female employment pointed to a more even balance between jobs and workers and it was probable that the employment situation for women will now correspond more closely to the general state of the labour market.

National Employment Service was renewing its campaign for the placement of older workers. The necessity for the campaign was witnessed by the fact that 50,000 persons over 45 years of age were registered for work at employment offices at the end of April, a number both numeri-

cally and proportionately greater than that of April, 1947.

The campaign under way was two-fold—it was directed towards both the older worker himself and the employer. Employment officials were giving special counselling to the older unemployed worker to enable him to "sell himself" to the employer. In Toronto, part of the office staff has been set aside exclusively for this work. In many cases, the workers so counselled had not required the follow-up placement work of the employment offices but were able to secure employment through their own efforts. At the same time, through the medium of the press, the radio, and employer relations staffs, employers were being shown the value of employing the older worker, and, at the same time, the economic danger of a "blanket" discrimination against a group of workers which comprise almost one-third of the total working population.

The tightening in the labour market has been accompanied by an increase in clearance of orders through the network of employment offices. Much of the clearance in 1948 had been in the executive and professional field, and in the skilled and semi-skilled occupations where local supplies had already been exhausted. Relatively little "block" clearance of orders was taking place and the majority of orders were for only one or two workers. The seasonal agricultural and mining industries offered the only significant exception to this and single orders here ranged as high as 650 for farmerettes for the Ontario Farm Service camps and 200 for workers in the Sudbury nickel mines.

The majority of orders in clearance at the end of May originated in Ontario where labour shortages had developed earlier than in other parts of the Dominion. At the end of May, over 2,000 orders were in clearance in Ontario which covered vacancies for approximately 4,500 persons. This was more than double the aggregate number of orders in clearance in all other regions. Over 700 clearance orders from Ontario had already entered inter-regional lines. Some of these orders, however, would be duplicates since many were being cleared to more than one region.

Following the general trend, claims for unemployment insurance were falling off. At the beginning of May, 105,000 persons were signing the unemployment insurance register as against 136,000 one month before.



Placement operations in *executive and professional offices* increased appreciably during April as the university graduates of 1948 began to enter the labour market. For the first time in 1948 the placement rate exceeded that of the corresponding period in 1947. An average of 63 placements were effected each week as against 47 and 61 one month and one year before respectively.

The level of unplaced applicants had remained relatively stable over the past six months and, at the end of April, the number on file totalled 2,398.

Immigration in the executive and professional field is influencing labour market conditions and is responsible, to some extent, for the 27 per cent decline in unfilled vacancies over the past year. Nevertheless, demand for qualified professional and, to a lesser extent, executive personnel was still in excess of supply in the majority of occupational groups.

Placement of university students seeking summer jobs was largely completed by the end of May. Those who had not yet received work were being turned over to the local offices for placement through regular channels.

*Veterans* seeking employment at the end of April were substantially fewer than at this time last year. This situation contrasts to that in the general field where the number unplaced was still somewhat higher than that of the previous year. The decline in unplaced veterans occurred in all main centres except Vancouver and Victoria, where a heavy influx from other areas continued to keep registrations at a high level. The unemployment block in the Halifax area, however, was giving way and a drop of 3,000 had taken place over the year. Placement of veterans during April averaged 3,000 per week, and at the month-end 37,000 remained on file. Forty-three per cent of those on file had been registered for less than 30 days.

## Regional Analysis

The *Maritime* region experienced a prolonged seasonal lull because of cold, wet weather during most of May. Job opportunities increased slightly in New Brunswick although little improvement was noted in Nova Scotia.

Agricultural work was very late throughout the Maritime region and demand for labour was generally light. The prospects for an average grain and potato crop were not good, while the outlook for hay and

pasture crops was satisfactory. Warmer weather during the last week in May, however, was helping to overcome the late start and rapid improvement was expected to follow shortly.

Many men were being employed in the fishing industry and fish packing plants in most districts were operating at capacity. No shortage of labour had developed to date. Landings of fish were higher than at this time in 1947 with a corresponding gain in landed value. The lobster catch was approximately equal to that of 1947 but values were somewhat lower.

Construction work was more active particularly in New Brunswick where nearly all skilled labour will soon be employed, and several localities were anticipating labour shortages. Highway construction and repair work in Cape Breton this summer was expected to employ more than 1,000 men which should ease the unemployment situation in that area.

In the *Quebec* region, seasonal hiring was rapidly increasing in tempo. The annual logging drive, along with construction and transportation activity employed thousands of additional men. Seasonal unemployment, by the end of the month was almost negligible in most areas.

Crop conditions in Quebec were slightly better than one year ago when cash income from the sale of farm products totalled \$295.8 million, the highest amount on record. The farm labour situation was again one of shortage and demand was strong for immigrant labour. Woods labour which had been unemployed in rural areas of Quebec was now being re-hired for the river drive while other loggers were accepting summer employment in the United States logging camps.

Hundreds of stevedores were hired in St. Lawrence river ports to ship pulpwood, paper, and grain. This work will continue until the closing of the inland waterways in November. The port of Montreal, however, was very quiet during May because of lack of foreign trade. The chief problem here was lack of dollar currency but this situation should improve when the European Recovery Program gets under way.

In the *Ontario* region, employment was expanding and labour shortages had already developed by the end of May, especially in agriculture. However, in general, a fair balance still existed between workers and jobs and it was doubtful if

demand during the coming season would reach the heights of 1947. Reduced labour turnover was to a great extent responsible for the fewer jobs available.

Cold and wet weather in Ontario during the middle of May retarded growth of spring crops but rapid crop improvement was taking place by the end of the month. The farm labour shortage of previous years had reappeared, and while many Displaced Persons and Dutch farmers had been placed in employment, the influx had done little more than keep pace with the exodus of regular farm hands to the cities.

The volume of employment in manufacturing was being well maintained. Many men were being hired as general factory labourers to replace farmers who had returned to agriculture. Others were hired as replacement staff during the summer vacation period. Heavy foundry labour was in short supply as was similar types of labour in building materials plants. Displaced Persons brought in for logging operations were being transferred to this type of work. Hamilton, Brantford, St. Catharines and New Toronto were the chief centres of the industrial demand.

In the *Prairie* region, employment increased during May as improved weather conditions speeded up outdoor activities. Retarded seeding operations, accelerated construction activity, and the removal of the ban on road transportation, all contributed to the rapid expansion in employment.

Because of the two to three-week delay in seeding operations in agriculture, an abnormally high demand for farm labour was created during May. Many farmers were working a 24-hour day to complete the first phase of their work and demand was heavy for extra tractor and machine hands to complete shifts. Such temporary labour was easier to secure this year than last because of the higher wages being offered. The general labour shortage caused by the rushed seeding operations was expected to ease off considerably in June when the seeding would be completed. Little or no seeding will be done in the

flooded districts of The Pas, and the Assiniboine basin east of Portage la Prairie.

With the increase in construction activity during May, most of the skilled workmen had been absorbed and shortages of certain types of skilled labour were developing. Job opportunities for good unskilled labour were also more numerous. Over-all construction work was quite extensive, although some of the smaller cities and towns reported a considerable dwindling in housing construction.

The *Pacific* region suffered a severe setback during May because of flood damage in the Fraser, Columbia, Kootenay and Skeena river valleys. At the end of the first week in June the heat wave which was the primary cause of the flood was continuing with little relief in sight. Agriculture, logging, and lumbering operations were seriously affected by the flood conditions.

Thousands of acres of rich farm land in the Kootenay and Fraser river valleys were inundated and the destruction was continuous especially along the Kootenay river valley. In areas not unduly hampered by floods, seeding of cereals was late. Seeding in the Prince George area was general by May 24, but on Vancouver Island, the season was later than average and heavy rains had occurred. As a consequence, labour demand in agriculture was very low.

Logging and sawmill operations had been slowed down and in some instances closed because of flooded roads and wet conditions. The large logging industry on Vancouver Island, however, was working normally and a shortage of skilled men had developed. In the main logging districts, orders for men were low because of the threat of strike action developing shortly.

The extent to which the flood conditions will affect the labour market will not be apparent for some time. Currently it has drawn hundreds of men, including troops, out of the labour market and they were now actively fighting the oncoming flood waters.

# PRICES AND THE COST OF LIVING\*

## Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index rose from 151.6 for April 1 to 153.3 for May 1, 1948. Substantial increases for meats and vegetables accounted for a major proportion of this advance. The food index mounted from 186.8 to 191.2; apart from meats and vegetables, price changes were moderate with slightly lower citrus fruit quotations partially offsetting scattered advances in other food sub-groups. Increases for coal, coke and gas moved the fuel and light index from 121.3 to 122.7. The rentals index rose from 119.9 to 120.9. Changes in clothing and home furnishings were small when compared with those of the past few months. The clothing index rose fractionally from 172.9 to 173.6, while advances and declines in the home furnishings and services group balanced, leaving this index at 161.9. The miscellaneous item index likewise remained unchanged at 122.9.

From August, 1939 to May 1, 1948 the increase in the cost-of-living index was 52.1 per cent (from 100.8 to 153.3).

## Cost of Living in Eight Cities

There were further advances in cost-of-living indexes for the eight regional cities between April and May. Accounting for these increases were considerably higher prices for foods coupled with smaller gains for fuel and clothing. The semi-annual survey of rentals showed small increases in eastern cities, but little evidence of change in western centres. Composite city index point increases were as follows: Saskatoon 2.8 to 156.5, Montreal 2.5 to 157.4, Vancouver 2.5 to 153.5, Saint John 2.2 to 151.5, Halifax 2.1 to 148.3, Toronto 1.9 to 150.5, Edmonton 1.6 to 148.1 and Winnipeg 1.3 to 147.6.

## Wholesale Prices, April, 1948

The general wholesale price index rose 1.6 points to 148.5 between March and April, 1948, reflecting increases in all of the eight component groups. In non-ferrous metals, higher prices for lead, solder and brass sheet supported an index gain of 3.4 points to 141.7, while the iron and steel products group rose 2.4 to 153.0 due to higher quotations for cast iron scrap and car axles. Firmer prices for oats, barley, rye, bran, molasses and potatoes were responsible for a gain of 1.9 to 132.6 in the vegetable products group. Textile products moved up 1.6 to 155.2 when firmer prices for cotton underwear, binder twine and rayon yarn overbalanced recessions in jute and burlap bag prices. An advance of 1.2 to 160.6 for animal products was due to upturns for hides and skins, steers, fresh and prepared meats and eggs. These outweighed declines in raw furs, hogs, calves and haddock. Strength in quotations for soda ash, borax, benzol and paint materials moved chemicals and allied products up 1.2 to 115.2, while non-metallic minerals rose 0.7 to 128.2 due to higher prices for coke, manufactured gas, plaster, sand, gravel and cement. The smallest increase was registered for wood, wood products and paper which advanced 0.4 to 181.3, reflecting an advance in hardwood lumber.

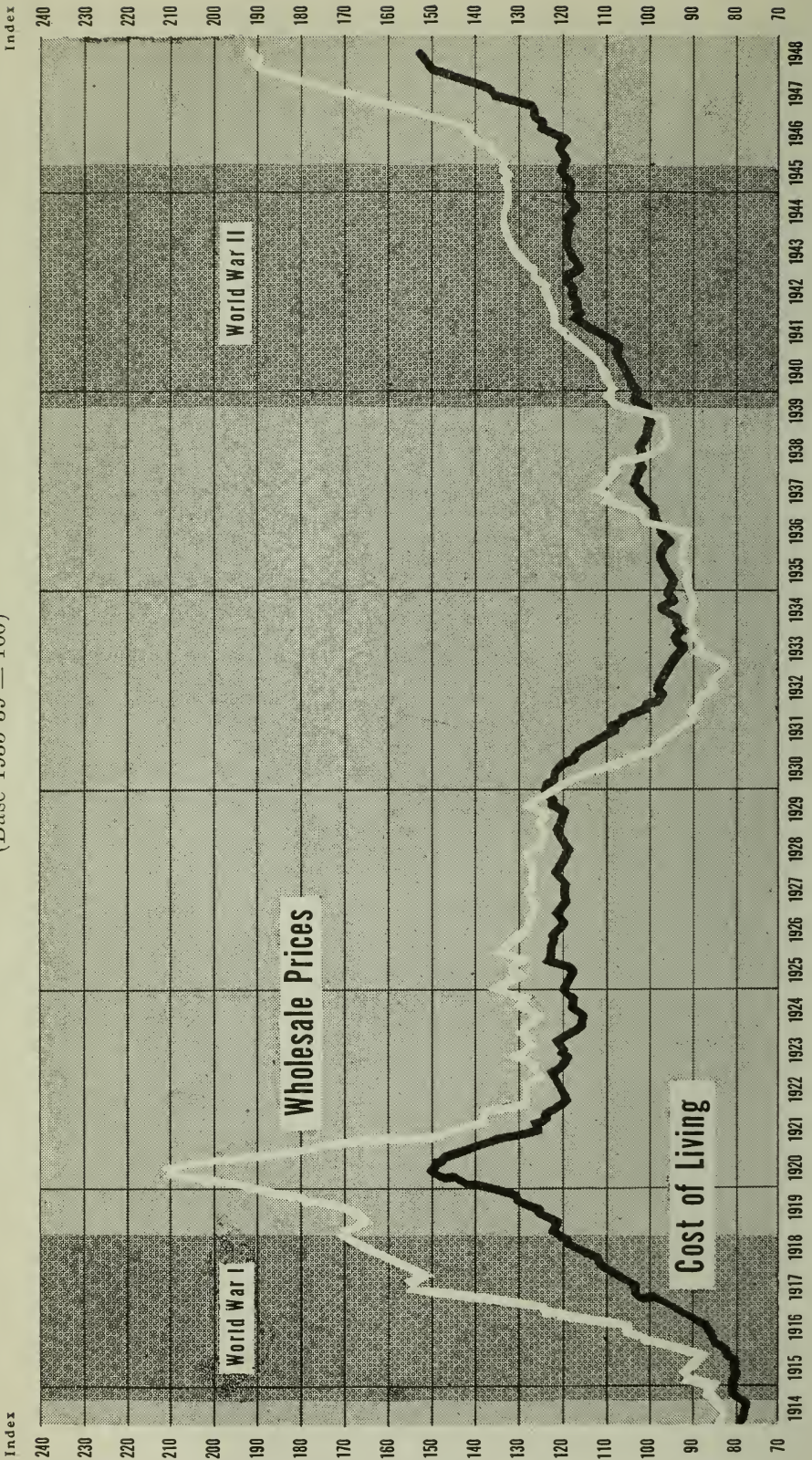
Canadian farm product prices at wholesale rose 3.0 to 141.2 between March and April, due to increases for both field and animal products. The rise of 3.7 points to 167.6 in the latter group index reflected firmer prices for livestock, hides and skins, eggs and wool, while a gain of 2.6 points to 125.5 for field products was due to advances in oats, barley, rye and potatoes.

\* See Tables F-1 to F-6.



# COST OF LIVING AND WHOLESALE PRICES IN CANADA FROM JANUARY 1914 TO DATE

(Base 1935-39 = 100)



**CHANGES IN COST-OF-LIVING INDEX NUMBERS, FIRST QUARTER OF 1948**

Country	Percentage Change		Principal Group Changes December, 1947-March, 1948
	March, 1948; August, 1939	March, 1948; December, 1947	
Canada.....	+ 49.6	+ 3.3	Increases: clothing, homefurnishings, food.
Czechoslovakia.....	+181.8(b)	+ 1.6	Increases: miscellaneous, food. Decreases: fuel and light.
Iceland.....	+210.7	- 2.4	Decreases: food.
Mexico (a).....	+211.6	+ 2.3	Increases: domestic services, clothing.
Newfoundland.....	+ 76.3 (c)	+ 2.6	Increases: food, clothing.
Norway.....	+ 53.3	+ 1.3	Increases: beverages and tobacco, miscellaneous.
Peru.....	+227.3	+ 6.5	Increases: rent, clothing.
Sweden.....	+ 51.9	- 3.0	Increases: miscellaneous, food. Decreases: taxes
Switzerland.....	+ 62.7	- 0.2	Increases: fuel and light, clothing. Decreases: food.
United Kingdom (d).....		+ 1.9	Increases: food, fuel and light, clothing.
United States.....	+ 69.3	- 0.1	Increases: clothing, fuel, housefurnishings. Decreases: food.

- (a) February, 1948 latest figure available.
- (b) Increase over year 1939.
- (c) Increase over October, 1939.
- (d) Increase over August, 1939 not available in new series.

**CHANGES IN WHOLESALE PRICE INDEX NUMBERS, FIRST QUARTER OF 1948**

Country	Percentage Change		Principal Group Changes December, 1947-March, 1948
	March, 1948; August, 1939	March, 1948; December, 1947	
Canada.....	+103.2	+ 2.4	Increases: animals and their products, non-metallic minerals, fibres, textiles and textile products.
Czechoslovakia.....	+182.7(a)	+ 1.1	Increases: textiles, foods.
Denmark.....	+ 119.8	+ 0.8	Increases: building materials, wood and paper, fertilizer. Decreases: animal foods, chemical and technical goods.
France.....	+1404.9	+ 26.1	Increases: industrial products, semi-manufactured, industrial raw materials.
Mexico (b).....	+135.7	+ 0.4	Increases: clothing, non-food consumers' goods, raw materials. Decreases: foods.
Peru.....	+266.4	+ 4.7	Increases: textiles, miscellaneous, foods. Decreases: metals.
Sweden.....	+ 89.2	+ 2.4	Increases: pulp and paper, vegetable products, textiles and fabrics.
Switzerland.....	+118.4	+ 0.9	Increases: textiles, building materials. Decreases: industrial food products, fuel.
United Kingdom.....	+121.4	+ 6.7	Increases: cotton, meat, fish and eggs, miscellaneous, coal. Decreases: textiles other than wool and cotton.
United States.....	+115.2	- 1.1	Increases: fuel and light, metals and metal products. Decreases: hides and leather products, foods.

- (a) Increase over July, 1939.
- (b) February, 1948 latest figure available.



# STRIKES AND LOCKOUTS\*

## Canada, May, 1948

The time loss due to strike activity in Canada during May, 1948, was slightly lower than in the previous month and was only about one-ninth of the loss in May, 1947. For the first five months of 1948 substantial decreases were recorded in the number of strikes, the number of workers involved and the time loss in man-working days, as compared with the same period last year, the time loss for 1948 being only about one-third of that for 1947.

In the construction industry there were five strikes in existence during the month, namely—plumbers and apprentices at London, Ont., carpenters at Sault Ste. Marie, Ont., and painters at Regina, Sask., and two strikes carried over from April, plasterers at Toronto, Ont., and carpenters and labourers at Cornwall, Ont. Settlement of four of these strikes was reached during May and the strike of plasterers terminated early in June. A strike of window glass and products workers at Windsor, Ont., which commenced on May 10 and was still unterminated at the end of the month, affected the construction industry in that locality to a certain extent.

Preliminary figures for May, 1948, show 22 strikes and lockouts in existence, involving 3,214 workers, with a time loss of 40,164 man-working days, as compared with 16 strikes in April, 1948, with 4,491 workers involved and a time loss of 49,396 days. In May, 1947, there were 47 strikes, involving 35,893 workers, with a time loss of 366,070 days.

For the first five months of 1948, preliminary figures show 59 strikes and lock-

outs, involving 18,950 workers, with a time loss of 423,093 days. For the same period last year there were 96 strikes, with 56,217 workers involved and a time loss of 1,337,055 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in May, 1948, was .05 per cent of the estimated working time, as compared with .06 per cent in April, 1948; .47 per cent in May, 1947; .11 per cent for the first five months of 1948; and .34 per cent for the first five months of 1947.

Of the 22 strikes recorded for May, 1948, two were settled in favour of the workers, two in favour of the employers, five were compromise settlements, and 13 were unterminated at the end of the month.

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: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C., on May 30, 1946; metal factory workers at Ottawa, Ont., February 24, 1947; soft drink factory workers at Edmonton, Alta., December 1, 1947; printing pressmen at Toronto, Ont., December 15, 1947; and bookbinders at Toronto, Ont., February 20, 1948.

\* See Tables G-1 and G-2.

## In Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review, issued as a supplement to the *LABOUR GAZETTE* for April, 1948, and in this article are taken 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 March, 1948, was 190 and 16 were still in progress from the previous month, making a total of 206 during the month. In all stoppages of work in progress in the period there were 63,000 workers involved and a time loss of 228,000 working days was caused.

Of the 190 stoppages which began during March, 25 arose out of demands for advances in wages; 60 over other wage questions; nine on questions as to working hours; 27 on questions respecting the employment of particular classes or persons;



61 on other questions respecting working arrangements; and five were on questions of trade union principle.

## United States

Preliminary figures for April, 1948, show 275 strikes and lockouts beginning in the

month, in which 175,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 8,000,000 man-days. Corresponding figures for March, 1948, are 225 strikes and lockouts, involving 500,000 workers, with a time loss of 6,000,000 days.

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# FATAL INDUSTRIAL ACCIDENTS IN CANADA

## First Quarter of 1948\*

There were 311 industrial fatalities in the first quarter of 1948 according to the latest reports received by the Department of Labour. In the previous three months there were 360 including 47 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 include deaths which resulted from industrial diseases as reported by the provincial Workmen's Compensation Boards.

During the quarter under review there were seven industrial accidents which resulted in the death of three or more persons in each case. The most serious occurred at Hanna, Alberta, on February 28 when the collision of a snowplough and a yard engine resulted in the death of an engineer, a snowplough foreman and four sectionmen.

On February 7, the fishing boat *Amaryllis* foundered in a gale off Scarlet Point, British Columbia, with the loss of the Captain, the second engineer and the cook. On February 17 the fishing boat *Louis Todd* foundered in Wright Sound, British Columbia, as the result of a fire on board; the Captain and two members of the crew lost their lives. A heavy storm which occurred off Yarmouth, Nova Scotia, on March 5, resulted in the death of three fishermen.

Three miners were killed at Britannia, British Columbia, when a slab of rock fell on them while engaged in drilling operations on January 30.

On February 18, two linemen and a clerk employed by a power company were killed when the truck in which they were riding was struck by a train at Crabtree Mills, Quebec.

At Ashcroft, British Columbia, on February 23, a locomotive toppled over after hitting a rock slide; the engineer, the fireman and a trainman were killed.

Statistics on industrial fatalities are compiled from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners, and certain other official sources. Newspaper reports are also used to supplement these data.

Grouped by industries the largest number of fatalities, 61 was recorded in transportation as compared with 53 in the previous quarter. Fatalities in steam railways numbered 48 and there were 7 in local and highway transportation; comparative figures for the previous three months were 30 and 6 respectively.

There were 60 fatalities recorded in the manufacturing group of which 15 occurred in saw and planing mills, 14 in the iron, steel and products group, and 7 in the pulp, paper and paper products group. During the previous quarter 72 fatalities occurred in manufacturing, including 20 in saw and planing mills, 11 in the pulp, paper and paper products group and 10 in the iron and steel products group.

Of the 57 fatalities in the mining group, 47 were in metalliferous mining. In the previous quarter there were 37 fatalities in the mining group of which 28 were in metalliferous mining.

The number of fatal accidents in logging decreased from 45 in the fourth quarter of 1947 to 38 in the first quarter of 1948. In the same period fatalities in the construction industry decreased from 53 to 31, in agriculture from 26 to 10 and in service from 38 to 23.

There were 14 fatalities in fishing and trapping during the quarter under review, an increase of 8 over the figure in the previous quarter.

The most important cause of fatalities was moving trains, water-craft and other

vehicles which caused 78 fatal industrial accidents during the quarter as compared with 105 in the previous quarter.

Falling objects caused 60 deaths and falls of persons 50. Industrial diseases, infection and other causes resulted in 57 deaths while dangerous substances caused 32 deaths.

The greatest number of fatalities was

recorded in Ontario where there were 115. In British Columbia there were 79 and in Quebec 47.

During the quarter under review there were 113 fatalities in January, 114 in February and 84 in March.

\*See Tables H-1 and H-2.

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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*.

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TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Series	1948		1947	1946	1944	1939
	May	April	April	April	April	April
<b>Labour Force—</b>						
Civilian labour force <sup>(1)</sup> .....000		4,825	4,706	4,525	†	†
Employed <sup>(1)</sup> .....000		4,669	4,565	4,326	†	†
Paid workers <sup>(1)</sup> .....000		3,245	3,154	2,887	†	†
Male <sup>(1)</sup> .....000		2,416	2,334	2,081	†	†
Female <sup>(1)</sup> .....000		829	817	800	†	†
Unemployed.....000		156	141	213	†	†
Index of employment <sup>(2)</sup> .....		186.5	180.7	168.9	180.5	104.9
Unemployment in trade unions <sup>(3)</sup> .....%		3.1	1.8	1.9	.9	15.7
<b>Earnings and Hours—</b>						
Total labour income.....\$000,000			475	408	†	†
Per capita weekly earnings.....\$	39.74	39.03	35.73	32.48	32.37	†
Average hourly earnings.....cents		88.9	77.6	68.4	†	†
Average hours worked per week.....hours		41.6	43.2	44.4	†	†
Average real weekly earnings, index <sup>(4)</sup> .....		103.1	104.9	102.9	†	†
<b>National Employment Service—</b>						
Unplaced applicants <sup>(5)</sup> .....No.		193,799	181,354	266,428	†	†
Unfilled vacancies <sup>(5)</sup> .....No.		38,275	81,735	82,747	†	†
Placements, weekly average.....	16,435	14,199	15,387	16,402	†	†
<b>Unemployment Insurance—</b>						
Unemployment insurance claims.....No.	105,441	136,356	103,291	154,820	16,406	†
Balance in fund.....\$000			371,290	319,309	196,294	†
<b>Prices—</b>						
Wholesale index <sup>(2)</sup> .....	150.0	148.5	123.6	108.4	102.9	73.4
Cost of living index <sup>(6)</sup> .....	153.3	151.6	130.6	120.8	119.1	100.6
<b>Production—</b>						
Industrial production index <sup>(6)</sup> .....		186.6	177.6	165.8	200.8	102.2
Mineral production index <sup>(6)</sup> .....		140.4	115.3	113.2	106.6	109.8
Manufacturing index <sup>(6)</sup> .....		195.9	188.8	175.2	222.4	100.8
Electric power.....000 k.w.h.	4,077,098	3,733,137	3,727,377	3,506,258	3,277,198	2,197,379
Construction contracts awarded.....\$000		80,800	52,911	75,919	27,696	12,303
Pig iron.....tons		170,785	160,749	142,240	170,364	46,254
Steel ingots and castings.....tons		264,266	252,156	247,519	260,825	99,752
Inspected slaughterings, cattle.....No.	96,099	102,577	94,615	87,748	93,525	57,486
Hogs.....No.	397,090	419,917	417,881	416,102	793,327	259,195
Flour production.....000 bbl.	1,726	1,955	2,399	2,217	1,949	1,114
Newsprint.....tons	388,500	385,600	369,490	337,862	236,350	220,840
Cement, producers' shipments.....000 bbl.		1,267	1,060	1,002	394	209
Automobiles and trucks.....No.	21,370	24,243	22,404	16,830	11,061	16,891
Gold.....oz.		286,065	254,889	238,216	244,804	406,795
Copper.....000 lb.		41,830	40,484	31,887	45,240	49,760
Lead.....000 lb.		25,690	25,850	30,864	25,270	30,648
Nickel.....000 lb.		26,390	20,043	18,480	23,161	18,444
Zinc.....000 lb.		39,188	36,341	41,593	43,359	29,419
Coal.....000 tons	1,353	1,603	851	1,588	1,236	912
<b>Distribution—</b>						
Retail sales index, adjusted <sup>(6)</sup> .....		251.1	228.8	211.7	176.3	103.4
Wholesale sales index, unadjusted <sup>(6)</sup> .....		284.4	268.8	238.5	173.7	97.7
Trade external, excluding gold.....\$000		428,000	419,000	341,028	424,167	92,895
Imports, excluding gold.....\$000		226,700	225,611	160,765	137,487	41,903
Exports, excluding gold.....\$000	282,283	212,337	190,864	178,488	282,891	50,311
Railways—						
Revenue freight.....000 ton miles		4,685,721	4,971,791	4,155,976	5,342,089	1,957,396
Car loadings, revenue freight <sup>(7)</sup> .....cars	298,912	301,477	295,323	260,244	272,724	171,595
<b>Banking and Finance—</b>						
Common stocks, index <sup>(8)</sup> .....	116.5	109.1	104.8	125.1	79.3	87.7
Preferred stocks, index <sup>(8)</sup> .....	147.0	144.2	153.1	157.8	118.7	95.2
Bond yields, Dominion, index <sup>(8)</sup> .....	95.3	96.5	84.8	84.3	97.3	96.3
Cheques cashed, individual accounts.....\$000	6,445,560	6,861,385	6,043,233	5,774,660	4,561,260	2,473,032
Bank loans, current, public.....\$000		1,851,330	1,581,200	1,113,796	866,977	814,103
Money supply.....\$000			7,694,085	7,189,849	5,441,220	2,775,853
Circulating media in hands of public.....\$000			1,072,978	1,045,972	892,910	236,730
Deposits, notice.....\$000		3,951,001	3,637,279	3,237,508	2,253,672	1,696,974
Deposits, demand.....\$000		2,223,077	2,166,166	2,178,508	1,987,390	715,599
Other.....\$000		474,146	817,662	727,861	307,249	126,549

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 February 21, 1948, March 1, 1947 and February 23, 1946. (2) Base 1926=100. (3) Figures are as at end of quarter ending March 31, 1948, 1947-1946, 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 weeks periods.



## B—Labour Income

**TABLE B-1.—MONTHLY ESTIMATES OF CANADIAN LABOUR INCOME**

(\$ Millions)

—	Agricul- ture, Logging, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Trans- portation, Communi- cation, Storage, Trade	Finance, Services (which includes Govern- ment)	Supple- mentary Labour Income	Total
1946—Average.....	37	144	25	112	94	21	433
1947—Average.....	42	174	34	131	106	24	509
1946—March.....	35	142	19	106	90	20	412
1947—January.....	39	161	23	121	100	22	466
February.....	38	163	25	123	101	22	472
March.....	37	165	25	124	102	22	475
April.....	33	166	28	124	102	22	475
May.....	36	169	31	128	103	23	490
June.....	40	171	35	131	106	23	506
July.....	42	175	39	133	108	24	521
August.....	45	177	40	133	109	25	529
September.....	45	181	41	135	109	25	536
October.....	48	185	42	137	109	26	547
November.....	50	188	40	139	110	26	553
December.....	48	187	32	140	109	25	541
1948—January.....	48	185	30	138	108	25	534
February.....	48	190	30	138	108	26	540
March.....	43	187	29	139	110	25	533

## C—Employment, Hours and Earnings

### TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision).

Geographical and Industrial Unit	Number of Employees Reported at Apr. 1, 1948	Aggregate Weekly Payrolls Reported at Apr. 1, 1948	Average Weekly Salaries and Wages Reported at			Index Numbers Based on June 1, 1941 as 100 p.c.					
						Employment			Aggregate Weekly Payrolls		
			Apr. 1, 1948	Mar. 1, 1948	Apr. 1, 1947	Apr. 1, 1948	Mar. 1, 1948	Apr. 1, 1947	Apr. 1, 1948	Mar. 1, 1948	Apr. 1, 1947
<b>(a) PROVINCES</b>											
		\$	\$	\$	\$						
<b>Maritime Provinces</b> .....	128,973	4,587,104	35-57	35-38	33-38	108-4	112-2	100-6	176-4	181-6	153-3
Prince Edward Island.....	3,460	99,279	28-69	28-29	29-99	152-8	159-9	119-0	201-3	207-5	163-4
Nova Scotia.....	72,351	2,588,844	35-78	35-42	32-52	100-7	100-7	82-3	159-8	158-1	118-3
New Brunswick.....	53,162	1,898,981	35-72	35-78	34-41	118-8	128-5	129-3	203-9	221-1	213-2
<b>Quebec</b> .....	566,263	21,282,475	37-58	38-16	34-34	119-1	122-9	118-1	186-8	195-7	169-0
<b>Ontario</b> .....	830,956	33,342,136	40-13	40-84	36-38	122-6	123-6	117-7	181-5	186-1	157-9
<b>Prairie Provinces</b> .....	221,386	8,637,881	39-02	38-80	36-21	124-6	123-5	121-0	183-5	180-9	165-6
Manitoba.....	100,334	3,841,239	38-28	38-62	35-92	121-2	120-8	119-6	174-9	175-9	161-8
Saskatchewan.....	42,403	1,614,735	38-08	37-93	35-53	116-6	115-9	114-2	171-5	169-8	156-5
Alberta.....	78,649	3,181,907	40-46	39-50	36-96	134-0	131-7	127-2	202-6	194-6	176-2
<b>British Columbia</b> .....	182,242	7,472,643	41-01	41-53	38-26	141-2	139-4	136-1	203-1	203-1	182-9
<b>CANADA</b> .....	1,929,820	75,322,239	39-03	39-50	35-73	122-1	123-7	118-3	184-8	189-3	163-9
<b>(b) CITIES</b>											
Montreal.....	282,874	10,626,193	37-57	38-23	34-58	126-4	126-9	124-0	185-1	189-1	167-1
Quebec City.....	29,025	932,831	32-14	32-99	29-70	116-4	116-8	102-4	177-4	182-6	145-0
Toronto.....	264,335	10,475,897	39-63	40-26	36-06	127-9	128-0	122-8	189-3	192-3	164-9
Ottawa.....	24,729	824,777	33-35	34-20	31-10	122-2	120-3	118-3	176-6	178-4	159-5
Hamilton.....	63,503	2,629,304	41-40	41-50	36-67	117-4	116-7	111-9	176-9	176-3	149-6
Windsor.....	37,977	1,780,191	46-88	49-92	43-08	116-5	116-6	109-9	146-6	156-3	126-1
Winnipeg.....	65,193	2,316,196	35-53	35-73	32-85	126-1	124-9	124-3	175-6	175-0	160-2
Vancouver.....	84,549	3,288,878	38-90	39-54	35-88	158-8	158-9	152-2	232-2	236-2	205-8
Halifax.....	22,933	753,299	32-85	33-92	32-73	127-2	124-9	128-1	184-5	187-0	185-1
Saint John.....	14,706	512,490	34-85	34-83	32-86	135-0	144-2	140-9	219-9	229-0	213-6
Sherbrooke.....	10,683	338,646	31-70	33-48	29-43	118-3	116-7	110-9	180-3	190-0	157-0
Three Rivers.....	10,278	391,121	38-05	39-56	32-98	124-1	121-8	124-4	182-2	186-1	158-7
Kitchener-Waterloo.....	20,623	776,763	37-66	38-11	34-48	135-3	135-6	129-8	225-0	228-3	196-9
London.....	25,411	956,106	37-63	36-82	32-82	141-9	142-6	139-8	209-8	206-5	179-6
Fort William-Port Arthur.....	11,444	468,560	40-94	42-51	37-68	79-3	78-2	71-6	121-4	124-3	101-2
Regina.....	10,587	368,364	34-79	34-84	31-68	125-3	124-2	119-7	184-0	182-7	164-2
Saskatoon.....	7,313	253,513	34-67	34-29	31-14	140-0	139-0	138-1	221-0	216-9	193-9
Calgary.....	20,563	769,423	37-42	37-06	34-06	129-1	129-7	123-3	189-8	188-8	166-6
Edmonton.....	20,229	718,217	35-50	35-79	32-49	145-5	145-8	134-7	212-3	214-5	179-9
Victoria.....	13,280	491,874	37-04	38-84	34-33	152-2	149-8	153-1	225-0	232-2	209-6
<b>(c) INDUSTRIES</b>											
Manufacturing.....	1,057,623	41,864,488	39-58	40-23	35-98	120-1	120-6	116-2	183-3	187-0	160-8
Durable Goods <sup>(1)</sup> .....	498,448	20,863,980	41-86	42-85	38-59	118-0	117-5	112-9	175-2	178-6	154-5
Non-Durable Goods.....	531,172	19,747,425	37-18	37-58	33-38	121-4	122-9	119-4	191-9	196-3	168-7
Electric Light and Power.....	28,003	1,253,083	44-75	44-95	40-68	137-4	136-6	117-3	194-3	194-0	149-9
Logging.....	83,895	3,421,992	40-79	39-94	36-61	174-5	234-6	209-1	356-8	469-6	384-1
Mining.....	79,440	3,834,933	48-27	47-73	43-17	95-4	93-1	78-3	144-2	139-2	106-0
Communications.....	46,167	1,697,439	36-77	36-39	34-02	175-4	172-9	163-6	234-4	228-7	204-2
Transportation.....	171,355	7,929,742	46-28	46-24	44-40	134-1	134-4	132-7	189-6	189-9	179-9
Construction and Maintenance.....	169,757	6,277,202	36-98	38-46	33-66	93-7	92-8	92-5	150-5	155-0	135-4
Services <sup>(2)</sup> .....	64,546	1,657,151	25-67	25-87	23-25	138-0	137-5	132-7	214-8	215-6	190-7
Trade.....	257,037	8,639,292	33-61	33-81	30-83	137-3	135-2	127-7	194-6	192-7	166-9
<b>Eight Leading Industries</b> .....	1,929,820	75,322,239	39-03	39-50	35-73	122-1	123-7	118-3	184-8	189-3	163-9
Finance.....	83,769	3,230,074	38-56	37-59	36-96	137-1	137-0	131-6	182-2	177-3	168-3
<b>Nine Leading Industries</b> .....	2,013,589	78,552,313	39-01	39-42	35-78	122-7	124-3	118-9	184-7	188-8	163-9

(1) This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, with the exception of electric light and power.

(2) 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)

Year and Month	Eight Leading Industries				Manufacturing			Average Weekly Salaries and Wages
	Index Numbers of			Average Weekly Salaries and Wages	Index Numbers of			
	Employment	Aggregate Weekly Payrolls	Av. wkly Salaries and Wages		Employment	Aggregate Weekly Payrolls	Av. wkly Salaries and Wages	
				\$				\$
June 1, 1941.....	100-0	100-0	100-0	25-25	100-0	100-0	100-0	25-57
Apr. 1, 1945.....	15-8	144-1	126-7	32-00	126-7	158-7	127-3	32-55
Apr. 1, 1946.....	10-6	139-1	123-6	32-48	110-1	138-7	128-4	32-82
Jan. 1, 1947.....	118-5	149-9	129-3	32-64	113-5	141-5	126-7	32-40
Feb. 1, 1947.....	118-3	160-6	138-7	35-03	115-4	156-8	138-2	35-34
Mar. 1, 1947.....	118-1	163-0	141-0	35-61	115-8	159-5	140-0	35-81
Apr. 1, 1947.....	118-3	163-9	141-5	35-73	116-3	160-8	140-7	35-98
May 1, 1947.....	117-6	163-7	142-1	35-89	116-5	162-7	141-8	36-27
June 1, 1947.....	120-8	168-5	142-6	36-00	117-6	165-9	143-3	36-64
July 1, 1947.....	124-1	173-8	143-2	36-15	119-4	167-7	142-6	36-47
Aug. 1, 1947.....	126-1	178-6	144-7	36-53	120-5	171-5	144-6	36-97
Sept. 1, 1947.....	126-5	180-3	145-6	36-76	121-0	173-3	145-3	37-16
Oct. 1, 1947.....	127-6	184-9	148-1	37-39	121-2	177-5	148-8	38-04
Nov. 1, 1947.....	129-5	189-7	149-7	37-79	122-1	181-2	150-6	38-52
Dec. 1, 1947.....	130-7	193-9	151-6	38-28	122-1	184-6	153-5	39-25
Jan. 1, 1948.....	126-9	178-4	143-7	36-28	119-0	166-6	142-0	36-31
Feb. 1, 1948.....	124-0	185-7	153-0	38-63	119-5	181-3	154-0	39-38
Mar. 1, 1948.....	123-9	189-3	156-3	39-50	120-6	187-0	157-3	40-23
Apr. 1, 1948.....	122-1	184-8	154-6	39-03	120-1	183-3	154-8	39-58

**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
Apr. 1, 1932.....	87-5	88-3	.....	.....	.....	85-0	91-1	86-1	.....	.....	.....	80-9
Apr. 1, 1933.....	76-0	78-3	.....	.....	.....	73-1	78-3	78-3	.....	.....	.....	68-8
Apr. 1, 1934.....	91-3	95-1	.....	.....	.....	85-1	98-7	83-3	.....	.....	.....	86-6
Apr. 1, 1935.....	93-4	95-8	.....	.....	.....	85-9	100-7	86-9	.....	.....	.....	91-8
Apr. 1, 1936.....	97-4	101-8	.....	.....	.....	91-4	103-4	90-5	.....	.....	.....	95-9
Apr. 1, 1937.....	103-0	105-4	.....	.....	.....	102-2	108-8	89-4	.....	.....	.....	97-5
Apr. 1, 1938.....	105-0	103-6	80-0	115-6	90-5	107-4	109-6	89-4	89-2	87-4	91-0	100-2
Apr. 1, 1939.....	104-9	99-7	88-3	114-7	82-3	109-4	108-0	91-7	88-9	91-9	95-8	100-5
Apr. 1, 1940.....	111-9	111-8	94-0	123-7	98-4	112-2	118-8	96-7	94-8	94-4	101-2	102-8
Apr. 1, 1941.....	141-3	135-6	93-4	151-2	119-4	143-1	152-0	116-7	113-3	106-6	128-5	129-4
Apr. 1, 1942.....	165-2	155-6	92-0	175-0	135-3	176-8	174-8	127-2	125-5	112-9	139-4	149-6
Apr. 1, 1943.....	180-6	171-3	108-0	190-6	150-8	195-7	185-6	135-3	133-1	121-7	147-6	185-0
Apr. 1, 1944.....	180-5	177-3	140-5	190-7	162-4	194-2	182-9	142-6	139-2	130-3	156-0	184-7
Apr. 1, 1945.....	176-9	180-5	121-0	192-3	169-2	185-2	183-0	141-2	137-3	132-2	153-2	173-0
Apr. 1, 1946.....	168-9	168-8	127-5	173-0	166-0	172-5	175-5	146-8	141-5	136-3	161-6	160-7
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
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
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
Apr. 1, 1947.....	180-7	153-3	127-4	138-2	174-4	185-8	189-9	155-3	149-1	145-5	171-1	183-6
May 1, 1947.....	179-6	151-7	128-0	141-9	165-7	182-2	189-4	155-7	148-9	147-2	171-5	186-2
June 1, 1947.....	184-5	165-8	139-3	165-2	168-2	186-9	191-8	161-9	152-4	157-7	179-1	192-4
July 1, 1947.....	189-5	179-4	150-9	186-3	172-2	191-2	195-7	167-3	155-7	162-5	187-8	196-9
Aug. 1, 1947.....	192-6	183-9	157-0	188-2	180-1	195-0	196-7	172-1	159-1	167-5	194-8	204-5
Sept. 1, 1947.....	193-2	184-7	159-2	191-7	177-3	196-1	196-4	172-1	158-5	168-0	195-4	207-5
Oct. 1, 1947.....	194-8	188-2	162-7	196-5	179-2	199-3	199-6	166-8	155-7	163-1	188-1	206-0
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
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	202-6
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
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
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
Apr. 1, 1948.....	186-5	165-2	163-7	169-1	160-2	187-4	197-8	159-8	151-1	148-6	180-2	190-5
Relative Weight of Employment by Provinces and Economic Areas as at April 1, 1948..	100-0	6-7	0-2	3-7	2-8	29-3	43-1	11-5	5-2	2-2	4-1	9-4

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.)

Industries	Number of Employees Reported at Apr. 1, 1948	Aggregate Weekly Payrolls Reported at Apr. 1, 1948	Average Weekly Salaries and Wages Reported at			Index Numbers Based on June 1, 1941 as 100 p.c.		
			Employment					
			Apr. 1, 1948	Mar. 1, 1948	Apr. 1, 1947	Apr. 1, 1948	Mar. 1, 1948	Apr. 1, 1947
		\$	\$	\$	\$			
<b>Manufacturing</b> .....	<b>1,057,623</b>	<b>41,864,488</b>	<b>39.58</b>	<b>40.23</b>	<b>35.98</b>	<b>120.1</b>	<b>120.6</b>	<b>116.2</b>
Animal products—edible.....	42,322	1,679,844	39.69	39.11	35.09	122.4	122.3	118.2
Fur and products.....	4,002	149,949	37.47	37.78	34.03	128.8	127.7	122.7
Leather and products.....	31,697	922,503	29.10	30.32	27.78	111.2	113.2	117.5
Boots and shoes.....	19,903	553,216	27.80	29.00	26.83	109.4	109.5	112.2
Lumber and its products.....	78,104	2,663,291	34.10	35.93	32.34	119.9	119.3	112.6
Rough and dressed lumber.....	45,542	1,628,144	35.75	37.50	33.98	109.6	108.3	98.7
Furniture.....	15,951	521,191	32.67	34.51	30.80	154.3	156.3	149.4
Other lumber products.....	16,611	513,956	30.94	33.05	29.82	128.5	127.6	129.7
Plant products—edible.....	55,085	1,868,527	33.92	33.89	30.31	124.1	128.6	127.4
Pulp and paper products.....	111,751	5,010,709	44.84	45.32	39.70	138.9	139.1	130.7
Pulp and paper.....	48,497	2,479,188	51.12	52.03	44.91	132.9	131.9	124.5
Paper products.....	21,774	777,774	35.72	37.07	31.58	156.2	157.9	153.1
Printing and publishing.....	41,480	1,753,747	42.28	41.95	37.81	137.5	138.7	128.8
Rubber products.....	23,735	996,508	41.98	42.48	38.41	139.7	142.9	147.2
Textile products.....	160,833	4,898,147	30.45	31.45	27.92	114.8	115.4	110.3
Thread, yarn and cloth.....	60,206	1,970,363	32.73	33.50	28.69	113.7	113.6	106.3
Cotton yarn and cloth.....	22,718	721,624	31.76	32.79	28.02	92.4	92.4	89.3
Woolen yarn and cloth.....	15,887	501,556	31.57	32.46	27.85	115.6	116.0	107.8
Artificial silk and silk goods.....	16,223	569,137	35.08	35.27	29.95	146.8	145.7	133.5
Hosiery and knit goods.....	26,795	704,767	26.30	27.88	25.07	123.4	126.0	115.9
Garments and personal furnishings.....	56,791	1,667,677	29.37	30.35	27.85	117.2	117.5	113.6
Other textile products.....	17,041	555,340	32.59	33.65	29.75	99.1	100.1	104.3
Tobacco.....	9,945	317,196	31.90	31.99	27.35	111.9	134.3	132.7
Beverages.....	17,897	792,616	44.29	42.95	38.44	156.0	158.4	144.9
Chemicals and allied products.....	42,173	1,822,898	43.22	43.28	38.38	95.9	95.3	93.9
Clay, glass and stone products.....	21,125	852,474	40.35	41.06	35.47	137.5	135.3	136.5
Electric light and power.....	28,003	1,253,083	44.75	44.95	40.68	137.4	136.6	117.3
Electrical apparatus.....	52,777	2,215,853	41.99	42.12	36.99	169.2	167.2	150.5
Iron and steel products.....	295,937	12,955,744	43.78	44.80	40.74	110.5	110.3	106.5
Crude, rolled and forged products.....	39,086	1,832,753	46.89	47.63	43.10	133.8	132.7	123.8
Machinery (other than vehicles).....	29,451	1,265,145	42.96	43.85	39.22	114.4	114.5	114.0
Agricultural implements.....	18,385	618,893	44.54	45.87	39.25	202.6	202.1	169.7
Land vehicles and aircraft.....	111,889	5,040,998	45.05	45.80	42.49	98.5	98.9	94.8
Automobiles and parts.....	44,197	2,113,417	47.82	50.78	43.12	112.9	114.0	108.5
Steel shipbuilding and repairing.....	22,127	928,144	41.95	43.98	40.91	113.0	108.1	122.7
Heating appliances.....	7,680	298,310	38.84	40.25	35.38	143.2	143.4	132.4
Iron and steel fabrication (n.e.s.).....	12,046	517,635	42.97	44.27	41.14	103.5	102.9	88.0
Foundry and machine shop products.....	8,832	360,632	40.83	43.57	38.66	100.3	99.6	98.3
Other iron and steel products.....	46,441	1,893,234	40.77	41.73	37.56	103.3	103.8	103.6
Non-ferrous metal products.....	49,525	2,144,013	43.29	43.71	38.66	119.1	118.7	111.6
Non-metallic mineral products.....	14,932	720,879	48.28	48.62	43.22	116.8	116.2	116.4
Miscellaneous.....	17,780	600,254	33.76	34.69	31.59	133.9	136.4	142.9
<b>Logging</b> .....	<b>83,895</b>	<b>3,421,992</b>	<b>40.79</b>	<b>39.94</b>	<b>36.61</b>	<b>174.5</b>	<b>234.6</b>	<b>209.1</b>
<b>Mining</b> .....	<b>79,440</b>	<b>3,834,933</b>	<b>48.27</b>	<b>47.78</b>	<b>43.17</b>	<b>95.4</b>	<b>93.1</b>	<b>78.3</b>
Coal.....	23,812	1,152,498	48.40	44.33	45.55	94.4	91.0	54.5
Metallic ores.....	41,060	2,049,611	49.92	50.91	45.10	86.1	85.2	80.8
Non-metallic minerals (except coal).....	14,568	632,824	43.44	44.30	35.96	137.0	130.4	120.4
<b>Communications</b> .....	<b>46,167</b>	<b>1,697,439</b>	<b>36.77</b>	<b>36.39</b>	<b>34.02</b>	<b>175.4</b>	<b>172.9</b>	<b>163.6</b>
Telegraphs.....	8,123	317,484	39.08	38.79	37.31	119.3	118.1	115.8
Telephones.....	37,476	1,358,923	36.26	35.85	33.29	192.5	189.8	178.4
<b>Transportation</b> .....	<b>171,355</b>	<b>7,929,742</b>	<b>46.28</b>	<b>46.24</b>	<b>44.40</b>	<b>134.1</b>	<b>134.4</b>	<b>132.7</b>
Street railways, cartage and storage.....	57,999	2,412,385	41.59	41.84	37.95	149.3	149.5	149.1
Steam railways.....	90,405	4,613,958	51.04	50.59	50.89	132.0	131.4	129.7
Shipping and stevedoring.....	22,951	908,399	39.36	40.50	35.13	104.8	107.9	103.9
<b>Construction and Maintenance</b> .....	<b>169,757</b>	<b>6,277,202</b>	<b>36.98</b>	<b>38.46</b>	<b>33.66</b>	<b>93.7</b>	<b>92.8</b>	<b>92.5</b>
Building.....	84,222	3,301,504	39.20	42.16	36.07	127.6	125.4	118.4
Highway.....	50,056	1,684,203	33.65	34.47	30.50	68.7	66.9	69.3
Railway.....	35,479	1,291,495	36.40	35.42	33.00	82.0	84.4	90.9
<b>Services</b> .....	<b>64,546</b>	<b>1,657,151</b>	<b>25.67</b>	<b>25.87</b>	<b>23.25</b>	<b>138.0</b>	<b>137.5</b>	<b>132.7</b>
Hotels and restaurants.....	42,278	1,018,357	24.09	24.43	22.18	144.3	144.2	137.1
Personal (chiefly laundries).....	22,268	638,794	28.69	28.62	25.25	128.1	126.8	125.9
<b>Trade</b> .....	<b>257,037</b>	<b>8,639,292</b>	<b>33.61</b>	<b>33.81</b>	<b>30.83</b>	<b>137.3</b>	<b>135.2</b>	<b>127.7</b>
Retail.....	183,142	5,708,580	31.17	31.42	28.55	135.6	132.3	125.6
Wholesale.....	73,895	2,930,712	39.66	39.57	36.66	145.4	146.3	136.2
<b>Eight Leading Industries</b> .....	<b>1,929,820</b>	<b>75,322,239</b>	<b>39.03</b>	<b>39.50</b>	<b>35.73</b>	<b>122.1</b>	<b>123.7</b>	<b>118.3</b>
<b>Finance</b> .....	<b>83,769</b>	<b>3,230,074</b>	<b>38.56</b>	<b>37.59</b>	<b>36.96</b>	<b>137.1</b>	<b>137.0</b>	<b>131.6</b>
Banks and trust companies.....	47,046	1,562,132	33.20	33.21	32.88	144.3	144.8	138.6
Brokerage and stock market operations.....	3,701	171,935	46.46	46.67	43.14	158.0	159.2	174.0
Insurance.....	33,022	1,496,007	45.30	42.81	42.09	125.3	124.8	119.5
<b>Nine Leading Industries</b> .....	<b>2,013,589</b>	<b>78,552,313</b>	<b>39.01</b>	<b>39.42</b>	<b>35.78</b>	<b>122.7</b>	<b>124.3</b>	<b>118.9</b>

**TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT**

Industries	Apr. 1, 1948				Mar. 1, 1948		Apr. 1, 1947	
	Men		Women		Men	Women	Men	Women
	No.	No.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.
<b>Manufacturing</b> .....	<b>822,463</b>	<b>235,160</b>	<b>77.8</b>	<b>22.2</b>	<b>77.4</b>	<b>22.6</b>	<b>76.9</b>	<b>23.1</b>
Animal products—edible.....	35,031	7,291	82.8	17.2	82.5	17.5	81.7	18.3
Fur and products.....	2,588	1,414	64.7	35.3	64.3	35.7	65.1	34.9
Leather and products.....	19,591	12,106	61.3	38.2	61.6	38.4	61.0	39.0
Boots and shoes.....	11,503	8,400	57.8	42.2	57.3	42.7	57.6	42.4
Lumber and products.....	71,686	6,418	91.8	8.2	91.7	8.3	91.6	8.4
Rough and dressed lumber.....	43,070	2,472	94.6	5.4	94.5	5.5	94.5	5.5
Furniture.....	14,391	1,560	90.2	9.8	90.1	9.9	90.7	9.3
Other lumber products.....	14,225	2,386	85.6	14.4	85.6	14.4	85.5	14.5
Plant products—edible.....	37,657	17,428	68.4	31.6	67.4	32.6	68.1	31.9
Pulp and paper products.....	89,959	21,792	80.5	19.5	80.0	20.0	79.6	20.4
Pulp and paper.....	46,104	2,393	95.1	4.9	94.9	5.1	94.0	6.0
Paper products.....	14,093	7,681	64.7	35.3	64.3	35.7	62.5	37.5
Printing and publishing.....	29,762	11,718	71.8	28.2	71.0	29.0	71.6	28.4
Rubber products.....	17,661	6,074	74.4	25.6	74.6	25.4	73.7	26.3
Textile products.....	73,046	87,787	45.4	54.6	45.2	54.8	45.3	54.7
Thread, yarn and cloth.....	37,175	23,031	61.7	38.3	61.4	38.6	61.9	38.1
Cotton yarn and cloth.....	13,780	8,938	60.7	39.3	60.1	39.9	60.6	39.4
Woolen yarn and cloth.....	9,074	6,813	57.1	42.9	57.2	42.8	58.8	41.2
Artificial silk and silk goods.....	10,657	5,566	65.7	34.3	65.2	34.8	64.7	35.3
Hosiery and knit goods.....	9,515	17,280	35.5	64.5	35.6	64.4	37.1	62.9
Garments and personal furnishings.....	17,045	39,746	30.0	70.0	30.2	69.8	29.3	70.7
Other textile products.....	9,311	7,730	54.6	45.4	54.2	45.8	53.2	46.8
Tobacco.....	4,415	5,530	44.4	55.6	45.3	54.7	44.6	55.4
Beverages.....	15,604	2,293	87.2	12.8	86.3	13.7	86.1	13.9
Chemicals and allied products.....	32,265	9,908	76.5	23.5	76.4	23.6	73.9	26.1
Clay, glass and stone products.....	18,505	2,620	87.6	12.4	87.4	12.6	86.9	13.1
Electric light and power.....	24,589	3,414	87.8	12.2	87.9	12.1	88.3	11.7
Electrical apparatus.....	37,261	15,516	70.6	29.4	70.4	29.6	67.7	32.3
Iron and steel products.....	274,828	21,109	92.9	7.1	92.8	7.2	92.3	7.7
Crude, rolled and forged products.....	37,354	1,732	95.6	4.4	95.6	4.4	94.9	5.1
Machinery (other than vehicles).....	26,148	3,303	88.8	11.2	89.0	11.0	89.1	10.9
Agricultural implements.....	17,583	802	95.6	4.4	95.5	4.5	95.2	4.8
Land vehicles and aircraft.....	105,938	5,951	94.7	5.3	94.6	5.4	94.5	5.5
Automobiles and parts.....	39,767	4,430	90.0	10.0	89.7	10.3	89.9	10.1
Steel shipbuilding and repairing.....	21,502	625	97.2	2.8	97.0	3.0	96.2	3.8
Heating appliances.....	7,170	510	93.4	6.6	93.4	6.6	92.6	7.4
Iron and steel fabrication (n.e.s.).....	11,150	896	92.6	7.4	92.3	7.7	91.5	8.5
Foundry and machine shop products.....	8,419	413	95.3	4.7	95.2	4.8	94.3	5.7
Other iron and steel products.....	39,564	6,877	85.2	14.8	85.3	14.7	84.3	15.7
Non-ferrous metal products.....	42,362	7,163	85.5	14.5	85.4	14.6	84.3	15.7
Non-metallic mineral products.....	13,590	1,342	91.0	9.0	90.9	9.1	91.0	9.0
Miscellaneous.....	11,825	5,955	66.5	33.5	66.8	33.2	68.4	31.6
<b>Logging</b> .....	<b>82,225</b>	<b>1,670</b>	<b>98.0</b>	<b>2.0</b>	<b>98.2</b>	<b>1.8</b>	<b>98.5</b>	<b>1.5</b>
<b>Mining</b> .....	<b>77,824</b>	<b>1,616</b>	<b>98.0</b>	<b>2.0</b>	<b>97.9</b>	<b>2.1</b>	<b>97.6</b>	<b>2.4</b>
Coal.....	23,590	222	99.1	0.9	99.0	1.0	98.2	1.8
Metallic ores.....	40,250	810	98.0	2.0	98.0	2.0	98.0	2.0
Non-metallic minerals (except coal).....	13,984	584	96.0	4.0	95.7	4.3	95.7	4.3
<b>Communications</b> .....	<b>21,817</b>	<b>24,350</b>	<b>47.3</b>	<b>52.7</b>	<b>47.4</b>	<b>52.6</b>	<b>45.3</b>	<b>54.7</b>
Telegraphs.....	6,559	1,564	80.7	19.3	80.8	19.2	79.3	20.7
Telephones.....	14,838	22,638	39.6	60.4	39.7	60.3	37.3	62.7
<b>Transportation</b> .....	<b>160,690</b>	<b>10,665</b>	<b>93.8</b>	<b>6.2</b>	<b>93.8</b>	<b>6.2</b>	<b>93.6</b>	<b>6.4</b>
Street railways, cartage and storage.....	53,897	4,102	92.9	7.1	92.8	7.2	92.5	7.5
Steam railway operation.....	84,806	5,599	93.8	6.2	93.8	6.2	93.6	6.4
Shipping and stevedoring.....	21,987	964	95.8	4.2	96.2	3.8	96.6	3.4
<b>Construction and Maintenance</b> .....	<b>165,888</b>	<b>3,869</b>	<b>97.7</b>	<b>2.3</b>	<b>97.8</b>	<b>2.2</b>	<b>97.8</b>	<b>2.2</b>
Building.....	81,849	2,372	97.2	2.8	97.4	2.6	97.2	2.8
Highway.....	48,686	1,370	97.3	2.7	97.2	2.8	97.4	2.6
Railway.....	35,352	127	99.6	0.4	99.7	0.3	99.6	0.4
<b>Services</b> .....	<b>30,959</b>	<b>33,587</b>	<b>48.0</b>	<b>52.0</b>	<b>47.8</b>	<b>52.2</b>	<b>46.3</b>	<b>53.7</b>
Hotels and restaurants.....	21,276	21,002	50.3	49.7	50.1	49.9	49.6	50.4
Personal (chiefly laundries).....	9,683	12,585	43.5	56.5	43.5	56.5	40.0	60.0
<b>Trade</b> .....	<b>155,289</b>	<b>101,748</b>	<b>60.4</b>	<b>39.6</b>	<b>61.0</b>	<b>39.0</b>	<b>58.9</b>	<b>41.1</b>
Retail.....	98,444	84,698	53.8	46.2	54.5	45.5	52.1	47.9
Wholesale.....	56,845	17,050	76.9	23.1	76.7	23.3	76.4	23.6
<b>Eight Leading Industries</b> .....	<b>1,517,155</b>	<b>412,665</b>	<b>78.6</b>	<b>21.4</b>	<b>78.9</b>	<b>21.1</b>	<b>78.3</b>	<b>21.7</b>
<b>Finance</b> .....	<b>44,233</b>	<b>39,536</b>	<b>52.8</b>	<b>47.2</b>	<b>52.8</b>	<b>47.2</b>	<b>54.3</b>	<b>45.7</b>
Banks and trust companies.....	22,847	24,199	48.6	51.4	48.6	51.4	50.7	49.3
Brokerage and stock market operations.....	2,426	1,276	65.5	34.4	65.0	35.0	66.0	34.0
Insurance.....	18,960	14,062	57.4	42.6	57.3	42.7	58.3	41.7
<b>All Industries</b> .....	<b>1,561,388</b>	<b>452,201</b>	<b>77.5</b>	<b>22.5</b>	<b>77.8</b>	<b>22.2</b>	<b>77.3</b>	<b>22.7</b>

**TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING**  
(Hourly-Rated Wage-Earners)

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, 1944.....	46.3	46.9	45.5	70.5	77.9	60.4
*April 1, 1945.....	43.6	44.2	42.7	70.4	78.0	60.9
April 1, 1946.....	44.4	44.6	44.2	68.4	75.1	61.8
April 1, 1947.....	43.2	43.4	43.1	77.6	84.8	70.5
May 1, 1947.....	43.2	43.3	43.1	78.3	85.4	71.2
June 1, 1947.....	42.9	43.0	42.7	79.9	86.2	73.4
July 1, 1947.....	42.0	42.5	41.6	80.8	86.8	74.7
Aug. 1, 1947.....	42.5	42.6	42.3	81.3	87.7	74.8
Sept. 1, 1947.....	42.3	42.5	42.2	82.2	88.8	75.7
Oct. 1, 1947.....	43.1	43.5	42.6	83.4	90.6	76.2
Nov. 1, 1947.....	42.9	43.1	42.7	84.7	91.9	77.6
Dec. 1, 1947.....	43.5	43.8	43.2	85.6	92.8	78.3
*Jan. 1, 1948.....	38.3	38.5	38.1	86.6	92.9	80.0
Feb. 1, 1948.....	42.8	42.7	42.8	86.6	93.2	80.1
Mar. 1, 1948.....	43.2	43.4	43.0	88.0	95.0	80.8
*April 1, 1948.....	41.6	41.8	41.4	88.9	95.6	82.0

\* The averages at these dates were affected by loss of working time at the year-end holidays in the case of Jan. 1, and by the Easter holidays in the case of Apr. 1, 1948 and 1945.

**TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURING**

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, 1944.....	33.29	32.64	36.83	36.54	29.23	27.48
*April 1, 1945.....	32.48	30.69	35.78	34.48	28.73	26.07
April 1, 1946.....	32.69	30.37	35.34	33.49	30.30	27.32
April 1, 1947.....	35.87	33.52	38.59	36.80	33.38	30.39
May 1, 1947.....	36.13	33.83	38.83	36.98	33.67	30.69
June 1, 1947.....	36.52	34.28	38.91	37.07	34.32	31.11
July 1, 1947.....	36.34	33.94	38.71	36.89	34.18	31.08
Aug. 1, 1947.....	36.85	34.55	39.36	37.36	34.65	31.64
Sept. 1, 1947.....	37.05	34.77	39.49	37.74	34.83	31.95
Oct. 1, 1947.....	37.94	35.95	40.94	39.41	35.21	32.46
Nov. 1, 1947.....	38.42	36.34	41.26	39.70	35.86	33.14
Dec. 1, 1947.....	39.16	37.24	42.09	40.65	36.50	33.83
*Jan. 1, 1948.....	36.15	33.17	38.31	35.77	34.14	30.48
Feb. 1, 1948.....	39.26	37.06	41.65	39.80	37.10	34.28
Mar. 1, 1948.....	40.11	38.02	42.85	41.23	37.58	34.74
*April 1, 1948.....	39.44	36.98	41.86	39.96	37.18	33.95

(<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)

	Average Hours Worked			Average Hourly Earnings		
	April 1, 1943	March 1, 1943	April 1, 1947	April 1, 1943	March 1, 1943	April 1, 1947
	Nova Scotia.....	43.3	44.1	44.6	81.8	79.6
New Brunswick.....	44.2	45.9	46.7	80.0	78.1	70.9
Quebec.....	42.8	45.0	45.1	80.5	79.6	69.9
Ontario.....	41.1	42.6	42.1	93.5	92.6	81.5
Manitoba.....	42.5	42.8	43.1	85.0	84.0	77.6
Saskatchewan.....	43.5	43.0	43.5	89.2	89.2	78.3
Alberta.....	42.1	42.5	43.1	88.4	87.1	77.4
British Columbia.....	37.5	38.8	40.5	106.2	105.9	92.3
Montreal.....	41.3	43.2	43.2	84.6	83.8	74.9
Toronto.....	39.7	41.1	40.8	93.1	92.2	81.5
Hamilton.....	42.1	42.3	42.3	97.7	96.9	85.4
Winnipeg.....	42.0	42.3	42.5	84.4	83.2	77.3
Vancouver.....	37.0	38.1	40.2	105.3	104.8	92.2



**TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY**  
(Hourly-Rated Wage-Earners)

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages			Wage-Earners <sup>1</sup> Working Hours Shown in Col. 1
	Apr. 1, 1948	Mar. 1, 1948	Apr. 1, 1947	Apr. 1, 1948	Mar. 1, 1948	Apr. 1, 1947	Apr. 1, 1948	Mar. 1, 1948	Apr. 1, 1947	
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$	
<b>Manufacturing</b> .....	41.6	43.2	43.2	88.9	88.0	77.6	36.95	35.02	33.52	777,540
* <b>Durable manufactured goods</b> .....	41.8	43.4	43.4	95.6	95.0	84.8	39.96	41.23	36.80	393,386
<b>Non-durable manufactured goods</b> .....	41.4	43.0	43.1	82.0	80.8	70.5	33.95	34.74	30.39	384,154
<b>Animal products—edible</b> .....	43.2	42.6	43.0	87.2	86.7	75.4	37.67	36.93	32.42	23,387
Dairy products.....	46.9	46.9	46.8	73.6	73.6	65.6	34.52	34.52	30.70	5,785
Meat products.....	42.5	41.8	41.9	95.7	94.8	82.5	40.67	39.63	34.57	14,450
Leather products.....	38.0	40.7	42.2	70.3	69.3	61.3	26.71	28.21	25.87	23,106
Leather boots and shoes.....	38.2	40.9	42.4	66.6	65.7	58.0	25.44	26.87	24.59	14,574
* <b>Lumber products</b> .....	39.4	42.4	43.5	81.6	81.2	71.1	32.15	34.43	30.93	63,390
Rough and dressed lumber.....	38.8	41.6	43.4	86.9	86.9	75.3	33.72	36.15	32.68	36,097
Containers.....	39.7	43.9	43.8	74.9	74.6	66.4	29.74	32.75	29.08	6,691
Furniture.....	40.0	43.0	43.6	76.9	76.5	67.0	30.76	32.90	29.21	13,397
* <b>Musical instruments</b> .....	41.1	44.6	44.8	76.2	75.6	65.0	31.32	33.72	29.12	37,878
<b>Plant products—edible</b> .....	41.5	42.5	41.8	70.7	70.2	63.0	29.34	29.84	26.33	37,662
Flour and other milled products.....	42.6	43.9	44.7	85.3	85.8	73.1	36.34	37.67	32.68	5,643
Fruit and vegetable preserving.....	38.0	40.2	38.2	66.9	65.0	60.4	25.42	26.13	23.07	5,676
Bread and bakery products.....	42.8	43.1	42.3	67.6	66.9	60.6	28.93	28.83	25.63	12,448
Chocolate and cocoa products.....	39.4	40.4	39.9	61.2	60.6	53.8	24.11	24.49	21.47	6,497
<b>Pulp and paper products</b> .....	44.8	46.0	46.1	96.3	95.5	82.1	43.14	43.93	37.85	82,489
Pulp and paper.....	48.7	49.8	50.1	100.7	100.7	85.7	49.04	50.15	42.94	41,762
Paper products.....	40.8	43.8	42.9	77.8	77.1	65.6	31.74	33.77	28.14	16,747
Printing and publishing.....	40.6	41.0	41.4	100.2	98.4	86.5	40.68	40.34	35.81	23,988
<b>Rubber products</b> .....	41.6	42.6	44.1	96.0	95.6	84.1	39.94	40.73	37.09	19,204
<b>Textile products</b> .....	39.4	41.8	41.7	70.6	69.8	60.7	27.82	29.18	25.31	128,914
Thread, yarn and cloth.....	42.3	44.4	44.6	72.1	71.4	59.6	30.50	31.70	26.58	54,341
Cotton yarn and cloth.....	41.5	43.3	44.4	72.3	72.2	59.6	30.00	31.26	26.46	21,205
Woolen yarn and cloth.....	41.4	44.4	43.3	70.8	69.4	59.4	29.31	30.81	25.72	14,116
Silk and artificial silk goods.....	44.3	46.2	45.9	73.1	72.6	59.7	32.38	33.54	27.40	14,393
Hosiery and knit goods.....	37.9	41.5	40.7	65.0	63.7	57.4	24.64	26.44	23.36	22,416
Garments and personal furnishings.....	36.3	38.5	38.6	70.4	69.7	62.9	25.56	26.83	24.28	39,132
<b>Tobacco</b> .....	38.0	42.0	42.1	69.9	68.0	57.8	26.56	28.56	24.33	7,591
<b>Beverages</b> .....	42.7	43.1	42.7	89.3	88.0	77.4	38.13	37.93	33.05	11,990
Distilled and malt liquor.....	42.0	42.5	42.2	92.6	90.9	79.2	38.89	38.63	33.42	10,122
<b>Chemicals and allied products</b> .....	42.7	43.6	43.6	89.8	88.6	76.7	38.34	38.63	33.44	25,061
Drugs and medicines.....	41.1	41.3	.....	74.3	73.1	.....	30.54	30.19	.....	3,849
Clay, glass and stone products.....	43.7	45.3	44.7	88.1	86.3	75.1	38.50	39.09	33.57	17,458
Glass products.....	43.3	45.7	44.7	83.3	81.8	71.7	36.07	37.38	32.05	5,818
Lime, Gypsum and Cement products.....	45.0	46.3	.....	87.4	85.9	.....	39.33	39.77	.....	4,254
<b>Electrical apparatus</b> .....	40.6	41.5	41.4	95.9	95.2	82.0	38.94	39.51	33.95	38,665
Heavy electrical apparatus <sup>(1)</sup> .....	42.3	42.6	43.5	104.7	103.5	89.0	44.29	44.09	38.72	10,013
* <b>Iron and steel products</b> .....	42.5	43.8	43.6	99.6	99.4	90.0	42.33	43.54	39.24	233,934
Crude, rolled and forged products.....	45.2	45.9	45.5	101.4	100.9	92.4	45.83	46.31	42.04	34,462
Primary iron and steel.....	45.5	46.3	45.8	103.2	102.7	94.0	46.96	47.55	43.05	27,372
Machinery (other than vehicles).....	43.3	45.1	44.8	93.9	93.0	82.7	40.66	41.94	37.05	22,127
<b>Agricultural implements</b> .....	41.4	43.6	42.4	105.8	104.5	89.8	43.80	45.56	38.08	15,304
<b>Land vehicles and aircraft</b> .....	42.7	43.3	42.7	103.1	104.3	96.4	44.02	45.16	41.16	82,847
Railway rolling stock.....	45.4	43.5	44.3	96.5	96.9	94.3	43.81	42.15	41.77	39,623
Automobiles and parts.....	40.2	42.9	40.7	112.7	114.4	100.6	45.31	49.08	40.94	36,329
Aeroplanes and parts.....	40.0	44.6	44.2	96.0	94.7	90.7	38.40	42.24	40.09	6,067
<b>Steel shipbuilding and repairing</b> .....	40.9	43.1	43.1	100.9	99.4	93.0	41.27	42.84	40.08	19,871
<b>Iron and steel fabrication, n.e.s.</b> .....	40.4	42.5	42.6	96.2	94.8	86.0	38.86	40.29	36.64	9,049
<b>Hardware, tools and cutlery</b> .....	40.6	43.0	44.6	89.1	88.1	77.6	36.17	37.88	34.61	9,993
<b>Foundry and machine shop products</b> .....	40.6	44.1	43.3	97.4	96.8	86.7	39.54	42.69	37.54	6,999
<b>Sheet metal work</b> .....	41.5	42.0	42.5	91.0	90.0	78.6	37.77	37.80	33.41	11,670
* <b>Non-ferrous metal products</b> .....	42.4	43.6	43.4	95.7	94.5	83.0	40.58	41.20	36.02	39,661
Preparation of non-ferrous metallic ores.....	42.9	44.2	42.9	107.4	103.4	90.8	46.07	45.70	38.95	10,707
Aluminum and its products.....	44.5	45.6	45.6	94.5	94.7	83.5	42.05	43.18	38.08	10,506
Brass and copper mfg.....	40.9	42.5	42.4	92.8	92.2	82.1	37.96	39.19	34.81	9,915
<b>Non-metallic mineral products</b> .....	42.1	43.3	43.1	105.3	105.6	91.2	44.33	44.86	39.31	9,916
Petroleum and its products.....	41.9	41.7	41.2	111.9	112.0	100.8	46.89	46.70	41.53	6,110
<b>Miscellaneous manufactured products</b> .....	39.8	41.7	42.1	78.6	77.3	68.6	31.28	32.23	28.88	14,834
<b>Mining</b> .....	42.3	42.9	43.2	110.7	108.1	95.8	46.83	46.37	41.39	68,280
<b>Coal</b> .....	38.6	36.4	38.3	124.8	120.2	113.6	48.17	43.75	43.51	21,209
<b>Metallic ores</b> .....	44.2	46.0	44.3	108.3	106.6	96.8	47.87	49.04	42.88	35,804
<b>Non-metallic minerals (except coal)</b> .....	43.5	45.3	45.2	95.3	94.5	75.1	41.46	42.81	33.95	11,267
<b>Local Transportation</b> <sup>(2)</sup> .....	44.4	45.5	45.5	92.4	91.7	82.1	41.03	41.72	37.36	29,685
<b>Building Construction</b> .....	37.8	41.2	38.9	98.9	99.2	88.1	37.38	40.87	34.27	69,035
<b>Highway Construction</b> .....	36.6	39.8	39.5	81.0	80.7	69.2	29.65	32.12	27.33	26,938
<b>Services (as indicated below)</b> .....	43.1	43.0	43.1	56.2	56.5	51.7	24.22	24.30	22.28	33,615
<b>Hotels and restaurants</b> .....	44.0	43.8	43.8	54.6	55.4	51.1	24.02	24.27	22.38	22,252
<b>Personal (chiefly laundries)</b> .....	41.3	41.3	41.9	59.4	59.0	52.7	24.53	24.37	22.08	11,363

(The latest figures are subject to revision)

\* Industries classified in the durable manufactured industries

(1) 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: Feb. 1, 1948, 194.7; Mar. 1, 1948, 196.4; Apr. 1, 1948, 198.7; Apr. 1, 1947, the index was 168.9.

(2) Chiefly street and electric railways.

(3) 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 Research and Statistics)

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						
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	35.94	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	85.5	37.19	123.1	118.1	104.2
January 1, 1948.....	43.2*	86.1	37.13*	122.9	120.0	102.4
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(1).....	43.0	88.9	38.23	126.5	122.7	103.1

\* 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.

(1) Latest figures subject to revision.

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 indices having been calculated on a similar base (Average 1946=100).

## 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
June, 1945.....	123,691	50,055	173,746	46,309	23,597	69,906
June, 1946.....	67,314	46,794	114,108	170,149	40,255	210,404
June, 1947.....	62,770	39,870	102,640	94,170	32,311	126,481
July, 1947.....	59,921	35,263	95,184	80,985	33,514	114,499
August, 1947.....	58,862	31,219	90,081	69,314	29,577	98,891
September, 1947.....	70,356	40,212	110,568	60,069	25,862	85,931
October, 1947.....	73,892	35,430	109,322	58,736	28,585	87,321
November, 1947.....	65,184	27,750	92,934	64,730	31,099	95,829
December, 1947.....	35,947	22,325	58,272	32,990	33,584	116,574
January, 1948.....	23,515	17,151	40,666	111,304	31,108	142,412
February, 1948.....	18,171	16,007	34,178	142,783	43,951	186,734
March, 1948.....	16,416	15,784	32,200	155,249	45,105	200,354
April, 1948.....	20,475	17,800	38,275	150,032	43,767	193,799
May, 1948.....	28,602	21,335	49,937	123,130	42,082	165,212
June, 1948 (1).....	37,126	23,240	60,366	92,606	38,319	130,925

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX, AS AT APRIL 29, 1948**  
(SOURCE: FROM U.I.C. 751)

Industry	Male	Female	Total	Change from April 1, 1948	
				Absolute	Per-centage
<b>Agriculture, Fishing, Trapping.....</b>	<b>2,181</b>	<b>452</b>	<b>2,633</b>	<b>+1,008</b>	<b>+ 62.0</b>
<b>Logging.....</b>	<b>786</b>	<b>14</b>	<b>800</b>	<b>+ 95</b>	<b>+ 13.5</b>
Pulpwood.....	400	8	408	+ 246	+ 151.9
Lumber.....	325	6	331	+ 55	+ 19.9
Other logging.....	61	.....	61	- 206	- 77.2
<b>Mining.....</b>	<b>1,760</b>	<b>35</b>	<b>1,795</b>	<b>+ 147</b>	<b>+ 8.9</b>
Coal.....	431	.....	431	.....	.....
Metallic ores—					
Iron.....	32	10	42	+ 4	+ 10.5
Gold.....	728	9	737	- 42	- 5.4
Nickel.....	336	.....	336	+ 179	+ 114.0
Other metallic ores and non-metallic minerals.....	208	7	215	+ 21	+ 10.8
Prospecting and oil producing.....	25	9	34	- 15	- 30.6
<b>Manufacturing.....</b>	<b>7,661</b>	<b>6,318</b>	<b>13,979</b>	<b>+1,959</b>	<b>+ 16.3</b>
Food and kindred products.....	732	480	1,212	+ 346	+ 40.0
Textiles, apparel, etc.....	857	3,994	4,851	+ 470	+ 10.7
Lumber and finished lumber products.....	1,199	184	1,383	+ 178	+ 14.8
Pulp and paper products and printing.....	731	300	1,031	+ 28	+ 2.8
Chemicals and allied products.....	426	159	585	+ 65	+ 12.5
Products of petroleum and coal.....	42	20	62	- 17	- 21.5
Rubber products.....	67	80	147	+ 4	+ 2.8
Leather products.....	235	399	634	+ 207	+ 48.5
Stone, clay, glass products.....	453	31	484	+ 175	+ 56.6
Iron and steel products.....	772	95	867	+ 174	+ 25.1
Non-ferrous metals and products.....	438	135	573	+ 4	+ 0.7
Machinery.....	546	77	623	+ 36	+ 6.1
Electrical equipment and products.....	288	100	388	- 26	- 6.3
Transportation equipment and other manufacturing.....	875	264	1,139	+ 315	+ 38.2
<b>Construction.....</b>	<b>4,931</b>	<b>54</b>	<b>4,985</b>	<b>+2,295</b>	<b>+ 85.3</b>
<b>Transportation and Storage.....</b>	<b>1,696</b>	<b>133</b>	<b>1,829</b>	<b>+ 739</b>	<b>+ 67.8</b>
<b>Communication and Other Public Utilities.....</b>	<b>471</b>	<b>339</b>	<b>810</b>	<b>+ 166</b>	<b>+ 25.8</b>
<b>Trade.....</b>	<b>3,329</b>	<b>2,769</b>	<b>6,098</b>	<b>+1,314</b>	<b>+ 27.5</b>
Wholesale.....	1,106	523	1,629	+ 387	+ 31.2
Retail.....	2,223	2,246	4,469	+ 927	+ 26.2
<b>Finance, Insurance, Real Estate.....</b>	<b>1,036</b>	<b>957</b>	<b>1,993</b>	<b>- 8</b>	<b>- 0.4</b>
<b>Service.....</b>	<b>4,737</b>	<b>10,257</b>	<b>14,994</b>	<b>+3,930</b>	<b>+ 35.5</b>
Public.....	1,120	611	1,731	+ 538	+ 45.1
Domestic.....	188	3,833	4,021	+ 790	+ 24.5
Personal.....	2,061	5,375	7,436	+2,220	+ 42.6
Other service.....	1,368	438	1,806	+ 382	+ 26.8
<b>All Industries.....</b>	<b>28,588</b>	<b>21,323</b>	<b>49,916</b>	<b>+11,645</b>	<b>+ 30.4</b>



**TABLE D-3.—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT APRIL 29, 1948**

(SOURCE: FORM UIC 757)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,149	455	1,604	4,062	763	4,825
Clerical Workers.....	1,629	3,803	5,432	7,132	11,093	18,225
Sales Workers.....	2,282	1,522	3,804	3,966	6,229	10,195
Personal and Domestic Service Workers.....	1,765	9,009	10,774	11,392	7,176	18,568
Seamen.....	184	.....	184	1,910	4	1,914
Agriculture and Fishing.....	2,170	29	2,199	1,887	421	2,308
Skilled and Semiskilled Workers.....	10,561	4,214	14,775	45,907	7,599	53,506
Food and kindred products.....	204	63	267	1,072	800	1,872
Textiles, clothing, etc.....	460	3,261	3,721	852	3,362	4,214
Lumber and wood products.....	1,184	8	1,192	2,400	112	2,512
Pulp, paper and printing.....	232	54	286	279	249	528
Leather and products.....	102	230	332	1,221	434	1,655
Stone, clay and glass products.....	61	3	64	129	28	157
Metalworking.....	1,450	26	1,476	5,500	416	5,916
Electrical.....	172	7	179	854	384	1,238
Transportation equipment, n.e.c.....	23	4	27	505	97	602
Mining.....	704	.....	704	808	.....	808
Construction.....	2,625	.....	2,625	12,225	1	12,226
Transportation (except seamen).....	628	5	633	8,924	35	8,959
Communication and public utility.....	66	.....	66	213	5	218
Trade and service.....	420	375	795	1,007	503	1,510
Other skilled and semiskilled.....	1,820	105	1,925	6,472	984	7,456
Foremen.....	88	13	101	870	117	987
Apprentices.....	322	60	382	2,576	72	2,648
Unskilled Workers.....	8,862	2,303	11,165	46,874	8,797	55,671
Food and tobacco.....	268	291	559	1,693	2,666	4,359
Lumber and lumber products.....	444	34	478	1,971	249	2,220
Metalworking.....	648	59	707	1,231	188	1,419
Construction.....	2,293	.....	2,293	8,343	.....	8,343
Other unskilled workers.....	5,209	1,919	7,128	33,636	5,694	39,330
<b>Total.....</b>	<b>28,602</b>	<b>21,335</b>	<b>49,937</b>	<b>123,130</b>	<b>42,082</b>	<b>165,212</b>

**TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF APRIL, 1948**

(SOURCE: FORM UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Place-ments
Agriculture, fishing, trapping.....	1,055	781	586
Logging.....	516	320	252
Mining.....	665	478	339
Manufacturing.....	6,164	5,832	3,491
Food and kindred products.....	825	841	462
Textiles, apparel, etc.....	1,024	765	434
Lumber and finished lumber products.....	724	680	421
Pulp and paper products and printing.....	486	445	272
Chemicals and allied products.....	281	289	159
Products of petroleum and coal.....	62	64	38
Rubber products.....	89	76	43
Leather and products.....	193	134	73
Stone, clay and glass products.....	246	251	135
Iron and steel and products.....	505	530	314
Non-ferrous metals and products.....	296	323	213
Machinery.....	395	427	259
Electrical equipment and products.....	265	287	158
Transportation equipment and other manufacturing.....	773	720	510
Construction.....	3,802	3,465	2,399
Transportation and Storage.....	1,110	1,057	641
Communication and Other Public Utilities.....	323	293	189
Trade.....	2,999	3,200	1,636
Finance, Insurance, Real Estate.....	465	414	199
Service.....	7,943	6,747	4,467
All industries.....	25,042	22,587	14,199

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS  
APRIL 2, TO APRIL 29, 1948**

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
<b>Prince Edward Island</b> .....	<b>498</b>	<b>244</b>	<b>558</b>	<b>423</b>	<b>306</b>	<b>33</b>	<b>1,494</b>
Charlottetown.....	327	194	392	270	167	33	975
Summerside.....	171	50	166	153	139	.....	519
<b>Nova Scotia</b> .....	<b>2,666</b>	<b>1,215</b>	<b>5,250</b>	<b>2,702</b>	<b>1,509</b>	<b>264</b>	<b>14,114</b>
Amherst.....	175	5	133	185	176	.....	617
Bridgewater.....	39	26	151	25	19	3	469
Halifax.....	1,427	862	2,084	1,284	682	141	3,472
Inverness.....	14	9	42	10	9	.....	379
Kentville.....	171	93	264	173	48	3	1,367
Liverpool.....	21	6	151	20	10	5	460
New Glasgow.....	209	34	776	244	140	49	1,497
Pictou.....	49	5	74	56	39	4	285
Springhill.....	6	.....	57	7	3	.....	281
Sydney.....	313	79	1,003	405	239	48	3,700
Truro.....	160	75	377	211	74	11	614
Yarmouth-Shelburne.....	82	21	138	82	70	.....	973
<b>New Brunswick</b> .....	<b>2,410</b>	<b>1,419</b>	<b>3,876</b>	<b>1,990</b>	<b>1,232</b>	<b>217</b>	<b>7,966</b>
Bathurst.....	15	9	288	17	21	.....	677
Campbellton.....	177	100	300	121	33	52	717
Edmundston.....	90	23	138	89	72	.....	432
Fredericton.....	198	111	217	165	125	4	401
Minto.....	225	156	85	101	83	4	176
Moncton.....	756	482	1,086	723	421	30	2,526
Newcastle.....	22	8	188	11	9	.....	489
Saint John.....	812	396	1,258	681	412	121	1,973
St. Stephen.....	20	66	101	16	11	.....	231
Sussex.....	34	29	89	35	18	3	132
Woodstock.....	61	39	126	31	27	3	218
<b>Quebec</b> .....	<b>19,532</b>	<b>11,693</b>	<b>28,478</b>	<b>15,782</b>	<b>8,764</b>	<b>855</b>	<b>47,926</b>
Asbestos.....	80	18	92	37	28	1	158
Beauharnois.....	259	76	251	241	201	.....	348
Buckingham.....	167	59	142	207	129	.....	334
Causapsca.....	3	14	105	2	2	.....	380
Chandler.....	9	35	222	.....	.....	.....	903
Chicoutimi.....	200	98	380	174	127	1	617
Coaticook.....	34	8	34	31	24	.....	127
Dolbeau.....	17	56	76	15	8	.....	204
Drummondville.....	207	48	364	240	144	.....	689
East Angus.....	175	84	160	224	89	50	180
Farnham.....	117	137	47	32	26	.....	74
Granby.....	89	54	316	119	60	.....	515
Hull.....	193	135	810	194	81	1	1,450
Joliette.....	148	97	450	133	60	4	1,143
Jonquiere.....	407	262	322	273	92	39	558
Lachute.....	79	34	103	76	45	.....	166
La Malbaie.....	240	41	174	177	162	.....	320
La Tuque.....	114	53	316	86	60	.....	361
Levis.....	546	460	513	246	129	1	1,357
Louiseville.....	79	43	91	95	80	.....	222
Magog.....	114	64	165	120	60	1	238
Matane.....	46	44	136	30	29	.....	426
Megantic.....	64	43	101	33	25	1	291
Mount Laurier.....	48	36	39	33	22	.....	137
Montmagny.....	50	48	112	47	45	.....	263
Montreal.....	10,785	6,981	12,418	7,742	4,320	651	15,831
Plessisville.....	41	35	96	28	13	4	120
Port Alfred.....	59	3	140	52	45	.....	233
Quebec.....	1,572	818	3,307	1,919	808	3	7,868
Richmond.....	116	95	37	36	26	1	41
Rimouski.....	24	30	128	22	9	.....	630
Riviere du Loup.....	90	81	281	36	22	1	630
Rouyn.....	213	115	318	129	69	2	526
Ste. Agathe.....	199	62	168	231	164	5	220
Ste. Anne de Bellevue.....	116	29	160	110	79	.....	197
Ste. Therese.....	221	70	170	164	115	7	428
St. Georges de Beauce.....	78	47	171	67	32	.....	235
St. Hyacinthe.....	214	250	190	129	58	1	554
St. Jean.....	324	228	1,558	210	134	.....	372
St. Jerome.....	200	56	350	175	157	.....	681
St. Joseph d'Alma.....	46	11	128	45	35	.....	400
Shawinigan Falls.....	235	45	486	241	172	.....	1,141
Sherbrooke.....	651	290	634	659	299	69	1,490
Sorel.....	83	44	214	68	35	.....	1,153
Thetford Mines.....	180	79	270	191	129	3	633
Three Rivers.....	259	129	928	362	102	9	2,426
Val d'Or.....	211	96	314	146	92	.....	333
Valleyfield.....	63	23	253	57	39	.....	950
Victoriaville.....	67	29	238	98	82	.....	373

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS  
APRIL 2, , TO APRIL 29, 1948—Continued**

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>47,158</b>	<b>28,876</b>	<b>44,516</b>	<b>41,879</b>	<b>22,083</b>	<b>4,334</b>	<b>41,550</b>
Amprior.....	229	121	114	139	142	4	53
Barrie.....	382	179	225	313	185	.....	153
Belleville.....	479	213	327	480	242	7	306
Bracebridge.....	206	103	169	179	113	3	169
Brampton.....	137	142	86	75	66	.....	56
Brantford.....	975	516	602	612	416	16	493
Brockville.....	143	55	115	114	90	8	82
Carleton Place.....	27	18	32	32	10	.....	112
Chatham.....	350	95	456	346	198	55	653
Cobourg.....	179	72	160	177	132	3	80
Collingwood.....	174	115	57	87	63	.....	192
Cornwall.....	546	112	567	515	369	28	958
Dunnville.....	36	15	33	34	19	5	72
Fergus.....	63	88	31	35	36	.....	14
Fort Erie.....	210	46	152	221	170	3	156
Fort Frances.....	143	73	97	97	71	7	134
Fort William.....	268	93	564	343	156	11	832
Galt.....	351	370	221	188	121	6	153
Gananoque.....	34	11	41	31	12	19	70
Goderich.....	129	121	51	91	65	6	99
Guelph.....	523	267	425	388	196	2	323
Hamilton.....	4,030	2,577	4,039	4,270	1,706	473	2,760
Hawkesbury.....	82	50	146	90	155	.....	303
Ingersoll.....	130	84	115	128	98	1	37
Kapuskasing.....	47	16	63	42	33	2	65
Kenora.....	123	41	97	35	25	.....	188
Kingston.....	650	209	736	814	425	30	654
Kirkland Lake.....	502	204	505	442	302	15	393
Kitchener-Waterloo.....	956	741	624	721	400	35	309
Leamington.....	169	31	260	187	66	54	360
Lindsay.....	113	66	159	101	57	4	231
Listowel.....	64	94	47	48	17	5	69
London.....	2,385	1,307	1,984	2,161	1,029	271	1,011
Midland.....	168	55	115	184	125	2	202
Napanea.....	49	10	41	53	48	.....	136
Newmarket.....	89	92	84	95	36	.....	135
New Toronto.....	623	328	513	558	352	3	714
Niagara Falls.....	586	245	449	568	332	14	478
North Bay.....	320	138	313	315	195	34	201
Orillia.....	317	138	258	281	197	11	353
Oshawa.....	484	192	936	601	281	49	1,532
Ottawa.....	2,281	983	2,504	1,927	868	324	3,343
Owen Sound.....	288	174	256	240	112	20	329
Parry Sound.....	75	14	94	56	54	.....	197
Pembroke.....	309	170	307	224	145	2	268
Perth.....	168	57	190	163	114	19	140
Peterborough.....	364	132	627	551	315	1	722
Picton.....	69	47	40	58	51	.....	86
Port Arthur.....	998	537	956	668	602	23	781
Port Colborne.....	112	51	180	146	94	8	262
Port Hope.....	74	40	75	90	60	.....	25
Prescott.....	21	39	48	20	12	.....	114
Renfrew.....	96	17	97	105	82	2	104
St. Catharines.....	955	331	1,052	874	534	41	1,419
St. Thomas.....	386	289	265	342	159	19	241
Sarnia.....	450	212	227	342	200	1	425
Sault Ste. Marie.....	383	142	715	638	343	18	346
Simcoe.....	165	111	189	148	72	21	373
Smiths Falls.....	174	74	149	256	116	1	116
Stratford.....	318	149	265	294	136	72	152
Sturgeon Falls.....	75	10	130	98	66	.....	238
Sudbury.....	1,319	785	1,134	1,000	551	106	831
Tillsonburg.....	34	29	85	41	6	.....	123
Timmins.....	616	297	903	760	380	65	1,058
Toronto.....	17,060	13,486	13,003	13,581	6,916	1,965	8,462
Trenton.....	342	162	162	332	142	41	158
Walkerton.....	96	111	52	63	24	.....	77
Wallaceburg.....	40	25	134	40	21	.....	238
Welland.....	477	302	405	453	263	2	353
Weston.....	382	222	236	281	168	.....	147
Windsor.....	1,345	212	3,831	1,719	643	388	5,016
Woodstock.....	215	223	196	178	83	9	110
<b>Manitoba</b> .....	<b>6,300</b>	<b>3,010</b>	<b>8,951</b>	<b>5,980</b>	<b>2,471</b>	<b>1,255</b>	<b>12,122</b>
Brandon.....	563	459	516	459	234	.....	765
Dauphin.....	51	37	167	42	24	1	262
Flin Flon.....	102	89	147	97	47	.....	89
Fortage la Prairie.....	120	72	194	131	59	5	472
Selkirk.....	Included	with	Win	nipeg.	21	14	69
The Pas.....	67	56	55	.....	.....	.....	.....
Winnipeg.....	5,397	2,297	7,872	5,229	2,093	1,248	10,465



**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS  
APRIL 2, TO APRIL 29, 1948—Concluded**

Office	Vacancies		Applicants				
	Reported during period	Unfiled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
<b>Saskatchewan</b> .....	<b>3,871</b>	<b>2,228</b>	<b>4,805</b>	<b>3,808</b>	<b>1,521</b>	<b>545</b>	<b>7,505</b>
Estevan.....	60	50	46	39	31	.....	94
Moose Jaw.....	399	221	535	401	188	37	746
North Battleford.....	87	41	190	84	49	7	454
Prince Albert.....	161	117	464	214	78	.....	1,066
Regina.....	1,727	792	1,584	1,622	669	299	1,865
Saskatoon.....	1,014	689	1,395	1,118	347	164	2,208
Swift Current.....	123	63	195	110	50	7	393
Weyburn.....	131	93	93	88	59	.....	159
Yorkton.....	169	162	303	132	50	25	520
<b>Alberta</b> .....	<b>6,219</b>	<b>2,870</b>	<b>7,459</b>	<b>6,052</b>	<b>3,268</b>	<b>787</b>	<b>8,009</b>
Blairmore.....	35	193	63	19	19	.....	87
Calgary.....	2,411	911	2,814	2,474	1,256	391	3,238
Drumheller.....	89	58	85	56	58	.....	122
Edmonton.....	2,545	964	3,478	2,624	1,306	373	3,532
Edson.....	198	196	98	67	61	.....	68
Lethbridge.....	583	321	617	562	346	17	689
Medicine Hat.....	165	71	136	131	123	6	138
Red Deer.....	193	156	168	119	99	.....	135
<b>British Columbia</b> .....	<b>11,512</b>	<b>4,152</b>	<b>16,883</b>	<b>11,733</b>	<b>6,102</b>	<b>1,251</b>	<b>24,560</b>
Chilliwack.....	167	28	195	154	142	4	284
Courtenay.....	135	15	103	54	195	5	257
Cranbrook.....	126	72	154	191	41	.....	201
Dawson Creek.....	53	15	87	52	51	.....	88
Duncan.....	145	67	132	149	118	3	170
Kamloops.....	213	69	277	133	141	.....	291
Kelowna.....	75	6	125	91	46	20	493
Nanaimo.....	171	116	206	254	99	40	256
Nelson.....	145	91	193	115	75	9	504
New Westminster.....	718	246	1,368	910	419	62	2,650
North Vancouver.....	552	126	693	519	418	.....	626
Penticton.....	115	59	170	102	34	17	439
Port Alberni.....	244	88	256	215	124	.....	213
Prince George.....	293	77	463	327	219	6	337
Prince Rupert.....	149	62	176	107	88	1	370
Princeton.....	104	18	104	90	81	7	95
Trail.....	206	81	256	190	151	3	315
Vancouver.....	6,521	2,103	9,789	6,598	2,806	880	14,232
Vernon.....	132	68	223	104	86	8	439
Victoria.....	1,162	414	1,785	1,264	558	183	2,198
Whitehorse.....	86	331	128	114	210	3	102
<b>Canada</b> .....	<b>100,166</b>	<b>55,707</b>	<b>120,776</b>	<b>90,349</b>	<b>47,256</b>	<b>9,541</b>	<b>165,246</b>
Males.....	66,748	32,347	85,883	60,440	35,284	4,076	123,164
Females.....	33,418	23,360	34,893	29,909	11,972	5,465	42,082

**TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED  
BY EMPLOYMENT OFFICES, 1938-1948**

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1938.....	584,727	197,937	782,664	275,338	106,957	382,295
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
1947 (17 weeks).....	421,206	149,957	571,163	167,885	71,801	239,686
1948 (17 weeks).....	385,961	154,196	540,157	123,498	64,072	187,570

## E—Unemployment Insurance

**TABLE E-2.—CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO APRIL, 1948**

	1942	1943	1944	1945	1946	1947	1948
January.....		4,637	11,751	20,412	71,932	63,681	(1)109,311
February.....	663	4,822	12,284	14,990	59,098	47,141	(1) 88,016
March.....	4,124	5,046	10,667	13,307	50,706	43,675	(1) 76,248
April.....	2,925	3,953	6,463	8,430	35,781	35,859	(1) 59,265
May.....	2,799	2,027	4,654	8,825	34,777	27,603	
June.....	4,629	1,772	3,226	10,857	30,646	21,365	
July.....	2,668	1,087	3,106	10,886	27,576	20,034	
August.....	1,855	1,370	3,241	20,557	25,115	17,281	
September.....	1,118	1,013	3,715	40,473	28,555	25,847	
October.....	1,058	1,475	6,222	36,717	34,891	34,743	
November.....	1,748	2,896	11,798	53,325	37,111	47,372	
December.....	3,337	6,562	13,770	57,612	52,479	79,849	
<b>Total.....</b>	<b>26,924</b>	<b>36,660</b>	<b>90,897</b>	<b>296,391</b>	<b>488,667</b>	<b>464,450</b>	<b>332,840</b>

(1) Includes "Revised" claims. See Table E-3 for analysis of claims filed at Local Offices.

**TABLE E-3.—CLAIMS FOR BENEFIT BY PROVINCES, APRIL, 1948**

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
Prince Edward Island.....	278	161	65	52	263	84	4	77
Nova Scotia.....	4,256	2,279	1,416	561	3,403	1,097	90	1,140
New Brunswick.....	2,648	1,697	653	298	1,951	896	46	829
Quebec.....	18,372	11,453	3,634	3,285	14,566	6,155	497	6,088
Ontario.....	15,802	8,829	4,212	2,761	12,935	3,982	314	3,832
Manitoba.....	4,294	2,465	1,034	795	2,880	930	121	1,417
Saskatchewan.....	2,022	1,214	424	384	1,272	648	51	771
Alberta.....	4,286	2,501	635	1,150	3,494	1,106	72	1,690
British Columbia.....	7,307	4,323	1,968	1,016	6,797	1,794	136	1,990
<b>Total Canada, April, 1948.....</b>	<b>59,265</b>	<b>34,922</b>	<b>14,041</b>	<b>10,302</b>	<b>47,561</b>	<b>(1)16,692</b>	<b>1,331</b>	<b>17,834</b>
<b>Total Canada, March, 1948.....</b>	<b>76,248</b>	<b>48,635</b>	<b>15,234</b>	<b>12,379</b>	<b>62,386</b>	<b>(2)20,906</b>	<b>1,472</b>	<b>27,904</b>
<b>Total Canada, April, 1947.....</b>	<b>44,351</b>	<b>27,502</b>	<b>8,357</b>	<b>8,492</b>	<b>31,358</b>	<b>(3)13,885</b>	<b>1,990</b>	<b>15,196</b>

(1) In addition, there were 1,065 special requests not granted.

(2) In addition, there were 1,292 special requests not granted.

(3) Number of special requests for April, 1947 not available.

**TABLE E-4.—CLAIMANTS NOT ENTITLED TO BENEFIT**

Chief Reasons for Non-Entitlement	Month of April 1947	Month of April 1948	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	6,322	6,359	6,359
Not capable of and not available for work.....	599	679	679
Loss of work due to a labour dispute.....	133	165	165
Refused offer of work and neglected opportunity to work.....	2,381	1,979	1,979
Discharged for misconduct.....	377	795	795
Voluntarily left employment without just cause.....	2,856	3,907	3,907
Other reasons (1).....	1,217	2,808	2,808
<b>Total.....</b>	<b>3,885</b>	<b>16,692</b>	<b>16,692</b>

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

**TABLE E-5.—NUMBER OF PERSONS RECEIVING BENEFIT, AMOUNT OF BENEFIT PAID, APRIL, 1948**

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid (in Dollars)
Prince Edward Island.....	1,307	261	26,689	50,826
Nova Scotia.....	11,986	2,999	219,168	448,568
New Brunswick.....	6,000	1,828	113,839	226,725
Quebec.....	43,088	12,485	900,726	1,696,633
Ontario.....	35,422	10,020	599,633	1,193,012
Manitoba.....	9,960	2,602	188,587	368,695
Saskatchewan.....	6,235	1,380	121,172	244,044
Alberta.....	6,554	2,058	107,522	220,647
British Columbia.....	18,925	5,323	354,628	729,369
Total, Canada, April, 1948.....	139,477	38,956	2,631,964	5,178,519
Total, Canada, March, 1948.....	154,754	60,672	3,364,791	6,629,826
Total, Canada, April, 1947.....	100,285	26,434	1,943,793	3,780,749

**TABLE E-6.—PERSONS SIGNING THE LIVE UNEMPLOYMENT REGISTER, BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE, AS OF APRIL 30, 1948**

Province and Sex	Number of Days Continuously on the Register						
	TOTAL	6 and under	7-12	13-24	25-48	49-72	73 and over
Prince Edward Island.....	955	72	66	74	188	199	356
Male.....	791	57	47	56	146	162	323
Female.....	164	15	19	18	42	37	33
Nova Scotia.....	9,831	1,409	650	1,216	1,832	1,444	3,280
Male.....	8,405	1,225	569	1,067	1,511	1,202	2,831
Female.....	1,426	184	81	149	321	242	449
New Brunswick.....	5,284	897	364	630	1,047	869	1,477
Male.....	4,354	748	297	539	897	731	1,142
Female.....	930	149	67	91	150	138	335
Quebec.....	35,113	5,951	2,667	4,603	6,977	5,139	9,776
Male.....	26,462	4,193	1,963	3,499	5,567	4,140	7,100
Female.....	8,651	1,758	704	1,104	1,410	999	2,676
Ontario.....	25,363	4,302	2,077	3,233	4,640	3,885	7,226
Male.....	17,224	2,955	1,485	2,260	3,058	2,569	4,897
Female.....	8,139	1,347	592	973	1,582	1,316	2,329
Manitoba.....	8,003	1,240	560	937	1,423	1,232	2,611
Male.....	5,355	745	338	610	998	829	1,835
Female.....	2,648	495	222	327	425	403	776
Saskatchewan.....	4,664	489	337	508	788	815	1,727
Male.....	3,789	373	270	397	655	646	1,448
Female.....	875	116	67	111	133	169	279
Alberta.....	8,071	2,023	1,238	1,672	924	724	1,490
Male.....	6,994	1,841	1,150	1,528	721	547	1,207
Female.....	1,077	182	88	144	203	177	283
British Columbia.....	14,504	2,131	1,522	2,051	2,709	2,131	3,960
Male.....	10,196	1,583	1,241	1,482	1,733	1,404	2,753
Female.....	4,308	548	281	569	976	727	1,207
TOTAL.....	111,788	18,514	9,481	14,924	20,528	16,438	31,903
Male.....	83,570	13,720	7,360	11,438	15,286	12,230	23,536
Female.....	28,218	4,794	2,121	3,486	5,242	4,208	8,367



**TABLE F-7.—UNEMPLOYMENT INSURANCE FUND**  
STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO APRIL 30, 1948

Fiscal Year Ended March 31	RECEIPTS										DISBURSEMENTS		Balance in Fund
	CONTRIBUTIONS (Gross less refunds)						Interest on Investments and Profit on sale of Securities	Total Revenue	Benefit Payments				
	Stamps	Meter	Bulk	Total Employer and Employee	Government	Fines							
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 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 83		
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	19,015,308 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		317,240,660 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	38,768,326 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		
April ..	4,286,002 65	1,196,877 87	3,408,845 30	8,891,725 82	2,041,373 70	90 00	878,977 04	11,812,166 56	5,398,664 76		454,148,441 01		
GRAND TOTAL	236,256,203 64	81,008,494 82	133,399,383 32	450,664,081 78	89,989,791 39	15,559 49	36,364,198 42	577,033,611 08	122,885,170 07		454,148,441 01		

(1) The column for "Bulk" includes Contributions for Armed Service \$30,311,780.12 and Miscellaneous receipts \$2,088.64.

(2) The column "Interest on Investments and Profit on Sale of Securities" represents:—

(a) The exact amount of interest earned for each completed fiscal year and the approximate amount for each month in the current year

(b) Profit on sale of securities taken into account at the end of each year only.

# 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	82.7	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
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
February.....	18.9	119.9	132.5	112.3	107.1	122.7	120.1	110.9	126.2
March.....	19.1	120.1	133.1	112.3	107.2	123.1	120.4	110.9	126.7
April.....	19.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
May.....	21.0	122.0	137.7	112.6	107.2	123.7	122.1	111.5	129.5
June.....	22.6	123.6	142.1	112.6	107.2	124.3	122.4	112.1	132.1
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
August.....	24.6	125.6	144.7	112.6	107.2	127.6	127.0	113.8	135.1
September.....	24.5	125.5	143.2	112.6	107.2	129.6	128.4	113.9	135.0
October.....	25.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
November.....	26.1	127.1	146.6	113.4	108.6	131.1	129.2	114.1	137.3
December.....	26.1	127.1	146.4	113.4	109.2	131.2	129.4	114.1	137.2
1947									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
February.....	26.8	127.8	147.0	113.4	109.1	131.9	130.9	115.5	137.9
March.....	27.9	128.9	148.7	113.4	109.1	133.1	133.6	116.0	139.4
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.2
May.....	32.0	133.1	154.9	115.4	116.2	140.0	138.6	116.8	145.2
June.....	33.8	134.9	157.7	117.8	116.7	142.4	139.8	117.1	147.4
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
August.....	35.5	136.6	160.6	117.8	118.6	145.5	143.7	117.2	150.2
September.....	38.3	139.4	165.3	117.8	121.1	152.0	147.4	117.5	154.7
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
November.....	42.5	143.6	173.6	119.9	122.6	157.0	151.4	118.2	160.6
December.....	44.8	146.0	178.7	119.9	120.3	159.3	154.9	119.8	164.4
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

\*For the period 1914 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.

TABLE 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.
<b>P.E.I.—</b>										
1—Charlottetown.....	56.0	51.0	48.4 <sup>c</sup>	36.2	34.0			52.8		64.1
<b>Nova Scotia—</b>										
2—Halifax.....	60.9	56.8	52.6 <sup>c</sup>	38.4	36.5	26.3	52.9	54.4	41.4	64.1
3—New Glasgow.....	60.1	54.9	55.2 <sup>c</sup>	37.8	34.4			56.5	45.9	68.3
4—Sydney.....	67.2	59.0	51.3	39.9	39.5		54.5	58.0	47.4	67.3
5—Truro.....	54.7	49.8		34.5	33.4			53.7		68.1
<b>New Brunswick—</b>										
6—Fredericton.....	57.4	51.6	52.0	35.2	32.7	36.8	53.7	49.3	37.0	66.9
7—Moncton.....	61.0	58.4	59.2 <sup>c</sup>	39.6	36.5		53.0	54.8	42.2	71.8
8—Saint John.....	62.1	57.8	54.4 <sup>c</sup>	37.7	35.1	38.5	52.7	55.5	43.2	66.1
<b>Quebec—</b>										
9—Chicoutimi.....	62.7	57.5		44.0	33.7			53.4	46.7	76.7
10—Hull.....	55.7	52.0	51.1	36.1	33.2	36.2	54.0	51.9	41.4	63.6
11—Montreal.....	63.9	58.4	57.3	36.9	32.6	37.7	54.8	51.3	42.0	68.1
12—Quebec.....	60.9	57.1	54.5 <sup>c</sup>	35.1	29.9	36.9	53.6	47.2	40.2	62.5
13—St. Hyacinthe.....	53.0	48.5	48.7 <sup>c</sup>	36.5				52.6	42.6	65.3
14—St. Johns.....										68.5
15—Sherbrooke.....	60.8	56.0	52.5 <sup>c</sup>	35.4	30.6	43.6		51.6	41.6	66.0
16—Sorel.....	58.7	55.0	51.6	35.4	33.7			55.6	44.2	68.6
17—Thetford Mines.....	49.3	49.3		34.6				46.9	38.0	53.5
18—Three Rivers.....	55.9	50.5	47.8 <sup>c</sup>	37.0	31.2	33.4		49.7	40.8	66.5
<b>Ontario—</b>										
19—Belleville.....	55.6	54.2	53.2	37.6	34.4		51.7	54.4	41.0	70.0
20—Brantford.....	57.3	53.7	54.6	39.2	33.6	39.5	56.8	56.7	40.0	68.6
21—Brockville.....	62.7	57.1	60.8	39.3	35.1			56.1	41.6	72.0
22—Chatham.....	57.2	53.4	54.1	38.7	35.9	43.3	53.7	55.6	42.7	69.9
23—Cornwall.....	57.7	53.3	54.0	36.3	36.0		57.7	54.1	43.7	67.8
24—Fort William.....	54.1	51.5	53.5	36.5	33.3		55.7	57.1	47.8	70.4
25—Galt.....	56.5	53.4	52.5	36.4	35.7			57.3	42.3	69.6
26—Guelph.....	58.1	55.6	54.8	38.4	36.4	44.2	56.0	56.4	39.6	69.3
27—Hamilton.....	59.5	56.4	56.4	39.9	37.1	44.3	57.2	57.2	39.3	67.7
28—Kingston.....	55.5	51.4	50.7	36.4	32.9	38.2	53.0	53.1	38.2	66.7
29—Kitchener.....	58.6	55.6	55.2	38.4	36.1	44.8	57.5	58.1	39.9	69.3
30—London.....	57.3	54.4	55.3	38.9	34.8	42.9	55.8	57.4	39.7	67.1
31—Niagara Falls.....	58.5	55.1	56.1	36.9	33.9		58.0	58.6	41.3	68.8
32—North Bay.....	57.7	55.3	54.3	38.3	34.7		60.0	57.8	40.3	70.1
33—Oshawa.....	55.0	53.1	53.6	37.2	33.9	38.3		56.0	38.1	68.0



COAL AND RENTALS BY CITIES, MAY, 1948

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.....	28.5	32.1	54.1	15.0	74.0	30.5	9.3	6.5	9.1	14.7
<b>Nova Scotia—</b>										
2—Halifax.....	29.0	32.1	54.4	17.0	73.9	30.0	9.6	6.5	10.9	15.6
3—New Glasgow.....	28.7	31.6	54.2	17.0	73.8	30.4	9.7	.....	9.1	15.7
4—Sydney.....	28.9	32.1	60.7	18.0	74.1	31.1	8.7	6.6	10.5	15.2
5—Truro.....	29.4	30.7	53.2	16.0	74.0	29.8	9.4	6.3	10.0	15.2
<b>New Brunswick—</b>										
6—Fredericton.....	29.2	31.2	53.2	17.0	74.0	30.0	10.0	6.2	8.9	14.8
7—Moncton.....	29.3	32.1	56.6	17.0	74.0	30.9	10.0	6.3	10.7	15.1
8—Saint John.....	28.5	32.1	55.2	18.0	74.0	30.6	9.3	6.3	9.4	14.7
<b>Quebec—</b>										
9—Chicoutimi.....	30.6	.....	58.6	17.0	73.1	29.5	10.0	6.5	.....	14.5
10—Hull.....	27.1	30.0	52.7	17.0	71.1	27.6	8.7	5.9	9.8	13.7
11—Montreal.....	29.0	31.4	55.0	17.5	72.8	28.8	9.3	5.9	10.1	14.7
12—Quebec.....	28.1	31.3	53.7	17.0	72.3	29.3	8.0	6.0	9.9	14.2
13—St. Hyacinthe.....	29.1	30.7	52.1	16.0	72.1	29.0	8.0	6.1	10.1	14.0
14—St. Johns.....	30.0	32.2	56.3	16.0	73.0	29.3	8.0	8.5	10.2	15.0
15—Sherbrooke.....	28.4	31.4	57.4	17.0	72.5	29.1	9.5	6.3	9.9	14.5
16—Sorel.....	29.2	30.2	52.0	16.0	71.2	29.3	7.3	6.3	10.1	14.6
17—Thetford Mines.....	30.0	30.4	49.1	16.0	72.2	27.6	8.0	6.1	9.0	14.9
18—Three Rivers.....	28.3	30.1	54.6	17.0	71.4	28.0	8.0	6.0	9.6	14.3
<b>Ontario—</b>										
19—Belleville.....	28.8	31.1	50.6	17.0	72.5	28.8	9.3	6.2	9.3	13.0
20—Brantford.....	26.5	30.5	50.7	17.0	71.9	27.5	9.3	6.1	9.4	13.7
21—Brockville.....	28.2	30.2	52.0	17.0	72.5	27.9	8.7	6.4	10.1	13.9
22—Chatham.....	27.1	31.5	50.3	17.0	72.9	26.5	9.3	6.2	8.7	14.5
23—Cornwall.....	27.3	30.7	51.8	17.0	72.7	28.1	8.7	6.2	9.0	14.0
24—Fort William.....	26.5	28.8	55.1	18.0	71.2	29.2	9.3	6.1	9.5	13.8
25—Galt.....	27.5	30.8	50.4	17.0	72.8	27.7	9.3	6.0	9.5	14.0
26—Guelph.....	27.4	30.7	51.3	17.0	72.7	27.6	9.3	6.0	9.4	14.0
27—Hamilton.....	27.4	30.9	52.3	18.0	72.8	27.5	9.3	6.0	9.9	14.0
28—Kingston.....	27.1	30.6	51.1	17.0	72.1	28.6	8.7	6.1	9.6	14.4
29—Kitchener.....	27.6	31.0	50.8	17.0	72.7	27.7	9.3	6.1	9.4	13.8
30—London.....	27.1	30.3	51.0	17.0	72.7	27.5	9.3	5.8	9.6	13.9
31—Niagara Falls.....	27.4	30.7	53.3	17.5	72.8	29.1	8.7	6.3	9.6	14.5
32—North Bay.....	28.1	31.5	54.7	18.0	72.6	28.7	9.3	6.3	10.2	14.2
33—Oshawa.....	27.1	30.5	52.1	17.0	72.3	27.7	9.3	6.1	9.1	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-on, per lb
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, per lb.	Stewings, boneless, per lb.			Fresh loins, centre cut, (chops or roasts) per lb.	Fresh shoulder, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
34—Ottawa	59.2	55.7	56.6	39.1	36.3	38.6	55.6	56.6	41.5	67.8
35—Owen Sound	56.4	53.1	54.0	36.3	32.7			54.5	41.3	66.0
36—Peterborough	59.5	56.0	55.1	39.9	36.1	42.0	55.4	57.2	40.1	73.7
37—Port Arthur	53.9	51.6	50.7	36.3	37.1		56.7	55.9	43.9	71.4
38—St. Catharines	59.0	55.6	55.6	39.8	35.0		58.3	57.8	40.7	69.0
39—St. Thomas	55.0	52.2	51.6	37.1	33.8	38.0		57.2	42.9	67.8
40—Sarnia	57.2	54.7	53.0	39.8	36.0		55.0	56.0	40.7	66.4
41—Sault Ste. Marie	59.3	56.0	51.3 <sup>c</sup>	36.9	37.4	44.0	59.2	56.8	45.6	69.0
42—Stratford	55.5	51.7	52.5 <sup>c</sup>	36.7	34.5			53.8	39.5	68.6
43—Sudbury	53.2	51.1	49.8 <sup>c</sup>	37.0	33.0	44.3	56.3	53.5	41.1	66.7
44—Timmmins	56.9	55.0	53.5	37.6	36.2	41.2	56.4	56.6	43.5	66.4
45—Toronto	59.9	55.8	57.6 <sup>c</sup>	40.0	35.8	43.6	57.2	57.5	39.6	67.5
46—Welland	54.4	52.9	49.3 <sup>c</sup>	36.4	32.4			56.0	42.6	67.0
47—Windsor	57.5	53.6	53.6	37.5	34.7		55.0	56.8	40.6	67.1
48—Woodstock	57.4	54.0	53.4	37.4	33.8		57.7	56.8	41.0	68.2
<b>Manitoba—</b>										
49—Brandon	61.5	57.5	56.5 <sup>c</sup>	37.5	35.5		52.5			70.4
50—Winnipeg	55.4	50.4	47.7 <sup>c</sup>	34.7	34.3	35.0	51.0	56.0	42.9	68.4
<b>Saskatchewan—</b>										
51—Moose Jaw	51.7	48.0	50.7	37.4	36.5		52.7	52.0	39.0	72.2
52—Prince Albert	49.3	47.5	47.5	33.7	31.7	38.0	47.3	51.3	38.5	69.3
53—Regina	52.3	49.3	48.8	34.3	35.1	40.2	50.8	54.8	42.5	71.9
54—Saskatoon	55.4	51.5	51.6	36.5	35.6	47.7	55.0	56.2	42.0	75.2
<b>Alberta—</b>										
55—Calgary	56.4	52.9	53.1 <sup>c</sup>	37.0	36.4	38.7	55.1	54.6	43.8	77.0
56—Drumheller	53.2	51.3	50.5	35.4	32.6			54.0	41.6	77.2
57—Edmonton	53.7	49.2	50.0 <sup>c</sup>	35.1	35.2	38.5	50.7	52.0	39.8	71.3
58—Lethbridge	55.0	51.0	48.3 <sup>c</sup>	36.5	33.7	43.3		53.5	43.0	75.5
<b>British Columbia—</b>										
59—Nanaimo	64.0	58.5	61.7	38.7	40.3			61.7	43.3	82.7
60—New Westminster	59.4	54.7	55.9	38.1	38.7		60.5	59.0	45.1	78.6
61—Prince Rupert	61.8	57.8	59.0	40.0	37.7		64.6	60.0	46.3	83.6
62—Trail	60.4	55.8	59.7	42.4	41.0		59.4	63.2	50.0	78.3
63—Vancouver	62.6	57.0	58.8	40.1	38.8	49.3	62.9	60.3	43.9	77.4
64—Victoria	61.4	57.3	57.2	38.0	36.8	42.8	59.3	59.3	45.5	79.9

COAL AND RENTALS BY CITIES, MAY, 1948—continued

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 $\frac{1}{2}$ 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.....	27-7	30-6	52-8	17-0	72-3	29-1	8-7	6-0	9-9	14-2
35—Owen Sound.....	28-2	31-1	49-1	17-0	72-9	27-9	8-7	6-2	8-6	13-5
36—Peterborough.....	27-0	30-9	50-6	17-0	72-3	28-0	9-3	6-2	9-9	13-7
37—Port Arthur.....	26-2	29-5	55-9	18-0	71-4	29-0	9-3	6-2	8-3	13-5
38—St. Catharines.....	27-5	30-8	53-4	17-5	72-6	28-4	8-7	6-3	9-7	14-3
39—St. Thomas.....	27-9	31-1	52-4	17-0	73-0	27-7	8-7	6-0	10-0	14-3
40—Sarnia.....	27-8	32-2	53-3	17-0	72-9	28-9	9-3	6-3	9-8	14-0
41—Sault Ste. Marie.....	28-1	30-4	56-7	18-0	72-6	28-5	9-3	6-1	10-1	14-7
42—Stratford.....	28-1	31-8	49-8	17-0	72-5	28-4	9-3	5-6	9-8	14-7
43—Sudbury.....	28-0	31-2	53-1	18-0	72-8	28-7	9-3	6-3	9-4	14-2
44—Timmins.....	27-7	30-9	55-6	20-0	72-7	28-4	10-0	6-1	10-1	14-0
45—Toronto.....	27-8	30-6	53-2	18-0	72-8	27-1	9-3	6-0	9-3	13-9
46—Welland.....	27-7	31-4	51-1	18-0	73-3	28-3	9-3	6-1	9-6	13-3
47—Windsor.....	27-3	30-5	52-1	18-0	72-8	28-2	9-3	6-1	9-7	14-3
48—Woodstock.....	27-5	31-3	50-7	17-0	72-9	27-5	9-3	5-7	9-3	14-4
<b>Manitoba—</b>										
49—Brandon.....	25-4	32-1	52-1	16-0	70-2	29-1	8-9	6-0	8-0	14-8
50—Winnipeg.....	25-7	30-7	54-7	17-0	69-8	28-9	9-0	6-0	9-0	14-2
<b>Saskatchewan—</b>										
51—Moose Jaw.....	24-9	33-5	49-3	17-0	69-2	28-6	9-6	6-0	9-3	15-1
52—Prince Albert.....	25-7	32-3	51-3	17-0	69-6	27-3	7-6	6-0	8-5	14-1
53—Regina.....	25-4	34-1	51-5	16-0	68-9	29-5	9-6	6-2	7-9	14-8
54—Saskatoon.....	25-4	32-9	52-8	17-0	68-6	28-3	8-8	5-8	8-1	13-7
<b>Alberta—</b>										
55—Calgary.....	24-9	31-3	51-5	17-0	70-1	27-7	9-6	6-0	8-3	14-6
56—Drumheller.....	26-0	33-0	50-2	17-0	71-1	29-4	10-4	6-4	9-3	14-6
57—Edmonton.....	25-0	32-4	49-3	17-0	70-1	27-6	9-6	6-0	8-9	13-9
58—Lethbridge.....	25-4	32-5	52-3	17-0	69-3	28-9	10-4	6-0	7-9	13-7
<b>British Columbia—</b>										
59—Nanaimo.....	28-6	32-8	49-6	17-0	71-7	29-8	12-0	6-5	9-6	14-4
60—New Westminster.....	28-3	31-4	48-5	15-0	71-1	28-7	11-0	6-2	9-3	14-5
61—Prince Rupert.....	29-2	34-4	56-8	20-0	72-4	31-9	13-0	6-8	11-1	14-6
62—Trail.....	26-9	34-3	51-5	18-0	71-9	29-4	12-0	6-5	8-9	14-9
63—Vancouver.....	28-0	30-9	48-1	15-0	71-1	29-0	11-7	6-1	9-1	14-3
64—Victoria.....	28-3	32-4	49-3	17-0	71-3	29-4	11-0	6-3	9-5	14-4



TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 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 # (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.....	27.6	18.0	22.1	15.2	13.3	52.5	20.0	24.6	42.8	62.9	52.5
<b>Nova Scotia—</b>											
2—Halifax.....	27.2	19.2	21.6	15.6	12.6	69.2	20.0	21.1	40.3	43.4	51.5
3—New Glasgow.....	26.4	18.1	20.7	15.5	11.9	66.8	21.9	23.3	42.9	46.0	54.1
4—Sydney.....	28.9	18.6	22.0	16.1	13.2	69.5	21.6	24.5	41.3	55.1	52.1
5—Truro.....	26.7	18.1	23.2	15.4	11.9	62.5	20.9	20.9	39.1	50.4	53.5
<b>New Brunswick—</b>											
6—Fredericton.....	29.6	19.8	24.6	15.3	12.8	57.6	17.6	23.2	42.7	49.9	53.5
7—Moncton.....	25.9	19.2	22.9	14.5	13.4	56.5	18.4	23.7	35.1	42.0	53.9
8—Saint John....	27.8	18.0	23.3	15.1	12.0	66.7	17.8	22.7	43.3	39.1	51.6
<b>Quebec—</b>											
9—Chicoutimi.....	28.1	17.7	26.4	15.1	14.3	74.8	.....	24.0	47.7	58.7	55.3
10—Hull.....	26.0	16.0	22.8	14.5	12.6	68.0	19.7	21.5	35.3	37.3	49.5
11—Montreal.....	23.9	17.7	22.9	14.6	14.0	69.3	20.7	21.9	37.1	36.9	49.6
12—Quebec.....	25.3	19.1	24.4	14.5	13.9	64.9	21.0	22.6	33.4	37.6	50.9
13—St. Hyacinthe.....	22.2	18.6	22.5	14.3	12.6	67.4	20.1	20.4	42.1	48.1	48.8
14—St. Johns.....	23.0	20.3	20.7	14.7	12.4	69.6	21.7	22.7	41.7	43.9	50.9
15—Sherbrooke.....	24.0	17.6	22.7	14.6	16.0	65.2	21.9	23.8	36.7	41.3	51.8
16—Sorel.....	25.0	16.8	23.1	14.6	13.6	64.9	21.1	22.9	41.4	45.0	49.8
17—Thetford Mines.....	23.7	18.0	20.8	14.1	14.8	65.3	22.0	24.8	46.9	52.5	54.0
18—Three Rivers.....	23.8	16.6	23.6	14.5	13.9	66.7	20.4	24.2	42.1	42.9	50.2
<b>Ontario—</b>											
19—Belleville.....	24.2	17.8	23.8	15.5	12.7	65.0	20.7	21.1	37.4	37.8	49.4
20—Brantford.....	26.4	17.5	20.7	14.3	13.7	69.2	20.1	21.5	36.3	34.8	47.6
21—Brockville.....	27.8	18.8	23.8	15.5	13.9	72.6	20.9	21.4	41.2	36.6	50.4
22—Chatham.....	26.9	18.1	23.5	14.8	13.0	69.9	21.4	20.7	32.4	35.6	49.5
23—Cornwall.....	25.7	19.4	24.6	15.3	12.7	75.3	18.2	21.8	35.3	37.7	51.4
24—Fort William.....	26.5	17.7	20.5	16.1	11.5	67.8	20.8	23.2	37.5	46.6	49.6
25—Galt.....	25.9	17.6	20.8	15.2	13.6	73.5	20.6	20.2	33.0	37.5	45.6
26—Guelph.....	25.5	18.2	22.6	15.1	13.9	73.7	20.5	20.7	34.2	37.6	48.6
27—Hamilton.....	26.7	17.6	22.5	15.3	15.0	76.1	21.3	21.2	37.7	34.8	46.7
28—Kingston.....	25.2	17.8	22.7	16.1	12.3	69.0	20.0	21.5	39.2	38.8	48.3
29—Kitchener.....	27.5	18.7	21.8	15.8	13.3	72.7	20.5	20.1	33.2	37.8	48.5
30—London.....	26.5	18.4	22.2	14.8	13.2	73.5	19.8	19.8	38.8	39.3	46.0
31—Niagara Falls.....	26.2	17.8	22.3	14.3	14.5	74.8	20.7	20.3	38.2	36.7	48.3
32—North Bay.....	27.6	19.2	23.0	15.3	12.0	78.7	18.5	23.0	35.7	37.7	52.8
33—Oshawa.....	25.7	17.6	20.3	15.1	14.3	69.0	20.2	19.7	43.3	37.2	48.4

COAL AND RENTALS BY CITIES, MAY, 1948—continued

	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.....	29-1	43-0	36-5	9-6	9-3	69-2	50-0	.....	14-75	26-00-30-00(b)
<b>Nova Scotia—</b>										
2—Halifax.....	31-8	43-2	35-5	9-5	9-5	66-7	50-0	.....	16-37	28-50-32-50
3—New Glasgow.....	33-7	44-6	35-9	9-8	9-8	68-2	49-9	.....	.....	16-00-20-00
4—Sydney.....	32-9	45-3	37-5	10-1	10-0	70-0	50-7	.....	10-60	20-50-24-50(b)
5—Truro.....	31-5	42-5	35-3	9-6	9-6	67-7	52-2	.....	14-95	.....
<b>New Brunswick—</b>										
6—Fredericton.....	31-7	44-1	35-7	9-7	9-6	67-4	49-7	.....	16-55	21-00-25-00(b)
7—Moncton.....	32-4	44-2	36-1	10-0	10-0	65-7	49-7	.....	15-45	27-00-31-00(b)
8—Saint John.....	30-1	43-4	35-3	9-7	9-5	64-7	50-3	.....	16-50	21-50-25-50(b)
<b>Quebec—</b>										
9—Chicoutimi.....	34-0	45-3	36-8	9-7	9-4	70-6	53-0	21-15	.....	.....
10—Hull.....	31-4	37-7	32-3	9-3	9-2	57-9	52-3	20-00	.....	.....
11—Montreal.....	30-3	40-7	33-0	9-0	9-2	64-9	52-5	20-85	.....	24-50-28-50(b)
12—Quebec.....	31-5	43-4	35-4	9-0	8-9	62-3	52-5	19-10	.....	29-00-33-00(b)
13—St. Hyacinthe.....	31-7	38-1	33-0	9-0	8-9	58-2	53-2	20-00	.....	.....
14—St. Johns.....	31-7	44-5	35-0	8-9	9-0	58-4	52-4	21-00	.....	.....
15—Sherbrooke.....	32-0	41-8	35-9	9-0	9-0	60-9	52-7	21-10	.....	21-50-25-50(b)
16—Sorel.....	34-0	42-4	36-2	9-0	8-7	63-4	52-4	20-75	.....	.....
17—Thetford Mines.....	33-0	41-0	38-2	9-0	8-9	63-9	50-9	22-00	.....	.....
18—Three Rivers.....	32-1	40-2	34-3	9-1	8-9	62-7	52-9	19-50	.....	.....
<b>Ontario—</b>										
19—Belleville.....	32-1	38-9	30-8	9-5	9-4	59-2	51-8	19-50	.....	.....
20—Brantford.....	31-8	36-6	30-8	9-3	9-3	59-7	51-2	19-75	.....	22-50-26-50
21—Brockville.....	32-1	39-5	31-8	9-6	9-4	59-6	51-3	20-00	.....	.....
22—Chatham.....	32-0	37-4	30-9	9-8	9-8	62-3	52-9	20-00	.....	23-00-27-00
23—Cornwall.....	31-4	38-2	32-4	9-1	9-1	59-4	51-3	21-00	.....	.....
24—Fort William.....	28-0	42-7	31-4	9-8	9-8	59-6	50-0	.....	19-55	29-50-33-50
25—Galt.....	29-7	34-5	30-7	9-3	9-2	61-8	52-6	20-00	.....	25-50-29-50
26—Guelph.....	31-5	38-4	31-4	9-4	9-4	60-0	52-3	19-50	.....	24-00 28-00
27—Hamilton.....	29-9	36-5	30-8	9-1	9-1	60-2	52-1	19-00	.....	29-50-33-50
28—Kingston.....	30-9	38-2	32-0	9-1	9-1	61-0	52-4	20-00	.....	33-00-37-00
29—Kitchener.....	30-9	37-1	31-4	9-5	9-5	56-7	53-0	19-75	.....	30-00-34-00
30—London.....	31-8	38-3	30-5	9-6	9-4	59-6	51-4	20-50	.....	27-50-31-50
31—Niagara Falls.....	27-6	39-3	30-8	9-8	9-8	60-3	52-5	18-87	.....	30-00-34-00
32—North Bay.....	32-3	40-5	35-8	10-1	10-1	64-8	52-6	21-50	.....	23-00-27-00
33—Oshawa.....	29-4	28-7	31-0	9-5	9-3	61-3	52-1	19-75	.....	27-50-31-50

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS

Locality	Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 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 (23 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.....	26.5	17.4	23.1	15.0	13.4	71.2	21.3	23.2	34.9	35.9	49.1
35—Owen Sound.....	26.7	18.4	22.0	14.2	12.7	72.7	19.9	20.6	31.4	39.1	50.2
36—Peterborough.....	26.8	18.6	22.1	14.5	12.8	68.5	21.4	21.9	37.2	36.0	47.3
37—Port Arthur.....	27.7	19.0	21.6	15.5	11.8	68.8	20.7	23.3	35.5	46.7	51.5
38—St. Catharines.....	25.2	18.4	22.2	15.6	14.4	74.3	20.5	22.2	34.0	35.2	49.0
39—St. Thomas.....	27.6	18.8	23.0	15.2	13.4	73.7	20.2	20.8	40.7	39.7	51.6
40—Sarnia.....	27.4	19.4	23.3	14.8	11.5	73.9	19.3	22.1	41.9	39.4	50.9
41—Sault Ste. Marie.....	27.7	18.8	24.4	15.6	13.7	76.1	18.4	21.7	32.9	40.2	51.1
42—Stratford.....	28.1	18.7	22.5	16.1	12.1	71.8	20.5	19.7	32.9	40.0	47.1
43—Sudbury.....	26.9	17.3	22.2	15.7	13.8	73.8	20.6	22.4	36.0	40.4	51.4
44—Timmins.....	28.2	18.3	23.6	16.0	14.0	82.4	21.4	23.1	33.5	34.5	52.6
45—Toronto.....	25.7	18.2	21.6	15.5	14.6	77.3	20.3	19.1	34.9	35.3	45.5
46—Welland.....	24.4	16.9	20.8	15.0	14.3	73.3	19.1	19.6	34.6	35.6	48.7
47—Windsor.....	24.5	19.3	22.6	15.0	14.2	71.9	20.1	20.2	36.2	43.7	50.5
48—Woodstock.....	25.9	17.6	22.3	14.4	12.9	71.1	18.0	19.9	32.2	39.1	44.5
<b>Manitoba—</b>											
49—Brandon.....	30.1	18.9	21.0	15.9	12.3	57.9	18.7	22.7	40.4	45.0	59.3
50—Winnipeg.....	28.8	19.2	21.2	14.4	11.8	52.1	19.9	21.0	35.8	42.3	55.8
<b>Saskatchewan—</b>											
51—Moose Jaw.....	27.9	18.9	21.8	17.0	10.3	59.7	20.8	23.3	37.3	47.0	.....
52—Prince Albert.....	30.0	18.9	20.4	16.5	12.1	61.2	16.1	22.1	35.2	48.2	.....
53—Regina.....	28.5	19.8	21.3	16.1	10.4	52.6	19.4	23.1	31.8	44.1	62.7
54—Saskatoon.....	29.7	18.7	21.1	16.0	10.7	62.8	18.2	20.7	34.3	46.1	49.7
<b>Alberta—</b>											
55—Calgary.....	27.2	17.7	18.7	14.8	10.7	62.7	20.7	21.5	33.5	43.0	54.1
56—Drumheller.....	26.7	18.7	19.5	15.4	11.0	68.7	20.1	22.3	30.5	40.5	61.0
57—Edmonton.....	26.3	17.5	19.6	15.8	11.9	47.1	21.6	23.3	35.3	39.8	58.2
58—Lethbridge.....	28.5	18.1	18.5	14.5	9.3	55.9	17.9	22.0	29.8	47.0	56.7
<b>British Columbia—</b>											
59—Nanaimo.....	25.3	18.0	.....	16.6	11.0	74.0	20.2	20.8	33.6	39.2	60.0
60—New Westminster.....	25.7	17.9	20.9	16.5	10.7	85.0	19.4	21.2	29.7	38.3	52.5
61—Prince Rupert.....	27.9	20.2	23.1	17.9	12.3	79.2	21.2	22.6	45.0	43.3	.....
62—Trail.....	27.3	19.4	20.3	18.3	12.1	65.8	20.3	22.7	34.4	49.3	62.3
63—Vancouver.....	25.3	17.3	20.1	16.1	11.1	81.9	19.4	20.9	29.1	37.1	56.5
64—Victoria.....	24.2	18.5	21.4	16.7	10.4	81.6	19.6	21.3	31.3	37.6	55.4



COAL AND RENTALS BY CITIES, MAY, 1948—concluded

	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.....	29.5	40.3	32.3	9.3	9.2	58.9	51.2	20.00	.....	33.50-37.50
35—Owen Sound.....	30.7	40.2	30.8	9.6	9.5	62.4	52.4	20.00	.....	18.50-22.50
36—Peterborough.....	31.8	42.5	31.2	9.4	9.4	61.0	51.7	20.75	.....	27.50-31.50
37—Port Arthur.....	27.7	42.5	32.1	10.1	10.0	58.2	50.2	.....	19.55	24.50-28.50
38—St. Catharines.....	27.1	36.9	31.5	9.1	9.1	60.3	51.8	19.75	.....	28.00-32.00
39—St. Thomas.....	33.1	41.4	31.3	9.7	9.7	61.0	52.5	20.00	.....	22.00-26.00
40—Sarnia.....	33.6	41.4	31.6	10.0	9.9	61.0	52.5	21.00	.....	.....
41—Sault Ste. Marie.....	29.8	38.1	31.6	9.9	9.7	58.9	51.7	22.00	.....	25.00-29.00
42—Stratford.....	31.3	38.2	32.5	9.8	9.7	61.1	51.6	20.00	.....	.....
43—Sudbury.....	29.5	39.6	33.8	10.0	9.8	59.7	51.2	21.05	.....	31.00-35.00
44—Timmins.....	30.8	40.6	34.7	10.0	9.9	57.8	51.7	23.50	.....	31.50-35.50
45—Toronto.....	29.5	37.8	30.7	9.1	9.1	62.0	51.9	19.00	.....	34.50-38.50
46—Welland.....	27.7	36.3	31.7	9.3	9.3	55.7	51.6	19.45	.....	.....
47—Windsor.....	31.6	36.8	31.3	9.4	9.4	61.6	52.0	20.00	.....	27.00-31.00
48—Woodstock.....	30.4	36.6	30.6	9.6	9.6	61.0	51.3	20.00	.....	.....
<b>Manitoba—</b>										
49—Brandon.....	29.8	43.6	32.7	10.4	10.3	62.7	50.2	.....	15.75	23.50-27.50
50—Winnipeg.....	29.8	41.6	31.4	10.3	10.3	55.6	49.2	.....	17.30	29.00-33.00
<b>Saskatchewan—</b>										
51—Moose Jaw.....	29.3	41.0	32.9	11.0	10.7	63.0	48.8	.....	14.25	26.50-30.50
52—Prince Albert.....	29.7	44.3	33.6	11.1	10.9	62.1	50.6	.....	14.50	21.00-25.00
53—Regina.....	28.5	41.9	33.7	11.0	11.1	63.0	52.9	.....	13.85	30.00-34.00
54—Saskatoon.....	29.1	44.6	33.7	11.0	11.3	60.6	50.0	.....	14.25	24.00-28.00
<b>Alberta—</b>										
55—Calgary.....	28.3	43.5	33.6	10.4	10.9	59.3	49.1	.....	12.00	27.50-31.50
56—Drumheller.....	30.0	44.7	36.8	11.0	11.4	60.6	49.2	.....	.....	23.50-27.50
57—Edmonton.....	27.7	44.4	32.0	10.4	10.9	59.9	48.8	.....	7.80	26.00-30.00
58—Lethbridge.....	29.4	44.8	31.2	10.2	11.0	58.2	49.8	.....	8.20	25.00-29.00
<b>British Columbia—</b>										
59—Nanaimo.....	30.2	39.8	30.9	9.9	10.5	60.7	49.7	.....	.....	19.00-23.00
60—New Westminster.....	28.9	39.9	31.0	9.1	9.2	58.1	49.1	.....	16.73	21.00-25.00
61—Prince Rupert.....	31.6	43.5	33.1	10.0	10.0	60.5	49.3	.....	18.75	20.00-24.00
62—Trail.....	29.9	40.2	34.0	10.0	10.0	59.3	50.1	.....	15.37	23.00-27.00
63—Vancouver.....	28.9	38.6	29.6	9.3	9.4	59.5	48.8	.....	17.35	26.50-30.50
64—Victoria.....	27.9	41.3	29.8	10.0	9.9	59.5	50.1	.....	18.10	23.00-27.00

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with prices averages for earlier years. Changes in grading, trade practices, etc., occur from time to time.

(a) Rent figures are obtained by multiplying increases since June, 1941 by the average rental determined by the census of that date. The increases are based upon reports from real estate agents and periodic sample surveys which are now being conducted by direct interview.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

(c) 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 MAY, 1948**

(BASE:—August, 1939=100)

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
Halifax.....	148.3	192.7	109.1	131.5	178.5	151.1	118.9
St. John.....	151.5	188.7	113.8	129.1	178.9	151.5	122.9
Montreal.....	157.4	204.0	117.0	120.1	167.0	168.1	119.1
Toronto.....	150.5	187.8	117.7	136.9	178.6	155.3	122.7
Winnipeg.....	147.6	187.3	114.4	120.5	165.7	166.0	117.8
Saskatoon.....	156.5	199.2	121.9	135.9	178.3	166.4	120.1
Edmonton.....	148.1	192.5	107.7	111.0	176.4	157.1	121.2
Vancouver.....	153.5	193.7	112.1	137.5	178.8	155.3	125.8

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	Mar. 1948	Apr. 1948	May 1948	Price May 1948
Beef, sirloin steak.....	lb.	120.7	154.8	154.8	190.3	192.5	206.5	57.6
Beef, round steak.....	lb.	125.7	167.9	167.9	209.7	211.4	227.4	53.9
Beef, rib roast.....	lb.	125.5	174.3	174.3	215.7	217.4	232.6	53.5
Beef, shoulder.....	lb.	132.7	161.6	162.3	214.5	218.2	235.8	37.5
Beef, stewing, boneless.....	lb.	136.7	168.3	168.3	232.1	235.0	256.3	35.0
Veal, front roll, boneless.....	lb.	139.3	174.0	174.0	224.3	226.6	238.5	40.3
Lamb, leg roast.....	lb.	109.9	164.4	152.8	186.6	187.7	195.8	55.6
Pork, fresh loins, centre-cut.....	lb.	125.3	143.8	143.8	196.1	197.2	203.8	55.4
Pork, fresh shoulder, hock-off.....	lb.	127.0	143.4	143.4	212.6	214.2	220.5	42.0
Bacon, side, fancy, sliced, rind-on.....	lb.	132.3	141.5	142.5	216.7	216.4	218.6	69.7
Lard, pure.....	lb.	151.3	157.9	159.6	243.9	243.0	243.0	27.7
Shortening, vegetable.....	lb.	134.7	137.5	137.5	218.1	218.1	218.1	31.4
Eggs, grade "A" large.....	doz.	156.4	155.3	181.3	170.2	169.0	169.0	52.6
Milk.....	qt.	111.0	95.4	95.4	158.7	158.7	158.7	17.3
Butter, creamery, prints.....	lb.	140.5	144.3	145.0	263.4	263.7	264.1	72.1
Cheese, plain, mild, ½ lb.....	pkg.	174.6	164.4	165.4	212.5	214.0	214.8	28.7
Bread, plain white, wrapped.....	lb.	106.5	106.3	106.3	149.2	149.2	149.2	9.4
Flour, first grade.....	lb.	127.3	124.2	124.2	187.9	187.9	187.9	6.2
Rollled oats, package.....	lb.	112.0	114.0	114.0	152.0	150.4	150.4	9.5
Corn flakes, 8 oz.....	pkg.	101.0	100.0	100.0	152.2	153.3	155.4	14.3
Tomatoes, canned, 2½'s.....	tin	129.9	137.7	137.7	250.0	249.1	250.0	26.5
Peas, canned, 2's.....	tin	117.5	121.7	121.7	151.7	151.7	152.5	18.3
Corn, canned, 2's.....	tin	128.3	132.7	132.7	195.6	194.7	195.6	22.1
Beans, dry.....	lb.	129.4	133.3	133.3	302.0	302.0	302.0	15.4
Onions.....	lb.	108.2	142.9	126.5	208.2	230.6	261.2	12.8
Potatoes.....	15 lbs.	89.9	218.3	149.4	188.4	189.0	210.1	68.9
Prunes, bulk.....	lb.	115.8	120.2	120.2	177.2	176.3	176.3	20.1
Raisins, seedless, bulk.....	lb.	104.0	107.9	108.6	147.0	145.7	145.0	21.9
Oranges.....	doz.	132.5	154.6	154.3	127.0	126.6	125.9	36.9
Lemons.....	doz.	111.3	147.7	148.6	133.8	129.2	128.3	41.7
Jam, strawberry, 16 oz.....	jar	111.3	115.1	115.1	160.1	158.9	157.1	25.8
Peaches, 20 oz.....	tin	101.5	105.1	106.1	155.8	155.3	155.3	30.6
Marmalade, orange, 16 oz.....	jar	118.3	128.9	128.9	150.2	150.2	150.2	20.4
Corn syrup, 2 lb.....	tin	138.0	158.2	157.7	194.5	192.7	192.1	32.9
Sugar, granulated.....	lb.	132.3	132.3	132.3	149.2	149.2	149.2	9.7
Sugar, yellow.....	lb.	131.3	134.9	134.9	154.0	154.0	154.0	9.7
Coffee.....	lb.	141.6	131.4	131.7	179.3	180.5	181.7	61.4
Tea, black, ½ lb.....	pkg.	145.2	131.6	131.6	174.1	174.1	174.1	51.2

\* Descriptions and units of sale apply to May, 1948, 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	1946	1947	Apr. 1947	Feb. 1948	Mar. 1948	Apr. 1948
<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>108.7</b>	<b>129.1</b>	<b>123.3</b>	<b>147.3</b>	<b>146.9</b>	<b>148.5</b>
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	97.8	115.1	110.6	131.4	130.7	132.6
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	109.0	59.4	74.6	92.1	107.9	114.5	131.8	124.1	159.5	159.4	160.6
III. Tires, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	91.3	69.7	70.0	91.0	91.8	97.0	128.8	124.8	154.4	153.6	155.2
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	93.9	62.8	79.2	96.0	120.0	132.3	162.4	153.8	182.0	180.9	181.3
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	93.7	85.4	98.5	111.3	117.1	126.1	137.9	133.4	150.6	150.6	153.0
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	88.0	124.4	115.8	138.4	138.3	141.7
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	103.1	114.5	109.3	125.6	127.5	128.2
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	95.4	81.3	79.8	98.9	99.4	95.2	107.9	104.0	114.0	114.0	115.2
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	101.1	117.3	111.6	136.7	137.3	137.9
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	63.8	73.9	89.5	103.4	107.5	122.4	114.7	147.0	147.1	148.9
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	91.1	76.0	77.2	92.2	94.6	96.8	113.9	109.5	129.8	130.7	130.5
II. Producers' Goods.....	67.7	133.3	164.8	98.8	96.1	63.1	70.4	83.6	100.7	105.7	129.3	123.9	145.4	144.9	146.8
Producers' Equipment.....	55.1	81.9	108.6	104.1	94.6	86.0	95.4	105.7	119.1	121.2	133.1	125.4	143.1	144.4	145.2
Producers' Materials.....	69.1	139.0	171.0	98.2	96.3	60.5	67.6	81.1	98.7	104.0	128.9	123.7	145.7	144.9	147.0
Building and Construction Materials.....	67.0	100.7	144.0	108.7	99.0	78.3	89.7	107.3	127.3	134.8	168.4	152.4	187.9	186.2	187.4
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	95.9	57.5	63.9	76.6	93.8	98.8	122.5	118.8	138.6	137.9	140.1
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	109.5	130.7	126.0	147.2	147.3	150.0
II. All Manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	98.8	117.4	112.2	137.2	136.7	137.4
Canadian Farm Products—															
Field.....	56.4	132.0	166.5	81.4	93.8	45.8	54.2	59.0	105.9	111.0	115.9	111.7	123.5	122.9	125.5
Animal.....	77.0	133.6	150.8	99.0	112.5	59.7	81.2	95.9	123.0	130.1	143.9	142.5	164.3	163.9	167.6
TOTAL.....	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	112.3	118.1	126.4	123.2	138.8	138.2	141.2

The indexes for 1948 are subject to revision.



TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Wholesale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Wholesale, Bureau of Labour Statistics	Consumers' Price Bureau, Bureau of Labour Statistics	Wholesale, Board of Trade	Index of Retail Prices, Ministry of Labour	Wholesale, Federal Department	Cost of Living, Federal Labour Department	Wholesale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Wholesale, Commonwealth Statistics	Cost of Living, Commonwealth Statistics	Wholesale, Government Statistician	Retail Price Index, Government Statistician
No. of Commodities:	508		889		200		78		188				180	
Base Period:	1926	1935-1939	1926	1935-1939	1930	June 17, 1947	July, 1914	June, 1914	1910	1938	1936-1939 = 1000	1936-1939 = 1000	1926-1930 = 1000	Dec. 1942 = 1000
1913.....	64.0	(a) 79.1	69.8	(b) 70.7	.....	(g) 100	(h) 100	(c) 100	112.5	(c) 81.4	.....	.....	748	(e) 618
1914.....	65.5	79.7	68.1	71.8	.....	(g) 203	.....	204	109.2	.....	.....	.....	1255	(e) 850
1918.....	127.4	115.6	131.3	107.3	.....	(i) 249	.....	224	172.3	.....	.....	.....	1536	(e) 1019
1920.....	155.9	145.4	154.4	143.0	.....	(i) 285	.....	200	231.2	.....	.....	.....	1428	(e) 1084
1921.....	110.0	129.9	97.6	127.7	.....	(i) 223	.....	(j) 157.9	144.5	.....	.....	.....	1194	(e) 952
1922.....	97.3	120.4	96.7	119.7	.....	(i) 188	.....	164	144.5	.....	.....	.....	1053	(e) 1010
1926.....	100.0	121.8	100.0	126.4	.....	(i) 172	.....	162	138.7	.....	.....	.....	994	(e) 1006
1929.....	96.4	120.5	96.7	122.6	.....	(i) 166	.....	161	135.8	.....	.....	.....	988	(e) 1004
1933.....	95.6	121.7	95.3	122.5	.....	(i) 164	.....	141.2	130.5	.....	.....	.....	904	(e) 795
1938.....	78.6	102.2	65.9	92.4	.....	(i) 140	.....	131	104.7	.....	.....	.....	1036	(e) 951
1939.....	75.4	101.5	77.1	99.4	.....	(i) 156	.....	137	117.4	.....	.....	.....	1029	(e) 990
1940.....	82.9	105.6	78.6	100.2	.....	(i) 158	.....	138	114.6	.....	.....	.....	1051	(e) 1035
1941.....	90.0	111.7	87.3	105.2	.....	(i) 184	.....	151	127.3	.....	.....	.....	1195	(e) 1073
1943.....	100.0	118.4	103.1	123.6	.....	(i) 199	.....	174	108.2	.....	.....	.....	1311	(e) 1002
1944.....	102.5	118.9	104.0	125.5	.....	(i) 201	.....	203	170.6	.....	.....	.....	1513	(e) 1003
1945.....	103.6	119.5	105.8	128.4	.....	(i) 209	.....	207	176.6	.....	.....	.....	1558	(e) 1004
1946.....	108.7	123.6	121.1	139.3	.....	(i) 203	.....	208	179.2	.....	.....	.....	1590	(e) 1008
1947.....	(j) 129.1	135.5	151.8	159.2	.....	(i) 203	.....	217	192.3	.....	.....	.....	1635	(e) 1039
1947—March.....	120.4	128.9	149.5	156.3	.....	(i) 204	.....	212	187.0	.....	.....	.....	1570	.....
April.....	122.9	130.6	147.7	156.1	.....	(i) 203	.....	213	188.2	.....	.....	.....	1594	.....
May.....	125.3	133.1	147.1	158.0	.....	(i) 203	.....	216	189.6	.....	.....	.....	1590	.....
June.....	127.8	134.9	147.6	157.1	.....	(i) 203	.....	217	191.5	.....	.....	.....	1612	.....
July.....	129.1	135.0	150.6	158.4	.....	(i) 203	.....	217	192.9	.....	.....	.....	1607	.....
August.....	130.8	136.6	153.6	160.3	.....	101	.....	217	192.9	.....	.....	.....	1617	.....
September.....	133.8	139.4	157.4	163.8	.....	100	.....	217	194.5	.....	.....	.....	1669	.....
October.....	139.3	142.2	158.5	169.8	.....	101	.....	218	196.1	.....	.....	.....	1712	.....
November.....	142.5	143.6	159.7	164.9	.....	101	.....	223	197.3	.....	.....	.....	1740	.....
December.....	143.5	146.0	168.2	167.0	.....	103	.....	223	198.0	.....	.....	.....	1773	.....
1948—January.....	146.9	148.3	165.7	168.8	.....	104	.....	224	199.0	.....	.....	.....	1603	.....
February.....	147.3	150.1	160.8	167.5	.....	100	.....	224	.....	.....	.....	.....	.....	.....
March.....	146.9	150.8	161.4	166.9	.....	100	.....	225	.....	.....	.....	.....	.....	.....
April.....	145.3	151.6	169.3	169.3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

(a) First of the month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1914-42 on base 1926-30 = 100. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Old series on base July, 1914 = 100. 1947 average is for first half of year. (j) Revised.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-MAY, 1947-1948†**

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>1948*</b>						
January.....	19†	19	12,595†	12,595	135,780	.17
February.....	8	15	1,863	11,082	140,945	.18
March.....	8	14	1,235	3,725	56,808	.07
April.....	11	16	2,090	4,491	49,396	.06
May.....	13	22	1,167	3,214	40,164	.05
Cumulative totals.....	59		18,950		423,093	.11
<b>1947</b>						
January.....	14†	14	3,293†	3,293	28,504	.04
February.....	13	21	29,449	32,552	198,214	.25
March.....	13	21	1,012	17,070	378,580	.49
April.....	23	29	3,113	17,988	365,687	.47
May.....	33	47	19,350	35,893	366,070	.47
Cumulative totals.....	96		56,217		1,337,055	.34

\* 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 DURING MAY, 1948 (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 May, 1948</b>				
<b>MINING—</b>				
Coal miners, Edmonton District, Alta.	11	500	5,000	Commenced January 13; for a new agreement providing for increased wages and other changes; un-terminated.
<b>MANUFACTURING—</b>				
<i>Textiles, Clothing, etc.—</i>				
Clothing factory workers, Granby and Roxton Pond, P.Q.	2	190	3,000	Commenced March 30; alleged discrimination in lay-off of workers; un-terminated.
Hosiery factory workers, Sherbrooke, P.Q.	1	450	8,000	Commenced April 5; alleged infraction of seniority rights following installation of new machines; un-terminated.
Work clothing and canvas products factory workers, Hull, P.Q.	1	161	3,000	Commenced April 8; for implementation of award of arbitration board providing for a union agreement with increased wages, union security, payment for statutory holidays, etc.; un-terminated.

**STRIKES AND LOCKOUTS IN CANADA DURING MAY, 1948 (1)—Con.**

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
<b>Strikes and Lockouts in Progress Prior to May, 1948—Con.</b>				
<b>MANUFACTURING—Con.</b>				
<i>Metal Products—</i>				
Metal factory workers, Dundas, Ont.	1	(3) 100	2,000	Commenced February 2; for a new agreement providing for increased wages; untermi- nated.
Costume jewelry factory workers, Toronto, Ont.	1	23	250	Commenced April 29; alleged discrimi- nation in lay-off of six workers; untermi- nated.
Bed and spring factory workers, Cornwall, Ont.	1	23	460	Commenced April 30; for a new agree- ment providing for increased wages and revisions in vacations with pay, etc.; terminated May 28; negotiations; compromise.
<b>CONSTRUCTION—</b>				
<i>Buildings and Structures—</i>				
Plasterers, Toronto, Ont.	9	100	1,200	Commenced April 1; for a new agreement providing for increased wages; untermi- nated.
Carpenters and labourers, Cornwall, Ont.	12	(4) 500	6,500	Commenced April 20; for union agree- ments providing for increased wages, reduced hours, vacations with pay, union security, etc.; terminated May 19; conciliation, civic and provincial; compromise.

**Strikes and Lockouts Commencing During May, 1948**

<b>MINING—</b>				
Coal miners, Stellarton, N.S.	1	80	80	Commenced May 3; protest against dismissal of one miner and suspension of another for loading dirty coal; termi- nated May 3; return of workers; in favour of employer.
<b>MANUFACTURING—</b>				
<i>Rubber and Its Products—</i>				
Tire factory workers, New Toronto, Ont.	1	129	129	Commenced May 20; protest against change in method of inspecting over- size tires; terminated May 21; return of workers; in favour of employer.
<i>Miscellaneous Wood Products—</i>				
Canoe factory workers, Fredericton, N.B.	1	54	1,300	Commenced May 1; for a union agree- ment providing for increased wages and other changes, following reference to conciliation board; untermi- nated.
<i>Metal Products—</i>				
Radio and tube factory workers, Leaside, Ont.	2	207	4,000	Commenced May 3; inter-union dispute re bargaining agency; untermi- nated.
Cannery equipment service workers, New Toronto, Ont.	1	24	70	Commenced May 27; for a union agree- ment providing for a greater increase in wages than recommended by conciliation board; untermi- nated.
Machinists and helpers, Hamilton, Ont.	1	150	300	Commenced May 28; against proposed revisions in basic wage schedules which would allegedly reduce wages for some classifications; untermi- nated.
<i>Non-Metallic Minerals, Chemicals, etc.—</i>				
Stone cutters and planemen, Toronto, Ont.	4	40	550	Commenced May 1; for a new agreement providing for increased wages, reduced hours, etc.; terminated May 20; nego- tiations; compromise.
Window glass and products workers, Windsor, Ont.	2	45	740	Commenced May 10; for a greater increase in wages than recommended by conciliation board in new agree- ment under negotiations; untermi- nated.



**STRIKES AND LOCKOUTS IN CANADA DURING MAY, 1948 (1)—Con.**

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
<b>Strikes and Lockouts Commencing During May, 1948—Con.</b>				
<b>CONSTRUCTION—</b>				
<i>Buildings and Structures—</i> Plumbers and apprentices, London, Ont.	9	110	1,400	Commenced May 3; for a new agreement providing for increased wages; terminated May 20; negotiations; compromise pending reference to provincial conciliation <i>re</i> greater increase.
Carpenters, Sault Ste. Marie, Ont.	18	(5) 150	1,200	Commenced May 6; for a new agreement providing for increased wages; terminated May 15; negotiations; compromise.
Painters, Regina, Sask.	7	73	50	Commenced May 6; for new agreements providing for increased wages; terminated May 6; negotiations; in favour of workers.
<b>SERVICE—</b>				
<i>Business and Personal—</i> Garage workers, Sydney, N.S.	9	70	900	Commenced May 17; for union shop clause in new agreement under negotiations; untermiated.
Laundry workers, Montreal, P.Q.	1	35	35	Commenced May 19; protesting alleged delay in signing report of arbitration board on wage increase in new agreement under negotiations; terminated May 20; return of workers pending acceptance of report; in favour of workers.

(1) Preliminary data based where possible on direct reports from parties concerned; in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 102 indirectly affected; (4) 800 indirectly affected; (5) 300 indirectly affected.

**H-Industrial Accidents**

**TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FIRST QUARTER OF 1948, 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, shafting, belts, etc.).....				2	1	1			1				5
Working machines.....	1	1				1							9
Hoisting apparatus (elevators, conveyors, etc.).....				2	1	1					1		5
Dangerous substances (steam, electricity, flames, explosions, etc.).....				5	12	4	3	3		1	4		32
Striking against or being struck by objects.....					4	1		1			1		7
Falling objects.....	3	23		18	11	1	1	1	1				60
Handling of objects.....					2								2
Tools.....													1
Moving trains, vehicles, watercraft, etc.....	3	8	7	2	5	5	3	34	4		7		78
Animals.....	1	2			2								5
Falls of persons.....	1	2	6	4	7	9		15		2	4		50
Other causes (industrial diseases, infections, lightning, cave-ins, etc.).....	1	2	1	22	10	8		7	1		5		57
Total, first quarter—1948.....	10	38	14	57	60	31	7	61	7	3	23		311
Total, first quarter—1947.....	12	49	4	36	60	27	6	86	12	1	19	2	314

**TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS IN CANADA AND THE PROVINCES DURING THE FIRST QUARTER OF 1948, BY INDUSTRIES**

INDUSTRY	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....		1	1	1	4	2			1		10
Logging.....			2	3	11	1	5	2	14		38
Fishing and Trapping.....		4							10		14
Mining, Non-ferrous Smelting and Quarrying.....		1		5	24	1		2	23		57
Manufacturing.....		3	1	9	32	2	1	3	9		60
Construction.....		2		9	10		1	2	7		31
Electricity, Gas, and Water Production and Supply.....			2	5							7
Transportation and Public Utilities.....		4	2	7	23	2	3	12	8		61
Trade.....		1		1	2			2	1		7
Finance.....				2		1					3
Service.....				5	9	1		2	6		23
Unclassified.....											
Total.....		16	8	47	115	10	11	25	79		311

## J-Pensions

**TABLE J-1.—OLD AGE PENSIONS**

Province	Number of Pensioners	Average monthly pension	*Percentage of pensioners to total population	*Percentage of persons 70 years of age or over to total population	*Percentage of pensioners to population 70 years of age or over	Dominion Government's contributions April 1, 1947 to March 31, 1948
						\$ cts
Alberta.....	13,792	29-69	1-68	3-63	46-28	3,466,114 21
British Columbia.....	21,621	29-54	2-07	5-31	39-03	5,171,017 31
Manitoba.....	15,026	29-71	2-02	4-39	46-09	3,727,392 10
New Brunswick.....	14,524	29-37	2-96	4-50	65-72	3,634,260 45
Nova Scotia.....	16,984	29-19	2-73	5-41	50-55	3,943,563 30
Ontario.....	70,765	29-71	1-69	5-24	32-27	17,999,870 26
Prince Edward Island.....	2,417	24-82	2-57	6-60	38-98	478,924 19
Quebec.....	59,204	29-08	1-59	3-33	47-86	14,714,436 55
Saskatchewan.....	14,806	29-60	1-76	3-84	45-84	3,836,980 15
Northwest Territories.....	19	29-21	0-16	1-52	10-38	5,830 75
Totals.....	229,158					56,978,389 27

\* Percentages based on the estimated population as at June 1, 1947—Dominion Bureau of Statistics.

**TABLE J-2.—PENSIONS FOR BLIND PERSONS**

Province	Number of pensioners	Average monthly pension	*Percentage of pensioners to total population	Dominion Government's contributions April 1, 1947 to March 31, 1948
				\$ cts.
Alberta.....	332	29-98	-040	81,255 50
British Columbia.....	460	29-67	-044	108,588 79
Manitoba.....	455	29-92	-061	114,974 51
New Brunswick.....	896	29-83	-182	217,407 30
Nova Scotia.....	805	29-59	-130	181,815 41
Ontario.....	1,814	29-83	-043	464,863 54
Prince Edward Island.....	126	27-91	-134	29,423 60
Quebec.....	3,178	29-69	-086	801,694 04
Saskatchewan.....	409	29-78	-049	107,611 31
North West Territories.....	1	30-00	-008	355 00
Totals.....	8,476			2,107,989 00

\* Percentages based on the estimated population as at June 1, 1947—Dominion Bureau of Statistics.

# THE LABOUR GAZETTE

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## The Labour Month in Brief

Employment conditions in Canada showed further improvement during June and July. Seasonal industries were making heavy demands upon the labour force, but the supply of workers was more adequate than last year, and employers were not unduly hampered by labour shortages.

The generally favourable situation with regard to labour supply was due partly to a great reduction in labour turnover, and to the addition of immigrants to the labour force. Replacement needs for summer help had been reduced by the growing practice of closing whole plants for vacation instead of hiring temporary workers. Furthermore the closing of schools for vacation released an estimated 125,000 students into the labour market.

The smooth functioning of the employment market was attributable to a large extent to the work of the National Employment Service. Employment offices began their search for suitable jobs for high school graduates months before the June graduation date. Immigration schemes were carried on in close co-operation with the Employment Service, with the object of bringing jobs and workers together with a minimum of delay.

### Employment

The number of unplaced applicants for jobs at National Employment Offices dropped steadily from 118,500 at June 24, 1948, to 106,000 at July 22. The midsummer total of job applicants was thus only about half the winter peak of slightly over 200,000, and was expected to decline further.

Buoyancy in employment conditions was indicated also in the Dominion Bureau of Statistics employment index (based on a survey of non-agricultural establishments usually employing more than 15 persons). According to a preliminary estimate, the index rose more than 5 points from May 1 to June 1, to stand at 191.7 (base 1926=

100), the highest figure on record for this date. At June 1, 1947, the index had stood at 184.5.

The number of unemployment insurance beneficiaries continued to decline. During June, 75,767 persons were paid benefit for 1,350,735 unemployed days; the comparable figures for May being 107,347 persons for 1,887,287 days, and for June, 1947, 62,221 persons for 1,122,849 days. At the winter peak, in March, 1948, 154,754 persons drew benefit for 3,364,791 days.

### Industrial Relations

The settlement of a dispute in the railroad industry, with the deadline for strike action only a few hours away, was the most important development in industrial relations. This settlement, the events leading up to which have been outlined in previous issues of the LABOUR GAZETTE, is described on pages 821 and 850 of this issue. The dispute in the inland shipping industry remained unsettled, and frequent outbursts of violence occurred.

In the country as a whole, the time loss due to strike activity, which has declined month by month since February, 1948, was again lower in June. For the first six months of this year, the number of strikes, the number of workers involved and the time loss in man-working days were all substantially below the figures for the same period last year, the time loss for 1948 being less than one-third of that in 1947. Preliminary figures for June, 1948, show 27 strikes and lockouts in existence, involving 3,765 workers, with a time loss of 35,055 man-working days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in June, 1948, was .04 per cent of the estimated working time, as compared with .05 per cent in May, 1948; .22 per cent in June, 1947; .09 per cent for the first six months of 1948; and .32 per cent for the first six months of 1947.



## Production

The stabilization of the labour force, accompanied by substantially peaceful labour-management relations, brought about further advances in industrial production. Industrial production during 1948 has been running at a progressively higher level than in 1947. The index of industrial production (1935-39=100) stood at 185·8 during April as against 177·4 last year. The increase in production, however, had not been sufficient to meet the strong demand for most goods and prices continued to rise.

## Cost of Living

The Dominion Bureau of Statistics cost-of-living index advanced from 154·3 for June 1 to 156·9 for July 2, 1948. A further sharp rise in the food index was supplemented by moderate increases in the clothing, home furnishings and services, fuel and light, and miscellaneous items indexes. The food series moved up from 193·9 to 201·3 due mainly to meats, potatoes and eggs. Clothing advanced from 174·8 to 175·4, home furnishings and services from 162·0 to 162·8, fuel and light from 124·3 to 124·5, and miscellaneous items from 122·7 to 123·1. The rental index was unchanged at 120·9.

From August, 1939 to July 2, 1948, the increase in the cost-of-living index was 55·7 per cent.

## Earnings

Statistics on hourly earnings in manufacturing indicated a rise from an average 86·6 cents an hour in January to 89·4 at May 1. At May 1, the index of real earnings (earnings computed in relation to the cost of living) stood at 102·8 (av. 1946=100) as against 102·4 at the beginning of the year.

## Foreign Trade

Continuing the shrinkage of the preceding five months from levels of a year earlier, Canada's adverse trade balance with the

United States dropped to \$28,700,000 in May, down 72 per cent from the record month's high of \$102,700,000 in May last year and also substantially below the figure of \$48,000,000 for April this year, according to trade figures released by the Dominion Bureau of Statistics. The May figure brought the adverse trade balance with the United States for the year to date to \$184,600,000 as compared with \$397,500,000 for the January-May period in 1947.

The sharp reduction in the debit balance with the United States in May was the joint result of a substantial decline in Canadian imports from that country and a gain of nearly equal dollar size in shipments to American customers. Imports dropped to \$145,000,000 compared with \$184,700,000 in May last year, and domestic exports to the United States rose to \$114,700,000 as against \$79,800,000. Foreign exports were slightly lower at \$1,600,000 compared with \$2,200,000.

Canada had a favourable trade balance (including foreign exports) with all countries of \$62,400,000 in May as compared with a trade deficit of \$11,600,000 in April and a credit balance of \$30,900,000 in May, 1947. Domestic exports of merchandise totalled \$282,300,000 in May compared with \$267,800,000 last year, while imports from all countries aggregated \$225,100,000 compared with \$240,300,000.

There was a favourable balance of trade with all countries during the five months ended May amounting to \$145,800,000 as compared with \$43,200,000 in the like period of 1947. Domestic exports in the five months aggregated \$1,166,600,000 compared with \$1,055,800,000 last year and foreign exports, \$16,300,000 compared with \$13,100,000; while imports increased slightly to \$1,037,100,000 against \$1,025,700,000.

Imports from the United Kingdom were valued at \$27,424,000 in May—a new post-war monthly high figure—as compared with \$24,600,000 in April and \$15,170,000 in May last year. In May, 1938, the value was \$11,930,000. For the five months ending May the aggregate was \$113,127,000 as against \$66,518,000 in the like period of 1947.

# NOTES OF CURRENT INTEREST

## **Government gratitude to Labour Minister on mediation of critical railway dispute**

At an extraordinary press conference on Wednesday, July 14, the Prime Minister, Rt. Hon. W. L. Mackenzie King in announcing that the threatened railway strike had been averted with the deadline only a few hours away, declared that "Canadians will never know what they have saved through the settlement of this dispute."

At the press conference the Prime Minister extended to the Minister of Labour, Hon. Humphrey Mitchell, the thanks of the Government for breaking a deadlock that "might have had a very serious effect on the critical world situation. We are all deeply indebted to Mr. Mitchell for the care and thought and ability which he had to put to work in the negotiations."

The Labour Minister, he said, had worked hard and he wished to thank him publicly on behalf of the Government. He wanted to express appreciation, too, of the attitude of both disputants in accepting the conciliation services of the Government.

This conciliation had been undertaken with a recognition of Canada's obligations to the world at this time. Apart from other considerations, Canada had to move large quantities of goods needed in other countries.

"I am sure," said the Prime Minister, "that most of us do not realize what this situation might have meant in the eyes of those contending with great difficulties in other parts of the world."

Mr. King said the Government follows the rule of trying to interfere as little as possible in disputes between private industry and its employees. But this case might have had world repercussions.

## **Final negotiations in railway dispute**

The final hours of the railway dispute found both the railway companies and the Railway Brotherhoods in a deadlock.

The original request was thirty-five cents per hour increase across the board.

The two Conciliation Boards which dealt with the wage demands had made majority and minority recommendations. The majority recommendation was seven cents per hour, retroactive to April 8, 1948, the effective date of the award of a freight rate increase by the Board of Transport Commissioners. The minority recommendation was twenty cents per hour, retroactive to

December 20, 1947, the effective date of the institution of the wage negotiations. The railway companies accepted the majority recommendation, but the trade unions did not accept even the minority recommendation. By direct negotiations between the parties the gap was reduced by the offer of ten cents per hour by the railway companies and twenty-eight cents per hour by the men.

The parties were invited to come to Ottawa and a series of meetings had been held since Friday, July 9.

After discussing the matter with the railway officials and reaching a tacit acquiescence, the Minister of Labour made a tentative suggestion of an increase of 15.5 cents per hour. This was done on Saturday, July 10 and the Chairmen of the unions were told to consider the matter and let the Minister have the answer on Monday, July 12 at 10 a.m.

On July 12 the answer was given by the representatives of the trade unions that the employees could not accept less than twenty-three cents per hour.

With the deadline for strike action expiring in a few hours, both parties were brought to agreement on the basis of a 17 cents an hour increase, retroactive to March 1, 1948, and the trade unions called off the strike scheduled for 6 a.m. of July 15.

## **New Dominion Labour Relations Legislation adopted**

The House of Commons on June 17 adopted Bill 195 providing for the investigation, conciliation and settlement of industrial disputes. The legislation will be known as The Industrial Relations and Disputes Investigation Act. This Act repeals the Industrial Disputes Investigation Act which was first passed in 1907 and it replaces the Wartime Labour Relations Regulations (P.C. 1003).

The new Act continues the fundamental principle of the IDI Act, the prohibition of a strike or lockout until conciliation has been tried, and if it fails, until the causes of the dispute have been investigated and a report made to the Minister of Labour. It incorporates, too, the principle of the Wartime Regulations, compulsory bargaining on the part of an employer when a majority of his employees are organized in a trade union.

Machinery is provided to determine questions arising out of this provision and to aid in negotiating agreements and settling disputes.

During third reading, the House of Commons dealt with certain amendments proposed by the House Standing Committee on Industrial Relations. The Committee had proposed that a check-off provision be included in the Act but the House rejected the amendment. The Committee had also proposed to amend the definition of "employee" to exclude all classes of confidential employees, but the House rejected this amendment and restricted such exclusions to employees engaged in a confidential capacity only "in matters relating to labour relations".

The House accepted an amendment proposed by the Committee which deleted a provision restricting the appearance of legal counsel before a Conciliation Board.

The House also accepted from the floor an amendment protecting the pension rights or benefits of employees involved in lockouts or stoppages of work taking place after the procedures for settlement of disputes had been satisfied.

The legislation was also amended on third reading to provide that the meaning of a "trade union" shall not include an employer-dominated organization.

The measure was adopted without change by the Senate.

An analytical article on this and preceding legislation will appear in a forthcoming issue of the **LABOUR GAZETTE**.

#### **Labour amendments to Canada Shipping Act**

The Canada Shipping Act has been amended in important particulars which will be more fully dealt with in a future issue of the **LABOUR GAZETTE**. Four International Labour Conventions adopted at the Seattle Conference in 1946 are to be given effect, and the Act implements a Convention revised in 1936 to raise the minimum age for employment at sea from 14 to 15. The four Conventions are those requiring the medical examination of seamen, the certification of able seamen, proper food and catering for crews, and the certification of ship's cooks.

The penalty of imprisonment for desertion or for being absent without leave in Canada is abolished, and desertion is declared not to include participation in a lawful strike after the ship has been brought to the Canadian terminal port. Procedure for disposing of property of deceased seamen is simplified. A seaman's dependents in case of his death by accident may now sue the ship for damages under the same conditions as an injured seaman may sue.

#### **Government arranges transportation in NES clearance service**

Discussing the mobility of labour in the House of Commons on June 25, the Hon. Humphrey Mitchell stated that "the arrangements in regard to providing transportation to move men to employment have not been cancelled, and have been in effect since early in 1947."

The Minister stated that the Government had done a great deal to take care of "pockets of unemployment," through "the clearance system of the National Employment Service." Where the placement necessitates a long journey, the Government may arrange transportation by one of two methods: either the employer is required to provide it on a refundable basis, or, if that is not possible, the Government furnishes it. "Many transfers were arranged where the companies paid the fare," Mr. Mitchell said. "For example, the Ontario Hydro moved a large number of men and a number of lumber companies advanced fares."

Replying to a question in the House of Commons on June 16, Mr. Coté, Parliamentary Assistant to the Minister of Labour, stated that a total of 7,740 workers in the Maritime provinces, 5,607 of whom were from Nova Scotia, had been transferred by the NES clearance service. "Some were transferred within the Maritime provinces, most to Ontario, but some to the provinces of Quebec, Alberta and British Columbia."

#### **Employment Service aided B.C. flood areas**

Hon. Humphrey Mitchell, Minister of Labour, stated recently that all facilities of the National Employment Service in British Columbia were made available to assist in the alleviation of hardship caused by the floods and in the rehabilitation of the devastated areas as the waters receded.

Mr. Mitchell stated that the Department of Labour and the Unemployment Insurance Commission were very concerned over the effects of B.C. flood disasters upon employment conditions among the workers of several industries.

From the reports received, the National Employment Service met the challenge of this emergency, both for the provision of working and rescue parties for flood areas as required, and taking care of those requiring aid and employment because of the damage done by the floods.



The Minister declared that the part played by the local National Employment Service office at New Westminster, B.C., was worthy of high praise. At the peak of the flood, for more than eleven days, this office remained open day and night as a transportation centre for flood fighters.

The men and women of the National Employment Service worked up to eighteen hours a day and expressed themselves as being very happy to be in a position to render this sorely needed public service.

Co-operating with the local radio station in New Westminster, the local Employment Office was able to obtain the necessary volunteer workers and distribute them to the points of emergency.

In spite of blocked roads and detours, an itinerant service to Abbotsford and Mission continued to operate throughout the emergency. An indication of the volume of work being handled at these points was obtained from the fact that since May 28, 220 new claims for unemployment insurance were made at Mission, while at Abbotsford, 37 new claims were reported since the emergency began.

In addition to the mounting claims arising out of the flood disaster, more than 3,000 claims were expected to be made as a result of possible shutdowns in logging camps on Vancouver Island due to fire hazard in the woods.

**Minimum wage decision in Manitoba** The recent ruling of a provincial conciliation Board inquiring into a wage dispute at a Brandon, Manitoba seed firm, states

that the employer must increase the starting pay of women employees to minimum wage levels and increase again after some length of time and maximum efficiency.

While minimum wage regulations in Manitoba say that the employer can pay less than the minimum where inexperienced workers require skill and training, Judge W. S. Lindal, chairman of the Board, points out that there is no definition of the meaning of "requiring skill and training" in the Manitoba Minimum Wage Regulations.

In its study of the problem, the Board found that three factors are necessary if less than the minimum wage is to be paid. These are: a certain amount of instruction must be given an employee during working hours; there must be evidence of damage caused by inexperienced workers necessitating a repetition of work; and the employee, after acquiring the necessary

skill, must have an increased value on the labour market.

The Board found that if all three or only one or two of these factors applied, then it might be said that the employee is engaged in "an occupation which requires skill and training" and that payment of less than the minimum was reasonable for some length of time. After due investigation, the Board ruled that none of the factors was applicable in this case and recommended that the minimum wage be paid.

**Retirement of Harry Hereford, M.B.E., Dept. of Labour Administrator**

The retirement of Mr. Harry Hereford, M.B.E., Director of Research and Statistics, Dominion Department of Labour, marks the severance from the Civil Service of Canada of one of its ablest administrators.

Appointed by the Civil Service Commission in 1918, Mr. Hereford joined the Department as General Superintendent, Maritime Employment Service. At that time the Employment Service had just begun to function and Mr. Hereford pioneered in a new field of government administration.

After a brief service as Industrial Engineer of the Department, Mr. Hereford was appointed as Registrar of the Combines Investigation Act. In 1930 he was appointed Dominion Commissioner of Unemployment Relief and during the critical years of the depression he administered this important division of the Department.

With the advent of the war and its unprecedented demands on the reorientation of the Department's functions, Mr. Hereford was appointed Controller of Manpower Records and later Special Assistant to the Deputy Minister, Chief Registrar for Canada and Director of Planning, National Selective Service.

In addition to his direct war duties in connection with the administration of National Selective Service, Mr. Hereford represented the Department on a number of important executive bodies. These duties included:—

Chairman of Sub-Committee on Demobilization (Priorities and Methods) of the General Advisory Committee on Demobilization and Rehabilitation; Secretary of the National Selective Service Advisory Board; Member of Technical Committee of the Dominion Bureau of Statistics on

Cost-of-Living Index; Member of Committee on Orders of Restriction and Detention under Defence of Canada Regulations; and Member of several other inter-departmental committees concerned with matters arising out of the war.

His administrative success in Departmental jurisdiction marked him for assignments in the broader field of international labour relationships.

In 1947, he served Canada in the following capacities:—

Government Delegate to the Industrial Committees of the International Labour Organization of the United Nations on Coal and Inland Transport, Geneva, May, 1947;

Government Representative, Commonwealth Conference on Social Welfare, London, England, May, 1947;

Adviser to Government Member on the Governing Body of the International Labour Organization, United Nations, Geneva, June, 1947;

Government Delegate to Thirtieth Session of the International Labour Organization, United Nations Conference, Geneva, June, 1947.

For his national services Mr. Hereford was appointed (June 3, 1943), a Member of the Most Excellent Order of the British Empire.

#### **Western farm workers for Ontario**

The annual movement of workers from the Prairie Provinces to assist in farm work in Ontario, including haying and harvesting, was announced by Hon. Humphrey Mitchell, Minister of Labour, on June 15.

About 2,500 farm workers are required to meet the demand this year, an increase of some 500 over last year.

The movement, lasting three weeks, is under the supervision of the National Employment Service in co-operation with the Provincial Directors of farm labour in each of the Prairie Provinces. On arrival at Toronto and Ottawa, the two central distribution points, the groups were met by farm labour Government officials who arranged for their transportation to the particular farmers who placed orders for them through local offices of the National Employment Service.

The workers from the Prairies will remain in Ontario during June, July and part of August. During the latter part of August, they will return to the West when

a reciprocal movement of Eastern workers to the Prairies will take place as required.

**Government to continue payment of annuities administration** A recent statement by the Deputy Minister of Labour, Dr. Arthur MacNamara, declared that the Dominion Government will continue to pay the administration costs of the Dominion Government Annuities Plan. The statement sought to correct contrary reports that have appeared in some newspapers.

The costs of about \$600,000 a year have been paid by the Government since the Annuities Act went into effect.

**Pat Conroy, Canadian labour leader, honoured** Recognition of Mr. Pat Conroy's "outstanding contribution to the enrichment of democratic life in Canada" was made by St. Francis Xavier University in conferring upon him the degree of Doctor of Laws (*honoris causa*) at a spring convocation.

The citation stated in part: "The story of his life as a labour organizer reflects the story of those who struggle for the divine heritage of the workers and a more Christian concept of economic society. The wage-earners of Canada recognized his worth and his achievements by electing him Secretary-Treasurer of the Canadian Congress of Labour in 1941. His zealous and unselfish leadership in this position during the past seven years has been a significant reason for the sane, steady growth of that democratic group activity, trade unionism, in Canada."

While attending a meeting of the Executive Council of the World's Federation of Trade Unions in Rome, earlier in the spring, Mr. Conroy was received in audience by His Holiness, Pope Pius XII.

**Court rules on delegation of jurisdiction** On June 12 the Supreme Court of Nova Scotia declared invalid the provisions of a Bill to authorize the delegation of jurisdiction from the Parliament of Canada to the Legislature of Nova Scotia and vice versa. The Bill was introduced by the Attorney General in the resumed Session of the Nova Scotia Legislature in August, 1947, with the statement that it was intended by the Government that only first reading should be given to the Bill in order to permit it to be referred to the Supreme Court in a test case.

The Bill provided that the Nova Scotia Government, by proclamation, could delegate to, and withdraw from, the Parliament of Canada authority to legislate in relation to any matter concerning employment in any industry or undertaking if such matter is, under the British North America Act, within the jurisdiction of the Provincial Legislature.

Conversely, if the Parliament of Canada delegated to the Legislature of the Province authority to make laws in relation to employment in any industry or undertaking when the subject matter was within the jurisdiction of the Parliament of Canada, the Governor in Council might, by proclamation, apply any or all of the provisions of a provincial Act to any such industry or undertaking.

Another section stipulated that if the Dominion Parliament delegated to the Provincial Legislature authority to make laws for the raising of a revenue for provincial purposes by imposing a retail sales tax, the Nova Scotia Government might impose a tax, of not more than three per cent of the retail price, in respect of any commodity to which the delegation of power extends.

The Nova Scotia Supreme Court held that the province cannot delegate its legislative powers to the Dominion and the Dominion cannot delegate its legislative powers to the province.

A summary of this judgment will be given in a forthcoming issue of the *LABOUR GAZETTE*.

**Maritime  
Labour  
Institute's  
course in  
labour  
relations**

Union delegates who attended the Maritime Labour Institute's annual school at Dalhousie University from April 26 to 28, voiced the opinion that the course was the best ever offered in the four-year history of the Institute. According to *Labour and Learning*, published by the Institute, about seventy persons were present—delegates from all the major unions in the Maritimes representing the Canadian Trades and Labour Congress as well as the Canadian Congress of Labour; miners and steelworkers from Cape Breton, paper mill workers from New Brunswick, shipyards workers from Halifax and representatives of many craft unions both from Nova Scotia and New Brunswick.

Hon. L. D. Currie, Minister of Labour for Nova Scotia, expressed his pleasure at seeing such a large group devoting them-

selves to improving their education and promised continued government co-operation in the work done by the Labour Institute.

For the hosts of the Labour School, Dalhousie University, Dr. A. E. Kerr, the President of the institution, also welcomed the delegates.

The introductory lecture was delivered by Professor Lorne Morgan, of the University of Toronto, who dealt with Canada's present economic crisis. Questions such as Canada's trade relations with Europe and the present dollar shortage, the abolition of economic controls and the reasons for the present inflation were explained. An address on social and economic conditions in Britain was given by Professor A. S. Mowat, of Dalhousie University.

The major part of the program was given over to trade union problems. The labour legislation which has been written on the statute books of most provinces during the last year was the subject of an address by Eugene Forsey, Research Director of the CCL from Ottawa. The Taft-Hartley Act in the United States was described by Glen Slaughter, a member of the Research Department of the AFL in Washington.

Social security was the subject of two other lectures. Col. H. S. Relph, of Unemployment Insurance Commission, in Ottawa, analysed the provisions for jobless workers, and answered many questions about the interpretation of the Unemployment Insurance Act, while Hon. James Thorn, the High Commissioner for New Zealand in Ottawa and a former Member of the New Zealand Labour Government, outlined the social security program of the Antipodes. His address also dealt with the economic conditions in his Dominion.

Many appeals for greater activity in labour education were made throughout the conference. The important part which the unions themselves should play by organizing active education committees was emphasized by A. Andras, the Educational Director of the CCL. He endorsed the program of the Maritime Labour Institute which makes available the resources of a large university to the trade union movement. In the discussion valuable suggestions were made for expanding the Institute's activities. The annual conference, it was felt, should be a keystone in an educational program that should extend over the whole year and should have its centre in each union.



**Displaced persons not involved in brawl**

Contrary to press reports, Displaced Persons were not in any way involved in the recent lumber camp brawl at Hornepayne, Arthur MacNamara,

Deputy Minister of Labour, stated recently. The Deputy Minister based his statement on a report made by a Departmental investigator on June 18.

The report in part reads as follows:—

The Displaced Persons in their bunkhouses, heard the fracas and began to think that they might be attacked at any moment, but the foreman of the camp told them that they were in no danger and to remain where they were, which order they obeyed. Therefore, the newspaper reports of the bush workers clashing with Displaced Persons is entirely false.

**Canada's coal resources**

*The Story of Canada's Coal* is the title of a brochure issued recently by The Canadian Coal Operators' Association. It was

prepared by the Secretary of the Association, Mr. C. Gerow, M.B.E., M.E.I.C., who, for a quarter of a century, has been connected with the mining, distribution and use of coal in Canada.

The brochure first of all describes, in non-technical, narrative form, the origin and distribution of coal throughout the world and its importance in the development of industry and commerce. Its discovery and utilization in Canada from the time of earliest explorers to the present is set forth clearly, followed by sections that deal with Canada's coal requirements, the actual and potential supplies and the future of the coal mining industry in Canada. A map of Canada, prepared by the Mines and Geology Branch, of the Department of Mines and Resources, is included and shows graphically, the extent of the several classes and groups of coal that are found in Canada.

**Canadian combines for United States harvest**

There is a decreased demand for Canadian combines to assist in grain harvesting in the United States, and it does not appear that any Canadian

machines will cross the border before July 1, it was announced recently by Arthur MacNamara, Deputy Minister of Labour.

The movement of Canadian combines from the Prairie Provinces into the United

States had in past years begun in the latter part of May. This year, however, the movement was postponed until June 25 because of poor crop conditions in the Southern United States and an increase in the number of American combines available for harvesting there.

Although harvesting is now in full swing in the Southern States, the supply of American combines is proving sufficient and a report from the United States Employment Service to the Department of Labour on June 24, resulted in further postponement of the movement.

Although recent rain in many of the Southern States has improved the yield of grain crops considerably, production will not equal last year in many States. In North Dakota and Montana, however, excellent crops are anticipated, exceeding 1947 yields and the United States Employment Service reports that these States may need some Canadian combines.

The first request for Canadian combines was received on July 2 and other orders are expected to follow.

**AFL and CIO disagree on world labour body**

A recent exchange of correspondence between the American Federation of Labour and the Congress of Industrial Organizations on the subject of labour unity found the two organizations in disagreement on the issue of membership in the World Federation of Trade Unions, according to the *New York Times*.

Mr. Matthew Woll, chairman of the AFL International Relations Committee, urged the CIO in a letter to sever its ties with the WFTU, and expressed the hope that the AFL and the CIO would soon merge in a single organization free of Communist influence and dedicated to the promotion of democracy throughout the world.

In reply, Mr. Philip Murray, President of the CIO, regretted that the AFL had not seen fit to join the WFTU as a means of strengthening the position of "the free trade unions espousing a democratic position within that organization." Such action would have contributed to unity of action on the part of the American labour movement.

Mr. Woll answered that it was impossible for "free trade unions" to co-operate with the "state-controlled unions of Soviet Russia and its satellites." He asserted that through "artificially inflated and regimented" memberships, the Communist elements in the WFTU had established a

majority that could not be successfully challenged by any combination of democratic unions, even if the AFL did join.

Unsuccessful talks on labour unity had earlier taken place between the AFL and the CIO in May, 1947 (L.G., May, 1947, p. 636).

**Meeting  
manpower  
shortages  
in U.S.A.**

The New York *Journal of Commerce*, offers the following advice to employers likely to suffer labour shortages through the draft, stepping up of the aircraft industry, etc.

1. Make a survey of jobs that can be taken over by women or by over-age workers.
2. Begin vigorous recruitment of women, using advertising, etc., to bring back wartime workers.
3. Give preference in hiring to war veterans and youths with physical disabilities in the 19 to 25 year brackets. Such groups would probably be exempt from the draft.
4. Study the wage scale, particularly in the critical skills. When labour piracy breaks out, a subnormal wage scale can quickly boost turnover and cut production.
5. Give thought to the possibility of offering overtime. This would increase labour costs, owing to premium pay for overtime. But defence plants, which often offer overtime, may set the pace for civilian industries.
6. Reduce turnover by improved grievance procedures, better induction and exit interview procedure.
7. Begin to curb absenteeism through a program which makes full use of trained foremanship and the disciplinary procedure.

**United States  
court upholds  
"overtime-on-  
overtime"**

Moving a step nearer to deciding a long-standing controversy over the so-called issue of "overtime-on-overtime pay", the United States Supreme Court, in a majority decision ruled recently in favour of the claim to such pay brought by longshoremen employed by two New York stevedoring companies. It is stated by the New York *Times* and the *Herald-Tribune* that this decision does not close the case, however, since the court has sent it back to the United States District Court for the Southern district of New

York for determination of the method of computing the overtime amounts due to the employees involved.

The majority decision denied that the claims in the case under review represented overtime-on-overtime, but described them as overtime on premium pay for work performed at inconvenient hours. The effect of the ruling is reported as allowing the workers involved, who receive regular pay at time and one-half for night and week-end work, to be paid for work over 40 hours a week at rates 50 per cent above the time and one-half schedule.

The whole controversy is said to have stemmed from the fact that the United States Fair Labour Standards Act, which requires pay in excess of 40 hours a week at a rate not less than one and one-half times the "regular rates", does not define the regular rate, and the courts have had to decide on a case to case basis.

The minority opinion of the court claimed that "the present decision is heedless of a long-standing and socially desirable collective agreement and is calculated to foster disputes. . . ." It asserted further, that the purpose of the extra pay for work at night and on week-ends was not to compensate for work at inconvenient hours, but to discourage employers from having work done at that time.

In addition to similar disputes against other stevedoring firms, it is expected that the decision will lead to further suits in several other industries.

Despite the Taft-Hartley U.S. Supreme Court rules on expenditures for political Taft-Hartley purposes, the Supreme political curbs Court of the United States, in a unanimous decision has ruled that unions through their press may legally take part in political activity.

The New York *Times* and *Herald-Tribune* of June 22 quoted the written opinion of the Court as saying that "explicit words" would be required "in an Act to convince us that Congress intended to bar a trade journal, a house organ or a newspaper published by a corporation from expressing views on candidates on political proposals in the regular course of publication." However, the Court emphasized that it was not ruling on the constitutionality of the clause in the law which prohibits unions, as well as corporations, from making political contributions or expenditures.

At the same time, the high court refused to review a lower court ruling made last



April, which upheld the constitutionality of the Taft-Hartley non-Communist affidavit provision, as well as its registration and filing clauses.

**Minimum wage for New York cleaning industry**

A Minimum Wage Order for women and for persons under 21 employed in the cleaning and dyeing industry in New York State was issued last October.

The Order establishes a minimum of \$17.25 to be paid for each week during which a full-time employee is required to be on the premises for 30 hours or less. A full-time employee is defined as one who normally works at least 24 hours in a week.

The basic work-week is 40 hours, and for any longer hours the minimum hourly rate is 86 cents. This is also the minimum hourly rate on any day in which there is a split shift.

Certain exceptions are permitted to the minimum weekly wage and in these cases a minimum of 57½ cents an hour must be paid. The exceptions include an inexperienced employee during the first week of work, an employee voluntarily absent from work during any week, any person under 21 whose hours are limited by law to less than 30 in a week, any week during which the whole plant is closed down for more than six hours on account of a legal holiday or of any act that is not the fault of the employer.

Part-time employees who normally work less than 24 hours in a week must be paid the 57½ cent rate. There is no learning or apprenticeship period, but any woman or person under 21 whose earning capacity has been impaired may be paid less than the minimum if the employer obtains a special licence from the authorities. Piece-rates must yield to every worker not less than the minimum for equivalent time.

Every employee requested by the employer to report for duty must be paid for at least four hours, unless he refuses to, or does not, work the whole four hours when work is available. Exempted from this latter provision are delivery boys who are required to attend school on any work-day, but these boys must be paid not less than 57½ cents an hour except on the first day of employment.

Any worker required to travel from one establishment to another during the work-day must be paid for travel time at the same rate as working time and must be reimbursed for car-fare.

The Order applies to the cleaning and dyeing industry, including soliciting, collect-

ing and distributing, at retail or wholesale, of cleaning, dyeing and pressing services, all office, clerical, packing or other occupations (including plant maintenance) incidental or related to cleaning and dyeing services. The Order does not apply to the manufacture of new materials or second-hand materials being processed for resale.

**Time-tested employee-benefit plan of Edison Consolidated**

Medical care comprises the core of the employee-benefit plan of the Consolidated Edison Company of New York, according to an article in the May issue of *Monthly Labour Review*.

This plan, which was initiated 57 years ago, is sponsored partly by the employer and partly by the employer and employees jointly. In recent years, it has come within the collective bargaining agreement. Health and medical care, sick pay, weekly cash sick benefits, group life insurance, and retirement benefits are provided under the plan.

During 1947, operation of the company's medical department cost approximately \$1,100,000. The company bore 65 per cent of the cost of the cash disability benefits and the medical care program. The difference was paid by the contributions of employees to the mutual aid sick benefit fund. The group life insurance is also jointly financed. The retirement system is financed entirely by the company.

The Consolidated Edison Company employs 29,000 workers, about 10 per cent of whom are women. Currently, it has an agreement with the Utility Workers' Union of America (CIO). About 26,000 workers are represented in the bargaining unit. The present collective agreement, like all previous ones, provides that "for the duration of this contract but without commitment or liability thereafter," the company "will continue in force substantially its present system and provisions for the welfare of employees, including group insurance, medical service, sickness allowances, mutual aid benefits." The company states that the employees consider the benefits an integral part of terms and conditions of employment.

The union does not actively participate in direction of the medical care program, the administration of which is entrusted to the company's medical department. It has not been determined whether complaints regarding the benefit program are within the scope of union grievance procedure, although the union maintains any such complaint can be processed as a grievance.



**New contract between UMWA and coal operators**

A new contract was signed on June 25 between John L. Lewis of the United Mine Workers of America and the Commercial Coal Operators. Increases of 12½ cents an hour are granted

the soft coal miners, the operators' royalty to the union welfare fund is raised from 10 to 20 cents per ton of coal mined, and the other terms of the former contract are continued, including the union shop clause. Press reports indicate that taking the royalty increase into account, the miner's total gain is 20½ cents an hour. The new contract covers approximately 360,000 workers.

The "captive" mine operators, representing steel interests, refused to sign the contract, claiming that it violates the Taft-Hartley law's section on union shop elections. Affected are over 40,000 mine workers.

An important action following the signing of the coal contract was the activation of the 1947 welfare fund for immediate relief payment to families in distress and for pension benefits.

**U.S. Dept. of Labour sponsors safety conference**

Sponsored by the United States Department of Labour, a National Conference on Industrial Safety will be held in Washington on September 27, 28 and 29, 1948. The conference

was requested by President Truman who called attention to "the human suffering and economic waste resulting from on-the-job injuries and deaths."

It is asserted by *Labour Information Bulletin* published by the Labour Department at Washington, that "one worker is injured every 16 seconds of a 24-hour work day; one worker is killed or permanently crippled every four minutes; the cost to both management and labour in 1947 (in the U.S.A.) was \$3,750,000,000 with wage losses amounting to \$1,500,000,000."

The conference, at the suggestion of the President, will give special attention to the problems of the smaller firms, "because it is in these establishments, which are not reached by organized safety programs, that 70 per cent of the injuries occur."

**Child labour standards in U.S.A.**

Higher child labour standards have been made effective in the States of Kentucky and Virginia by 1948 legislation. Both

States fix a minimum age of 16 for any work during school hours and limits hours

in employment for those under 18 to 8 hours in a day, 40 hours in a week, and 6 days in a week. Kentucky fixes a minimum of 18 years for hazardous occupations and 16 for work at any time in manufacturing or mechanical establishments.

**ILO compares wartime living costs**

According to an analysis prepared and published by the International Labour Office recently, prices throughout most of the world rose more gradually

after the start of the second World War than after the start of the first World War.

In 15 of 21 countries studied, the index of food, clothing and other basic household expenses rose more sharply from 1914 to 1921, than between the years 1939 and 1948.

Using 1939—the beginning of the second World War—as one base year, and 1914—the beginning of the first World War as the other base year, the ILO survey showed the comparative price situation approximately three years after each war.

It is stated that "in Canada, living costs at the end of March, 1948, were 49 per cent above those in 1939. In 1920, prices were up 90 per cent over the start of the first World War. This figure fell to 52 per cent during the 1921 recession."

In the United States, "the cost of living at the end of February, 1948, was 69 per cent above the 1939 index. In 1920, a 100 per cent rise had been registered over 1914, but this figure dropped to 78 per cent in the recession year, 1921."

**Scandinavian joint production committees**

Joint production committees have been organized in Norway, Sweden and Denmark, according to recent issues of the *International Labour Review*.

The committees are advisory only and do not deal with collective agreements or wage issues.

In December, 1945, an agreement covering production committees in industrial and handicraft establishments was concluded between the Norwegian Confederation of Trade Unions and the Norwegian Employers' Federation. The committees are advisory in economic and technical matters and have supervisory powers in regard to safety, health, and vocational training of workers.

In Sweden, two agreements setting up company councils were concluded in August, 1946, between the Federation of Employers and the Confederation of Trade Unions, and the Federation of Employers with the Organization of Salaried Employees. To be organized at either the employer's or workers' request, the company councils are intended to promote production and improve working conditions. The company must provide information on markets, new products and the economic conditions of the firm. Any considerable restriction of production or rehiring of workers is to be considered by the company council.

An agreement between the Danish Employers' Confederation and the Confederation of Danish Trade Unions establishing works committees in industrial or commercial firms, came into force in September, 1947. A works committee deals with matters of welfare, health, safety, stability of employment and other conditions of work and may also suggest means of improving production. To interest the workers, the employer is required to give the committee all information on economic conditions of the firm, if such information is important for production or sales.

**WFTU  
executive  
convenes  
in Rome**

The Executive Committee of the World Federation of Trade Unions met in Rome, Italy, from May 1 to May 10, 1948. The Canadian representative at the conference was Mr. Pat Conroy, Secretary-Treasurer of the Canadian Congress of Labour.

In a preliminary survey of the proceedings of the Committee, published in *The Canadian Unionist*, Mr. Conroy stated that the WFTU "is at present endeavouring to evolve a trade union structure competent to deal with the many problems confronting the workers in all countries." He was of the opinion that once the function and character of trade unions has been defined in a manner acceptable to the membership of the Federation (which is drawn from some 55 countries of varied social, political and economic background), "then all trade union centres can proceed to work out a common objective in the sense of improving physical conditions that affect the lives of all men and women working for a

livelihood, regardless of the nation from which they come."

Referring to the discussions which took place at the meeting in Rome, Mr. Conroy said that many of them "emanated from political convictions and had a tendency to suggest that the WFTU is only a sounding-board for political propaganda; also that, in some way or other, it is directed by certain national members of the Federation, and has nothing to do with the elementary functions of a trade union centre."

The question of equal pay for equal work for men and women aroused much discussion, as did also the relationship between the WFTU and the ILO, Mr. Conroy said. "While there was unanimity on the principle of equal pay for equal work, it appears that some newly created governments are putting a premium on the employment of married women, not only with a view to harnessing all available labour to rebuild war-torn countries, but also encouraging the employment of women as a matter of policy." On this question Mr. Conroy found himself at odds with the delegates from new economies, inasmuch as he had stressed the point that Canadian trade unionists had worked "to abolish the exploitation of supplementary labour such as that of married women." He had pointed out to the conference that Canadian unionists were striving "to extract sufficient social value from each industry to give each man an adequate income to maintain his wife and family."

Turning to the matter of the relationship of the Federation to the United Nations Economic and Social Council and the International Labour Organization, Mr. Conroy said that there had been some criticism to the effect that these bodies had been non-co-operative in certain instances. He asserted that "one of the faults of the Federation, being a youthful body, is that it has attempted to find the solutions to its problems by the comparatively easy way of condemning and denouncing those who may on principle disagree with the WFTU. I stated in Rome," he said, that "if the purpose of the Federation is to be accepted as a body with prestige and dignity, then it is important that the nations comprising the Federation close their ranks, abandon the idea of the WFTU as a political instrument and settle down to a sober analysis of trade union problems."

# PRICES COMMITTEE REPORT FAVOURS SELECTIVE MEASURES OF CONTROL

*In its report to Parliament the Special Committee on Prices recommended a number of steps which it submitted for Government "consideration".*

*The Committee traced the causes of price increases, and suggested that a commission be appointed to continue the work of investigating price structures.*

Following two days of debate, the House of Commons, on June 28, adopted the report of the Special Committee on Prices, the major recommendations of which were that the Government "consider":—

Whether the time has not come to remove the special excise taxes on commodities in common use in Canada.

Reimposition of certain—but not "a system of overall"—price controls and some measure of temporary subsidy "in cases where it is clearly shown that hardship would otherwise ensue".

Removal of import restrictions on certain fruits and vegetables.

Revision of rent controls "with a view to removing the causes of individual cases of hardship".

Special taxation of unreasonable profits.

The Canadian supply situation and "the proper balance to be maintained between the interests of both producers and consumers" before removing export embargoes on food products.

Immediate appointment of a commission, under the Public Enquiries Act, to continue the work of the Committee.

## Functions of Committee

The Special Committee on prices was appointed by a Resolution of the House of Commons, February 10, 1948. (L.G., March, 1948, p. 137.) By its terms of reference it was to examine and report from time to time as to:—

- (a) The causes of the recent rise in the cost of living;
- (b) prices which have been raised above levels justified by increased costs;
- (c) rises in prices due to the acquiring, accumulating or withholding from sale by any persons, firms or corporations of any goods beyond amounts reasonably required for the ordinary purposes of their businesses.

The Committee pointed out early in the report that it was purely a fact-finding

committee, whose purpose it was to "make clear, as far as possible, the real circumstances governing the present situation", and had no power to fix, reduce, or halt rising prices. The Committee expressed the opinion, however, that the fact of its existence and its power to subpoena witnesses to give an accounting of their business transactions "has had a salutary restraining effect on unjustifiable price increases". On this point the report observed:—

Where the facts disclosed seeming wrong-doing they were brought to the attention of the proper authorities. Certain prosecution followed in accordance with existing legislation . . .

In searching out, in accordance with its terms of reference, instances in which "prices had been raised above levels justified by increased costs", the Committee discovered a number of cases where, during the past eight months, individuals and companies had made profits which were considerably higher than those usually considered warranted. In these cases special circumstances such as restricted supplies, increases in external prices or exceptionally heavy demands made such profits possible. Where it was clear that advantage was taken of these conditions to obtain abnormally large profits, the Committee referred the evidence in these cases to the Wartime Prices and Trade Board. As a result, 12 prosecutions concerning butter were undertaken under the "just and reasonable" clause and other provisions of the Board's regulations. In 3 cases convictions have been registered. Prosecutions have also been authorized in 5 cases concerning fruits and vegetables.

During its 77 public sittings the Committee examined representatives from the following food groups and industries:—

Butter  
Meat  
Bread  
Fruits and Vegetables  
Primary Textiles.



## Causes of Price Rises

The most important causes of the recent rise in the cost of living in Canada, the Committee found, were the rise of external prices—the single most important factor, increased costs of production, and the expansion of purchasing power.

The fact that foreign trade constitutes so large a part of Canada's total economic activity makes price levels in this country particularly sensitive to price changes in the world market. The Canadian price level has been forced to rise because of the vigorous upward pressure of external prices, which, in the present rehabilitation period with its world-wide shortages, have advanced continuously and in some cases with extreme rapidity.

At the same time the costs of production, wholesaling, and retailing have also risen. At each step in the merchandising system these increased cost elements have tended to increase the ultimate price.

The degree of influence upon prices of enlarged purchasing power is difficult to determine. That it does influence their level is admitted. Purchasing power in Canada, as indicated by "personal disposable income", has increased two and one-half times since 1939.

## Corrective Measures Suggested

**Easing of Import Restrictions.**—In referring to the removal of import restrictions, the report stated:—

The Committee recognizes that the exchange conservation program which has been approved by Parliament is both unavoidable and necessary. However, the Committee feels that in so far as this program creates a situation in which the scarcity of certain essential foods—a scarcity which can be and has been exploited by certain handlers of these commodities in such a way as to bring hardship to consumers—the Government should give consideration to removing or relaxing provisions of the program which affect these commodities.

**Taxation of Profits.**—In reference to price rises, the Committee recommended that the Government should "give consideration to the desirability and practicability of restricting price rises by special taxation of unreasonable profits". This was followed by the proposal:—

That the Government consider including in the terms of incorporation of businesses under the Companies Act a provision for the institution of a uniform system of business accounting . . .

The Committee noted from the evidence presented before it that there now exists a wide variation in business accounting practices. In some cases this evidence has shown that excessive profits can be concealed by accounting practices such as the manipulating of inventory values, the adjusting of replacement costs, and so on.

**Checking Inventory Reserves.**—A further recommendation was:—

That the Government give immediate consideration to amending the Companies Act to provide for a more complete disclosure of information about inventory reserves deducted in determining profits.

Your Committee recommends further that the Government consider in conjunction with the provinces a general revision of the disclosure now required by the various Companies Acts in annual financial statements of companies and of the provisions respecting the availability of such information to the public.

**Solution—Increased Production.**—The Committee emphasized the fact that "increased production at home and abroad is the only permanent solution to the problem of high prices", saying:—

The present shortage of commodities is world-wide, forcing world prices to high levels, which in turn are forcing Canadian prices upward.

Since the war, industry in Canada has been making commendable efforts to relieve these shortages. The great amount of goods that Canada is contributing to the total world supply will aid substantially in relieving the present pressure on world prices, and in turn, will ease inflationary pressures in Canada.

**Overall Controls Not Favoured.**—In expressing the opinion that it did not feel that the interests of Canadian consumers would be safeguarded by a system of "overall" price and related controls, the Committee stated:—

The experience of other countries in trying to maintain a system of overall price and related controls shows clearly that the cost of subsidies alone—not to speak of the heavy expenditures required to maintain the administrative machinery needed to administer and enforce controls—is prohibitive. Canada cannot maintain its position as a great world trader and, at the same time, insulate completely the Canadian economy from world-wide economic fluctuations. Nevertheless, the Committee feels that in the process of changing from a controlled war-time economy to one based on a desirable degree of freedom every effort should be made to avoid as much as possible disturbance to the Canadian economy and to keep to a minimum any hardship for the Canadian people resulting from inflationary tendencies in prices.

On the subject of excise taxes, the Committee stated, in part:—

Parliament approved these taxes as a part of the exchange conservation program. They were not intended for revenue purposes but for the furtherance of the Government's general program for the conservation of United States dollars and should not be continued beyond the period required for that purpose.

### **Extension of Combines Investigation.—**

The Committee expressed itself as impressed with the importance of the activities of the Combines Investigation Commissioner in preventing certain practices which tend to increase prices to exorbitant levels, and in creating conditions which lead to that free competitive action which should regulate prices in the consumer interest. At the same time the Committee feels that the funds which it has been the practice to place at the disposal of the Commissioner are not now sufficient for the work which should be done.

**Checking Abuses.**—In proposing that the Government amend the regulations of the appropriate legislation, if necessary, so that immediate specific action can be taken wherever the evidence disclosed flagrant cases of profiteering at the consumer's expense, the Committee stated:—

While recognizing that it is difficult to establish a hard and fast formula that can be universally applied, the Committee is convinced that there are cases of abuses where the public interest is so clearly being disregarded that action should be taken against the offenders.

A further proposal of the Committee was that the Dominion Bureau of Statistics should be instructed to publish periodically an analysis showing "the way in which the consumer's dollar is divided among the various elements which enter into the price of basic commodities"; and figures showing total sales, operating income and net profits for each of the principal industries.

**Constitutional Difficulties.**—In referring to the possibility that, in the long run,

the Federal Government might be faced with constitutional difficulties in regard to its operations in the field of prices, the Committee stated:—

This is clearly a matter in which, within the Canadian federal structure, responsibility normally rests with the provincial governments, although the Federal Government, under wartime emergency conditions, was compelled to take action in this field.

The Committee is therefore forced to the conclusion that the solution of the problem of the adequate protection of the Canadian consumer will require the co-operation of the provincial governments with the Federal Government by taking the measures required in meeting their responsibilities.

**Royal Commission appointed.**—Action has already been taken on the recommendation that a commission be appointed to continue the work initiated by the Committee. On July 8, a three-man Commission was appointed, under the chairmanship of Professor C. A. Curtis, of the Department of Economics, Queen's University. The other two members are Mr. H. C. Bois, Secretary-Manager of Co-operative Fédérée de Quebec, Montreal, and Mrs. T. W. Sutherland, of Parksville, B.C., who for a number of years took an active part in women's organizations in the Prairie Provinces. The Commission will report to the Government from time to time "as may seem advisable", but its final report must be presented not later than the opening of the next session of the Dominion Parliament.

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## **CANADIAN MANUFACTURERS STUDY EMPLOYER-EMPLOYEE RELATIONS**

*Awareness of the growing necessity for establishing and maintaining co-operative relationships between management and labour characterized discussions at the annual general meeting of the Canadian Manufacturers' Association. Major issues discussed by the panel on Employer-Employee Relations included: International Labour Trends; Analysis of Wages; Employment of Older Workers; Labour Legislation; and "New Frontiers" in Labour Relations.*

More than 2,000 manufacturers from all parts of Canada attended the 77th annual general meeting of the Canadian Manufacturers' Association in the Royal York Hotel, Toronto, May 26 to 28, 1948.

The Association has a current membership of 6,268, the highest in its history and a net gain of 293 within the past year. It was announced officially at the meeting that the number of people employed in



manufacturing in Canada during 1947 was estimated at 1,100,000. This is an increase of ten per cent over the 1946 figure and 66 per cent over the 1939 figure.

In his review of "the march of events and circumstances as it has affected our national production", President R. C. Berkinshaw, C.B.E., declared that, in his opinion, "two factors of influence, the danger of inflation and the menace of Communism", constitute "a challenge to the very purpose of our patriotism, to our capacity for co-operation and to our resolve to maintain the free institutions of a democratic nation." At the same time he counselled against "losing our sense of perspective" in the face of the significant changes that have occurred in world conditions during the past year.

To check the trend toward inflation, Mr. Berkinshaw urged the exercise of self-denial, "voluntary or compulsory," in the purchase and use of scarce commodities and, in the second place, the adoption of measures to maintain and increase the supply of civilian goods and services. In addition, he proposed that management and labour "work together in combating potential danger, which if unmet and unchallenged might well result in consequences so serious as to be catastrophic."

## Employer-Employee Relations

### International Labour Trends

The panel on "employer-employee relations," under the chairmanship of C. B. C. Scott of Toronto, was addressed by Harry Taylor on "International Labour Trends and their Impact on Canadian Industrial Relations." He pointed out that "governments, business and people generally are becoming more internationally minded", because we are beginning to realize the impact of international relations on the Canadian economy and that "certain of the present world trends may constitute a serious challenge to our economic system."

Continuing, Mr. Taylor said: "Canadians are finding that propaganda with its slanted opinions is being released in great volumes, so much so, most of us find it difficult to separate the facts from this propaganda. We find it difficult to recognize those things which may undermine our system and, in many cases when we do recognize them we find it difficult to adjust ourselves to the type of thinking and action which appears necessary to effectively

Turning to the danger of Communism which he described as "a danger that is real and not apparent, a danger that threatens the very pattern of our way of life and that imperils the very foundations of our free democracy," Mr. Berkinshaw declared that "all organizations, interests and individuals which have the national welfare at heart", should "undertake the task of 'selling' the institution of free or individual enterprise to the Canadian people." He pointed out that the CMA's Education Department was charged to do its share in this task, and declared that industrialists generally "must endeavour by all feasible and practicable means, to keep their relationships with labour on the highest possible plane of understanding and co-operation; to correct conditions or to eliminate factors which make for discontent and dissatisfaction through fair and reasonable dealing; to create a spirit of confidence, of mutual trust and respect."

Following the first plenary session, the convention divided into nine panels for the study and discussion of the following subjects: employer-employee relations; tariffs and controls; industrial and scientific research; education and public relations; transportation; world trade and finance; insurance; legislation and taxation; and fire protection.

meet this challenge. Somehow we must learn to overcome these difficulties because we cannot afford to ignore these world trends. We must recognize that post-war international machinery has been set up to deal with a great variety of problems on the international level. We must also recognize that international organizations which are a part of this machinery will accelerate the impact of some of these trends on our Canadian economy, including our industrial relations."

After reviewing some of his experiences at international conferences during which he gained the impression that "the present world trend was away from Communism, in spite of the creeping paralysis with which several countries of Europe have been stricken," Mr. Taylor pointed out that "it is significant that one of the first acts of governments of liberated countries was to re-establish employers' associations and free trade union movements. This was done between July, 1944, and September, 1944, in France, Belgium and Luxembourg. It was followed in Norway



and Denmark as soon as those countries were liberated.

"A very different situation existed in those countries which had lost these rights before the war under the totalitarian government then in power. In these countries, such as Czechoslovakia and Poland, the trade union movement was reconstituted but on a single unified basis. This followed in part the pattern of powerful, single, control organizations similar to those of the United Kingdom and the Scandinavian countries."

On the other hand, "in Canada, for the most part, a collective agreement means an agreement between an employer and his employees through the union, but in Europe most collective agreements are collective as to employers as well as employees and usually are negotiated by unified central organizations. In many cases, the agreements go beyond what we call industry bargaining, although they frequently pass through the industry stage of their development. These unified central organizations of trade unions have virtually forced the formation of employer federations and confederations, if for no other reason than self-preservation. Under these centralized organizations, union locals, as we term them, and individual employers lose their individual identity and must accept the conditions imposed upon them by the central organization. . . ."

"The World Federation of Trade Unions which has as members most of the trade unions of the world and includes the Russian Trade Unions and the CIO is pressing throughout the world for the establishment of not only joint labour-management committees at the plant level but also at the area, industry, national and international level. The WFTU, which is recognized by the Economic and Social Council of the United Nations as a class "A" consultative organization, filed a resolution with the Council, calling for freedom of association, which provided for the establishment of these joint committees by legislation if necessary. This whole question was referred to the ILO and it was dealt with in a preliminary way at Geneva last summer. It will again be dealt with in San Francisco in June this year."

### **Labour-Management Concepts**

At the international level, Mr. Taylor stated, there are generally speaking "three kinds of people who are advocating the

establishment of joint labour-management committees:—

1. Those who are convinced labour-management co-operation must replace industrial strife. (This includes some employers, some workers and some members of government.)

2. Those who see in such committees an opportunity to curb effective management in private enterprise and eventually destroy it.

3. Government officials who believe such committees have a strong public appeal.

The European culture and experience is different from ours. There, they appear to have dignified the group rather than the individual. They have been educated to group thinking and action, so centralization is not as big a step for them as it would be for us.

"Except for a few of the more progressive peoples of Europe, and I include employers, their conception of private business is different from ours. They appear to describe private business as a series of monopolies, cartels and trade restricting groups rather than the private competitive business we know in Canada. Many of these people see little difference in private monopolies and government monopolies which in part is responsible for the trend toward government monopolies. . . ."

It was early discovered the social reforms advocated by the ILO could not properly be divorced from their economic consequences. This was given expression in the Declaration of Philadelphia in 1944 and has since been incorporated in the ILO constitution.

### **Trade Unions in Europe**

After discussing in some detail the trend towards political objectives sought by many trade unions in several countries, Mr. Taylor summarized his position as follows:—

1. Trade unions in Europe and certain other countries have long since assumed political characteristics. Some unions in Canada are importing parts of the European pattern.

2. Freedom of Association appears to be fundamental in a democracy. However, it should exist only within the framework of law and public order. It should not be used to destroy individual freedom.

3. The anti-private competitive business attitude of many trade unions throughout the world constitutes a basic conflict with the principles of private competitive business. This will not likely be resolved until trade unions and private employers recognize that each has a right to exist. In the meantime, it can be expected that both sides will vigorously resist any challenge to their survival.

4. There is a need for understanding and acceptance by all concerned that the fundamental purpose of private competitive business is to produce economically a good product and in sufficient quantities to enable the business to maintain its competitive position and realize a reasonable profit. It is not a series of monopolies and cartels.

5. Labour-Management Committees, if they follow the European pattern, appear to be part of a step program the ultimate end of which may be a weakening or breakdown of effective management. In those countries where Labour-Management Committees are established by statute there is, among other things, provision for making available to employees a great deal of information about the business. This automatically raises the question of whether we in Canada have gone as far as we can in making information available to our employees. Effective management does not mean joint management or partnership as some would have us believe.

6. Industry bargaining not only sets up a labour monopoly but is a form of collectivism which seems to lead inevitably to an undermining of the competitive system under which we live. I would not go so far as to say industry bargaining and joint committees at the various levels will by themselves automatically result in a breakdown of private competitive business, but it is worth noting that the countries which had a highly developed system along these lines were the first to be socialized and that all socialist countries had gone a long way in this direction.

7. Powerful central organizations of workers in many countries have not only exercised veto powers over production of a whole industry but in many cases have engaged in political strikes in which the employer is an innocent victim. These same central organizations result in centralizing industrial relations whereas our form of democracy requires decentralization.

8. It is generally accepted that the highest standard of living for workers in the world exists in United States and Canada and it is more than academic that these two countries are the principal strongholds of private competitive business."

## New Frontiers In Labour Relations

"New Frontiers in Labour Relations" was the general theme followed in a two-hour discussion by the panel on employer-employee relations. Mr. F. A. Sherman of the Dominion Foundries and Steel Co. of Hamilton (a non-union plant), gave a description of the plan followed by his company since 1935, in building up good relationships between management and workers.

Explaining the background that had led the company to adopt its program, Mr. Sherman said that it was found that "with expansion and doubling employment the old class association possible with a few

workers was disappearing." Officials of the company asked themselves "exactly what do we want and what is our ultimate objective in the relationship that we desire with our workers." A "special suggestion contest" was arranged among the employees and over 1,200 suggestions were submitted. Not one of these mentioned wage-hours of working, or unfair treatment, Mr. Sherman said. The two suggestions most frequently referred to were "(1) retirement security and (2) our workers wanted to know management better."

"Everything possible" was done to give the employees what they had asked for. The Supervisory and Personnel Departments and a well-organized committee arranged such get-togethers as annual picnics, Christmas parties, sports clubs and social gatherings of many kinds. "We had our first picnic that year (1935), and now have about 9,000 in attendance there each year . . . though you will be worn out after such days spent with workers, I can assure you that it is time well spent, and satisfaction in knowing your workers better", Mr. Sherman stated.

The Personnel Department of the Company was reorganized "entirely on the golden rule policy, its main objective to be sincerely, fairly and sympathetically ready and willing to sit down at any time with employees in trouble—regardless of what that trouble might be. We believe this Personnel Department has been of great value in helping workers over the rough spots of financial worries, sickness . . . even being on hand at the police station if anyone called for assistance."

Following an exhaustive study of plans designed to provide retirement security, the Company adopted the plan of a Chicago firm which had been in successful operation for 20 years. This plan has been similarly successful in the plant of Dominion Foundries and Steel Co. for ten years. "Employees contract to save five per cent of their wages and the company guarantees to contribute ten per cent minimum of its profits. Employees and the company directors elect members to the main committee and no employee can be discharged without the written consent of his representative."

Mr. Sherman attributed the failure of many profit-sharing plans to the monthly or annual payment to the employees of their shares of the profits, instead of placing them in a trust fund to be paid when workers reach the age of retirement.



It is essential, he said, that the main objective be future security and employees know that their savings are an important part of such security. "If an employee wants to cash in before retirement age, he must resign and sacrifice one-half of what the company has contributed; the other half and the employee's savings, plus interest, are paid to him." He further declared that "we have found that by coupling good personal relations with this savings and profit-sharing plan that capital-management and labour can live together happily, peacefully, contentedly, gainfully,—less man-hours per ton of production, both capital and labour satisfied, with faith in each other. . . . I am afraid that most of us, for many, many years, overlooked the fact that it is just as important to do something about worn out human machines as it is to arrange for replacing worn out equipment, if we are to have the final answer in bringing capital and labour together."

Mr. W. E. Curry, of Kitchener, discussed "Industrial Relations in Organized Plants." He made a plea for study and research in this field and asserted that good industrial relations depended on the mental attitude of both management and labour. "Leadership, based on human understanding was needed", he declared.

Mr. H. R. Newell, of Watford, Ontario, outlined some of the problems of industrial relations in small plants. He emphasized the value of practising the golden rule in dealing with employees, and urged the necessity of prompt consideration of grievances; of making sure that the wages paid to workers are "competitively high" and that due consideration be given to other benefits that an employer might be in a position to grant to his employees.

Mr. E. E. Sparrow, of Toronto, presented some "new thoughts for supervisors and office staffs". He commended much of the work that is being accomplished by foremen's clubs in some of the larger centres in Ontario. While "they were not a panacea for all ills", he felt that they had valuable potentialities. He asserted however, that the degree of success that could be achieved, depended a great deal on the club officers. In his opinion, "foremen must have ability to handle people", even if their technical knowledge was not better than that of some of the workers under their supervision. He held that it is the duty of a good personnel officer to foster good morale in a plant. He felt too, that more

might be done to improve relations in offices as well as in plants, and advocated the special training of office managers.

## Analysis of Wages

The panel devoted a session to the discussion of wages. Mr. Gilbert E. Jackson, O.B.E., Toronto economist, presented a detailed analysis of "wages and wage rates". He pointed out that "in order to study the present, we need a point of reference in the past." Hence his reason for referring to the status of Canadian wage-earners just before World War II began. He stated that by 1939 wage rates "had been put back again (on the average) to just about the pre-depression levels of 1930."

While there was still widespread unemployment in Canada in 1939, "Canadian workers in regular employment were actually better off materially, by no less than 19 per cent, than they had been nine years earlier", inasmuch as the cost of living had been falling, Mr. Jackson asserted. The outbreak of war in 1939, "so stimulated the Canadian economy that by the close of 1941, there was a labour shortage." Thus at the time of the "freeze" of all price and wage levels in mid-November, 1941, "the post-depression standard of living in this country . . . became universal among Canadian workers (or virtually so). . . ."

Mr. Jackson presented a brief review of the governmental controls of prices and wages during the early years of the war. He stated that "between 1941 and 1945 the national index of hourly wage rates rose by slightly more than 30 percentage points: that is, it rose more than three times as fast, as did the cost-of-living index, in the same time." Referring to the national wage index for 1946 and to the provisional estimate for 1947, he continued. . . "we learn that, on an average, between 1945 and 1947, hourly wage rates in Canada rose again—by no less than 34 percentage points. . . . Meanwhile, it is true that the retail cost-of-living index also rose—by 16 percentage points."

With reference to the alleged inaccuracies in the cost-of-living index, Mr. Jackson quoted from the statement of the Dominion Statistician, Mr. Herbert Marshall, before the Prices Committee of the House of Commons, in February, 1948, as follows:—

"The Dominion Bureau of Statistics index of the cost of living is a measurement of price changes only. To ensure this



single measurement no allowance must be made for a change upward or downward in the standard of living. It was not designed to measure changes resulting from shifts to higher or lower levels of living, and was not constructed to take account of the effect of buying more goods or better goods. It measures changes in the cost of a family budget which includes the same amounts of the same commodities and services for considerable periods of time; the budget is revised when "long-run" changes in consumption set up a new consumption pattern".

"That this cost-of-living index is adequate to do the job it was designed to do, the Bureau is fully confident. Criticisms which have been aimed at it are mainly due to misunderstanding of the nature and purpose of the index."

In this connection, Mr. Jackson quoted one of the Committee members, Mr. Donald Fleming, M.P.:—

"I understand the basis for the present cost of living index was established in 1938. . . . There has been quite a change in consumers' habits and in the scale of living in that ten-year period."

To that Mr. Marshall replied:—

"We cannot measure the two things; we must stick to one. We must measure prices and you must not allow changes of standards to come into the picture or you will have confusion and there will be nothing clear cut. Suppose we did have a new budgetary survey based on the current year, 1947. Well, despite change in consumption standards, all the evidence we have in the Bureau indicates that there would be very little difference in the level of price changes. The curve would be practically the same."

Mr. Jackson referred to "the rental item in Canada's cost-of-living index", and was of the opinion, that "this disturbing element (in the index) cannot understate the facts by more than, at the most, a very few percentage points: far too few to cancel out, on balance, the tremendous increase in hourly rates of wages by 64 percentage points since 1941, by 78 percentage points since 1939." He asserted further that direct taxes paid by Canadian wage-earners would not equal "more than a fraction of the tremendous advance in hourly wage rates, which has occurred during the present generation throughout Canada."

Mr. Jackson presented a comparative analysis of hourly rates paid workers and wage advances made during the years 1939 to 1947 and drew attention to what he termed the "contrast between today's facts and our uncertainties about tomorrow," in which he touched upon the probabilities of future world trade and the consequent reactions on the Canadian

domestic economy. He suggested that "so long as we continue to live in a free civilization, we should expect a gradual, but a great, betterment, even of present Canadian living standards." He foresaw "sweeping wage demands in 1948 or 1949, of basically the same kind as in 1946 and 1947" that "will undoubtedly" be demanded soon "by crypto-communists . . . some of whom still menace the labour movement from within." He asserted that "such demands will probably be pressed as well (and in complete good faith) by labour leaders of a different kind: men whom we cannot but recognize, and welcome as good Canadians—as good as anyone in any walk of life, who may be called on to deal with them."

Presenting a brief statistical analysis of earned and unearned income in Canada for the years 1938 to 1948, he deduced that eight-ninths of the total consisted of "earned" income and one-ninth consisted of "unearned income." "This one-ninth," he continued, "paid all the dividends on all the life insurance policies of Canadians; all rents and all interest on mortgages; all interest on bonds (including Victory bonds . . .) all dividends on investments by Canadians in the shares of all kinds of business enterprise; and as well supplied a very large part of the new capital, which was invested during these years in Canadian business, and which all the time was creating new jobs for more Canadians." "It is this one-ninth of the total of personal incomes which is now being threatened," he said. "The proposal to divide up unearned income simply takes the form of demands that wage rates must again be raised sharply," thus leaving out of account farmers and other self-employed Canadians.

In conclusion, Mr. Jackson outlined his economic faith: "Because I believe in the good sense of our leaders—including the real leaders of the labour movement: because I know that better living standards come, gradually, from greater supplies of mechanical energy, better employed than before—in a world in which we do not waste our energies, by fighting one another—for these reasons I look for a gradual, progressive improvement from henceforth, in the living standards of all Canadians—and refuse to be disgruntled now, by new threats of industrial warfare."

### Labour Legislation

Mr. E. R. Complin, O.B.E., of Montreal, opened a discussion on labour legislation. He sketched the nature and

effect of the wartime labour legislation (P.C. 1003) passed in February, 1944, from which had evolved the Bill presented to, but not passed by, the House of Commons in 1947. He asserted that the representations made by the CMA to the Government had not been very fruitful of results as some sixteen modifications and amendments to the proposed legislation, each of which had been considered important, were not incorporated. The Bill (195) introduced in Parliament at the present session seemed likely to be adopted as a labour code by most of the provinces, he said, although Prince Edward Island, Quebec and Saskatchewan were less interested than the other provinces.

Mr. Complin felt that while the new law had several defects from the point of view of the industrialist, he was of the opinion that "it could have been worse." He was inclined to draw satisfaction from a common disapproval that had been voiced by the CCL.

### Employment of Older Workers

In his address to the panel on "Employer-Employee Relations," Dr. Arthur MacNamara, C.M.G., Federal Deputy Minister of Labour, discussed the problems affecting the employment of older people in industry—a subject on which he has made an extensive study.

"The immediate and basic problem," Dr. MacNamara said, "resolves itself in two parts—how to prolong the productive life of the worker, who is growing old on the job, and the second part concerns the unemployed older worker and how he can be fitted into employment." He pointed out that age is not so much a matter of years as it is of outlook, or temperament, or a score of other factors that determine whether a man is an efficient human being with a fair degree of skill or experience to contribute to his work, to his employer, and to his own sphere of social usefulness.

With respect to fitting the older worker into employment, Dr. MacNamara asserted that "most difficulties arise when an older worker becomes unable to perform his daily tasks in the prescribed manner. Often only one or two features of the job are responsible for this situation—usually heavy lifting or physical strain of some kind." It is, he pointed out, often possible to retain such workers by a rearrangement of duties, or by the provision of special mechanical aids. The question of the productivity of the older worker, which, as Dr. MacNamara said,

is probably the major objection to his employment, has been complicated by the prejudice of many employers. But "prejudices on this point are not always well founded" in spite of the fact that the physical and mental demands of many jobs differ greatly. Dr. MacNamara quoted from the results of a survey made by the California Department of Industrial Relations to show that "most employers felt that age has little relation to efficiency, although some jobs were more appropriate for older men than others." In fact, it was found that many employers preferred middle-aged and older workers in positions calling for experience and judgment, and on jobs where quality was more important than speed.

Dr. MacNamara refuted a common misconception that older workers lack adaptability and are prone to resist change. He asserted that the experience gained by wartime industry belied this claim and that "the older worker was quick to acquire new techniques and skills and to gear himself into the office or shop pattern." Moreover, older workers compared favourably with younger workers in the matters of absenteeism and accident incidence.

As to prolonging the useful life and earning power of the older worker, Dr. MacNamara suggested that this problem involved an understanding of the worker's capabilities. "Periodic aptitude tests and measurements of his physical stamina would be necessary to the careful placement of the older worker, for, as time goes on, requirements for almost all types of work should change from those of physical strength and quickness of response, to those in which reasoning, judgment and experience play a major role." Some employers assign helpers to older workers to assist in the more strenuous phases of their work. Others solved the problem by re-grouping the duties of older employees. Re-training programs have also been found helpful in readjusting older employees.

Dr. MacNamara suggested that each employer, who has not already done so, "institute a survey of his present staff by age groups." Such a survey, he contended, would indicate what value he is placing on the qualities of men and women in his employ who are beyond the arbitrary age of hiring. "If the survey were carried further, and made one of jobs or occupations, reclassifying all types of employment which could be handled



by older workers, many would be found which might be closed to all but those over 45."

Turning to the social-economic aspects involved, Dr. MacNamara stated that "it is appalling to think of the wastage" of this potential source of manpower "particularly at a time when there is an acute shortage of labour in certain industries and when we are striving to maintain our export trade." He asserted that it is "threatening our economic structure," first by "depriving 33 per cent of the entire adult labour potential of the right to work" and, secondly, by restricting the purchasing power of an important segment of the population and thus reducing the domestic market. As a further result, the burden of dependency tends to increase and the national income is reduced. Besides, there has been a steady increase in recent years in the number of Canadians in the over 45 group, due to advances made in public health and medical science. "By 1971, it is estimated over five million Canadians will be in this age group," Dr. MacNamara stated. Concluding, he said: "If we do not take up this economic slack and correct this weakness and waste, then we are placing another rock in the hands of the Communists to heave at what they sneeringly refer to as 'our capitalistic society'."

### Unemployment Insurance

Mr. C. A. L. Murchison, Employers' Representative on the Unemployment Insurance Commission presented to the panel a succinct report covering the current activities of the Commission. He stated that approximately three million Canadian workers are covered by unemployment insurance—"a substantial increase over the previous year," and involving a material increase in the volume of work, not only for the National Employment Service, but for the Insurance and other divisions of the Commission's activities.

Nevertheless, as a result of time studies and improved procedural methods, the Commission had been able to make an over-all reduction in staff of about 1,800 during the past year. The present staff numbers 7,090, Mr. Murchison said, and it was hoped that further reductions would be found possible.

Reference was made to recent amendments in the Unemployment Insurance Act, especially those affecting rates of contribution to the fund, the rates of

benefit paid unemployed insured workers and the penalties for infractions of the Act and the regulations made thereunder.

### Health of Workers

"Health in Industry" was discussed by Dr. F. D. Cruickshank and by Dr. H. M. Harrison, members of the Canadian Medical Association, both of whom have had several years' experience in the practice of industrial medicine.

Dr. Cruickshank drew attention to the value of accident prevention and the progress that had been made as a result of workmen's compensation laws, accident prevention associations, improvements in machinery, better plant housekeeping and the use of safety devices. All of these had contributed to the reduction of the incidence and cost of industrial accidents. He held that "further reduction in accident costs will have to come from some other source, and that is where efficient plant medical services may pay real dividends." He stated that "the General Motors Corporation found that only ten to twenty per cent of their plant accidents were due to mechanical causes and eighty to ninety per cent the result of personal factors." Again, "the Chrysler Corporation found that 65 per cent of their accidents were contributed by only 25 per cent of their workers."

"Careful study," Dr. Cruickshank said, "revealed the startling fact that in two-thirds of the employees involved in accidents, the Medical Department was able to find some evidence of physical, mental, or emotional upset." He held that the "human machine is deserving of greater attention than it is receiving from management, not only from the accident standpoint, but from the fact . . . that preventable illness does play a big part in raising production costs."

Sickness absenteeism (86 per cent of lost time is due to sickness, Dr. Cruickshank stated); reduced efficiency; high labour turnover; spoilage of materials; employee accidents; low morale; disturbed employer-employee relationships, will all be reflected in reduced production, disorganization and financial loss to both company and worker. "A large proportion of these upsetting factors are due to physical and mental illness, a great deal of which is preventable," Dr. Cruickshank contended. Selective pre-employment examinations of workers and good judgment in placements were suggested as measures that would enable employers to avoid many of these pitfalls.



Dr. Cruickshank asserted that "the most neglected employees in industry from a health standpoint are the executives." The high incidence of "crack-ups" among executives in many large industries have forced their executives "to learn the hard way." He instanced the Ford Company, the Chrysler Corporation and General Motors as providing regular medical check-ups for their highly paid executives, many of whom were found to be suffering from heart or arterial diseases.

Concluding his statement, Dr. Cruickshank stated that: "in Canada one-third of our workers are in plants employing under 100 people. One-third of our workers are employed in plants between 100 and 500, and the other one-third are in industry employing over 500 workers. Most of the corporations employing over 500 workers have adequate medical services (there are notable exceptions to this, he said). Some of the firms employing 500 or fewer workers have good medical services and very few workers in plants

under 100 employees are touched at all. Surely in Canada it will not be difficult for us to extend adequate medical services to all workers in large or small industries.

"The National Association of Manufacturers in the United States has shown us that we cannot consider medical services as a gift to the workers—a charity, but in reality it is a sound investment in the future health and vigour of the human part of the factory."

Dr. Harrison supported the argument presented by Dr. Cruickshank and discussed in addition, the illnesses to workers resulting from bad housing and mal-adjustment in the workers' homes.

At the concluding plenary session the following officers were elected: President, Norman A. Hesler, Sackville, N.B.; First Vice-President, M. A. East, Saskatoon, Sask.; Second Vice-President, H. G. Hilton, Hamilton, Ont.; Treasurer, J. C. Macfarlane, K.C., Toronto. Mr. Hesler succeeds Mr. R. C. Berkinshaw, Toronto, as President of the Association.

## INTERNATIONAL LABOUR ORGANIZATION

### ILO Reconstitutes Correspondence Committee

At a meeting in Montreal on May 24, 1948, the Governing Body of the International Labour Office decided to reconstitute its Correspondence Committee on Social Security under another name, with a membership of twenty-two specialists in the field of social security, and six actuaries. The Governing Body laid down an agreed plan for the operation of the Committee, but one specific duty suggested was that the Committee determine and recommend means by which there might be achieved a stronger and more effective international treatment of social security problems.

The Governing Body directed that the Committee meet at an early date, to consider the suggestion that it be reconstituted as a permanent body with the title of "Committee of Social Security Experts". The International Labour Office prepared an agenda for the meeting, which contained items involving consideration of a constitution for the Committee of Social Security Experts, including the functions of the Committee. The Committee was invited to suggest ways of making the most effective

use of the Social Security Section of the International Labour Office.

The Governing Body selected the countries for representation on the Correspondence Committee, and in doing so, ensured that each geographical region was represented. Moreover, consideration was given by the Governing Body to the many different types of social security plans and organizations, in order that the broadest possible views could be brought to bear upon the general problems of the Office.

The following countries were represented:—

Belgium, Brazil, Canada, Chile, China, Czechoslovakia, Denmark, France, Greece, India, Mexico, New Zealand, Netherlands, Peru, Poland, Sweden, Turkey, United Kingdom, United States, Venezuela.

Argentina and Egypt were named on the Committee, although they were not represented at the conference.

The Secretary-General of the International Social Security Association and the Secretary-General of the Inter-American Committee on Social Security attended the meeting.

The Committee elected as its officers, the following:—

Chairman, M. Pierre Laroque, Director-General of Social Security, France; Vice-Chairman, Mr. Arthur J. Altmeyer, Commissioner, Social Security Administration, Washington, D.C.; Reporter, Miss G. J. Stenberg, formerly Director of the Ministry of Social Affairs, the Netherlands.

Mr. Rao, Assistant Director-General of the International Labour Office, was present throughout the proceedings and acted as Secretary-General of the Meeting.

### Recommendations Submitted

Among the recommendations submitted to the Governing Body by the Committee were the following:—

(1) That the Committee be known as the "Committee of Social Security Experts", and that it be continued as a permanent organization.

(2) That the membership of the proposed Committee should comprise those persons who are responsible for the administration of some branch of their Government's social security program and that the members should function as independent experts, without committing the Governments of their respective countries and without being bound by strict instructions from those Governments.

(3) That the personnel of the proposed Committee should, as nearly as possible, comprise those who attended the Montreal Conference, and that they remain in office until January 1, 1951; but that at the 1950

meeting of the Committee, consideration be given to the matter of rotating membership between other member Nations.

(4) That the essential functions of the proposed Committee should be (a) to assist, in a permanent manner, the International Labour Organization, in the study of social security questions, especially in respect to the collection and distribution of appropriate information and documentation; (b) the determination of the direction to be given to the work of the Social Security Section of the Office; (c) the preparatory work for meetings of the Governing Body and of the International Labour Conference, as well as work relating to the co-ordination of the activities of various international institutions and bodies concerned with social security problems.

(5) That the Social Security Section should, on the one hand, have on file the fullest possible information on experts in various countries, whose services might be available to other countries; and, on the other hand, to make inquiry of appropriate governments, when a particular task has to be carried out, as to the availability of experts suitable for that task.

(6) That permission be granted to the Social Security Committee to consider, in consultation with the Committee on Conventions, ways and means of simplifying the work of the Social Security Section, in connection with the effective observance of Conventions, with a view to reducing the volume of work involved.

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## COMPLETION OF REHABILITATION TRAINING OF WAR VETERANS

*Of the various duties of the Vocational Training Branch during the past three years, that of providing rehabilitation training for discharged members of the Armed Forces has had special emphasis. General demobilization made the task an onerous one. Between April 1, 1945 and March 31, 1948, almost 134,000 veterans were enrolled under CVT auspices in vocational schools, pre-matriculation schools, training-on-the-job and in private schools. By the end of June, 1948, this work was virtually completed.*

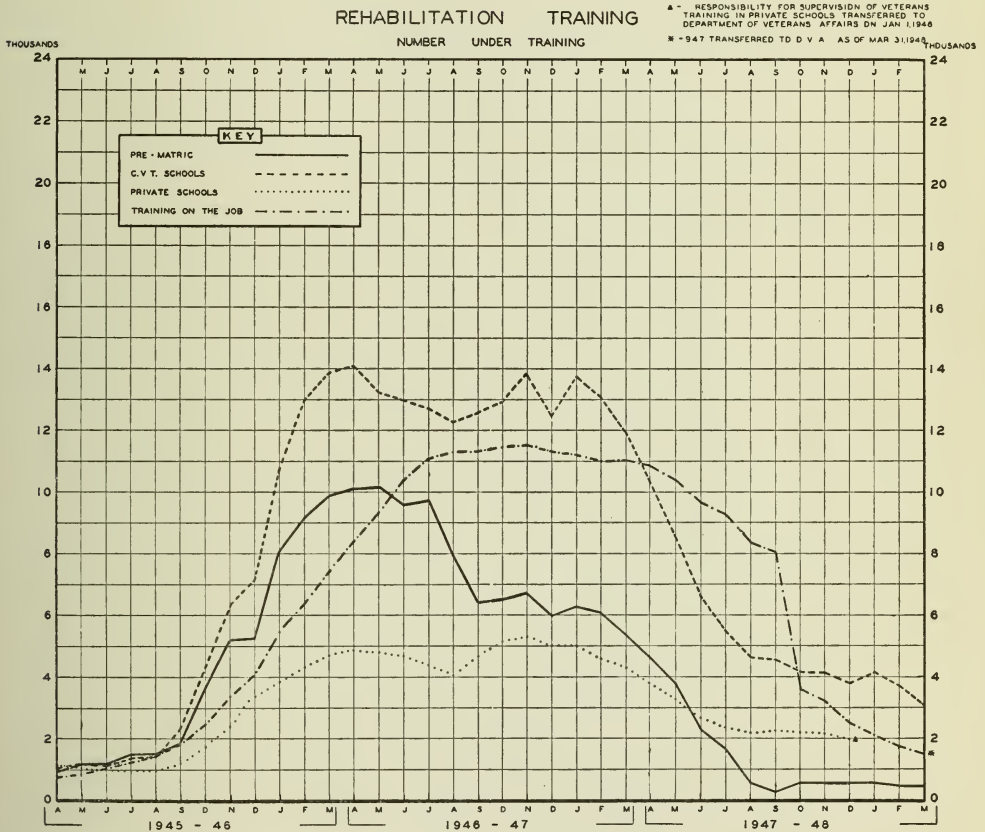
The provision of vocational and pre-matriculation training for veterans has been the main task of the Vocational Training Branch of the Department of Labour, for the past three years. Its relationship to other activities of the

Branch can be gauged from the tabulation of expenditures given below. These represent the total amounts paid by the Dominion on behalf of Dominion-Provincial training projects from April 1, 1937, up to April 30, 1948.

Youth Training .....	\$ 5,312,606.24
National Forestry Program..	932,258.04
Acceleration of Courses at Universities .....	261,900.00
Special Student Aid.....	273,814.96
War Emergency (Schedules G and K).....	22,011,963.65
Veteran Training .....	24,393,814.99
Apprentice Training .....	297,909.08
Civilian Workers Training..	47,219.91
Vocational Schools Assistance.	6,262,130.25
Miscellaneous—War Training.	29,677.94
<b>Grand Total .....</b>	<b>\$59,823,295.06</b>

The total enrolment of veterans up to March 31, 1948, was just under 134,000.

The only activities in which larger numbers have been trained during the eleven years of the Dominion-Provincial training program are Youth Training and the Training of Industrial Supervisors which was carried on during the war. The manner in which various veteran training activities developed between April 1, 1945, and March 31, 1948, is shown very clearly on the accompanying chart. From that chart it will also be seen that the numbers under training in CVT vocational schools at one time exceeded 14,000; in pre-matriculation schools, 10,200; training-on-the-job, 11,500; and those taking courses in private schools under CVT supervision, 5,300.



### Reducing Program

As might be expected, the reduction in numbers of veterans under training created problems in regard to the amalgamation of courses and the closing of training centres. It was essential to amalgamate wherever possible in order that good instruction could be provided, because it was found that as soon as the numbers in any course or any school became small, the standard of instruction deteriorated and the school

staff began looking for other employment. The peak enrolment had been reached in the summer of 1946 when there were 38,777 veterans in training on July 31. The number under training had fallen to 4,993 by March 31, 1948.

Pre-matriculation work, which, strictly speaking, cannot be called vocational training, was undertaken by CVT because the universities, which had originally agreed to undertake it, found that their



hands were more than full looking after the veterans who had swelled university enrolments to unprecedented numbers. Teachers who had retired from active work, together with some married women, worked with the men and women teachers who were released from the armed forces to provide thorough pre-matriculation training. The veterans who have gone to university from CVT schools have, on the whole made a better showing in the universities than any other group of students. The magnitude of this task can be gauged from the fact that 29,646 veterans received pre-matriculation training from the beginning of the rehabilitation program until March 31, 1948.

The results of veteran training, quite aside from the fact that thousands of veterans have been successfully rehabili-

tated, seem likely to be of great advantage to the whole country. For example, the instructors who were developed in CVT schools have in many cases remained with the provincial school organizations and are continuing their instructional work. Then too, some of the veteran training centres were taken over completely by the provinces and are being operated either as vocational schools or technical institutes and the bulk of the equipment which was obtained has been sold to the provinces for one-half of its cost to the Department of Labour, and is now being used in secondary schools. Besides, the type of training which was given has helped considerably to gain the confidence of industry in class training, and many of the trade unions have also acknowledged that much can be learned in classes.

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## TRENDS OF BUILDING COSTS IN CANADA

*Although building costs in Canada continued to rise in 1947, a development indicative of an improvement in productive efficiency was a reduction in the completion time of individual houses, according to a survey by the Central Mortgage and Housing Corporation.*

The prices of materials and labour entering into housing construction in 1947, averaged 18 per cent higher than in 1946, according to *Housing in Canada*, a factual summary issued by the Economic Research Division of the Central Mortgage and Housing Corporation. This increase represented a weighted average of a rise of 23.9 per cent in the annual average composite index of building material prices and a rise of 9.4 per cent in average hourly earnings of building workers.

Between 1939 and 1947 building costs are estimated to have increased from 84 to 94 per cent. "This increase consists of two elements: a rise of 74 per cent in the index of prices of building materials and wage rates of construction labour, and a decline in output per man hour, partly due to a dilution of the skilled labour force and partly to delays in the delivery of materials and the substitution for materials in short supply." A survey in 1946 showed that these factors were responsible for a cost increase of 10 to 25 per cent.

However, during 1947 the supply of building materials improved and more building workers became available as many

veterans returned to construction occupations or completed their training in the field. Some speed-up of construction became possible. A sample survey by the Central Mortgage and Housing Corporation showed a reduction in the completion time of individual houses from eleven months in 1946 to eight months in 1947, offsetting in part the increases of building materials and wage costs.

Since the end of the war, when it became possible to redirect the major part of the nation's resources towards civilian purposes the economic demand for residential, commercial, and industrial building has pressed on available supplies of building materials and held unemployment in the building industry at minimum levels. Increased production of building materials and the growth of the skilled building labour force have enabled the building industry to expand production continuously during the period. Further increases in material output and in the supply of skilled building workers are anticipated for 1948. Given sustained effective demand during the year, the amount of residential and other types of building may

be expected to show continued improvement in 1948.

Dealing with the production of housing materials, the report states: "One of the factors that made it possible in 1947 to build the largest number of houses ever erected in this country in one year was the substantial expansion of Canadian building materials productive capacity. Output of building materials in 1947 reached record levels." Notable increases over 1946 were indicated in 26 selected items, while a shortage of steel was mainly responsible for the decline in the production of steel pipe and electric hot water tank heaters.

Employment in the building industry rose 31 per cent from 1946 to 1947. During the same period the employment index for non-agricultural industries rose eight per cent. The construction industry, which generally expands in a period of high employment and incomes, is absorbing a large proportion of additions to the Canadian labour force. In 1947, wages and salaries in the building industry averaged \$37.41 weekly which was 10 per cent higher than in 1946. The increase in weekly earnings of hourly wage workers, who constitute 83 per cent of the group, was chiefly attributable to a rise of 9 cents in the hourly rates. The number of hours worked per week increased slightly from an average of 38.7 in 1946 to 39.2 in 1947.

Housing units completed in 1947 were at the record level of 77,000. This estimate by the Dominion Bureau of Statistics represented a gain of about 10,000 over the total recorded in the previous year. An estimated 42,215 housing units were under construction at the end of 1947 as compared with 40,170 at the end of 1946.

In a section dealing with the supply of skilled construction tradesmen, the report states:—

"Increases in the supply of Canada's skilled building tradesmen depend on vocational and apprenticeship training and immigration.

"Under the Dominion-Provincial training scheme inaugurated in 1944, the number of persons in training in the building trades increased from 199 at the end of 1944 to 3,815 at the end of 1945, and reached 7,483 at the end of 1946. At December 31, 1947, there were 7,052 in training of whom 6,413, or 91 per cent were in apprenticeship training on the site with the remaining 9 per cent in veterans' vocational training schools.

"During 1947 a total of 4,065 veterans completed their courses in vocational schools, and were thereby fitted to attain journeyman's status in the building trades more rapidly than if they had undergone regular apprenticeship training. A further 553 trainees completed short courses in apprenticeship schools prior to entering training on the site. With the steady decline in the number of new veteran candidates interested in vocational training, however, the number of veterans in vocational training schools has dropped steadily from 3,104 at the end of 1946, to 639 at December 31, 1947.

"The immigration of building tradesmen has increased rapidly since the end of the war. Averaging some 200 per year during the 1939-1945 period, immigration of these tradesmen rose to 684 in 1946 and 2,867 in 1947. The number of immigrants in construction occupations in 1947 increased with each successive quarter. The 1947 total was made up of 2,196 skilled building mechanics and 671 semi-skilled and unskilled construction workers."

# LABOUR CONDITIONS IN THE BRITISH COLONIAL EMPIRE

*A report, "The British Colonial Empire in 1947," issued by the United Kingdom Information Office at Ottawa, includes a section on "Labour Organization and Labour Conditions." The report states that "1947 in the territories of the British Colonial Empire has been a year in which great progress has been made in adjusting to the changed conditions in the world, and in developing the economic, social and political institutions."*

With the assistance of the British Trade Union Congress a comprehensive scheme is being worked out for the better training of colonial trade unionists, according to a report entitled, *The British Colonial Empire in 1947*, issued by the United Kingdom Information Office at Ottawa. Among the subjects discussed in the report are (1) economic development; (2) progress in education; (3) social welfare services; (4) health services and nutrition; (5) housing, town and country planning.

Arrangements have been made by which each year 15 West Indian officials can take Ruskin College correspondence courses provided by the TUC free of charge. In addition it is planned to finance scholarships which will enable selected students to have six months' practical trade union training in Britain.

During the year, experienced trade unionists from Britain investigated African labour conditions and the problem of the colour bar in Northern Rhodesia, and trade union organization and industrial relations in Trinidad. In July, it was revealed in the British House of Commons that there were 19 experienced trade unionists operating in the colonies getting the trade union movement established on firm and proper lines. In most colonies there were ordinances concerned with wage regulations, conciliation, workers' compensation, trade union rights, and inspection of labour conditions.

A standing committee on African migrant labour has been established by the Central African Council while a commission in Northern Rhodesia is to recommend what further posts Africans can fill and what training facilities are necessary to qualify them for more responsible and skilled posts in industry. Other developments in Africa during 1947 have been the holding of a

pan-African conference of trade unionists at Dakar in April, with representatives from Gambia and Nigeria, meetings of various West African trade unions, and the arrival in Kenya of a team of scientists to study the causes of inefficient African labour and how it might be improved.

A tripartite Labour Advisory Board has been established in Singapore and is being set up in the Malayan Union. By the end of March, 1947, over 200 trade unions had been registered in Malaya since the resumption of Civil Government, and 94 in Singapore with 66 others in process of being registered.

The report points to the great part played by Britain in shaping five new conventions applicable to non-metropolitan countries which were adopted at the thirtieth session of the International Labour Conference. These conventions, dealing with social policy, rights of association and the settlement of labour disputes, labour inspection, maximum length of contracts, and the application of international labour standards, amount to a charter designed to help colonial peoples to a life of higher standards.

**Economic Development.**—In the field of economic development, the report states "1947 was an outstanding year." The two chief events were the establishment of a Colonial Development Corporation and an Overseas Food Corporation. These bodies "are not intended to supplant private enterprise but rather to supplement it and . . . may work in association with Government and private bodies."

The Colonial Development Corporation, the larger of the two bodies, will be responsible to the Secretary of State for the Colonies, and its object will be to develop the resources and trade of colonial territories and to expand their production



of food and raw materials. Schemes will be started only with the approval and co-operation of Colonial governments, and the interests of employees will be consulted and secured. This body will be financed by loans or advances from the British Exchequer up to \$400,000,000 and may borrow up to \$10,000,000 from other sources.

The smaller Overseas Food Corporation is to be responsible to the Minister of Food and will promote the production of food and agricultural products. Its activities will not be limited to British colonial territories. Provisions for financing this body are the same as for the other corporation except that its borrowing powers are halved.

Before the end of the year, the East African Groundnuts Scheme was entrusted to the Overseas Food Corporation. The plan provides for clearing and developing about 3½ million acres of land in Tanganyika, Northern Rhodesia and Kenya. Some 32,000 Africans will be employed in the agricultural work and 25,000 in bush clearing. While the world shortage of fats was a factor in launching the scheme, its long-term importance is expected as a practical demonstration of the improved productivity, health, social welfare and prosperity which scientific agriculture can bring to Africa. Other regions in Africa are also being investigated for suitability for large-scale mechanized production of ground nuts; plans for agricultural development have been announced for Nigeria and the Gold Coast.

The provision of power for industries and public consumption, communications, research and planning of agriculture, development of new resources are other matters that have been studied and pressed in various colonies.

The report indicates that the co-operative movement is being actively encouraged in the colonies "as an effective method of developing sound economic and social conditions." Most colonies now have co-operative Departments and have passed ordinances for the protection and development of co-operatives.

**Housing.**—News from the colonies during the year has been mostly concerned with the visits of town planners, schemes for model towns, and the introduction of the necessary legislation. Town planning is being considered in Cyprus, Hong Kong, Tanganyika, Kenya and Uganda. Model villages and settlements are to be built for Africans engaged in the East African Groundnuts Scheme.

**Health Services and Nutrition.**—In the spheres of health services and nutrition great attention is being given to the preventive aspects and to the training of colonial peoples. Progress has been made in combating disease. In Kenya, for example, the death rate among Africans dropped from 217 per thousand in 1939 to 71 per thousand in 1946. The training of nurses is being expedited and medical facilities extended.

Nutrition has continued to be the subject of research and experiment. The nutritional value of various foods is being investigated while research in such diseases as malaria and tuberculosis is also going on.

**Social Welfare Services.**—The report on the British Colonial Empire states that by the end of 1947, social welfare officers had been appointed to almost all colonies, and increasing attention was being given to youths and adolescents.

Social welfare organizations have been particularly active in the West Indies. In Africa, the scout movement has grown while women have been meeting and forming groups in various colonies. Other interesting developments were the starting of a children's library in Gambia, young farmers' clubs in Fiji, and the opening of a handicrafts and homecrafts centre in Mauritius.

The London School of Economics arranged in 1943 to provide a two-year course for colonial candidates for welfare posts. By 1947, 90 colonial students had taken this course and 40 had taken up welfare work in the colonies.

# INCENTIVES IN INDUSTRY

*Methods used in industry as incentives are described as "primitive" by a British industrial psychologist. The writer deploras the emphasis placed on money alone and urges the payment of "psychological" wages to obtain full worker co-operation.*

Commenting on incentives at present popular in industry, Walter L. Sachs in the March-April issue of *Industrial Welfare and Personnel Management*, published in England, states: "Methods used in industry to induce the worker to work harder are rather primitive. They rely largely upon the time-honoured principle of the carrot and the stick. Many still do not realize that Britain's economic fate is no longer decided mainly in the offices and warehouses of the City, but in the workshops and factories all over the country. At a time when so much depends on the exertions of the individual workers the two incentives mainly in use have lost much of their effectiveness. Fear as an incentive does not count at a time when pre-war unemployment has given way to a post-war labour shortage (not that I consider the fear of unemployment a very desirable incentive).

"Financial incentives too have lost much of their power. They are necessary, and should be used more than they are, but they will not ensure maximum output. They will only prevent the worker's output falling to the minimum that supervision and the fear of dismissal would otherwise permit. The diminishing effect of financial incentives . . . is largely the outcome of a quite natural wearing-off of the appeal of an incentive which has been used too exclusively in the past. . . ."

## The Work Situation

The writer deploras "that industry in the past has been organized solely on the basis of 'hiring and firing' the worker." In the emphasis on money as the only compensation for effort, he asserts, it has been overlooked that "the relationship of the worker to his employer is a human and not merely a commercial one." While industrial psychologists and enlightened managers have been responsible for many changes in industry, most of the improvements in working conditions affect the workers as a whole more than the individual worker. The lot of the group has been bettered, but little has been done to

change the position of the worker in the group and his basic relationship to his work. The incentives have thus been collective, not individual.

The belief in financial gain as the only one predominant motive for work is described by Mr. Sachs as "a pernicious fallacy which has in the past seriously retarded the evolution of industry as a truly human institution." Industrial relations have, as a result, been reduced to the level of a financial tug-of-war; co-operation and a realization of joint responsibility between workers and employers have been prevented.

"The most disastrous effect of the disregard of non-financial motivations has, in my opinion, been the degradation of work in the worker's own mind. It is seen as a mere lever to extract wages from the boss, a painful necessity devoid of any spiritual or personal value."

## Psychological Wages

In an endeavour to introduce new incentives into industry and linking them to output Mr. Sachs indicates that satisfaction in work results if it is found to be meaningful for the worker's "business of life"; this business of life is not solely to earn money. Success, he enumerated in order of importance, as necessary in four spheres: social relations, personal achievements, advancement and promotion, and financial gain. Imaginative management could produce many satisfactions by supplementing financial incentives with a number of psychological incentives which offer the worker facilities for personal development and the enjoyment of a fuller life. Such incentives would include more leisure, promotion, public recognition, improved status and educational facilities.

The writer points out that to use these satisfactions as incentives for higher individual output they must be closely linked to the worker's individual performance. The worker should not be asked to produce more but to work better, as the call for higher output creates resentment whereas an appeal for better work is a welcome

acknowledgment of the worker's intelligence and "gives to work the fascination of an interesting problem."

To make efficiency something concrete and understandable it must be measurable and measured. Regular efficiency competitions can be made possible, Mr. Sachs states, by measuring both output in quantitative terms and the relative efficiency of all operations. A sporting element is thus introduced and new interest is added by giving the worker the means for self-timing and self-checking.

A better opportunity for self-expression can be ensured by organizing the workers in small "efficiency groups" of not more than 15 workers. As a man works better if his work is directed towards the attainment of a concrete aim, stipulation is made for a definite ratio of productive man-hours to the total of hours expended, in preference to targets of output which are not always practicable or advisable.

Mr. Sachs indicates that under his scheme financial incentives are supplemented by a number of psychological

incentives "which offer to the worker a number of satisfactions so far not usually connected with industrial work." He asserts that "psychological" wages will have to be paid to the worker in order to prevent a further deterioration of the "psychological climate of work."

### **Work and Happiness**

Work can give many satisfactions such as: the longing for encouragement and appreciation, the need of personal achievements as the basis for self-respect and inner security, the opportunity for self-expression, and desire for progress and advancement. The industrial worker is today denied most of these satisfactions and "is consequently suffering from a deep though mostly unconscious feeling of frustration."

The writer feels that this "inner uneasiness" has caused the majority of workers to withhold their full co-operation and prevented acceptance of the share of responsibility for the fate of present society.



This section contains articles on industrial relations in the field coming under the jurisdiction of the federal Department of Labour.

## INDUSTRIAL DISPUTES AND CONCILIATION

*The Minister of Labour negotiated a settlement of the railway wage dispute, which had reached a very critical phase. Violence occurred in the dispute of seamen on inland waterways.*

### Introduction

#### Railway Wage Dispute

The protracted dispute over the wage rate demands of eighteen international labour organizations and the Canadian Brotherhood of Railway Employees and Other Transport Workers reached a very critical phase during June which continued up to July 14, but, as this issue of the *LABOUR GAZETTE* went to press, it was announced that a settlement had been reached.

The unions had requested a general wage increase of 35 cents per hour but the railways involved refused to go beyond the increase of 7 cents which was recommended in majority reports of the Conciliation Boards headed by Hon. Mr. Justice J. C. A. Cameron, of the Exchequer Court of Canada, Ottawa (*L.G.*, June, pp. 580-611). On June 1 the Minister of Labour announced that the Conciliation Boards would be reconvened in a mediatory capacity to try to bring about a peaceful settlement. [The Boards held a series of conferences with the parties in Montreal between June 8 and 15, but no progress was made towards a solution.

On June 28 the Negotiating Committee of the international unions notified the railway companies that a vote of their memberships had resulted almost unanimously in favour of strike action and that, failing a settlement in the meantime, there would be a "concerted and peaceful withdrawal from the service" on July 15. The international unions did not indicate any willingness to recede from their original demand for an increase of 35 cents per hour. In discussions with the Conciliation Board, representatives of the Canadian Brotherhood of Railway Employees and Other Transport Workers stated that they would recommend acceptance of a compromise settlement, but this offer was subsequently withdrawn, and on July 6 a public announcement was made that members of the Brotherhood would also strike on July 15 unless a settlement was reached.

Meanwhile, the Conciliation Board in the dispute affecting the eighteen international unions reconvened again in Montreal on June 30, but the Board was unable to resolve the dispute. The Board decided to terminate its proceedings on July 5, when the parties agreed to enter into direct negotiations. These direct negotiations failed to produce agreement, but succeeded in narrowing slightly the gap between the positions of the parties. The major companies offered a general increase of 10 cents per hour while the international unions reduced their demands to 28 cents per hour.]

On July 8 the Minister of Labour invited the parties to come to Ottawa for conferences. From July 9 until the afternoon of July 14, the Minister and senior officers of the Department of Labour conferred with representatives of both sides in an effort to find a solution. At one stage the various trade unions rejected a tentative proposal of an increase of 15½ cents per hour. [At length, following discussions in Cabinet Council, it was announced on July 14 by the Prime Minister and the Minister of Labour that all the parties had agreed to a wage increase of 17 cents per hour, retroactive to March 1, 1948] and that the trade unions had agreed to call off the strike set for six o'clock the following morning.

#### Inland Shipping

Previous issues of the *LABOUR GAZETTE* have reported the dispute between the Canadian Seamen's Union and Canada Steamship Lines, Limited, Sarnia and Colonial Steamships, Limited, Northwest Steamships Limited and other smaller companies, arising out of the refusal of the companies to renew collective agreements with the union and their reported action in signing an agreement with a new organization called the Canadian Lake Seamen's Union.

The Canadian Seamen's Union declared a "strike" against the companies involved on June 5. The companies have been able to operate most of their vessels with crews reportedly furnished by the Canadian Lake Seamen's Union. Frequent outbursts of violence, sometimes of an extreme nature, have occurred. Numerous persons allegedly belonging to both labour organizations as well as persons on the management side of the dispute have been arrested and charged with various offences.

Prosecution proceedings instituted at Toronto by the Canadian Seamen's Union against Sarnia Steamships, Limited, and Colonial Steamships, Limited, pursuant to consent given by the Wartime Labour Relations Board (National), have been

dropped, while the status of similar prosecutions against other companies remains indefinite.

Reports made during June to the Minister of Labour by Industrial Disputes Inquiry Commissions in connection with the situation affecting Canada Steamship Lines, Limited, and Northwest Steamships, Limited, are reprinted elsewhere in this section. An attempt by the Minister to bring about conferences between the management of one of the major companies and representatives of the Trades and Labour Congress of Canada (with which the Canadian Seamen's Union is affiliated) proved abortive, and, because of the violence attending the situation, it has not been possible to develop other avenues of mediation.

***The following statement sets forth the scope of the Industrial Relations Branch, Department of Labour, and of the articles contained in this section.***

This section on *Industrial Disputes and Conciliation* contains monthly articles concerning proceedings under the *Wartime Labour Relations Regulations, P.C. 1003*, and under the *Conciliation and Labour Act*.

During the war and its aftermath, the Dominion Wartime Labour Relations Regulations (P.C. 1003) of February 13, 1944 (which suspended the Industrial Disputes Investigation Act, enacted first in 1907), have required employers to negotiate with the representatives of their employees and provided machinery for the settlement of disputes.

At the present time the Regulations apply only to industries within the legislative authority of Parliament, including navigation and shipping lines of steam or other ships, railways, airlines, canals, telegraph, telephone and radio communication, ferries and works situated in a province but which have been or may be declared by Parliament to be for the general advantage of Canada or two or more provinces. Jurisdiction over war industries and industries within the scope of certain provinces which entered into wartime agreements with the Dominion has now reverted to the provinces. (A summary of the present position with respect to labour relations legislation in Canada appears in the July issue of the *LABOUR GAZETTE*, pp. 940-43.)

The Regulations, which were issued under the authority of the War Measures Act, are continued in effect under The Continuation of the Transitional Measures Act, 1947. A bill incorporating many of the features of the Regulations, with modifications and additions, was introduced in the House of Commons on June 17, 1947, but was allowed to stand over until the next session of Parliament (L.G., July, 1947, p. 923, Aug., p. 1102). The bill has now been adopted by the House of Commons and Senate.

The Regulations are administered by the *Wartime Labour Relations Board (National)* in respect of those provisions relating to: The certification of bargaining representatives, the intervention of the Board for the purpose of obtaining conciliation services from the Minister of Labour, the establish-

ment of procedures for the final settlement of disputes concerning the interpretation or violation of collective agreements, and the institution of prosecution proceedings.

The provisions of the Regulations relating to conciliation services are under the administration of the Minister of Labour and are provided to parties desiring to negotiate agreements through the formal intervention of the Board.

The Board, with the approval of the Minister of Labour, has adopted rules or regulations which govern procedure in making the various types of applications invoking the provisions of the Regulations and the services of the Board. Copies of these procedural regulations and of the *Wartime Labour Relations Regulations, P.C. 1003*, may be obtained from the Department of Labour, Ottawa.

Proceedings under the Regulations are here described in separate articles. The first deals with applications made to the Board for the certification of bargaining representatives and other services, and records the decisions reached in such matters; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation; and, when the occasion requires, a third records the appointment of Industrial Disputes Inquiry Commissions under the Regulations and reports the results of their investigations.

Conciliation proceedings are also provided through the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act. This Act 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.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, and Fredericton. The territory of the officer 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 and work in close collaboration with the Provincial Conciliation Service; two officers in Montreal

are assigned to the Province of Quebec and the officer resident in Fredericton, represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

## Applications for Certification Under the Wartime Labour Relations Regulations

The Wartime Labour Relations Board (National) met for one day during June. During the month, the Board received eleven applications, held three hearings, issued two certificates designating bargaining representatives, rejected two groups of applications and five separate applications, ordered two representative votes and allowed the withdrawal of one application.

### Applications for Certification Granted

1. Canadian Brotherhood of Railway Employees and Other Transport Workers and certain of its officers for the Red Caps employed by Canadian National Railways at the Union Station, Ottawa, Ontario.

2. Brotherhood of Railroad Trainmen and certain of its officers for the switch-tenders employed by the Toronto Terminals Railway Company, Toronto, Ontario.

### Applications for Certification Rejected

1. Quebec Longshoremen's Union, Local No. 1, and thirteen Shipping Companies (L.G., May, 1948, p. 311 and June, p. 576). Following an investigation of the applications, a public hearing and a representation vote, the Board rejected the applications for the reason that they were not supported by a majority of the employees affected as required under the Wartime Labour Relations Regulations, P.C. 1003.

2. Quebec Ship Labourers Benevolent Society and nine Shipping Companies, represented by Shipping Federation of Canada, Quebec, P.Q. (L.G., April, 1948, p. 312) and four other Shipping Companies, Quebec and Levis (L.G., May, 1948, p. 465). Following an investigation of the applications, a public hearing and a representation vote, the Board rejected the applications for the reason that they were not supported by a majority of the employees affected as required by the Wartime Labour Relations Regulations, P.C. 1003. These applications were rejected for the further reason that the bargaining representatives had not been elected in the

manner provided in subsection 1, Section 5, of the Regulations.

3. Canadian Seamen's Union and Bur-cross Shipping Company, Vancouver, B.C. (L.G., May, 1948, p. 465). Following an investigation of the application and a public hearing, the Board rejected the application for the reason that the employer and employees affected are not within the scope of the Wartime Labour Relations Regulations, P.C. 1003, with the Board, therefore, having no jurisdiction.

4. National Association of Marine Engineers of Canada, Inc., and Marathon Paper Company, Marathon, Ont. (L.G., May, 1948, p. 466). The Board rejected the application for the reason that the tugging operations carried on by the Company are incidental only to its paper making activity, the application thus being within the jurisdiction of the Ontario provincial authorities.

5. Beverage Dispensers' Union, Local 757, Hotel and Restaurant Employees International Alliance and Bartenders' International League of America and Canadian National Railways, Prince Arthur Hotel, Port Arthur, Ontario. (L.G., June, 1948, p. 575). Following an investigation of the application and a public hearing, the Board rejected the application for the reason that the proposed bargaining unit was not appropriate as confined to the beverage room employees.

6. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and Canadian Pacific Railway, Smiths Falls, Ont. (L.G., June, 1948, p. 576). Following an investigation of the application and a representation vote, the Board rejected the application for the reason that it did not have the support of a majority of the employees affected.

7. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and Taggart Service Limited, Montreal, P.Q. (L.G., June, 1948, p. 576). Following an investigation of the application, the



Board rejected the application for the reason that the proposed bargaining unit was not appropriate as confined to the Montreal employees affected.

### **Representation Votes Ordered**

1. Canadian Brotherhood of Railway Employees and Other Transport Workers and Canadian National Railways, Jasper Park Lodge, Jasper, Alta. (L.G., June, 1948, p. 575). Following an investigation of the application and a public hearing, the Board ordered a representation vote of employees in the maintenance and engineering departments of Jasper Park Lodge. The eligible voters will consist of the classifications of steamfitter, store-keeper, painter, painters' helpers, machinist, auto mechanic, mechanics' helper, truck driver, plumber, electrician, engineer, carpenter, blacksmith, night watchman, labour foreman and labourer.

Mr. G. R. Currie, Industrial Relations Officer, Dominion Department of Labour, Vancouver, B.C., was appointed by the Board to conduct the vote.

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and National Harbours Board, Montreal, P.Q. (L.G., June, 1948, p. 576). Following an investigation of the application and a public hearing, the Board ordered a representation vote of certain groups of Montreal employees of the National Harbours Board, paid principally on an hourly basis. The group of toll collectors at Jacques Cartier Bridge will be voted separately.

Mr. L. Pepin, Industrial Relations Officer, Dominion Department of Labour, Montreal, P.Q., was appointed by the Board to conduct the vote.

### **Application Withdrawn**

National Association of Marine Engineers of Canada, Inc., and Great Lakes Lumber and Shipping Limited, Fort William, Ont. (L.G., June, 1948, p. 576). On the request of the Business Agent of the union, the application was withdrawn.

### **Applications for Certification Received during the Month of June, 1948**

1. Communications Unit No. 3, of the Federation of Employee-Professional Engineers and Assistants on behalf of certain employees of the Bell Telephone

Company of Canada, in the Department of the Assistant Vice-President, Engineering; Engineering Department, Eastern Area; Plant Departments, Engineering, Eastern Area, Montreal Division, Quebec Division and Eastern Ontario Division.

2. Canadian Seamen's Union on behalf of the unlicensed personnel in deck, engineroom and stewards departments on oil tankers operated on the Pacific Coast by Imperial Oil Limited, Vancouver, B.C.

3. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of News Agents employed in train service operating out of Montreal on the Canadian Pacific Railway Company, Montreal, P.Q.

4. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of cashier, stenographers, office clerk and ticket clerks in the City Ticket Office of the Canadian Pacific Railway Company, Victoria, B.C.

5. The Canadian Association of Automobile Workers on behalf of certain employees in the garage department, truck repair and maintenance shop of Kingsway Transports, Limited, Montreal, P.Q.

6. International Association of Machinists on behalf of certain employees in the maintenance and overhaul station services and stores departments of Trans-Canada Air Lines, Stevenson Field, Winnipeg, Man.

7. International Association of Machinists on behalf of certain field maintenance and shop employees of Canadian Pacific Air Lines, Montreal, P.Q.

8. Canadian Seamen's Union on behalf of the unlicensed personnel in deck, engineroom and stewards departments on tugs and barges of the Canadian Tug Boat Company, Vancouver, B.C.

9. National Association of Marine Engineers of Canada, Inc., on behalf of Marine Engineers on M.V. "Teco" and M.V. "P" of British Columbia Packers, Limited, Vancouver, B.C.

10. Pembroke Electric Employees Union on behalf of employees in the classifications of electrician, electrician helper, diesel engine mechanic, meterman, lineman, ground man, powerhouse operator and substation operator of the Pembroke Electric Light Company Limited, Pembroke, Ont.

11. National Harbours Board Employees Association on behalf of grain elevator employees of the National Harbours Board, Prescott, Ontario.

# Conciliation Proceedings Under the Wartime Labour Relations Regulations

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

## I. Assignment of Conciliation Officers

During June, 1948, a Conciliation Officer was assigned to confer with the parties in an effort to effect an agreement in the following case:—

Michigan Central Railroad (employees at Windsor and Niagara Falls, Ont.) and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express & Station Employees. F. J. Ainsborough, Conciliation Officer.

## II. Boards Fully Constituted

*Diamond Steamship Co., Ltd.* The Conciliation Board established to deal with a dispute between the Diamond Steamship Co., Ltd., and the Canadian Seamen's Union (TLC) was fully constituted on June 3, 1948, with the appointment of Professor Bora Laskin, of the Osgoode Hall Law School, Toronto, as Chairman of the Board, on the joint recommendation of the other two members of the Board, F. G. MacKay, K.C., Owen Sound, and John Osborne, Toronto, who had been appointed on the nomination of the employer and employees, respectively. (L.G., July, 1948, p. 736.)

*United Towing & Salvage Co., Ltd.* The Conciliation Board established to deal with a dispute between the United Towing & Salvage Co., Ltd., and the National Association of Marine Engineers of Canada, Inc. (TLC) was fully constituted on June 2, 1948, with the appointment of His Honour Judge Honoré Achim, Montreal, as Chairman of the Board, in the absence of a joint recommendation from the other two members of the Board, C. G. Quinlan and S. J. Fisher, both of Montreal, who had been appointed on the recommendation of the employer and employees, respectively. (L.G., July, 1948, p. 736.)

## III. Boards Reconvened

*Various railways and various international unions.* On June 1, 1948, the Minister of Labour reconvened the Conciliation Board which had dealt with a dispute between the Canadian National Railways and Canadian Pacific Railway Co., their jointly and separately owned subsidiaries and ancillaries, and the Toronto, Hamilton & Buffalo Railway and the Ontario Northland Railway, on the one hand, and the Brotherhood of Locomotive Firemen & Enginemen, Order of Railway Conductors, Brotherhood of Railroad Trainmen, Order of Railroad Telegraphers (AFL-TLC), Brotherhood of Maintenance-of-Way Employees (AFL-TLC), Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees (AFL-TLC), Division No. 4, Railway Employees' Department (AFL), Canadian National Railway System Federation No. 11, Canadian Pacific Railway System Federation No. 125, International Brotherhood of Firemen, Oilers, Steam Plant Employees, Roundhouse & Railway Shop Labourers (AFL-TLC), International Brotherhood of Electrical Workers (AFL-TLC), International Brotherhood of Blacksmiths, Drop Forgers & Helpers (AFL-TLC), Commercial Telegraphers' Union (AFL-TLC), Brotherhood of Railroad Signalmen of America (TLC) and Hotel & Restaurant Employees' International Alliance & Bartenders' International League of America (AFL-TLC). The recommendation contained in the report of the Conciliation Board (L.G., June, 1948, pp. 595-611) was accepted by the employers concerned but was rejected by the employees. In announcing the reconvening of the Conciliation Board, the

Minister stated that the Board would function in a purely mediatory capacity. The Board met the parties in Montreal from June 8 to June 11 and then announced that the conferences had been adjourned until June 30.

*Various railways and Canadian Brotherhood of Railway Employees & Other Transport Workers (CCL).* On June 1, 1948, the Minister of Labour reconvened the Conciliation Board which dealt with a dispute between the Canadian National Railways and the Canadian Pacific Railway Co., certain of their jointly owned and/or operated properties and the Ontario Northland Railway, on the one hand, and the Canadian Brotherhood of Railway Employees & Other Transport Workers (CCL). The recommendations contained in the report of the Conciliation Board (L.G., June, 1948, pp. 580-595) were accepted by the employers concerned and rejected by the employees. In announcing the reconvening of the Conciliation Board, the Minister stated that the Board would function in a purely mediatory capacity. The Board met the parties in Montreal from June 8 to June 15, but was unsuccessful in bringing about a mutually satis-

factory settlement of the matters in dispute.

#### IV. Board Reports Received

During the month, the reports of Conciliation Boards were received in the following cases:—

Diamond Steamship Co., Ltd., and Canadian Seamen's Union (TLC). (See above.)

United Towing & Salvage Co., Ltd. and National Assn. of Marine Engineers of Canada, Inc. (TLC). (See above.)

#### V. Settlements Following Board Procedure

During the month, advice was received that matters in dispute between the following parties had been settled as a result of further negotiations following receipt by the parties of the Conciliation Board report:—

Canadian Pacific Railway Co. (Communications Department) and Commercial Telegraphers' Union, Canadian Pacific System Division No. 1 (AFL-TLC). (L.G., April, 1948, pp. 314-318).

### REPORT OF BOARD in dispute between

#### Diamond Steamship Company, Limited, and Canadian Seamen's Union (TLC).

##### Report of Board

To the Hon. HUMPHREY MITCHELL,  
Minister of Labour for Canada,  
Ottawa.

The Board of Conciliation established in this matter is pleased to report that it has effected an agreement between the parties on the matters in dispute in accordance with the Memorandum of Settlement annexed hereto.

As indicated in the Memorandum of Settlement, the collective agreement annexed to the Memorandum has been accepted by the parties subject to the modifications set out in the Memorandum.

Dated at Toronto, this 25th day of June, 1948.

(Sgd.) BORA LASKIN,  
(On behalf of the Board.)

##### Memorandum of Settlement

The Diamond Steamship Company, Limited, and The Canadian Seamen's Union, through their respective authorized

representatives, hereby agree to compose their differences in respect of the Collective Agreement annexed hereto and to accept such agreement as follows:—

1. Article 23 (a) as set out in the annexed agreement shall be applicable only to deckhands, watchman, wheelsman, oilers, and fireman.



2. Article 23 (g) is amended to read as follows: "A minimum of one hour overtime shall be paid for any work performed on Sunday while the vessel is in port."

3. The second paragraph of Article 24 is to be deleted and the following paragraph substituted: "Oilers shall be required to assist under the supervision of the engineer in repair work, but shall not be required to do any internal cleaning of boilers unless paid overtime."

4. The second paragraph of Article 25 is to be deleted and the following paragraph substituted: "Firemen, when required to clean out back-ends, or assist in repair work outside the confines of the firehold, except when laying up or fitting out, shall be paid overtime, if working more than fifteen minutes."

Dated at Owen Sound, Ontario, this twenty-third day of June, A.D. 1948.

THE DIAMOND STEAMSHIP CO. LTD.

(Sgd.) GEORGE HINDMAN,  
President.

THE CANADIAN SEAMEN'S UNION.

per:  
(Sgd.) HARRY DAVIS.

## Memorandum of Agreement

between

The Diamond Steamship Company,  
Limited,

hereinafter called the Company,  
and

The Canadian Seamen's Union,  
hereinafter called the Union.

Whereas the Company operates ships on the Great Lakes, the St. Lawrence, the Gulf of St. Lawrence,

And whereas the parties are desirous of promoting collective bargaining and stability of industrial relations in the manner and upon the terms herein set out, and,

Whereas, it is the desire of the Union and the Company to enter into an agreement which will prevent strikes and lock-outs and ensure peaceful adjustment and settlement of all grievances, disputes and differences which may arise between the Company and the unlicensed personnel; prevent stoppages of work; and tend to stabilize and strengthen the shipping industry and to stabilize the employment of unlicensed personnel and to establish wage scales and working conditions which will prevail between the parties hereto during the existence of this agreement.

### 1. Recognition

The Company recognizes the Canadian Seamen's Union as the sole and exclusive representative for the purposes of collective bargaining for the unlicensed personnel employed on the Company's vessels.

### 2. Employment

(a) The Company agree that all crew replacements and original crews shall be requested through the offices maintained by the Union.

(b) If the Union fails, or is unable to fill a request for unlicensed personnel, or where unlicensed personnel are not supplied within three (3) hours of sailing time, the Company or its Representatives shall be free to engage them.

(c) The Union agree to co-operate fully with the ship's officers and management of the Company in obtaining well qualified seamen to fill vacancies as they occur. When requested to supply unlicensed personnel, the Union agree that the Company's requirements will be filled as quickly as possible.

(d) It is agreed that the Captain or Chief Engineer may reject personnel dispatched by the Union provided the rejections are for valid reasons. The Union, if it desires, shall have the right to take up such rejections under the grievance procedure provided for in this agreement.

### 3. Union Security

The Company agrees to maintain in their employ only members of the Union in good standing. "Good standing" is here interpreted to mean that a member is not in arrears as to Union dues and/or has not been expelled by the Union.

### 4. Ship's Delegates

One Union member on each vessel shall act as Union delegate. He or she, a Canadian citizen with at least six months' experience in the industry, shall be elected by the unlicensed personnel in the vessel's articles, and it is agreed that the delegate so elected shall notify the Master of the vessel accordingly. The duties of a ship's delegate, in relation to grievances or disputes, shall be limited to the presentation of such grievances or disputes, to the Master for such disposition as he shall make in accordance with the terms of this contract.

Such ship's delegate shall not have any further rights or duty in respect to such grievances unless requested by the Master of the vessel to discuss or assist in dealing with same. In no case shall such delegate seek to interfere, or threaten to interfere with the conduct of the ship, the authority of the officers, or the discipline of the crew, provided that nothing herein shall affect the right of the ship's delegate to conduct legitimate business of the union, such as distribution of literature, collection of dues, or conferring with Union members while they are off watch.

### 5. Grievance Procedure

The signatories of this agreement are to co-operate and facilitate the orderly handling of any dispute and grievance.

The following grievance procedure is provided as a means of orderly settlement of grievances:—

(a) A written statement of the grievance shall be presented to the Master of the ship by the ship's delegate.

- (b) If the Master fails to adjust the grievance in a satisfactory manner, the grievance shall be presented in writing to the Management of the Company through a representative of the Union.
- (c) In the event that the Union representative and the Management of the Company cannot agree on the settlement of a dispute or grievance, the matter shall be referred to an Arbitrator selected jointly by the representatives of the Union and the Company. Failing agreement as to the selection of this Arbitrator, he shall be named by the Minister of Labour for Canada.

#### 6. Arbitration

A decision of the Arbitrator in any such matter properly so referred to him shall be binding on all parties concerned.

Before any matter shall be referred to Arbitration every effort shall be made to settle the question to the mutual satisfaction of all concerned through conference between the Union representatives and Company officials. The Arbitrator shall not have the power to add or subtract from or modify any of the terms of this agreement or any agreement supplementary thereto.

#### 7. Union Officers Boarding Vessels

For the purpose of consulting with Union members, the Company agrees that an authorized credentialled representative of the Union shall be allowed on board the ship for Union business only at such principal ports as Montreal, Toronto, Welland Canal, Lakehead Ports, Georgian Bay Ports, and any other ports on the Great Lakes where it is convenient to conduct Union business, and such representatives shall have the right to engage in negotiations with the Master or officer in charge of the ship in respect of any dispute or grievance, but he shall not have the right to interfere in any way with the operation of the vessel or the ship's discipline.

It is agreed that an authorized representative of the Union shall have the right to be present at the pay-off for the purpose of collecting dues.

#### 8. Seniority and Promotions

(a) When an employee has given satisfactory service during the previous season, he shall be given the opportunity to resume employment in the spring on the same ship on which he was employed at the end of the previous navigation season, provided that he makes application to the ship's officers and notifies the Union either in person or in writing on or before February 1st.

(b) In all promotions, lay-offs and re-hires, the Company agrees that employees with the longest continuous service with the Company in their department, shall be given first consideration, skill and efficiency must be taken into consideration.

#### 9. Off Days and Holidays with Pay

(a) All members of unlicensed crews covered by this agreement who have served continuously aboard their ships, or in the same Company, from the time of fitting-out

in the spring to the completion of laying-up in the fall, or who is absent during this period for reasons satisfactory to the Master, shall have accruing to them and payable at the end of the season a total, not exceeding fourteen (14) days basic pay in lieu of holidays during the season.

(b) Considering shorter periods of service, an unlicensed employee who has had four (4) months continuous service ending at the completion of lay-up, shall likewise be entitled to and have accruing seven (7) days basic pay in lieu of holidays during the season.

#### 10. Emergencies Duties

Any work necessary for the safety of the vessel, passengers, crew or cargo, or for the saving of or rendering assistance to other vessels, lives, property or cargoes, shall be performed at any time on immediate call by all members of the unlicensed personnel, and notwithstanding any provision of this agreement which might be construed to the contrary, in no event shall overtime be paid for work performed in connection with such emergency duties, of which the Master shall be the sole judge.

#### 11. Drills

Overtime rates will not be paid unlicensed personnel when required to participate in lifeboat and other emergency drills. Wherever practicable these drills will be held between the hours of 8 a.m. and 5 p.m. weekdays and 8 a.m. and 12 noon Saturdays.

#### 12. Holidays

The Company agrees to recognize the following holidays:—

1. New Year's Day.
2. Good Friday.
3. Dominion Day.
4. King's Birthday.
5. Labour Day.
6. Remembrance Day.
7. Thanksgiving Day.
8. Christmas Day.

In the event that any one of the above holidays falls on Sunday, the following Monday will be observed as the holiday.

When the vessel is on the run, the work performed on a holiday shall be confined to that usually performed on a Sunday.

#### 13. Cleanliness of Quarters

(a) The Company shall see that all quarters assigned for the use of the unlicensed personnel are kept free from vermin in so far as possible and the unlicensed personnel shall co-operate fully in this respect. The Company agrees to fumigate all quarters whenever fumigation is necessary to free them of vermin.

(b) The unlicensed personnel of each Department shall keep their respective living quarters clean at all times, as ordered by the responsible officers on a rotary basis between the hours of 6 a.m. and 5 p.m. daily.

#### 14. Other Conveniences

The following items shall be supplied to the unlicensed personnel:—

- (a) A suitable number of clean blankets.



(b) Sheets and pillow cases to be changed weekly.

(c) Roller and bath towels to be issued weekly, conditional upon the return of previously issued linen.

(d) Electric fans to be placed in all living quarters, mess rooms, and galley.

(e) Slip covers to be provided for all mattresses, and to be cleaned at least once every two months or when crew members replaced. When replacing mattresses in future all replacements to be spring-filled mattresses.

(f) All dishes provided to the crew shall be made of crockery and the Company will provide white coats and aprons for the personnel of the Steward's Department.

(g) It is the policy of the Company to maintain the comfort of the crew by providing as good equipment and meals as possible under given circumstances, but it must be recognized that this policy is dependent on the full co-operation of the Union and its members. Therefore, unlicensed personnel who wilfully damage or destroy mattresses or other equipment in the crews' quarters shall be penalized by having deducted from their wages the cost of replacing or repairing such equipment.

#### 15. Meal Hours

Meal hours whenever practicable shall be as follows, unless otherwise directed by the Master:—

Breakfast ..... 7.30 a.m.— 8.30 a.m.  
Dinner ..... 11.30 a.m.—12.30 p.m.  
Supper ..... 5.00 p.m.— 6.00 p.m.

#### 16. Coffee Time and Lunches

Fifteen minutes (15) to be allowed in the forenoon and in the afternoon for coffee. Night lunches shall be available after 9 p.m. at all times.

#### 17. Travelling

Unlicensed personnel, when transported by the Company during the course of their employment shall be provided with transportation by rail, or bus, including berth when travelling by night and with subsistence at the rate of three dollars (\$3) per day, in addition to their regular monthly wage. When travelling by water, second class or tourist transportation may be provided, this to include berth and meals.

#### 18. Room and Meal Allowance

When the Company does not provide room and board, unlicensed personnel during the course of their employment shall receive eighty-five cents (85c.) per meal, and three dollars (\$3) shall be allowed for room per night.

#### 19. Return to Port of Signing

In the event a ship of the Company is sold or laid up and the crew discharged in consequence thereof, they shall be repatriated with wages to the port of engagement or their homes, whichever is nearer, with subsistence and transportation.

#### 20. Safety

It is agreed that any safety regulations which the Company may now have in force for the safety of the vessel and crew and any further safety regulations which the Company shall put into effect and bring to

the attention of the crew shall be strictly adhered to by all crew members. Violation of any such regulation shall warrant dismissal.

The Company shall exercise due diligence in furnishing safe gear and working equipment and shall make every reasonable effort to provide safe working conditions on board ship.

#### 21. Tank Cleaning

When employees are required to clean tanks, the watch on duty shall be paid overtime at the regular overtime rate, and the watch below shall receive time and one-half for the same work. If watches are broken, regular overtime shall be paid for such work performed between the hours of 8 a.m. and 5 p.m. on weekdays and between 8 a.m. and 12 noon Saturdays. After 5 p.m. and before 8 a.m. weekdays, Saturday afternoon, Sundays and holidays, the men shall receive time and one-half overtime.

#### 22. Schedule of Wages

Occupational Classification	Monthly Wage Rate
Wheelsman .....	\$160.00
Watchman, Lookout or Patrol .....	142.00
Deckhands .....	132.00
1st Cook (Canaller) .....	198.00
1st Cook (Upper Lakes) .....	210.00
2nd Cook .....	145.00
Porter .....	121.00
Oilers .....	160.00
Firemen .....	154.00
Coal Passer .....	132.00
Messmen .....	132.00

The regular overtime rate for all unlicensed personnel shall be eighty-five cents (85c.) per hour.

#### 23. Hours of Work and Overtime Rules

(a) The regular hours of work for the unlicensed crew members shall be eight (8) hours per day, to be worked on a 3-watch system: 4 hours on watch, 8 hours off watch. When a vessel is in port for any part of the twenty-four (24) hour period from midnight Saturday to midnight Sunday, all crew members covered by this agreement who are required to work during this twenty-four period shall be paid at the overtime rate.

(b) When an unlicensed crew member is required to perform any kind of work after he has been relieved at the end of his regular watch, he shall be paid for such extra time worked at the overtime rate, except for Clauses 10 and 11 in this agreement.

(c) For the purpose of this agreement, between the hours of 12 noon Saturday and 6 a.m. Monday and from 6 p.m. to 6 a.m. weekdays, all ratings shall perform their routine operational duties. Operational duties shall not mean chipping, scraping, scaling, polishing of bright work, sougeeing and painting.

(d) When a vessel sails without full complement, wages of the absent members shall be divided among the men who performed the work of the absent members and at basic rate of wages only.

(e) When men standing sea watches are promoted for the purpose of replacing men who are injured, sick or absent, they shall receive the differential in pay while so acting.



(f) When an employee is called out to report for overtime work immediately he shall be allowed fifteen (15) minutes in which to dress and report for duty.

(g) A minimum of two (2) hours overtime shall be paid for any work performed on Sunday while the vessel is in port.

(h) For purposes of computing overtime worked, if the period of overtime is less than one (1) hour, overtime for one hour shall be paid. When overtime work exceeds one (1) hour, the overtime work performed shall be paid for in one-half ( $\frac{1}{2}$ ) hour periods. When men off watch are called out to work on overtime and then knocked off for less than two hours, excepting where a man is recalled for his regular duties, overtime shall be paid straight through. All overtime work should be signed by an officer in charge upon completion.

#### 24. Duties of Oilers

Oilers on watch shall perform routine duties, oil main engine, auxiliaries, steering engine and ice machines. They shall also assist the engineer on watch in all matters pertaining to the safe working of the vessel and its machinery. They shall be required to leave safe working conditions for their relief, keeping the spaces around the main engine and auxiliaries clean of oil before going off watch.

When watches are broken oilers shall be required to assist, under the supervision of the engineer in charge, in the repair and general maintenance of the engine room and machinery but shall not be required to do any cleaning of boilers and fire boxes unless paid overtime.

Oilers are to assist with the taking and placing on board of engine room stores.

#### 25. Duties of Firemen

Firemen shall perform routine duties applying to the actual steaming of the vessel. They shall not be required to leave the confines of the fire room to oil auxiliaries or do any work not directly connected with steaming boilers.

When required to do any cleaning of boilers and fire boxes other than the above, they shall be paid overtime.

Firemen are to assist with the taking and placing aboard of engine room stores.

When watches are broken general repair and maintenance work, general cleaning, polishing and painting shall be done between the hours of 8 a.m. and 5 p.m. daily and from 8 a.m. to 12 noon on Saturday when in port.

#### 26. Longshore Work by the Crew

In the event that any member of the unlicensed personnel is required to perform any work usually done by longshoremen, such as operating winches for the purpose of loading or unloading cargo, or the handling of cargo, he shall perform such work, and shall be paid in addition to his regular wage, the applicable rate at that point payable to longshoremen, but in no event shall he receive less than the overtime rate provided in this agreement.

If such work is required to be performed on Saturday afternoon, Sundays or on holidays, the rate shall be one and one-half times the overtime rate. In no event where a dispute exists between longshoremen and

the Company shall the crew of any vessel be called upon to either load or unload a vessel.

#### 27. Steward's Department—Working Rules

(a) The working day at sea or in port shall not exceed eight (8) hours in a spread of twelve (12) hours. The spread shall be between the hours of 6.30 a.m. and 6.30 p.m. except that these hours may be varied one hour either way, owing to the shifting of the vessel, tying up and letting go.

(b) All work performed in port after 6.30 p.m. and before 6.30 a.m. (Monday through Saturday, and on Sundays and holidays) shall be paid for at the regular overtime rate.

(c) Routine duties for members of the Steward's Department shall be the supervision, preparation and the serving of the regular meals, and the preparation of night lunches; the cleaning and maintaining of the quarters of the licensed personnel and all dining and messrooms, washrooms, toilet facilities, galley, pantries, storerooms, linen rooms, refrigerating spaces and all departmental equipment. They shall not be required to do any painting unless they are paid the regular overtime rate.

(d) A porter will be carried on all canallers.

(e) On vessels where persons other than crew members are lawfully carried on board, the Company agrees to pay one dollar and fifty cents (\$1.50) per day for each person, to be equally distributed among the members of the Steward's Department. While the ship is in port, if meals are to be supplied to any persons who are not members of the crew, the Company agrees to pay thirty cents (30c.) per meal, to be distributed among the members of the Steward's Department, provided such meals are authorized by the Master. This clause shall not apply with regard to meals served the wife of the Master of the vessel or to meals served the marine superintendent of the Company.

#### 28. Fit Out and Lay Up

(a) In laying up or fitting out the hours of work shall not be more than eight (8) hours per day and not more than five and one-half ( $5\frac{1}{2}$ ) days per week. If work is required to be performed on Saturday afternoon, Sundays or holidays for the purpose of expediting laying up or fitting out, overtime shall be paid in addition to regular wages.

(b) Any work performed contrary to the above shall be overtime work and shall be paid for extra at the rate of eighty-five cents (85c.) per hour.

#### 29. Duties of Deckhands

When a deckhand is required to trim bunker coal or any other duty outside of deckhand's routine duties, he shall be paid at the regular rate of overtime weekdays and time and one-half on Saturday afternoon, Sundays and holidays.

#### 30. Penalty Cargoes and Explosives

(a) When members of the unlicensed personnel are required to clean holds or parts thereof in which penalty cargoes have been carried, they shall be paid for such work, in addition to their regular wages, the regular overtime rate. This article shall

apply to such cargoes as sulphur, cement, and any other cargoes as may be determined by agreement between the Company and the Union.

(b) On vessels carrying explosives in ten ton lots or over, the Company agrees to pay members of the unlicensed personnel, in addition to their regular wages, on the basis of 25 per cent of said wages per month, while such cargo is on board the vessel or is being loaded or discharged.

(c) When unlicensed members of the crew are required to work explosives, they shall be paid for such work, in addition to their regular wages, the sum of \$2.50 per hour.

(d) For the purpose of this section, sporting ammunition shall not be considered explosives.

### 31. Transportation

The Company agrees, on laying up a vessel at the close of its navigation for the season, to furnish every member of the unlicensed personnel in the Company's employ, transportation to the homes of such crews as shown in Ship's Articles or for a distance of 500 miles, whichever shall be the lesser, and also to refund to every member of the unlicensed personnel who shall have returned to his vessel for the entire navigation season or remained for three (3) months and left on account of illness, which in the opinion of the Master of such vessel, would prevent him from efficiently continuing his work aboard such vessel, the amount of his fare from his home as shown in Ship's Articles to such vessel or for a distance of 500 miles whichever shall be the lesser. However, should any of the Company's vessels lay up at the Lakehead, transportation shall be furnished to all unlicensed personnel to their respective homes not farther east than Montreal.

### 32. Interruption of Work

It is agreed that there shall be no strikes, walkouts, lockouts, or other similar interruption of work during the term of this agreement or any renewal thereof, and disputes and grievances shall be adjusted through the regular channels established in the grievance procedure.

### 33. Duration

This agreement shall be effective from the 15th day of March, 1948, and shall continue in force until the 14th day of March, 1949, and thereafter shall be automatically renewed from year to year, provided, however, that this agreement may be terminated at any time after one year from its operative date on two months' notice by either party hereof, provided that either party may on ten clear days' notice require the other party to enter into negotiations for the renewal of this agreement within the period of two months prior to the expiry thereof and both parties shall thereupon enter into such negotiations in good faith and make every reasonable effort to secure such renewal.

In witness whereof the parties have hereto signed as shown below.

THE DIAMOND STEAMSHIP CO., LTD.  
Signed at Owen Sound, in the  
Province of Ontario, this  
day of April, 1948.

Witness:

THE CANADIAN SEAMEN'S UNION.  
Signed at Toronto, in the  
Province of Ontario, this 19th  
day of April, 1948.

(Sgd.) MICHAEL JACKSON.

Witness:  
(Sgd.) D. FERGUSON.

## REPORT OF BOARD in dispute between

**United Towing and Salvage Company, Ltd.,**

*and*

**National Association of Marine Engineers of Canada, Inc. (TLC).**

### Report of Board

The Hon. HUMPHREY MITCHELL,  
Minister of Labour,  
Ottawa.

SIR:

The Board of Conciliation appointed by you in connection with the above matter has now heard the parties, the Company's Counsel, taken communication of the written documents submitted by both the Company and the Union and deliberated.

It appears that the Union submitted to the Company a draft agreement. For the purpose of reference, we shall refer hereinafter to the clauses specified as being in dispute in the above mentioned draft agreement:—

(a) With regard to Clause 3 of the above mentioned draft agreement, Sub-paragraph (b) thereof has been deleted

On June 26, 1948, the Minister of Labour received the report of the Conciliation Board established to deal with matters in dispute between the United Towing and Salvage Company, Limited, Montreal, P.Q., and the National Association of Marine Engineers of Canada, Inc. (TLC). The Board was under the chairmanship of His Honour Judge Honoré Achim, Montreal, who was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, C. G. Quinlan and S. J. Fisher, both of Montreal, who had been appointed on the nomination of the employer and employees, respectively (see p. 854.)

by the mutual consent of the parties when they appeared before the Board.

In connection with Clause 3 (a), which was specified as being in dispute, the Board has considered evidence submitted on behalf of the Company to the effect that the Second Engineers in actual practice receive leave with pay to the extent of three or four days per month. In order to establish the principle of the eight-hour day, the Board recommends that the following clause be substituted in the place and stead of Clause 3 of the above mentioned draft agreement, to wit:

### Clause 3

"Second Engineers shall average over the period of navigation  $1\frac{1}{2}$  days per week free of the ship, and in the event of the said average being less than  $1\frac{1}{2}$  days per week free from the ship, they shall receive remuneration therefor computed on the per diem basis at the rate of  $\frac{1}{30}$  of the monthly rate of wages. The whole to be computed and paid at the end of the season of navigation."

(b) With regard to paragraphs 4, 5 and 6, the Board is of the opinion that the formula immediately above recommended with regard to Clause 3 covers the situation set forth in Clauses 4 and 5 as well as 6.

(c) Clause 7 of the above mentioned proposed agreement: In view of the evidence submitted by the parties to the Board, the Board recommends that the said Clause 7 be deleted and substituted by the following, to wit:

### Clause 7

"In the event of the Second Engineers remaining with the Company during the entire navigation season, they shall receive one week's additional leave with pay."

(d) The parties agreed before the Board to amend Clause 10 of the above

proposed agreement by deleting the word "suitable" in the last line thereof, and adding the phrase "suitable to the Company" after the word "men" in the last line of the said Clause.

(e) Clause 12 of the aforesaid proposed agreement was also specified as being in dispute. The Board recommends that all words after and including the word "Engineers" in the third line thereof, be deleted and substituted by the following, to wit:

"Second Engineers shall receive from the Company reasonable subsistence allowances for lodging and meals."

(f) Clause 13 of the aforesaid proposed agreement was also specified as being in dispute, and the Board is of the opinion that the formula recommended with regard to Clause 3 thereof covers the situation with regard to this clause.

(g) The final clause in the above mentioned proposed agreement specified as being in dispute was Clause 14 and in view of the foregoing recommendations made by the Board, in the light of the evidence submitted, the Board recommends that Second Engineers be paid the amounts already indicated by the Company which constitute increases over the previous year, and are as follows:—

ss. <i>Whalen</i> :	\$215 per month.
ss. <i>Strathmore</i> :	\$200 per month.
ss. <i>Jean Fraser</i> :	\$200 per month.

The Board is unanimous in its foregoing recommendations.

The whole respectfully submitted.

(Sgd.) HONORÉ ACHIM,  
*Chairman of the Board.*

(Sgd.) C. G. QUINLAN,  
*Member of the Board.*

(Sgd.) S. J. FISHER,  
*Member of the Board.*

## Appointment of Industrial Disputes Inquiry Commissions Under Wartime Labour Relations Regulations

### Canada Steamship Lines Limited

The June issue of the *LABOUR GAZETTE* (p. 611) contained a report of the appointment of Mr. Leonard W. Brockington, K.C., C.M.G., of Ottawa, and Mr. J. Douglas McNish, K.C., of Toronto, as an Industrial Disputes Inquiry Commission to investigate a dispute between the Canadian Seamen's Union and Canada Steamship Lines,

Limited, of Montreal, P.Q. The text of the Commission's report is reprinted below:

To:

The Hon. HUMPHREY MITCHELL, P.C., M.P.,  
Minister of Labour,  
Ottawa.

Your Commissioners appointed to inquire into the above-styled dispute have the honour to report to you as follows:—



Our appointment followed upon the disbanding of a Board of Conciliation set up for the same purposes which have occupied our attention. The said Board of Conciliation became the subject of legal proceedings in the City of Montreal and on account of the technical disqualification of one of its members, it ceased to function.

For a number of years the Canada Steamship Lines Limited and the Canadian Seamen's Union have entered into agreements covering wages and working conditions on the Company's ships. In the year 1946 there were widespread disputes in the lake shipping industry. Agreements were finally entered into by the various companies with the Canadian Seamen's Union. The Canada Steamship Lines Limited joined in the settlement by depositing its Consent with the Minister of Labour. In the year 1947, notwithstanding the agreement between the parties hereto, serious disputes arose between them. As a result the Chairman of the present Board of Commissioners was appointed a sole Commissioner in an endeavour to settle the outstanding difficulties. The result of his deliberations was that with the assistance of yourself and officers of your Department, some working arrangement was made effective until the closing of navigation in 1947. One of the conditions of the Government's settlement of 1947 was that a vote should be taken in the following form: "Do you desire the Canadian Seamen's Union to act as your representative for the purpose of negotiating a collective agreement with your employees for the 1948 navigation season?" It was agreed that if such a vote were taken and the result were favourable to the Union, an agreement would be negotiated for the year 1948 with the Canadian Seamen's Union. This of course was in addition to any legal obligation that might otherwise exist. No such vote was taken. Your Commissioners have examined the correspondence dealing with this matter and passing between the parties and your Department. At times both parties advocated delay, both parties urged that a vote be taken. Your Commissioners are not in a position to fix the blame for the non-taking of a vote but merely wish to record that none was taken.

On the 27th day of October, 1947, the Company, in accordance with the agreement made in 1946, advised the Union that its agreement would be terminated at the end of its period. During the last three years relations between the Company and the Union have been disturbed and have continued to deteriorate. The Company has frequently voiced its objection to the

alleged political opinions of certain officials and the alleged infiltration of their ideas into the Union. Your Commissioners at various times have listened to charges and counter-charges, to stories of provocation and non-provocation, while both parties have frequently aired their differences in the public press and over the radio. It can be stated therefore that there has been a general deterioration of relations and that there has rarely, if ever, been an atmosphere favourable to conciliation, negotiation and settlement.

Following the receipt of the Company's letter of October 27, 1947, and the frequent requests of the Union to negotiate a new agreement, no further action was taken by the Company until March of this year. In that month the Company without making any attempt to negotiate with the Canadian Seamen's Union, signed an agreement with a rival organization. As a result of the conditions which arose at the beginning of this year, the Conciliation Board was appointed. When its work was ended by litigation, your present Commissioners asked the parties to meet them in the City of Montreal. The Union was represented by its President, its Secretary and its Counsel, Mr. Marcus. While the Company sent no representatives of management, it instructed Mr. Arthur Mathewson, K.C., to appear on its behalf. Your Commissioners wish to thank them all for their frankness and courtesy to us and to each other. Mr. Mathewson took formal objection to the appointment of the Commission and its legal powers and stated that he appeared without prejudice to his rights of objection. He has subsequently raised with the Chairman of your present Commissioners, the propriety of our handing down any decision while the constitutional aspect of the validity of P.C. 1003 has been raised in issue in the Courts. Your Commissioners had already dealt with a dispute between the same Union and Colonial Steamships Limited and Samia Steamships Limited. As their decision in that matter has received some publicity, it is fair to note at the outset that the present case differs in the following particulars from that on which a decision has already been given:—

(1) The notice which Canada Steamship Lines Limited issued on October 8, 1947, was in accordance with the terms of the agreement between the parties.

(2) Although the Union has for a number of years acted as the bargaining representative of the employees of this Company, it has never been certified as such.

(3) Although the Company and the Union agreed that a vote should be taken in 1947, no vote was in fact taken.

In the case of Colonial Steamships Limited and Sarnia Steamships Limited, the Union at the earnest request of the Commissioners, agreed to substitute other bargaining representatives for those to whom the companies had objected on personal or political grounds. In line with this procedure the Union sent the following offer to Canada Steamship Lines Limited:—

(a) The appointment of Mr. Percy R. Bengough, President of the Trades and Labour Congress of Canada; Mr. William Jenovese, Vice-President of the Trades and Labour Congress of Canada, and President of the Toronto District Trades and Labour Council; and Mr. John W. Buckley, Secretary of the Trades and Labour Congress of Canada.

(b) The imposition as a signatory to any agreement of the Trades and Labour Congress of Canada who would undertake to see that the agreement was carried out in the entirety of its letter and spirit.

To this offer counsel for the Company replied that in so far as the Trades and Labour Congress of Canada might assist and succeed in freeing the Canadian Seamen's Union from the alleged political domination of the Communist Party, their intervention would be welcomed. Mr. Mathewson, however, urged that as there was no contractual or other relationship between the Canadian Seamen's Union and Canada Steamship Lines Limited, there was consequently no basis for any dispute. He further advised the Chairman that Canada Steamship Lines Limited had entered into a collective bargaining agreement with another union, the Canadian Lake Seamen's Union. At our meeting it was further argued that P.C. 1003 was unconstitutional and invalid, that inasmuch as it was a war measure and that war was no longer in existence the order had no continuing validity and that the Union not having been certified, had no status. Your Commissioners expressed the opinion then (as they submit now) that the resolution of legal arguments was not and is not within their authority and power.

We do feel it our duty however, to point out that there has grown up in Canada a procedure which was designed and has tended to maintain and establish industrial peace. We refer to the procedure of round table conference and conciliation. Subsection 1 of Section 10 of P.C. 1003 requires the parties to negotiate in good faith with one another and to make every reasonable effort to conclude a collective agreement. Sections 11 and 12 give either parties to such negotiations the right to obtain the services of Conciliation Boards. Subsection 1 of Section 16 provides for the initiation of negotiations by either party to an agreement for the renewal of such an

agreement prior to its expiration. It would appear until it is otherwise decided, that the same duties to negotiate and the same rights to conciliation are equally applicable whether a union is a *de facto* bargaining representative or whether it has been duly certified. As a matter of fact in the present case, under date of April 8, 1948, the War-time Labour Relations Board, upon application of the Union, granted leave to prosecute the Company for alleged violations of a number of sections of P.C. 1003. As your Commissioners pointed out to the Company's representative, there is no law which forces a company or a union to make an agreement with anyone, nor could such a law be reasonably effective. It has been the custom however, and it has always been regarded as the law, that where an agreement had been in effect there was still an obligation even though the terms of the agreement had been ended by notice. Your Commissioners observed also that although a company might see fit to take objection to the personal qualities or political opinions of officers or members of the Union, until the law of the land made the public holding or expression of any political opinion illegal, no company could legally take upon itself the right to refuse to *negotiate* on those grounds.

It appears to your Commissioners that the Company in its arguments has confused the obligation to make an agreement with the obligation to attempt to take all reasonable steps to make one. In this particular case, the Company by entering into an agreement with another union, has made it impossible to negotiate with the union with whom it has dealt for so many years. While the union officials strenuously denied the Company's allegations, it did in the interests of peace make an offer to substitute representatives to whom no objection could be taken for those to whom objection had been taken. This offer was not accepted. In fact the Company's acceptance of the rival union made impossible the acceptance of any conciliatory offer.

At our meeting the Union openly advised the Commissioners and the Company that a number of their own members had joined the rival union, especially in key positions, and that if the Company failed to make a new agreement in good faith, they would feel at liberty to call a strike of their members. This statement, and the progress of negotiations between your Commissioners and the parties, were verbally reported to the officers of your Department.

As we stated in our report in the case of Sarnia Steamships Limited and Colonial



Steamships Limited, it is our opinion that the failure to negotiate, the substitution of a new union for the existing bargaining unit and the assertion by the Company of the right to refuse to negotiate because of its objection to alleged political opinions, are contrary to accepted practices and the law as it has heretofore been followed. We feel too, that in the result injustice has been done to the rank and file of the Canadian Seamen's Union, particularly those to whom seniority rights have accrued.

We regret that there is apparently nothing further which we can do at the present time.

We will however, hold ourselves in readiness to assist the Government in any further negotiations which the Government may decide to institute or encourage.

Respectfully submitted,

(Sgd.) DOUGLAS McNISH.

(Sgd.) LEONARD W. BROCKINGTON,  
*Chairman.*

Ottawa, June 7, 1948.

### Northwest Steamships Limited

On May 6, 1948, the Minister of Labour appointed Mr. Leonard W. Brockington, K.C., C.M.G., of Ottawa, as an Industrial Disputes Inquiry Commission under the provisions of Section 46A (1) of Order in Council, P.C. 1003, to investigate a dispute between Northwest Steamships Limited, of Montreal, P.Q., and the Canadian Seamen's Union. The Commissioner's report which was submitted to the Minister of Labour on June 7, 1948, is given below:—

To:

The Hon. HUMPHREY MITCHELL, P.C., M.P.,  
Minister of Labour,  
Ottawa.

As Commissioner appointed to consider the differences between the above mentioned Company and Union I have the honour to make the following report. Pending the receipt of certain documents I advised officers of your Department of the result of my meeting with the parties.

This Company and this Union have had agreements with each other for ten or more years. The Union has not been certified as the bargaining agency but has operated as the representative of the Company's employees and possesses whatever legal rights have been granted in such circumstances.

Those rights are dealt with in greater detail in the cognate report on the dispute between the Canada Steamship Lines Limited and the Canadian Seamen's Union.

No agreement between the parties has been made or continued for the current year.

In accordance with the terms of my appointment I arranged to meet representatives of the Company and the Union at Montreal. There had been no prior appointment of a Conciliation Board. The Company was represented by its Manager, Mr. Faessler, and its counsel, Mr. Arthur Mathewson, and the Union by its President, Mr. Harry Davis and its counsel, Mr. Marcus. Your Commissioners wish to thank the representatives of both parties for the frankness and courtesy of their submissions.

The Company's counsel took two preliminary objections: the constitutionality and legal validity of the Commission and the propriety of any report by your Commission while legal proceedings have been instituted on which the validity of existing laws and orders will be questioned. The matters are, in your Commissioner's opinion, subject to decision by authorities and parties other than himself.

The facts admitted by both parties include:—

(a) A ten-year period of contractual relationship.

(b) The cancellation of the 1947 agreement by a letter of the Company dated, October 28, 1947.

(c) A number of attempts on the part of the Union by means of telegram and letter to persuade the Company to observe what has always hitherto been considered the legal obligation to attempt to negotiate a new agreement and to submit the matter to conciliation if such an attempt should fail.

(d) The failure to meet, to conciliate or to agree.

The relevant correspondence between the parties is as follows:—

113 Parliament Street,  
Toronto, Ontario,  
October 27, 1947.

Northwest Steamships Ltd.,  
King Street East,  
Toronto, Ontario.

Dear Sirs:

According to Article 32 of the memorandum of the Agreement between the Union and the Company, dated August 1, 1946, I hereby notify you on behalf of the Canadian Seamen's Union of the Union's desire to open negotiations for the purpose of amending several clauses of the Agreement.

Our proposed amendments to the Agreement is out for discussion among the crews of the vessels and the Union will be prepared to enter negotiations early in November.

Would you kindly notify us if the Meeting with your Company could be arranged for some time in the first part of November.

Yours very truly,

Michael Jackson,  
Great Lakes District Organizer.



March 3, 1948.

Sent by registered mail, certificate of registration bearing date October 28, 1947, Adelaide St. Post Office, Toronto, No. 113.

October 28, 1947.  
Registered.

Canadian Seamen's Union,  
National Headquarters,  
4440 St. Catherine Street West,  
Westmount, Que.

Gentlemen,—

In accordance with the terms of the Agreement we have with you, dated 1st August, 1946, we hereby service notice terminating said Agreement on the 31st day of December, 1947.

Yours truly,  
Northwest Steamships Limited,  
(Sgd.) Charles Faessler,  
Secretary-Treasurer.

October 31, 1947.

Canadian Seamen's Union,  
113 Parliament Street,  
Toronto, Ont.

Dear Sirs,—

We are in receipt of your letter of October 27. Your letter must have crossed ours which we sent to your Montreal office. We wrote them on October 28, 1947, as per copy of letter enclosed herewith.

Yours truly,  
Northwest Steamships Limited,  
(Sgd.) Charles Faessler,  
Secretary-Treasurer.

November 26, 1947.

Canadian Seamen's Union,  
438 St. François Xavier Street,  
Montreal, Que.

Attention: Mr. T. G. McManus,  
National Secretary.

Gentlemen,—

In reply to your letter of November 20, which reached our office on November 25, may say that December 15 would be for us a very inconvenient time. We have all the details of finishing the loading of our package freight and trying to get our winter cargo loads of grain away before December 12, so that we cannot possibly find the necessary time to study new labour agreements. Surely this matter can wait until after the Christmas holidays.

Yours very truly,  
Northwest Steamships Limited,  
(Sgd.) Charles Faessler,  
Secretary-Treasurer.

January 31, 1948.

Canadian Seamen's Union,  
438 St. François Xavier Street,  
Montreal, Que.

Attention: Mr. Harry Davis.

Dear Sirs,—

We acknowledge herewith receipt of your wire of January 30, and have noted the contents. We are not yet ready to negotiate and we therefore regret that we cannot attend the meeting which you have called for February 10, in Montreal. As soon as we are in a position to negotiate we shall get in touch with you.

Yours very truly,  
Northwest Steamships Limited,  
(Sgd.) Charles Faessler,  
Secretary-Treasurer.

Canadian Seamen's Union,  
438 St. François Xavier Street,  
Montreal, Que.

Re: Union Agreement.

Gentlemen,—

We beg to refer you to our letter of January 31, 1948. In case you have already signed some Union Agreements with some other Steamship Companies, we would be obliged to you if you would kindly mail us copies of same for our guidance.

Yours very truly,  
Northwest Steamships Limited,  
(Sgd.) Charles Faessler,  
Secretary-Treasurer.

438 St. François Xavier St.,  
Montreal,  
March 8, 1948.

Northwest Steamships Limited,  
59 King St. E.,  
Toronto 1, Ontario.

Attention: Mr. Charles Faessler,  
Secretary-Treasurer.

Dear Sir:

In reply to your letter of March 3, I wish to advise that inasmuch as we were unable to establish negotiations with your company, we have referred the matter to the Department of Labour requesting their intervention.

At present we have no additional copies of agreements reached with other lake companies, but we will send same to you as soon as they are available.

Yours very truly,  
Harry Davis,  
President.

It is obvious from the above that the Company took no steps towards an accommodation with the Union prior to the opening of navigation. The Company's Manager in answer to the Commissioner's inquiries, stated that he never had any idea that there was any obligation on him or his Company to negotiate after a notice of cancellation had been sent to the Union.

It should be noted that the Company is small, operates two small ships with total crews of 40 or so employees and is engaged in what is called the packet freight business. Its competitor is the Canada Steamship Lines Limited.

The Manager stated that conditions on board the Company's ships in 1947 were bad—owing to restlessness, friction and a general air of insubordination. He also stated that he and his associates disapproved of the alleged domination of the crews by Communistic influences and the alleged infiltration of the crew by similar forces. He admitted that no open dispute had broken out in 1947 and that the subsisting agreement was carried out.

After the notice of cancellation was sent by the Company to the Union, the Company decided to await developments. Its manager had a number of conversations

with other ship owners. For reasons which were not very clear to your Commissioner, the Company thought it advisable for competitive reasons to follow the lead of Canada Steamship Lines Limited. It was also influenced by the dissatisfactions mentioned above. Accordingly when in March of this year an agreement was made between Canada Steamship Lines Limited and a small Canadian Lake Seamen's Union the Company made a similar agreement with the rival union and purported to end its relations with the Canadian Seamen's Union. The representatives of the Seamen's Union stated that there was no dispute with this Company and that prior to this year they had no major fault to find with the Company nor were they aware of any fault that the Company found with them.

Offers were made by the Union and the Commissioner as in the cases of the Colonial Steamships Limited, the Sarnia Steamships Limited and the Canada Steamship Lines Limited, to substitute officers of the Trades and Labour Congress of Canada as negotiators and to import the Congress itself as the signatory to the agreement. This the Company refused having as it frankly admitted, executed an agreement with a rival union as a substitute for continued negotiations and a possible agreement with the Canadian Seamen's Union.

In the opinion of your Commissioner, for reasons elaborated in the findings on the dispute between the Union and the Canada Steamship Lines Limited, this

Company has by its action and inaction broken the established and beneficial precedents of round table conference. Subject to judicial decision which may or may not upset the established interpretation of the existing law it has failed to observe the provisions of P.C. 1003 as they have usually been followed and understood. No law could make the Company enter into an agreement with any union if it did not wish to do so. Both custom and authority however seem to place a traditional legal duty upon the company to try negotiation and conciliation before all hope of an agreement is abandoned.

Your Commissioner regrets that at present no effort or power of his seems able to remedy the present situation. He will stand ready to assist if any further action by the Government or himself is considered advisable.

I have the honour to remain Sir,

Yours faithfully,

(Sgd.) LEONARD W. BROCKINGTON,  
*Commissioner.*

Ottawa, June 7, 1948.

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### **Conciliation Proceedings Under the Conciliation and Labour Act**

Five industrial disputes were handled during June by officers of the Industrial Relations Branch under the provisions of the Conciliation and Labour Act. The disputes involved approximately 1,500 workers and 9 employers.

# COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

## Recent Collective Agreements

A file of collective agreements is maintained in the Research and Statistics 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: Coal Mining*

**SYDNEY MINES, N.S.—THE OLD SYDNEY COLLIERIES LTD. AND THE UNITED MINE WORKERS OF AMERICA, DISTRICT 26.**

Agreement to be in effect from February 1, 1948, to January 31, 1949, and thereafter from year to year subject to notice. This agreement is similar to the agreement between Dominion Coal Company Ltd. at Cape Breton and Springhill, and District 26 of the United Mine Workers of America summarized in the *LABOUR GAZETTE* for July 1948, p. 739, and May 1946, p. 625.

**STELLARTON, N.S.—THE ACADIA COAL COMPANY LTD. AND THE UNITED MINE WORKERS OF AMERICA, DISTRICT 26.**

Agreement to be in effect from February 1, 1948, to January 31, 1949, and thereafter from year to year subject to notice. This agreement is also similar to the agreement between Dominion Coal Company Ltd. at Cape Breton and Springhill and District 26 of the United Mine Workers of America summarized in the *LABOUR GAZETTE* for July, 1948, p. 739, and May, 1946, p. 625.

### *Manufacturing: Textiles and Clothing*

**SAINT JOHN, N.B.—CORNWALL AND YORK COTTON MILLS COMPANY, LIMITED AND THE TEXTILE WORKERS UNION OF AMERICA, LOCAL 993.**

Agreement to be in effect from March 1, 1948, to March 1, 1949, and thereafter from year to year subject to notice. The company recognizes the union as the sole and exclusive collective bargaining agency for all eligible employees. There shall be no discrimination or intimidation by the company or the union against any employee.

*Maintenance of membership:* employees who are, or who become union members shall, as a condition of employment with the company, remain union members during the term of the agreement. New employees shall also become union members within 90 days after the date of their employment as a condition of employment with the company.

*Check-off:* upon receipt of voluntary authorization of employees the company agrees to deduct union dues monthly from the pay of such employees and to remit same to the union and such authorization may not be cancelled for the duration of the agreement.

*Hours of work* to be as stipulated in appendix to agreement. Overtime: time and one-half for work in excess of the standard work day or standard work week. The mill will not be operated on 7 statutory holidays which are to be mutually agreed upon by the management and the union committee.

*Vacation with pay:* employees with over 3 months' continuous service with the company shall be entitled to 2 consecutive weeks' vacation with pay which shall be 4 per cent of the employees' total earnings for the 12 months' period ending with the pay period three weeks prior to the selected commencement date for the vacation period.

*Wage rates:* the schedule currently in effect plus a 5 cents per hour general increase effective as of the date of the agreement and a further 3 cents per hour general increase effective September 1, 1948, shall continue.

Provision is made for *seniority rights* and *grievance procedure*.

**HUNTINGDON, P.Q.—HUNTINGDON WOOLEN MILLS LIMITED AND THE UNITED TEXTILE WORKERS OF AMERICA, LOCAL 101.**

Agreement to be in effect from January 1, 1948, to December 31, 1948, and thereafter from year to year subject to 60 days' notice. The company recognizes the union as the sole bargaining agency for the employees of the company.

*Union Shop:* all employees shall be and remain union members in good standing as a condition of employment; employees not members of the union at the date of the signature of the agreement shall be required to join the union within 90 days; all new employees shall be required to join the union within 30 days after their employment with the company.

*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 for the duration of the agreement.

*Hours of Work:* 48 per week. Overtime at time and one-half for work after 48 hours in any one week or after 10 hours in any one day and on 3 specified holidays in the event that work is necessary on those days. Double time for all work on Sundays and 6 additional specified holidays. Three of these holidays are granted to all employees with pay at the regular working day rate.

*Vacation:* one week with pay for employees with one year's continuous service with the company, 2 weeks with pay for employees with 3 or more years' continuous employment with the company. The vacation period



shall be during July, August and September of each year. Any employee guilty of chronic (5 per cent) absenteeism or lateness shall be disqualified from receiving vacation with pay.

*Hourly wage rates of certain classes:* all under 55 cents an increase of 6 cents per hour; all over 55 cents an increase of 8 cents per hour; card room 63 to 81 cents, spinners 60 cents plus bonus, fixers 76 cents, bobbin boys 44 cents, after 6 months 47 cents, roving carriers and yarn weighers 63 cents, inspection 73 cents, loom fixers 81 cents plus bonus, warp hangers 71 and 76 cents plus bonus, dye-house and finishing 63 cents, fulling mills and press 68 cents, shear 76 cents, examiner 66 cents, firemen 80 cents, mechanics 81 cents, shippers 63 cents, plumbers 76 cents, oilers 66 cents, carpenters 81 cents, carpenters' helpers 76 cents, sorters, winders 46 cents, spoolers 52 cents, enterers, menders 54 cents. Piece work beginners rates—burlers 43 cents first 2 weeks, 44 cents second 2 weeks or piece work; weavers 41 cents first 2 weeks, 46 cents second 2 weeks, 52 cents third 2 weeks, then piece work. Beginners hourly rates—picker mixer, yard, carding, yarn weighers, roving carriers, cloth carrier, waste carrier, dyehouse, finishing, shipping, carpentry helper, machine shop, filling carrier, spooler yarn carrier, conditioning machine, first 2 weeks 49 cents, second 2 weeks 54 cents, third 2 weeks 58 cents, spoolers, first 2 weeks 38 cents, second 2 weeks 40 cents, third 2 weeks 42½ cents, fourth 2 weeks 48½ cents; enterers and menders, first 2 weeks 43 cents, second 2 weeks 45 cents, third 2 weeks 47½ cents, fourth 2 weeks 52½ cents, the menders receive 54 cents after 9 months; sorters and winders, first 2 weeks 44 cents, second 2 weeks 46 cents; boys (drop wire bobbin) from 44 cents to 54 cents.

Guaranteed average minimum earnings for weavers: the company guarantees to the weavers (excepting apprentices) that their average minimum earnings shall be maintained at 74 cents per hour.

*Night Shift premium:* all work performed on the night shift between 6 p.m. and 7 a.m. shall be paid for at the rate of 10 per cent over and above the regular earnings for that classification of work, except in the case of spinners who shall be paid 10 per cent over and above their basic rate.

Provision is made for *seniority rights and grievance procedure.*

LONDON, ONT.—SUPERSILK HOSIERY MILLS (DIVISION OF GENERAL PRODUCTS MANUFACTURING CORPORATION LTD.) AND TEXTILE WORKERS UNION OF AMERICA, LOCAL 825.

Agreement to be in effect from December 11, 1947, to December 10, 1948, and thereafter from year to year subject to notice. The company recognizes the union as the sole and exclusive collective bargaining agency for all eligible employees. There will be no discrimination or intimidation against any employee by the company, the union or its officers or members.

*Maintenance of membership:* employees will not be required to join the union as a condition of employment with the company; but employees who are, or who during the term of the agreement become, members

of the union shall, as a condition of their continued employment with the company, remain members in good standing of the union for the term of the agreement.

*Check-off:* upon receipt of an employee's voluntary authorization the company agrees to deduct union dues monthly from the pay of said employee during the term of the agreement and to remit same to the union; such authorization may not be cancelled before the expiration date of the agreement.

*Hours of work:* 45 hours in all departments (excepting engineers) shall be the standard work week. *Rest Periods:* 10 minute rest periods shall be granted during the morning and afternoon to all employees on the day shift. *Overtime:* time and one-half or piece rate and one-half for any work in excess of the standard work day or standard work week. Six specified *statutory holidays with pay* will be granted at regular rates to employees working their regular shifts immediately preceding and following such holiday (contingent upon these holidays being observed in London).

*Vacation with pay:* one week with pay equal to 2 per cent of employee's total earnings with company during previous year to employees with from 3 months' to 5 years' continuous service with the company. Employees with over 5 years' continuous service with the company shall receive 2 weeks with pay equal to 4 per cent of employee's total pay during previous 12 months.

*Wage rates* currently in effect at the date of the agreement including the general increase negotiated between the parties shall continue for the term of the agreement.

Provision is made for *seniority rights and grievance procedure.*

### Construction

TORONTO, ONT.—CERTAIN ELECTRICAL CONTRACTORS AND INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 353.

Agreement to be in effect from June 1, 1948, to May 31, 1949, and thereafter from year to year subject to notice. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE for August, 1947, p. 1173 with the following changes.

*Wage rates* are increased from \$1.45 to \$1.65 per hour for journeymen electricians. *Overtime* on Saturdays between 8 a.m. and noon is increased from time and one-half to double time. When work cannot be done during the day, such work may be done as a straight night shift of not more than 7 hours with pay for 8 at straight time.

HAMILTON AND DISTRICT, ONT.—PAINTING AND DECORATING CONTRACTORS AND THE BROTHERHOOD OF PAINTERS, DECORATORS AND PAPERHANGERS OF AMERICA, LOCAL 205.

Agreement to be in effect from April 1, 1948, to February 28, 1949, and thereafter from year to year subject to 60 days' notice.

*Union shop:* all present members of the union must as a condition of employment, remain members and all employees who are not union members shall become union members and continue the said membership as a

condition of employment, all new employees must become members of the union within 24 days of the date of their employment as a condition of employment.

*Hours of work:* 8 per day Monday through Friday, a 40-hour week. *Overtime* shall be paid for at time and one-half but shall be eliminated wherever possible. Double time for all work on Saturdays, Sundays and 7 specified holidays. No work shall be done on Labour Day. When work cannot be done during the ordinary hours of employment as above, a night shift shall be permitted of 8 hours' duration with 9 hours' pay.

*Vacation:* employees shall receive holiday pay of 2 per cent of earnings.

Employers will pay travelling time one way to men working beyond the city limits and men shall work the balance of the 8 hours on the job. Employers shall provide transportation both ways; should men have to stay on the job they shall be paid suitable board money.

*Rates of pay:* minimum hourly rate of pay for painters and all engaged in the industry shall be \$1.10. A journeyman while employed as a paperhanger or recognized as a charge hand shall receive \$1.15, a foreman \$1.20; journeymen while employed as spray painters or while working on swing stage over 2 stories high shall receive \$1.20.

Provision shall be made on all jobs to protect employees' tools and clothes and where at all possible a shed shall be erected for this purpose and for lunch periods. Provision is also made for *grievance procedure*.

WINDSOR AND DISTRICT, ONT.—SEVERAL PAINTING CONTRACTORS AND THE BROTHERHOOD OF PAINTERS, DECORATORS AND PAPERHANGERS OF AMERICA, LOCAL 1494.

Agreement to be in effect from April 1, 1948, to April 30, 1949, and thereafter from year to year subject to 60 days' notice.

*Union Membership:* all union members must retain their union membership for the duration of the agreement as a condition of employment. All new employees must join the union within 7 days after date of employment as a condition of employment.

*Hours of work:* 8 per day Monday through Friday, 4 on Saturday, a 44-hour week. *Overtime:* time and one-half for work beyond the regular hours and on Saturday afternoons. Double time from 5 p.m. Saturdays until 8 a.m. Mondays and on 6 specified holidays. No work shall be done on Labour Day without special permission from the executive of the local union. When work cannot properly be done during the standard working hours it may be done after such hours at single time rates plus 10 cents per hour. Overtime rates to apply on these rates after the standard working period.

*Vacation with pay:* all employees with 2 years' service shall receive 4 per cent vacation pay, one week to be given on the date agreed upon; the second week to be paid in the form of a cheque or cash amounting to 2 per cent of the total earnings of the employee from April 1, 1948, to December 1, 1948. In order to qualify, an employee must

have been in the employ of any one of the employers party to the agreement, for a period of 2 years.

Employers shall provide transportation both ways to all jobs beyond the city limits and shall pay for time spent travelling beyond such limits. Suitable board and lodgings shall be provided for out of town jobs as well as transportation both ways and pay for travelling time unless it is during the night when sleeping berth shall be provided. No overtime rates shall apply to travelling time.

*Rates of pay:* minimum hourly rates of pay for brush painters \$1.20, paperhangers \$1.25 and spray painters \$1.40. Apprentices' wages are to be governed by the Apprenticeship Board. No more than one apprentice shall be allowed to every 5 journeymen in any one shop. A 10 cent an hour premium shall be paid for the use of Swing Stage, Boatsman Chair or Window Jack.

Provision is made for *grievance procedure*.

## Trade

OTTAWA, ONT.—THE PRODUCERS DAIRY LIMITED AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, MILK DRIVERS AND DAIRY EMPLOYEES, LOCAL 647.

Agreement to be in effect from April 1, 1948, to November 30, 1948, and thereafter from year to year subject to 70 days' notice. The employer agrees to recognize the union as the sole collective bargaining agency for all salesmen drivers and inspectors.

*Union security:* the employer agrees to hire unemployed members of the union providing they are satisfactory. New men shall be informed that union membership is a condition of employment and must join the union within 30 days. All employees members of the union at the effective date of the agreement must remain members during the term of the agreement.

*Check-off:* company agrees to deduct union dues monthly from the pay of employees who voluntarily authorize same and remit to the union. The above 2 clauses are in effect on a trial basis during the term of the agreement.

*Hours of work:* six days shall constitute a working week for all employees.

*Vacations with pay* shall be granted to all employees on the basis of one week after one year's service and 2 weeks after 2 years' service during the summer months as far as possible.

If uniforms are to be worn, the company shall pay the cost. They shall remain the property of the company.

*Wage scale:* salesmen drivers shall be guaranteed a minimum weekly wage of \$36 for a 6-day week tied in with the cost-of-living index as of April 1, 1948, adjustments to be made every 3 months at 25 cents per point increase or decrease. The basic pay for the purpose of wage computation shall be \$12 per week, plus a certain percentage of sales. Drivers on wholesale routes receive \$38 per week, helpers \$29 and special delivery drivers \$36. Inspectors wages are computed on the average weekly wage of salesmen drivers plus \$5 weekly. All new



salesmen drivers shall receive one week's training and shall be paid \$5 per day while learning. Immediately upon assuming responsibility on his own a new salesman shall be paid the prevailing scale of wages and commissions.

When a route is split into 2 or more routes, the salesman driver whose route is so split shall have first choice as to which route he shall work. The salesman driver whose route is split shall receive compensa-

tion for the business taken off his route; there shall be added to his weekly driving allowance the difference of the average weekly earnings of the 3-week period prior to such cut. "This adjustment is to run for a minimum period of 5 months and a maximum period of one year with a weekly reduction of 10 cents minimum and 25 cents maximum."

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 5 new agreements, the repeal of one other agreement and the amendment of 15 other agreements. These include the amendment of the agreements for the furniture industry for the province and for barbers and hairdressers at Sherbrooke in the *Quebec Official Gazette* published May 22, the amendment of the agreements for barbers and hairdressers at Rouyn and Noranda, for hairdressers and for the wholesale fur industry at Montreal, and for barbers and hairdressers at Victoriaville and at Sherbrooke in the issue of May 29, the amendment of the agreements for the embroidery industry at Montreal and for municipal employees at Jonquière in the issue of June 5, and the amendment of the agreement for clockmakers in the counties of Drummond, Arthabaska, Richmond, Nicolet and Bagot in the issue of June 12. All the other Orders in Council are summarized below.

Requests for the amendment of the agreements for retail food stores at Quebec and for clockmakers in the counties of Drummond, Arthabaska, Richmond, Nicolet and Bagot and for new agreements for longshoremen (ocean navigation) at Montreal and for building trades at Mont-

real were gazetted May 22. Requests for new agreements for shipliners (ocean navigation), checkers and coopers (ocean navigation) and garages and service stations, all at Montreal, were published May 29. Requests for the amendment of the agreements for railway car and bus manufacturing at Montreal, for grocers and butchers at Sherbrooke and for the fine glove industry for the province, and for new agreements for barbers and men's hairdressers and for ladies' hairdressers both at Three Rivers were all gazetted June 5. Requests for the amendment of the agreements for trade and office employees at Arvida, Jonquière, Kénogami and St. Joseph d'Alma, for building trades at Quebec and at Sherbrooke, for clockmakers at Montreal, for plumbers and for barbers and hairdressers at Hull, as well as a request for a new agreement for the uncorrugated paper box industry for the province, were all gazetted June 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 assessment on the parties.

### *Manufacturing: Vegetable Foods*

#### BAKERS AND DELIVERYMEN, QUEBEC.

An Order in Council, dated May 13, and gazetted May 22, makes obligatory the terms of a new agreement between "L'Association des Boulangers de Québec, Inc." and "Le Syndicat de l'Industrie de la Boulangerie, Pâtisserie, Biscuiterie de Québec, Inc." Agreement to be in effect from May 22, 1948, to March 31, 1949, and thereafter from year to year, subject to notice. It applies to all employees working in bakeries or pastry-shops turning out products for commercial purposes, as well as salesmen, salesmen's helpers and deliverymen. It does not apply to female employees in bakeries producing bread only. Territorial jurisdiction comprises the City of Quebec, the City of Levis, the town of Quebec-West, the counties of Quebec, Quebec-West, Levis, Beauce, Montmagny, Portneuf and Montmorency, excepting the Island of Orleans, and is divided into two zones: zone I, the cities of Quebec and Levis and

\*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, p. 86. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.



within 25 miles from their limits; zone II, the remainder of the territorial jurisdiction.

*Hours:* in bakeries producing bread and in delivery departments, 57 hours per week in zone I, 60 in zone II; in bakeries producing whole cakes, biscuits and pastries of all kinds and in delivery departments, 57 hours in both zones.

*Overtime:* is payable at time and one-half. No work is to be performed on Sundays and specified holidays.

*Minimum weekly wage rates in bread bakeries:* foreman \$33 in zone I, \$30 in zone II; journeyman-baker \$28.50 in zone I, \$25.50 in zone II; helper \$22 in zone I, \$20 in zone II; apprentices from \$13.50 per week during first year to \$19.50 in third year in zone I and from \$12.50 to \$18 in zone II. Supernumerary journeyman-baker is paid on the same basis as the journeyman-baker; however, when working on Friday or the second day before a holiday, he shall receive \$1 extra.

*Minimum weekly wage rates in pastry-shops in both zones:* of the male and female employees producing cakes, biscuits or pastries of all kinds, 40 per cent are to be paid a minimum of \$23 per week, an additional 40 per cent \$17.50 per week, the remaining 20 per cent \$12.50 per week, except for the following occupations: foreman, specialized pastry-cook \$33 per week, assistant-foreman \$30, journeyman-pastry-cook \$28.50; male and female employees committed to the packing, wrapping, orders and sampling and all other employees including those employed in either wholesale or retail stores pertaining to this industry, shall be paid a minimum of \$12.50 per week for the first 6 months, \$13.50 during the second 6 months and \$15 thereafter (forewoman to be paid a minimum of \$20 per week).

*Minimum weekly wage rates in delivery department:* salesman \$19 in zone I, \$17.40 in zone II (\$35 in zone I and \$30 in zone II if he furnishes his own vehicle); salesman's helper \$10 in zone I, \$9 in zone II; deliveryman \$16 in zone I, \$14.60 in zone II (\$35 in zone I and \$30 in zone II if he furnishes his own vehicle). No employer shall be considered as the first employee (salesman) on a delivery truck. If he employs a driver, he shall pay him a minimum of \$18 per week in zone I and \$16.40 in zone II.

*Vacation:* one week with pay after one year's continuous service with the same employer; one half-day with pay for every month to those with less than one year's service.

### **Manufacturing: Fur and Leather Products**

#### **TANNERY EMPLOYEES, PROVINCE OF QUEBEC.**

An Order in Council, dated May 13, and gazetted May 22, amends the previous Orders in Council for this industry (L.G., Jan., 1947, p. 48, Aug., p. 1174; April, 1948, p. 331, and previous issues) by providing that all employees with at least 5 years' continuous service on January 1, 1949, are entitled to an additional 7 days' vacation with pay annually, or to a compensation bonus equal to the remuneration payable to the employees if they had taken the additional vacation.

### **Manufacturing: Pulp, Paper and Paper Products**

#### **CORRUGATED PAPER BOX INDUSTRY, PROVINCE OF QUEBEC.**

An Order in Council, dated May 27, and gazetted June 5, amends the previous Orders in Council for this industry (L.G., April, 1946, p. 499, May, p. 628, Nov., p. 1584; March 1, 1947, p. 369, and previous issues). Other amendments to this agreement were published in the *Quebec Official Gazette* of June 7, August 16, and November 22, 1947.

*Minimum hourly wage rates* (which for male employees were increased by from 7 to 10½ cents per hour and for female employees from 3 to 8 cents per hour effective August 16, 1947) are further increased in the present amendment by 6½ cents for both male and female employees.

#### **UNCORRUGATED PAPER BOX INDUSTRY, PROVINCE OF QUEBEC.**

An Order in Council, dated May 27, and gazetted May 29, amends the previous Order in Council for this industry (L.G., Dec., 1947, p. 1802). This agreement was previously amended in the *Quebec Official Gazette* published March 13, and April 3, 1948.

*Territorial jurisdiction* is now divided as follows: zone I, the Island of Montreal and within a radius of 50 miles from its limits, with the exception of the municipality of L'Epiphanie; zone II, the entire province of Quebec, with the exception of the municipalities included in zone I.

### **Manufacturing: Metal Products**

#### **SHEET METAL MANUFACTURING, MONTREAL.**

An Order in Council, dated May 13, and gazetted May 22, makes obligatory the terms of a new agreement between The Builders' Exchange Inc., the Sheet Metal Fabricating Section and The Sheet Metal Workers International Association, Local No. 116. Agreement to be in effect from May 22, 1948, to March 1, 1949 and for an additional period of one month pending the adoption of a new agreement. Territorial jurisdiction comprises the Island of Montreal and within 15 miles from its limits.

*Hours:* 9 per day, 45 per week, as in agreement previously in effect (L.G., Nov., 1947, p. 1660).

*Overtime* and work on Saturdays is payable at time and one-half with double time on Sundays and specified holidays.

*Minimum wage rates* are increased by 5 cents per hour in all cases except toolmaker whose minimum rate is increased from \$1.06 to \$1.17 per hour. The classification of "machinist mechanic" is added to the wage scale with a minimum rate of \$1.12 per hour. Employees working on night shifts or irregular shifts receive an additional 5 cents per hour.

*Vacation:* every employee with one year's continuous service is entitled annually to one week's vacation with pay equivalent to 2 per cent of his preceding year's remuneration.

Provision is made for apprenticeship regulations.

## Construction

### BUILDING TRADES, CHICOUTIMI.

An Order in Council, dated May 13, and gazetted May 22, amends the previous Orders in Council for this industry (L.G., Feb., 1947, p. 185; Jan., 1948, p. 51; April, p. 334, and previous issues) by the addition of 3 contractors as parties to the agreement.

*Territorial jurisdiction* is now divided as follows: zone I, the cities of Chicoutimi and Arvida, the towns of Roberval, Jonquière, Kénogami, Saint-Joseph d'Alma, Isle Maligne, Riverbend, Bagotville, Port-Alfred, Dolbeau, Racine, the municipalities of Rivière-du-Moulin, Saint-Alexis-de-la-Grande Baie, Saint Emilien (Desbiens Mills), and within a radius of 2 miles from their limits; zone I-A, the counties of Abitibi-East, Abitibi-West and Rouyn-Noranda; zone II, the municipalities of La Malbaie, Cap-a-l'Aigle, Pointe au Pic, Clermont and within 2 miles from their limits; zone III, those parts of the counties of Charlevoix, Chicoutimi, Lake St. John, Roberval and Saguenay not already included in zones I and II.

*Overtime* is remunerated as follows, except for watchmen: in zone I, time and one-half after 9 hours' work per day, with the exception of plumbers and steamfitters; in zones I-A, II and III and for plumbers and steamfitters in zone I, time and one-half after 10 hours' work per day.

*Minimum hourly wage rates* in zone I, II and III are increased by 10 cents per hour except for carpenters-joiners who receive an increase of 15 cents per hour. In zone I-A, minimum wage rates are the same as in zone I, except for carpenters-joiners who receive 5 cents an hour less than in zone I, and with the addition of plasterer's helper who is paid 70 cents per hour during the first month, 75 cents during second month and 80 cents thereafter. Minimum wage rates for maintenance men in zones I and I-A are \$35 per week for tradesmen, \$30 for labourers; in zones II and III, \$30 per week for tradesmen and \$25 for labourers.

*Apprentices* now receive 40 per cent of journeyman's rate in first year, 55 per cent in second year and 75 per cent in third year.

### BUILDING TRADES, COUNTIES OF DRUMMOND, ARTHABASKA AND NICOLET.

An Order in Council, dated May 13, and gazetted May 22, makes obligatory the terms of a new agreement between "L'Association patronale des Constructeurs du Diocèse de Nicolet", "L'Association des Maîtres-Plombiers et Electriciens de Victoriaville et District" and "Le Syndicat catholique national des Métiers de la Construction de Drummondville, inc.", "Le Syndicat catholique national des Métiers de la Construction de Victoriaville, Qué., inc.", "Le Syndicat des Compagnons Electriciens de Drummond". Agreement to be in effect from May 22, 1948 to March 31, 1949, and thereafter from year to year, subject to notice. Territorial jurisdiction comprises the counties of Drummond, Arthabaska and Nicolet and is divided as follows: zone I, the cities or towns of Drummondville, Victoriaville, Arthabaska and Nicolet and within a radius of 5 miles from their limits;

zone II, the remainder of the territorial jurisdiction.

*Industrial jurisdiction*: this agreement governs the construction, installation, refectation, repairing, maintenance, demolishing, permanent additions and moving of buildings, roads, water works, sewers, channels, tunnels, bridges, sustaining walls, levelling, earthworks, electrical installations, electrical transmission lines, form preparation and laying of concrete for pillars only, plumbing and heating system, digging for foundations, pipe repairs, stationary or portable pipe installation. It does not apply to maintenance men of steam railroad companies who are already covered by a collective agreement, nor to road operations governed by the Fair Wage Schedule of the Provincial Government, nor to municipal employees. It does not apply to boiler firemen in so far as construction or repair operations on a building are concerned.

*Hours*: 48 per week.

*Overtime* is payable at time and one-half, based on the minimum rate, even if an employee receives a higher wage rate than that set by the agreement; double time is paid for work on Sundays and 10 specified holidays (electricians only are paid at time and one-half for Sundays and 8 specified holidays).

*Minimum hourly wage rates*: bricklayer, mason, plasterer \$1.15 in zone I, \$1.10 in zone II; mason, block layer, tile layer, painter (work outside a building at more than 45 feet high) \$1.05 in zone I, \$1 in zone II; carpenter-joiner, pipe mechanic and steamfitter, pipe welder, tinsmith or sheet-metal worker and roofer 95 cents in zone I, 90 cents in zone II; sprayman, electrician, stationary or portable steam engine man (cranes and mixers) 90 cents in zone I, 85 cents in zone II; painter, paperhanger, tractor and compressor operator 85 cents in zone I, 80 cents in zone II; junior journeyman pipe welder, steam boiler fireman, fireman (power shovels) 80 cents in zone I, 75 cents in zone II; ornamental iron erector, terrazzo polisher (dry or wet process) 80 cents in zone I, 70 cents in zone II; stationary or portable gasoline engine operator (cranes and mixers), truck driver, carter, labourer, operator (stationary or portable electric machines and electric cranes and mixers), marble and terrazzo layer 75 cents in zone I, 70 cents in zone II; driller and dynamite frirer 85 cents in zone I, 75 cents in zone II; elevator operator 90 cents in zone I, 80 cents in zone II; blacksmith 85 cents in both zones; water carrier 55 cents in both zones; night watchman (60-hour week) 40 cents in zone I, 35 cents in zone II; painters (structural iron) \$1.10 in both zones; structural iron workers (all categories) \$1.21 in both zones; workers installing stokers in furnaces with a horizontal heating surface of 20 feet or less receive a minimum of 99 cents per hour in both zones for 55 hours per week, helpers 77 cents; construction boiler-maker, erector and steam generator mechanic \$1.21, helper 94 cents in both zones; maintenance men \$29.20 per week for journeymen in zone I and \$27.20 in zone II, labourers \$25.20 in zone I, \$23.20 in zone II.

*Vacation*: one week with pay annually equivalent to 2 per cent of the regular



wages earned during previous 12 months for all employees with one year's continuous service.

Provision is made for apprenticeship regulations and for board and travelling expenses for plumbers, steamfitters or tin-smiths.

#### BUILDING TRADES, THREE RIVERS.

An Order in Council, dated May 19, and gazetted May 29, amends the previous Orders in Council for this industry (L.G., March, 1947, p. 370, Nov., p. 1661; Jan., 1948, p. 51, and previous issues) by providing for a general increase of 10 cents per hour in all the trades mentioned in the agreement. This amendment also provides that maintenance men, employed by steam railroad and power companies and who are already covered by a collective agreement with the said companies, are not governed by the terms of the present agreement.

#### BUILDING TRADES, ST. JÉRÔME.

An Order in Council, dated May 13, and gazetted May 22, makes obligatory the terms of a new agreement between "Le Syndicat National de la Construction inc." of St. Jérôme, "Le Syndicat national catholique" de Sainte Agathe-des-Monts, "La Fraternité des Charpentiers-Menuisiers Unis d'Amérique" local 1001 of Sainte Thérèse-de-Blainville, "Le Syndicat national catholique de la construction inc." of Ste Thérèse-de-Blainville and L'Association des Employeurs dans la Construction dans le comté de Terrebonne, Saint-Jérôme. Agreement to be in effect from May 22, 1948, to March 31, 1949, and thereafter from year to year, subject to notice. Territorial jurisdiction comprises the county of Terrebonne.

*Industrial jurisdiction* includes the construction, installation, rebuilding, repair, maintenance and demolishing of buildings, roads, aqueducts, sewers, wharves, canals, tunnels, bridges, culverts, retaining walls, plumbing systems, heating systems (wood or coal), cement sidewalks, wooden sidewalks, dams, streets, viaducts, locks, electrical installations, airports, landing fields, structural iron, ornamental iron, wooden fences, counters, store shelves (fixed and movable) and any other related work. It also applies to any excavating and earthwork, conveying or moving of houses or buildings. Maintenance men employed by steam railroad companies are not covered by this agreement, nor are maintenance men in manufacturing or industrial establishments who benefit by a services hiring contract of at least 6 months' duration. The present agreement does not apply to road operations governed by the Fair Wage Schedule of the Provincial Government.

*Hours:* 8 per day, 48 per week for tradesmen and apprentices; 9 per day, 54 per week for labourers; mortar makers, plaster pourers, hod carriers, celanite mixers and labourers employed by bricklayers, masons, and plasterers may work 11 hours per day without receiving overtime rates provided the weekly hours do not exceed 54. However, from April 1 to September 30, in the town and parish of St. Jérôme, the parish of St. Sophie and the territory south of these two localities, the weekly maximum of 48 hours may be distributed so that no work is performed on any job on Saturday.

Employees on road construction work a maximum of 60 hours per week, without daily limitation of the duration of work; all work in excess of 60 hours is payable at time and one-half.

*Overtime:* work performed between 5 p.m. and 8 a.m. is considered as overtime work unless performed by a second or third shift of the same employer; overtime is payable at time and one-half between 5 p.m. and 10 p.m. and at double time between 10 p.m. and 8 a.m. Work performed on Sundays and 8 specified holidays is remunerated at double time. Any urgent or special work which cannot be carried out during the regular daily periods may be performed at other periods of the day at the regular rate of pay.

*Minimum hourly wage rates:* carpenter-joiner, millwright, weather stripper, roofer (asbestos, slate and tile), cement finisher, decorator, wall-paper hanger, sprayman, lather (metal, wood, tentest, gyproc or any other), roofer (composition), sheet metal worker (shop or job), blacksmith, driller (Jack hammer man), steam, electric or gas mixer operator, engineman (steam, gasoline or electric shovels), stationary or portable boiler engineman, floor maker, mastic floor layer, terrazzo polishing machine operator (dry process), saw filer 95 cents per hour; tile setter \$1.16; marble setter \$1.17; plasterer, mason (including cutter on the job), bricklayer \$1.15; electrician, commercial letterer, crane operator, bulldozer operator, grader operator, roller operator (steam or gasoline) \$1 per hour; pipe mechanic, plumber and steamfitter—journeyman \$1, junior journeyman 90 cents; terrazzo layer \$1.06; sprinkler fitter \$1.05; painter, glazier, floor finisher (shop or field), tinsmith-roofer, fireman (construction), pipe welder (oxygen or electric), tractor operator 90 cents; floor finisher (hand or machine), insulating cork setter, mastic floor finisher, compressor operator 85 cents; rigger, concrete steel reinforcement erector, tile and asphalt layer, terrazzo polishing machine operator (wet process), hod carrier, machinist 80 cents; labourer (plasterer's, bricklayer's and mason's helper), blacksmith's helper, boiler fireman required to hold a 4th class certificate, watchman also employed as foreman and required to hold a 4th class certificate (working a maximum of 72 hours per week) 75 cents; common labourer, freight and passenger elevator operator, truck driver (construction), horse driver (single or team), asphalt raker, men committed to the ramming, smoothing and spreading of asphalt 70 cents; waterman 65 cents. Foremen supervising a shift of 4 or more men shall be paid 10 cents more per hour than the rates established for their trade. Painters (structural iron) are paid \$1 per hour; structural iron workers (all categories) \$1.11; construction boiler-makers, erectors, steam generator mechanics and welders \$1.11, helpers 84 cents. Maintenance men receive the following minimum wage rates for a 48-hour week: journeymen \$31.20 per week, apprentices \$18.25, common labourers \$24.

Provision is made for apprenticeship regulations and for board and lodging for maintenance men.



## PLUMBERS, HULL.

An Order in Council, dated May 27, and gazetted June 5, makes obligatory the terms of a new agreement between The Plumbing and Heating Contractors Section of the Retail Merchants Association of Canada Inc., for the district of Hull and "L'Association des Plombiers, Soudeurs et Poseurs d'Appareils de Chauffage, inc.". Agreement to be in effect from June 5, 1948, to April 30, 1949, and thereafter from year to year, subject to notice. Territorial jurisdiction comprises the counties of Hull, Gatineau, Papineau, Pontiac, Labelle and Temiscamingue. The agreement applies to operations carried out by skilled workers and apprentices of the plumbing, steamfitting, welding mechanic and welding trades, but does not apply to maintenance employees in manufacturing or industrial establishments who benefit by a labour hiring contract for a minimum period of 6 months.

*Hours:* 8 per day, 4 on Saturday, a 44-hour week.

*Overtime:* time and one-half until midnight from Monday to Friday and until 5 p.m. on Saturday, double time thereafter and on Sundays and 7 specified holidays. However, 2 additional hours per day may be worked from Monday to Friday and one additional hour on Saturday at the regular rate when it is necessary to complete a job, provided not more than 55 hours are worked per week. An additional 10 cents per hour may be paid for special or urgent work performed outside the regular daily work period which cannot be performed during the day, provided the employees have not worked during the day.

*Minimum hourly wage rates:* master plumber (personal services) \$2.40 per hour; senior journeyman \$1.45; junior journeyman—first 6 months 85 cents, second 6 months \$1; welding mechanic \$1.45; welder \$1.10; apprentices from 35 cents per hour in first year to 65 cents in fourth year.

*Apprentices:* only one apprentice is allowed for every journeyman employed. Provision is made for travelling and boarding expenses for employees working out of town.

## *Service: Public Administration*

### MUNICIPAL EMPLOYEES (OUTSIDE SERVICES), QUEBEC CITY.

An Order in Council, dated May 13, and gazetted May 22, repeals the Order in Council making this agreement obligatory (L.G., January, 1946, p. 52).

## *Service: Professional*

### HOSPITAL AND CHARITABLE INSTITUTION EMPLOYEES, QUEBEC DISTRICT.

An Order in Council, dated May 13, and gazetted May 22, amends the previous Orders in Council for this industry (L.G., Nov., 1944, p. 1369; Sept., 1946, p. 1254; Jan., 1947, p. 51). This agreement was also amended in the *Quebec Official Gazette* published April 19, and November 29, 1947, February 7, and April 3, 1948. Agreement to remain in effect to December 1, 1948, and thereafter from year to year, subject to notice.

*Minimum wage rates:* regular nurses in the 3 zones from \$25 per week in first 6 months to \$30 after 18 months (an increase of \$2 per week after 18 months); regular male employees—chief stationary enginemmen receive an increase of \$4 per week in the 3 zones; enginemmen, skilled machinery workers, firemen an increase of 8 cents per hour in the 3 zones; cooks, butchers, launderers, shoemakers, bakers and motor vehicle drivers all receive an increase of \$3 per week in the 3 zones; orderlies or patient attendants increases ranging from \$3 to \$5 per week; the following 2 new classifications are added: certificated orderlies from \$26 per week during first 6 months to \$36 after one year in the 3 zones and orderlies with a diploma from \$29 per week during first 6 months to \$39 after one year in the 3 zones; construction tradesmen in districts in which there is no building trades agreement in force receive an increase of \$2 per week in the 3 zones; building watchmen and other male employees receive increases of from \$3 to \$5 per week; regular female employees—departmental superintendents, seamstresses, office employees, teachers, skilled employees, cooks, junior employees and other female employees (after 6 months) receive increases of \$1 and \$2 per week; the minimum wage rates for occasional employees remain unchanged; the new classification of orderlies holding a diploma (occasional employees) is added to the wage scale at \$6 per day in the 3 zones.

*Vacation:* for nurses and orderlies with diploma—a continuous annual vacation of 14 days with pay after one year's continuous service; after 6 months, but less than one year, a continuous annual vacation with pay of at least as many days as there are calendar months of continuous service for the same employer; for other employees—a continuous annual vacation with pay of at least 7 days after one year's service; after 6 months, but less than one year, a continuous annual vacation with pay of at least as many half days as there are calendar months of continuous service for the same employer.

# Industrial Standards Acts, Etc.

## Schedules of Wages and Hours Recently Approved by Provincial Orders in Council In Nova Scotia, Ontario and Alberta

In six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers or employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council, in all the zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the *LABOUR GAZETTE*, October, 1940, p. 1077. Schedules of wages and hours recently made binding by Orders in Council under these Acts are summarized below.

Schedules recently made binding under these Acts include those for barbers at Belleville and at Guelph published in *The Ontario Gazette* of May 1, barbers at Brantford and at Niagara Falls in the issue of May 22, barbers at Merritton, Port Dalhousie, St. Catharines and Thorold in the issue of May 29, and barbers at Peterborough gazetted June 5; the schedule for barbers in the Province of Saskatchewan was amended in *The Saskatchewan Gazette* published April 10, and a new schedule for the beauty culture industry at Weyburn was gazetted May 22. Other schedules recently made binding are summarized below.

### Nova Scotia

#### Construction

CARPENTERS, SYDNEY.

An Order in Council, dated May 10, and gazetted May 26, makes binding the terms

of a new schedule for carpenters at Sydney, to be in effect from April 1, 1948, to April 30, 1949, and thereafter from year to year, subject to notice.

*Hours:* 8 per day, Monday to Friday, a 40-hour week.

*Overtime:* all work in excess of 8 hours per day is payable at time and one-half; all other overtime, including Saturday, Sunday and 8 specified holidays is payable at double time.

*Minimum wage rate for journeymen carpenter:* \$1.30 per hour. Foremen shall be paid an additional 15 cents per hour. Men working on scaffolds 50 feet in height shall be paid 5 cents per hour over the rate and an additional 5 cents for every 20 feet higher. The Advisory Committee may fix a special minimum rate for handicapped employees.

Provision is made for apprenticeship regulations.

### Ontario

#### Transportation and Public Utilities: Local Transport

TAXICAB INDUSTRY, TORONTO.

An Order in Council, dated April 22, and gazetted May 1, makes binding the terms of a new schedule for the taxicab industry in Toronto, to be in effect from May 11, 1948, during pleasure.

*Hours:* 8 per day, 48 per week.

*Overtime* is payable at 75 cents per hour for taxi drivers and 85 cents per hour for dispatchers.

*Minimum wage rates:* \$27.60 per week or \$2.30 for the first 4 consecutive hours or part thereof, 57½ cents for each additional consecutive hour up to 4 on duty. In the previous schedule (L.G., Feb., 1947, p. 188) taxi drivers were paid \$24 per week or \$2 for the first 4 consecutive hours, 50 cents for each additional consecutive hour up to 4 on duty. Minimum wage rate for dispatchers remains unchanged at \$27.50 per week. The Advisory Committee may fix a special minimum rate for handicapped workers.

Provision is made for reimbursement for food and lodging on out-of-zone trips. Drivers may be charged for half the cost of uniforms supplied by the employer.

#### Service: Business and Personal

BARBERS, OTTAWA.

An Order in Council, dated May 27, and gazetted June 5, makes binding the terms of a new schedule for barbers at Ottawa, to be in effect from June 15, 1948, during pleasure.

*Hours:* 9½ hours per day, no work on Wednesdays except in weeks in which a holiday occurs, 47½ hours per week.

*Minimum wage rates:* full time employees—\$25 per week plus 60 per cent of their proceeds in excess of \$36; part time employees, 70 per cent of their proceeds, with minimum wage rates of—\$15 per week for 21½ hours of work; \$13 per week for 18½ hours of work; \$11 per week for 15½ hours of work; \$9 per week for 12½ hours of work; \$7 a day for 9½ hours of work on Saturday or the day before a holiday; \$7 for 9½ hours of work on a day other than Saturday or the day before a holiday.

A minimum charge scale is included.

#### BARBERS, HAMILTON.

An Order in Council, dated May 6, and gazetted May 22, makes binding the terms of a new schedule for barbers at Hamilton, to be in effect from June 1, 1948, during pleasure.

*Hours:* 9 per day, no work on Wednesdays except in weeks in which a holiday occurs, 45 per week.

*Minimum wage rates:* full time employees—\$25 per week plus 60 per cent of their proceeds in excess of \$36; part time employees—\$5 per day plus 60 per cent of proceeds in excess of \$7 for 9 hours of work; \$2.50 plus 60 per cent of proceeds in excess of \$3.50 for 4½ hours of work.

A minimum charge scale is included.

#### BARBERS, TORONTO.

An Order in Council, dated April 8, gazetted April 24, and corrected in *The Ontario Gazette* published June 5, makes binding the terms of a new schedule for barbers in Toronto, to be in effect from May 4, 1948, during pleasure.

*Hours:* 9 per day, 45 per week (a 5-day week).

*Minimum wage rates:* full time employees—\$30 per week plus 60 per cent of the proceeds in excess of \$43 (in the previous schedule, *LABOUR GAZETTE*, Nov., 1945, p. 1680, minimum rate was \$25 per week plus 60 per cent of proceeds in excess of \$36); part time employees, 70 per cent of the proceeds from their work with minimum wage rates of \$18 per week for part time employees working 21 hours a week; \$16 per week for 18 hours of work a week; \$14 per week for 15 hours of work a week; \$12 per week for 12 hours of work; \$10 per day

for 9 hours of work performed on Saturday or Wednesday or the day before a holiday; \$7 for 9 hours of work on a day other than Saturday or Wednesday or the day before a holiday.

A minimum charge scale for each operation is included.

#### BARBERS, WINDSOR.

An Order in Council, dated May 6 and gazetted May 22, makes binding the terms of a new schedule for barbers at Windsor to be in effect from June 1, 1948, during pleasure.

*Hours:* 9 per day with no work on Wednesday except in weeks in which a holiday occurs, 45 per week.

*Minimum wage rates:* full time employees—66 per cent of the proceeds from their work with a minimum of \$30 per week; part time employees—66 per cent of the proceeds from their work, with minimum wage rates of—\$15 per week for 17 hours of work a week; \$12 per week for 15 hours of work; \$8 per day for 9 hours of work on Saturday or the day before a holiday.

A minimum charge scale for each operation is included.

### Alberta

#### *Transportation and Public Utilities: Local Transport*

##### CARTAGE, WAREHOUSE AND DISTRIBUTING INDUSTRY, CALGARY.

An Order in Council, dated April 15, and gazetted April 30, revokes the Order in Council making this schedule binding (L.G., June, 1946, p. 788).

#### *Service: Recreational*

##### BOWLING ALLEY EMPLOYEES, EDMONTON.

An Order in Council, dated May 4, and gazetted May 15, revokes the Order in Council making this schedule binding (L.G., Oct., 1939, p. 1070).

##### BOWLING ALLEY EMPLOYEES, CALGARY.

An Order in Council, dated May 4, and gazetted May 15, revokes the Order in Council making this schedule binding (L.G., Dec., 1940, p. 1314).



# 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 May

### (1) *Works of Construction, Remodelling, Repair or Demolition*

During the month of May the Department of Labour prepared 114 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 64 construction contracts were 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 8 per day and 44 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 44 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 from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation".

### (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. . . . .	4,025	\$11,205,923.00
Post Office. . . . .	11	92,072.34
R.C.M.P. . . . .	1	30,708.33

**CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING MAY**

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Dartmouth, N.S.	Provision of permanent married quarters at R.C.A.F. Station (20 houses).	Terminal Construction Co. Ltd., Moncton, N.B.	\$ 168,604 00	June 5, 1948
Dartmouth, N.S.	Provision of permanent married quarters for the Fleet Air Arm of the R.C.N., at R.C.A.F. Station (80 houses).	Terminal Construction Co. Ltd., Moncton, N.B.	674,416 00	June 5, 1948
Dartmouth, N.S.	Installation of tile in washrooms and hallways, Domestic Accommodation Buildings Nos. 19-23, 26-27, 58-61, 63 and 65, R.C.A.F. Station.	Stradwick's Ltd., Hamilton, Ont.	26,930 00	May 7, 1948
Rockcliffe, Ont.	Modification of Radio Transmitter Building No. 50, R.C.A.F. Station.	H. Dagenais, Ottawa, Ont.	7,790 00	May 11, 1948
Rockcliffe, Ont.	Installation of water and sewage system for permanent married quarters at R.C.A.F. Station (100 houses).	L. T. Martin, Ottawa, Ont.	72,209 36	May 26, 1948
Rockcliffe, Ont.	Installation of power supply and distribution system for permanent married quarters, R.C.A.F. Station.	Ottawa, Light, Heat & Power Co., Ltd., Ottawa, Ont.	15,000 00	June 15, 1948
Trenton, Ont.	Construction of a 5' "Watchman" Type Fence at No. 6 Repair Depot.	Dominion Steel & Coal Corporation Ltd., Montreal, P.Q.	1,017 98	Mar. 15, 1948
Camp Shilo, Man.	Surface treatment of roads.	Maple Leaf Construction Ltd., Winnipeg, Man.	7,553 00	Mar. 3, 1948
<b>Central Mortgage and Housing Corporation</b>				
Liverpool, N.S.	Foundations under 50 existing houses.	I. A. Charest, Liverpool, N.S.	33,502 00	June 4, 1948
St. Laurent, P.Q.	Construction of houses (230 units)	Louis B. Magill Co., Montreal, P.Q.	1,176,705 00	May 14, 1948
Sherbrooke, P.Q.	Construction of houses (60 units)	G. Archambault Ltd., Montreal, P.Q.	187,074 00	May 11, 1948
Dryden, Ont.	Construction of houses (60 units)	G. A. Walsh Construction Co. Ltd., Fort William, Ont.	173,765 00	April 14, 1948
Fort William, Ont.	Construction of houses (100 units)	G. A. Walsh Construction Co. Ltd., Fort William, Ont.	349,244 00	April 28, 1948
St. Thomas, Ont.	Construction of houses (61 units)	Zellers Contracting Co., Windsor, Ont.	178,446 00	Mar. 28, 1948
Thorold, Ont.	Construction of houses (75 units)	Russell Construction Co. Ltd., Toronto, Ont.	250,546 00	April 16, 1948
Windsor, Ont.	Construction of houses (100 units)	Sterling Construction Co. Ltd., Windsor, Ont.	1,600,865 00	Mar. 13, 1948
Wingham, Ont.	Construction of houses (60 units)	Parker Construction, Fort Stanley, Ont.	197,321 86	April 16, 1948
Brandon, Man.	Construction of houses (100 units)	Bird Construction Co. Ltd., Winnipeg, Man.	363,919 00	April 28, 1948
Moose Jaw, Sask.	Construction of houses (60 units)	F. W. Graham & Sons Ltd., Moose Jaw, Sask.	252,700 00	April 4, 1948
North Battleford, Sask.	Construction of houses (60 units)	P. W. Graham & Sons Ltd., Moose Jaw, Sask.	173,189 00	April 23, 1948
Yorkburn, Sask.	Construction of houses (60 units)	Bird Construction Co. Ltd., Regina, Sask.	171,850 00	April 14, 1948
Yorkton, Sask.	Construction of houses (68 units)	Logan & Black Ltd., Yorkton, Sask.	201,897 00	April 28, 1948
Lethbridge, Alta.	Construction of houses (100 units)	Bird Construction Co. Ltd., Lethbridge, Alta.	334,846 00	April 16, 1948
Vancouver, B.C.	Construction of houses (60 units)	McForter & Skene, Vancouver, B.C.	260,000 00	April 19, 1948
Victoria, B.C.	Construction of houses (50 units)	Victoria Housing Ltd., Victoria, B.C.	265,000 00	Jan. 30, 1947
<b>Department of Mines and Resources</b>				
Prince Edward Island	Road construction—Prince Edward Island National Park.	H. E. Phillips, Charlottetown, P.E.I.	84,500 00	Mar. 10, 1948
Nova Scotia	Road construction—Cape Breton Highlands Park.	Fundy Construction Co. Ltd., Halifax, N.S.	534,530 00	Mar. 10, 1948
Saskatchewan	Road construction—Prince Albert National Park.	W. C. Wells Construction Co., Saskatoon, Sask.	150,000 00	Mar. 8, 1948
Manitowaga Indian Reserve, P.Q.	Erection of a new senior day school.	The A. E. Byers Construction Co. Ltd., Montreal, P.Q.	283,361 00	July 18, 1947
Manitoba	Road construction—Riding Mountain National Park.	J. N. Pitts, Winnipeg, Man.	200,000 00	Mar. 10, 1948
Jasper Park, Alta.	Road construction.	Western Construction & Lumber Co., Edmonton, Alta.	844,000 00	Mar. 9, 1948
Banff Park, Alta.	Road construction—Waterton Lakes National Park.	Standard Gravel & Surfacing Co. Ltd., Calgary, Alta.	407,170 00	Mar. 9, 1948
Alberta	Road construction of the Banff-Windermere Highway (Banff Park between Castle Mountain and B.C. Boundary).	General Construction Co. (Alberta) Ltd., Lethbridge, Alta.	200,000 00	Mar. 9, 1948
Banff Park, Alta.	Construction of a section of the Mayo-Minto Road.	Standard Gravel & Surfacing Co. Ltd., Calgary, Alta.	400,000 00	July 18, 1947
Mayo-Minto Road, Y.T.	Construction of a section of the Mayo-Minto Road.	Fred Mannix & Co. Ltd., Calgary, Alta.	375,000 00	Mar. 10, 1948

### National Harbours Board

Saint John, N.B.	Repairs to the concrete surface of grain elevator and sub-structure of Berths 8, 9, 10 and 11, at Saint John Harbour.	Camada Gumite Co. Ltd., Montreal P.Q.	24,000 00	Mar. 4, 1948
Montreal, P.Q.	Construction of a transit shed at Sections 29-30, Montreal Harbour.	Foundation Co. of Canada Ltd., Montreal P.Q.	405,704 00	April 6, 1948
Vancouver, B.C.	Maintenance dredging West Indies Wharf, Vancouver Harbour.	McKenzie Barge & Derrick Co. Ltd., Vancouver, B.C.	4,600 00	Mar. 19, 1948
Vancouver, B.C.	Renewal of supporting towers and trusses, Outer East Gallery, No. 3 Jetty, Vancouver Harbour.	Commonwealth Construction Co. Ltd., Vancouver, B.C.	30,920 00	Mar. 25, 1948

### Department of Public Works

Halifax, N.S.	Beach protection and lighthouse protection replacement at Manger's Beach.	T. C. Gorman (Nova Scotia) Ltd., Halifax, N.S.	215,357 16	Mar. 19, 1948
McCreedyville, N.S.	Replacing harbour facilities (wharf, approach and road) Cape Breton County.	T. C. Gorman (Nova Scotia) Ltd., Halifax, N.S.	40,884 00	April 2, 1948
Westville, N.S.	Painting and repairs in Public Building.	Thomas Harry Joyce, Stellarton, N.S.	8,900 00	Mar. 16, 1948
Ste. Anne des Monts, P.Q.	Reconstruction and extension of wharf.	The J. P. Porter Co. Ltd., Montreal, P.Q.	1,198,260 00	Oct. 25, 1947
Armour, Ont.	Alteration to Public Building.	M. Sullivan & Son Ltd., Armour, Ont.	10,692 50	Jan. 9, 1948
Bronite, Ont.	Reconstruction of piers (North Pier) Halton County.	Birmingham Construction, Hamilton, Ont.	149,867 50	Mar. 25, 1948
Ottawa, Ont.	Alterations to plumbing system in West Block, Parliament Buildings.	Ottawa Plumbing & Heating Ltd., Ottawa, Ont.	15,700 00	May 17, 1948
Ottawa, Ont.	Installation of coal pulverizing and burning equipment—Central Heating Plant, Cliff Street.	Foster Wheeler Ltd., St. Catharines, Ont.	40,998 00	Mar. 2, 1948
Ottawa, Ont.	Redecoration of basement—floors 1-5, and Annex of Postal Terminal Building.	Robert Strang, Ottawa, Ont.	9,300 00	Mar. 8, 1948
Ottawa, Ont.	Alterations to Canadian Building.	Doran Construction Co. Ltd., Ottawa, Ont.	21,200 00	April 5, 1948
Prince Rupert, B.C.	Construction of a boiler house and laundry at Miller Bay Indian Hospital.	Mitchell & Currie Ltd., Prince Rupert, B.C.	117,000 00	May 7, 1948
Dingwall, N.S.	Redredging the entrance channel.	The J. P. Porter Co. Ltd., Montreal, P.Q.	92,000 00	*
Campbellton, N.B.	Dredging.	Saint John Dry Dock Co. Ltd., East St. John, N.B.	37,500 00	*
St. Pierre les Becquets, P.Q.	Dredging.	Denis LeBlanc, Beaufort, N.B.	10,376 33	*
Goderich, Ont.	Dredging.	Marine Industries Ltd., Montreal, P.Q.	23,631 70	*
Goderich, Ont.	Emergency dredging between the entrance piers.	McNamara Construction Co. Ltd., Toronto, Ont.	22,950 00	*
Saugeen River, Ont.	Dredging.	McNamara Construction Co. Ltd., Toronto, Ont.	61,152 00	*
Victoria Harbour, Ont.	Dredging.	Canadian Dredge & Dock Co. Ltd., Toronto, Ont.	44,859 38	*
Windsor, Ont.	Dredging.	Consolidated Dredging Ltd., Toronto, Ont.	10,965 00	*
		The Chatham Dredging & General Contracting Co., Ltd., Chatham, Ont.	34,210 00	*

\* The labour conditions of these contracts contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates and wages and hours of labour, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

### Department of Transport

Graham, Ont.	Erection of prefabricated buildings.	The Tomlinson Construction Co. Ltd., Toronto, Ont.	75,000 00	May 20, 1948
Malton, Ont.	Construction of terminal buildings, etc.	McKay-Cooker Construction Ltd., London, Ont.	690,000 00	Feb. 6, 1948
Ottawa, Ont.	Additional airport development.	Hurdman Brothers, Ottawa, Ont.	8,080 00	April 5, 1948
Broadview, Sask.	Construction of an emergency power house.	Bird Construction Co. Ltd., Lethbridge, Alta.	5,962 00	Jan. 27, 1948
Grande Prairie, Alta.	Alterations to Building No. 15 for living quarters.	Alberta Construction Co., Edmonton, Alta.	98,989 60	Mar. 6, 1948



# LABOUR LAW

## Labour Legislation in British Columbia, Ontario and Prince Edward Island in 1948

*Important changes with respect to labour relations made in British Columbia, Ontario and Prince Edward Island, included a revision of the B.C. Industrial Conciliation and Arbitration Act, statutory provision in Ontario for applying in the Province regulations similar to the Industrial Relations Act recently passed by the Dominion, and the amendment in the P.E.I. Trade Union Act which prohibits a "closed shop" clause in a collective agreement and permits only autonomous unions to function in that Province.*

### BRITISH COLUMBIA

The British Columbia Legislature, in session from March 2 to April 28, made important changes in the Industrial Conciliation and Arbitration Act, increased workmen's compensation benefits and revised the statutes governing coal and metal mines. Other 1948 amendments dealt with hours of work, wages, shops, and apprenticeship.

#### Collective Bargaining and Industrial Disputes

Among the major changes made in the Industrial Conciliation and Arbitration Act, 1947, were those reducing the time-limits for conciliation proceedings and transferring the powers relating to conciliation and investigation, including authority to prosecute and supervise strike votes, from the Minister of Labour to the Labour Relations Board established under the 1947 Act. Changes were made, too, in the sections concerning bargaining by two or more employers, by an employer with two or more plants in B.C. and by a company with headquarters outside the Province.

The tenure of office of members of the Board is now five years instead of during pleasure but the stipulation was added by the Legislature that any member may be dismissed for cause. The Minister is still charged with the general administration of the Act and retains the power to appoint an industrial inquiry commission. Sections providing for the appointment of referees to report to the Minister on complaints concerning unfair labour practices were repealed. Where a strike or lockout is in progress, the Board may now order that any offer of settlement made by either side must be voted upon by the employers or workers concerned and may supervise the taking of the vote.

Also new is a provision empowering the Board to make regulations to govern supervision of the ballot which the Act requires to be taken before a strike or lockout.

A section inserted in the Bill in passage permits the Lieutenant-Governor in Council to make regulations to allow the Province to co-operate with the Dominion or with other Provinces in dealing with labour relations in meat-packing and coal-mining. Such regulations may supersede the Act to the extent necessary to make them effective.

Certain definitions are changed. "Employees' organization" was struck out and replaced by "labour organization", defined as any trade union or association of employees that has as one of its purposes the regulation of relations between employers and employees, but not a trade-union or association that is dominated or influenced by an employer. "Bargaining agent", in the revised Act, means a labour organization that acts on behalf of employees in collective bargaining with their employer, and "bargaining authority" means a certified bargaining agent whose certification has not been revoked. "Dispute" is now defined in more general terms without the particulars which the original B.C. Act copied from the Dominion Industrial Disputes Investigation Act.

The section declaring that no person is to lose his status as an employee by reason only of his ceasing to work because of a lockout or strike is now restricted to a strike or lockout which is not contrary to the Act.

Further, to the section prohibiting an employer changing wage-rates or other conditions of employment until after an agreement has been made or until the required conciliation proceedings have been gone through, has been added a clause enabling the Labour Relations Board

to make regulations of general or restricted application authorizing an employer, under conditions the Board lays down, to increase or decrease rates or to alter conditions.

New sections give the Labour Relations Board power to determine whether a person is an employee within the meaning of the Act and whether a labour organization is dominated by an employer. In each case, the Board's decision is to be final.

To the section concerning unfair labour practices are added new provisions including one requiring reinstatement after illegal dismissal and one governing the procedure to be taken in case of any such practice. An employer who illegally discharges a worker for union membership or activity is required to reinstate him and pay back wages from the time of discharge. If found guilty of such offence, the employer may be ordered by the Magistrate or Justice, in addition to any other penalty imposed, to pay to the worker the wages lost by reason of the dismissal.

The Labour Relations Board may inquire into any complaint that an employer, labour organization, or person acting on behalf of either is committing an unfair labour practice, and may notify the person complained against of the time and place of the inquiry. If the complaint proves well-founded, the Board may order the practice to be stopped. Failure to obey such an order is an offence against the Act, and conviction for this offence is not to prevent prosecution for any offence committed by the doing of the prohibited act.

A check-off of union fees from wages is to be made by an employer in accordance with a collective agreement on written assignment by a worker but it is now stipulated that this requirement applies only when the labour organization has been certified as the bargaining authority.

To the provision permitting a craft union to be certified, where a majority of the particular group of workers are members of the union and the group is appropriate for collective bargaining, has been added the proviso that such negotiations by a craft union must, in the Board's opinion, be in accordance with trade union practice.

Where there are two or more employers in a unit claimed appropriate for bargaining by a labour organization, the amended Act requires that the unit be appropriate

in respect of all the employers and that a majority of the employers consent to the procedure, not as before that all the employers consent.

As to the Board's power to cancel certification when it is satisfied that the organization no longer represents a majority of employees in the unit, the Legislature added a clause to the Bill to stipulate that 10 months must elapse before the certification may be cancelled. In case of an illegal strike, the Board may cancel the certification of the bargaining authority but must establish some procedure to enable the employees and their employer to negotiate a settlement.

Where an employer has plants in different parts of the Province, the Board may, if it considers that the circumstances warrant it, grant the application of all his employees in any trade and certify a single bargaining authority for all in the trade.

An extra-provincial company for whose employees in British Columbia a bargaining authority has been certified, must appoint someone resident in the Province to negotiate with the bargaining authority and to conclude and sign an agreement on its behalf. Such an agreement is to be binding on the company, and failure to comply with this provision is an offence against the Act.

As regards the time permitted for collective bargaining and conciliation proceedings if negotiations fail, the period has been reduced to a maximum of 57 days unless the parties agree on an extension. Bargaining must begin within five days after notice is given, instead of within 10 days, as previously, and if negotiations are unsuccessful for at least 10 days (previously, 15) the Labour Relations Board may appoint a Conciliation Officer who is now given 10 days (formerly, 14) or any longer period agreed upon by the parties or as the Board allows, to report his findings to the Board. A similar reduction, from 14 to 10 days, has been made in the time in which the Conciliation Board must report to the Labour Relations Board. The times within which members of a Conciliation Board must be nominated by the parties and appointed by the Labour Relations Board were each reduced from seven to five days. Finally, before a strike or lockout may legally take place, seven days, not 14, must elapse after a vote on the acceptance or rejection of the report of a Conciliation Board has been reported to the Labour Relations Board.



The section disqualifying as a member of a Conciliation Board any person who has any pecuniary interest in the matters referred to the Board or who within six months has acted as legal adviser to either party is restricted to apply only to the Chairman of a board. No person who has acted as Conciliation Officer is to be competent to give evidence regarding any communications received by him in that capacity.

Changes with respect to collective agreements were as follows:—

The original Bill stated that if two months' notice were given by either party, an agreement for a term of more than one year should be terminated at its next anniversary date. This provision was changed in passage through the Legislature to read that, unless the parties at the time of making an agreement stipulate otherwise, either party may, after a long-term agreement has been in force for eight months, apply to the Board for leave to give notice of termination on the next anniversary date. If the Board consents and at least two months' notice is given, the agreement will terminate on that date.

Where a collective agreement does not contain a provision for final settlement, by arbitration or otherwise, of differences arising out of it, the Board must prescribe the procedure. Previously, this was to be done on application of any party.

If a business is sold, leased or transferred, a collective agreement in force is to continue to bind the purchaser, lessee or transferee as if it had been signed by him and the proceedings are to continue as if there had been no change.

Failure of parties bound by an agreement to do what they are required to do by the agreement and not to do what they are required to refrain from doing, and refusal or neglect to sign or execute an agreement which has been reached by collective bargaining are declared offences against the Act.

The provision is repealed which prohibited an action being brought under or by reason of a collective agreement unless it might be brought irrespective of the provisions of the Act.

Where an organization is unincorporated, a summons or other Court process may be served on its secretary or any other officer.

A section added by the Legislature requires the Labour Relations Board to report to the Minister before February 1 of each year for the year ending December 31, the report to be laid before the Legislature if it is in session or at its

next meeting. The report must contain a statement of the Board's proceedings, certifications of bargaining authorities, Conciliation Boards appointed, strikes and lockouts, prosecutions and any other information requested by the Minister.

## Workmen's Compensation

The scope of the Workmen's Compensation Act was extended to apply to industries or occupations not previously covered and certain benefits to dependants in fatal cases were increased.

Higher benefits apply from May 1, 1948, whatever the date of the accident or disablement. The maximum amount payable for burial expenses is now \$150, instead of \$125, and compensation to a widow or invalid widower is raised from \$40 to \$50 a month, with an increase from \$10 to \$12.50 for each child. Further, the maximum limit of \$80 a month is removed in cases where the dependants are: (1) consort and children; (2) orphans; (3) a dependent parent or parents together with either a consort without children or orphan children.

The amount of subsistence allowance furnished to an injured workman undergoing treatment away from home is raised from \$2.50 to \$3.50 a day and the Board is empowered to pay this amount to any injured workman receiving compensation regardless of the date on which he first became entitled to compensation. This amendment was added by the Legislature.

On the death of a workman or pensioner, any compensation owing to him for not longer than three months may, at the discretion of the Board, be paid to the widow, invalid widower, or the person who takes charge of the funeral arrangements, free from debts of the deceased.

The Board is now permitted to repay any other Workmen's Compensation Board for compensation paid by it under arrangements made between them to avoid duplication of assessments where workmen are protected by the laws of two or more Provinces.

The provision was deleted which required an undistributed accumulation of money, resulting from the payment of lesser sums to dependants residing outside the Dominion than to dependants of the same class in Canada, to be paid to dependent widows and children residing in Canada. Such amounts will now form part of the capitalized reserves provided for in the Act.



Another minor amendment stipulates that where an accident is claimed to have occurred or, as before, has occurred, to a workman in his employment the employer must within three days report all required particulars to the Board on the form prescribed. As regards accident prevention, the Board may arrange for illustrated lectures in regard to first-aid as well as industrial diseases and other related subjects.

Now included under Part I of the Act are the following: assaying; diamond-drilling; oyster-cultivation; kelp-collection; wholesaling; building-moving; steam-cleaning of buildings; installation of machinery or equipment; dredging; aerial testing or flying or demonstrating or aerial transportation and aerial advertising; peat-processing; automobile repairing, servicing, storage or selling; armature-winding; bridge operation, repairing or renovating; industrial testing; carpet or linoleum-laying; silver or electro-plating; ice-harvesting; dance halls as a business; trade unions; steam baths; hospitals; chimney-cleaning or window-cleaning service; operation of sawdust or builders' supply yards, or travelling wood-saw; operation of irrigation works; shipping; marine salvage; trucking; hauling; transfer; messenger service or delivery service; exterminating and fumigating service; funeral undertaking; blacksmithing; and non-industrial construction of buildings having a value of \$2,500 or more.

## Coal Mines

A new Coal-mines Regulation Act, effective June 1, 1948, was enacted. Changes have been made in regard to minimum ages for certain employment, certificates of competency, ventilation, inspection, hoisting, and other matters.

The minimum age for employment underground in coal mines which since 1937 has been 18 years is now lowered to 17. A hoistman who operates an engine, windlass or gin used for conveying persons in a mine must now be 21, instead of 22 years. Where material only is moved, the minimum age for hoisting is raised from 16 to 17 years.

Hoistmen's medical certificates are to be renewed once rather than twice a year, but a workman who has suffered an accident or illness that in the manager's opinion might impair his efficiency must be re-examined and obtain a medical certificate before returning to work.

Persons unable to understand English or who, through ignorance, incompetence, or carelessness, might endanger the safety of workmen in the mine may not be appointed as boiler fireman, hoistman, trip-rider or windlassman or, as before, in the capacity of banksman, onsetter, signalman, brakeman or switchman.

As regards hours of employment underground, the limit of eight hours in any 24 may be exceeded in "any emergency in order to avoid serious interference with the ordinary work of the mine", as well as in case of accident.

The owner or agent of every mine must notify the district Inspector in writing of the name and address of the overman and shiftboss as well as of the manager, as formerly. "Agent", as defined in the Act, may be the general manager or other person who on behalf of the owner has charge of a mine.

At a mine required to be under the control of a manager, no person may take part in the technical management of the operations unless he holds a first-class certificate or a degree in mining engineering from a university approved by the Chief Inspector. This does not preclude the employment of otherwise qualified persons in the engineering department.

Where a manager is absent and the owner or agent cannot serve as manager, a mine may be operated for not more than 21 days if the Inspector is notified. Formerly, penalties were provided, subject to certain exceptions, for working a mine for more than 14 days without a manager.

Mines with less than 30 workers may be operated without a manager unless the Chief Inspector directs otherwise, but the Act stipulates that in every case operations underground must be in charge of a certificated overman, rather than of a certificated overman or shiftboss.

As regards written examinations for certificates of competency, the Board of Examiners, in addition to the Chief or Senior Inspector as chairman, is to consist of two other Inspectors appointed by the Minister rather than one representative each of mine-owners and coal-miners. The Board is to prepare and mark all examination papers. Formerly, this was to be done by such persons as the Minister appointed for the purpose.

Changes with regard to qualifications for certificates are as follows: For a first-class certificate as manager, three years' practical experience instead of four is required of a candidate with a degree in mining

engineering. For a second-class certificate as overman and a third-class certificate as shiftboss, fireboss or shotlighter, the qualifications are unchanged except that an alternative is added that if a candidate has a degree in mining engineering, three years' practical experience is required in the former case and two years' experience in the latter.

With respect to coal-miners' certificates, the new Act requires oral examinations to be conducted from time to time at places designated by the Board by a member of the Board assisted either by the district Inspector or the district mine-rescue instructor. Under the earlier Act, such examinations were to be held at least one day in every 60-day period at each colliery designated by the Minister, and the Board consisted of the district Inspector and two appointed members representing mine-owners and coal-miners, the latter having jurisdiction in all districts of the Province.

Provisional coal-miners' certificates may be granted by the Inspector, as before, and a new section empowers the Board, upon conditions it considers necessary, to grant provisional certificates to experienced persons to act temporarily as overmen, firebosses, or shotlighters.

A person not holding a certificate may, under permit, be employed at the working face under the supervision of a certificate-holder, if, in the Inspector's opinion, safety would not be endangered and if the applicant is at least 18, with sufficient knowledge of English to understand working directions and warnings and with such underground experience in any capacity as the Inspector considers necessary. Such permit, to be valid only in the district designated by the Inspector, is to remain in effect for a year unless cancelled by the Inspector or unless the holder qualifies sooner for a certificate.

The site of an accident or serious injury is to be undisturbed until the Inspector has examined it or notified the manager that operations may be resumed. Previously, it was stipulated that the place was to be left for three days or until examined by the Inspector. As before, however, this provision need not be complied with if it would seriously interfere with the general operation of the mine, provided the place has been examined by a worker on behalf of the miners. Notice of a death following an injury is to be sent to the Chief Inspector as well as to the district Inspector.

As regards ventilation, all persons are to be immediately withdrawn from a mine

if the main ventilating-fan is stopped, other than momentarily, and no person may be re-admitted except to repair the fan until it is again in use or adequate ventilation secured by other means and the underground workings have been reported by a certificated person to be safe. Where a mechanical contrivance for ventilation is used, adequate means of reversing the air-current must be ready for immediate operation.

Not less than 200 cubic feet of pure air per minute for each person or animal employed, or as much more as the Inspector may direct, is now considered an adequate supply. In the earlier Act this was stated to be at least 100 cubic feet for each person and 300 cubic feet for each animal. Air measurements must be taken within 300 cubic feet from the first normal working-place in each split intake and, if the Inspector so decides, at the last working-place on the return end of the split. All doors used in ventilation must be adjusted so as to close automatically. Worked-out or abandoned parts of a mine in operation must, if practicable, be kept free of dangerous gases or water, or the Inspector must be notified immediately.

Stricter requirements are laid down with regard to the inspection of mine workings. In every mine a person who holds a certificate as fireboss must, within three hours before the beginning of each shift or within such shorter period as the Inspector directs, inspect that part of the mine and the roadways leading to it through which persons have to pass. All parts of the mine in which men are working must be inspected at least twice in each eight-hour shift, once in the first half and once in the second. In the case of any working-place the interval between inspections is to be at least an hour. The earlier Act required a mine in which inflammable gas had not been found within 12 months to be inspected once in 24 hours, and, where gas had been found within 12 months, once in 24 hours if one shift of workmen was employed and once in 12 hours if there were two shifts.

Other rules concern explosives, blasting, magazines, lamps and lights, shafts and roadways, machinery and haulage, timbering, working-face, precautions against coal dust, coal-stripping operations, electrical installation, etc.

A new rule requires telephonic communication to be provided in a mine in which more than 30 men are employed underground at one time, as follows: (1) between the top and bottom of the shaft if more



than 100 feet deep; (2) between the engine-room and terminals of every slope or incline, the length of which exceeds 500 feet; (3) between the ends of every haulage-road more than 2,000 feet long.

New provisions were added with respect to hoisting ropes. As under the Ontario Mining Act, the history of a rope is to be recorded in a "rope record book" and at intervals of not more than six months a piece of the rope must be sent to a laboratory for testing. At least once in every month the safety-clutches of every cage or shaft-conveyance must be tested by either detaching the rope and permitting the clutches to grip the guides or by some other approved method. If they fail to act satisfactorily, the conveyance must not be used until the failure has been remedied. When men are being lowered or hoisted, the load attached to the rope must not exceed 85 per cent of the maximum load allowable when the rope is used for other purposes.

A new provision enables the Chief Inspector to exempt from the requirement that suitable accommodation be provided for washing and for drying and changing clothes a mine where the coal reserves have not been sufficiently proved.

As before, special rules must be established to ensure safety, but only at a mine where more than 30 are employed. Such rules may not conflict with any provisions of the Act and are to be observed as if they were part of the Act.

In addition to providing for Inspectors whose duties are prescribed by the Chief Inspector, the new Act provides for the appointment of persons who are to inspect only electrical and mechanical equipment, respectively. Duties and qualifications of Electrical and Mechanical Inspectors are to be prescribed by the Chief Inspector. The Inspector is to visit every mine within his jurisdiction once a month or "as often as his duties permit or existing circumstances require" instead of making the monthly inspection required in the repealed statute.

New provisions declare the owner, agent and manager responsible for compliance with the Act or regulations. Every overman, shiftboss, fireboss, and department head must take all necessary precautions to enforce the rules and to ensure their observance by the workmen under his direction.

If any person is found guilty of an offence against the Act, the owner, agent or manager on summary conviction is each to be deemed guilty of the offence, but

it will be a defence if he proves that he has taken all reasonable steps to prevent the commission of the offence.

The owner or agent is not to be deemed guilty if he proves that he did not ordinarily take part in the management of the mine and had not done so in respect of the matter in question, that he had made all financial and other provision to enable the manager to conduct operations, and that the offence was committed without his knowledge, consent or connivance.

## Metal Mines

Also to come into effect on June 1, the revised Metalliferous Mines Regulation Act was adopted. The following is a resumé of the principal changes with respect to minimum age, knowledge of English, medical examination, inspection, sanitation, ventilation and first-aid.

The revised rules with respect to explosives, fire-protection, hoist-construction and hoisting operations, shaft-equipment and operations, haulage, ladders, protection from machinery and other matters are generally similar to those enacted in the Ontario Mining Act, below.

As in coal mines, the minimum age for operating a hoisting-engine was lowered from 22 to 21 years. No person under 18 is permitted to operate machinery except under the direct supervision of an experienced operator or to operate a power-driven crane.

By a similar amendment to that in the Coal-mines Act a hoistman must before returning to work after an accident or illness be re-examined and have his medical certificate renewed. A record of all medical certificates must be kept on file by the person in charge of the mining operations and must be open to examination by the Inspector.

During passage through the Legislature, 17 out of 20 amendments proposed by Opposition members were rejected. One of those rejected would have required all persons working underground in metal mines to understand working directions and warnings in English, and another would have provided for certificates of competency for all engaged in a supervisory capacity as required in coal mines.

The Act now prohibits the employment of any person "in a supervisory capacity" unless he is able to give and receive orders in English. Previously, this prohibition was confined to the employment of a foreman or shiftboss in supervising the work of other men underground. In future,



no person is to be granted a provisional or permanent blasting certificate unless he is able to give and receive orders in English.

There is little change with respect to the yearly medical examinations required for workers in metal mines except that the onus is placed on the employer to cause each workman to be examined. A worker whose employment is terminated because of a respiratory disease is entitled to a week's wages in lieu of notice.

A new section was inserted similar to that in the Coal-mines Act requiring workers in a metal mine where more than 25 are employed to appoint from time to time one or more of their number to inspect at least once a week as many of the working-places in the mine and plant as they see fit and to report on the conditions found. A copy of the report is to be filed with the owner, agent or manager and in the office of the Inspector.

Only employees in shifts and persons authorized by the manager may enter a mine and notice to this effect must be posted at all entrances. No person unless authorized by the manager may enter any building or place where machinery or steam-boilers have been installed in a mine. Except for persons authorized to inspect or repair, no person may enter or leave a mine except by a recognized means of exit. Where required by an Inspector, a tally of persons going on and off shift may be adopted. No workman may be employed in any location at the surface where men are working overhead unless such measures for protection are taken as the nature of the work permits.

Requirements with respect to dry-houses and sanitation were re-enacted with little change. Dry-houses where workers can wash themselves and dry and change their clothes must be provided at the surface in every mining operation where more than 10 are employed and must be kept clean, heated, lighted and well ventilated and equipped with suitable sanitary conveniences. A sufficient quantity of safe drinking-water within reasonable access of all workers with sanitary appliances for drinking must be provided both at surface and underground.

As before, at least one good first-aid kit must be maintained at every mine but additional equipment according to the number employed is now required.

Except where a mine is within five miles of a hospital and emergency transport is available, the owner of a mine with more than 50 workers must maintain a fully

equipped first-aid room. Also, where there are more than 50 workers, an attendant qualified to give first-aid must be available during working hours.

Where in the Inspector's opinion, the depth and extent of the underground workings or the extent of the surface works are such as to require immediate attention in case of injury, suitable underground and surface stations must be maintained, each containing a stretcher and first-aid box approved by the Inspector and a card with directions for treatment of gassing and electric shock. The manager must in writing appoint one attendant to be responsible for the upkeep of the appliances provided both on surface and underground.

Where one first-aid attendant is inadequate, the Inspector may order as many workmen as he considers necessary to be trained in rendering first-aid.

Where the main ventilating system in a mine is shut down for more than four hours, ventilation must be restored at least four hours before any person enters. Where an inflow of noxious gas occurs, auxiliary ventilation must be maintained continuously and after a break no person may enter the workings until four hours after auxiliary ventilation has been restored, and the workings have been pronounced safe by a competent person.

## Hours of Work

Minor changes were made in the Hours of Work Act.

The Board of Industrial Relations may now determine at any time, instead of in case of dispute, whether or not a person is employed in a supervisory, managerial or confidential capacity so as to exempt him from the hours limits of the Act.

The Act now states that, in special cases where the eight and 44-hour limits cannot be applied, agreements between employers' and workers' organizations or representatives concerning the weekly hours, as well as the daily limit, may be given the force of regulations, if confirmed by the Board.

Another amendment requires the employer to record the occupation of a worker rather than his nationality, as previously.

## Wages

The section of the Female Minimum Wage Act authorizing the Board to grant licences fixing a reduced minimum wage for inexperienced workers over 18 years of age, other than apprentices, was amended to strike out "over 18 years of age".

Under the Male Minimum Wage Act the Board may elect from among its members a Vice-Chairman who is to have all the powers of the Chairman when the latter is absent.

An amendment in both Acts similar to that in the Hours of Work Act requires a worker's occupation rather than his nationality to be stated in employers' records.

Amendments in the Semi-monthly Payment of Wages Act define "wage" or "wages" to include any compensation for labour or services measured by time, piece or otherwise, and increase the wage-limit of the workers within the scope of the Act who have a yearly contract from \$2,000 to \$4,000 a year, provided the contract is in writing.

### **Apprenticeship**

By an amendment in the Apprenticeship Act, persons under 21 may be employed at specialized or repetitive work in any designated trade where the Minister considers it expedient, without entering into a contract of apprenticeship. This section of the Act, under which the Minister may permit employment without an apprenticeship contract under such conditions as he deems desirable, formerly applied only to war industry.

### **Shops**

By an amendment extending the definition of "shop" in Part II of the Shops Regulation and Weekly Holiday Act, barbers' and hairdressers' shops and shoe-shine stands, as well as wholesale and retail stores, must observe a weekly holiday in accordance with a municipal by-law.

### **Hospital Insurance**

The Hospital Insurance Act, when proclaimed in effect, will provide for a compulsory contributory hospital insurance plan for every resident of the Province. Details of the plan are to be determined by regulations but the Act sets a maximum contribution of \$33 per family per year, covering parents and all children up to 16.

Only three groups are exempted: those already under a private plan which provides comparable benefits, residents of an area where provision of hospital services is not practical, and Christian Scientists.

Every person of 16 years and over who has resided in the Province for six months and is supporting himself must pay the insurance premium for himself or on behalf of his dependants. Employers may be required to pay premiums on behalf of

their employees and deduct the amounts from wages.

Premiums are to be paid by the Government for old age pensioners and persons receiving mothers' allowances or social assistance.

### **Miscellaneous**

Under amendments made in the Electrical Energy Inspection Act, which is declared not to apply to mines or metallurgical works, the Lieutenant-Governor in Council is now authorized to prohibit any person carrying on business as an electrical contractor unless he has a certificate of competency. Minor additions or repairs to existing installations are excluded from the prohibition.

Regulations may lay down qualifications required of applicants, empower Inspectors to grant such certificates, and provide for a right of appeal to the Workmen's Compensation Board in case of a refusal to grant, suspension or cancellation of a certificate.

"Electrical contractor" is to include any person, not the workman of a contractor, and any utility corporation that installs electrical equipment for another person.

Where there is no efficient electrical inspection in a municipality, the Chief Inspector may, by agreement with the municipality, appoint a fully qualified person and in such case may charge and collect the fees set out in the regulations.

An amendment in the Mechanics' Lien Act provides that a contractor or subcontractor must hold in trust all sums received by him on account of the contract price, and until all labourers, subcontractors or other persons are paid for work done or material supplied and the Workmen's Compensation Board is paid any assessment, he must not appropriate any part of such sums to his own use.

In an action or proceedings to enforce a lien under the Woodmen's Lien for Wages Act, no fees are payable to any Judge or other officer, except that a plaintiff in filing his statement of claim must pay in stamps one dollar on every \$100, or part of \$100, of the amount of his claim up to \$1,000.

### **Bill Not Passed**

Defeated on second reading, a Private Member's Bill to amend the Trade-Unions Act would have forbidden an application to a Court for an injunction in a labour dispute except with the consent of the Minister of Labour.



## ONTARIO

The Ontario Legislature, which met on March 3 and adjourned on April 16, made provision for applying, on Proclamation, to all industry in Ontario which is not subject to federal jurisdiction, regulations similar to the legislation on industrial relations which was presented to the Dominion Parliament in 1947 and passed in 1948; stipulated that, in future, all dangerous parts of machinery in factories must be securely guarded; revised the Mining Act to impose higher safety standards, particularly in respect to hoisting apparatus; and empowered municipalities to fix closing hours of gasoline service stations and to authorize certain stations to remain open after the ordinary closing hour. Slight changes were also made in the laws dealing with workmen's compensation, industrial standards, apprenticeship, fire-departments, policemen, vocational education, mothers' allowances and old age pensions.

### Collective Bargaining

The Labour Relations Act, which when proclaimed will replace the 1944 Labour Relations Board Act, will continue the Ontario Labour Relations Board and authorize the Lieutenant-Governor in Council to enact regulations to make applicable to relations between employers and employed, which are within provincial legislation, the provisions of any legislation dealing with labour relations passed by the Parliament of Canada during the current session.

The regulations may vary from the Dominion legislation only to the extent necessary to vest jurisdiction for their administration in the appropriate provincial authorities, to provide for appeals from the decisions of the Ontario Board to the Dominion Board, and, pursuant to an agreement between the Minister of Labour for Ontario and the Minister of Labour for Canada, to authorize the appropriate Dominion and provincial authorities to exercise such powers as may be conferred by the regulations and the Dominion legislation, respectively, and to provide, for the purposes of administration, for the use by each of any employees of the other.

The Act is not to apply to farming, domestic service in private homes, members of a police force within the meaning of the Police Act, members of a fire-department within the meaning of the Fire-Departments Act, nor to any muni-

cipal corporation, school board, or board or commission created by a municipal corporation under statutory authority unless such corporation, board or commission has declared the Act to apply.

Sections providing for the appointment by the Lieutenant-Governor in Council of the Ontario Labour Relations Board and prescribing its duties are similar to corresponding sections of the 1944 Act except that the Board is now to consist of a chairman, an alternate chairman, and not more than four other members instead of not more than six. The Board is to have the power to summon witnesses and to compel them to give evidence and to produce documents.

Subject to the approval of the Lieutenant-Governor in Council, the Board may make rules of procedure which are not inconsistent with the regulations, and may provide for the taking of votes on the premises of employers during working hours.

A new section, similar to that in the Dominion legislation, stipulates that, subject to such right of appeal as may be provided by the regulations, the Board's decision is to be final in any question as to whether: a person is an employer or employee; an association is an employers' organization or a trade union; a collective agreement has been entered into and, if so, to determine its terms and the parties bound by it; a collective agreement is in effect; any party to an agreement has failed to bargain with the other for the conclusion, renewal or revision of an agreement; a group of employees is a unit appropriate for collective bargaining; a worker belongs to a craft or technical group; or a person is a member in good standing of a trade union. The Board may, however, reconsider and vary or revoke any decision.

Another new section gives authority to the Board to make regulations prescribing the time within which anything authorized by the Act must be done, excluding any employer or employee or any class of employers or employees from any of the regulations and, generally, for putting into effect the purposes of the Act.

Where bargaining representatives were certified under the Labour Relations Board Act, the trade union or employees' organization which petitioned for their certification is to be deemed to have been certified as bargaining agency as of the date of certification. Any proceedings pending under the 1944 Act are to continue. The



Industrial Disputes Investigation Act is repealed.

A Private Member's amending Bill, which failed on second reading, declared the right of employees to organize and to bargain collectively and defined and provided penalties for "unfair labour practices" on the part of an employer, employer's agent, or of an employee. Powers of the Labour Relations Board to make orders were broadened in accordance with new terms introduced into the Bill.

In the matter of choosing a trade union as bargaining agency, the Bill provided that the Board might direct a secret ballot of all employees eligible to vote, and, on request of a trade union representing 25 per cent of the employees, must order a vote to be taken. If, in such case, a majority of those eligible to vote actually voted, the majority of those voting would determine the bargaining agency.

Other sections of the Bill provided for conciliation boards, for the reference of disputes to the Labour Relations Board by agreement between trade union and employer, for a check-off of union dues upon a worker's written request, and, upon the request of a trade union representing a majority of employees in an appropriate bargaining unit, for the inclusion of a maintenance-of-membership clause in a collective agreement. Another section provided for the appointment by the Lieutenant-Governor in Council of a controller to operate the plant of an employer who had wilfully disregarded or disobeyed an order of the Board.

A proposal to amend the Rights of Labour Act, 1944, also failed. It would have prohibited an application to any court for an injunction in connection with a strike or lockout except with permission of the Ontario Labour Relations Board.

### **Workmen's Compensation**

Expenses arising out of the establishment and operation of mine rescue stations as provided by the Mining Act are to be paid out of the Accident Fund, as a result of a 1948 amendment in the Workmen's Compensation Act.

Another amendment requires notice of an accident to be given to the Workmen's Compensation Board in all cases. Previously notice was required only where compensation was payable out of the Accident Fund.

As before, maximum compensation to all dependants in fatal cases, exclusive of burial expenses and the lump sum of \$100,

remains at 66 $\frac{2}{3}$  per cent of the workman's average earnings, and where the compensation must be reduced in accordance with this stipulation, it is now provided that, from July 1, 1948, benefits to consort and children may not be reduced if they do not total more than \$100 a month.

Two Private Members' Bills to amend the Act were defeated. One would have reduced the "waiting period" from seven to three days and increased the basis of compensation from 66 $\frac{2}{3}$  to 75 per cent of earnings. The second would have eliminated the seven-day waiting period and increased the basis of compensation to 100 per cent of earnings. It also provided for annual X-ray examinations of workmen exposed to silica dust and, where any lung injury was discovered, for an examination every two months thereafter. Any disability suffered by any such workman which could be attributed to silicosis was to be deemed to be due to silicosis, and any chronic lung disease was to be deemed an industrial disease arising out of his employment.

### **Municipal Firemen and Policemen**

Similar amendments were made in the sections added to the Fire-Departments Act and the Police Act in 1947 governing collective bargaining and arbitration of disputes. One of these requires a request by a majority of either a permanent fire-department or a police force, that a municipal council negotiate with a bargaining committee of its members, to be made in writing.

When a majority of the members of an arbitration board fail to agree, the chairman's decision is to be deemed the decision of the board.

Provision is made for municipal expenditures in connection with an agreement or an award of an arbitration board. An agreement or award is to take effect on the first day of the fiscal period in which provision for such expenditures is made in the estimates of the municipal council unless another date is named in the agreement or award. Where an earlier date is named, any provisions involving expenses are to have effect from the first day of such fiscal period.

Where a municipal council fails to bargain in good faith with a bargaining committee, on the written request of a majority of a fire-department or police force, or of their organization when not less than half of either class belong to an

organization, the Lieutenant-Governor in Council may withhold any grant payable to the municipality out of provincial funds. When the municipal council provides for the making of the expenditures involved, the withholding order may be revoked, subject to any conditions deemed advisable.

## Factories

New safety requirements adapted from the British Factories Act are now contained in the Factory, Shop and Office Building Act.

It is now stated that where any mill-gearing, machinery, appliance, place, matter or thing, or part thereof, in a factory is dangerous to any person, it must be safely fenced or guarded, unless its position, construction or attachment assures protection. Where any dangerous machinery or its parts cannot be safely fenced, a safety device must be provided which automatically prevents any person operating the machinery from coming into contact with any dangerous part. Formerly, the Act stipulated that dangerous places and machinery were "as far as practicable" to be securely fenced, and made guarding or fencing compulsory only where it was required by regulation of the Lieutenant-Governor in Council.

Not more than one person is permitted to work within reach of any guillotine-knife, shears, press dies, in-running rolls or any similar device.

The provision remains that, where an inspector has given written notice to an employer, no machinery other than steam engines may be cleaned while in motion.

A new section gives municipalities power to determine times of closing of retail gasoline service stations, and by a change in the Industrial Standards Act, no conditions as to hours in these work-places may be determined under that Act. The "retail gasoline service industry", as defined in the Industrial Standards Act, as amended, may be governed by a municipal early-closing by-law passed under the Factory, Shop and Office Building Act which may require gasoline service stations, pumps and outlets to be closed during the whole or any part of the year from 6 p.m. to 7 a.m. on each day from Monday to Friday and from 6 p.m. on Saturday to 7 a.m. on Monday. The by-law, which may apply only in part of the municipality, may allow permits to be issued authorizing certain of these places to remain open during specified hours.

## Industrial Standards

The change in the Industrial Standards Act noted above which precludes the regulation of hours in the gasoline service industry under this Act still permits the regulation of wages. The industry is defined as the business of operating service stations, pumps or outlets where gasoline is offered for sale at retail and includes washing, waxing or oiling automotive vehicles, repairing or changing tires and other similar services, but does not include a gasoline outlet on an employer's premises for the fuelling of vehicles owned or operated by the employer.

Hours provisions of any existing schedule for the industry are to be void after April 30, 1948, and such provisions may be revoked at an earlier date by by-law. A transitional section prohibits any prosecution for violation of the hours provisions of a schedule except with the consent of the municipal council.

Schedules modified in accordance with this change in the Act may be required by the Minister of Labour to be filed and published under the Regulations Act, 1944, and copies must be posted by every employer concerned.

## Apprenticeship

Amendments in the Apprenticeship Act stipulate that "designated trade" covers not only the trade but a branch of any such trade. The Industry and Labour Board may, by regulation, define any designated trade and prescribe the period in each year to be spent by an apprentice in learning his trade.

## Mines

A major revision of the Mining Act, the first since 1939, raises safety standards, particularly as regards mine-hoisting, and clarifies the Act by re-wording. Changes were made in the rules relating to care and use of explosives, electricity, signals, etc. An effort was made to standardize electrical terms. The Act which was described by the Chief Inspector of Mines as a "consolidation of best mining practice" was drawn up from suggestions of operators, unions, mine equipment manufacturers and the Provincial Mines Department.

It is stipulated that provisions of Parts VIII and IX which deal with the operation of mines and with offences, penalties, etc., respectively, are not to apply to office-buildings, cook-houses, bunk-houses, recrea-



tion centres, dwellings and grounds connected with them. Part VIII was re-enacted with important changes which are noted below.

It is now expressly stated that a mine-owner must appoint a manager to be responsible for the direction of a mine or works, and the manager must appoint a suitable person to take over his duties in his absence. The owner or agent must provide the manager with every facility for carrying out the rules set out in the Act. Every workman must take all necessary and reasonable steps to carry out his duties in accordance with the rules applicable to the work in which he is engaged.

Every foreman and every hoistman, as well as deckman, cagetender or skiptender, must have an adequate knowledge of English.

It is now provided that the minimum age of 18 for employment underground is also to apply at the working face of any open cut workings, pit or quarry. Above ground, no person under 16 may be employed.

The prohibition of female employment in connection with a mine was re-worded to add to the exception of work in a technical, clerical or domestic capacity the words, "or such other capacity as requires the exercise of normal feminine skill or dexterity but does not involve strenuous physical effort."

With respect to hours, the only change is that the limit of eight hours in any consecutive 24 during which a workman may remain underground in any part of the Province without county organization now applies to any mine and not only to one where the number working in a shift is six or more. As before, a hoistman may work four hours extra when another is absent from duty, but the provision has been dropped which limited this overtime to 10 days.

*Medical Certificates.*—The provision requiring a hoistman to hold a medical certificate now states that the examination must be by a legally qualified doctor acceptable to the employer, and that the certificate must be in the prescribed form and must certify that the person examined is not subject to any infirmity, particularly with regard to sight, hearing or heart. The certificate must be kept on file by the employer and made available to the Inspector at his request. A record of the medical certificates of all hoistmen in a hoistroom must be kept posted, showing

names and the last certificate issued to each.

"Dust exposure occupation" is now defined to include not only employment underground, or at the surface in ore or rock-crushing operations, but also at other places designated by the Chief Inspector at the surface of a mine or in a pit or quarry. A holder of an endorsed certificate is required after completing 11 months' employment in such an occupation to present himself for re-examination. If found free from tuberculosis of the respiratory organs, he must be granted a miner's certificate.

*Hoisting.*—As before, men and materials may not be hoisted simultaneously in a bucket, cage or skip except when a person is needed to handle the load and unless the material is adequately secured.

Except during shaft-sinking or shaft-inspection and maintenance operations, when the men employed are allowed to ascend and descend in buckets or skips, no person may go down or up in any shaft conveyance, unless it is in charge of a properly authorized cagetender or skiptender or unless the cage or skip meets the requirements of the Act in construction, safety catches, etc. The Act, however, again permits the Chief Inspector to give written permission for hoisting men without safety catches if he is satisfied that the equipment and conditions are such that a maximum of safety is provided.

If the conveyance is not overcrowded, men are permitted to carry hand tools or equipment which are approved by the District Inspector and properly protected with guards.

Except with respect to shaft-sinking, no person may enter, or work upon or under a shaft conveyance when the corresponding drum of the hoist is unclutched, unless such conveyance is first secured in position by chairing or blocking.

The maximum loads of both men and materials which may be carried in any shaft conveyance must be certified by the District Inspector before the mine owner or manager may permit men to be carried. The inspector must be satisfied that the hoisting installation and signalling equipment meet the requirements of the Act.

Safety catches on cages or skips are governed by revised rules. They must be of sufficient strength to hold the shaft conveyance with its maximum load at any point in the shaft, and of a type approved by the Chief Inspector, after such tests as the Chief Inspector may require. A report of the tests and drawings of the



catches and mechanism must be sent in duplicate to the Chief Inspector. Before a shaft conveyance so equipped is first used, or is again put into use after alterations or repairs to safety catch mechanism have been made, a test under the same conditions must be made and the catches and mechanisms found to function according to the requirements of the Mechanical Inspector. A permit for the use of the conveyance for hoisting and lowering men must be obtained from the District Inspector. A notation of such tests must be entered in the Hoisting Machinery Record Book and two copies of the report sent to the District Inspector.

Safety appliances must be examined once a day, and at least once in every three months the safety catches of the cages must be tested. If they are found unsatisfactory, the cage or other shaft conveyance must not be used until the catches have been repaired and proved to act satisfactorily. If the Mechanical Inspector considers it necessary, he may order specific tests to be made.

Every shaft and winze is required to be properly timbered and the guides, guide attachments and shaft timber must be of such strength and suitably designed, installed and maintained so that the safety catches may grip the guides properly at any point in the shaft.

Hoisting ropes are subject to stricter requirements. At least once in six months, a section not less than eight feet long must be cut off the lower end of the rope and sent for testing to the Ontario Cable Testing Laboratory. No hoisting rope may be used which has not been tested and certified. At least a daily examination of the rope is required, and at least once a month that part of the rope which is not on the hoist drum when the conveyance is at its lowest stopping point must be examined.

As regards inspection and the keeping of records a number of changes were made in the Act. The owner or manager of a mine where a hoist is in use must depute a competent person to inspect the shaft at least once a week, and at least once a month to examine thoroughly the guides, timber, walls and hoisting compartments generally. A shaft inspection book must be kept for each shaft and a report of every examination must be recorded by the person making the examination. Entries must be read and initialled every week by the person in charge of the maintenance of the shaft who also must note in the

book any dangerous condition reported and the action taken regarding it.

A similar book, termed the electrical-hoisting-equipment record book, must be kept at a mine where an electric hoist is in use, and the required weekly examination of hoist motor and control apparatus, electric safety devices and hoisting signalling equipment must be recorded, as above, as well as a notation made of any failure or accident to such equipment and the action taken regarding it.

As previously, the Act requires the keeping of a hoistman's log book at every shaft or winze hoist and entries to be made regarding working conditions, tests, stoppages, etc., and of a rope record book containing a history of the hoisting rope and other required data. The provision requiring a record to be kept of examinations of ropes, hoisting equipment, safety appliances and of any defect or weakness discovered, has been amended to stipulate that such a book, now termed the Hoisting Machinery Record Book, must be kept at the mine for each hoist.

Changes were made in the examinations required, and all examinations must be recorded. A notation must be made by the person in charge of the equipment of the action taken as a result of the report of any failure of accident to, correction or repairs to the hoist, hoisting rope, shaft conveyance or any other part of the hoisting, dumping or loading equipment. Any record book must be available to the inspector at all times.

*Fire Protection.*—As regards fire protection, general rules must be drawn up for use in case of fire underground, in any mine plant building which may endanger the mine entrance or in surface plant buildings. All persons concerned must be kept informed of their duties, and copies of the rules or suitable excerpts or signs must be kept posted in prominent places. Suitable metal containers for inflammable refuse must be provided at all shaft stations, underground shops, lunch rooms, or enclosures for housing machinery, equipment or stores. Such containers must be regularly emptied and the material suitably disposed of at the surface. All underground structures must be located and maintained so as to reduce the fire hazard to a minimum.

No person may build a fire underground unless he has proper authority for so doing and only after the necessary fire-fighting equipment has been provided. The amount

of volatile inflammable liquid kept underground must not exceed requirements for the current day's work.

No person may smoke, use open-flame lamps, matches, etc., in any area designated by the Chief Inspector as a fire hazard area, except with his written permission and under such conditions as he may deem proper. The owner or manager must maintain suitable warning signs in such an area.

Where dangerous concentrations of inflammable gas have been found to exist in any mine workings, the area must immediately be considered as a fire hazard area and every precaution taken to prevent the gas from igniting.

Suitable fire-fighting equipment must be provided at every shaft and winze station underground and in or about every plant building. It must be inspected each month and a report made in writing to the manager.

A new section provides that all plant buildings where men are regularly employed, except those used for explosives, must have, in addition to the main entrance, adequate auxiliary exits which must be ready for use in case of fire.

Where the Chief Inspector recommends to the Minister that a connection between mines be made and equipped as a refuge station, a committee, consisting of a representative of each of the mining companies concerned and a mining engineer recommended by the Chief Inspector as chairman, is to be appointed to investigate the matter.

No internal combustion engine may be installed or operated in a pit or quarry declared unsafe by the Inspector, or, unless with the Chief Inspector's written permission, in a shaft or adit or in a working connection with a shaft or adit.

*Sanitation.*—Changes were made with regard to sanitation. The Act now requires one sanitary convenience for every 25 men or less on any shift of workers underground, and one sanitary convenience and one urinal for every 25 men or less on any shift employed on surface. Previously, the requirements were one convenience for every 25 persons where the number employed on a shift did not exceed 100, and an additional convenience for every 50 persons thereafter. Where women are employed, one toilet for every 15 or less must be provided. These must have separate entrances from those furnished the men and must be clearly marked as to the sex for which they are provided.

In any case where men are employed underground or in hot or dusty surface occupations, accommodation for drying and changing clothes, and supplies of warm and cold water, must be provided above ground near the mine entrance. Previously, this was required only if more than 10 persons to each shift were ordinarily employed below ground.

A protective hat must be worn, not only by anyone employed underground but by any workman in any place in a pit or quarry designated by the Inspector.

Where persons are employed underground there must be a system of checking in and out those underground.

*Gravel Pits and Quarries.*—Clay, sand and gravel pits and quarries are subject to stricter regulation. In such workings, under-mining is forbidden and where the thickness of the material exceeds 10 feet, the work must be done in terraces or at an angle to ensure safety, except where the material is excavated and loaded by mechanical equipment which does not expose the operator to danger or which does not necessitate working in a hazardous position at the toe of the face. No person may work near the pit wall until it has been found safe by the pit foreman. Men working on the pit wall must continually wear a life line, securely snubbed above the working place and under the supervision of a snubtender or held taut by one or more fellow-workmen. No person may be hoisted or lowered by any hoist or derrick at a pit or quarry except with the Chief Inspector's written permission and no person may ride on a conveyor or belt. Where a load is being hoisted or lowered, the signalman must clear the area. Adequate lighting, safe footing and sufficient room must be provided for all workmen required to work about machinery.

*Metallurgical Works.*—As regards mills and metallurgical works, where persons may be endangered by splashing of molten material which is being transported by mechanical means in ladles or slag pots, efforts must be made to ensure that such vessels are not filled above a point four inches from the top. If this limit is exceeded, the vessel must not be moved until all persons in the vicinity of the danger have been warned by the foreman. Workmen must use the shields and appliances provided at metallurgical works.

For work in storage bins, the owner or manager must, when necessary, provide life lines, and workmen must wear them continually when the interests of safety demand it.



Stock piles of ore, limestone, coke, etc., must be inspected by some authorized person before anyone is allowed to work on them. Previously, a daily inspection was required.

*Mine Rescue Stations.*—"Rescue station superintendent" is defined as a person designated by the Chief Inspector to take charge of a mine rescue station. Such person is to train rescue crews and supervisors in the use and maintenance of mine rescue equipment. In all rescue operations at any mine, the manager is responsible for the supervision and direction of all mine rescue crews, unless the Inspector directs otherwise. Where fire occurs and the services of mine rescue stations are required, the owner, manager or superintendent must immediately notify the Rescue Station Superintendent and District Inspector.

*Inspection and Enforcement.*—Every inspector is now required to make a report to the Minister, the Deputy Minister or the Chief Inspector, as required by the circumstances, of every examination and enquiry made by him during the year, and the Minister may direct him to make a special report regarding any condition or accident in or about a mine.

An owner, agent or other person found guilty of an offence against the rules for the protection of workmen will incur a maximum fine of \$1,000 or, in default of payment, imprisonment for not more than three months. Previously, provision was made for a minimum fine of \$100 as well as for the maximum of \$1,000 for an owner, agent, manager, superintendent or captain. Lesser penalties from \$10 to \$100 or imprisonment not exceeding one month applied to other persons.

## Vocational Education

By amendments in the Vocational Education Act, deemed to have been in effect from January 1, 1948, the courses of study provided by vocational schools are broadened to include pre-vocational courses, and the requirements for admission to vocational schools are clarified.

Subject to the Minister's approval, a board of education or high school board may establish a vocational school. Courses of study, which are subject to the Minister's approval, are now to include pre-vocational courses. Upon the recommendation of the vocational school principal and with the approval of the advisory committee, a pupil who has successfully completed Grade VII may be

admitted to pre-vocational classes, from which, after at least a year's attendance, he may, upon the principal's recommendation and with the approval of the Director of Vocational Education, be transferred to another course of study in the school.

An adult who satisfies the principal that he is competent to receive instruction may, without regard to school standing, enroll in special full-time or part-time day courses, or in evening courses. Except with the Minister's consent, pupils enrolled in full-time day courses may not be admitted to evening courses.

The provisions concerning provincial technical schools were amended. Such a school is now to be known as a "provincial technical institute" if it provides instruction in one branch of industry, and a "provincial polytechnical institute" if in more than one branch.

For each institute, the Minister is to appoint a board and advisory committee, and, for each polytechnical institute, a board, advisory council, and advisory committee for each branch of industry in which training is given. The composition and appointment of these bodies as well as the courses of study, admission requirements and similar matters are to be determined by regulations of the Lieutenant-Governor in Council.

The Minister may determine the school terms and prescribe courses, subjects, texts and reference books.

## Public Welfare

The Welfare Units Act, 1948, provides for welfare units to replace local boards in dealing with welfare matters such as old age pensions and mothers' allowances. Consequential changes were made in the Mothers' Allowances and Old Age Pensions Acts.

Such units, each comprising a municipality, may be established by by-law of a municipal council with the approval of the Lieutenant-Governor in Council. Provision is made for a unit for the unorganized territory in any territorial district and for a municipal council in a territorial district to become part of a district unit. Fifty per cent of administrative costs are to be paid by the Provincial Government.

For each municipal unit, the Lieutenant-Governor in Council, with the consent of the municipal council, may appoint a public welfare administrator and the necessary staff.

The Lieutenant-Governor in Council may make regulations governing the establishment of units and designating the matters



to be administered, and concerning such other matters as the qualifications, powers and duties of administrators, the manner of computing administration costs and the payment by the Province to the municipality, the keeping of records and the making of returns to the Minister of Public Welfare.

### **Mothers' Allowances**

The Mothers' Allowances Act, as revised, to come into force on Proclamation, no longer requires a beneficiary to be a British subject or the widow or wife of a British subject. Also omitted is the stipulation that a mother must be a fit and proper person to have the custody of her children. With these exceptions, conditions of eligibility to receive an allowance are unchanged.

Where a mother is eligible for an allowance for her children, a new provision permits an allowance to be made with respect to her husband if he is permanently unemployable, until the youngest child becomes 16.

### **Old Age Pensions**

Amendments in the Old Age Pensions Act which are also to come into effect on Proclamation include a provision for paying a pension to a trustee or person who is caring for a pensioner (in the latter case, if the pensioner consents), when he, in the opinion of the Commission, is using or likely to use his pension otherwise than for his own benefit, or is incapacitated or incapable of managing his affairs.

### **Bills Not Passed**

Among the rejected Bills were four which sought to amend the Hours of Work and Vacations with Pay Act. Two would have reduced maximum weekly hours in industrial undertakings from 48 to 40 with no reduction in take-home pay, and have required payment at the rate of time and one-half for overtime after eight hours in one case and after eight and 40 hours in the other. In addition, the former Bill would have limited overtime to eight hours in a week and 100 hours in a year. It would also have increased the annual holiday with pay from one to two weeks.

The two other Bills were concerned only with annual holidays. One would have provided for one week's holiday after one year of employment and two weeks after two or more years. The fourth Bill would have made compulsory a paid holiday of two weeks.

An Act to amend the Minimum Wage Act would have replaced the provision authorizing the payment of a wage lower than the minimum to handicapped workers by one forbidding an employer to pay an employee other than an apprentice less than 75 cents an hour.

A Bill to protect certain civil rights rejected at the 1947 session of the Legislature was re-introduced but again defeated. It would have guaranteed freedom of speech, freedom of religion, freedom of association and of peaceable assembly. Further, it would have prohibited discrimination, by reason of race, religion, colour or national origin, with respect to the right to obtain and retain employment, to engage in any occupation, to own or lease property, to obtain accommodation at hotels and other public places, to hold membership in any professional society or trade union and to obtain an education. For violation of these rights the Bill provided for penalties and for restraint by injunction.

A similar Bill "respecting Fair Employment Practices" was withdrawn. Administered by the Ontario Labour Relations Board, it would have forbidden employers to show discrimination in advertisements or application forms for employment, to refuse to hire any person or to discharge any person because of race, colour, religion, national origin or ancestry.

### **Housing**

An Act to stimulate the construction of low-cost housing enables the Lieutenant-Governor in Council to grant, advance or guarantee money to be used in the development of housing accommodation.

## **PRINCE EDWARD ISLAND**

During the Prince Edward Island legislative session from February 24 to March 25, the law relating to trade unions was amended, and an Act passed to require inspection of steam boilers. A new Towns Act was enacted and the Public Vehicle Act revised.

### **Trade Unions**

Changes made in the Trade Union Act, 1945, prohibit a "closed shop" clause in a collective agreement and define "trade union" so as to exclude unions not licensed under the Act. The Provincial Secretary may grant a licence for any period he considers advisable and may revoke or cancel it at any time. A union applying

For a licence must file a copy of its constitution and by-laws, together with a certified statement that it is an autonomous body, that none of its acts, deliberations or decisions are, directly or indirectly, controlled by any other person or group of persons and that all its members are employees within the meaning of the Act. "Employee" was amended to exclude non-residents of the Province.

Any person who represents himself to be a member of, or who purports to act, directly or indirectly, on behalf or under the authority of a trade union, except for the purpose of complying with the provisions relating to filing of documents, during any period when the licence of the union is not in force, is liable on summary conviction to a fine not exceeding \$100 for each offence and in default of payment to 30 days' imprisonment.

A lockout, strike, or the taking of a strike vote is prohibited until all differences which may arise or exist between an employer and his employees have been submitted to arbitration under the Arbitration Act. The Crown is to be deemed to be a party to such arbitration.

Employees of a national railway system are excluded from the operation of the Act.

### **Steam Boilers**

The Steam Boiler Act applies to any vessel or structure in which steam is generated for power or heating and any vessel or other appliance in which steam, gas, air or liquid is contained under pressure, including pipes, apparatus and machinery attached to or connected with a boiler. The Act does not apply to portable boilers of 25 h.p. or under, which are used exclusively for farm purposes.

Inspectors, including a Provincial Boiler Inspector, may be appointed to act under the direction of the Public Utilities Commission. The Commission may employ a boiler insurance company or a company engaged in boiler inspection to inspect boilers during construction and to report within 14 days to the Provincial Boiler Inspector. No person may hold office as inspector who has any interest in the manufacture or sale of steam boilers or machinery.

The Government, on recommendation of the Public Utilities Commission, may make regulations:—respecting the construction, repair, sale or exchange of boilers, specifications for their construction, materials to be used and tests; for their inspection during construction, when repaired, sold or exchanged, and when installed in factories and power-houses and in places frequented by the public; for their periodical inspection in such places; for the examination of persons operating them; and, generally, for carrying out the Act.

Penalties are provided for violation of the Act or regulations and for obstructing an inspector.

### **Drivers of Public Vehicles**

The revised Public Vehicle Act omits the provision which forbade the employment for more than 10 hours in any 24-hour period, without an adequate rest, of a driver or operator of a vehicle transporting persons or goods for compensation. As formerly, such a driver must be 21 years of age, of good character, and licensed under the Highway Traffic Act. A new section requires him to hold a licence from the Public Utilities Commission.

### **Town By-laws**

The Town Act enables town councils to pass by-laws for:—early closing of shops, including barber shops and other places where services are supplied; licensing and regulating non-resident persons and firms and their agents who engage in any trade or employment in the town, including contractors, artisans, mechanics and common labourers; compelling the attendance at school of all children of school age, and regulating the presence of such children on the streets and in public buildings. Every male person, 21 years of age and over, who is employed in a town at the time of assessment or for two months during the assessment year, is liable for a poll tax, not exceeding \$10 a year, to be fixed annually by a by-law which may exempt all persons over a stated age which is not to be less than 60 years.

# 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 employees dismissed for refusing to work as directed in accordance with the finding of an Arbitrator mutually satisfactory to employer and employees were discharged by reason of their own misconduct. CU-B.161 (22 November, 1946).**

## MATERIAL FACTS OF THE CASE:

The claimant, a married man, aged 46 years, last employed as a metal finisher earning 80 cents an hour, was one of a group of employees of an automobile manufacturer who were discharged from their employment on June 7, 1946, because they refused to work as directed. He filed claim for benefit on June 11 stating that he could not complete sixteen cars an hour with the number of men on the job and was dismissed along with approximately seventeen other men in the group. The employer confirmed the claimant's statement.

The Insurance Officer disallowed the claim of this claimant and those of nine other claimants on the grounds that they were discharged from their employment by reason of their own misconduct and disqualified them under Section 43 (c) of the Act for a period of six weeks commencing June 8, 1946.

From this decision this claimant and nine others appealed to a Court of Referees on the grounds that they had been reinstated without loss of seniority and that therefore the disqualification under Section 43 (c) of the Act should not apply to them.

The employer was requested to furnish information as to the reasons for separation from work of these claimants and the following statement was received:—

These men with six others worked as a group of final metal finishers in our body in white department and for some months have complained the standard time allowed to complete a body was too low and requested an adjustment. Their grievance eventually went to arbitration and the Umpire, after having an independent time study taken, ruled

that the time should be increased by 7 per cent. The previous time set had given each one hour to complete one body or for the group of eighteen men, eighteen jobs per hour. With the 7 per cent increase ruled by the Umpire, which is final and binding to both parties, it was established that eighteen men should produce sixteen jobs per hour at normal working speed. This adjustment was made effective June 3 and for one week this group of men were given an opportunity to adjust themselves. By Friday, June 7, the production from this group still remained at twelve jobs per hour which in turn was affecting other departments throughout the plant.

At 3.30 p.m. Friday, June 7, the Superintendent of our body department called this group of metal finishers together and informed them that if they did not agree to produce sixteen jobs per hour as had been directed by the Umpire it would be necessary for him to discharge them. They informed him they would not do that number and he issued the necessary removal notice and form No. 120. Due to this condition we found it necessary to reorganize the whole operation and as a result were able to keep our plant in operation. On Wednesday of the following week we received a request from our union to discuss these discharges. As a result of this meeting we agreed to re-employ these men on the understanding that they work as directed. This they agreed to do and on being re-engaged we placed them in various operations throughout the plant, but not as a group of final metal finishers.

The employer stated further that the men had not been paid for the time they lost and that this matter could be ruled on only by the Arbitrator. The Arbitrator, appointed by the Department of Labour of the Province, found that they were not entitled to wages for the time they were unemployed due to this dispute.



The claimant was represented before the Court of Referees by an official of the union to which he belonged and the Court, by a majority decision, upheld the decision of the Insurance Officer.

The union appealed to the Umpire from the decision of the Court of Referees on the following grounds:—

1. In the majority report there is no mention of defective metal being sorted and kept out of production while the independent time study was being taken. This is a fact brought out at the Court and apparently not taken into consideration.

2. After the independent time study was made and metal previously held was sent to the production line the men involved found that it was impossible to produce the number of bodies requested by management under the standards of inspection then in force and so informed supervision.

Our contention that there was no refusal on the part of the employees is further proven by the fact that at no time either before or since has the standard of production demanded by management been attained under the rigid standard of inspection then in force.

3. The majority decision stresses the importance of the arbitration decision and states that it was mutually agreed that this decision should be final and binding. While in most cases we do accept the arbitrator's decision as final, the Bargaining Committee, Local Union membership or employees concerned have never agreed that this decision should be binding especially in circumstances such as existed in this particular case after the facts pertaining to the metal used became known.

4. Clause 32 of agreement between Local Union and the Company states in part "Seniority rights shall cease for any of the following reasons: Section (b) If the employee is discharged and such discharge is not reversed through grievance procedure."

As all the employees concerned were rehired without loss of seniority, it was an admission by management that discharge was unjust and therefore no misconduct (either within the meaning of the Unemployment Insurance Act; Section 43 (c) or otherwise) had been committed.

5. For the reasons as outlined above it was not a refusal on the part of employees to produce the number of bodies per hour demanded by management but rather a statement of physical inability made by men particularly skilled and with years of experience on this particular operation.

#### DECISION :

The Umpire's decision was that this claim and those of the nine other claimants should be disallowed and the claimants disqualified for a period of six weeks and gave as his reasons:—

From the evidence and submissions before me, the question to decide is whether the claimant was discharged for cause within the meaning of the Act.

There was a dispute between the management and the men involved as to the number of jobs that should be turned out per hour. Acting within the terms of the contract between the Company and the union an Umpire or Arbitrator was appointed who was mutually satisfactory to the Company and the men. He made a study of the operation involved and came to certain definite conclusions. The men evidently were unable to comply with the findings of the Arbitrator and because of this were warned and subsequently, upon their refusal to do the work as requested, were discharged from their employment.

The decision of the Arbitrator in this case cannot be ignored because he was the one who made a study of the problems involved in the dispute and who was chosen by both parties on account of his special qualifications in the matter. It had been agreed both by the Company and the men that his decision would be final and binding. Had the grievance of the men been justified in the eyes of the Arbitrator at the time of their discharge he would have allowed them pay for such time as they were unemployed. This request was refused the men by the Arbitrator.

The facts of the case, having been carefully considered by an arbitrator, an official of the Provincial Government and also having been carefully considered by a Court of Referees, I cannot see any good reasons for disturbing the decision arrived at.

***Held that a claimant voluntarily leaving his employment in anticipation of a stoppage of work due to a labour dispute is subject to disqualification for so long as the stoppage of work continues. CU-B.157 (21 November, 1946).***

**MATERIAL FACTS OF THE CASE:**

The claimant, a single man, aged 37 years, registered for work as a radial drill operator, his secondary occupation being stationary engineer and his pre-war occupation being a fitter, was last employed by a wire and cable company receiving 65 cents an hour as a stationary engineer from May 10, 1945 to July 8, 1946, when he lost his employment by reason of a stoppage of work due to a labour dispute.

He filed claim for benefit on July 16, 1946, stating that he had left his employment voluntarily because a "general strike" was called and he could not afford to wait until the "strike" was over. He stated further that he was not a member of the union involved in the dispute, and had not contributed funds to finance the stoppage of work.

The employer stated:—

This man left us on July 10, but as our plant was closed July 9 by a strike he worked until July 8 and we are unable to supply the necessary information.

The Insurance Officer disallowed the claim under Section 43 (a) of the Act on the grounds that he had lost his employment because of a stoppage of work due to a labour dispute and disqualified the claimant for so long as the stoppage of work continued.

From this decision the claimant appealed to a Court of Referees on the grounds that he had given notice to his employer on July 2. The Court, by an unanimous decision, reduced the period of disqualification to three weeks commencing July 8, 1946, on the following grounds:—

The claimant states that his reason for leaving his employment was due to a

strike being called and it would seem that he had received some advance information regarding this eventuality when giving his notice on July 2, 1946. In the opinion of the Court under these circumstances we feel that the issue is one of voluntarily leaving without just cause and in all the circumstances of the case the maximum penalty of disqualification should not be imposed.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees.

**DECISION:**

The Umpire's decision was that the claim should be disallowed and the claimant disqualified for so long as the stoppage of work continued and gave as his reasons:—

From the facts and submissions made the question for me to decide is whether the claimant voluntarily left his employment or whether he left his employment because of an imminent stoppage of work due to a labour dispute.

It can be assumed with a reasonable amount of assurance that had there been no labour dispute or prospect of such the claimant would have continued in his employment. It is the prospect of the dispute and cessation of work at the factory which prompted the claimant to "voluntarily" leave his employment and then make application for benefit. Such separation from employment can hardly be designated as voluntary within the meaning of the Act. It was brought about solely by the expected cessation of work due to a labour dispute at the factory.

Under the circumstances, it is my opinion that the claimant lost his employment by reason of a labour dispute. Such being the case the penalties imposed automatically follow and must be in accordance with the provisions of the Act as stated in Section 43 (a), namely, for so long as the stoppage of work continued.

## **UNEMPLOYMENT INSURANCE STATISTICS,\* MAY, 1948**

The Dominion Bureau of Statistics reports that during May, 1948, 42,257 claims for unemployment insurance benefit were filed at local offices of the Unemployment Insurance Commission, compared with 59,265 during April and 36,199 in May,

1947. These totals include revised claims numbering 8,640 in May, 10,302 in April, 1948, and 8,596 during May last year. A revised claim is registered (either on the

\* See Tables E-1 to E-7.



initiative of the claimant or of an officer of the Commission) whenever circumstances arise necessitating the reconsideration of an existing claim. Thus, the number of revised claims in a period need bear no relation to employment or unemployment levels. Initial and renewal claims, however, are registered on the initiative of the claimant who, in almost every case, has been recently separated from his employment. In May, 1948, initial and renewal claims totalled 33,617 as against 48,963 in April and 27,603 in May, 1947.

Ordinary claims on the live unemployment register at May 31 numbered 70,993 (47,665 males and 23,328 females) compared with 105,441 (78,267 males and 27,174 females) at April 30 and 59,410 (40,164 males and 19,246 females) at May 31, 1947. In addition, there were 5,593 (4,568 males and 1,025 females) other claims on the live unemployment register at May 31, as against 6,347 (5,303 males and 1,044 females) at April 30, 1948, and 3,264 (2,800 males and 464 females) on May 31 last year. "Other claims" are largely short-time claims, that is, those filed by claimants whose place of employment has been put on short-time.

Claimants on the live unemployment register at May 31 are classified in Table E-6, according to the number of days they have been continuously on the register since the last initial or renewal claim was filed. For this purpose an initial claim that immediately follows the termination of a claimant's preceding benefit year is ignored. The proportion of claimants in the various categories is substantially unchanged compared with those at the end of April:

A total of 48,504 claims (including 542 special requests not granted and 1,039 referred to courts of referees) was disposed of during May. Special requests are revised claims arising out of requests for ante-dating, extension of the two-year

period and dependency rate of benefit. Of the remaining 46,923 cases, in which entitlement to benefit was the main question, 31,625 were considered entitled to benefit and 15,298 not entitled to benefit.

Chief reasons given by adjudicating officers for considering claimants not entitled to benefit were: "insufficient contributions while in insurable employment" 6,311 cases, "voluntarily left employment without just cause" 2,914 cases, "refused an offer of suitable work and neglected an opportunity to work" 2,297 cases, "not unemployed" 1,870 cases.

During May, 1948, 107,347 persons received one or more benefit payments amounting to \$3,666,566 for 1,887,287 compensated days of unemployment compared with 139,477 persons who were paid \$5,178,519 for 2,631,964 compensated unemployed days in April and 83,982 persons paid \$3,072,952 for 1,584,428 compensated days in May, 1947. The average duration of the unemployment compensated was, then, 17.6 days in May, 18.9 days in April and 18.9 days in May last year. The average amount of benefit paid per beneficiary was \$34.16 in May, 1948, \$37.13 in April and \$36.59 in May, 1947. The average amount of benefit paid per compensated day of unemployment was \$1.94 in May, \$1.97 in April and \$1.94 in May last year.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending May 31, 1948, showed 2,851,166 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1948.

As at May 31, 1948, 205,058 employers were registered. This shows an increase of 15,359 over March 31, 1948, and this is due to administrative changes whereby seasonal employers are now included.

## National Employment Committee Meeting

Problems connected with providing sufficient agricultural workers were under discussion at a recent meeting of the National Employment Committee in Ottawa. The problem of agricultural supply, in a generally favourable employment picture, prompted members of the Committee to ask for a report on whether or not there actually was a loss of crops due to insufficient agricultural labour. It

was pointed out that even though agricultural workers are being brought into the country, there is a constant movement of workers from agriculture into other fields of activity.

The Committee also discussed a plan for increasing assistance in rehabilitating ex-prisoners who require employment. The plan is designed to assist such persons in obtaining and holding suitable employ-



ment. As, in the opinion of the Committee, suitable employment is essential to the rehabilitation of such men and women, it was recommended that the plan be tried out on an experimental basis.

Assistance to persons released from sanatoria in obtaining employment was also considered and emphasis was laid on the fact that conservation of human resources is of primary importance to the Dominion. It is most desirable that all unemployed persons be given an opportunity to regain their status as citizens.

The National Employment Committee, which is an advisory body to the Unemployment Insurance Commission on all matters relating to employment, gives general direction to five Regional and 70 Local Employment Committees throughout Canada. Judge W. J. Lindal of Winnipeg, Chairman of the Committee, was unable to attend the meeting which took place on June 17 and 18. J. C. G. Herwig, Vice-Chairman, General Secretary of the Canadian Legion, B.E.S.L., presided over the meeting.

Members attending were:—

Mrs. G. D. Finlayson, Corresponding Secretary, National Council of Women, Ottawa; Aubrey L. Lott, Manager, Industrial Relations, The Steel Co. of Canada, Ltd, Hamilton; J. B. White, Director of Personnel, Aluminum Co. of Canada, Montreal; George S. Hougham, General Manager, Canadian Retail Federation, Toronto; R. E. G. Davis, Executive Director, Canadian Welfare Council, Ottawa; R. A. Stewart, Canadian Federation of Agriculture, Almonte.

Carl Berg, Vice-President of the Trades and Labour Congress of Canada, of

Edmonton, and A. R. Mosher, President of the Canadian Congress of Labour, both members of the Committee, were unable to attend. J. W. Buckley, Secretary-Treasurer of the Trades and Labour Congress substituted for Mr. Berg, while Mr. Mosher was represented by Pat Conroy, Secretary of the Canadian Congress of Labour. E. Norman Mitchell, Unemployment Insurance Commission, attended as Secretary.

The meeting was attended by the Chairman of the Unemployment Insurance Commission, J. G. Bisson, Commissioners R. J. Tallon and C. A. L. Murchison, S. H. McLaren, Executive Director, Unemployment Insurance Commission, and W. K. Rutherford, Director of the Employment Service.

The current Dominion employment situation was examined. After discussing the problem of "unemployables", the Committee appointed a special sub-committee to go more fully into this question and report at the next meeting. It was recognized that this is becoming a problem of some gravity. The Committee felt that the country is losing, as a result of persons who may have some productive capacity finding themselves classed as unemployables. Included in this group sometimes are older age workers, persons with limited work capacity, etc.

The Committee also discussed vocational training of unemployed persons and asked for a report of numbers of persons referred by the National Employment Service to training courses throughout the Dominion. Certain recommendations in respect to increasing publicity and improving public relations were made.

# WAGE RATES, HOURS AND WORKING CONDITIONS IN THE IRON AND ITS PRODUCTS INDUSTRY, OCTOBER, 1947\*

*A total of 48,600 plant employees were reported working in the four industries of the iron group covered in this article. Increases in the Canada average wage rates in 1947 in the industries ranged from 60 to 77 per cent over 1939 rates. Nearly two-thirds of the plant workers were covered by collective agreements. Sixty per cent of the plants and 36 per cent of the workers were on a five-day week. Time and one-half was the usual payment for overtime. Half the plants reported a single provision of one week's vacation with pay after a year of service or less; a second week was given by the other reporting plants after a varying length of service up to ten years, affecting 45 per cent of the total number of workers.*

In the July LABOUR GAZETTE, information on three of the industries in the manufacturing group, "Iron and Its Products", was analysed. In this article, another section of the group will be dealt with, namely: Machinery; Engines, Boilers and Tanks; Aircraft and Parts; and Steel Shipbuilding.

Both industries, however, are dealt with separately with respect to wage rates and working conditions. The 1947 index for the combined industries showed an increase in wage rates of 76.8 per cent over comparable rates in 1939. The largest annual percentage increase over the past eight years was 13.5 in 1947.

## The Machinery Industry

This industry includes the manufacture of a wide variety of both heavy and light machinery for use in industry, as well as office and household machinery equipment. The bulk of electrical machinery, such as electric motors, coils, transformers, etc., is not covered in this industry but is treated separately under the Electrical Products Industry.

In calculating an index of wage rates based on rates in 1939 as 100, the manufacture of Engines, Boilers and Tanks, was included with the Machinery Industry.

Year	Index	Annual Percentage Change
1939	100.0	—
1940	105.0	5.0
1941	116.2	10.7
1942	129.7	11.6
1943	141.7	9.3
1944	147.9	4.4
1945	147.3	—
1946	155.8	5.8
1947	176.8	13.5

\* The information in this article was prepared from data obtained in the general annual survey of wage rates and hours of labour for 1947 by the Research and Statistics 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 wage or salary rates or the average straight-time earnings of employees on piecework during the last pay period preceding October 1, 1947. In calculating the average wage rates shown in the accompanying tables, both time and piecework averages have been weighted by the number of employees in each occupation as reported by contributing firms. A range of rates is shown for each average which is based on the middle 80 per cent of the employees used in the average.

By excluding the extremely high and extremely low rates in the distribution, the limits are shown which include rates for the great majority of workers; the rates for all workers in each occupation however are included in the averages.

For a summary of provincial legislation on working conditions, see *Provincial Labour Standards Concerning Child Labour, Annual Holidays, Hours of Work, Minimum Wages and Workmen's Compensation*, an annual publication of the Legislation Branch of the Department of Labour.

This is the third of a series of articles dealing with 1947 information by industry. Comparable data for 1946 on a number of other industries have been published monthly from July, 1947, in the LABOUR GAZETTE.

In summarizing information on the Machinery Industry, returns from 167 establishments across Canada were used. During the 1947 survey period, there were 20,100 employees engaged in the plant operations of the establishments reporting in this industry, including 1,000 women workers. More than one-half the employees and 70 per cent of the plants were located in Ontario.

Nearly 50 per cent of the workers were in 150 establishments employing a maximum of 200 workers each, while another 25 per cent were in four of the relatively large plants employing between 900 and 2,000 workers each.

**Collective Agreements.**—Although only 64 of the 167 establishments reported having collective agreements, 57 per cent of the workers in the industry were covered by such agreements. Ten international unions were reported by 46 of the plants as representing the workers.

More than half the workers covered by agreement were in 27 plants reporting agreements with the United Steel Workers of America or the International Association of Machinists. Another six plants reported agreements with the International Moulders and Foundry Workers of North America.

**Wage Rates, Table II.**—Average rates for selected occupations in the industry in 1947 are shown in Table II. Averages were, for the most part, ten per cent or more above the 1946 level. Highly skilled patternmakers and toolmakers were receiving in most cases well over \$1 per hour in all parts of the Dominion and only in isolated cases were rates for labourers below 60 cents.

**Standard Hours of Work, Table III.**—Weekly hours varied in this industry between 40 and 50, with an additional four establishments, representing one per cent of the workers, reporting between 50 and 55 hours per week. Forty per cent of the

workers, in 46 plants, were on a 45-hour week; another 40 per cent worked either 40, 44, 48 or 50 hours, with approximately ten per cent in each category.

Two-thirds of the plants, which included 30 per cent of the total number of workers reported in the industry, were on a five-day week. Of the establishments operating on Saturday, only five, with 260 employees, worked a full eight or nine-hour day.

**Overtime Rates of Pay, Table IV.**—Of those plants reporting premium rates of pay for overtime, 141 gave time and one-half either after daily or weekly hours had been worked. In 103 cases, the same rate was paid on Saturday for overtime after daily hours; this included 78 plants operating on a five-day week who paid time and one-half for any work done on Saturday, with 14 of these giving double time after the first three or four hours of work.

Of the 123 plants for which overtime information on Sunday work was given, 60 reported paying double time; 54, time and one-half and the remainder, time and one-quarter or regular time. Similarly, for work done on observed statutory holidays, half the reporting plants paid double time; 43 per cent, time and one-half and the remainder reported regular time and, in one case, time and one-quarter.

**Vacations with Pay, Table V.**—Of the 165 returns which contained information on paid annual vacations, 139 gave one week after one year and, in the remaining cases, one week was given after a shorter period of service.

More than one-half the plants, employing 64 per cent of the workers, gave a two-week vacation after anywhere from one to ten years of service, mainly after five years.

Eight establishments, employing 3,000 workers, reported giving a three-week vacation to plant employees, either after ten or 25 years of service.

**TABLE I.—DISTRIBUTION OF ESTABLISHMENTS AND PLANT EMPLOYEES IN THE MACHINERY INDUSTRY, 1947**

	Canada	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Total Establishments.....	167	3	25	110	12	17
Plant Employees:						
Male.....	19,085	98	7,040	10,186	676	1,085
Female.....	1,020	.....	456	549	1	14
Total.....	20,105	98	7,496	10,735	677	1,099



TABLE II.—WAGE RATES IN THE MACHINERY INDUSTRY, 1947

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Assemblers</i>		
Canada.....	.89	.....
Quebec.....	.73	50-95
Montreal.....	.70	50-93
Ontario.....	.93	72-117
Toronto.....	1.02	80-117
Prairie Provinces.....	.72	70-77
British Columbia.....	1.02	95-110
<i>Blacksmiths</i>		
Canada.....	.93	.....
Quebec.....	.84	70-105
Montreal.....	.92	78-108
Ontario.....	.92	77-110
Toronto.....	.98	90-110
Prairie Provinces.....	1.02	.....
British Columbia.....	1.24	106-135
<i>Electric Welders</i>		
Canada.....	.96	.....
Maritime Provinces.....	.85	75-90
Quebec.....	.92	72-111
Montreal.....	1.04	90-111
Ontario.....	.93	77-111
Toronto.....	1.03	89-114
Prairie Provinces.....	.94	75-102
British Columbia.....	1.22	115-128
<i>Labourers</i>		
Canada.....	.69	.....
Quebec.....	.65	56-76
Montreal.....	.68	63-76
Ontario.....	.72	61-85
Toronto.....	.75	66-85
Prairie Provinces.....	.67	60-82
British Columbia.....	.93	82-95
<i>Machine Operators</i>		
Canada.....	.89	.....
Quebec.....	.84	65-105
Montreal.....	.96	75-116
Ontario.....	.90	72-109
Toronto.....	.97	83-110
Prairie Provinces.....	.80	68-93
British Columbia.....	1.08	90-125
<i>Machinists</i>		
Canada.....	.98	.....
Quebec.....	.94	76-111
Montreal.....	.96	80-114
Ontario.....	.94	78-110
Toronto.....	1.00	89-115
Prairie Provinces.....	.95	75-107
British Columbia.....	1.24	115-128
<i>Moulders</i>		
Canada.....	.98	.....
Quebec.....	.96	75-111
Montreal.....	1.02	81-118
Ontario.....	.97	80-114
Prairie Provinces.....	.96	73-101
British Columbia.....	1.21	115-126
<i>Patternmakers</i>		
Canada.....	1.12	.....
Quebec.....	1.14	90-135
Montreal.....	1.28	125-135
Ontario.....	1.05	90-121
Toronto.....	1.13	100-121
British Columbia.....	1.40	135-140

**TABLE II.—WAGE RATES IN THE MACHINERY INDUSTRY, 1947—Concluded**

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Sheet Metal Workers</i>		
Canada.....	.88	.....
Quebec.....	.78	.70-.90
Ontario.....	.90	.75-1.08
Toronto.....	.94	.77-1.20
Prairie Provinces.....	.87	.75-.97
<i>Toolmakers</i>		
Canada.....	1.10	.....
Quebec.....	1.04	.86-1.23
Ontario.....	1.10	.95-1.25
Toronto.....	1.17	1.05-1.30
British Columbia.....	1.28	1.25-1.40

**TABLE III.—STANDARD OR NORMAL WORKING HOURS FOR PLANT EMPLOYEES IN THE MACHINERY INDUSTRY, BY ESTABLISHMENTS, 1947**

Standard Hours	Canada	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
WEEKLY						
40.....	30	.....	1	11	1	17
Over 40 and under 44.....	10	.....	1	9	.....	.....
44.....	21	1	2	12	6	.....
45.....	46	.....	5	37	4	.....
Over 45 and under 48.....	17	.....	.....	17	.....	.....
48.....	21	.....	2	18	1	.....
Over 48 and under 50.....	7	.....	5	2	.....	.....
50.....	11	1	7	3	.....	.....
Over 50.....	4	1	2	1	.....	.....
Total Establishments.....	167	3	25	110	12	17
DAILY						
(a) Establishments on a Five-Day Week—						
8.....	30	.....	1	11	1	17
Over 8 and under 9.....	16	.....	1	14	1	.....
9.....	47	.....	4	39	4	.....
9½.....	14	.....	.....	14	.....	.....
Over 9½ and under 10.....	3	.....	.....	3	.....	.....
10.....	6	.....	1	5	.....	.....
Total Establishments.....	116	.....	7	86	6	17
(b) Establishments on a Six-Day Week—						
Monday to Friday						
8	Saturday 4 and 5	14	1	3	5	5
8	8	2	.....	1	1	.....
Over 8 and under 9	4 to 5	14	.....	1	12	1
9	3 to 5	17	1	11	5	.....
9	8 and 9	3	1	1	1	.....
10	5	1	.....	1	.....	.....
Total Establishments.....	51	3	18	24	6	.....

**Statutory Holidays, Table VI.**—The most common number of statutory holidays reported observed was eight. Although 47 per cent of the plant workers received no pay for holidays observed, 20 per cent were paid for from one to four of such holidays and another 32 per cent of the workers received pay for six, seven or eight of their statutory holidays.

## The Engines, Boilers And Tanks Industry

Returns from 36 establishments in this industry indicated a total of 5,100 workers in their employ during the survey period. More than one-half of the establishments and workers were in Ontario.

Although 22 of the factories, employing less than 50 workers each, accounted for 14 per cent of the total employment, three factories of more than 500 workers each employed 44 per cent of the total number.

**Collective Agreements.**—Seventy per cent of the workers were reported covered by some form of collective agreement in 20 of the 36 factories. Thirty per cent of the total number of workers in the industry, located in four plants, were affected by agreements with the United Steel Workers of America; another 24 per cent, in seven plants, reported employees' associations or independent unions.

**Wage Rates, Table VIII.**—The average rates in the table, shown only on a Canada basis due to the relatively small number of establishments, were about 12 per cent higher than in 1946.

**Standard Hours of Work, Table IX.**—Although weekly hours varied between 40 and 55, nearly 60 per cent of the workers were in the 16 plants which were on a 44 or 45-hour week; the seven plants working 40 hours per week employed six per cent of the workers and another 28 per cent worked either 47 or 48 hours.

**TABLE IV.—OVERTIME RATES OF PAY IN THE MACHINERY INDUSTRY, BY ESTABLISHMENTS, 1947**

	After Daily Hours		Only After Weekly Hours	Sunday	Holidays
	Monday to Friday	Saturday			
Number of Establishments.....	131	131	36 <sup>(1)</sup>	167	167
<i>Straight Time</i>					
Canada (Ontario only).....	9	10	.....	7	9
<i>Time and One-Quarter</i>					
Canada (Ontario only).....	6 <sup>(2)</sup>	3	3	2	1
<i>Time and One-Half</i>					
Canada.....	109 <sup>(3)</sup>	103 <sup>(4)</sup>	32	54	54
Maritime Provinces.....	2	1	1	.....	.....
Quebec.....	15	14	8	4	8
Ontario.....	67	65	21	46	41
Prairie Provinces.....	8	7	2	4	5
British Columbia.....	17	16	.....	.....	.....
<i>Double Time</i>					
Canada.....	2	4	.....	60	62
Maritime Provinces.....	.....	.....	.....	1	1
Quebec.....	1	1	.....	12	11
Ontario.....	1	1	.....	27	30
Prairie Provinces.....	.....	1	.....	3	3
British Columbia.....	.....	1	.....	17	17
<i>No Overtime Information</i>					
Canada.....	5	11	.....	44	41

(1) Includes one plant at straight time plus 13 cents per hour.

(2) One plant reported paying time and one-half after first three hours of overtime.

(3) One plant in Ontario gave double time after the first three hours of overtime; one in Quebec and 13 in British Columbia paid double time after four hours.

(4) In 13 plants operating on a five day week, time and one-half was paid for the first four hours on Saturday and double time thereafter. Similar conditions existed in another plant after three hours.



There were 200 employees in the five factories reported working over 48 hours.

The five-day week, which was reported by 16 factories, was worked by 57 per cent

of the total number of employees. Of those on the six-day week, only two reported working a full eight-hour day on Saturday.

**TABLE V.—VACATIONS WITH PAY FOR PLANT EMPLOYEES IN THE MACHINERY INDUSTRY, BY ESTABLISHMENTS, 1947**

NOTE.—Of 167 establishments reporting for this survey, two did not give any information on vacations with pay.

Length of Service Required	Initial Vacation of one Week	Maximum Vacation	
		One Week	Two Weeks
<i>No Specified Service</i>			
Canada.....	7 <sup>(1)</sup>	2	
Quebec.....	1		
Ontario.....	3	2	
Prairie Provinces.....	2		
British Columbia.....	1		
<i>Three Months</i>			
Canada (Ontario only).....	4	1	
<i>Six Months</i>			
Canada.....	15 <sup>(2)</sup>	4	
Quebec.....	1	1	
Ontario.....	12	3	
Prairie Provinces.....	2		
<i>One Year</i>			
Canada.....	139	69	15
Maritime Provinces.....	2	2	
Quebec.....	22	13	1
Ontario.....	91	41	9
Prairie Provinces.....	8	1	4
British Columbia.....	16	12	1
<i>Two, Three and Four Years</i>			
Canada.....			7
Ontario.....			3
Prairie Provinces.....			4
<i>Five Years</i>			
Canada.....			56 <sup>(3)</sup>
Quebec.....			6
Ontario.....			46
Prairie Provinces.....			3
British Columbia.....			1
<i>Over Five Years<sup>(4)</sup></i>			
Canada.....			11
Quebec.....			3
Ontario.....			5
British Columbia.....			3
Total Establishments.....	165	76	89
		165	

(1) Four establishments gave an initial vacation of two weeks after one year's service.

(2) One establishment required five months' service.

(3) Two establishments gave three weeks after ten years and six gave three weeks after 25 years.

(4) After ten years of service in eight plants, seven years in another and six years in the remaining two.

**TABLE VI.—STATUTORY HOLIDAYS FOR PLANT EMPLOYEES IN THE MACHINERY INDUSTRY, 1947**

NOTE.—Of the 167 plants covered by this survey, two did not observe statutory holidays.

	Number of Holidays Observed by Plants								Total Plants
	3 Days	5 Days	6 Days	7 Days	8 Days	9 Days	10 Days	11 to 14 Days	
Plants Paying for—									
1 Holiday.....	1	1	1	1	4	1			9
2 Holidays.....		1	3	3	3	1		1	12
3 ".....					5				5
4 ".....				1	4		1		6
5 ".....		1			1				2
6. ".....			8	2	4	2			16
7 ".....				8	1	1	1		11
8 ".....					16				16
9 ".....						1			1
10 ".....							3		3
Total plants paying for one or more holidays.....	1	3	12	15	38	6	5	1	81
Total plants not paying for holidays.....		5	14	20	27	11	4	3	84
Total plants observing holidays.....	1	8	26	35	65	17	9	4	165

**TABLE VII.—DISTRIBUTION OF ESTABLISHMENTS AND PLANT EMPLOYEES IN THE ENGINES, BOILERS, AND TANKS INDUSTRY, 1947**

	Canada	Maritime Provinces	Quebec	Ontario	British Columbia
Total Establishments.....	36	6	6	16	8
Plant Employees:					
Male.....	4,966	613	1,057	2,918	378
Female.....	144		16	121	7
Total.....	5,110	613	1,073	3,039	385

**TABLE VIII.—WAGE RATES IN THE ENGINES, BOILERS, AND TANKS INDUSTRY, 1947**

Occupation and Locality	Average Wage Rate per Hour
	\$
CANADA—	
Assemblers.....	.97
Blacksmiths.....	1.01
Boilermakers.....	1.04
Labourers.....	.69
Machine Operators.....	.90
Machinists.....	1.01
Moulders.....	.98
Patternmakers.....	1.14
Sheet Metal Workers.....	1.04
Toolmakers.....	1.18
Welders.....	1.01

**TABLE IX.—STANDARD OR NORMAL WORKING HOURS FOR PLANT EMPLOYEES IN THE ENGINES, BOILERS, AND TANKS INDUSTRY, 1947**

Standard Hours	NUMBER OF ESTABLISHMENTS					
	On a Five-Day Week	On a Six-Day Week				
	Ontario and British Columbia	Canada	Maritime Provinces	Quebec	Ontario	British Columbia
<b>WEEKLY</b>						
40.....	7	8	3	1	3	1
44.....	3	8	3	1	3	1
45.....	5	2	2	2	2	2
46½ and 47.....	1	5	1	1	3	1
48.....	1	5	2	2	1	1
Over 48.....	1	5	2	2	1	1
Total Establishments.....	16	20	6	6	7	1
<b>DAILY</b>						
Monday to Friday						
8.....	7	10	4	1	4	1
Over 8 and under 9.....	3	4	1	2	1	1
9.....	5	5	1	2	2	2
9½ and 10.....	1	1	1	1	1	1
Total Establishments.....	16	20 <sup>(1)</sup>	6	6	7	1

(1) Two establishments reported working three hours on Saturdays; 16, from four to five hours and two operated eight hours.

**TABLE X.—OVERTIME RATES OF PAY IN THE ENGINES, BOILERS, AND TANKS INDUSTRY, BY ESTABLISHMENTS, 1947**

Region	After Daily Hours		Only After Weekly Hours	Sunday	Holidays
	Monday to Friday	Saturday			
Total Establishments.....	34	34	2	36	36
<i>Straight Time</i>					
Canada.....	6	2	1	1	1
Maritime Provinces.....	1	1	1	1	1
Quebec.....	1	1	1	1	1
Ontario.....	2	1	1	1	1
British Columbia.....	2	1	1	1	1
<i>Time and One-Half</i>					
Canada.....	26 <sup>(1)</sup>	30 <sup>(2)</sup>	2	8	9 <sup>(3)</sup>
Maritime Provinces.....	5	5	1	7	8
Quebec.....	5	6	1	1	1
Ontario.....	11	12	1	1	1
British Columbia.....	5	7	1	1	1
<i>Double Time</i>					
Canada.....				22	21
Maritime Provinces.....				6	6
Quebec.....				6	6
Ontario.....				4	3
British Columbia.....				6	6
<i>No Overtime Information</i>					
Canada.....	2	2		5	5

(1) Three establishments gave double time after the first four hours of overtime.

(2) Four gave double time after the first four hours of overtime.

(3) Includes one establishment paying time and one-half plus the regular rate.



**TABLE XI.—VACATIONS WITH PAY FOR PLANT EMPLOYEES IN THE ENGINES, BOILERS, AND TANKS INDUSTRY, BY ESTABLISHMENTS, 1947**

NOTE.—Of the 36 reporting establishments, one did not give any information on vacations with pay.

Length of Service Required	Initial Vacation of One Week	Maximum Vacation	
		One Week	Two Weeks
<i>No Specified Service</i>			
Canada (Ontario only).....	2 <sup>(1)</sup>	1	
<i>Six Months</i>			
Canada.....	2	1	
Ontario.....	1		
British Columbia.....	1	1	
<i>One Year</i>			
Canada.....	30	23	1
Maritime Provinces.....	4	3	
Quebec.....	6	6	
Ontario.....	13	7	1
British Columbia.....	7	7	
<i>Two Years</i>			
Canada.....	1		1
Maritime Provinces.....	1		
Ontario.....			1
<i>Five and Ten Years</i>			
Canada.....			8 <sup>(2)</sup>
Maritime Provinces.....			2
Ontario.....			6
Total Establishments.....	35	25	10
		35	

(1) One establishment gave an initial vacation of two weeks after one year of service.

(2) Two establishments required ten years of service.

**TABLE XII.—STATUTORY HOLIDAYS FOR PLANT EMPLOYEES IN THE ENGINES, BOILERS AND TANKS INDUSTRY, 1947**

	Number of Holidays Observed by Plants							Total Plants
	4 Days	5 Days	6 Days	7 Days	8 Days	9 Days	10 Days	
Plants Paying for—								
1 Holiday.....					1			1
3 Holidays.....			2					2
4 ".....			1					1
5 ".....			1		1			1
6 ".....			2		2			4
7 ".....					1			1
8 ".....					2			2
9 ".....						1		1
Total plants paying for one or more holidays.....			5		7	1		13
Total plants not paying for holidays.....	1	1	4	6	6	4	1	23
Total plants observing holidays.....	1	1	9	6	13	5	1	36

**Overtime Rates of Pay, Table X.**—Time and one-half was the usual rate paid for overtime during the work week with double time for Sunday and holiday work. In a few instances, regular rates applied.

**Vacations with Pay, Table XI.**—An initial vacation of one week after one year of service or less was reported by all but one factory, in which case two years of service were required. Ten factories, employing 2,700 workers, gave two weeks after from one to ten years, mainly after five.

**Statutory Holidays, Table XII.**—In 23 of the establishments, employing 42 per cent of the total number of workers, from four to ten holidays were observed without pay. Another 39 per cent of the workers were paid for six, seven or eight of the holidays observed.

## The Aircraft and Parts Industry

The 1947 index, based on rates in 1939, showed an increase of 62.9 per cent over 1939 rates. The largest annual increases took place from 1941 to 1943 inclusive, and from then on increased in a fairly regular manner each year as shown in the accompanying tabulation. The 1940 index indicated a slight decline in average rates from the base year, which decrease was mainly due to the great increase in the number of workers in 1940 in an industry which, prior to the war, was comparatively small in Canada.

Twelve establishments have been used in the analysis of this industry in Canada, including five in Quebec, four in Ontario, one in Manitoba and two in Alberta. They

reported a total plant employment of 5,300 workers during the 1947 survey period. The plants ranged in size from one employing about 20 workers to another with nearly 3,000 workers. Two of the companies were engaged solely in the manufacture of aircraft, three reported both the manufacture of aircraft and parts as well as some overhaul and repair work, another was engaged mainly in development work and the remainder reported the manufacture of parts, or overhaul and repair work, or both, as their principal activities.

Year	Index	Annual Percentage Change
1939	100.0	—
1940	99.0	1.0
1941	109.5	10.6
1942	122.7	12.1
1943	134.0	9.2
1944	138.7	3.5
1945	148.7	7.2
1946	154.6	4.0
1947	162.9	5.4

**Collective Agreements.**—Six of the establishments reported having collective agreements which covered ninety per cent of the total number of workers. Agreements with the International Association of Machinists were reported by four establishments, employing 74 per cent of the total number of workers.

**Wage Rates, Table XIII.**—Wage rates in 1947 for the principal occupations in the Aircraft Industry averaged approximately \$1 per hour. The averages shown in the table are from three to eight cents higher than the 1946 figures and, although this industry has diminished in size and importance since the end of the war,

TABLE XIII.—WAGE RATES IN THE AIRCRAFT AND PARTS INDUSTRY, 1947

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
CANADA—		
Assemblers.....	.94	.83-1.03
Carpenters.....	1.00	.90-1.08
Electricians.....	.95	.83-1.08
Grinders.....	.98	.90-1.10
Lathe Operators.....	.92	.83-1.05
Milling Machine Operators.....	.95	.83-.99
Machinists.....	1.00	.83-1.15
Mechanics.....	.97	.78-1.13
Patternmakers.....	1.13	1.05-1.30
Sheet Metal Workers.....	.96	.83-1.08
Toolmakers.....	1.17	1.08-1.30

average rates compare favourably with those being paid for similar occupations in other metal industries.

**Standard Hours of Work.**—Weekly hours ranged between 40 and 48½; 82 per cent of the total number of workers, employed in four of the 12 establishments, were reported on a 45-hour week.

Eight of the 12 plants, employing all but 300 of the workers, reported a five-day week of from 8 to 9½ hours per day; employees in the four remaining plants operating on Saturday, did so for only 4 or 4½ hours.

**Overtime Rates of Pay.**—All the plants reported paying time and one-half for overtime after daily or weekly hours had been worked. Four reported this same rate for Sunday or holiday work while seven gave double time; one gave no information on Sunday rates while another reported payment of straight time for holiday work.

**Vacations with Pay.**—Although all the companies reported giving one week's vacation with pay to their plant employees after one year of service, seven also provided for a two-week vacation, after two years of service in two instances and after five years in the remaining five. Forty per cent of the total number of workers were eligible for the two-week vacation on completion of the required length of service.

**Statutory Holidays.**—Seven establishments, which observed from seven to eleven statutory holidays in their plants, reported that none were given with pay. The remaining five, which included nearly 90 per cent of the workers, paid for two, three, five or eight of the holidays observed.

## The Steel Shipbuilding Industry

By 1947, the wage rate index for this industry, based on comparable rates in 1939 as 100, was 163·7 which indicated an

increase of 63·7 per cent over rates in the base year as well as an increase of 10 per cent over 1946. Data from plants whose principal activity was repair work were not included in compiling indices.

Year	Index	Annual Percentage Change
1939	100.0	—
1940	104.9	4.9
1941	121.2	15.5
1942	132.2	9.1
1943	144.4	9.2
1944	145.3	.6
1945	145.9	.4
1946	148.8	2.0
1947	163.7	10.0

In the 38 returns used in this analysis, a total of 18,000 plant workers were reported employed in building or repairing steel ships at the time of the 1947 survey. Employment in this industry, while much higher than in 1939, was very much lower than the wartime peak. There were nearly 4,000 of the workers in 15 establishments engaged solely in repair work; the remainder reported building as their main activity. Over one-half of the workers were employed in the seven Quebec establishments.

Seventeen establishments, employing less than 100 workers each, accounted for only three per cent of the total number of workers, while six establishments with over 1,000 workers each, employed nearly two-thirds of the workers.

**Collective Agreements.**—Eighteen establishments and 59 per cent of the total number of workers were reported covered by collective agreements at the time of the 1947 survey. Six establishments reported 3,700 of their workers under agreement with locals of the Industrial Union of Marine and Shipbuilding Workers of Canada; seven establishments reported that agreements with locals of the Shipyard General Workers Federation of

TABLE XIV.—DISTRIBUTION OF ESTABLISHMENTS AND PLANT EMPLOYEES IN THE STEEL SHIPBUILDING INDUSTRY, 1947

	Canada	Maritime Provinces	Quebec	Ontario	British Columbia
Number of Establishments.....	38	9	7	12	10
Plant Employees:					
Male.....	18,021	3,150	9,245	2,161	3,465
Female.....	38	19	1	9	9
Total.....	18,059	3,169	9,246	2,170	3,474



TABLE XV.—WAGE RATES IN THE STEEL SHIPBUILDING INDUSTRY, 1947

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Blacksmiths</i>		
CANADA.....	1.08	.....
Nova Scotia.....	1.04	.....
Quebec.....	1.01	1.00-1.05
Ontario.....	1.01	.97-1.09
British Columbia.....	1.30	1.28-1.38
<i>Boilermakers</i>		
CANADA.....	1.09	.....
Nova Scotia.....	1.03	.90-1.05
Quebec.....	1.01	1.00-1.05
Ontario.....	1.05	1.02-1.09
British Columbia.....	1.28	.....
<i>Chippers and Caulkers</i>		
CANADA.....	1.08	.....
Nova Scotia.....	1.05	.....
Quebec.....	1.01	1.00-1.05
Ontario.....	1.02	.97-1.09
British Columbia.....	1.28	1.28-1.31
<i>Electricians</i>		
CANADA.....	1.13	.....
Nova Scotia.....	1.05	.....
Quebec.....	1.02	1.00-1.05
Ontario.....	1.02	.97-1.09
British Columbia.....	1.37	.....
<i>Heaters</i>		
CANADA.....	.88	.....
Nova Scotia.....	.80	.....
Quebec.....	.85	.80- .90
Ontario.....	.87	.81- .92
British Columbia.....	1.08	.....
<i> HOLDERS-ON</i>		
CANADA.....	.93	.....
Nova Scotia.....	.95	.....
Quebec.....	.90	.85- .96
Ontario.....	.92	.86- .98
British Columbia.....	1.14	.....
<i>Labourers</i>		
CANADA.....	.68	.....
Nova Scotia.....	.68	.65- .70
Quebec.....	.65	.60- .72
Ontario.....	.67	.59- .72
British Columbia.....	.90	.88- .98
<i>Machinists</i>		
CANADA.....	1.08	.....
Nova Scotia.....	1.05	.....
Quebec.....	1.01	.95-1.05
Ontario.....	1.02	.97-1.09
British Columbia.....	1.27	.....
<i>Patternmakers</i>		
CANADA.....	1.13	.....
Nova Scotia.....	1.05	.....
Quebec.....	1.07	1.00-1.10
Ontario.....	1.08	1.02-1.14
British Columbia.....	1.38	.....
<i>Plumbers, Steam and Pipefitters</i>		
CANADA.....	1.08	.....
Nova Scotia.....	1.05	.....
Quebec.....	1.01	1.00-1.05
Ontario.....	1.02	.97-1.09
British Columbia.....	1.28	.....

**TABLE XV.—WAGE RATES IN THE STEEL SHIPBUILDING INDUSTRY, 1947—(concluded)**

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Riggers</i>		
CANADA.....	1.04	.....
Nova Scotia.....	1.05	.....
Quebec.....	.92	.85-.95
Ontario.....	.93	.86-.98
British Columbia.....	1.22	1.13-1.28
<i>Riveters</i>		
CANADA.....	1.04	.....
Nova Scotia.....	1.04	.....
Quebec.....	1.00	.....
Ontario.....	1.02	.97-1.09
British Columbia.....	1.28	.....
<i>Shipfitters and Platers</i>		
CANADA.....	1.08	.....
Nova Scotia.....	1.05	.....
Quebec.....	1.01	1.00-1.05
Ontario.....	1.03	.97-1.09
British Columbia.....	1.28	.....
<i>Shipwrights, Carpenters and Joiners</i>		
CANADA.....	1.10	.....
Nova Scotia.....	1.05	.....
Quebec.....	1.01	1.00-1.05
Ontario.....	1.02	.97-1.09
British Columbia.....	1.28	.....
<i>Welders and Burners</i>		
CANADA.....	1.04	.....
Nova Scotia.....	1.02	.95-1.05
Quebec.....	.98	.90-1.05
Ontario.....	1.00	.93-1.09
British Columbia.....	1.28	.....

**TABLE XVI.—STANDARD OR NORMAL WORKING HOURS FOR PLANT EMPLOYEES IN THE STEEL SHIPBUILDING INDUSTRY, BY ESTABLISHMENTS, 1947**

Standard Hours	Number of Establishments				
	On a Five-Day Week	On a Six-Day Week			
		British <sup>(1)</sup> Columbia	Canada	Maritime Provinces	Quebec
<b>WEEKLY</b>					
40.....	10				
44.....		14	5	1	8
Over 44 and under 48.....	1	3		1	2
48.....		7	3	4	
54 and 55.....		3	1	1	1
Total Establishments.....	11	27	9	7	11
<b>DAILY</b>					
Monday to Friday					
8.....	10	17	8	1	8
8½.....		6		4	2
9.....	1	2	1	1	
10.....		2		1	1
Total Establishments.....	11	27 <sup>(2)</sup>	9	7	11

(1) Includes one establishment located in Ontario operating on a 45-hour week.

(2) Fifteen establishments operated four hours on Saturday, eight ranged from 4½ to 5½ hours and the other four operated eight and nine hours.

**TABLE XVII.—OVERTIME RATES OF PAY FOR PLANT EMPLOYEES IN THE STEEL SHIPBUILDING INDUSTRY, BY ESTABLISHMENTS, 1947**

Region	After Daily Hours		Only After Weekly Hours	Sunday	Holidays
	Monday to Friday	Saturday			
Total Establishments.....	35	35	3	38	38
<i>Straight Time</i>					
CANADA.....	4	2		1	1
Maritime Provinces.....	1	1			
Ontario.....	1	1		1	1
British Columbia.....	2				
<i>Time and One-Half<sup>(1)</sup></i>					
CANADA.....	28	30	3	6	4
Maritime Provinces.....	7	7			
Quebec.....	5	5	1		
Ontario.....	8	8	2	6	4
British Columbia.....	8	10			
<i>Double Time</i>					
CANADA.....				29	29
Maritime Provinces.....				9	9
Quebec.....				6	6
Ontario.....				4	4
British Columbia.....				10	10
<i>No Information</i>					
CANADA.....	3	3		2	4

(1) Six establishments reported double time after the first four hours of overtime Monday to Friday, and eight had this same provision for Saturday work.

**TABLE XVIII.—VACATIONS WITH PAY FOR PLANT EMPLOYEES IN THE STEEL SHIPBUILDING INDUSTRY, BY ESTABLISHMENTS, 1947**

NOTE.—Of 38 establishments reporting for this survey, five did not give information on vacations with pay.

Length of Service Required	Initial Vacation of One Week	Maximum Vacation	
		One Week	Two Weeks
<i>Under One Year</i>			
CANADA.....	2	1	
Maritime Provinces.....	1		
Quebec.....	1	1	
<i>One Year</i>			
CANADA.....	31	21	1
Maritime Provinces.....	5	3	1
Quebec.....	5	5	
Ontario.....	11	3	
British Columbia.....	10	10	
<i>Five Years</i>			
CANADA.....			10
Maritime Provinces.....			2
Ontario.....			8
Total Establishments.....	33	22	11
		33	



British Columbia covered 1,700 of their workers and another 3,300 employees were covered by agreement with unions affiliated with the American Federation of Labour.

**Wage Rates, Table XV.**—In compiling rates for this industry, the establishments reporting repair work as their main activity were not included.

Rates for skilled trades averaged between \$1 and \$1.10 per hour in 1947 and wage rates generally were from seven to eleven cents per hour higher than in 1946.

As indicated in Table XV, wage rates in this industry showed an unusual similarity between establishments and areas and the ranges of rates was narrow. This may be explained in part by the fact that during the war years shipbuilding was classified as a national industry under the Wartime Wages Control Order and rates were standardized according to location of the various establishments.

**Standard Hours of Work, Table XVI.**—Forty per cent of the workers were on a 48-hour week and another 13 per cent worked 47 hours. The ten establishments on a 40-hour week included 19 per cent of the workers and the 14 on a 44-hour week accounted for 27 per cent.

The five-day week was reported by one Ontario dry dock and the ten British Columbia establishments, employing 19 per cent of the total number of workers. The remainder were on a six-day week of from 44 to 55 hours. Daily hours on

Saturday in 23 of these establishments varied between 4 and 5½ hours; in the remaining four, employing 350 workers, the hours were eight or nine.

**Overtime Rates of Pay, Table XVII.**—Time and one-half was the only premium rate of pay reported for overtime on week days, six of the establishments adding that double time was paid after the first four hours of overtime Monday to Friday, and eight reporting this same schedule for Saturday work.

For overtime on Sundays and observed holidays, double time was reported by 29 of the 38 establishments, with six paying time and one-half for Sunday overtime and four, this same rate for overtime on holidays.

**Vacations with Pay, Table XVIII.**—All of the 33 establishments giving information on vacations with pay reported giving one week after one year of service or less.

Twelve of the 33, employing 4,100 plant workers, reported a maximum vacation of two weeks, after ten years in ten instances and one year or less in the remaining two.

**Statutory Holidays.**—Thirty-four establishments reported observing from six to ten statutory holidays. Only in two cases was payment made for the eight and nine holidays observed, and one other paid for two of six observed. The remaining 31 establishments, employing 92 per cent of the workers, did not pay for any holidays observed.

An analysis of the current employment situation prepared by the Research and Statistics 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.

## CURRENT EMPLOYMENT CONDITIONS

*Extreme buoyancy characterized the labour market during June. Employers, however, were not unduly hampered by labour shortages and labour needs in general were being met without serious difficulty. In Ontario, farm help was urgently needed. The economy was able to absorb thousands of high school students for summer work and this was being accomplished at the same time as large numbers of immigrants found jobs in Canadian industry.*

The employment situation was excellent during June and practically all persons wanting to work were able to obtain jobs. The entrance of from five to six thousand immigrants each month who would be seeking jobs and of hundreds of high school students who were seeking temporary or permanent work during June had as yet had no noticeable impact on the labour market. Reflecting this, the number of persons registered for work at Employment Offices continued to fall and throughout the month were approximately equal to the low attained for this period in 1947.

Despite the general buoyancy, workers were staying on the job to a much greater extent and this had relieved much of the acuteness of demand experienced in former years.

A serious shortage of farm help, however, had developed in Ontario and special means were being adopted to recruit the necessary workers. Immigration had already brought in over one thousand workers and under the program of farm labour transfers several thousand additional men were under request from the Prairies. Despite these efforts help was still greatly needed and recruitment may have to be made among volunteer city workers.

The fact that the functioning of the employment market was smooth and that unemployment was kept at a minimum despite the large numbers of immigrants and students seeking work may be attributed in a large part to the work of the National Employment Service. Employment offices were actively searching for suitable jobs for high school graduates at least three months before the June

graduation date. At the same time, immigration schemes were being carried on in close co-operation with the Employment Service and jobs and workers were being brought together with a minimum of delay.

### Agriculture

Seasonal agricultural workers were in short supply during June but demand was largely confined to Ontario where excellent crop prospects had created large temporary needs. General crop conditions in the Prairies were only fair. In large areas of Saskatchewan drought and grasshoppers were causing much damage and the crop report at July 6 considered the situation "critical". Elsewhere in Canada, crops generally were fair and labour needs were being met satisfactorily.

Conditions were rapidly returning to normal in the flooded areas of British Columbia. Although seeding done prior to the floods will be a complete loss, later crops were being planted as the waters receded. The flood damage, however, will again be felt during the winter in the marked loss of feed supplies and serious shortages may develop.

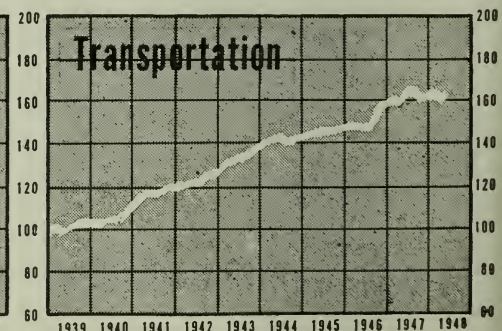
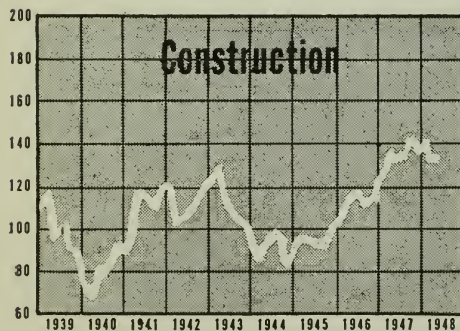
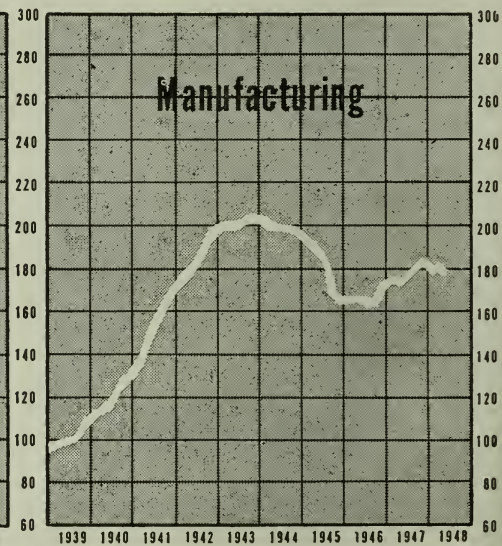
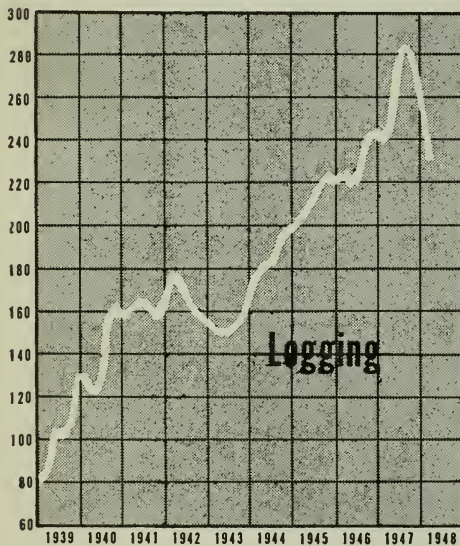
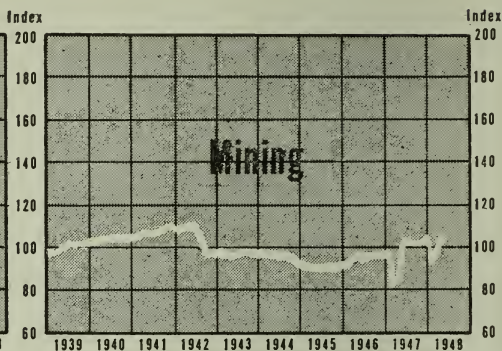
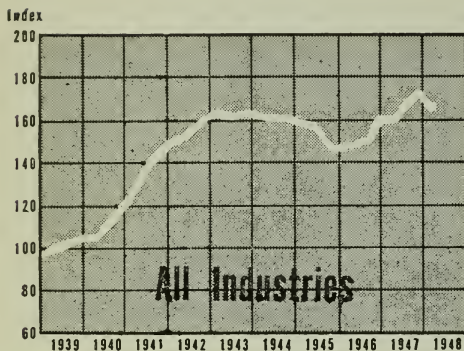
Labour shortages were serious in Ontario and every effort was being made to recruit additional workers. Immigration had brought in approximately 750 Dutch farmers and 570 Displaced Persons. Orders were placed through the National Employment Service for 2,500 Western workers but only 150 had arrived by the end of June and consideration was being given to moving seasonal help from the Maritimes.



# EMPLOYMENT TRENDS IN CANADIAN INDUSTRIES, 1939 TO 1948

Average: 1939 = 100

Seasonally Adjusted





Volunteer aid from cities, as was used during the war years, will probably be called upon as the season advances.

Additional movements of agricultural workers which were in progress are outlined in the *Employment Service* section of this report.

## Non-Agricultural Industry

Non-agricultural employment has been showing definite signs of stability, both as regards numbers and composition. Employment during the first five months of 1948 had consistently declined and although this was a normal seasonal development, the extent of the decline as well as the slowness of the seasonal upswing pointed to a levelling off in the post-war expansion. The index of industrial employment, as reported by the Dominion Bureau of Statistics on the basis of reports from employers with 15 or more employees, stood at 185.8 (Base 1926=100) at May 1, as against 186.6 one month before.

At the same time, fewer workers were moving from job to job and this had greatly cut down on the replacement needs of employers. Hirings were now largely seasonal, although many represented replacements for inefficient workers who were being weeded out under the easier employment conditions.

The stabilization of the labour force, accompanied by almost uninterrupted labour peace, has brought about further advances in industrial production. Industrial production during 1948 has been running at a progressively higher level than in 1947. The index of industrial production (1935-39=100) stood at 185.8 during April as against 177.4 last year. The increase in production, however, has not been sufficient to meet the strong demand for most goods and prices continue to rise.

An active season of negotiations during the spring months brought about a continuous increase in wages of organized workers. In manufacturing, where data on earnings are available, the rises have generally equalled or surpassed increases in the cost of living. At May 1, real earnings (earnings computed in relation to the cost of living) totalled 102.8 (Av. 1946=100) as against 102.4 at the beginning of the year.

**Mining** labour needs, which in former years were serious by this time, were still relatively small during June. There was a demand for experienced underground men and a few learners, but help for surface operations was ample. Labour

turnover has also been low even during the spring upswing in general activity. Immigration has been the chief factor bringing about the easier labour situation.

Little change was evident in total coal mining employment. Lack of orders had reduced production in some of the smaller mines, however, and summer shut-downs had occurred in a number of mines in the Prairies. Base metal mines reported sustained production and increased development work; employment in this group was expected to show appreciable gains during the summer months. Nickel mines were hiring seasonal help and students were being absorbed in large numbers.

In **manufacturing**, hirings were at a low ebb prior to the summer vacation period. A greater number of firms this year were expected to completely close down during the holiday period. Although this will temporarily slow down hiring activity it will allow for accumulation of material supplies which in turn may prevent lay-offs at a later date.

Food canning plants were opening later in the season than usual. Restrictions of imports from the United States had cut down on the winter level of activity and left the industry entirely dependent upon domestic production for supplies. Employers indicated that the current labour situation was easier than at this time last year. Fish canning plants were very busy with requirements generally well met.

Pulp and paper plants were now entering their busy season as the year's logging cut, the largest on record, began to reach the mills. Hiring of seasonal workers was extensive and this had opened up numerous jobs for students and heavy labourers.

**Construction** activity in general appeared to be progressing satisfactorily. The industry had not yet had to face acute shortages of either labour or materials this year. The shortage of trowel tradesmen had been eased by immigration and although demand was still lively it had not nearly reached to proportions of 1947. Building materials, especially lumber, has been more plentiful and nails, plumbing equipment and other steel products, although still short, were in steadier supply.

A sustained high level of construction activity is indicated by the record heights to which contracts awarded have climbed during the first half of the year. Contracts awarded during the first six months of 1948 totalled \$483 million, an increase of 47 per cent over the number recorded in the first

half of 1947. Within this tremendous expansion, however, there has been a significant shift in the types of contracts let. Industrial and commercial construction has definitely weakened. This has been picked up by accelerated residential and institutional building. Similarly, the intention to build has altered regionally. The Maritimes and Prairies showed little expansion while Ontario and Quebec have shown increasingly heavy commitments.

*Trade* activity slackened off during June following the usual May peak in spring buying. Nevertheless, trade was active and the dollar value of retail sales continued to run about 12 per cent above last year's total. Wholesale trade, however, was moving slower and sales in general were only 4 per cent higher than in 1947. In unit volume, movements of wholesale goods have been definitely falling and this trend, apart from seasonal movements, may be expected to continue under present price conditions.

Trade was currently benefiting by the American tourist traffic which was expected to top all records during 1948. Recent estimates indicated that U.S. visitors will spend about \$250 million here this year and that one-quarter of this amount, or over \$60 million, will be expended on merchandise. The latter amount may be further augmented in view of recent legislation which now permits American citizens to return home from foreign countries (after an absence of 12 days) with goods to the value of \$400. In 1947, the duty-free amount was \$100.

In general, trade establishments were well staffed during June. There were large numbers of seasonal jobs for replacements of workers on holidays but these were readily filled by students during their summer vacations.

The *service* industries were very active during June as all major tourist resorts opened for the summer season. Staff requirements had largely been met although a number of qualified cooks were still needed. Waitresses and kitchen help in restaurants continued in short supply; students again were helping to fill these vacancies. Auto mechanics were needed throughout the country but few qualified men were available.

The shortage of domestic servants was being eased for the first time since early war years. Approximately 8,500 girls will be brought in from Displaced Persons camps for domestic service in Canada; by the end of June 2,800 had arrived for this work. These girls have agreed to remain

in domestic service for one year. Wages will correspond to those paid for similar work in the locality in which they are placed but in no instance can the rate be less than \$35 a month.

## Employment Service Activities

The flow of workers seeking jobs at Employment Offices has been relatively constant over the past few months and averaged around 30,000 per week. Improved employment conditions have increased the placement rate and the number of applicants remaining on file continued to drop. At June 24, the latest available date, unplaced applicants totalled 119,000. This total was approximately equal to the number reported at this time last year.

Placements have exceeded the 1947 level for the first time in 1948. Absorption of immigrants, particularly Displaced Persons, accounted mainly for the increase. Placements during May, averaging approximately 16,400 per week, were exceeded only once during 1947, in the peak placement month of October. Placements rose markedly in agriculture, services and construction, the industries most directly affected by immigration. Usual advances for this time of year were recorded over the month in all major industry groups largely because of seasonal influences and holiday replacement needs.

In general, employer's orders were being met. Industrial hirings were slack during the summer months because of the annual holiday shut-down. The mining industry as a whole was quiet. Seasonal trade and service requirements were being filled by student workers. Construction demand was mounting although requirements to date have generally been balanced by a fair supply of labour. Clearance of orders, however, was becoming necessary to meet construction requirements, especially in Ontario.

There was, however, one outstanding exception to the general state of equilibrium, namely, the agricultural industry in Ontario. The situation here and the steps taken to meet it were outlined earlier in this section of the *LABOUR GAZETTE*.

Elsewhere, agricultural demand had been fairly well met. Movement of workers between areas had been of great assistance in meeting requirements. The transfer of girls from the Prairies to British Columbia for berry picking, although delayed and somewhat reduced by the flood conditions, was now under way. The number required



stood at 500 at the beginning of July and movements had been in progress since the latter part of June. In addition to the berry picking movement, approximately 100 girls were dispatched to the Okanagan valley for work in the apple crop.

Labour demand in the Prairies had slackened following the completion of seeding and combines were being released for work in the United States as orders came through. By early in July, 415 combines had been requested and because of conditions south of the border it was not expected that many additional requests would be forthcoming. A movement of Nova Scotia workers to Prince Edward Island to aid in general farm work was under way.

Approximately 150,000 first jobbers enter the labour market each year, mostly at this time. The current outlook for these job-seekers was promising. Although jobs were not "begging" as in war years, suitable openings were being uncovered through intensive employer relations activity.

The Toronto Youth Employment Centre gives some indication of the situation facing youths presently entering the labour market. At June 24, there were 2 jobs for every applicant registered. This date, was, however, probably before the heaviest influx of job-seekers as many would not immediately enter the labour market on completing school. Over 75 per cent of demand was in the clerical occupations. Openings in trade were relatively few. Unskilled requirements were dropping off and job-seekers in this group exceeded demand. In general, demand was basically strong although the situation was deteriorating for the poorly qualified.

Much of the ease with which immigrants were being absorbed into employment can be attributed to the efforts of the National Employment Service. Each month approximately 4,500 men and 3,500 women (the majority of these are housewives and will not be in the labour market) are entering Canada. Immigrants under the British immigration scheme, which comprise the majority of persons entering, were using the Employment Service extensively and employers seemed to be well satisfied with these workers. Among the Displaced Persons, domestics, farm workers and construction help were being almost entirely channelled to jobs through the Employment Service. In the case of domestics, the Service was providing special follow-up work to assure the success of the placements.

Claims for unemployment insurance declined sharply and by the beginning of June were less than half those reported during the winter peak. At June 1, persons signing the unemployment insurance register had fallen to 70,993. The downward movement will probably continue until the end of November when seasonal activity begins to wane.

Placement operations at *Executive and Professional* offices continued to expand, exceeding for the second consecutive month the placement level for the corresponding period in 1947. The scope of Executive and Professional offices is being steadily broadened through increased contacts with employers, and this, more than changes in economic conditions, seems to be responsible for the increased activity over the year.

Placements during May averaged 73 per week as against 63 and 69 one month and one year before respectively. At the end of May, 2,389 persons remained on file, a total relatively unchanged from that reported one month before.

Discrimination against the older worker constantly impedes placements among executive and professional personnel. Employment officials are endeavouring to break this down by showing the employer the danger and fallacy of this practice.

## Regional Analysis

In the *Maritime* region, there were encouraging signs that unemployment has been decreasing in severity. Unplaced applicants at employment offices had already dropped to 15,000 which was 16 per cent lower than the number on record one year before. At the same time, employment has made sharp advances and an 11 per cent gain had occurred in industrial employment from May 1, 1947, to May 1, 1948. Part of this increase, however, was caused by the fact that operations were normal in the coal mining industry this year as compared with curtailed employment during the strike period last spring.

Fish processing plants were highly active during June and the industry obtained a full complement of workers. Lobster fishing in Prince Edward Island was expected to slacken off shortly but most workers when released should be able to find jobs in agriculture or the service industries.

The construction industry was playing the most active part in supplying seasonal employment for idle workers, but employment opportunities were more numerous for skilled than unskilled workers. During



the current slack transportation season, many of the temporarily unemployed had secured construction jobs, although it was reported that about 750 dock workers in Halifax were still without work.

Apart from seasonal expansion, two large projects were under way in the Maritimes which will offer potential jobs opportunities for almost five thousand workers. The larger project, that of the pulp and paper plant at Lepreau, New Brunswick, will offer jobs for about four thousand workers. This plant is expected to be completed in the last quarter of 1949. An additional 800 jobs will be opened up through the Bendix Corporation project which will distribute its employment among a number of centres.

In the *Quebec* region, employment conditions continued to improve although, as in the same month last year, the hiring pace in manufacturing had slowed down due to the forthcoming holiday period. Unemployment continued to drop but labour demand did not mount greatly because of the usual influx of high school students during June.

Major manufacturing industries showed little change from the state of high activity that prevailed during May. In iron and steel manufacturing, employment had picked up with the improved supply situation. On the other hand, both the radio and leather manufacturing industries had curtailed production to some extent. Employment in primary textiles remained stable but there was some unrest in secondary textiles, where strikes had occurred and workers were turning to jobs in other industries.

Skilled construction workers were becoming increasingly scarce, but as yet, no overall difficulty had been encountered in securing unskilled labour. The logging drive was well under way. Seasonal employment in pulp and paper and transportation was considerably larger than last year, but workers in general were plentiful.

In the *Ontario* region, employment conditions were extremely good with employment rapidly increasing in construction and agriculture. Construction work was in full swing and tradesmen were being moved from area to area to meet increasing demand; unskilled workers were still in relatively good supply.

Crop prospects in Ontario had been further improved by frequent rains during the latter part of June and early July. While rains had been beneficial to most crops, haying operations had been adversely affected. As in former years, there was an

acute shortage of experienced farm labour to harvest the hay crop. Although harvest demands for labour were mostly temporary in nature, additional help was none the less vital to the farmers.

Employment activity in most manufacturing firms will be curtailed considerably during July with many of the larger plants closing entirely during the holiday period. A jump in labour demand should occur after the holiday period since a certain proportion of men tend to change jobs during their vacations. Expansion in production of secondary iron and steel manufacturing was still being hampered by the "tight" steel supply situation.

The *Prairie* region experienced a remarkable improvement in employment conditions during June. Not only did construction work surpass all previous expectations but also more jobs became available in almost all other industries. The general buoyancy was reflected in both the low level of unemployment and the large numbers of students who were able to get summer jobs.

Crop prospects were generally fair to good in Manitoba, eastern and southwestern Saskatchewan and southern Alberta. Elsewhere in Saskatchewan and Alberta, conditions were critical because of the lack of rain. Recent showers over the greater part of Manitoba had relieved the moisture shortage and prospects were much improved. In addition to the lack of rain in Saskatchewan, grasshopper damage had been heavy. Reduced wheat acreage was general throughout the Prairies with a corresponding increase in the acreage of coarse grains.

Employment levels in general were substantially higher than at this time last year. Mining and communications and to a lesser extent services accounted for much of the yearly increase in staff. Fewer persons, however, were working in food processing plants although the industry was now about to enter its usual period of expansion and employment will gain temporarily.

In the *Pacific* region, the employment situation was rapidly returning to normal following the flood disaster. The dislocation of employment caused by the flood was visible in a small rise in unplaced applicants at employment offices, but by the end of the month the number unplaced was again beginning to drop. Nevertheless, employment in logging, agriculture, mining, manufacturing and transportation was either directly or indirectly affected by the flood.

In the Fraser Valley, the month of June had been very dry. The flood conditions made crop forecasting very difficult but in areas not flooded crops were good. In the Okanagan Valley, wheat stands were very heavy, and all crops were growing well. The general conditions for orchards were excellent. Hundreds of berry pickers were being recruited from the Prairie region, but there was no shortage of general labour in the agricultural industry.

## PRICES AND THE COST OF LIVING\*

### Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index increased from 153.3 for May 1 to 154.3 for June 1, 1948. Almost all of this rise resulted from higher food prices. The food index moved up from 191.2 to 193.9, due mainly to further advances for meats and vegetables. Butter prices averaged lower. Other changes in group indexes were of lesser proportions. Clothing advanced from 173.6 to 174.8; scattered advances in coal and coke changed fuel and light from 122.7 to 124.3; and home furnishings and services moved from 161.9 to 162.0. Removal of the tax on theatre admissions in some areas, reduced the miscellaneous items index from 122.9 to 122.7.

From August, 1939 to June 1, 1948, the increase in the cost-of-living index was 53.1 per cent (from 100.8 to 154.3).

### Cost of Living in Eight Cities

Cost-of-living indexes for eight regional cities registered further advances between May 1 and June 1 although the increases were not as great as in the previous month. Higher prices for foods continued to be the principal supporting factor although fuels were up at eastern centres and clothing prices generally were stronger. Removal of the federal tax on theatre admissions was reflected in a decline in the miscellaneous index in several of the eight cities. Total cost-of-living index increases were as follows: Toronto 1.1 to 151.6, Montreal 1.0 to 158.4, Winnipeg 1.0 to 148.6, Edmonton 0.9 to 149.0, Halifax 0.8 to 149.1, Saint John 0.8 to 152.3, Vancouver 0.8 to 154.3, and Saskatoon 0.7 to 157.2.

### Wholesale Prices, May, 1948

There was a further advance in the general index of wholesale prices from

Logging employment on the mainland was disrupted during June as was the lumber industry when some 8,000 sawmill workers were idle during the flood period. By the end of June most of these men were back to work and logging on the mainland showed a marked increase in demand for labour. Operations were still in full swing on the Island although the threat of forest fires was growing and if the dry weather continues camp shut-downs may again be necessary.

148.5 to 150.0 between April and May, 1948. Seven of the eight major groups registered increases during the month led by a gain of 3.7 points to 156.7 in the iron and steel group. This reflected firmer prices for rolling mill products, malleable pig iron and iron and steel pipe. Higher quotations for white pine and hemlock lumber advanced wood and wood products 2.2 points to 183.5. A rise of 1.7 to 162.3 for animal products was supported by higher quotations for hides and skins, steers, lambs, fresh and prepared meats; these outweighed minor recessions in cheese, eggs and fresh halibut. Non-ferrous metals advanced 1.7 to 143.4 due to higher prices for lead ingots, while non-metallic minerals moved up 1.3 to 129.5, reflecting increases in imported coal, sand and gravel. Firmer quotations for oats, barley, rye and potatoes overbalanced an easier tone for oranges, cocoa beans and onions to move vegetable products up 0.8 to 133.4. Chemical products registered a gain of 0.7 to 115.9 due to higher prices for magnesium sulphate, tanning materials and lithopone. Shellac was narrowly lower in this group. Fibres, textiles and textile products remained unchanged during the month at 155.2 when higher prices for cotton yarns, linen thread and raw wool were balanced by lower quotations for burlap and jute bags.

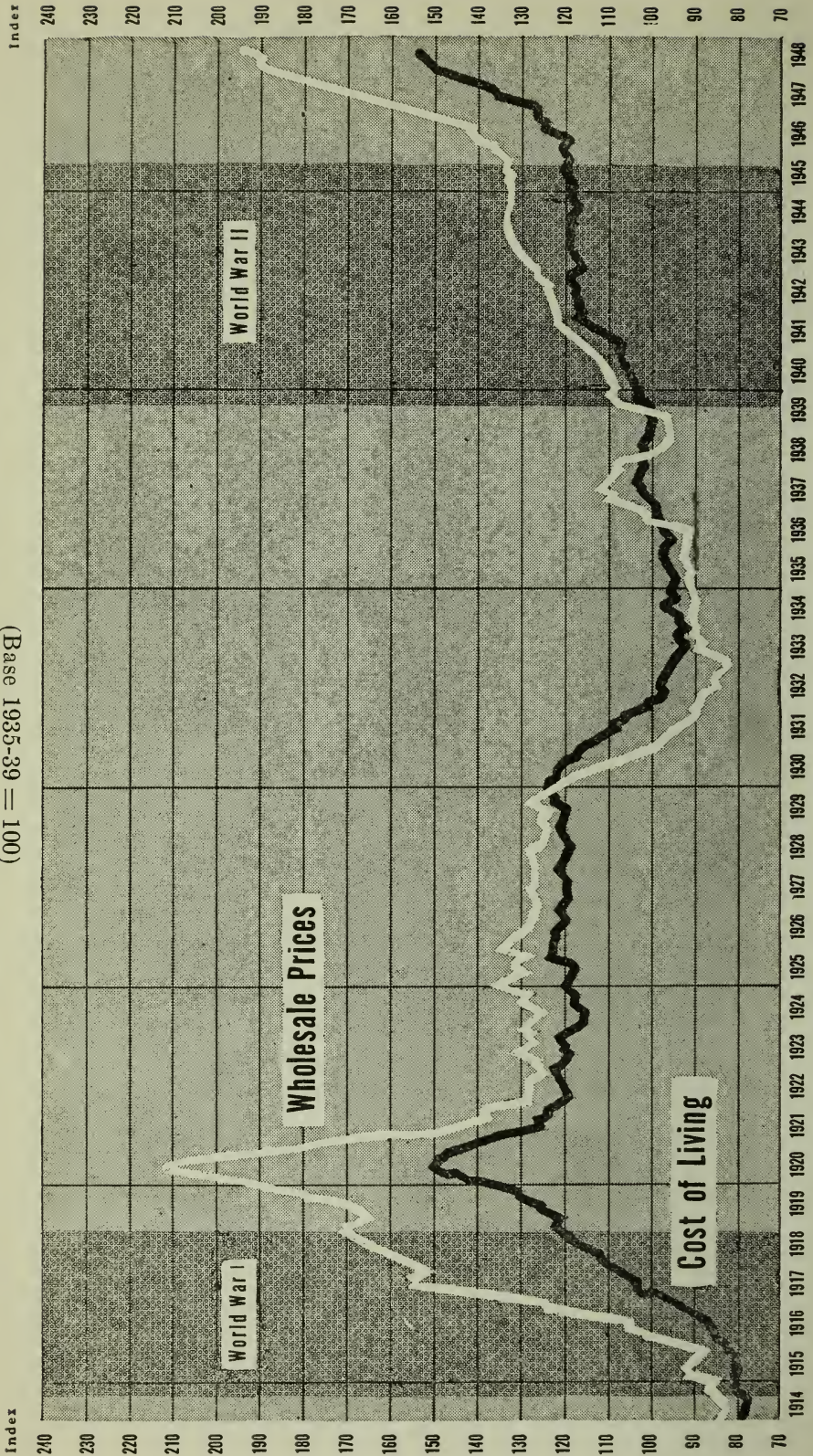
Canadian farm products prices moved up a further 3.0 points to 144.2 between April and May. Animal products advanced 3.6 points to 171.2, due to higher prices for steers, lambs, poultry and raw wool which outweighed a minor decline in eggs. In the same interval field products rose 2.5 points, reflecting a firmer tone for oats, barley, rye and potatoes. Onions were slightly lower.

\* 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, June, 1948

The time loss due to strike activity in Canada, which has declined month by month since February, 1948, was again lower in June, 1948. During the month there was, however, a slight increase in the number of strikes in existence and in the number of workers involved, as compared with May, 1948. For the first six months of this year, the number of strikes, the number of workers involved and the time loss in man-working days were all substantially below the figures for the same period last year, the time loss for 1948 being less than one-third of that in 1947.

Preliminary figures for June, 1948, show 27 strikes and lockouts in existence, involving 3,765 workers, with a time loss of 35,055 man-working days, as compared with 22 strikes in May, 1948, with 3,214 workers involved and a time loss of 40,164 days. In June, 1947, there were 33 strikes, involving 19,101 workers, with a time loss of 168,737 days.

For the first six months of 1948, preliminary figures show 73 strikes and lockouts, involving 20,959 workers, with a time loss of 458,148 man-working days. For the same period last year there were 116 strikes, with 59,294 workers involved and a time loss of 1,505,792 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in June, 1948, was .04 per cent

of the estimated working time, as compared with .05 per cent in May, 1948; .22 per cent in June, 1947; .09 per cent for the first six months of 1948; and .32 per cent for the first six months of 1947.

Of the 27 strikes recorded for June, 1948, four were settled in favour of the workers, four in favour of the employers, four were compromise settlements and four were indefinite in result, work being resumed pending final settlement. At the end of the month 11 strikes 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: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C., on May 30, 1946; metal factory workers at Ottawa, Ont., February 24, 1947; soft drink factory workers at Edmonton, Alta., December 1, 1947; printing pressmen at Toronto, Ont., December 15, 1947; and bookbinders at Toronto, Ont., February 20, 1948.

\* 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, 1948, and in this article are taken 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 April, 1948, was 184 and 18 were still in progress from the previous month, making a total of 202 during the month. In all stoppages of work in progress in the

period there were 86,000 workers involved and a time loss of 619,000 working days was caused.

Of the 184 stoppages which began during April, 10 arose out of demands for advances in wages; 57 over other wage questions; six on questions as to working hours; 32 on questions respecting the employment of particular classes or persons; 72 on other questions respecting working arrangements; and seven were on questions of trade union principle.

### Australia

Figures for the second quarter of 1947, show 201 industrial disputes, with 46,432 workers directly involved and a time loss for workers directly and indirectly involved of 268,991 working days. For the third quarter of 1947, the figures are, 246 industrial disputes, with 52,762 workers directly

involved and a time loss for workers directly and indirectly involved of 177,689 working days.

### United States

Preliminary figures for May, 1948, show 275 strikes and lockouts beginning in the

month, in which 165,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 4,100,000 man-days. Corresponding figures for April, 1948, are 275 strikes and lockouts, involving 175,000 workers, with a time loss of 8,000,000 days.

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TABLE I—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Series	1948		1947	1946	1944	1939
	June	May	May	May	May	May
<b>Labour Force—</b>						
Civilian labour force <sup>(1)</sup> .....000		4, 825	4, 912	4, 828	†	†
Employed <sup>(1)</sup> .....000		4, 669	4, 821	4, 702	†	†
Paid workers <sup>(1)</sup> .....000		3, 245	3, 233	3, 104	†	†
Male <sup>(1)</sup> .....000		2, 416	2, 422	2, 295	†	†
Female <sup>(1)</sup> .....000		829	811	809	†	†
Unemployed.....000		156	91	126	†	†
Index of employment <sup>(2)</sup> .....	191.7	186.5	179.6	169.3	178.2	106.2
Unemployment in trade unions <sup>(3)</sup> .....%		3.1	1.8	1.9	.9	15.7
<b>Earnings and Hours—</b>						
Total labour income.....\$000,000			490	413	†	†
Per capita weekly earnings.....\$	39.31	39.74	35.89	32.06	32.26	†
Average hourly earnings.....cents		89.4	78.3	68.9	†	†
Average hours worked per week.....hours		43.1	43.2	43.0	†	†
Average real weekly earnings, index <sup>(4)</sup> .....		102.8	103.9	99.3	†	†
<b>National Employment Service—</b>						
Unplaced applicants <sup>(5)</sup> .....No.	130,925	165,212	157,757	243,066	†	†
Unfilled vacancies <sup>(5)</sup> .....No.	60,366	49,937	92,257	112,219	†	†
Placements, weekly average.....		16,435	16,239	18,350	†	†
<b>Unemployment Insurance—</b>						
Unemployment insurance claims.....No.		105,441	82,276	123,950	4,654	†
Balance in fund.....\$000			376,996	321,349	203,392	†
<b>Prices—</b>						
Wholesale index <sup>(2)</sup> .....		150.0	125.7	109.0	102.5	73.7
Cost of living index <sup>(6)</sup> .....	154.3	153.3	133.1	122.0	119.2	100.6
<b>Production—</b>						
Industrial production index <sup>(6)</sup> .....	180.5	182.3	174.9	161.5	205.5	106.6
Mineral production index <sup>(6)</sup> .....	129.0	132.9	112.0	101.8	108.9	121.9
Manufacturing index <sup>(6)</sup> .....	189.6	190.5	185.4	171.5	223.0	103.8
Electric power.....000 k.w.h.		4,077,098	3,917,499	3,615,777	3,584,515	2,333,433
Construction Contracts awarded.....\$000			64,206	82,199	31,695	18,360
Pig iron.....tons		193,305	160,230	159,101	175,207	57,746
Steel ingots and castings.....tons		289,567	244,076	259,626	263,431	121,413
Inspected slaughtering, cattle.....No.		96,099	88,565	76,851	101,931	72,612
Hogs.....No.		397,090	405,824	389,377	855,806	280,809
Flour production.....000 bbl.		1,726	2,611	2,344	1,962	1,192
Newsprint.....tons		388,500	384,520	359,943	262,470	250,020
Cement, producers' shipments.....000 bbl.		1,414,453	1,291	1,536	738,585	550,634
Automobiles and trucks.....No.		21,368	21,665	20,022	12,303	15,706
Gold.....oz			268,910	240,339	256,837	432,359
Copper.....000 lb.		41,488	41,378	30,993	47,843	55,364
Lead.....000 lb.		25,490	25,672	30,050	20,491	31,815
Nickel.....000 lb.		26,278	19,770	14,924	24,023	21,595
Zinc.....000 lb.		40,964	35,942	40,905	45,647	29,142
Coal.....000 tons	1,375	1,353	860	1,396	1,234	1,133
<b>Distribution—</b>						
Retail sales index, adjusted <sup>(6)</sup> .....		254.5	234.0	208.6	171.0	103.0
Wholesale sales index, unadjusted <sup>(6)</sup> .....		273.3	280.6	259.8	195.2	113.8
Trade external, excluding gold.....\$000		512,600	511,606	363,034	529,887	153,732
Imports, excluding gold.....\$000		225,090	240,308	164,197	159,038	72,958
Exports, excluding gold.....\$000		282,283	267,807	196,978	368,357	79,932
<b>Railways—</b>						
Revenue freight.....000 ton miles			5,188,662	3,982,554	5,768,503	2,431,109
Car loadings, revenue freight <sup>(7)</sup> .....cars	312,584	298,912	306,944	262,728	282,726	184,020
<b>Banking and Finance—</b>						
Common stocks, index <sup>(6)</sup> .....	120.3	116.5	104.4	124.4	79.9	90.4
Preferred stocks, index <sup>(6)</sup> .....		147.0	154.3	159.7	118.5	95.3
Bond yields, Dominion, index <sup>(6)</sup> .....	95.3	95.3	84.6	85.1	97.2	97.8
Cheques cashed, individual accounts.....\$000		6,445,560	6,841,152	6,115,643	6,562,617	2,839,207
Bank loans, current public.....\$000			1,622,696	1,140,356	1,117,465	821,545
Money supply.....\$000			7,394,012	7,105,482	5,842,917	2,781,670
Circulating media in hands of public.....\$000			1,090,516	1,058,374	864,916	226,911
Deposits, notice.....\$000			3,682,383	3,305,702	2,093,865	1,678,364
Deposits, demand.....\$000			2,053,298	2,206,999	1,711,413	684,282
Other.....\$000			567,815	534,407	1,172,723	192,113

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 February 21, 1948, May 31, 1947 and June 1, 1946. (2) Base 1926=100. (3) Figures are as at end of quarter ending March 31, 1948, 1947, 1946, 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 weeks periods.



## B—Labour Income

**TABLE B-1.—MONTHLY ESTIMATES OF CANADIAN LABOUR INCOME**

(\$ Millions)

—	Agricul- ture, Logging, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Trans- portation, Communi- cation, Storage, Trade	Finance, Services (which includes Govern- ment)	Supple- mentary Labour Income	Total
1946—Average.....	37	144	25	112	94	21	433
1947—Average.....	42	174	34	131	106	24	509
1946—March.....	35	142	19	106	90	20	412
1947—January.....	39	161	23	121	100	22	466
February.....	38	163	25	123	101	22	472
March.....	37	165	25	124	102	22	475
April.....	33	166	28	124	102	22	475
May.....	36	169	31	128	103	23	490
June.....	40	171	35	131	106	23	506
July.....	42	175	39	133	108	24	521
August.....	45	177	40	133	109	25	529
September.....	45	181	41	135	109	25	536
October.....	48	185	42	137	109	26	547
November.....	50	188	40	139	110	26	553
December.....	48	187	32	140	109	25	541
1948—January.....	48	185	30	138	108	25	534
February.....	48	190	30	138	108	26	540
March.....	43	187	29	139	110	25	533
April.....	39	192	33	140	110	26	540

## C—Employment, Hours and Earnings

### TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision)

Geographical and Industrial Unit	Number of Employees Reported at May 1, 1948	Weekly Salaries and Wages at May 1, 1948	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941 as 100 p.c.					
			Wages at			Employment			Payrolls		
			May 1 1948	Apr. 1 1948	May 1 1947	May 1 1948	Apr. 1 1948	May 1 1947	May 1 1948	Apr. 1 1948	May 1 1947
<b>(a) PROVINCES</b>											
		\$	\$	\$	\$						
<b>Maritime Provinces</b> .....	<b>131,652</b>	<b>4,772,287</b>	<b>36-25</b>	<b>35-61</b>	<b>33-25</b>	<b>110-6</b>	<b>109-0</b>	<b>99-5</b>	<b>183-4</b>	<b>177-5</b>	<b>151-0</b>
Prince Edward Island.....	3,022	96,403	31-90	28-69	30-30	133-5	152-8	119-5	195-4	201-3	165-9
Nova Scotia.....	73,236	2,699,103	36-85	35-75	32-66	101-9	101-7	84-5	166-5	161-0	122-0
New Brunswick.....	55,394	1,976,781	35-69	35-86	34-03	123-7	118-8	122-8	212-2	204-9	200-4
<b>Quebec</b> .....	<b>555,318</b>	<b>21,223,574</b>	<b>38-22</b>	<b>37-59</b>	<b>34-51</b>	<b>116-7</b>	<b>119-1</b>	<b>115-8</b>	<b>186-2</b>	<b>186-8</b>	<b>166-6</b>
<b>Ontario</b> .....	<b>828,085</b>	<b>33,845,485</b>	<b>40-87</b>	<b>40-15</b>	<b>36-55</b>	<b>122-2</b>	<b>122-6</b>	<b>117-4</b>	<b>184-2</b>	<b>181-5</b>	<b>158-3</b>
<b>Prairie Provinces</b> .....	<b>221,231</b>	<b>8,692,326</b>	<b>39-29</b>	<b>38-98</b>	<b>36-27</b>	<b>124-4</b>	<b>124-4</b>	<b>121-4</b>	<b>184-6</b>	<b>183-2</b>	<b>166-3</b>
Manitoba.....	101,105	3,900,442	38-58	38-30	36-08	122-1	121-2	119-4	177-6	174-9	162-4
Saskatchewan.....	42,055	1,604,229	38-15	38-03	35-18	115-6	116-8	115-5	170-2	171-5	156-7
Alberta.....	78,071	3,187,655	40-83	40-38	37-14	132-9	133-7	127-5	202-9	201-7	177-6
<b>British Columbia</b> .....	<b>186,885</b>	<b>7,885,053</b>	<b>42-19</b>	<b>41-04</b>	<b>38-50</b>	<b>144-7</b>	<b>141-4</b>	<b>138-0</b>	<b>214-2</b>	<b>203-7</b>	<b>186-5</b>
<b>CANADA</b> .....	<b>1,923,171</b>	<b>76,418,725</b>	<b>39-74</b>	<b>39-04</b>	<b>35-89</b>	<b>121-7</b>	<b>122-2</b>	<b>117-6</b>	<b>187-4</b>	<b>184-8</b>	<b>163-7</b>
<b>(b) CITIES</b>											
Montreal.....	286,527	10,993,713	38-37	37-60	34-85	127-9	126-4	125-3	191-4	185-3	170-0
Quebec City.....	29,468	984,213	33-40	32-15	30-19	117-7	116-4	104-1	186-5	177-4	149-6
Toronto.....	264,520	10,752,001	40-65	39-69	36-40	128-0	128-0	123-0	194-2	189-5	166-7
Ottawa.....	24,684	842,824	34-14	33-34	31-23	121-8	122-2	117-9	180-3	176-6	159-6
Hamilton.....	64,217	2,784,963	43-37	41-45	36-84	118-7	117-4	112-7	187-4	177-5	151-4
Windsor.....	37,303	1,794,308	48-10	46-83	43-52	114-4	116-5	114-7	147-7	146-4	132-9
Winnipeg.....	65,337	2,350,575	35-98	35-54	33-05	126-4	126-2	124-5	178-2	175-6	161-7
Vancouver.....	85,452	3,413,584	39-95	38-88	36-38	160-3	158-9	153-1	240-7	232-4	210-0
Halifax.....	21,677	736,062	33-96	32-84	33-40	120-2	127-3	115-9	180-0	184-5	170-8
St. John.....	15,301	527,802	34-49	34-85	31-50	140-4	135-0	134-0	226-5	219-9	194-5
Sherbrooke.....	10,264	349,225	34-02	31-70	30-07	113-7	118-3	113-5	185-9	180-3	164-1
Three Rivers.....	10,604	411,865	38-84	38-05	33-31	128-0	124-1	126-9	191-9	182-2	163-5
Kitchener—Waterloo.....	20,256	777,192	38-37	37-59	35-11	132-7	135-3	129-8	225-0	224-7	200-2
London.....	25,559	972,773	38-06	37-62	33-81	142-3	142-0	140-2	212-8	209-8	155-7
Fort William—Port Arthur.....	11,643	488,643	41-97	40-65	37-07	80-3	78-9	77-1	126-6	126-0	107-2
Regina.....	10,636	370,589	34-84	34-79	31-80	125-9	125-3	120-5	185-1	184-0	165-9
Saskatoon.....	7,464	255,129	34-18	34-52	31-60	142-9	141-7	144-2	222-4	222-7	205-3
Calgary.....	21,167	795,547	37-58	37-40	34-14	130-8	128-9	126-5	193-7	190-0	171-1
Edmonton.....	19,308	695,703	36-03	35-67	32-95	148-1	148-3	138-5	214-5	212-5	187-6
Victoria.....	13,039	507,765	38-94	36-93	35-24	149-4	152-2	149-2	232-3	224-4	209-7
<b>(c) INDUSTRIES</b>											
<b>Manufacturing</b> .....	<b>1,056,838</b>	<b>43,067,645</b>	<b>40-75</b>	<b>39-60</b>	<b>36-27</b>	<b>120-1</b>	<b>120-2</b>	<b>116-5</b>	<b>188-5</b>	<b>183-3</b>	<b>162-7</b>
Durable Goods <sup>1</sup> .....	498,082	21,584,788	43-34	41-87	38-83	118-0	118-1	113-4	181-3	175-4	156-2
Non-Durable Goods.....	550,389	20,196,421	38-08	37-19	33-67	121-3	121-5	119-6	196-2	191-9	170-5
Electric Light and Power.....	28,367	1,286,436	45-35	44-75	42-03	139-2	137-4	120-5	199-5	194-3	159-0
Logging.....	53,100	2,187,360	41-19	40-95	35-19	110-4	172-5	152-4	228-0	354-3	268-9
Mining.....	81,016	3,989,932	49-25	48-24	43-54	97-3	95-3	78-7	150-0	143-9	107-6
Communications.....	46,589	1,707,315	36-65	36-80	33-76	177-0	175-4	166-0	235-7	234-6	205-7
Transportation.....	178,768	8,079,889	45-20	46-26	43-55	139-9	134-1	136-3	193-2	189-6	181-2
Construction and Maintenance Services <sup>2</sup> .....	183,621	6,957,133	37-89	36-92	34-63	101-2	94-1	95-8	166-6	150-9	144-2
Trade.....	256,709	8,724,890	33-99	33-67	31-11	136-9	137-3	128-0	196-1	194-9	168-8
<b>Eight Leading Industries</b> .....	<b>1,923,171</b>	<b>76,418,725</b>	<b>39-74</b>	<b>39-04</b>	<b>35-89</b>	<b>121-7</b>	<b>122-2</b>	<b>117-6</b>	<b>187-4</b>	<b>184-8</b>	<b>163-7</b>
Finance.....	84,047	3,252,081	38-69	38-56	37-42	137-6	137-1	131-8	183-4	182-2	170-8
<b>Nine Leading Industries</b> .....	<b>2,007,218</b>	<b>79,670,806</b>	<b>39-69</b>	<b>39-02</b>	<b>35-95</b>	<b>122-3</b>	<b>122-7</b>	<b>118-2</b>	<b>187-3</b>	<b>184-7</b>	<b>164-0</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, with the exception of electric light and power.

(2) Consisting almost entirely of hotels and restaurants, and laundries 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)

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	Av. wkly Salaries and Wages		Employment	Aggregate Weekly Payrolls	Av. wkly Salaries and Wages	
June 1, 1941.....	100-0	100-0	100-0	\$ 25-25	100-0	100-0	100-0	\$ 25-57
May 1, 1945.....	114-9	145-4	128-9	32-55	125-4	161-9	131-4	33-59
May 1, 1946.....	110-9	137-6	126-9	32-05	110-8	137-1	126-1	32-24
Jan. 1, 1947.....	118-5	149-9	129-3	32-64	113-5	141-5	126-7	32-40
Feb. 1, 1947.....	118-3	160-6	138-7	35-03	115-4	156-8	138-2	35-34
Mar. 1, 1947.....	118-1	163-0	141-0	35-61	115-8	159-5	140-0	35-81
Apr. 1, 1947.....	118-3	163-9	141-5	35-73	116-3	160-8	140-7	35-98
May 1, 1947.....	117-6	163-7	142-1	35-89	116-5	162-7	141-8	36-27
June 1, 1947.....	120-8	168-5	142-6	36-00	117-6	165-9	143-3	36-64
July 1, 1947.....	124-1	173-8	143-2	36-15	119-4	167-7	142-6	36-47
Aug. 1, 1947.....	126-1	178-6	144-7	36-53	120-5	171-5	144-6	36-97
Sept. 1, 1947.....	126-5	180-3	145-6	36-76	121-0	173-3	145-3	37-16
Oct. 1, 1947.....	127-6	184-9	148-1	37-39	121-2	177-5	148-8	38-04
Nov. 1, 1947.....	129-5	189-7	149-7	37-79	122-1	181-2	150-6	38-52
Dec. 1, 1947.....	130-7	193-9	151-6	38-28	122-1	184-6	153-5	39-25
Jan. 1, 1948.....	126-9	178-4	143-7	36-28	119-0	166-6	142-0	36-31
Feb. 1, 1948.....	124-0	185-7	153-0	38-63	119-5	181-3	154-0	39-38
Mar. 1, 1948.....	123-9	189-3	156-3	39-50	120-6	187-0	157-3	40-23
Apr. 1, 1948.....	122-2	184-8	154-6	39-04	120-1	183-3	154-9	39-60
May 1, 1948.....	121-7	187-4	157-4	39-74	120-1	188-5	159-4	40-75

**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
May 1, 1932.....	87-5	87-8	.....	.....	.....	86-0	89-5	87-6	.....	.....	.....	82-7
May 1, 1933.....	77-6	80-3	.....	.....	.....	75-4	79-5	79-2	.....	.....	.....	72-2
May 1, 1934.....	92-0	98-3	.....	.....	.....	85-5	98-5	85-4	.....	.....	.....	88-4
May 1, 1935.....	95-2	97-4	.....	.....	.....	89-7	101-7	87-9	.....	.....	.....	92-6
May 1, 1936.....	99-5	103-4	.....	.....	.....	96-4	103-3	92-7	.....	.....	.....	99-0
May 1, 1937.....	106-3	110-7	.....	.....	.....	105-2	111-2	93-2	.....	.....	.....	103-4
May 1, 1938.....	107-4	107-3	72-6	116-5	98-3	112-6	109-9	91-5	90-3	89-2	95-0	102-8
May 1, 1939.....	106-2	100-2	82-2	114-4	84-1	111-6	107-9	94-5	90-7	98-2	97-7	103-3
May 1, 1940.....	114-3	112-8	86-4	124-0	100-7	113-9	121-0	100-2	97-6	103-6	102-0	107-2
May 1, 1941.....	145-5	136-5	96-8	156-2	115-2	146-8	156-5	124-1	120-5	122-1	131-1	132-7
May 1, 1942.....	167-4	156-7	94-4	179-3	132-3	177-9	175-9	130-9	129-1	118-5	141-9	158-8
May 1, 1943.....	178-2	170-6	102-3	194-1	145-0	192-0	181-8	135-9	135-0	125-6	144-2	186-8
May 1, 1944.....	178-2	176-6	123-1	200-3	149-5	190-4	180-8	141-0	138-2	130-6	152-2	183-3
May 1, 1945.....	175-5	183-1	113-9	196-7	170-1	184-9	180-1	139-3	135-2	132-0	150-3	172-4
May 1, 1946.....	169-3	167-8	133-7	176-1	159-2	170-3	176-7	149-1	142-4	143-3	163-0	163-9
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
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
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
Apr. 1, 1947.....	180-7	153-3	127-4	138-2	174-4	185-8	189-9	155-3	149-1	145-5	171-1	183-6
May 1, 1947.....	179-6	151-7	128-0	141-9	165-7	182-2	189-4	155-7	148-9	147-2	171-5	186-2
June 1, 1947.....	184-5	165-8	139-3	165-2	168-2	186-9	191-8	161-9	152-4	157-7	179-1	192-4
July 1, 1947.....	189-5	179-4	150-9	186-3	172-2	191-2	195-7	167-3	155-7	162-5	187-8	196-9
Aug. 1, 1947.....	192-6	183-9	157-0	188-2	180-1	195-0	196-7	172-1	159-1	167-5	194-8	204-2
Sept. 1, 1947.....	193-2	184-7	159-2	191-7	177-3	196-1	196-4	172-1	158-5	168-0	195-4	207-5
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
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
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	202-6
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
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
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
Apr. 1, 1948.....	186-6	166-1	163-7	170-7	160-3	187-3	197-7	159-6	151-1	148-8	179-8	190-8
May 1, 1948.....	185-8	168-6	143-0	171-1	166-9	183-6	197-1	159-6	152-2	147-3	178-8	195-2
Relative Weight of Employment of Provinces and Economic Areas as at May 1, 1948.....	100-0	6-8	.1	3-8	2-9	28-9	43-1	11-5	5-3	2-2	4-0	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)

Industries	Number of Employees Reported at May 1, 1948	Weekly Salaries and Wages at May 1, 1948	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941 as 100 p.c.		
			May 1, 1948	Apr. 1, 1948	May 1, 1947	Employment		
						May 1, 1948	Apr. 1, 1948	May 1, 1947
		\$	\$	\$	\$			
<b>Manufacturing</b> .....	<b>1,056,838</b>	<b>43,067,645</b>	<b>40.75</b>	<b>39.60</b>	<b>36.27</b>	<b>120.1</b>	<b>120.2</b>	<b>116.5</b>
Animal products—edible.....	43,270	1,701,695	39.33	39.62	35.35	125.1	122.6	125.0
Fur and products.....	4,095	154,329	37.69	37.47	34.50	131.8	128.8	126.6
Leather and products.....	30,890	935,240	30.28	29.10	28.05	108.3	111.2	116.6
Boots and shoes.....	19,423	563,216	29.00	27.80	27.03	106.7	109.4	112.1
Lumber products.....	77,993	2,787,898	35.75	34.01	32.50	119.8	120.4	112.8
Rough and dressed lumber.....	46,055	1,701,821	36.95	35.62	33.85	110.9	110.1	99.0
Furniture.....	15,404	537,427	34.89	32.64	31.37	149.1	154.0	146.7
Other lumber products.....	16,534	548,650	33.18	30.92	30.30	127.9	129.3	132.4
Plant products—edible.....	54,817	1,891,293	34.50	33.95	30.73	123.6	123.9	127.1
Pulp and paper products.....	112,652	5,138,686	45.62	44.78	39.65	140.1	136.9	133.2
Pulp and paper.....	49,486	2,556,679	51.64	50.97	44.49	135.6	132.9	126.9
Paper products.....	21,536	800,873	37.19	35.72	32.28	154.6	156.2	159.4
Printing and publishing.....	41,630	1,781,134	42.78	42.31	37.96	138.1	137.6	129.1
Rubber products.....	22,601	975,498	43.16	41.98	38.33	133.1	139.7	147.0
Textile products.....	159,623	5,096,924	31.71	30.46	28.21	113.9	114.9	109.5
Thread, yarn and cloth.....	59,987	2,029,629	33.83	32.73	29.22	113.2	113.8	105.1
Cotton yarn and cloth.....	22,597	742,518	32.86	31.76	28.40	92.0	92.4	88.3
Woolen yarn and cloth.....	15,734	517,868	32.91	31.60	28.29	114.5	116.0	104.6
Artificial silk and silk goods.....	16,334	587,121	35.94	35.08	30.83	147.8	146.8	133.7
Hosiery and knit goods.....	26,495	759,692	28.67	26.30	25.47	122.0	123.4	114.8
Garments and personal furnishings.....	56,620	1,705,201	30.12	29.38	27.83	116.8	117.2	113.6
Other textile products.....	16,521	566,402	34.28	32.52	30.19	95.8	99.1	103.1
Tobacco.....	9,529	339,809	35.66	32.69	28.21	107.1	112.8	112.9
Beverages.....	18,306	801,796	43.80	44.29	39.18	159.3	156.0	147.4
Chemicals and allied products.....	42,326	1,851,890	43.75	43.22	38.39	96.2	95.9	94.0
Clay, glass and stone products.....	21,625	893,134	41.30	40.38	36.34	140.8	137.8	138.0
Electric light and power.....	28,367	1,286,436	45.35	44.75	42.03	139.2	137.4	120.5
Electrical apparatus.....	52,456	2,265,877	43.20	41.99	37.06	168.2	169.2	160.8
Iron and steel products.....	295,554	13,428,466	45.43	43.84	40.96	110.4	110.5	106.8
Crude, rolled and forged products.....	39,743	1,945,093	48.94	46.95	42.75	136.0	134.2	125.5
Machinery (other than vehicles).....	29,406	1,308,251	44.49	43.02	39.81	114.3	114.4	114.0
Agricultural implements.....	18,774	903,869	48.14	44.54	39.71	206.9	202.6	171.6
Land vehicles and aircraft.....	111,082	5,076,021	45.70	45.14	42.22	97.7	98.4	95.8
Automobiles and parts.....	43,364	2,133,377	49.20	47.78	43.54	110.8	112.8	112.0
Steel shipbuilding and repairing.....	22,366	1,011,422	45.22	41.95	42.45	114.3	113.0	120.5
Heating appliances.....	7,627	312,796	41.01	38.84	36.23	142.2	143.2	121.8
Iron and steel fabrication (n.e.s.).....	12,072	542,921	44.97	42.88	41.52	103.3	103.5	89.5
Foundry and machine shop products.....	8,685	378,332	43.56	40.83	39.47	98.7	100.3	96.4
Other iron and steel products.....	45,799	1,949,701	42.57	40.87	37.97	101.8	103.3	104.0
Non-ferrous metal products.....	49,504	2,176,137	43.96	43.28	38.99	119.0	119.1	112.3
Non-metallic mineral products.....	15,342	752,694	49.06	48.59	43.67	120.0	117.1	117.6
Miscellaneous.....	17,888	625,843	34.99	33.76	31.19	134.7	133.9	143.6
<b>Logging</b> .....	<b>53,100</b>	<b>2,187,360</b>	<b>41.19</b>	<b>40.95</b>	<b>35.19</b>	<b>110.4</b>	<b>172.6</b>	<b>152.4</b>
<b>Mining</b> .....	<b>81,016</b>	<b>3,989,932</b>	<b>49.25</b>	<b>48.24</b>	<b>43.54</b>	<b>97.3</b>	<b>95.3</b>	<b>78.7</b>
Coal.....	24,860	1,245,102	50.08	48.29	44.91	98.6	93.9	53.1
Metallic ores.....	41,333	2,089,393	50.55	49.92	45.52	86.6	86.1	81.9
Non-metallic minerals (except coal).....	14,823	655,437	44.22	43.44	36.30	139.4	137.0	122.3
<b>Communications</b> .....	<b>46,589</b>	<b>1,707,315</b>	<b>36.65</b>	<b>36.80</b>	<b>33.76</b>	<b>177.0</b>	<b>175.4</b>	<b>166.0</b>
Telegraphs.....	8,067	313,631	38.88	39.08	37.53	118.4	119.3	115.6
Telephones.....	37,943	1,372,142	36.16	36.30	32.94	194.9	192.5	181.7
<b>Transportation</b> .....	<b>178,768</b>	<b>8,079,889</b>	<b>45.20</b>	<b>46.26</b>	<b>43.55</b>	<b>139.9</b>	<b>134.1</b>	<b>136.3</b>
Street railways, cartage and storage.....	58,341	2,441,971	41.86	41.58	38.15	150.1	149.2	151.4
Steam railways.....	91,261	4,513,162	49.45	51.04	49.59	133.2	132.0	130.0
Shipping and stevedoring.....	29,166	1,124,756	38.56	39.31	34.95	133.4	105.2	120.7
<b>Construction and Maintenance</b> .....	<b>183,621</b>	<b>6,957,133</b>	<b>37.89</b>	<b>36.92</b>	<b>34.63</b>	<b>101.2</b>	<b>94.1</b>	<b>95.8</b>
Building.....	88,805	3,655,334	41.16	39.08	37.48	133.9	127.9	123.4
Highway.....	60,064	2,037,306	33.92	33.66	30.40	82.4	69.2	83.0
Railway.....	34,752	1,264,493	36.39	36.40	35.46	80.3	81.9	74.1
<b>Services (as indicated below)</b> .....	<b>66,530</b>	<b>1,704,561</b>	<b>25.62</b>	<b>25.66</b>	<b>23.37</b>	<b>142.3</b>	<b>138.2</b>	<b>134.7</b>
Hotels and restaurants.....	43,641	1,037,817	23.78	24.01	22.35	148.9	144.5	139.3
Personal (chiefly laundries).....	22,889	666,744	29.13	28.80	25.30	131.6	128.1	127.5
<b>Trade</b> .....	<b>256,709</b>	<b>8,724,890</b>	<b>33.99</b>	<b>33.67</b>	<b>31.11</b>	<b>136.9</b>	<b>137.3</b>	<b>128.0</b>
Retail.....	182,343	5,741,848	31.49	31.21	28.89	134.8	135.7	125.8
Wholesale.....	74,366	2,983,042	40.11	39.77	36.75	146.1	145.2	136.9
<b>Eight Leading Industries</b> .....	<b>1,923,171</b>	<b>76,418,725</b>	<b>39.74</b>	<b>39.04</b>	<b>35.89</b>	<b>121.7</b>	<b>122.2</b>	<b>117.6</b>
<b>Finance</b> .....	<b>84,017</b>	<b>3,252,081</b>	<b>38.69</b>	<b>38.56</b>	<b>37.42</b>	<b>137.6</b>	<b>137.1</b>	<b>131.8</b>
Banks and trust companies.....	47,161	1,565,035	33.18	33.21	32.86	145.3	144.9	138.5
Brokerage and stock market operations.....	3,664	174,332	47.58	46.46	43.17	156.4	158.0	170.8
Insurance.....	33,222	1,512,714	45.53	45.30	43.28	126.1	125.3	120.2
<b>Nine Leading Industries</b> .....	<b>2,007,218</b>	<b>79,670,806</b>	<b>39.69</b>	<b>39.02</b>	<b>35.95</b>	<b>122.3</b>	<b>122.7</b>	<b>118.2</b>

TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT

Industries	May 1, 1948				Apr. 1, 1948		May 1, 1947	
	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>822,548</b>	<b>234,290</b>	<b>77.8</b>	<b>22.2</b>	<b>77.8</b>	<b>22.2</b>	<b>77.0</b>	<b>23.0</b>
Animal products—edible.....	35,607	7,663	82.3	17.7	82.8	17.2	81.5	18.5
Fur and products.....	2,618	1,477	63.9	36.1	64.7	35.3	64.8	35.2
Leather and products.....	18,956	11,934	61.4	38.6	61.8	38.2	61.3	38.7
Boots and shoes.....	11,134	8,289	57.3	42.7	57.8	42.2	57.9	42.1
Lumber and products.....	71,715	6,278	92.0	8.0	91.8	8.2	91.5	8.5
Rough and dressed lumber.....	43,549	2,506	94.6	5.4	94.6	5.4	94.5	5.5
Furniture.....	13,913	1,491	90.3	9.7	90.2	9.8	90.5	9.5
Other lumber products.....	14,253	2,281	86.2	13.8	85.6	14.4	85.3	14.7
Plant products—edible.....	37,483	17,334	68.4	31.6	68.4	31.6	68.1	31.9
Pulp and paper products.....	90,746	21,906	80.6	19.4	80.5	19.5	79.7	20.3
Pulp and paper.....	47,139	2,347	95.3	4.7	95.1	4.9	94.2	5.8
Paper products.....	13,913	7,623	64.6	35.4	64.7	35.3	62.3	37.7
Printing and publishing.....	29,694	11,936	71.3	28.7	71.8	28.2	71.6	28.4
Rubber products.....	16,568	6,033	73.3	26.7	74.4	25.6	73.4	26.6
Textile products.....	72,161	87,462	45.2	54.8	45.4	54.6	45.1	54.9
Thread, yarn and cloth.....	35,762	23,225	61.3	38.7	61.7	38.3	61.6	38.4
Cotton yarn and cloth.....	13,571	9,026	60.1	39.9	60.7	39.3	60.7	39.3
Woolen yarn and cloth.....	8,954	6,780	56.9	43.1	57.1	42.9	58.3	41.7
Artificial silk and silk goods.....	10,641	5,693	65.1	34.9	65.7	34.3	64.2	35.8
Hosiery and knit goods.....	9,192	17,303	34.7	65.3	35.5	64.5	37.0	63.0
Garments and personal furnishings.....	17,174	39,446	30.3	69.7	30.0	70.0	29.2	70.8
Other textile products.....	9,033	7,488	54.7	45.3	54.6	45.4	53.8	46.2
Tobacco.....	4,239	5,290	44.5	55.5	44.4	55.6	42.2	57.8
Beverages.....	15,984	2,322	87.3	12.7	87.2	12.8	87.1	12.9
Chemicals and allied products.....	32,407	9,919	76.6	23.4	76.5	23.5	73.7	26.3
Clay, glass and stone products.....	18,945	2,680	87.6	12.4	87.6	12.4	87.4	12.6
Electric light and power.....	24,906	3,461	87.8	12.2	87.8	12.2	88.4	11.6
Electrical apparatus.....	37,345	15,111	71.2	28.8	70.6	29.4	67.5	32.5
Iron and steel products.....	274,396	21,158	92.8	7.2	92.9	7.1	92.4	7.6
Crude, rolled and forged products.....	37,864	1,879	95.3	4.7	95.6	4.4	95.0	5.0
Machinery (other than vehicles).....	26,120	3,286	88.8	11.2	88.8	11.2	89.5	10.5
Agricultural implements.....	17,986	788	95.8	4.2	95.6	4.4	95.2	4.8
Land vehicles and aircraft.....	105,101	5,981	94.6	5.4	94.7	5.3	94.2	5.8
Automobiles and parts.....	38,915	4,449	89.7	10.3	90.0	10.0	89.5	10.5
Steel building and repairing.....	21,763	603	97.3	2.7	97.2	2.8	97.0	3.0
Heating appliances.....	7,123	504	93.4	6.6	93.4	6.6	95.1	4.9
Iron and steel fabrication (n.e.s.).....	11,153	919	92.4	7.6	92.6	7.4	91.4	8.6
Foundry and machine shop products.....	8,279	406	95.3	4.7	95.3	4.7	94.7	5.3
Other iron and steel products.....	39,007	6,792	85.2	14.8	85.2	14.8	84.4	15.6
Non-ferrous metal products.....	42,549	6,955	86.0	14.0	85.5	14.5	84.6	15.4
Non-metallic mineral products.....	13,995	1,347	91.2	8.8	91.0	9.0	91.2	8.8
Miscellaneous.....	11,928	5,960	66.7	33.3	66.5	33.5	68.6	31.4
<b>Logging</b> .....	<b>51,883</b>	<b>1,217</b>	<b>97.7</b>	<b>2.3</b>	<b>98.0</b>	<b>2.0</b>	<b>98.3</b>	<b>1.7</b>
<b>Mining</b> .....	<b>79,364</b>	<b>1,652</b>	<b>98.0</b>	<b>2.0</b>	<b>98.0</b>	<b>2.0</b>	<b>97.6</b>	<b>2.4</b>
Coal.....	24,632	228	99.1	0.9	99.1	0.9	98.2	1.8
Metallic ores.....	40,515	818	98.0	2.0	98.0	2.0	98.0	2.0
Non-metallic minerals (except coal).....	14,217	606	95.9	4.1	96.0	4.0	95.9	4.1
<b>Communications</b> .....	<b>21,969</b>	<b>24,620</b>	<b>47.2</b>	<b>52.8</b>	<b>47.3</b>	<b>52.7</b>	<b>45.4</b>	<b>54.6</b>
Telegraphs.....	6,517	1,550	80.8	19.2	80.7	19.3	79.3	20.7
Telephones.....	15,027	22,916	39.6	60.4	39.6	60.4	37.6	62.4
<b>Transportation</b> .....	<b>168,043</b>	<b>10,725</b>	<b>94.0</b>	<b>6.0</b>	<b>93.8</b>	<b>6.2</b>	<b>93.7</b>	<b>6.3</b>
Street railways, cartage and storage.....	54,270	4,071	93.0	7.0	92.9	7.1	92.6	7.4
Steam railway operation.....	85,699	5,562	93.9	6.1	93.8	6.2	93.6	6.4
Shipping and stevedoring.....	28,074	1,092	96.3	3.7	95.8	4.2	96.4	3.6
<b>Construction and Maintenance</b> .....	<b>179,639</b>	<b>3,982</b>	<b>97.8</b>	<b>2.2</b>	<b>97.7</b>	<b>2.3</b>	<b>97.9</b>	<b>2.1</b>
Building.....	86,338	2,467	97.2	2.8	97.2	2.8	97.4	2.6
Highway.....	58,675	1,389	97.7	2.3	97.3	2.7	97.7	2.3
Railway.....	34,626	126	99.6	0.4	99.6	0.4	99.6	0.4
<b>Services</b> .....	<b>31,934</b>	<b>34,596</b>	<b>48.0</b>	<b>52.0</b>	<b>48.0</b>	<b>52.0</b>	<b>46.5</b>	<b>53.5</b>
Hotels and restaurants.....	21,999	21,642	50.4	49.6	50.3	49.7	49.8	50.2
Personal (chiefly laundries).....	9,935	12,954	43.4	56.6	43.5	56.5	40.2	59.8
<b>Trade</b> .....	<b>155,783</b>	<b>100,926</b>	<b>60.7</b>	<b>39.3</b>	<b>60.4</b>	<b>39.6</b>	<b>59.5</b>	<b>40.5</b>
Retail.....	98,469	83,874	54.0	46.0	53.8	46.2	52.8	47.2
Wholesale.....	57,314	17,052	77.1	22.9	76.9	23.1	76.5	23.5
<b>Eight Leading Industries</b> .....	<b>1,511,163</b>	<b>412,008</b>	<b>78.6</b>	<b>21.4</b>	<b>78.6</b>	<b>21.4</b>	<b>78.2</b>	<b>21.8</b>
<b>Finance</b> .....	<b>44,338</b>	<b>39,709</b>	<b>52.8</b>	<b>47.2</b>	<b>52.8</b>	<b>47.2</b>	<b>54.3</b>	<b>45.7</b>
Banks and trust companies.....	22,934	24,227	48.6	51.4	48.6	51.4	50.6	49.4
Brokerage and stock market operations.....	2,410	1,254	65.8	34.2	65.5	34.4	65.8	34.2
Insurance.....	18,994	14,228	57.2	42.8	57.4	42.6	58.3	41.7
<b>All Industries</b> .....	<b>1,555,501</b>	<b>451,717</b>	<b>77.5</b>	<b>22.5</b>	<b>77.5</b>	<b>22.5</b>	<b>77.2</b>	<b>22.8</b>

**TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING**  
(Hourly-Rated Wage-Earners)

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, 1944.....	46.3	46.9	45.5	70.5	77.9	60.4
May 1, 1945.....	45.5	46.2	44.5	70.5	78.2	60.9
*May 1, 1946.....	43.0	43.2	42.8	68.9	75.5	62.4
May 1, 1947.....	43.2	43.3	43.1	78.3	85.4	71.2
June 1, 1947.....	43.9	43.0	42.7	79.9	86.2	73.4
July 1, 1947.....	42.0	42.5	41.6	80.8	86.8	74.7
Aug. 1, 1947.....	42.5	42.6	42.6	81.3	87.7	74.8
Sept. 1, 1947.....	42.3	42.5	42.2	82.2	88.8	75.7
Oct. 1, 1947.....	43.1	43.5	42.6	83.4	90.6	76.2
Nov. 1, 1947.....	42.9	43.1	42.7	84.7	91.9	77.6
Dec. 1, 1947.....	43.5	43.8	43.2	85.6	92.8	78.3
*Jan. 1, 1948.....	38.3	38.5	38.1	86.6	92.9	80.0
Feb. 1, 1948.....	42.8	42.7	42.8	86.6	93.2	80.1
Mar. 1, 1948.....	43.2	43.4	43.0	88.0	95.0	80.8
*Apr. 1, 1948.....	41.6	41.8	41.4	89.0	95.6	82.1
May 1, 1948.....	43.1	43.4	42.7	89.4	96.2	82.3

\* The averages at these dates were affected by loss of working time at the year-end holidays in the case of Jan. 1, and by the Easter holidays in the case of Apr. 1, 1948 and May 1, 1946.

**TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURING**

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, 1944.....	33.29	32.64	36.83	36.54	29.23	27.48
May 1, 1945.....	33.51	32.08	36.98	36.08	29.58	27.10
*May 1, 1946.....	32.10	29.63	34.51	32.62	29.89	26.67
May 1, 1947.....	36.13	33.83	38.83	36.98	33.67	30.69
June 1, 1947.....	36.82	34.28	38.91	37.07	34.32	31.11
July 1, 1947.....	36.34	33.94	38.71	36.89	34.18	31.08
Aug. 1, 1947.....	36.85	34.55	39.26	37.36	34.65	31.64
Sept. 1, 1947.....	37.05	34.77	39.49	37.74	34.83	31.95
Oct. 1, 1947.....	37.94	35.95	40.94	39.41	35.21	32.46
Nov. 1, 1947.....	38.42	36.34	41.26	39.70	35.86	33.14
Dec. 1, 1947.....	39.16	37.24	42.09	40.65	36.50	33.83
*Jan. 1, 1948.....	36.15	33.17	38.31	35.77	34.14	30.48
Feb. 1, 1948.....	39.26	37.06	41.65	39.80	37.10	34.28
Mar. 1, 1948.....	40.11	38.02	42.85	41.23	37.58	34.74
*April 1, 1948.....	39.46	37.02	41.87	39.96	37.19	33.99
May 1, 1948.....	40.62	38.53	43.34	41.75	38.08	35.14

(1) 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)

	Average Hours Worked			Average Hourly Earnings		
	May 1, 1948	April 1, 1948	May 1, 1947	May 1, 1948	April 1, 1948	May 1, 1947
	Nova Scotia.....	44.7	43.3	44.6	83.0	81.8
New Brunswick.....	44.7	44.2	46.0	80.4	80.1	71.4
Quebec.....	44.7	42.8	45.2	80.8	80.6	70.7
Ontario.....	42.5	41.1	42.3	94.2	93.5	82.2
Manitoba.....	43.1	42.5	42.6	85.4	85.1	78.1
Saskatchewan.....	42.6	43.2	43.0	89.7	89.2	79.5
Alberta.....	42.5	42.1	42.5	87.9	88.4	78.9
British Columbia.....	39.3	37.5	39.8	106.1	106.3	93.5
Montreal.....	42.9	41.4	43.1	85.3	84.8	75.7
Toronto.....	41.2	39.7	40.9	94.1	93.2	82.2
Hamilton.....	42.6	42.0	42.0	102.0	97.7	85.5
Winnipeg.....	42.7	42.0	42.1	83.4	84.5	77.6
Vancouver.....	38.7	37.0	39.9	105.3	105.3	92.8



**TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY**  
(Hourly-Rated Wage-Earners)

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages			Wage-Earners <sup>3</sup> Working Hours Shown in Col. 1
	May 1, 1948	Apr. 1, 1948	May 1, 1947	May 1, 1948	Apr. 1, 1948	May 1, 1947	May 1, 1948	Apr. 1, 1948	May 1, 1947	
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$	
<b>Manufacturing</b> .....	43-1	41-6	43-2	89-4	89-0	78-3	38-53	37-02	33-83	775,886
* Durable manufactured goods.....	43-4	41-8	43-3	96-2	95-6	85-4	41-75	39-06	36-98	393,333
Non-durable manufactured goods.....	42-7	41-4	43-1	82-3	82-1	71-2	35-14	33-99	30-69	382,553
Animal products—edible.....	42-9	43-1	43-5	86-6	87-1	74-9	37-15	37-54	32-58	23,914
Dairy products.....	46-8	46-8	46-6	74-2	73-6	65-3	34-73	34-44	30-43	6,066
Meat products.....	41-8	42-3	42-3	95-4	95-7	83-2	39-88	40-48	35-19	14,157
Leather products.....	39-7	37-9	42-0	70-4	70-3	62-4	27-95	26-64	26-21	22,296
Leather boots and shoes.....	39-6	38-1	42-1	67-0	66-7	58-8	26-53	25-41	24-75	14,136
* Lumber products.....	41-8	39-3	42-9	81-8	81-7	72-0	34-19	32-17	32-11	63,928
Rough and dressed lumber.....	41-0	38-8	42-3	86-9	87-1	76-3	35-63	33-79	32-27	37,051
Containers.....	42-1	39-7	43-3	75-3	74-9	67-0	31-70	29-74	29-01	6,543
Furniture.....	42-9	40-0	43-7	77-3	76-9	68-4	33-16	30-76	29-89	12,998
* Musical instruments.....	42-7	41-1	45-3	77-9	76-2	65-6	33-26	31-32	29-72	849
Plant products—edible.....	42-2	41-5	42-0	71-5	70-7	63-7	30-17	29-34	26-75	37,158
Flour and other milled products.....	43-7	42-6	43-9	86-5	85-3	74-5	37-80	36-34	32-71	5,511
Fruit and vegetable preserving.....	39-4	37-6	39-6	68-3	67-0	60-8	26-91	25-19	24-08	5,927
Bread and bakery products.....	43-4	42-8	42-3	68-3	67-6	60-5	29-64	28-93	25-59	12,460
Chocolate and cocoa products.....	40-1	39-3	40-0	62-3	61-4	55-8	24-98	24-13	22-32	6,063
Pulp and paper products.....	45-7	44-8	45-8	96-9	96-5	82-2	44-28	43-23	37-65	83,280
Pulp and paper.....	49-2	48-6	49-5	101-0	100-7	85-3	49-69	48-94	42-22	42,827
Paper products.....	43-0	40-7	43-2	78-3	77-8	66-3	33-67	31-66	28-64	16,528
Printing and publishing.....	41-3	40-9	41-3	101-5	100-7	87-9	41-92	41-19	36-30	23,925
Rubber products.....	42-3	41-6	43-7	96-2	96-0	84-1	40-69	39-94	36-75	18,530
Textile products.....	41-4	39-4	41-8	70-8	70-6	61-5	29-31	27-82	25-71	127,892
Thread, yarn and cloth.....	43-9	42-3	44-9	72-2	72-1	60-5	31-70	30-50	27-16	53,980
Cotton yarn and cloth.....	43-0	41-5	44-7	72-4	72-3	60-1	31-13	30-00	26-86	21,061
Woolen yarn and cloth.....	43-5	41-4	43-3	70-6	70-8	60-6	30-71	29-31	26-24	13,907
Silk and artificial silk goods.....	46-0	44-3	46-2	73-1	73-1	61-4	33-63	32-38	28-37	14,461
Hosiery and knit goods.....	41-8	37-9	41-1	65-7	65-0	58-1	27-46	24-64	23-88	23,306
Garments and personal furnishings.....	37-6	36-3	38-4	70-5	70-4	63-4	26-51	25-56	24-35	39,044
Tobacco.....	42-3	37-8	42-3	74-7	73-6	58-9	31-60	27-82	24-91	7,129
Beverages.....	43-4	42-5	42-9	89-8	89-7	79-5	38-97	38-12	34-11	12,231
Distilled and malt liquor.....	42-8	41-8	42-5	93-3	93-1	81-7	39-93	38-92	34-72	10,177
Chemicals and allied products.....	43-6	42-7	43-4	90-2	90-0	77-1	39-33	38-43	33-46	24,943
Drugs and medicines.....	40-8	41-1	42-0	75-1	74-3	63-0	30-64	30-54	28-00	3,874
Clay, glass and stone products.....	45-5	43-7	45-3	87-2	88-1	76-8	39-68	38-50	34-79	17,800
Glass products.....	45-3	43-3	45-4	82-6	83-3	74-1	37-42	36-07	33-64	6,015
Lime, gypsum and cement products.....	47-4	45-1	47-0	87-2	87-3	76-0	41-33	39-37	36-00	4,264
Electrical apparatus.....	41-4	40-6	41-4	97-6	95-9	82-3	40-41	38-94	34-07	38,003
Heavy electrical apparatus <sup>(1)</sup> .....	42-5	42-3	41-8	105-0	104-7	88-9	44-63	44-29	37-16	10,001
* Iron and steel products.....	44-0	42-5	43-6	100-6	99-6	90-5	44-26	42-33	39-46	233,834
Crude, rolled and forged products.....	45-8	45-2	45-2	104-1	101-5	92-4	47-68	45-88	41-76	35,118
Primary iron and steel.....	45-8	45-5	45-3	106-1	103-3	94-1	48-59	47-00	42-67	27,971
Machinery (other than vehicles).....	45-1	43-3	45-3	94-4	93-9	83-4	42-57	40-66	37-78	22,005
Agricultural implements.....	43-5	41-4	43-0	108-9	105-8	89-2	47-37	43-80	38-36	15,638
Land vehicles and aircraft.....	43-4	42-7	42-3	103-6	103-0	96-9	44-96	43-08	40-99	82,103
Railway rolling stock.....	45-1	45-5	42-8	97-3	96-4	94-6	43-88	43-86	40-49	39,610
Automobiles and parts.....	41-7	40-1	41-1	112-7	112-7	101-1	47-00	45-19	41-55	35,522
Aeroplanes and parts.....	41-9	40-0	44-9	95-9	96-0	91-1	40-18	38-40	40-90	6,153
Steel shipbuilding and repairing.....	44-5	40-9	44-5	101-1	100-9	93-2	44-99	41-27	41-47	20,307
Iron and steel fabrication n.e.s.....	42-6	40-4	42-8	96-6	96-2	87-2	41-15	38-86	37-32	8,997
Hardware, tools and cutlery.....	43-3	40-6	45-0	89-9	89-1	78-8	38-93	36-17	35-46	9,847
Foundry and machine shop products.....	43-7	40-6	43-6	97-9	97-4	88-1	42-78	39-54	38-41	6,863
Sheet metal work.....	42-6	41-5	42-6	91-2	91-0	79-1	38-85	37-77	33-70	11,569
* Non-ferrous metal products.....	43-5	42-4	43-4	95-2	95-7	83-7	41-41	40-58	36-33	38,919
Preparation of non-ferrous metallic ores.....	44-1	42-9	43-6	102-9	107-4	90-8	45-38	46-07	39-59	10,783
Aluminum and its products.....	44-8	44-5	45-1	94-5	94-5	83-9	42-34	42-05	37-84	10,751
Brass and copper mfg.....	42-6	40-8	42-6	93-8	92-8	83-1	39-96	37-86	35-40	9,858
Non-metallic mineral products.....	43-5	42-1	44-3	105-1	106-0	90-9	45-72	44-63	40-27	10,238
Petroleum and its products.....	42-7	41-9	43-0	112-6	112-8	100-1	48-08	47-26	43-04	6,317
Miscellaneous manufactured products.....	41-7	39-8	41-6	78-3	78-6	69-3	32-65	31-28	28-83	14,942
<b>Mining</b> .....	43-2	42-3	43-4	111-1	110-7	96-6	48-00	46-83	41-92	70,031
Coal.....	39-4	38-6	38-1	126-2	124-8	114-7	49-72	48-17	43-70	22,434
Metallic ores.....	45-1	44-2	44-6	108-1	108-3	97-8	48-75	47-87	43-62	36,071
Non-metallic minerals (except coal).....	44-8	43-4	45-2	94-3	95-2	75-5	42-25	41-32	34-13	11,526
<b>Local Transportation</b> <sup>(2)</sup> .....	44-9	44-4	45-6	92-2	92-4	82-6	41-40	41-03	37-67	29,818
<b>Building Construction</b> .....	40-7	37-6	39-7	98-6	99-1	89-3	40-13	37-26	35-45	72,718
<b>Highway Construction</b> .....	37-5	36-6	36-9	80-3	81-1	71-1	30-11	29-68	26-24	32,143
<b>Services</b> (as indicated below).....	42-9	43-1	43-2	56-3	56-2	52-0	24-15	24-22	22-46	34,742
Hotels and restaurants.....	43-4	44-0	43-7	54-7	54-6	51-6	23-74	24-02	22-55	23,034
Personal (chiefly laundries).....	41-9	41-3	42-1	59-5	59-4	52-8	24-93	24-53	22-23	11,708

(The latest figures are subject to revision.)

\* Industries classed in the durable manufactured industries.

(1) 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: Mar. 1, 1948, 196-4; Apr. 1, 1948, 198-7; May 1, 1948, 199-2; May 1, 1947, the index was 168-7.

(2) Chiefly street and electric railways.

(3) 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 Research and Statistics)

	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						
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	85-5	37-19	123-1	118-1	104-2
January 1, 1948.....	43-2*	86-1	37-13*	122-9	120-0	102-4
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.....	43-0	88-9	38-23	126-5	122-7	103-1
May 1, 1948(1).....	43-1	89-4	38-53	127-5	124-0	102-8

\* 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.

(1) Latest figures subject to revision.

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 indices having been calculated on a similar base (Average 1946=100).

## 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
July, 1945.....	117,390	44,420	161,810	54,753	23,029	77,782
July, 1946.....	71,018	47,951	118,969	139,977	36,758	176,735
July, 1947.....	59,921	35,263	95,184	80,985	33,514	114,499
August, 1947.....	58,862	31,219	90,081	69,314	29,577	98,891
September, 1947.....	70,356	40,212	110,568	60,069	25,862	85,931
October, 1947.....	73,892	35,430	109,322	58,736	28,585	87,321
November, 1947.....	65,184	27,750	92,934	64,730	31,099	95,829
December, 1947.....	35,947	22,325	58,272	82,990	33,584	116,574
January, 1948.....	23,515	17,151	40,666	111,304	31,108	142,412
February, 1948.....	18,171	16,007	34,178	142,783	43,951	186,734
March, 1948.....	16,416	15,784	32,200	155,249	45,105	200,354
April, 1948.....	20,475	17,800	38,275	150,032	43,767	193,799
May, 1948.....	28,602	21,335	49,937	123,130	42,082	165,212
June, 1948.....	37,126	23,240	60,366	92,606	38,319	130,925
July, 1948(1).....	34,242	22,183	56,425	80,206	38,364	118,570

(1) Latest figures subject to revision.

**TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX, AS AT MAY 27, 1948**

(Source: Form UIC 751B)

Industry	Male	Female	Total	Change from April 29, 1948	
				Absolute	Per-centage
<b>Agriculture, Fishing, Trapping.....</b>	<b>2,707</b>	<b>556</b>	<b>3,263</b>	<b>+ 630</b>	<b>+ 23.9</b>
<b>Logging.....</b>	<b>2,119</b>	<b>12</b>	<b>2,131</b>	<b>+1,331</b>	<b>+ 166.4</b>
Pulpwood.....	1,544	6	1,550	+1,142	+ 279.9
Lumber.....	448	6	454	+ 123	+ 37.2
Other logging.....	127	.....	127	+ 66	+ 108.2
<b>Mining.....</b>	<b>2,157</b>	<b>36</b>	<b>2,193</b>	<b>+ 398</b>	<b>+ 22.2</b>
Coal.....	395	1	396	- 35	- 8.1
Metallic ores—					
Iron.....	51	.....	51	+ 9	+ 21.4
Gold.....	699	15	714	- 23	- 3.1
Nickel.....	660	1	661	+ 325	+ 96.7
Other metallic ores and non-metallic minerals.....	287	15	302	+ 87	+ 40.5
Prospecting and oil producing.....	65	4	69	+ 35	+ 102.9
<b>Manufacturing.....</b>	<b>9,875</b>	<b>6,161</b>	<b>16,036</b>	<b>+2,057</b>	<b>+ 14.7</b>
Food and kindred products.....	1,304	814	2,118	+ 906	+ 74.8
Textiles, apparel, etc.....	1,050	3,403	4,453	- 398	- 8.2
Lumber and finished lumber products.....	1,327	173	1,500	+ 117	+ 8.5
Pulp and paper products and printing.....	858	391	1,249	+ 218	+ 21.1
Chemicals and allied products.....	399	162	561	- 24	- 4.1
Products of petroleum and coal.....	60	19	79	+ 17	+ 27.4
Rubber products.....	73	160	233	+ 86	+ 58.5
Leather and products.....	294	375	669	+ 35	+ 5.5
Stone, clay and glass products.....	513	49	562	+ 78	+ 16.1
Iron and steel and products.....	1,134	101	1,235	+ 368	+ 42.4
Non-ferrous metals and products.....	817	102	919	+ 346	+ 60.4
Machinery.....	619	61	680	+ 57	+ 9.1
Electrical equipment and products.....	324	81	405	+ 17	+ 4.4
Transportation equipment and other manufacturing.....	1,103	270	1,373	+ 234	+ 20.5
<b>Construction.....</b>	<b>6,312</b>	<b>56</b>	<b>6,368</b>	<b>+1,383</b>	<b>+ 27.7</b>
<b>Transportation and Storage.....</b>	<b>2,394</b>	<b>136</b>	<b>2,530</b>	<b>+ 701</b>	<b>+ 38.3</b>
<b>Communications, and Other Public Utilities.....</b>	<b>481</b>	<b>352</b>	<b>833</b>	<b>+ 23</b>	<b>+ 2.8</b>
<b>Trade.....</b>	<b>3,908</b>	<b>3,274</b>	<b>7,182</b>	<b>+1,084</b>	<b>+ 17.8</b>
Wholesale.....	1,290	550	1,840	+ 211	+ 13.0
Retail.....	2,618	2,724	5,342	+ 873	+ 19.5
<b>Finance, Insurance, Real Estate.....</b>	<b>1,226</b>	<b>928</b>	<b>2,154</b>	<b>+ 161</b>	<b>+ 8.1</b>
<b>Service.....</b>	<b>5,938</b>	<b>11,742</b>	<b>17,680</b>	<b>+2,686</b>	<b>+ 17.9</b>
Public.....	1,603	649	2,252	+ 521	+ 30.1
Domestic.....	255	3,997	4,252	+ 231	+ 5.7
Personal.....	2,399	6,621	9,020	+1,584	+ 21.3
Other service.....	1,681	475	2,156	+ 350	+ 19.4
<b>All Industries.....</b>	<b>37,117</b>	<b>23,253</b>	<b>60,370</b>	<b>+10,454</b>	<b>+ 20.9</b>



**TABLE D-3—UNFILLED VACANCIES AND UNPLACED APPLICANTS BY OCCUPATION AND BY SEX, AS AT MAY 27, 1948**

(Source: Form UIC 757)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	971	477	1,448	3,850	789	4,639
Clerical Workers.....	2,081	3,963	6,044	6,505	11,109	17,614
Sales Workers.....	2,309	1,606	3,915	3,468	5,537	9,005
Personal and Domestic Service Workers.....	2,389	10,482	12,871	9,233	6,130	15,363
Seamen.....	263	.....	263	1,192	3	1,195
Agriculture and Fishing.....	2,779	108	2,887	1,189	294	1,483
Skilled and Semiskilled Workers.....	13,943	3,877	17,820	30,911	6,853	37,764
Food and kindred products.....	238	54	292	667	731	1,398
Textiles, clothing, etc.....	486	2,828	3,314	641	3,038	3,679
Lumber and wood products.....	2,547	8	255	1,538	99	1,637
Pulp, paper and printing.....	202	38	240	240	232	472
Leather and products.....	111	222	333	926	478	1,404
Stone, clay and glass products.....	78	5	83	76	25	101
Metalworking.....	1,792	17	1,809	4,615	397	5,012
Electrical.....	200	8	208	747	326	1,073
Transportation equipment, n.e.c.....	19	.....	19	540	84	624
Mining.....	727	.....	727	601	.....	601
Construction.....	3,326	1	3,327	6,506	.....	6,506
Transportation (except seamen).....	976	11	987	5,740	27	5,767
Communications and public utility.....	133	1	134	169	4	173
Trade and service.....	497	464	961	789	458	1,247
Other skilled and semiskilled.....	2,120	158	2,278	4,688	787	5,475
Foremen.....	122	12	134	618	112	730
Apprentices.....	369	50	419	1,810	55	1,865
Unskilled Workers.....	12,391	2,727	15,118	36,258	7,604	43,862
Food and tobacco.....	515	640	1,155	876	2,026	2,902
Lumber and lumber products.....	548	36	584	1,338	222	1,560
Metalworking.....	1,336	68	1,404	932	156	1,088
Construction.....	3,223	.....	3,223	5,102	.....	5,102
Other unskilled workers.....	6,769	1,983	8,752	28,010	5,200	33,210
<b>Total.....</b>	<b>37,126</b>	<b>23,240</b>	<b>60,366</b>	<b>92,606</b>	<b>38,319</b>	<b>130,925</b>

**TABLE D-4—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS, FOR THE MONTH OF MAY, 1948**

(Source: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Place-ments
Agriculture, fishing, trapping.....	1,258	873	703
Logging.....	1,016	375	269
Mining.....	707	500	353
Manufacturing.....	6,896	6,358	3,864
Food and kindred products.....	1,278	1,255	703
Textiles, apparel, etc.....	1,020	777	430
Lumber and finished lumber products.....	872	816	543
Pulp and paper products and printing.....	545	453	287
Chemicals and allied products.....	278	261	146
Products of petroleum and coal.....	55	55	35
Rubber products.....	83	66	36
Leather and products.....	160	130	78
Stone, clay and glass products.....	261	257	150
Iron and steel and products.....	524	585	330
Non-ferrous metals and products.....	471	401	278
Machinery.....	377	366	227
Electrical equipment and products.....	226	241	138
Transportation equipment and other manufacturing.....	746	695	483
Construction.....	4,649	4,393	3,157
Transportation and Storage.....	1,577	1,370	940
Communications, and Other Public Utilities.....	347	335	214
Trade.....	3,276	3,468	1,840
Finance, Insurance, Real Estate.....	452	411	195
Service.....	8,325	7,209	4,899
All industries.....	28,503	25,292	16,434

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS  
APRIL 30 TO MAY 27, 1948**

(SOURCE U.I.C. 751)

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	
					Regular	Casual		
<b>Prince Edward Island</b> .....	<b>512</b>	<b>267</b>	<b>529</b>	<b>467</b>	<b>325</b>	<b>58</b>	<b>361</b>	
Charlottetown.....	323	233	389	273	156	50	616	
Summerside.....	189	34	140	194	169	8	245	
<b>Nova Scotia</b> .....	<b>2,692</b>	<b>1,137</b>	<b>5,006</b>	<b>2,958</b>	<b>1,625</b>	<b>292</b>	<b>11,030</b>	
Amherst.....	72	1	103	80	69	.....	500	
Bridgewater.....	44	17	127	84	29	4	347	
Halifax.....	1,383	765	2,039	1,395	745	133	3,010	
Inverness.....	16	8	27	11	11	.....	253	
Kentville.....	91	71	276	140	46	5	1,049	
Liverpool.....	36	16	117	32	18	5	392	
New Glasgow.....	310	50	863	332	219	50	1,232	
Pictou.....	.....	.....	Included with New Glasgow				.....	.....
Springhill.....	33	.....	63	33	33	.....	190	
Sydney.....	356	70	1,006	525	270	94	3,075	
Truro.....	193	121	242	186	69	1	426	
Yarmouth-Shelburne.....	128	18	143	140	116	.....	556	
<b>New Brunswick</b> .....	<b>2,962</b>	<b>1,867</b>	<b>4,083</b>	<b>2,551</b>	<b>1,602</b>	<b>280</b>	<b>6,753</b>	
Bathurst.....	29	13	130	20	15	7	437	
Campbellton.....	201	92	295	244	121	50	401	
Edmundston.....	351	214	207	173	147	4	323	
Fredericton.....	235	134	230	196	151	.....	353	
Minto.....	78	46	66	145	104	11	110	
Moncton.....	1,073	637	1,218	1,074	621	96	2,085	
Newcastle.....	68	14	104	69	37	.....	293	
Saint John.....	637	468	1,582	485	310	95	2,322	
St. Stephen.....	48	86	75	26	18	.....	213	
Sussex.....	82	58	110	41	27	10	119	
Woodstock.....	160	105	66	78	51	7	92	
<b>Quebec</b> .....	<b>24,283</b>	<b>14,454</b>	<b>26,073</b>	<b>19,842</b>	<b>11,167</b>	<b>817</b>	<b>36,731</b>	
Asbestos.....	66	20	64	52	29	.....	89	
Beauharnois.....	126	47	216	157	148	.....	266	
Buckingham.....	246	153	179	223	105	25	297	
Causapsal.....	329	77	68	75	16	.....	236	
Chandler.....	31	65	69	2	1	.....	674	
Chicoutimi.....	1,007	725	429	393	209	28	416	
Coaticook.....	350	350	44	64	27	.....	91	
Dolbeau.....	39	62	52	23	14	.....	110	
Drummondville.....	264	71	323	256	159	.....	494	
East Angus.....	126	61	54	92	85	6	119	
Farnham.....	94	119	61	44	33	.....	60	
Granby.....	141	47	214	157	92	3	413	
Hull.....	322	145	624	399	205	3	1,050	
Joliette.....	160	129	245	114	44	1	738	
Jonquière.....	265	113	228	209	175	11	218	
Lachute.....	64	20	92	68	57	1	128	
La Malbaie.....	155	59	139	103	101	.....	200	
La Tuque.....	353	149	332	274	233	.....	277	
Lévis.....	373	223	287	244	135	1	927	
Louiseville.....	92	38	78	79	57	.....	91	
Magog.....	140	77	177	140	51	12	192	
Matane.....	64	58	71	21	21	.....	258	
Mégantic.....	131	18	174	137	132	.....	138	
Mount Laurier.....	43	46	24	37	21	.....	70	
Montmagny.....	123	77	141	76	68	2	188	
Montreal.....	12,163	7,604	12,703	9,707	5,495	550	14,288	
Plessisville.....	69	65	71	40	14	6	99	
Port Alfred.....	70	15	58	46	34	5	96	
Québec.....	2,394	1,164	2,978	2,925	1,270	24	6,010	
Richmond.....	31	83	25	31	24	2	29	
Rimouski.....	39	40	71	33	24	.....	472	
Rivière du Loup.....	49	70	217	83	34	2	399	
Rouyn.....	427	258	355	337	196	.....	292	
Ste. Agathe.....	199	78	112	197	145	1	97	
Ste. Anne de Bellevue.....	81	38	128	74	54	.....	117	
Ste. Therese.....	323	84	210	235	207	.....	230	
St. Georges de Beauce.....	309	306	111	74	31	.....	179	
St. Hyacinthe.....	159	244	211	140	76	.....	441	
St. Jean.....	410	300	1,218	301	167	.....	268	
St. Jérôme.....	141	54	233	134	101	.....	464	
St. Joseph d'Alma.....	51	14	93	80	23	8	264	
Shawinigan Falls.....	376	70	330	321	206	.....	620	
Sherbrooke.....	576	325	546	572	316	61	327	
Sorel.....	172	99	161	122	80	.....	632	
Thetford Mines.....	142	109	277	159	84	2	511	
Three Rivers.....	507	241	907	478	129	63	1,323	
Val d'Or.....	279	152	250	168	133	.....	230	
Valleyfield.....	142	72	238	111	75	.....	827	
Victoriaville.....	40	20	185	35	31	.....	276	

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS  
APRIL 30 TO MAY 27, 1948—Continued

(SOURCE U.I.C. 751)

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>47,009</b>	<b>29,839</b>	<b>43,992</b>	<b>40,974</b>	<b>22,602</b>	<b>4,012</b>	<b>33,175</b>
Arnprior.....	286	99	220	232	240	2	41
Barrie.....	461	217	241	305	263		98
Belleville.....	479	206	419	435	290	4	278
Bracebridge.....	332	134	234	360	206	6	112
Brampton.....	126	178	82	63	49		58
Brantford.....	885	591	648	637	425	12	406
Brockville.....	155	57	205	140	106		129
Carleton Place.....	31	13	41	35	30		96
Chatham.....	332	94	534	352	206	54	579
Cobourg.....	111	60	130	124	107	3	44
Collingwood.....	139	153	47	47	41		94
Cornwall.....	534	150	486	412	262	31	675
Dunnville.....	32	20	40	25	17		47
Fergus.....	32	80	25	19	22		12
Fort Erie.....	227	103	110	171	149	3	100
Fort Frances.....	216	89	170	195	97	11	66
Fort William.....	533	160	477	547	319	36	470
Galt.....	302	339	186	147	99		139
Gananoque.....	45	9	65	45	21	23	64
Goderich.....	155	190	58	94	61	1	74
Guelph.....	337	264	332	383	210	7	148
Hamilton.....	3,816	3,083	4,414	4,206	1,670	393	2,947
Hawkesbury.....	30	35	96	34	12	1	187
Ingersoll.....	109	88	84	104	78	1	24
Kapusking.....	41	17	38	37	32		42
Kenora.....	169	112	99	74	38		118
Kingston.....	694	197	869	898	499	44	574
Kirkland Lake.....	458	237	450	438	285	26	280
Kitchener-Waterloo.....	963	833	533	647	391	28	232
Leamington.....	223	74	198	214	100	34	272
Lindsay.....	101	74	95	95	46	1	141
Listowel.....	65	100	48	62	39	2	48
London.....	2,174	1,542	1,936	2,038	944	298	893
Midland.....	78	37	96	113	67	6	81
Napanea.....	40	11	27	53	30		63
Newmarket.....	88	90	66	63	39		69
New Toronto.....	676	338	570	551	403	4	521
Niagara Falls.....	509	256	496	560	326	16	376
North Bay.....	445	151	407	373	267	43	158
Orillia.....	243	141	234	209	143	24	269
Oshawa.....	654	285	1,053	812	376	53	1,626
Ottawa.....	2,229	995	2,585	2,077	955	305	2,538
Owen Sound.....	259	175	255	257	130	33	195
Parry Sound.....	91	39	62	70	59		105
Pembroke.....	376	185	320	313	187		145
Perth.....	206	95	214	169	129	17	108
Peterborough.....	475	166	586	609	335		566
Picton.....	71	72	88	47	31	1	100
Port Arthur.....	1,535	565	796	671	683	27	555
Port Colborne.....	267	193	187	165	77	7	185
Port Hope.....	62	28	79	80	46		28
Prescott.....	26	26	38	20	12		88
Renfrew.....	159	42	133	145	93		88
St. Catharines.....	831	304	979	878	513	47	1,090
St. Thomas.....	365	328	281	368	143	17	191
Sarnia.....	347	211	412	317	198	13	422
Sault Ste-Marie.....	408	148	484	458	304	6	279
Simcoe.....	214	174	195	173	86	13	211
Smiths Falls.....	172	69	207	271	143		9
Stratford.....	384	245	278	280	128	76	158
Sturgeon Falls.....	57	2	76	83	57	4	131
Sudbury.....	1,940	1,246	1,187	1,159	784	129	596
Tillsonburg.....	76	42	90	83	36	1	94
Timmins.....	669	273	706	667	461	60	698
Toronto.....	15,694	11,890	11,726	12,442	6,706	1,676	6,131
Trenton.....	205	168	118	265	157		52
Walkerton.....	101	138	43	62	27		62
Wallaceburg.....	102	34	127	98	47	13	170
Welland.....	486	284	407	452	230	14	268
Weston.....	323	274	237	238	133		155
Windsor.....	1,325	274	4,352	1,584	624	382	4,853
Woodstock.....	228	247	185	124	83	2	136



**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS  
APRIL 30 TO MAY 27, 1948—Concluded**

(SOURCE U.I.C. 751)

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
<b>Manitoba</b> .....	<b>8,186</b>	<b>4,267</b>	<b>9,526</b>	<b>7,752</b>	<b>3,378</b>	<b>1,606</b>	<b>10,485</b>
Brandon.....	704	590	546	599	349	.....	521
Dauphin.....	124	33	162	115	90	1	180
Flin Flon.....	97	64	71	79	68	7	36
Portage la Prairie.....	196	97	179	151	84	14	272
Selkirk.....			Included with Winnipeg				
The Pas.....	74	75	112	67	31	.....	111
Winnipeg.....	6,991	3,408	8,456	6,741	2,756	1,584	9,365
<b>Saskatchewan</b> .....	<b>6,326</b>	<b>2,764</b>	<b>5,301</b>	<b>6,020</b>	<b>2,981</b>	<b>915</b>	<b>4,111</b>
Estevan.....	143	109	69	93	65	.....	51
Moose Jaw.....	646	343	509	564	289	64	376
North Battleford.....	193	73	120	166	118	8	261
Prince Albert.....	353	132	412	348	192	25	710
Regina.....	2,513	880	2,007	2,597	1,286	563	756
Saskatoon.....	1,691	769	1,658	1,726	726	214	1,470
Swift Current.....	213	80	144	179	119	4	197
Weyburn.....	228	140	111	120	85	.....	55
Yorkton.....	346	238	271	227	101	37	235
<b>Alberta</b> .....	<b>9,830</b>	<b>4,190</b>	<b>8,816</b>	<b>8,777</b>	<b>5,218</b>	<b>1,093</b>	<b>5,576</b>
Blairmore.....	30	157	44	31	20	.....	79
Calgary.....	4,045	1,715	3,306	3,546	1,917	481	2,257
Drumheller.....	131	81	139	85	82	.....	90
Edmonton.....	4,398	1,446	4,437	4,373	2,533	589	2,486
Edson.....	205	176	66	28	107	.....	64
Lethbridge.....	594	314	524	436	346	21	407
Medicine Hat.....	202	141	136	133	72	2	117
Red Deer.....	225	160	164	145	141	.....	76
<b>British Columbia</b> .....	<b>12,211</b>	<b>4,330</b>	<b>16,827</b>	<b>11,828</b>	<b>6,601</b>	<b>1,165</b>	<b>22,207</b>
Chilliwack.....	227	62	188	190	174	1	201
Courtenay.....	55	36	120	29	12	5	252
Cranbrook.....	117	42	114	144	94	.....	80
Dawson Creek.....	115	28	97	107	99	.....	64
Duncan.....	135	53	186	163	127	.....	186
Kamloops.....	180	67	206	127	106	.....	232
Kelowna.....	77	13	181	111	41	16	373
Nanaimo.....	209	48	219	266	117	47	192
Nelson.....	216	92	299	192	132	6	417
New Westminster.....	761	310	1,087	849	444	63	2,369
North Vancouver.....	397	60	619	506	393	8	504
Penticton.....	118	68	184	135	48	25	340
Port Alberni.....	220	115	272	217	130	.....	196
Prince George.....	390	82	556	430	303	15	471
Prince Rupert.....	204	22	249	253	185	18	246
Princeton.....	101	19	89	86	76	.....	82
Trail.....	381	77	382	359	338	2	202
Vancouver.....	6,939	2,410	9,947	6,420	3,010	792	13,154
Vernon.....	172	108	189	108	72	12	388
Victoria.....	1,064	515	1,507	1,035	482	146	2,189
Whitehorse.....	133	103	136	101	218	8	69
<b>Canada</b> .....	<b>114,011</b>	<b>63,115</b>	<b>120,153</b>	<b>101,169</b>	<b>55,499</b>	<b>10,238</b>	<b>130,929</b>
Males.....	80,944	38,963	87,429	71,421	43,214	5,159	92,610
Females.....	33,067	24,152	32,724	29,748	12,285	5,079	38,316

**TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY  
EMPLOYMENT OFFICES, 1938-1948**

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1938.....	584,727	197,937	782,664	275,338	106,957	382,295
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
1947 (21 weeks).....	505,807	180,573	686,380	215,868	88,774	304,642
1948 (21 weeks).....	473,390	186,920	660,310	253,307	81,436	253,307

## E—Unemployment Insurance

**TABLE E-1.—REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS, FROM APRIL 30, 1947 TO MAY 31, 1947 AND FROM APRIL 30, 1948, TO MAY 31, 1948**

Region	1947		1948	
	Employers Registered <sup>a</sup>	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	13,193	179,128	15,046	196,170
Quebec.....	46,784	725,007	55,061	810,755
Ontario.....	65,713	1,034,598	73,868	1,132,498
Prairie.....	31,556	385,114	38,515	416,492
Pacific.....	19,098	256,907	22,568	295,251
Total for Canada.....	176,344	2,580,754	205,058*	2,851,166

\* Includes "seasonal" employers.

**TABLE E-2.—CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO MAY, 1948**

	1942	1943	1944	1945	1946	1947	1948
January.....		4,637	11,751	20,412	71,932	63,681	(1)109,311
February.....	663	4,822	12,234	14,990	59,098	47,141	(1) 88,016
March.....	4,124	5,046	10,667	13,307	50,706	43,675	(1) 76,248
April.....	2,925	3,953	6,463	8,430	35,781	35,859	(1) 59,265
May.....	2,799	2,027	4,654	8,825	34,777	27,603	(1) 42,257
June.....	4,629	1,772	3,225	10,857	30,646	21,365	
July.....	2,668	1,087	3,106	10,886	27,576	20,084	
August.....	1,855	1,370	3,241	20,557	25,115	17,281	
September.....	1,118	1,013	3,715	40,473	28,555	25,847	
October.....	1,058	1,475	6,222	36,717	34,891	34,743	
November.....	1,748	2,896	11,798	53,325	37,111	47,372	
December.....	3,337	6,562	13,770	57,612	52,479	79,849	
Total.....	26,924	36,660	90,897	296,391	488,667	464,450	375,097

(1) See Table E-3 for analysis of claims filed at Local Offices.

**TABLE E-3.—CLAIMS FOR BENEFIT BY PROVINCES, MAY, 1948**

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
Prince Edward Island.....	169	90	26	53	114	74	5	48
Nova Scotia.....	3,144	1,535	1,040	569	2,141	1,161	95	820
New Brunswick.....	2,296	1,169	792	335	1,553	839	48	652
Quebec.....	13,240	7,262	2,689	3,289	8,351	6,176	303	4,038
Ontario.....	12,673	6,080	4,469	2,124	9,933	3,209	289	2,939
Manitoba.....	2,771	1,458	653	655	2,442	1,122	95	486
Saskatchewan.....	962	418	135	409	856	604	40	218
Alberta.....	1,643	926	343	374	2,071	830	51	356
British Columbia.....	5,359	2,976	1,551	832	4,109	1,283	113	1,808
Total Canada, May, 1948.....	42,257	21,914	11,703	8,640	31,625	(1)15,298	1,039	11,365
Total Canada, April 1948.....	59,265	34,922	14,041	10,302	47,561	(2)16,692	1,331	17,834
Total Canada, May, 1947.....	36,199	19,378	8,225	8,596	24,939	(3)13,405	1,830	11,230

(1) In addition, there were 542 special requests not granted.

(2) In addition, there were 1,065 special requests not granted.

(3) The number of special requests for May, 1947, not available.

**TABLE E-4.—CLAIMANTS NOT ENTITLED TO BENEFIT**

Chief Reasons for Non-Entitlement	Month of May 1947	Month of May 1948	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	5,302	6,311	12,670
Not capable of and not available for work.....	626	652	1,331
Loss of work due to a labour dispute.....	581	205	370
Refused offer of work and neglected opportunity to work.....	2,815	2,297	4,276
Discharged for misconduct.....	305	503	1,298
Voluntarily left employment without just cause.....	2,628	2,914	6,821
Other reasons (1).....	1,148	2,416	5,224
Total.....	13,405	15,298	31,990

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

**TABLE E-5.—NUMBER OF PERSONS RECEIVING BENEFIT, AMOUNT OF BENEFIT PAID, MAY, 1948**

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid (in Dollars)
Prince Edward Island.....	837	136	15,528	29,121
Nova Scotia.....	9,255	2,134	178,678	362,547
New Brunswick.....	4,901	1,478	90,302	179,516
Quebec.....	32,909	7,525	621,563	1,147,596
Ontario.....	26,433	7,891	424,693	831,574
Manitoba.....	8,155	1,957	137,603	262,620
Saskatchewan.....	4,607	809	71,001	141,286
Alberta.....	6,145	2,181	89,734	183,239
British Columbia.....	14,205	3,465	258,185	529,067
Total, Canada, May, 1948.....	107,347	27,576	1,187,287	3,666,566
Total, Canada, April, 1948.....	139,477	38,956	2,631,964	5,178,519
Total, Canada, May, 1947.....	83,982	20,934	1,584,428	3,072,952

**TABLE E-6.—PERSONS SIGNING THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF MAY 31, 1948**

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Prince Edward Island.....	426	58	23	31	76	54	184
Male.....	330	45	17	25	52	38	153
Female.....	96	13	6	6	24	16	31
Nova Scotia.....	7,128	1,020	472	773	1,286	907	2,670
Male.....	5,920	884	405	647	1,060	710	2,214
Female.....	1,208	136	67	126	226	197	456
New Brunswick.....	3,692	760	236	473	638	490	1,095
Male.....	2,928	662	173	362	503	396	832
Female.....	764	98	63	111	135	94	263
Quebec.....	23,896	3,542	1,869	2,937	4,652	3,046	7,850
Male.....	16,130	2,373	1,253	1,958	3,159	2,203	5,184
Female.....	7,766	1,169	616	979	1,493	843	2,666
Ontario.....	18,147	3,480	1,689	2,055	3,012	1,987	5,944
Male.....	11,043	2,190	1,042	1,176	1,785	1,126	3,724
Female.....	7,104	1,290	647	859	1,227	861	2,220
Manitoba.....	5,099	629	314	641	939	585	1,991
Male.....	2,807	303	137	338	508	328	1,193
Female.....	2,292	326	177	303	431	257	798
Saskatchewan.....	1,871	171	88	192	331	231	858
Male.....	1,208	106	50	119	201	147	585
Female.....	663	65	38	73	130	84	273
Alberta.....	4,929	648	1,178	1,123	737	320	923
Male.....	4,092	525	1,111	1,037	557	200	662
Female.....	837	123	67	86	180	120	261
British Columbia.....	11,398	1,370	827	1,425	2,125	1,755	3,896
Male.....	7,775	907	585	1,024	1,407	1,164	2,688
Female.....	3,623	463	242	401	718	591	1,208
TOTAL.....	76,586	11,678	6,696	9,630	13,796	9,375	25,411
Male.....	52,233	7,995	4,773	6,686	9,232	6,312	17,235
Female.....	24,353	3,683	1,923	2,944	4,564	3,063	8,176



TABLE E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO MAY 31, 1948

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						
								\$	\$	\$			
1942.....	22,436,001 56	7,209,058 48	6,790,549 01	36,435,609 05	7,287,121 81	.....	289,288 74			43,991,999 60	27,752 92	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	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 04	
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			109,868,333 89	34,947,020 32	447,784,939 21	
April.....	4,286,002 65	1,196,877 87	3,408,845 30	8,891,725 82	2,041,373 70	90 00	878,977 04			11,812,166 56	5,398,664 76	454,148,441 01	
May.....	3,253,824 65	977,573 33	2,187,693 26	6,419,091 24	1,431,974 49	928 63	898,797 50			8,750,791 86	3,663,634 03	459,235,598 84	
Sub Total.....	7,539,827 30	2,174,451 20	5,596,538 56	15,310,817 06	3,473,348 19	1,018 63	1,777,774 54			20,562,558 42	9,062,298 79	459,235,598 84	
GRAND TOTAL.....	239,510,028 29	81,986,068 15	135,587,076 58	457,083,173 02	91,421,765 88	10,463 12	37,262,995 92			585,784,402 94	126,548,804 10	439,235,598 84	

(1) The column "Bulk" includes contributions for armed service \$31,723,966.19 and miscellaneous receipts \$2,090.75.

(2) The column "Interest on investments and profit on sale of securities" represents:

(a) The exact amount of interest earned for each completed fiscal year and the approximate amount for each month in the current year;

(b) Profit on sale of securities taken into account at the end of the year only.

## 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		69.8	
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.....	17.6	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	143.8
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
February.....	18.9	119.9	132.5	112.3	107.1	122.7	120.1	110.9	126.2
March.....	19.1	120.1	133.1	112.3	107.2	123.1	120.4	110.9	126.7
April.....	19.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
May.....	21.0	122.0	137.7	112.6	107.2	123.7	122.1	111.5	129.5
June.....	22.6	123.6	142.1	112.6	107.2	124.3	122.4	112.1	132.1
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
August.....	24.6	125.6	144.7	112.6	107.2	127.6	127.0	113.8	135.1
September.....	24.5	125.5	143.2	112.6	107.2	129.6	128.4	113.9	135.0
October.....	25.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
November.....	26.1	127.1	146.6	113.4	108.6	131.1	129.2	114.1	137.3
December.....	26.1	127.1	146.4	113.4	109.2	131.2	129.4	114.1	137.2
1947									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
February.....	26.8	127.8	147.0	113.4	109.1	131.9	130.9	115.5	137.9
March.....	27.9	128.9	148.7	113.4	109.1	133.1	133.6	116.0	139.4
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.2
May.....	32.0	133.1	154.9	115.4	116.2	140.0	138.6	116.8	145.2
June.....	33.8	134.9	157.7	117.8	116.7	142.4	139.8	117.1	147.4
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
August.....	35.5	136.6	160.6	117.8	118.6	145.5	143.7	117.2	150.2
September.....	38.3	139.4	165.3	117.8	121.1	152.0	147.4	117.5	154.7
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
November.....	42.5	143.6	173.6	119.9	122.6	157.0	151.4	118.2	160.6
December.....	44.6	146.0	178.7	119.9	120.3	159.3	154.9	119.8	164.4
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

\*For the period 1914 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.

TABLE 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.
<b>P.E.I.—</b>			c.							
1—Charlottetown.....	56.0	51.0	48.4	37.0	34.6			54.0		64.7
<b>Nova Scotia—</b>			c.							
2—Halifax.....	63.3	58.9	54.6	40.3	38.5	26.5	53.0	55.7	42.9	63.7
3—New Glasgow.....	65.7	60.0	60.5	40.4	35.7			56.8	46.3	67.8
4—Sydney.....	69.8	62.7	52.5	44.6	43.8		54.8	59.0	47.4	67.8
5—Truro.....	63.3	56.3	54.0	40.7	35.3			56.0	42.6	68.3
<b>New Brunswick—</b>										
6—Fredericton.....	60.9	54.6	54.5	38.2	33.9	37.6	60.3	49.6	37.0	65.5
7—Moncton.....	63.3	59.4	61.4	40.8	36.7		55.0	55.7	42.6	71.5
8—Saint John.....	66.0	60.5	55.6	39.9	36.9	38.0	53.4	56.4	43.9	64.7
<b>Quebec—</b>										
9—Chicoutimi.....	67.0	62.0	60.7	45.7	35.0			56.0	47.6	76.7
10—Hull.....	59.7	54.6	53.0	38.5	34.8	36.2		52.6	41.4	61.4
11—Montreal.....	68.8	63.6	60.8	39.1	34.3	39.3	57.4	54.2	43.0	66.5
12—Quebec.....	69.7	63.7	60.3	38.1	35.5	39.3	57.0	49.6	42.3	61.6
13—St. Hyacinthe.....	59.5	54.6	54.3	40.5	31.3			53.7	43.8	64.5
14—St. Johns.....	76.7	70.0	61.3	41.0	41.0			51.7	45.3	67.8
15—Sherbrooke.....	63.7	58.8	55.5	37.1	31.2	44.2	54.5	53.3	42.3	65.5
16—Sorel.....	64.3	60.7	56.9	37.6	36.7			56.3	44.8	68.6
17—Thetford Mines.....		51.7	44.7	36.6	26.7			46.9	38.0	53.0
18—Three Rivers.....	63.1	54.6	50.9	39.0	33.8	34.4		50.0	41.3	64.7
<b>Ontario—</b>										
19—Belleville.....	60.0	59.3	55.0	39.7	37.3		51.7	56.7	42.5	68.9
20—Brantford.....	60.1	56.9	56.4	41.1	36.3	39.2	57.4	58.0	40.3	67.4
21—Brockville.....	65.6	59.4	62.5	40.0	35.6		56.3	56.7	42.8	70.7
22—Chatham.....	63.4	59.4	57.7	42.1	39.6	49.0	63.7	57.6	44.7	69.5
23—Cornwall.....	59.6	55.9	56.1	38.1	37.3		57.7	56.0	45.3	65.3
24—Fort William.....	59.9	55.5	58.7	38.7	35.6			57.3	47.8	68.3
25—Galt.....	61.0	57.5	56.7	39.7	38.5		61.3	58.0	42.3	67.7
26—Guelph.....	62.6	59.6	58.4	41.3	40.0	44.2	56.3	58.7	40.5	67.4
27—Hamilton.....	65.4	61.3	61.4	43.2	39.5	45.5	59.0	61.1	41.4	66.4
28—Kingston.....	62.0	57.6	56.9	40.3	36.4	39.7	53.6	57.7	41.3	64.7
29—Kitchener.....	61.8	58.9	57.9	40.5	37.6	45.8	58.7	59.9	41.1	69.0
30—London.....	65.7	61.5	59.8	43.1	37.9	44.4	62.0	59.9	40.7	65.7
31—Niagara Falls.....	62.5	58.1	60.9	42.6	39.1			60.3	42.9	67.4
32—North Bay.....	63.3	59.2	56.2	41.2	37.0		60.0	59.6	41.5	69.3
33—Oshawa.....	60.9	58.1	57.8	40.0	35.7			58.6	39.7	67.0



COAL AND RENTALS BY CITIES, JUNE, 1948

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.....	28·5	31·9	54·0	15·0	73·5	30·4	9·3	6·5	9·2	14·7
<b>Nova Scotia—</b>										
2—Halifax.....	28·8	31·0	54·1	17·0	73·8	30·3	9·6	6·4	10·8	15·6
3—New Glasgow.....	28·5	30·6	53·7	17·0	73·9	30·7	9·7	.....	9·3	16·0
4—Sydney.....	28·8	31·3	60·8	18·0	74·3	31·4	8·7	6·6	10·4	15·4
5—Truro.....	29·0	30·3	52·3	16·0	73·7	30·0	9·4	6·3	10·1	15·1
<b>New Brunswick—</b>										
6—Fredericton.....	28·8	30·4	52·7	17·0	72·2	30·5	10·0	6·2	8·7	14·8
7—Moncton.....	29·1	31·5	54·2	17·0	74·0	31·1	10·0	6·3	9·9	15·1
8—Saint John.....	28·3	32·1	54·4	18·0	72·2	30·8	9·3	6·3	9·4	14·7
<b>Quebec—</b>										
9—Chicoutimi.....	30·4	32·0	58·6	17·0	71·6	29·5	8·0	6·5	.....	14·8
10—Hull.....	27·1	29·6	52·9	17·0	68·5	28·1	8·7	5·8	9·8	13·7
11—Montreal.....	28·5	30·9	54·1	17·5	68·9	29·0	9·3	5·9	10·1	14·8
12—Quebec.....	27·7	30·6	53·8	17·0	69·2	29·4	8·0	6·0	9·9	14·5
13—St. Hyacinthe.....	28·9	30·1	51·0	16·0	68·6	29·2	8·0	6·1	10·1	14·0
14—St. Johns.....	30·0	31·5	56·0	16·0	70·6	29·3	8·0	6·5	10·2	15·0
15—Sherbrooke.....	28·0	30·7	57·8	17·0	69·3	29·2	9·5	6·2	9·9	14·5
16—Sorel.....	28·7	29·5	53·1	16·0	69·5	29·3	7·3	6·3	10·0	14·6
17—Thetford Mines.....	30·0	30·4	47·2	16·0	69·7	27·6	8·0	6·1	9·0	14·9
18—Three Rivers.....	28·0	29·9	54·7	17·0	68·4	28·4	8·0	6·0	9·6	14·4
<b>Ontario—</b>										
19—Belleville.....	28·3	30·1	50·3	17·0	70·1	29·0	9·3	6·2	9·2	13·5
20—Brantford.....	26·4	29·8	51·2	17·0	71·4	27·7	9·3	6·1	9·4	13·9
21—Brockville.....	27·9	30·1	52·1	17·0	71·2	28·1	8·7	6·4	10·0	14·0
22—Chatham.....	27·2	30·5	50·2	17·0	71·3	27·4	9·3	6·1	8·8	14·5
23—Cornwall.....	27·3	30·3	51·8	17·0	70·8	28·1	8·7	6·2	9·0	14·0
24—Fort William.....	26·3	28·6	55·5	18·0	71·0	29·6	9·3	6·1	9·5	14·1
25—Galt.....	27·4	29·9	51·2	17·0	71·5	28·2	9·3	6·0	9·7	14·0
26—Guelph.....	27·2	30·4	51·6	17·0	70·4	27·8	9·3	5·9	9·4	14·3
27—Hamilton.....	27·2	30·0	52·9	18·0	70·4	27·8	9·3	6·0	9·9	14·3
28—Kingston.....	27·1	29·8	50·7	17·0	69·9	28·7	8·7	6·0	9·6	14·6
29—Kitchener.....	27·4	30·7	50·7	17·0	72·2	27·8	9·3	6·1	9·4	13·8
30—London.....	27·0	29·5	51·1	17·0	69·9	27·9	9·3	5·8	9·6	14·1
31—Niagara Falls.....	27·4	30·7	53·5	17·5	72·5	29·2	8·7	6·3	9·5	14·5
32—North Bay.....	27·8	30·9	56·1	18·0	71·3	28·9	9·3	6·3	10·2	14·6
33—Oshawa.....	26·6	30·1	53·4	17·0	70·5	28·0	9·3	6·1	9·1	14·7

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.....	62.9	59.5	60.4	41.5	37.8	39.1	56.0	57.2	42.0	67.5
35—Owen Sound.....	64.7	61.5	59.7	41.6	36.9			57.6	43.0	64.5
36—Peterborough.....	66.0	61.1	59.3	42.3	39.3	41.3	56.7	59.3	41.3	73.1
37—Port Arthur.....	59.6	55.4	54.4	39.3	40.1		62.7	56.9	44.6	71.3
38—St. Catharines.....	64.0	60.3	58.0	42.0	39.0			60.3		66.7
39—St. Thomas.....	60.4	57.2	54.7	41.9	36.4	39.7	57.0	60.5	45.1	66.3
40—Sarnia.....	62.3	59.1	56.9	43.3	39.6		55.0	57.7	39.8	65.9
41—Sault Ste. Marie.....	64.9	61.2	54.3 <sup>c</sup>	39.7	40.4		63.6	58.0	46.1	66.3
42—Stratford.....	63.3	59.5	58.7 <sup>c</sup>	40.5	37.7			59.3		67.9
43—Sudbury.....	58.1	55.8	53.1 <sup>c</sup>	39.1	35.1		58.0	56.0	43.2	64.7
44—Timmins.....	61.0	58.7	55.2	39.6	38.2	42.3	58.3	59.3	45.3	64.6
45—Toronto.....	65.9	61.9	62.5 <sup>c</sup>	43.7	39.3	44.3	60.9	60.6	41.0	66.8
46—Welland.....	61.9	59.0	56.3 <sup>c</sup>	42.1	38.0			58.7	43.6	66.2
47—Windsor.....	62.2	57.9	56.5	40.1	36.9		56.6	59.4	41.5	65.8
48—Woodstock.....	63.0	58.8	56.6	39.6	36.0			59.4	43.0	67.1
<b>Manitoba—</b>										
49—Brandon.....	64.0	59.0	59.0 <sup>c</sup>	40.0	37.0					70.5
50—Winnipeg.....	60.5	55.0	52.0 <sup>c</sup>	38.7	37.3	35.2	55.9	57.3	44.3	67.3
<b>Saskatchewan—</b>										
51—Moose Jaw.....	54.4	50.9	53.6	38.5	37.6		54.8	53.3	39.7	71.4
52—Prince Albert.....	57.2	53.4	53.0	38.8	36.0	38.5	53.3	54.8	42.7	72.0
53—Regina.....	58.5	54.8	54.3	38.9	38.3	43.3	51.6	55.3	43.2	72.8
54—Saskatoon.....	59.2	54.4	53.9	39.9	38.5	48.1	56.6	57.2	42.5	74.0
<b>Alberta—</b>										
55—Calgary.....	59.0	55.9	56.6 <sup>c</sup>	39.9	38.1	41.2	57.3	56.0	44.4	75.0
56—Drumheller.....	60.3	58.0		40.0	39.5			55.7	43.7	77.2
57—Edmonton.....	56.9	51.9	53.4	36.5	36.1	38.9	55.4	53.7	41.0	70.1
58—Lethbridge.....	56.5	54.0	52.7	37.5	35.0	40.7		53.5	43.0	72.8
<b>British Columbia—</b>										
59—Nanaimo.....	67.2	60.7	65.3	43.0	41.7		68.3	62.4	43.6	78.1
60—New Westminster.....	64.8	59.1	58.0	41.7	40.9		63.0	59.5	45.8	76.0
61—Prince Rupert.....	68.0	63.4	64.5	44.4	38.3		72.5	65.0	50.7	82.0
62—Trail.....	67.9	62.5	67.0	43.3	41.6		67.3	66.6	52.2	77.3
63—Vancouver.....	67.7	62.0	64.0	42.6	42.1		66.6	60.9	44.5	76.5
64—Victoria.....	67.0	60.3	62.1	42.1	42.1	45.0	63.5	60.5	46.2	77.2

COAL AND RENTALS BY CITIES, JUNE 1948

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.....	27-4	29-9	53-0	17-0	69-1	29-3	8-7	6-0	9-8	14-5
35—Owen Sound.....	27-9	30-2	49-6	17-0	71-3	28-0	8-7	6-2	8-7	13-9
36—Peterborough.....	26-7	29-5	50-5	17-0	70-9	28-3	9-3	6-2	9-9	13-7
37—Port Arthur.....	26-1	29-5	56-4	18-0	71-4	29-5	9-3	6-1	8-5	13-9
38—St. Catharines.....	27-3	29-9	54-5	17-5	70-9	28-3	8-7	6-2	9-7	14-2
39—St. Thomas.....	27-7	30-5	52-7	17-0	71-4	28-2	8-7	5-9	10-0	14-3
40—Sarnia.....	27-7	32-0	53-5	17-0	72-6	29-0	9-3	6-3	9-9	14-0
41—Sault Ste. Marie.....	27-7	29-5	56-3	18-0	72-4	28-7	9-3	6-1	10-1	14-7
42—Stratford.....	27-9	31-5	50-0	17-0	71-8	28-5	9-3	5-7	9-9	14-8
43—Sudbury.....	27-6	30-2	54-3	18-0	71-9	28-9	9-3	6-3	9-5	14-3
44—Timmins.....	27-6	29-8	55-4	20-0	71-4	28-6	10-0	6-1	10-1	14-1
45—Toronto.....	27-4	29-3	54-0	18-0	69-9	27-6	9-3	5-9	9-3	14-0
46—Welland.....	27-6	30-6	52-7	18-0	71-3	28-3	9-3	6-1	9-6	13-3
47—Windsor.....	26-9	29-4	52-1	18-0	70-3	28-2	9-3	6-1	9-7	14-4
48—Woodstock.....	27-2	30-6	50-7	17-0	72-1	27-7	9-3	5-7	9-3	14-4
<b>Manitoba—</b>										
49—Brandon.....	25-3	31-5	52-1	16-0	69-6	29-3	8-9	6-0	8-3	14-8
50—Winnipeg.....	25-7	30-3	54-7	17-0	67-9	29-2	9-0	6-0	9-2	14-3
<b>Saskatchewan—</b>										
51—Moose Jaw.....	24-9	33-5	49-7	17-0	68-6	29-0	9-6	6-0	9-3	15-1
52—Prince Albert.....	25-6	32-3	51-8	17-0	69-1	28-0	8-0	5-9	8-5	14-4
53—Regina.....	25-4	34-1	51-8	16-0	67-4	30-1	9-6	6-1	7-5	15-1
54—Saskatoon.....	25-3	32-6	52-7	17-0	67-7	28-7	8-8	5-8	8-2	14-0
<b>Alberta—</b>										
55—Calgary.....	24-9	31-4	51-6	17-0	69-7	28-4	9-6	6-0	8-3	15-1
56—Drumheller.....	26-0	33-0	50-2	17-0	71-0	29-3	10-4	6-4	9-8	15-6
57—Edmonton.....	25-0	31-7	49-1	17-0	70-1	28-2	9-6	6-0	8-9	14-0
58—Lethbridge.....	25-4	32-3	52-4	17-0	69-3	29-5	10-4	6-0	8-6	13-8
<b>British Columbia—</b>										
59—Nanaimo.....	28-6	32-7	49-3	17-0	71-7	30-2	12-0	6-5	9-4	15-0
60—New Westminster.....	27-9	30-0	48-6	15-0	71-3	28-8	11-0	6-2	9-4	14-9
61—Prince Rupert.....	28-9	33-6	57-2	22-0	72-5	31-8	13-0	6-8	10-7	15-7
62—Trail.....	26-9	34-3	53-2	18-0	72-3	29-6	12-0	6-5	9-1	15-3
63—Vancouver.....	27-7	30-0	48-5	15-0	71-5	29-7	11-7	6-1	9-1	14-3
64—Victoria.....	28-2	32-1	49-3	17-0	71-5	29-9	11-0	6-3	9-5	14-4



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.....	27·8	18·0	21·8	15·2	12·9	39·9	19·6	24·6	42·8	61·9	51·8
<b>Nova Scotia—</b>											
2—Halifax.....	27·2	19·5	22·5	15·4	12·1	50·9	19·8	21·1	42·1	45·1	50·0
3—New Glasgow.....	27·8	18·1	21·5	15·7	13·5	49·3	21·9	24·2	45·6	49·1	53·6
4—Sydney.....	28·9	18·6	22·4	15·9	12·9	50·1	21·2	24·2	43·4	55·5	51·8
5—Truro.....	26·7	17·9	23·3	15·2	12·7	48·7	21·7	21·5	40·7	51·4	52·2
<b>New Brunswick—</b>											
6—Fredericton.....	29·4	19·8	24·1	15·5	12·8	43·5	17·2	22·8	43·3	49·9	52·6
7—Moncton.....	26·3	19·3	23·5	14·5	12·9	45·3	18·3	23·0	35·1	42·0	53·9
8—Saint John.....	27·9	18·0	23·7	15·1	12·0	46·3	18·1	22·3	44·1	38·9	50·5
<b>Quebec—</b>											
9—Chicoutimi.....	28·2	18·0	26·8	15·0	14·9	51·1	17·0	25·0	52·0	56·3	55·3
10—Hull.....	25·9	16·1	22·9	14·4	12·6	49·8	19·6	21·5	33·5	36·9	49·3
11—Montreal.....	23·9	17·6	22·9	14·5	13·0	51·1	20·3	21·9	36·8	34·9	48·4
12—Quebec.....	25·4	18·8	24·2	14·5	13·5	50·2	20·9	22·8	35·9	37·6	50·0
13—St. Hyacinthe.....	22·6	18·7	22·3	14·3	12·6	48·9	20·2	20·4	41·3	39·7	48·9
14—St. Johns.....	23·0	20·3	20·7	14·7	12·3	50·5	20·2	21·5	42·6	43·9	50·1
15—Sherbrooke.....	24·0	17·2	22·8	14·3	14·2	49·8	22·2	23·8	39·9	41·7	51·3
16—Sorel.....	25·2	16·9	23·2	14·0	13·4	47·3	20·4	22·3	42·6	45·0	49·3
17—Thetford Mines.....	23·4	18·0	20·9	14·1	13·2	47·5	22·0	24·8	47·1	51·3	53·7
18—Three Rivers.....	23·6	16·6	23·9	14·5	12·9	49·1	20·4	24·1	39·9	42·4	50·2
<b>Ontario—</b>											
19—Belleville.....	24·7	17·8	23·2	15·3	12·9	48·7	20·4	21·3	35·3	38·4	47·5
20—Brantford.....	26·7	17·5	20·3	14·3	12·2	50·3	20·1	21·2	36·2	36·6	46·7
21—Brockville.....	27·8	18·9	.....	15·1	13·6	49·9	21·0	21·4	41·8	35·8	50·4
22—Chatham.....	26·9	18·0	.....	14·8	12·5	52·7	20·9	20·7	33·7	37·0	49·0
23—Cornwall.....	25·9	19·6	24·6	15·1	12·4	52·3	18·8	21·8	36·4	36·2	50·8
24—Fort William.....	26·4	17·9	20·2	16·0	11·9	47·9	20·9	23·3	37·7	46·6	49·8
25—Galt.....	26·1	18·0	.....	15·2	12·7	53·5	20·1	19·7	33·6	36·7	44·9
26—Guelph.....	26·6	18·2	23·4	15·1	12·7	54·0	20·5	20·5	33·5	38·5	47·8
27—Hamilton.....	26·8	17·5	22·0	15·2	13·3	54·6	20·6	21·5	37·0	37·0	45·5
28—Kingston.....	25·3	18·1	22·7	16·0	12·0	50·5	19·8	21·4	39·7	38·8	47·9
29—Kitchener.....	27·3	18·7	21·8	15·5	13·4	52·1	20·0	20·1	32·1	37·5	47·1
30 London.....	26·8	18·7	21·9	14·6	13·0	54·4	19·6	19·8	36·2	40·8	44·9
31—Niagara Falls.....	26·3	18·2	.....	14·3	12·6	55·8	.....	.....	41·0	36·0	48·0
32—North Bay.....	27·5	19·2	.....	14·9	12·3	54·8	18·5	23·3	36·0	37·2	51·8
33—Oshawa.....	25·7	17·5	21·3	15·2	12·9	52·3	20·1	19·7	38·3	37·7	47·8

COAL AND RENTALS BY CITIES, JUNE, 1918—Continued

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
				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.....	29.5	43.0	36.5	9.6	9.3	69.2	50.0	.....	14.87	26.00-30.00(b)
<b>Nova Scotia—</b>										
2—Halifax.....	31.2	43.1	35.6	9.5	9.4	66.7	49.8	.....	16.57	28.50-32.50
3—New Glasgow.....	33.0	44.6	35.9	9.8	9.8	69.1	49.9	.....	.....	16.00-20.00
4—Sydney.....	32.9	44.8	37.2	10.1	10.0	70.6	50.7	.....	10.60	20.50-24.50(b)
5—Truro.....	31.8	42.0	35.8	9.6	9.6	67.7	52.2	.....	14.95	.....
<b>New Brunswick—</b>										
6—Fredericton.....	32.0	43.9	35.7	9.7	9.6	67.4	49.7	.....	16.55	21.00-25.00(b)
7—Moncton.....	32.6	44.2	36.1	10.0	10.0	66.3	49.6	.....	15.45	27.00-31.00(b)
8—Saint John.....	29.9	43.3	35.2	9.7	9.5	65.0	50.2	.....	16.50	21.50-25.50(b)
<b>Quebec—</b>										
9—Chicoutimi.....	34.0	43.0	37.0	9.7	9.4	70.9	53.3	22.00	.....	.....
10—Hull.....	31.0	37.8	32.5	9.3	9.2	59.7	52.3	20.35	.....	.....
11—Montreal.....	30.4	40.6	32.8	9.0	9.2	64.9	52.5	21.35	.....	24.50-28.50(b)
12—Quebec.....	31.4	43.4	35.3	9.1	8.9	62.4	52.6	19.50	.....	29.00-33.00(b)
13—St. Hyacinthe.....	32.3	38.1	33.3	9.0	8.9	58.2	53.2	20.25	.....	.....
14—St. Johns.....	31.8	43.4	35.3	8.9	9.0	58.4	52.4	21.00	.....	.....
15—Sherbrooke.....	32.0	41.9	34.6	9.0	9.0	60.9	52.7	21.50	.....	21.50-25.50(b)
16—Sorel.....	33.6	41.3	36.2	9.0	8.7	64.0	52.5	20.75	.....	.....
17—Thetford Mines.....	33.0	41.0	38.2	9.0	8.9	63.9	50.9	22.00	.....	.....
18—Three Rivers.....	32.1	40.2	34.3	9.1	8.9	62.6	52.9	19.50	.....	.....
<b>Ontario—</b>										
19—Belleville.....	32.1	38.5	31.2	9.5	9.4	59.9	51.8	20.00	.....	.....
20—Brantford.....	31.5	36.2	30.4	9.3	9.3	60.0	51.2	19.75	.....	22.50-26.50
21—Brockville.....	32.1	39.2	32.1	9.6	9.4	59.8	51.3	20.00	.....	.....
22—Chatham.....	32.5	37.3	31.3	9.8	9.8	62.7	53.8	20.50	.....	23.00-27.00
23—Cornwall.....	31.5	38.2	32.4	9.1	9.1	59.7	51.3	21.00	.....	.....
24—Fort William.....	27.9	43.2	31.4	9.8	9.8	59.4	50.0	.....	21.00	29.50-33.50
25—Galt.....	29.6	34.4	30.7	9.3	9.2	61.8	52.6	20.25	.....	25.50-29.50
26—Guelph.....	31.2	38.0	31.2	9.4	9.3	60.2	52.3	20.00	.....	24.00-28.00
27—Hamilton.....	29.9	35.7	31.0	9.1	9.1	60.7	52.1	19.00	.....	29.50-33.50
28—Kingston.....	30.9	37.6	32.1	9.1	9.1	60.8	52.0	20.00	.....	33.00-37.00
29—Kitchener.....	30.5	36.9	31.0	9.6	9.5	56.9	52.9	20.50	.....	30.00-34.00
30—London.....	31.5	38.3	30.6	9.6	9.4	59.6	51.3	21.00	.....	27.50-31.50
31—Niagara Falls.....	28.6	38.2	31.8	9.8	9.8	60.3	52.5	18.87	.....	30.00-34.00
32—North Bay.....	.....	39.5	35.8	10.1	10.1	64.8	52.6	21.50	.....	23.00-27.00
33—Oshawa.....	29.8	38.6	31.2	9.5	9.3	61.3	52.3	19.75	.....	27.50-31.50

**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.....	26.5	17.5	23.5	14.8	13.0	50.9	21.7	22.7	33.5	34.7	48.2
35—Owen Sound.....	27.0	18.3	.....	14.6	11.5	53.9	20.0	20.5	34.1	39.3	50.0
36—Peterborough.....	26.8	18.0	.....	14.5	12.7	51.3	21.4	22.0	38.5	36.3	46.0
37—Port Arthur.....	27.2	19.1	21.8	15.4	12.0	49.5	21.6	23.1	34.9	47.1	51.0
38—St. Catharines.....	25.9	18.5	.....	14.9	12.0	53.3	19.8	22.2	33.4	37.6	48.0
39—St. Thomas.....	27.2	19.0	23.2	15.0	13.2	54.1	20.3	21.0	41.9	38.0	51.3
40—Sarnia.....	27.0	19.2	23.3	14.3	12.1	52.5	19.3	22.1	43.1	40.8	49.8
41—Sault Ste. Marie.....	27.6	18.6	25.0	15.5	13.0	54.4	18.6	22.0	31.9	39.7	50.4
42—Stratford.....	28.0	18.8	21.9	16.1	13.0	52.3	20.4	19.5	31.2	39.3	46.8
43—Sudbury.....	27.3	17.5	22.3	15.6	13.1	58.5	19.9	22.0	35.9	39.6	51.1
44—Timmins.....	28.1	18.3	23.7	15.7	13.5	57.3	21.5	22.9	37.4	34.9	51.9
45—Toronto.....	25.8	17.9	22.1	15.1	12.1	56.1	20.3	18.9	33.3	36.9	44.1
46—Welland.....	24.5	16.7	20.7	15.0	11.7	52.9	19.2	19.4	34.2	36.5	48.3
47—Windsor.....	24.9	19.3	22.6	15.1	12.5	51.2	19.9	20.1	35.8	44.7	48.5
48—Woodstock.....	26.0	17.6	23.0	13.7	12.7	50.1	18.1	19.9	34.1	38.5	44.3
<b>Manitoba—</b>											
49—Brandon.....	29.8	18.9	21.0	15.9	12.3	39.4	19.3	22.3	41.7	45.4	57.7
50—Winnipeg.....	29.0	19.2	21.1	14.3	12.3	35.9	19.9	20.9	35.5	41.8	56.2
<b>Saskatchewan—</b>											
51—Moose Jaw.....	28.7	18.4	20.0	17.0	11.2	39.1	21.0	22.5	37.3	47.0	.....
52—Prince Albert.....	29.8	18.5	21.2	16.4	14.3	42.5	17.6	21.5	34.3	51.3	.....
53—Regina.....	29.1	19.9	20.9	15.7	11.7	35.5	19.3	21.9	32.5	42.9	61.3
54—Saskatoon.....	29.2	18.7	21.0	16.0	12.5	42.4	18.9	21.0	34.5	48.6	51.3
<b>Alberta—</b>											
55—Calgary.....	26.8	17.9	19.0	14.6	11.9	48.1	20.7	21.3	35.0	45.7	54.9
56—Drumheller.....	27.0	18.7	19.5	15.3	12.1	50.0	20.3	22.3	32.9	45.3	61.0
57—Edmonton.....	27.1	17.7	20.0	15.8	12.1	32.4	20.8	23.1	35.8	42.6	58.6
58—Lethbridge.....	28.7	18.1	18.5	14.7	12.1	40.5	17.7	21.8	32.7	50.3	56.7
<b>British Columbia—</b>											
59—Nanaimo.....	.....	17.9	.....	16.6	12.2	45.1	19.8	21.0	34.0	38.6	59.7
60—New Westminster.....	27.5	17.6	.....	16.0	11.6	46.2	19.2	20.6	31.7	38.1	52.3
61—Prince Rupert.....	28.4	20.6	23.7	17.9	13.1	50.4	20.7	22.4	39.7	43.7	52.7
62—Trail.....	28.3	19.6	20.2	18.3	12.3	42.7	20.7	22.7	34.0	49.3	.....
63—Vancouver.....	25.9	17.3	20.1	16.1	11.7	39.1	19.3	20.9	28.9	38.6	56.3
64—Victoria.....	25.6	18.4	21.6	16.6	12.1	49.8	19.4	21.2	35.6	37.1	55.4

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) Rent figures are obtained by multiplying increases since June, 1941, by the average rental determined by the census of that date. The increases are based upon reports from real estate agents and *periodic sample surveys* which are now being conducted by direct interview.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

(c) Averages include prices for cuts with bone in. (d) Change in description; no price change from last month.



COAL AND RENTALS BY CITIES, JUNE, 1948—Continued

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 $\frac{1}{2}$ lb. package	Coal		Rent
				Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
34—Ottawa.....	29·3	39·7	31·8	9·4	9·3	58·9	51·2	20·35	.....	33·50-37·50
35—Owen Sound.....	29·3	40·0	31·1	9·6	9·5	62·6	52·4	20·00	.....	18·50-22·50
36—Peterborough.....	31·7	42·0	30·9	9·3	9·3	61·0	51·7	20·75	.....	27·50-31·50
37—Port Arthur.....	29·1	42·5	32·2	10·1	10·0	58·5	49·9	.....	21·00	24·50-28·50
38—St. Catharines.....	26·9	36·3	31·4	9·1	9·1	59·8	51·7	19·75	.....	28·00-32·00
39—St. Thomas.....	33·1	40·3	31·3	9·7	9·7	60·9	52·5	20·00	.....	22·00-26·00
40—Sarnia.....	33·7	40·6	31·8	10·1	9·9	61·0	52·4	21·00	.....	.....
41—Sault Ste. Marie.....	29·8	38·1	31·7	9·9	9·7	59·3	51·7	22·00	.....	25·00-29·00
42—Stratford.....	31·4	38·2	32·0	9·8	9·7	61·2	51·6	20·00	.....	.....
43—Sudbury.....	29·6	39·3	34·2	10·0	9·8	59·9	51·2	21·05	.....	31·00-35·00
44—Timmins.....	30·5	40·7	34·4	10·1	10·0	58·7	51·7	23·50	.....	31·50-35·50
45—Toronto.....	29·3	37·1	30·7	9·1	9·1	62·2	51·9	19·40	.....	34·50-38·50
46—Welland.....	27·7	36·3	31·3	9·3	9·3	55·8	51·6	19·60	.....	.....
47—Windsor.....	30·9	36·3	31·3	9·4	9·4	61·1	51·8	20·00	.....	27·00-31·00
48—Woodstock.....	30·4	36·6	30·6	9·6	9·6	61·0	51·3	20·00	.....	.....
<b>Manitoba—</b>										
49—Brandon.....	30·2	42·8	33·2	10·4	10·4	62·7	50·2	.....	15·75	23·50-27·50
50—Winnipeg.....	29·7	41·4	31·4	10·4	10·3	55·6	49·2	.....	17·30	29·00-33·00
<b>Saskatchewan—</b>										
51—Moose Jaw.....	29·3	41·3	32·9	11·0	11·0	63·0	48·8	.....	14·25	25·50-30·50
52—Prince Albert.....	29·8	44·1	33·8	11·3	11·2	62·3	50·6	.....	14·50	21·00-25·00
53—Regina.....	28·6	41·9	33·5	11·0	11·5	63·0	52·9	.....	15·25	30·00-34·00
54—Saskatoon.....	29·7	44·5	34·1	11·0	11·3	61·0	50·5	.....	14·25	24·00-28·00
<b>Alberta—</b>										
55—Calgary.....	28·4	43·5	33·5	10·5	10·9	59·5	49·4	.....	12·00	27·50-31·50
56—Drumheller.....	29·8	46·2	36·0	11·0	11·4	61·4	49·2	.....	.....	23·50-27·50
57—Edmonton.....	27·8	44·2	32·1	10·5	11·0	59·9	48·8	.....	7·80	26·00-30·00
58—Lethbridge.....	29·4	43·3	31·2	10·2	11·0	58·2	49·8	.....	8·20	25·00-29·00
<b>British Columbia—</b>										
59—Nanaimo.....	30·0	38·4	30·9	9·9	10·7	60·7	49·7	.....	.....	19·00-23·00
60—New Westminster.....	28·7	39·9	31·1	9·2	9·2	57·8	49·0	.....	16·73	21·00-25·00
61—Prince Rupert.....	31·4	43·5	33·0	10·0	10·0	61·6	49·3	.....	18·75	20·00-24·00
62—Trail.....	29·9	40·2	34·0	10·0	10·0	59·3	50·1	.....	15·37	23·00-27·00
63—Vancouver.....	28·3	37·8	29·4	9·3	9·4	59·5	48·8	.....	16·90	(d)26·50-30·50
64—Victoria.....	27·9	40·7	29·6	10·0	9·9	58·9	49·8	.....	18·10	23·00-27·00

**TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF JUNE, 1948**

(Base:—August, 1939=100)

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
Halifax.....	149.1	195.2	109.1	131.5	180.0	151.2	118.7
Saint John.....	152.3	189.7	113.8	134.4	179.2	151.5	122.8
Montreal.....	158.4	206.9	117.0	121.5	167.9	168.1	118.2
Toronto.....	151.6	190.6	117.7	139.7	179.4	155.4	122.7
Winnipeg.....	148.6	189.8	114.4	120.5	167.6	166.5	118.0
Saskatoon.....	157.2	201.4	121.9	135.9	178.5	166.6	120.1
Edmonton.....	149.0	194.9	107.7	111.0	177.9	157.6	121.2
Vancouver.....	154.3	195.5	112.1	137.5	180.9	155.9	125.8

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	Apr. 1948	May 1948	June 1948	Price June 1948
Beef, sirloin steak.....	lb.	120.7	154.8	154.8	192.5	206.5	225.4	62.9
Beef, round steak.....	lb.	125.7	167.9	167.9	211.4	227.4	246.4	58.4
Beef rib roast.....	lb.	125.5	174.3	174.3	217.4	232.6	248.3	57.1
Beef, shoulder.....	lb.	132.7	161.6	162.3	218.2	235.8	254.7	40.5
Beef, stewing, boneless.....	lb.	136.7	168.3	168.3	235.0	256.3	273.1	37.3
Veal, front roll, boneless.....	lb.	139.3	174.0	174.0	226.6	238.5	240.8	40.7
Lamb, leg roast.....	lb.	109.9	164.4	152.8	187.7	195.8	206.0	58.5
Pork, fresh loins, centre-cut.....	lb.	125.3	143.8	143.8	197.2	203.8	210.1	57.1
Pork, fresh shoulder, hock-off.....	lb.	127.0	143.4	143.4	214.2	220.5	226.8	43.2
Bacon, side, fancy, sliced, rind-on.....	lb.	132.3	141.5	142.5	216.4	218.6	215.4	68.7
Lard, pure.....	lb.	151.3	157.9	159.6	243.0	243.0	241.2	27.5
Shortening, vegetable.....	lb.	134.7	137.5	137.5	218.1	218.1	213.9	30.8
Eggs, grade "A" large.....	doz.	156.4	155.3	181.3	169.0	169.0	169.3	52.7
Milk.....	qt.	111.0	95.4	95.4	158.7	158.7	158.7	17.3
Butter, creamery, prints.....	lb.	140.5	144.3	148.0	263.7	264.1	259.7	70.9
Cheese, plain, mild $\frac{1}{2}$ lb.....	pkg.	174.6	164.4	165.4	214.0	214.8	217.0	29.0
Bread, plain white, wrapped.....	lb.	106.5	106.3	106.3	149.2	149.2	150.8	9.5
Flour, first grade.....	lb.	127.3	124.2	124.2	187.9	187.9	184.8	6.1
Rolled oats, package.....	lb.	112.0	114.0	114.0	150.4	150.4	150.4	9.5
Corn flakes, 8 oz.....	pkg.	101.1	100.0	100.0	153.3	155.4	157.6	14.5
Tomatoes, canned 2 $\frac{1}{2}$ 's.....	tin	129.9	137.7	137.7	249.1	250.0	251.9	26.7
Peas, canned, 2's.....	tin	117.5	121.7	121.7	151.7	152.5	152.5	18.3
Corn, canned, 2's.....	tin	128.3	132.7	132.7	194.7	195.6	195.6	22.1
Beans, dry.....	lb.	129.4	133.3	133.3	302.0	302.0	298.0	15.2
Onions.....	lb.	108.2	142.9	126.5	230.6	261.2	257.1	12.6
Potatoes.....	10 lbs.	89.9	218.3	149.4	189.0	210.1	224.1	49.0
Prunes, bulk.....	lb.	115.8	120.2	120.2	176.3	176.3	175.4	20.0
Raisins, seedless, bulk.....	lb.	104.0	107.9	108.6	145.7	145.0	144.4	21.8
Oranges, seedless.....	doz.	132.5	154.6	154.3	126.6	125.9	127.3	37.3
Lemons.....	doz.	111.3	147.7	148.6	129.2	128.3	128.9	41.9
Jam, strawberry, 16 oz.....	jar	111.3	115.1	115.1	158.9	157.1	155.3	25.5
Peaches, 20 oz.....	tin	101.5	105.1	106.1	155.3	155.3	155.3	30.6
Marmalade, orange, 16 oz.....	jar	118.3	128.9	128.9	150.2	150.2	148.8	20.2
Corn syrup, 2 lb.....	tin	138.0	158.2	157.7	192.7	192.1	192.1	32.9
Sugar, granulated.....	lb.	132.3	132.3	132.3	149.2	149.2	149.2	9.7
Sugar, yellow.....	lb.	131.3	134.9	134.9	154.0	154.0	154.0	9.7
Coffee.....	lb.	141.6	131.4	131.7	180.5	181.7	182.2	61.6
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	131.6	174.1	174.1	174.1	51.2

\* Descriptions and units of sale apply to June, 1948, 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	1946	1947	May 1947	Mar. 1948	Apr. 1948	May 1948
<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>108.7</b>	<b>129.1</b>	<b>125.7</b>	<b>146.9</b>	<b>148.5</b>	<b>150.0</b>
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	97.8	115.1	111.4	130.7	132.6	133.4
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	109.0	59.4	74.6	92.1	107.9	114.5	131.8	127.9	159.4	160.6	162.3
III. Fibres, Textiles and Textile Products...	58.2	157.1	176.5	101.7	91.3	69.7	70.0	91.0	91.8	97.0	128.8	125.3	153.6	155.2	155.2
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	93.9	62.8	79.2	96.0	120.0	132.3	162.4	161.0	180.9	181.3	183.5
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	93.7	85.4	98.5	111.3	117.1	126.1	137.9	134.1	150.6	153.0	156.7
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	88.0	124.4	115.1	138.3	141.7	143.4
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	103.1	114.5	113.9	127.5	128.2	129.5
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	95.4	81.3	79.8	98.9	99.4	95.2	107.9	105.0	114.0	115.2	115.9
Classified According to Purpose															
I. Consumer's Goods.....	62.0	102.7	136.1	96.9	94.7	71.1	75.9	91.1	98.1	101.1	117.3	113.9	137.3	137.9	138.4
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	63.8	73.9	89.5	103.4	107.5	122.4	117.9	147.1	148.9	150.2
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	91.1	76.0	77.2	92.2	94.6	96.8	113.9	111.3	130.7	130.5	130.6
II. Producers' Goods.....	67.7	133.3	164.8	98.8	96.1	63.1	70.4	83.6	100.7	105.7	129.3	126.1	144.9	146.8	148.6
Producers' Equipment.....	55.1	81.9	108.6	104.1	94.6	86.0	95.4	105.7	119.1	121.2	133.1	133.5	144.4	145.2	147.1
Producers' Materials.....	69.1	139.0	171.0	98.2	96.3	60.5	67.6	81.1	98.7	104.0	128.9	125.3	144.9	147.0	148.8
Building and Construction Materials.....	67.0	100.7	144.0	108.7	99.0	78.3	89.7	107.3	127.3	134.8	166.4	161.1	186.2	187.4	192.5
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	95.9	57.5	63.9	76.6	93.8	98.8	122.5	119.2	137.9	140.1	141.4
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	109.5	130.7	128.4	147.3	150.0	152.5
II. All Manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	98.8	117.4	114.1	136.7	137.4	137.4
Canadian Farm Products—															
Field.....	56.4	132.0	166.5	81.4	93.8	45.8	54.2	59.0	105.9	111.0	115.9	113.7	129.9	125.5	128.0
Animal.....	77.0	133.6	150.8	99.0	112.5	59.7	81.2	95.9	123.0	130.1	143.9	143.2	163.9	167.6	171.2
TOTAL.....	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	112.3	118.1	126.4	124.7	138.2	141.2	144.2

The indexes for 1948, are subject to revision.



TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Whole-sale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Whole-sale, Bureau of Labor Statistics	Consumers Price Index, Bureau of Labor Statistics	Whole-sale, Board of Trade	Interim Index of Retail Prices, Ministry of Labour	Whole-sale, Federal Labour Department	Cost of Living, Federal Labour Department	Whole-sale, Census Statistics Office	Cost of Living, Census Statistics Office	Whole-sale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Whole-sale, Government Statistician	Retail Price Index, Government Statistician
Number of Commodities:	508		889		200		78		188				180	
Base Period:	1926	1935-1939	1926	1935-1939	1930	June 17, 1947	July, 1914	June, 1914	1910	1938	1936-1939 = 1000	1936-1939 = 1000	1926-1930 = 1000	Dec. 1942 = 1000
1913.....	64.0	(a) 79.1	69.8	(b) 70.7	100	(g) 100	(h) 100	(c) 100	112.5	81.4	.....	.....	748	(e) 628
1914.....	65.5	79.7	68.1	71.8	100	(g) 100	(h) 100	(c) 100	120.0	85.5	.....	.....	805	(e) 676
1915.....	70.4	80.7	69.5	72.5	123	(g) 123	(h) 123	(c) 123	137.9	90.8	.....	.....	882	(e) 724
1916.....	84.0	87.0	85.5	77.9	146	(g) 146	(h) 146	(c) 146	158.3	99.6	.....	.....	1024	(e) 786
1917.....	114.3	102.4	117.5	91.6	176	(g) 176	(h) 176	(c) 176	172.3	106.4	.....	.....	1225	(e) 850
1918.....	127.4	115.6	131.3	107.5	203	(g) 203	(h) 203	(c) 204	185.4	117.7	.....	.....	1282	(e) 912
1919.....	134.0	126.5	138.6	123.8	215	(g) 215	(h) 215	(c) 222	251.2	145.8	.....	.....	1536	(e) 1019
1920.....	155.9	145.4	154.4	143.0	249	(g) 249	(h) 249	(c) 224	180.5	132.0	.....	.....	1428	(e) 1084
1921.....	110.0	129.9	97.6	127.7	226	(g) 226	(h) 226	(c) 200.1	110.1	110.1	.....	.....	1194	(e) 952
1922.....	97.3	120.4	96.7	119.7	183	(g) 183	(h) 183	(c) 157.9	135.8	106.3	.....	.....	1063	(e) 1010
1926.....	100.0	121.8	100.0	126.4	172	(g) 172	(h) 172	(c) 144.5	130.5	106.6	.....	.....	994	(e) 1006
1928.....	96.4	120.5	96.7	122.6	166	(g) 166	(h) 166	(c) 144.6	130.5	106.6	.....	.....	988	(e) 1004
1929.....	95.6	121.7	95.3	122.5	164	(g) 164	(h) 164	(c) 141.2	130.5	106.6	.....	.....	904	(e) 795
1933.....	78.6	94.4	65.0	92.4	85.7	(g) 85.7	(h) 85.7	(c) 107.1	104.7	93.2	.....	.....	1036	(e) 951
1938.....	78.6	102.2	77.1	100.8	101.4	(g) 101.4	(h) 101.4	(c) 156	117.4	100.0	.....	.....	1071	(e) 990
1939.....	75.4	105.6	78.6	102.2	102.8	(g) 102.8	(h) 102.8	(c) 138	114.6	99.9	.....	.....	1195	(e) 1085
1940.....	82.9	105.6	82.9	100.2	136.6	(g) 136.6	(h) 136.6	(c) 151	127.3	103.4	.....	.....	1051	(e) 1073
1941.....	90.0	111.7	87.3	105.2	152.6	(g) 152.6	(h) 152.6	(c) 174	130.8	108.2	.....	.....	1111	(e) 1092
1943.....	100.0	118.4	103.1	123.5	162.8	(g) 162.8	(h) 162.8	(c) 203	176.6	128.8	.....	.....	1558	(e) 1003
1944.....	102.5	118.0	104.0	125.5	166.2	(g) 166.2	(h) 166.2	(c) 207	173.2	128.8	.....	.....	1584	(e) 1008
1945.....	108.7	119.5	105.8	128.3	169.2	(g) 169.2	(h) 169.2	(c) 208	183.4	137.7	.....	.....	1500	(e) 1086
1946.....	108.7	123.6	121.1	139.3	173.2	(g) 173.2	(h) 173.2	(c) 208	182.3	138.7	.....	.....	1500	(e) 1086
1947.....	129.1	135.5	131.8	159.2	191.7	(g) 191.7	(h) 191.7	(c) 217	189.6	138.9	.....	.....	1500	(e) 1086
1947—May.....	(g) 125.7	133.1	147.1	159.0	189.1	(g) 189.1	(h) 189.1	(c) 203	182.3	138.7	.....	.....	1500	(e) 1086
June.....	(g) 128.0	134.9	147.6	157.1	189.8	(g) 189.8	(h) 189.8	(c) 210	189.6	138.9	.....	.....	1500	(e) 1086
July.....	129.1	135.9	150.6	158.4	193.3	(g) 193.3	(h) 193.3	(c) 217	191.9	141.2	.....	.....	1612	(e) 102.7
August.....	130.8	136.6	153.6	160.3	193.9	(g) 193.9	(h) 193.9	(c) 217	192.5	140.8	.....	.....	1617	(e) 102.7
September.....	134.0	139.4	157.4	163.8	195.2	(g) 195.2	(h) 195.2	(c) 218	196.1	140.5	.....	.....	1617	(e) 103.2
October.....	139.3	142.2	158.5	163.8	199.3	(g) 199.3	(h) 199.3	(c) 218	196.1	140.5	.....	.....	1617	(e) 103.2
November.....	142.5	143.6	159.7	164.9	202.7	(g) 202.7	(h) 202.7	(c) 223	198.0	140.6	.....	.....	1733	(e) 108.5
December.....	143.5	146.0	163.2	167.0	203.5	(g) 203.5	(h) 203.5	(c) 223	199.0	141.3	.....	.....	1733	(e) 108.5
1948—January.....	146.9	148.3	165.7	168.8	212.1	(g) 212.1	(h) 212.1	(c) 224	199.0	141.3	.....	.....	1733	(e) 108.5
February.....	147.3	150.8	160.8	167.5	216.7	(g) 216.7	(h) 216.7	(c) 224	199.0	141.3	.....	.....	1733	(e) 108.5
March.....	146.9	150.8	161.4	166.9	217.2	(g) 217.2	(h) 217.2	(c) 223	199.0	141.3	.....	.....	1733	(e) 108.5
April.....	148.5	151.6	162.7	169.3	219.3	(g) 219.3	(h) 219.3	(c) 223	199.0	141.3	.....	.....	1733	(e) 108.5
May.....	150.0	153.3	.....	170.5	.....	(g) 219.3	(h) 219.3	(c) 223	199.0	141.3	.....	.....	1733	(e) 108.5

(a) First 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) Old series on base July, 1914 = 100. 1947 average is for first half of year. (j) Revised 1947 average not yet available.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-JUNE, 1947-1948†**

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>1948*</b>						
January.....	19‡	19	12,595‡	12,595	135,780	-17
February.....	8	15	1,863	11,082	140,945	-18
March.....	8	14	1,235	3,725	56,808	-07
April.....	11	16	2,090	4,491	49,396	-06
May.....	13	22	1,167	3,214	40,164	-05
June.....	14	27	2,009	3,765	35,055	-04
Cumulative totals.....	73		20,959		458,148	-09
<b>1947</b>						
January.....	14‡	14	3,293‡	3,293	28,504	-04
February.....	13	21	29,449	32,552	198,214	-25
March.....	13	21	1,012	17,070	378,580	-49
April.....	23	29	3,113	17,988	365,687	-47
May.....	33	47	19,350	35,893	366,070	-47
June.....	20	33	3,077	19,101	168,737	-22
Cumulative totals.....	116		59,294		1,505,792	-32

\* 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 DURING JUNE, 1948 (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 June 1948</b>				
<b>MINING—</b>				
Coal miners, Edmonton District, Alta.	10	256	4,000	Commenced January 13; for a new agreement providing for increased wages and other changes; untermiated.
<b>MANUFACTURING—</b>				
<i>Textiles, Clothing, etc.—</i>				
Clothing factory workers, Granby and Roxton Pond, P.Q.	2	190	380	Commenced March 30; alleged discrimination in lay-off of workers; terminated June 2; return of workers; in favour of employers.
Hosiery factory workers, Sherbrooke, P.Q.	1	450	8,000	Commenced April 5; alleged infraction of seniority rights following installation of new machines; untermiated.
Work clothing and canvas products factory workers, Hull, P.Q.	1	161	1,000	Commenced April 8; for implementation of award of arbitration board providing for a union agreement with increased wages, union security, payment for statutory holidays, etc.; terminated by June 10; replacement and return of workers; in favour of employer.
<i>Miscellaneous Wood Products—</i>				
Canoe factory workers, Fredericton, N.B.	1	54	700	Commenced May 1; for a union agreement providing for increased wages and other changes, following reference to conciliation board; untermiated.
<i>Metal Products—</i>				
Metal factory workers, Dundas, Ont.	2	(3) 100	2,000	Commenced February 2; for a new agreement providing for increased wages; untermiated.
Costume jewelry factory workers, Toronto, Ont.	1	23	250	Commenced April 29; alleged discrimination in lay-off of six workers; employment conditions no longer affected by the end of June; indefinite.
Radio and tube factory workers, Leaside, Ont.	2	207	4,000	Commenced May 3; inter-union dispute re bargaining agency; untermiated.
Cannery equipment factory workers, New Toronto, Ont.	1	24	90	Commenced May 27; for a union agreement providing for a greater increase in wages than recommended by conciliation board; terminated June 4; negotiations; compromise.
Machinists and helpers, Hamilton, Ont.	1	140	1,260	Commenced May 28; against proposed revisions in basic wage schedules which would allegedly reduce wages for some classifications; terminated June 11; conciliation, provincial, and return of workers pending further negotiations; indefinite.
<i>Non-Metallic Minerals, Chemicals, etc.—</i>				
Window glass and products workers, Windsor, Ont.	2	45	45	Commenced May 10; for a greater increase in wages than recommended by conciliation board in new agreement under negotiations; terminated June 1; conciliation, provincial and negotiations; compromise.
<b>CONSTRUCTION—</b>				
<i>Buildings and Structures—</i>				
Plasterers, Toronto, Ont.	9	36	140	Commenced April 1; for a new agreement providing for increased wages; terminated June 4; negotiations; in favour of workers.



**TABLE G-2—STRIKES AND LOCKOUTS IN CANADA DURING JUNE, 1948 (1)—Continued**

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
<b>Strikes and Lockouts in Progress Prior to June, 1948—Concluded</b>				
<b>SERVICE—</b> <i>Business and Personal—</i> Garage workers, Sydney, N.S.	9	70	1,100	Commenced May 17; for union shop clause in new agreement under negotiations; terminated June 21; return of workers pending reference to conciliation board; indefinite.
<b>Strikes and Lockouts Commencing During June, 1948</b>				
<b>MANUFACTURING—</b> <i>Vegetable Foods, etc.—</i> Food processing factory workers, Chatham, Ont.	1	190	1,600	Commenced June 8; for a new agreement providing for increased wages and additional paid statutory holidays; terminated June 18; negotiations; compromise.
<i>Miscellaneous Wood Products—</i> Furniture factory workers, Hanover, Ont.	1	30	375	Commenced June 15; for a union agreement providing for increased wages, payment for statutory holidays, two weeks' vacations with pay, check-off, etc.; untermiated.
<i>Metal Products—</i> Automotive parts factory workers, Oshawa, Ont.	1	160	1,120	Commenced June 22; for increased wages; untermiated.
Tool and die factory workers, Leaside, Ont.	1	17	85	Commenced June 14; alleged discrimination in lay-off of four workers; terminated June 18; return of workers; in favour of employer.
Automotive parts workers, Windsor, Ont.	1	408	4,800	Commenced June 15; for increased wages; untermiated.
Machine and tool factory workers, Ingersoll, Ont.	1	239	180	Commenced June 22; for a new agreement providing for increased wages; terminated June 22; negotiations; in favour of workers.
Bricklayers, steel mill, Sault Ste. Marie, Ont.	1	34	68	Commenced June 22; for a new agreement providing for increased wages; terminated June 23; negotiations; in favour of workers.
Automotive parts factory workers, Windsor, Ont.	1	281	210	Commenced June 25; protesting employment of one worker; terminated June 25; return of workers; in favour of employer
Farm implement factory workers, St. Andre de Kamouraska, P.Q.	1	45	180	Commenced June 25; for increased wages; untermiated.
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Pharmaceutical factory workers, Windsor, Ont.	1	147	147	Commenced June 16; for a new agreement providing for increased wages, pay for eight statutory holidays, union shop, pension plan, etc.; terminated June 16; return of workers pending reference to conciliation board; indefinite.

**TABLE G-2—STRIKES AND LOCKOUTS IN CANADA DURING JUNE, 1948** <sup>(1)</sup>—*Concluded*

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars <sup>(2)</sup>
	Establishments	Workers		
<b>Strikes and Lockouts Commencing During June, 1948—<i>Concluded</i></b>				
<b>CONSTRUCTION—</b>				
<i>Buildings and Structures—</i>				
Carpenters and labourers, Lachute Mills, P.Q.	1	45	65	Commenced June 14; for increased wages; terminated June 16; conciliation, provincial and negotiations; in favour of workers.
Plumbers, steamfitters and apprentices, Kitchener and Waterloo, Ont.	9	120	960	Commenced June 21; for inclusion of health insurance plan in current agreement; untermiated.
<b>TRANSPORTATION—</b>				
<i>Electric Railways and Local Bus Lines—</i>				
Bus drivers and mechanics, Moncton, N.B.	1	68	300	Commenced June 9; for implementation of award of conciliation board providing for increased wages; terminated June 14; negotiations; compromise.
<i>Water—</i>				
Seamen, Great Lakes and St. Lawrence River	(4) 34	(4) 225	(4) 2,000	Commenced June 6; for a union agreement; untermiated.

(1) Preliminary data based where possible on direct reports from parties concerned; in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 102 indirectly affected.

(4) Estimated only—owing to the nature of the dispute it is extremely difficult to arrive at any satisfactory estimate.

# THE LABOUR GAZETTE

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Hon. Humphrey Mitchell, Minister

Arthur MacNamara, C.M.G., LL.D., Deputy Minister

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## The Labour Month in Brief

Employment in Canada during August was higher than the record level established in the summer of 1947. Moreover, with a more adequate supply of workers and less labour turnover, no severe shortages developed comparable to those of the summer of 1947.

The number of unplaced job applicants registered at offices of the National Employment Service was only 91,000 on August 19. At the same time last year, there was a severe labour shortage with 95,000 applicants for work. Since then, however, selected immigration and training schemes have supplied the skilled men urgently needed for key jobs. These in turn have made jobs for additional unskilled workers. Consequently, this year, workers have been fitted to take the jobs available and the labour supply has been used to its best advantage.

Both agriculture and construction continue to make the largest demands for workers. Except for spot shortages, however, the agricultural labour force is far more adequate than last year, largely because of the increasing number of immigrants who have entered Canada in the past year. On the other hand, a definite shortage of skilled tradesmen is noted in the construction industry. Mines also have less labour turnover than is usual for this time of year. Although manufacturing employment has levelled off somewhat because of curtailed production of consumer durables, with the removal of the austerity taxes, production and hiring is expected to increase in the coming months. Elsewhere in manufacturing, employment is steady, with less labour turnover than in previous years.

### Industrial Relations

Time loss caused by strikes and lockouts rose somewhat during July, and was at a higher level than in July, 1947. For the first seven months of the year, how-

ever, the number of strikes and lockouts, the number of workers involved and the time loss were all substantially below the figures for the same period last year, the time loss for 1948 being less than one-third of that in 1947.

During July, two strikes, involving about 3,700 workers, caused almost half the total time loss. These were furniture factory workers at eight establishments in six centres in Quebec province, and automotive parts factory workers at St. Catharines, Ont.

### Cost of Living

The Dominion Bureau of Statistics' cost-of-living index advanced 0.6 points from 156.9 to 157.5, between July 2 and August 2, 1948. It was the narrowest change since January, 1947.

Among sub-groups, foods rose 1.3 points to 202.6, reflecting increases for eggs, butter and meats, which were only partially offset by sharp seasonal declines in vegetable prices. Higher prices for coal and coke, coupled with a narrow increase in electricity costs at certain centres, were responsible for a gain of 3.2 points to 127.7 in the fuel and lighting index. Clothing rose 0.5 to 175.9, due to increases scattered throughout the list, while the miscellaneous series advanced 0.3 to 123.4, following increases in barbers fees and laundry rates.

### Earnings

Hourly earnings continued to advance; but the combined effect of the rising cost of living and shorter working hours brought about a reduction in weekly earnings and caused the index of real weekly earnings for wage-earners in manufacturing to fall to the lowest level since November, 1946.

Average hourly earnings in manufacturing at June 1, 1948 were 90.6 cents, average weekly hours were 41.7, and average weekly earnings \$37.78. The index of real weekly earnings (av. 1946=100) stood at 100.2.



## LABOUR DAY MESSAGE OF THE HON. HUMPHREY MITCHELL, MINISTER OF LABOUR

I would like to express on this occasion my greetings to the workers of Canada.

We have enjoyed another year of high employment, high wages and sound family security. The country has had the benefit, I think, generally, of wise labour leadership, and I see no reason why this very satisfactory condition cannot continue in the future.

It seems to me that the leaders of our labour organizations, and those in the ranks as well, are coming more and more to realize that the road to social security does not lie in the direction of a continuous competition between wage rates and the price of commodities.

What we need, of course, and what we must consciously strive to obtain, is greater stability in both wages and prices. With this condition, labour and management will find themselves much better off than when participating in a race in which there is no final goal.

Generally, we have had a high order of industrial peace in Canada in the past year; we have an increased realization of the responsibilities of both parties in industrial good will. I am hopeful that the same

condition will exist in the next year. I do not think I need to point out that, if there is industrial strife, both sides lose. The only way both sides can win is by way of co-operation and amicable settlement of differences between them.

I want to assure both labour and management that the services of the Federal Department of Labour are always at their disposal.

We have now a new "Industrial Relations and Disputes Investigation Act". It has been generally endorsed, but on the anvil of practical experience, defects may be revealed. What I do sincerely want is to have labour and management join in a real effort to make it work. I am sure they will. However, if after a fair trial it is found that changes seem desirable then I want to hear from both sides and also the provincial governments and suggestions resulting will be most carefully considered.

It is my earnest hope that Labour Day of 1948 will be another milestone in the forward march of our trade unions and employer organizations, uninterrupted production, continued high employment and improvement of living standards of the working men and women of Canada.

## LABOUR DAY MESSAGES OF LABOUR LEADERS

Leaders of Canadian organized labour in traditional Labour Day messages drew attention to Labour's economic and social objectives in the light of current national and international trends.

Mr. Percy Bengough, President of the Trades and Labour Congress of Canada, referred to the new National Labour Code, for which, he said, the TLC had been campaigning for 19 years. While he admitted that "the Act passed by Parliament this year covers most of the features that the Congress has requested," he felt that "so far not sufficient recognition has been given to the advantages of uniform labour and social laws throughout Canada to bring about the much needed changes in . . . the British North America Act."

Turning to international problems, Mr. Bengough asserted that "whatever comes out of the strained international situations, the workers, as represented by TLC of Canada, will, as always, give first priority to loyalty to Canada and its democratic institutions."

Mr. A. R. Mosher, President of the Canadian Congress of Labour, declared that as the labour movement has developed—in Great Britain and Canada at least—"It has become increasingly apparent that the welfare of the workers and their dependents was bound up closely with the welfare of all the people, and that this could not be improved merely by negotiations with employers." He felt, therefore, that labour, speaking generally, is now, as perhaps it has never been before, "deeply concerned with economic and political questions and with national and international affairs." He declared that the CCL and its members "feel keenly the maladjustments of modern industrial society and are not only endeavouring to understand the nature of the problems involved in building a better world, but are taking practical measures for the realization of their ideals."

Mr. Gerard Picard, President, Canadian and Catholic Confederation of Labour, made use of his Labour Day message to set forth in some detail views on the setting of wages.

*(Continued on page 971)*

# NOTES OF CURRENT INTEREST

**Proclamation of Industrial Relations Act** The Industrial Relations and Dispute Investigation Act, adopted by Parliament at its last session, became effective on September 1, 1948, as a result of a proclamation issued on August 3.

The Act replaces the Wartime Labour Relations Regulations, P.C. 1003.

The members of the Canada Labour Relations Board, provided for under Section 58 of the Act, will be those who served on the Wartime Labour Relations Board (National). They are as follows:—

*Chairman.*—Mr. Justice G. B. O'Connor, Edmonton, Alta.

*Vice-Chairman.*—A. H. Brown, Department of Labour, Ottawa.

*Employees' Representatives.*—W. L. Best, Brotherhood of Locomotive Firemen and Enginemen, Ottawa; J. A. D'Aoust, Trades and Labour Congress of Canada, Wrightville, Que.; A. R. Mosher, Canadian Congress of Labour, Ottawa; G. Picard, Canadian and Catholic Confederation of Labour, Montreal.

*Employers' Representatives.*—E. R. Complin, Canadian Chamber of Commerce, Montreal; A. Deschamps, Canadian Construction Association, Montreal; A. J. Hills, Railway Association of Canada, Ottawa; H. Taylor, Canadian Manufacturers' Association, Toronto.

M. M. Maclean, Director of Industrial Relations, Labour Department, and Bernard Wilson, his Chief Assistant, will serve the Board in the same capacity as they served the wartime Board, as Chief Executive Officer and Secretary, respectively.

## **Wages and living costs linked at General Motors**

Identical collective agreements relating wages to the cost-of-living index have been reached between the General Motors Corporation of Canada and its employees at Oshawa and Windsor, represented by Locals 222 and 195 of the United Automobile Workers. The agreements are similar in principle to that reached between the UAW and the company in the United States (L.G., July, 1948, p. 701), but differ in detail.

They provide that for every rise of 1.3 points in the official Dominion Bureau of Statistics cost-of-living index above 164, the company will raise wages by one cent an hour. At the time the agreements were reached the index stood at 154.3.

The agreements also provide for immediate wage increases of 7 to 12 cents an hour for the various groups of employees; for an additional "standard of living" increase of 3 cents an hour, to become effective next June; and for two additional statutory holidays with pay. The contracts are to run for two years.

Adjustments relating to the cost-of-living index are to be considered quarterly. Reductions in wage rates may occur if the index surpasses 164 and then drops, but in no case can wages be reduced below the basic rate (which will next year include the "standard of living" increase of 3 cents).

**Amendments to the Unemployment Insurance Act become effective** Amendments to the Unemployment Insurance Act adopted at the last session of Parliament have been authorized by Order in Council to become effective on October 4, 1948.

The principal changes in the Act are those increasing benefit rates for claimants with dependents; and establishing a new class of insurable employees for those earning more than \$34 a week, who will now pay a higher contribution and receive a higher benefit.

## **David Morse, new ILO Director-General, visits Ottawa**

Before proceeding to Geneva to assume his new duties as Director-General of the International Labour Office, the Hon. David Morse, Acting Secretary of the United States Department of Labour, paid a courtesy visit to Ottawa on August 10. Mr. Morse was elected to his new position by the Governing Body of the ILO at its 105th Session, held in San Francisco last June (see p. 979).

During Mr. Morse's visit he was guest of honour at a luncheon tendered by the Hon. Humphrey Mitchell, Minister of Labour. The other guests were as follows: Rt. Hon. Louis St. Laurent, Secretary of State for External Affairs; the Hon. Ray Atherton, United States Ambassador; the Hon. Sir Alexander Clutterbuck, High Commissioner for the United Kingdom; Dr. Luis Alvarado, Minister-Councillor, Peruvian Embassy, and Chairman of the Governing Body of the ILO; Mr. Harry Bland, Assistant Secretary, Department of Labour and National Service, Australia; Mr. G. A. Johnson, Assistant Director-General of the ILO; Mr. Paul Emile Coté, Parliamentary Assistant to the Minister of Labour; Mr. Percy Bengough, President, Trades and



Labour Congress of Canada; Mr. A. R. Mosher, President, Canadian Congress of Labour; Mr. James Ward, Railway Transportation Brotherhoods; Mr. L. B. Pearson, Under-Secretary of State for External Affairs; Mr. A. D. P. Heeney, Clerk of the Privy Council; Mr. Arthur MacNamara, Deputy Minister of Labour; Mr. Arthur Brown, Assistant to the Deputy Minister; Mr. Paul Goulet, Director, ILO Branch, and Assistant to the Deputy Minister; Mr. George Greene, Secretary to the Minister; and Col. J. G. Bisson, Chief Commissioner, Unemployment Insurance Commission.

In a brief address of welcome to Mr. Morse, Mr. Mitchell paid tribute to the accomplishments of the ILO in furthering the cause of labour; and Mr. St. Laurent concurred in these sentiments.

Mr. Morse, referring to the transfer of ILO headquarters to Geneva following its wartime stay in Montreal, thanked Canada for its hospitality to the ILO, and said: "No people and no government could have been more cordial or more gracious". He thanked the Minister also for his co-operation in the work of the ILO.

### **Living and working conditions of DP's in woods camps**

A report by Department of Labour inspectors on living conditions in 62 Ontario woods camps to which more than 3,000 Displaced Persons have been sent was released recently by the

Hon. Humphrey Mitchell, Minister of Labour, with the comment: "It is a far cry from the old-time lumbermen's shanty to the modern camp for woodworkers."

Every camp visited supplied white bed linen. Most camps had steam baths and some had showers, and recreation rooms with motion pictures.

Working side by side with Canadian woodsmen, sharing with them the facilities of these modern camps, enjoying the same privileges, earning the same wages, the majority of these men from Europe are more than satisfied with their treatment in Canada, it was made clear by the report, the Minister stated.

Analysis of the report shows that 38 camps had motion pictures periodically, 49 had radio or telephone communication with the outside world. In 29 camps, recreation rooms were provided and in some of the others, plans are under way to construct recreation rooms. Electricity provided lighting in 31 camps, 27 had gas lamps, while only four used kerosene lamps. Average earnings for those on piecework was \$7 per day, and for those on day labour \$5 to \$6 per day.

It seems to be the desire of almost every Displaced Person to learn our language and to improve their education in every way, the Minister stated. To satisfy this desire, many educational classes have been established and more than 2,900 Displaced Persons in the woods have received some instruction to date.

The educational classes are under the direction of the Community Programs Branch of the Ontario Department of Education.

Pocketbooks of Basic English and other educational material were sent from the federal Labour Department to all woods operators employing Displaced Persons so that in the few cases where classes were not organized by the Ontario Department of Education, sufficient material was on hand to organize classes under one of the company officers or in some cases by one of the English-speaking Displaced Persons.

Eloquent testimony to the satisfaction felt for the democratic Canadian way of life is contained in letters from many of these DP's. These letters in the Department of Labour files are filled with gratitude to the Canadian Government which gave them the opportunity for a new and useful life. In some letters, incredulity was shown that such freedom and privileges could be the lot of the working man. In almost every case, there is evidence of determination to fulfil obligations and to prove worthy of becoming Canadian citizens.

### **Statement by Inter-departmental Committee on Immigration**

The Interdepartmental Committee dealing with immigration matters authorized a statement on July 19 as follows:—

"Arrangements have been made for some experienced fur workers to be selected in displaced camps in Germany for work in Canada.

"The arrangements were made with the two unions concerned and a group of employers.

"One of the features of the arrangement was that representatives of the employers and of the two unions concerned were to go to Germany and were to assist in selecting the workers to be brought to Canada.

"One of the unions, the International Fur and Leather Workers Union, has nominated three different men as their representative, but they have not been acceptable because of the possibility of their being favourable to communistic beliefs.

"The Canadian Director of the Union in question, Mr. Robert Haddow, has been advised as follows: 'Our position is simply



this—We will be very pleased to provide facilities for representatives of the union in question to proceed to Germany to assist in the selection of displaced persons if a man were nominated who could be cleared by the authorities as being free from favouring communism.”

**Problem of older worker grows more serious**

In a recent press statement, Mr. Arthur MacNamara, Deputy Minister of Labour, declared that the problem of employment for the workers over 45 years of age had grown more serious in the last twelve months.

In April of this year, 30.1 per cent of all job applicants registered with the National Employment Service were 45 or over, a total of 49,777 persons, as compared with 29.2 per cent or 48,351 persons a year ago. In four selected occupations—clerical, metal-working, construction and service—more than 50 per cent of the applicants were male workers 45 or over.

Mr. MacNamara pointed out that in spite of an active campaign aimed at finding suitable employment for these “senior citizens”, carried on by the Department of Labour and the National Employment Service in co-operation with the Department of Veterans’ Affairs (as the problem applied to older veterans), too many employers were discriminating against the older worker on the score of age alone. They are failing to take advantage of the mature judgment, skill and responsibility that the older worker can offer.

People in this age group are normally expected to play a large part in community and national affairs, the Deputy Minister stated. In spite of this they run up against an arbitrary age barrier when they try to find a job—a barrier which is not justified by the known facts.

(An address prepared by Mr. MacNamara for delivery to the annual meeting of the Canadian Manufacturers’ Association on the subject of the employment of older workers was summarized on pages 839-40 of last month’s *LABOUR GAZETTE*.)

During the six-month period ending June 30, 1948, field representatives of the Labour-Management Co-operation Service continued their efforts to promote labour-management production committees with the result that 33 new committees were established. A survey of the Western Provinces during the period disclosed that interest in this form of joint

consultation was growing in the West and that prospects were bright for an expansion in the number of committees in this area in the near future. New informational and research materials were issued.

On June 30 the Service had a record of 576 labour-management production committees in Canadian plants. 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, 112; Ontario, 274; Manitoba, 44; Saskatchewan, 26; Alberta, 15; British Columbia, 44. A breakdown by industries and trade unions as of March 31, 1948, is given in the accompanying tables.

A new booklet entitled *Pattern for Production* was issued during the period under review. This publication reports the findings of a research study on the operations of the labour-management production committee at the Brantford Market Street plant of the Massey-Harris Company conducted by the Service. Reprints were secured of two articles written by H. R. Rutherford, Executive Assistant of the Service. *Partnership at Monarch* appeared in the May issue of *Plant Administration* and dealt with the operation of the LMPC at the Dunnville, Ontario, plant of the Monarch Knitting Company Ltd. *Joint Production Committees* was written for the 1948 edition of the *Manual of the Textile Industry of Canada*. It describes the growth of production co-operation in general terms and deals more specifically with its recent accomplishments in the textile industry in Canada. These and other publications are available on request to the Labour-Management Co-operation Service, Department of Labour, Ottawa.

A discussion trailer was produced to be added to the film *Take It Up With The LMPC* coincident with its release for general distribution. The trailer supplies essential background information for audiences unfamiliar with LMPCs.

**Table 1—Labour-Management Production Committees by Industry**

March 31, 1948		
	No. of Committees	No. of Workers
Mining .....	41	24,591
Manufacturing .....	334	154,144
Construction .....	2	8,676
Transportation .....	119	56,144
Communications .....	40	10,264
Trade—		
Retail & Wholesale.	3	1,655
Service .....	15	11,385
<b>Total .....</b>	<b>554</b>	<b>266,859</b>

**Table 2—Labour-Management Production Committees by Union Affiliation**

<i>March 31, 1948</i>		
	No. of Committees	No. of Employees
Trades and Labour Congress of Canada.	239	132,080
Canadian Congress of Labour .....	205	90,186
Canadian and Catholic Confederation of Labour .....	40	12,695
Others .....	70	31,898
Total .....	554	266,859

The quarterly bulletin of the Bureau of Technical Personnel issued in July, announced that "with very few exceptions (Canadian students who graduated in engineering this year have now been placed in employment," and that detailed consideration was already being given to the employment prospects of next year's graduates.

It is stated that probably the most notable thing about the 1949 crop will be its unusually large size, estimated at 3,300. It will be nearly twice as large as the 1948 class and between three and four times the normal number. "Certain employers have already expressed interest in the distribution of the class of 1949, by universities and courses." In addition, inquiries have been made frequently as to the percentage of war veterans in the various courses. Preliminary estimates along these lines have been prepared and made available to employers by the Bureau of Technical Personnel.

It is noteworthy that the veteran content of the 1950 classes will probably be higher in some of the universities than in those of 1949. This will apply where most, or all of the students, take five years at the university level, and also to "those courses where the numbers of veterans requiring pre-matriculation training happened to be higher than the numbers who were ready for university entrance when they were demobilized."

It is pointed out that when such an abnormally large graduating class is seeking employment, the selection by employers and final decision by students, will require considerable time. However, it will be simplified to the extent that students make more or less final plans before entering their final year at the university. Then, too, some universities are providing summer courses during 1948 in order that certain of their students may graduate in the autumn of this year instead of in the spring

of 1949. There are also a number of students who have been designated "company undergraduates", men who left the employ of companies to serve in the armed services on leave of absence, who have since been given further leave to pursue a university course. Mention is also made in the report of a "somewhat new development" affecting students that the armed forces intend to attest at the end of the vacation period, with a view to having them take up appointments when they have graduated in the spring.

From the students' point of view, emphasis is placed on taking advantage of vacation employment, whenever possible as "a definite factor in dealing with the question of a permanent connection on graduation".

**Department of Labour and its functions** Under authority of Hon. Humphrey Mitchell, Minister of Labour and Dr. Arthur MacNamara, Deputy Minister, the Department published recently a 29-page brochure, entitled *Department of Labour*. Its purpose is to supply in succinct, narrative form, information with respect to the various administrative functions of the Department.

The brochure sketches the history of the Department from its inception in 1900, tracing its steady expansion to meet changes in public attitudes and demands regarding problems of direct interest to labour during the past half century. Copies may be obtained free of charge by applying to the Circulation Manager of the Department at Ottawa.

**Dwelling units in Canada in 1947** New dwelling units completed in Canada during 1947 reached a total of 79,359, according to revised estimates by the Dominion Bureau of Statistics. This is an increase of 2,621 over the previous estimate of 76,738 released in March and is based on additional reports received by the Bureau. The number of new buildings containing dwelling units completed in 1947 is now placed at 64,652 compared with 63,983 earlier reported.

Dwelling units completed in 1947, according to type of building, comprised 58,883 single dwellings, 2,376 in semi-detached or doubles, 608 in rows or terraces, 2,938 in duplexes, 1,017 in triplexes, 3,698 in apartments or flats, 2,745 with business premises and apartments or flats, 81 other types, and 7,013 conversions or reconversions.



The following table shows the number of dwelling units completed in Canada in each of the years 1947, 1946 and 1945:—

	1947	1946	1945
Metropolitan areas..	27,083	22,797	17,865
Other urban municipalities .....	31,314	26,014	16,690
Other rural municipalities .....	18,071	15,654	12,378
Unorganized areas ..	2,263	2,729	1,537
N.W.T. ....	128	121	129
	<hr/>	<hr/>	<hr/>
	79,359	67,315	48,599

The Dominion Bureau of Statistics has published an 89-page bulletin giving detailed statistics on types of construction during 1947.

The number of persons receiving old age pensions in Canada increased from 229,158 at March 31, 1948, to 235,947 at the end of the quarter June 30, 1948.

The Dominion's contributions under the Dominion Provincial scheme totalled \$15,667,276 for the quarter ended June 30, 1948, as compared with \$15,240,039 in the preceding quarter. Since the inception of the Act the Dominion has contributed \$496,521,917.

The average monthly pension in eight provinces ranged between \$29 and \$30 and in the ninth province was \$25.44. In no province was the number of pensioners as high as 3 per cent of the total population except New Brunswick where 3.02 per cent of the total population were in receipt of pensions.

Pensions were being paid to 8,842 blind persons as at June 30, 1948, as compared with 8,476 at March 31, 1948.

The cost of pensions in respect of blindness to the Dominion was \$614,624 for the quarter ended June 30, 1948 and \$597,967 in the preceding quarter. Since the inception of the Act the total has been \$13,570,683. The average monthly pension was just under \$30 in all provinces but one where it was \$28.24. Pensioners numbered less than one-tenth of one per cent of the total population in most provinces.

**Industrial progress in Manitoba** During the calendar year 1947, 53 new industries commenced operations in Manitoba, according to the Annual Report of the Chairman of the Industrial Development Board of that province.

While Manitoba is primarily an agricultural province, it has made consistent and fairly constant progress in building up a varied industrial economy in recent years.

Thus in the 15-year period, 1933-1947, the number of industrial establishments expanded from 1,010 to an estimated 1,427, and the number of industrial workers increased from 18,871 to approximately 41,000. Similarly, the gross value of the province's industrial production rose from rather less than \$84,000,000 in 1933 to roughly \$335,000,000 at the close of 1947.

For 1947, the report states that the payrolls were in excess of all previous records. "The average weekly industrial payroll for Manitoba for the year was \$1,391,000", and the number of employed workers equalled, or slightly exceeded, the number employed in 1944, when wartime industry reached its peak.

**Order relating to change in annuity rates** Order in Council P.C. 2287 of June 10, 1948, sets out the status of applications for annuity contracts at the time of the rate change on April 19, 1948 (L.G., June, 1948, p. 551).

The conditions under which applications might be accepted at the old rates require that moneys in payment of annuity premiums must have been received by the Annuities Branch prior to April 19, 1948, or that they were mailed to the Branch, or the Director of Annuities, or an agent of the Minister prior to that date.

**Recent wage increases in U.S.A.** Wage increases averaging between 10 and 15 cents an hour have been granted to over 10,000,000 U.S. trade union members in 1948, according to an estimate quoted recently in the *New York Times*.

Among the more significant wage settlements was that reached in the steel industry in July. Late in April the United States Steel Corporation had rejected union wage demands and had announced reductions in prices (L.G., June, 1948, p. 555). However, following a series of wage increases in other industries, the company on July 16 granted a wage rise of about 9 per cent, averaging 13 cents an hour, to its employees, members of the United Steelworkers of America (CIO). The company then announced price increases averaging \$9.34 a ton. Other companies in the industry took similar action.

In negotiating the agreement, which is effective until April 30, 1950, the union dropped its demand for a company-financed social insurance program but obtained the right to re-open discussion of wages and social insurance in July, 1949, and to strike on these issues at that time if it so desires.



The completion of a new agreement between the Ford Motor Company, Detroit, and the United Automobile Workers (CIO), settled the last pending 1948 wage dispute in the automobile industry. A 13-cent increase brought average wages at Ford to \$1.66. In addition, "fringe" adjustments included an increase in shift premium pay, a liberalized vacation program, and an improved group insurance plan.

An increase of 15½ cents an hour, retroactive to November 1, 1947, plus other concessions, settled a dispute which had lasted for more than a year between the railroad brotherhoods of engineers, firemen and switchmen and the nation's major carriers. The railroads had been under Government operation, following a threatened strike last May. The unions announced their intention of pressing for a further wage increase.

#### **Registration of aliens under U.S. draft law**

Of interest to young Canadians who reside in the United States, or contemplate moving there, are the provisions concerning the registration of aliens under the recent U.S. Selective Service law.

Aliens (including Canadians who are resident in the United States) who have reached their eighteenth birthday, but not their twenty-sixth, are obliged to register. Under Section 4, those aliens who have reached their nineteenth birthday, but not their twenty-sixth, are obliged to serve if called unless they make application to be relieved from service. By making such application, however, they render themselves incapable of becoming United States citizens.

#### **Guaranteed wage in automotive plant**

A contract recently signed between the United Automobile Workers and the Metal Moldings Corporation, Detroit, calls for the first guaranteed annual wage in the automobile industry, according to press reports, which indicate that the contract guarantees a minimum of fifty weeks at regular hourly rates to all employees with ten or more years of service.

#### **Settlement of "national emergency" dispute**

A dispute creating a "national emergency" under the U.S. Taft-Hartley Act, was settled in mid-June at the atomic energy plant at Oak Ridge, Tennessee.

All the procedures prescribed in the Act were followed out in this dispute. An 80-day injunction against a strike was issued

in March (L.G., May, 1948, p. 420). A board of inquiry reported to the President of the United States after 60 days that an impasse still existed. And finally a ballot was taken on the employer's last offer (an increase of 10 cents an hour) which was rejected by the employees, members of the AFL Atomic Trades and Labour Council by a vote of 771 to 26. The union had asked for 26 cents.

The 80-day injunction period then expired; but according to Cyrus S. Ching, Director of the Federal Mediation and Conciliation Service, it was "unthinkable that a stoppage of operations due to the failure to reach agreement on a collective-bargaining contract should occur in our important atomic installations."

Negotiations were resumed, and the parties were in "continuous and uninterrupted" conference with a conciliation officer from 9 a.m. on Friday, June 11, to 4.30 a.m. on Sunday, June 13, when agreement was reached on an increase of 15½ cents.

#### **Pay for union agents for bargaining time in U.S.**

An employee should not be required to lose pay for time spent during regular working hours for purposes of collective bargaining or discussion of grievances, according to a recent ruling by William R. McComb, federal wage and hour administrator in the United States. The *Journal of Commerce* of July 6, reports that both Mr. McComb and Robert N. Denham, National Labour Relations Board general counsel, agree that a section of the Taft-Hartley law permits payment to union committeemen for time used during working hours to confer with the employer or his representatives.

The question of employee pay for time spent by union committeemen on union business was raised with Mr. McComb by the National Industrial Conference Board. In a recent inquiry on this subject the NICB found that of nearly 313 contracts negotiated since the Taft-Hartley Act became law, 43 per cent allow pay for grievance committee time. A larger proportion of the CIO contracts examined call for this than is true of the AFL contracts covered.

Other facts disclosed by the NICB are: 6.1 per cent of the 313 contracts provide that the employer shall not pay for grievance committee time; 4.2 per cent require pay by the employer if he calls the meeting; 1.6 provide that the union and employer shall split the expense for time

spent by committeemen during working hours; and 3·8 per cent specify that the employer shall pay for such time after working hours.

**New England States promote apprentice training**

Breaking "skilled labour bottlenecks" is currently a major problem in the New England States. Early in July the fourth annual Eastern Seaboard Apprenticeship Conference was

held at Lake Placid, New York, to study and promote measures that would "make it easier for youths to become craftsmen." There were present some 1,500 representatives of management, labour, education and government from 16 States and the District of Columbia, among them leading officials of AFL, CIO, NAM and the Associated General Contractors of America.

Labour's attitude was expressed by the President of the New York State Federation of Labour. He was quoted by the *American Federationist* as having said ". . . organized labour will continue to co-operate with all employers and government agencies genuinely interested in furthering the cause of apprenticeship training."

Other labour representatives pointed out that "the growth in the number of apprentices in training has been due in no small part to the initiative of the unions". However, it is emphasized that labour did not want an "unlimited number of apprentices", but rather to maintain a proper balance between the number of journeymen and the number of apprentices. It was pointed out that local conditions must be considered in determining such a balance.

It was revealed at the Conference that in May, 1948, "more than 3,000 joint apprenticeship committees were in operation in the building trades throughout the country" (United States).

*Business Week* of July 10, reported that "how to make a dent on the problem was the whole agenda at Lake Placid," but "nothing was solved, nothing wrapped up.

Spokesmen for the varied interests concerned with apprenticeship spoke their pieces and listened to the other fellows. All felt that some progress resulted from just talking it over." It was disclosed that the States represented were determined to intensify their apprenticeship programs and in this "they are depending on more co-operation and interest from both industry and labour."

As an example of the kind of program which will be expanded, that of the Pennsylvania Institute of Trades is cited: More than 100 young men are enrolled there in a brick-laying course. "They work under the supervision of skilled artisans who are specially trained to teach their trade. By applying the techniques of modern educational instruction to an educational system older than the pyramids, this school for apprenticeship-training hopes to put new life into an occupation where the average workman is now 50 years old."

**Conference of the Benelux Trade unions in Amsterdam approved as a first step towards economic union.**

The Conference considered a number of problems that would arise out of economic union, among them the question of putting taxation on the same basis in the three countries.

The difficulty of aligning prices and salaries in the three countries was considered to be a serious obstacle in the way of economic union, prices being higher in Belgium and Luxembourg than in Holland.

As to unification of the social insurance systems, it was recommended that the same premiums should be paid and that the same risks should be covered—that is, sickness, disability, old age, family allowances, unemployment, and labour accidents.

In discussing economic reorganization, it was recommended that the three countries adopt common legislation governing investments, distribution, rationing and manpower.

## LABOUR DAY MESSAGES

*(Continued from page 964)*

"Every labour contract," he said, "should contain a clause guaranteeing an annual wage never less than a living wage." This wage would be adjusted in accordance with the figures of the Dominion Bureau of Statistics. Every wage scale would have as

its base the day labourer's wage, which would correspond to the living wage. In order to establish wage scales, Mr. Picard said that labour agreements should contain a clause providing for job classifications, in the fixing of which capital and labour would co-operate. Finally, Mr. Picard advocated that labour should share in business profits.



# INTERNATIONAL LABOUR ORGANIZATION

## Thirty-first Session of the International Labour Conference

*Adoption of Conventions on Freedom of Association and Employment Service Organization, preliminary study of several aspects of Wages, including fair wages clauses in public contracts, protection of wages, and the guaranteed wage, and first discussion of a Recommendation on Vocational Guidance, were among the more important achievements of the ILO San Francisco Conference.*

Meeting in San Francisco from June 17 to July 10, 1948, the Thirty-first Session of the International Labour Conference brought together 443 delegates and advisers from 51 of the 59 member states of the International Labour Organization.

Probably the most important achievement of the Conference was its adoption of a Convention on Freedom of Association, which will require the governments ratifying it to make effective the right of workers and employers to form and join organizations of their own choosing. The question of providing international machinery for the right of freedom of association, possibly in conjunction with other agencies of the United Nations, was given special consideration by the Conference. Other aspects of industrial relations were also studied.

The Conference agenda included a number of other important items, among which were employment service organization, vocational guidance, wages, night work of women and children, and the application by member countries of Conventions adopted at previous Conferences.

The Conference also conducted a debate on the Director-General's Report, adopted a budget for 1949, and decided on the privileges and immunities which should be accorded to officials of the ILO.

### Canadian Delegation

The Hon. Humphrey Mitchell, Minister of Labour, and Dr. Arthur MacNamara, Deputy Minister of Labour, who had planned to attend the Conference, were unfortunately unable to be present. Mr. Paul Goulet, Assistant to the Deputy Minister and Director of the ILO Branch of the Department, therefore headed the Canadian Delegation, while Major A. E. Wood, Head of Vocational Guidance and Vocational Training of the National Employment Service, acted as substitute for Dr. MacNamara.

The technical advisers to the Government Delegates included Mr. James Thomson, Deputy Minister of Labour for British Columbia, Mr. John K. Starnes, Department of External Affairs, and Mr. G. R. Currie, Industrial Relations Officer of the Department of Labour.

Mr. Harry Taylor, Canadian National Carbon Company Ltd., Toronto, headed the Employers' Delegation, his advisers being Mr. H. W. Macdonnell, Canadian Manufacturers' Association, Toronto, Mr. J. C. Adams, K.C., Central Ontario Labour Relations Institute, Toronto, and Mr. Albert Deschamps, General Contractor and Engineer, Montreal.

The Workers' Delegate was Mr. Percy R. Bengough, President of the Trades and Labour Congress of Canada. His advisers were Mr. Norman Dowd, Canadian Congress of Labour, Ottawa, Mr. J. B. Ward, Railway Transportation Brotherhoods, Ottawa, and Mr. Romeo Ethier, Canadian and Catholic Confederation of Labour, Montreal.

Mr. John Mainwaring, Assistant Editor of the *LABOUR GAZETTE*, and Miss Edith Hardy, Executive Assistant, ILO Branch, acted as secretaries to the Delegation.

### Procedure of Conference

The Conference elected as its President Mr. Justin Godart, Government Delegate of France. Canada was honoured in the election of Mr. Percy R. Bengough, as Workers' Vice-President. The other Vice-Presidents were Mr. N. E. Sumer, Government Delegate, Turkey, and Mr. H. C. Oersted, Employers' Delegate, Denmark.

The Director-General of the International Labour Office, Mr. Edward Phelan, acted as Secretary-General of the Conference.

The various items on the agenda were considered by committees appointed by the Conference, consisting of worker, employer



and government representatives. Meanwhile a general debate was carried on in plenary session on the Report of the Director-General of the ILO.

As the committees completed their work, their reports were submitted for consideration by the full Conference in plenary session. Final record votes on the various Conventions, Recommendations and resolutions took place at the concluding sittings.

On the important Committee on Freedom of Association and Industrial Relations, Mr. Harry Taylor was elected by the Employers' Group to the position of Employers' Vice-Chairman.

## Debate on Director General's Report

The Report submitted to the Conference by Mr. Edward Phelan was his last as Director-General of the International Labour Office. Having reached the retirement age of 60 Mr. Phelan will be succeeded by Mr. David Morse, Acting Secretary of Labour of the United States, who was elected to the position by the Governing Body of the ILO.

Mr. Phelan's Report, which summarized world economic conditions in the year preceding the Conference, and outlined trends in social policy, emphasized the role the ILO might play in helping to mend international political cleavages, since "its objectives, better conditions of labour and higher standards of living, know no boundaries of political or economic or ideological division." The Report also traced the year's activities of the ILO.

In the debate on Mr. Phelan's Report 87 speakers participated, many of them commenting on various ILO activities, or describing recent social developments in their own countries against the background of the Report's summary of world trends.

Speaking for the Canadian Government, Mr. Paul Goulet noted the importance and timeliness of some of the matters on the agenda, and cited the advantages of the tripartite structure of the ILO in ensuring consideration of these questions in all their aspects. The discussion of these questions by a body such as the ILO was in itself useful, since it served to highlight them; while the accumulation of technical information by the Office would also foster social progress, he declared.

"It is this dual function of the International Labour Organization in regard to social problems," he continued, "which we have always considered particularly valuable. At the policy level it stimulates progress towards social reform, while at the

administrative level it aids in building up the technical knowledge so essential for the effective realization of ideals."

In a survey of trends within the Dominion, he said: "In Canada, the past year has been one of social progress. Labour standards have been improved both federally and provincially. Employment and income have continued at the very high levels that have been characteristic of the post-reconversion period, and against this favourable background labour and management have for the most part conducted their negotiations peacefully."

He noted in particular the progress made by the National Employment Service, in its various special services, and the passage by Parliament of industrial relations legislation and of amendments to the Canada Shipping Act "which among other things will enable us to ratify four of the Conventions adopted at the Seattle Maritime Conference of the International Labour Organization in 1946."

Surveying the provincial field, he declared: "The provincial Governments have also been active recently in the field of social legislation coming within their jurisdiction. Minimum wages have been raised, hours of work have been reduced, provision has been made for annual vacations with pay and in some cases for public holidays with pay. Apprenticeship schemes have been widened and workmen's compensation benefits have been raised. There is evidence of increasing attention to measures to safeguard health and safety, and of greater realization of the importance of adequate enforcement machinery for protective legislation."

Mr. Goulet concluded by expressing Canada's deepest gratitude to Mr. Phelan for the "sound and secure position to which he has guided the ILO during his term of office." He pledged support to the incoming Director-General, Mr. Morse.

The other Canadian to participate in the debate, Mr. Bengough, noted that the references made by the Director-General in his Report indicated that the Canadian people were "among the more fortunate of the world". In spite of this, he said, the Canadian workers were not without problems. While asserting that the attitude of the Federal Government had been "fairly acceptable along broad general lines," he added that "its jurisdiction in the field of labour relations is constitutionally restricted, and little or no disposition has been demonstrated to take the procedure necessary to extend it."

Mr. Bengough then drew the attention of the Conference to the recent Prince Edward

Island trade union legislation requiring the licensing of unions, barring their affiliation with unions outside the Province, and requiring them to be fully autonomous. While noting that P.E.I. was Canada's smallest province and predominantly an agricultural community, he described this legislation as "a flagrant instance of interference with freedom of association," as setting a dangerous precedent, and as infringing upon rights laid down by the ILO and endorsed by the Assembly of the United Nations.

In replying to the discussion on his Report, Mr. Phelan, after dealing with a number of the points which had been raised in the debate, looked back on his period of chief executive responsibility in the ILO, which included "the most critical years of its existence," and paid tribute to "the little group of devoted staff who crossed the Atlantic to Montreal in 1940," and "those who, with equal faith and courage, rallied to the service of the International Labour Organization when the future of international organizations looked dark indeed. . . .

"The secret of the survival of the Organization," he declared, "and its miraculous recovery from the first blast of war lies in its nature, in its objectives, and in its tripartite structure for their achievement".

"This is an Organization which embodies in its aims and in its action some of the most profound aspirations of mankind—mankind's aspirations for liberty and social justice—and it will live as long as those aspirations are potent."

## **Freedom of Association and Industrial Relations**

To the Committee on Freedom of Association and Industrial Relations was assigned the task of continuing the work on trade union rights begun at the 1947 Conference at Geneva.

Although freedom of association has always been a basic ILO principle, being incorporated in the Constitution and in the Declaration of Philadelphia, the project of giving full study to its ramifications with a view to the adoption of a series of international regulations originated only last year. The question was referred to the ILO by the Economic and Social Council of the United Nations, as a result of memoranda on the subject which had been submitted by the World Federation of Trade Unions and the American Federation of Labour (L.G., Nov., 1947, p. 1592).

As a result of the discussions at the 1947 Conference of the ILO, the subject was divided into several parts and a program

was mapped out envisaging the study of freedom of association and industrial relations at several successive Conferences.

At the 1948 Conference, the Committee devoted most of its time to the drafting of a Convention covering the general principles of freedom of association and protection of the right to organize.

The essential purpose of the Convention is set forth in Article 2, which reads as follows:—

Workers and employers, without distinction whatsoever, shall have the right to establish and, subject only to the rules of the organization concerned, to join organizations of their own choosing without previous authorization.

The Convention also provides for the right of workers' and employers' organizations to carry on various specified activities, including "the right to establish and join federations and confederations," and "the right to affiliate with international organizations of workers and employers."

The obligations of governments in guaranteeing the right to organize are stated as follows:—

Each Member of the International Labour Organization for which this Convention is in force undertakes to take all necessary and appropriate measures to ensure that workers and employers may exercise freely the right to organize.

Two possible limitations to the guarantees provided in the Convention are set forth in Articles 9 and 12. The former of these two articles states that:—

the extent to which the guarantees provided for in this Convention shall apply to the armed forces and the police shall be determined by national laws or regulations.

Article 12 permits modifications of the Convention in respect of non-metropolitan territories for whose international relations the ratifying government is responsible.

In working out the provisions of the Convention, the Committee succeeded in achieving virtual unanimity, so that the text was adopted in plenary session by a vote of 127 to 0, with, however, 11 abstentions.

## **International Machinery for Safeguarding Freedom of Association**

The second part of the work of the Committee on Freedom of Association was its consideration of other forms of international machinery for safeguarding freedom of association beyond those provided by the ILO.

The Constitution of the ILO provides a system of supervision over Conventions which have come into force. Nevertheless the Workers' members of the Committee



pointed out that some countries which were members of the United Nations were not members of the International Labour Organization. To make the Convention a "living reality", they deemed it necessary to have it applied as widely as possible. Moreover, the exercise of the right of freedom of association by employers and workers might be rendered ineffective by interference with other fundamental rights, such as the right to hold public meetings, the right of free speech, the right to circulate printed matter, etc. The safeguarding of these rights lay within the competence of the United Nations and it therefore seemed clear that there must be consultation and collaboration between the ILO and the organs of the United Nations, in particular the Commission on Human Rights.

Accordingly, the Workers' members introduced a resolution, which in amended form was adopted unanimously by the Committee and subsequently by the Conference, and which asked the Governing Body of the ILO to enter into consultation on the subject with the United Nations, and to report back to the Conference at an early session.

## Industrial Relations

Although the Committee had before it a series of questions relating to industrial relations, the shortage of time made it possible to deal only with the first of these, the other questions being referred to the next session of the Conference.

Even on the one question that it was able to examine, namely the Application of the Principles of the Right to Organize and to Bargain Collectively, the Committee had considerable difficulty in reaching agreement. Eventually, however, a text was approved, constituting "first discussion" under the ILO "double discussion" procedure, and subject to "second discussion" at the next session of the Conference, at which time a Convention or Recommendation may be adopted.

The text is an extension of the principles set forth in the Freedom of Association Convention. It sets forth measures for the protection of workers against anti-union discrimination, and especially against acts designed to

- (a) make the employment of a worker dependent on the condition that he shall not join a union or shall withdraw from one to which he belongs;
- (b) cause the dismissal of or otherwise prejudice a worker by reason of his membership in a union or because of his participation in union activities, outside working hours or with the consent of his employer within working hours.

Workers are also to be protected against interference in the functioning of their organizations, and against employer-dominated unions.

Both workers and employers are to be accorded adequate protection against acts of wrongful coercion designed to interfere with the free exercise of their right to organize.

Appropriate measures are to be taken to induce employers and employers' organizations on the one hand, and workers' organizations on the other, to enter into negotiations with a view to regulating conditions of employment by means of collective agreements.

And finally, appropriate supervisory machinery is to be established, where necessary, to ensure respect for the right to organize and to bargain collectively.

Disagreement arose in the Committee when the employers took the position that the text should guarantee not only the right to organize or join unions but also the negative right—i.e. the freedom not to join such organizations.

The workers strongly opposed a suggestion of this kind, fearing that if protection were given by law to an individual's right not to join an organization, it would seem to follow that collective agreements providing for the closed shop or union shop might become illegal.

Following discussion it was eventually agreed by the employers to withdraw their proposal; which may however be reintroduced at the next Conference when the text comes up for "second discussion." All reference to the question of union security was also withdrawn, though without prejudice to its being raised again when the text is discussed next year.

## Wages

The Conference Committee on Wages completed a considerable body of work on the subjects that had been assigned to it.

It gave "first discussion" to a proposed Convention and a proposed Recommendation concerning Labour Clauses in Public Contracts. The general purpose of these texts, which will receive "second discussion" at the next Conference, is to provide that labour clauses in public contracts shall ensure to the workers concerned wages, hours of work and other conditions which are not less favourable than those established for work of the same character. The appropriate standards are to be those determined by collective bargaining, arbitration, or by law; and they are to be those established in the district where the work



is to be performed, or the nearest appropriate district, or those observed by employers in similar circumstances.

The Committee also gave "first discussion" to a draft Convention and Recommendation concerning the Protection of Wages, designed to ensure the worker: full payment of his wages in legal tender, at regular intervals, on working days, and at or near the work place; liberty to dispose of them as he sees fit (without coercion in regard to company stores, etc.); protection against attachment or seizure, to the extent necessary for maintenance; and treatment as a privileged creditor in the event of bankruptcy, etc.

Thirdly, the Committee considered a Resolution on the principle of Equal Pay for Equal Work for men and women workers which had been adopted by the United Nations Economic and Social Council in March, 1948, and had been transmitted to the ILO along with a memorandum on the subject by the World Federation of Trade Unions. The principle of equal remuneration for work of equal value has previously been affirmed in the Constitution of the ILO and in texts adopted at various ILO meetings. However it was decided to ask the Governing Body to place the question on the agenda of the earliest possible ensuing session, with a view to the adoption of appropriate international regulations.

Finally, the contentious subject of the Guaranteed Wage was briefly discussed by the Committee. A resolution was adopted asking the Governing Body to place the matter on the agenda of an early session of the Conference for fuller consideration. This resolution, which was opposed by the Employers' members, stressed the "utmost importance" of providing, wherever and whenever possible, steady employment and income for wage-earners. It drew attention

to the desirability of progressively extending, by means of collective agreements, awards or national laws as appropriate, the application of the principle of a guaranteed wage to wage-earners who are subject to temporary lay-off.

It also suggested that the matter be referred to appropriate industrial committees of the ILO which might consider methods of applying it in their respective industries.

It had been intended that the Committee should also hold a debate on wages policy generally, but since no time remained at the Committee's disposal, this item, with the General Report on Wages which had been drafted by the Office, was deferred to the next session of the Conference.

## Employment Service Organization

Unanimous approval was given by the Conference to a Convention on the Organization of the Employment Service, following its consideration in Committee.

The Convention provides for the maintenance of a national system of employment offices, to carry on recruitment and placement of workers, and to provide job information and other services. The terms of the Convention are in conformity with the practices and policies of Canada's National Employment Service.

The Conference also adopted a Recommendation on Employment Service Organization, setting forth a number of procedures to supplement the provisions of the Convention.

The Committee undertook the revision of a Convention, originally adopted in 1933, concerning fee-charging employment agencies. The Convention requires the abolition of fee-charging agencies conducted with a view to profit, and the supervision of non-profit-making private agencies. The Committee did not reach agreement on its revision, and accordingly the Conference placed it on the agenda for further discussion at the next Conference.

## Vocational Guidance

"First discussion" was given to a proposed Recommendation the purpose of which was to set forth standards and general principles concerning vocational guidance, as a guide to member countries in their development of vocational guidance services. Since the present techniques and methods used in vocational guidance are still largely experimental, the subject was not considered appropriate at this stage for the adoption of a Convention.

The principles accepted by the Committee are in accord with those now being developed in Canada. They prescribe that vocational guidance policy and program should be determined through the co-operative efforts of the organizations and services concerned with young persons in the transition from school to work. During the period of general education, occupational and industrial information should be provided, and there should be supervised visits to work-places. As the young person's education progresses, he (or she) should be aided in discovering his aptitudes, qualifications and interests. At the time of leaving school or entering employment, he should be given a personal interview designed to ensure the most complete analysis possible of his ability in relation to occupational opportunities and requirements. A record of

his scholastic progress should be available, a medical examination should be made, and psychological and aptitude tests should be taken.

In the case of adults, it is proposed that a similar service, to be known as employment counselling, should be developed for the use of those who require assistance to choose an occupation or to change their occupation.

## Night Work of Women

The Conference undertook a second revision of a Convention, originally adopted in 1919 and revised in 1934, concerning the Employment of Women during the night.

The purpose of the second revision was to make the Convention more flexible in order to facilitate the working of the double day-shift system which has been assuming increasing importance in the post-war economy of a number of countries.

The most important change, agreed on after considerable discussion in Committee, concerned the definition of "night"—the period during which women should be barred from working. The 1919 Convention had defined "night" as a period of eleven consecutive hours including the interval between 10 p.m. and 5 a.m. The 1934 Convention had added the proviso that under exceptional circumstances in a particular industry or area, and following consultation with the workers' and employers' organizations concerned, the interval might be between 11 p.m. and 6 a.m. The Committee decided to make the definition still more flexible, eventually agreeing on the following clause:—

For the purpose of this Convention the term "night" signifies a period of at least eleven consecutive hours, including an interval prescribed by the competent authority of at least seven consecutive hours falling between ten o'clock in the evening and seven o'clock in the morning; the competent authority may prescribe different intervals for different areas, industries, undertakings or branches of industries or undertakings, but shall consult the employers' and workers' organizations concerned before prescribing an interval beginning after eleven o'clock in the evening.

## Night Work of Young Persons

In undertaking the revision of the 1919 Convention concerning the Night Work of Young Persons employed in Industry, the Conference made two important decisions: first, to raise the standard of the Convention by providing for a consecutive rest

period at night of at least twelve hours, rather than eleven, for children under sixteen; and second, to make the definition of "night" more flexible, so as to facilitate the working of the double day-shift system.

After considerable discussion in Committee, it was decided that the 12-hour period of "night" should include the hours between 10 p.m. and 6 a.m. for persons under sixteen; for persons between sixteen and eighteen it should include at least seven consecutive hours between 10 p.m. and 7 a.m., with the proviso that the competent authority may provide different intervals for different areas, industries or undertakings, but must consult the workers' and employers' organizations concerned before prescribing an interval beginning after 11 p.m. After such consultation the competent authority may also make special arrangements for purposes of vocational training or apprenticeship of young persons between sixteen and eighteen.

## Application of Conventions

The Committee appointed by the Conference to study the application of Conventions by member states was generally praised as having done an exceptionally business-like job of work. It based its studies on the Report of a Committee of Experts which each year examines the annual reports of governments concerning their application of such Conventions as they have ratified.

The Committee had to decide in particular whether the situation disclosed by the annual reports of governments was satisfactory in the following respects:—

- (a) Whether the government's report had been submitted in due time and in accordance with the prescribed forms;
- (b) Whether the national legislation is in conformity with ratified Conventions;
- (c) Whether this legislation is effectively applied.

This supervision constitutes one of the most important tasks of the Conference. Owing to the fact that this year's Report of the Committee of Experts was unusually detailed, the Conference Committee was able to examine the complete list of the Conventions which are in force, and to observe and discuss the situation in regard to the application of each by the various member countries. Among the numerous situations studied by the Committee was that of the three Conventions ratified by Canada in 1935 on the basis of legislation subsequently declared *ultra vires* of the Dominion Parliament by the Judicial Com-



mittee of the Privy Council. In this connection the Committee noted

that the Government has attempted, within the limits of its competence, to ensure application of these Conventions. In agreement with the Committee of Experts, the Committee expresses the hope that full compliance with the provisions of these Conventions will be assured at an early date through provincial legislation.

Being handicapped in its work by the failure of a number of countries to submit their reports promptly, the Committee asked the Conference to address an "urgent and solemn appeal" to these countries to comply with their obligations under the ILO Constitution. In order to strengthen the ILO supervisory machinery, the Committee also recommended that the staff of the International Labour Office concerned with the application of Conventions be increased, and also that the Committee of Experts be reinforced.

The Committee's report was unanimously adopted by the Conference.

### **Governing Body Elections**

The triennial election of the Governing Body took place during the Conference. Prior to the balloting, the Governing Body agreed that the United States, the United Kingdom, France, India, China and Canada should retain the seats they hold by virtue of being among the eight countries of chief industrial importance. It was decided that Brazil should replace the Netherlands among these eight states, and that the list should be reviewed again before the next session of the Conference, Belgium to continue to occupy the eighth non-elective seat meanwhile.

In the election, the following were chosen to occupy the eight elective Government seats on the 32-member body: Argentine Republic, Australia, Cuba, Denmark, Italy, Peru, Poland and Turkey. Eight Workers' and eight Employers' members were chosen, respectively, by the Workers' and Employers' delegates to the Conference.

Mr. Harry Taylor was elected by the Employers' group as first Deputy Employers' member; and Mr. Percy Bengough was elected to the corresponding position among the Workers' members.

### **Other Action by the Conference**

The Conference admitted Ceylon to membership in the Organization, and during the session El Salvador and the Philippines became members by notifying the ILO of their acceptance of the obligations imposed by the Constitution. Burma, Pakistan and

Syria, which became members since the 1947 session, were represented by delegations.

The Conference accepted for the ILO the United Nations Convention on the privileges and immunities of the specialized agencies as modified by an annex relating to the ILO.

The session's other major decision was the adoption, on the recommendation of the Governing Body, of a budget of \$5,215,539 for the Organization's operations in 1949.

As a result of the decisions of the Conference, the total number of International Labour Conventions adopted by the Organization was brought to 90, and the total of Recommendations to 83.

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## **105th and 106th Sessions of the Governing Body**

The 105th and 106th Sessions of the Governing Body of the International Labour Office were held at San Francisco during June and July, preceding and during the 31st Session of the International Labour Conference.

Committees of the Governing Body met from June 9 to June 12. In the absence of Mr. Arthur MacNamara, Deputy Minister of Labour, the regular Government representative on the Governing Body, the Canadian Government was represented by Mr. Arthur Brown of the Department of Labour with Mr. Paul Goulet of the same Department acting as his substitute. Mr. John Starnes of the Department of External Affairs acted as the Canadian Government representative at the meetings of the committees of the Governing Body held on June 9 and 10. Mr. Percy Bengough, President of the Trades and Labour Congress of Canada and regular workers' member of the Governing Body, was also present at the meetings of the Governing Body.

Mr. Edward Phelan, Director-General of the ILO, having reached the retiring age of 60, the Governing Body at its 105th Session had to elect his successor. Mr. David Morse, Acting Secretary of the United States Department of Labour, was unanimously chosen. Mr. Morse, at the age of 41, has served as Under Secretary, and as Acting Secretary of Labour in the United States Department of Labour. His war record included service in Sicily, Italy and Germany as head of a military unit responsible for labour policy; and he was later Labour Director in the Military Government. He has represented the United



States at sessions of the Conference and as a member of the Governing Body.

The Governing Body approved in principle the establishment of consultative relationships with the International Federation of Christian Trade Unions and the Inter-American Confederation of Labour. At its session in December, 1947, similar approval was given to the establishment of relationships with the World Federation of Trade Unions.

The Governing Body was unable to reach agreement on the criteria to be applied in deciding the eight states of chief industrial importance entitled to non-elective seats on the Governing Body. Accordingly it was decided that the United States, the United Kingdom, France, India, China and Canada should retain the seats they hold by virtue of being among the eight countries of chief industrial importance; that Brazil should replace the Netherlands among these eight states; and that the list should be reviewed again before the next session of the Conference, Belgium to continue to occupy the eighth non-elective seat meanwhile. (The election for the other seats is described in the preceding article dealing with the Conference.)

Among a number of other decisions concerning the Organization's program and policies, the Governing Body decided that the next session of the Conference would be held at Geneva, Switzerland, beginning June 8, 1949. Meetings of other ILO

bodies were arranged for as follows: the Fourth Regional Conference of American States Members of the Organization, at Montevideo, Uruguay, beginning March 28, 1949; second session of the Petroleum Committee, at Geneva, November 9-19, 1948; second session of the Building Committee in the spring of 1949; third session of the Coal Mines Committee, United States, 1949; Permanent Migration Committee, Geneva, January, 1948; Conference on labour inspection in Asian countries, Kandy, Ceylon, November 15-20, 1948.

As reconstituted following the elections by the Conference, the Governing Body met on July 8 for its 106th Session with a short agenda.

As a result of the Governing Body's consideration of the appointment of committees, Canada retained its membership on the Finance Committee, the Standing Orders Committee, the Employment Committee, the Sub-Committee on Vocational Training in the American countries, the Committee on Periodical Reports on the Working of Conventions, the Allocations Committee, and the Correspondence Committee on Industrial Hygiene.

A delegation was named to represent the ILO at the next regular session of the General Assembly of the United Nations.

It was decided that the 107th Session of the Governing Body should take place at Geneva some time between November 29 and December 10, 1948.

## INDEX NUMBERS OF WAGE RATES IN CANADA, 1939 TO 1947

*Wage rate increases in Canadian industry were larger on the average in 1947 than in any year since the start of World War II.*

Wage rates in 1947 averaged 11·9 per cent higher than in 1946, according to the latest annual survey of wages and hours in Canada by the Research and Statistics Branch of the Department of Labour. This was the largest annual percentage increase in any year since the start of World War II. The increase since 1939 was 73·7 per cent.

The accompanying table contains index numbers of wage rates by industries and by main groups of industries for the period 1939 to 1947, the indices being based on rates in 1939 as 100. In all industries except construction and logging, the wage data apply to a pay period about October 1. In Construction the pay period was prior to July 1 and in Logging in Eastern Canada prior to February 1.

In the main industrial groups the largest percentage increase in 1947 over 1946 was 16·5 per cent in the Logging Industry. In the same comparison, the index for Service (Laundries) was higher by 15·6 per cent, the Mining index increased 15·0 per cent, Manufacturing 13·5 per cent, Construction 7·7 per cent and Transportation and Communication 4·0 per cent. The index numbers indicate changes in wage rates in the various industries but they do not permit any comparison of the actual money rates or wage levels in these industries.

Report No. 30 *Wage Rates and Hours of Labour in Canada, 1947*, containing average wage rates for the main occupations in many industries, in addition to tables of index numbers, will be published as a supplement to the LABOUR GAZETTE.

**INDEX NUMBERS OF WAGE RATES IN CANADA, BY INDUSTRY, 1939-1947**

(Rates in 1939=100)

INDUSTRY	1939	1941	1942	1943	1944	1945	1946	1947
<b>Logging</b> .....	100	114.0	125.9	143.1	146.1	153.3	167.4	195.1
Logging, Eastern Canada.....	100	114.8	124.9	142.0	143.2	151.4	162.8	188.3
Logging, Western Canada.....	100	110.8	129.7	147.5	156.8	160.5	184.9	220.8
<b>Mining</b> .....	100	111.2	116.6	123.7	134.8	136.5	140.6	161.7
Coal mining.....	100	109.4	113.1	124.8	146.0	146.2	146.7	166.7
Metal mining.....	100	112.2	118.7	123.1	125.2	128.2	135.7	157.7
Metal mining, Quebec and Ontario.....	100	112.2	118.0	121.7	123.7	124.6	128.9	151.8
Metal mining, Manitoba.....	100	107.8	114.4	121.7	127.4	127.4	140.6	163.4
Metal mining, British Columbia.....	100	113.7	123.0	128.7	132.1	141.9	159.0	177.6
<b>Manufacturing</b> .....	100	115.2	125.5	136.8	141.4	146.5	161.5	183.3
Primary textile products.....	100	119.0	127.8	140.4	146.0	151.5	165.6	190.1
Cotton yarn and cloth.....	100	123.8	128.1	136.6	139.1	148.7	161.6	189.0
Woolen yarn and cloth.....	100	120.1	136.6	152.8	160.3	163.5	183.1	209.8
Knitting—hosiery, underwear and outerwear	100	112.5	123.6	138.5	146.2	150.3	162.5	184.3
Rayon yarn and fabric.....	100	122.9	129.0	141.3	147.0	148.9	164.7	186.8
Clothing.....	100	118.0	129.0	139.3	144.3	156.3	176.2	189.5
Men's and boy's suits and overcoats.....	100	117.9	129.8	146.6	151.9	164.1	182.1	203.0
Work clothing.....	100	118.2	133.3	140.8	141.0	148.0	160.3	173.0
Men's shirts.....	100	107.0	122.6	135.9	146.5	157.0	171.7	196.6
Women's and misses' suits and coats.....	100	126.9	131.8	134.5	137.5	152.7	176.2	186.2
Dresses.....	100	118.8	127.5	133.2	138.9	152.5	179.2	178.5
Rubber products.....	100	117.1	127.1	134.4	139.8	143.4	167.7	190.1
Pulp and its products.....	100	109.5	115.1	120.3	125.7	127.3	148.6	173.8
Pulp.....	100	114.4	124.0	128.6	135.3	136.3	162.8	193.5
Newsprint.....	100	107.7	109.6	115.4	119.6	120.9	137.3	158.4
Paper other than newsprint.....	100	107.5	113.2	120.1	124.7	126.8	147.0	170.9
Paper boxes.....	100	115.5	123.9	128.9	133.1	138.5	151.6	175.8
Printing and publishing.....	100	105.8	110.0	113.7	116.3	118.5	127.3	138.9
Newspaper printing.....	100	105.5	108.3	112.5	116.5	119.1	125.7	136.6
Job printing.....	100	105.9	110.6	113.8	114.9	117.7	129.8	142.4
Lumber and its products.....	100	117.7	131.0	142.9	148.2	156.1	178.3	205.2
Sawmill products.....	100	115.0	130.7	143.8	148.7	157.5	184.8	215.7
Planing mills, sash, doors, etc.....	100	120.0	123.7	134.9	139.4	147.2	161.2	180.2
Wooden furniture.....	100	125.0	139.0	147.6	154.8	159.5	171.7	192.6
Edible plant products.....	100	115.0	122.5	130.0	134.2	139.4	153.0	175.0
Flour.....	100	113.9	121.5	133.3	135.0	139.2	153.1	178.0
Bread and cake.....	100	115.5	123.9	128.9	134.3	139.0	152.6	174.2
Biscuits.....	100	114.4	121.8	131.9	135.8	142.0	159.2	184.1
Confectionery.....	100	114.5	118.2	130.0	131.8	139.0	148.7	167.0
Fur products.....	100	113.7	121.7	127.3	130.5	140.5	150.7	170.5
Leather and its products.....	100	122.5	134.8	142.9	145.4	153.5	167.5	198.5
Leather tanning.....	100	119.5	133.9	148.9	156.8	167.0	181.1	215.7
Boots and shoes.....	100	123.2	135.0	141.7	142.6	150.1	164.0	194.2
Edible animal products (Meat products).....	100	112.7	119.0	135.1	137.3	141.0	165.4	189.4
Iron and its products.....	100	112.9	125.6	138.8	142.6	148.2	159.6	180.4
Crude, rolled and forged products.....	100	108.1	122.2	135.5	143.5	149.1	170.6	189.6
Foundry and machine shop products.....	100	116.0	120.9	137.0	140.8	149.5	161.0	189.6
Machinery, engines, boilers, tanks, etc.....	100	116.2	129.7	141.7	147.9	147.3	155.8	177.4
Aircraft.....	100	109.5	122.7	134.0	138.7	148.7	154.6	162.9
Steel shipbuilding.....	100	121.2	132.2	144.4	145.3	145.9	148.8	163.7
Motor vehicles.....	100	108.6	115.8	122.7	126.3	130.3	140.4	151.1
Motor vehicle parts and accessories.....	100	110.2	127.0	145.7	147.1	148.2	162.3	191.0
Heating and cooking apparatus.....	100	115.6	131.0	143.5	149.5	155.4	163.5	192.0
Agricultural machinery.....	100	117.6	136.7	151.9	155.8	157.5	178.5	207.3
Tobacco products.....	100	113.0	120.4	131.5	140.3	140.5	156.9	186.4
Beverages (Brewery products).....	100	113.3	117.1	121.9	123.5	127.9	148.4	166.5
Electric current production and distribution..	100	112.0	120.2	129.6	132.5	134.4	143.5	154.8
Electrical products.....	100	123.2	133.7	149.2	154.1	156.8	169.1	195.5
<b>Construction</b> .....	100	111.6	118.6	127.7	129.6	131.1	143.9	155.0
<b>Transportation and Communication</b> .....	100	109.7	116.4	127.0	128.0	128.8	143.5	149.3
Transportation.....	100	110.1	117.0	127.7	128.7	129.2	145.9	151.6
Water transportation (Inland and Coastal)..	100	113.3	125.8	138.8	142.2	144.6	162.3	183.8
Steam railways.....	100	109.4	114.8	125.5	125.5	125.5	142.3	142.3
Electric street railways.....	100	109.1	115.8	121.2	125.7	126.6	139.5	162.3
Communication—Telephone.....	100	106.4	112.0	121.9	122.4	125.6	125.2	132.2
<b>Service—Laundries</b> .....	100	110.5	116.5	127.3	128.9	135.4	147.5	170.5
<b>GENERAL AVERAGE</b> .....	100	113.1	122.5	133.7	137.9	141.8	155.2	173.7

This section contains articles on industrial relations in the field coming under the jurisdiction of the federal Department of Labour.

## INDUSTRIAL DISPUTES AND CONCILIATION

*Settlement of the railway wage dispute was the most important development during July. The lake shipping dispute continued during the month.*

### Introduction

Following the settlement of the railway wage dispute, which was reported in the August issue of the *LABOUR GAZETTE*, representatives of the railway companies and the 18 international trade unions signed an agreement on July 16, 1948, providing for a general wage increase equivalent to seventeen cents per hour retroactive to March 1, 1948, for all employees represented by the trade unions.

***The following statement sets forth the scope of the Industrial Relations Branch, Department of Labour, and of the articles contained in this section.***

This section on *Industrial Disputes and Conciliation* contains monthly articles concerning proceedings under the *Wartime Labour Relations Regulations, P.C. 1003*, and under the *Conciliation and Labour Act*.

During the war and its aftermath the Dominion Wartime Labour Relations Regulations (P.C. 1003) of February 13, 1944 (which suspended the Industrial Disputes Investigation Act, enacted first in 1907), have required employers to negotiate with the representatives of their employees and provided machinery for the settlement of disputes.

At the present time the Regulations apply only to industries within the legislative authority of Parliament, including navigation and shipping lines of steam or other ships, railways, airlines, canals, telegraph, telephone and radio communication, ferries, and works situated in a province but which have been or may be declared by Parliament to be for the general advantage of Canada or two or more provinces. Jurisdiction over war industries and industries within the scope of certain provinces which entered into wartime agreements with the Dominion has now reverted to the provinces.

The Regulations, which were issued under the authority of the War Measures Act, are continued in effect under The Continuation of Transitional Measures Act, 1947. A bill incorporating many of the features of the Regulations, with modifications and additions, was introduced in the House of Commons on June 17, 1947, but was allowed to stand over until the next session of Parliament (L.G., July, 1947, p. 923, Aug., p. 1102). The bill has now been adopted by the House of Commons and the Senate. It has been proclaimed to become effective on September 1, 1948.

The lake shipping dispute, involving the Canadian Seamen's Union and several lake shipping companies, continued during the month and was still in progress at the end of July. For details of this dispute reference should be made to previous issues of the *LABOUR GAZETTE*.

The Industrial Relations and Disputes Investigation Act was proclaimed on August 3 to become effective on September 1, 1948 (see p. 965).

The Regulations are administered by the *Wartime Labour Relations Board (National)* in respect of those provisions relating to: The certification of bargaining representatives, the intervention of the Board for the purpose of obtaining conciliation services from the Minister of Labour, the establishment of procedures for the final settlement of dispute concerning the interpretation or violation of collective agreements, and the institution of prosecution proceedings.

The provisions of the Regulations relating to conciliation services are under the administration of the Minister of Labour and are provided to parties desiring to negotiate agreements through the formal intervention of the Board.

The Board, with the approval of the Minister of Labour, has adopted rules or regulations which govern procedure in making the various types of applications invoking the provisions of the Regulations and the services of the Board. Copies of these procedural regulations and of the *Wartime Labour Relations Regulations, P.C. 1003*, may be obtained from the Department of Labour, Ottawa.

Proceedings under the Regulations are here described in separate articles. The first deals with applications made to the Board for the certification of bargaining representatives and other services, and records the decisions reached in such matters; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation; and, when the occasion requires, a third records the appointment of Industrial Disputes Inquiry Commissions under the Regulations and reports the results of their investigations.



Conciliation proceedings are also provided through the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act. This Act 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.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, and Fredericton. The territory of the officer

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 and work in close collaboration with the Provincial Conciliation Service; two officers in Montreal are assigned to the Province of Quebec and the officer resident in Fredericton represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

## Applications for Certification Under the Wartime Labour Relations Regulations

The Wartime Labour Relations Board (National) met for one day during July. During the month, the Board received five applications, held four hearings, issued five certificates designating bargaining representatives, rejected three applications, and ordered three representation votes.

### Applications for Certification Granted

1. Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL) and certain of its officers for certain employees of the Hotel Department of the Canadian National Railways at Jasper Park Lodge, Jasper, Alta. (L.G., June, 1948, p. 575).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC) and one of its officers for employees of the National Harbours Board at Montreal, P.Q., including employees in the Engineering Department paid on an hourly or shift basis, certain monthly-rates employees in the Fleet Department, and toll collectors at the Jacques Cartier Bridge (L.G., June, 1948, p. 576).

3. Canadian Air Line Flight Attendants' Association and certain of its officers for stewards, stewardesses and purser-stewards employed by Trans-Canada Air Lines in its domestic and transatlantic service (L.G., July, 1948, p. 735).

4. Division 123, Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL) and certain of its officers for bath attendants and shoe shine attendants employed by the Toronto Terminals Railway Company in the men's washroom and shoe shine parlour of the Union Station, Toronto, Ont. (L.G., July, 1948, p. 736).

5. National Association of Marine Engineers of Canada, Inc. (TLC) and

certain of its officers for all second engineers employed on the M.V. "Teco" and the M.V. "P.W." of British Columbia Packers, Limited, Vancouver, B.C., while the vessels are employed in freight service (L.G., Aug., 1948, p. 853).

### Applications for Certification Rejected

1. Local 39, International Brotherhood of Pulp, Sulphite and Paper Mill Workers (AFL-TLC) and Great Lakes Paper Company, Limited, Fort William, Ont. (L.G., June, 1948, p. 576). Following an investigation, the Board rejected the application for the reason that the tugging operations carried on by the company are incidental to its paper-making activity, the application thus being within the jurisdiction of the Ontario provincial authorities.

2. The National Association of Marine Engineers of Canada, Inc. (TLC), and Great Lakes Paper Company, Limited, Fort William, Ont. (L.G., July, 1948, p. 735). Following an investigation, the Board rejected the application for the reason that the tugging operations carried on by the company are incidental to its paper-making activity, the application thus being within the jurisdiction of the Ontario provincial authorities.

3. Pembroke Electric Employees' Union and Pembroke Electric Light Company, Limited, Pembroke, Ont. (L.G., Aug., 1948, p. 853). Following an investigation, the Board rejected the application for the reason that there had not been a proper election of bargaining representatives in accordance with Section 5 (1) of the Regulations.

### Representation Votes Ordered

1. Local 6, Canadian Communications Association (CIO-CCL) and the Pacific

Cable Board, associated with Cable & Wireless Limited, and Halifax & Bermudas Cable Company, Limited (Operating and Engineering Departments) (L.G., July, 1948, p. 735). Following an investigation of the application and a public hearing, the Board ordered a representation vote of the employees belonging to the operating and engineering staff, including engineers, but excluding supervisors, clerical staff employees and traffic representatives, employed by the company at Halifax, Montreal, Ottawa, and Bamfield, B.C. Messrs. H. R. Pettigrove, Raoul Trepanier, R. H. Taber, and G. R. Currie have been appointed by the Board to conduct the vote at the aforementioned localities.

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC) and Canadian Pacific Railway Company (clerical staff, City Ticket Office, Victoria, B.C.) (L.G., Aug., 1948, p. 853). Following an investigation of the application and a public hearing, the Board ordered a representation vote of the employees affected. Mr. G. R. Currie, Vancouver, has been appointed by the Board to conduct the vote.

3. Canadian Seamen's Union (TLC) and Canadian Tugboat Company, Limited, Vancouver, B.C. (L.G., Aug., 1948, p. 853). Following an investigation of the application, the Board ordered a representation vote of the employees affected. Mr. G. R. Currie has been appointed by the Board to conduct the vote.

## Conciliation Proceedings Under the Wartime Labour Relations Regulations

The Wartime Labour Relations Regulations provide conciliation machinery for the settlement of disputes where negotiations for an agreement following certification of bargaining representatives, or negotiations for the renewal of an existing agreement, have been unsuccessfully continued for thirty days, following the days of notice prescribed by the Regulations. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Board (National). The Minister then appoints a Conciliation Officer to confer with the parties and endeavour to effect an agreement. If the Conciliation Officer is unable to bring about settlement of the matters in dispute and reports that in his view an agreement might be facilitated by the appointment of a Conciliation Board, a

## Applications for Certification Received during the Month of July, 1948

1. Division 123, Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL) on behalf of women cleaners employed by the Toronto Terminals Railway Company in the Union Station and the Canadian National Express Building, Toronto, Ont. R. H. Taber, Investigating Officer.

2. Canadian Navigators' Federation on behalf of masters, first officers, engineers and pursers employed by the Prescott and Ogdensburg Ferry Company, Limited, Prescott, Ont. J. L. MacDougall, Investigating Officer.

3. Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL) on behalf of bulldozer operators and helpers employed by the Engineering Department of the Canadian National Railways, Western Region. R. H. Hooper, Investigating Officer.

4. Local 4, Canadian Communications Association (CIO-CCL) on behalf of radio officers employed by Canadian National Steamships (Pacific) on the ss. *Prince Rupert* and the ss. *Prince George*. G. R. Currie, Investigating Officer.

5. Transport Drivers, Warehousemen & Helpers' Union (Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America) (AFL-TLC) on behalf of employees of Smith Transport, Limited, Montreal P.Q. L. Pepin, Investigating Officer.

Board is then established by the Minister. The duty of such a Board is to endeavour to effect an agreement between the parties on the matters in dispute and to report its findings and recommendations to the Minister.

### I. Assignment of Conciliation Officer

On July 13, 1948, H. R. Pettigrove, Industrial Relations Officer, Dominion Department of Labour, Fredericton, N.B., was appointed Conciliation Officer to deal with a dispute between the Fundy Broadcasting Co., Ltd., Saint John, N.B., and employees of its radio station CFBC who are represented by Local 1580, International Brotherhood of Electrical Workers (AFL-TLC).



## II. Board Established

On July 19, 1948, the Minister of Labour established a Conciliation Board to deal with a dispute between the Ottawa Light, Heat & Power Co., Ltd., and its employees who are represented by Local B1440, International Brotherhood of Electrical Workers (AFL-TLC). The Board was established on the recommendation of Bernard Wilson, Conciliation Officer (L.G., July, 1948, p. 736).

## III. Settlement Following Board Procedure

On July 16, 1948, an agreement was signed at Montreal by representatives of the major Canadian railways and eighteen international unions providing for a general wage increase equivalent to seventeen cents per hour retroactive to March 1, 1948, for all employees represented by these unions. A report of the negotiations leading up to the execution of the agreement appeared in the August issue of the *LABOUR GAZETTE* (pp. 821 and 850). The parties to the agreement are the Canadian National Railways, the Canadian Pacific Railway Co., the Ontario Northland Railway and the Toronto, Hamilton & Buffalo Railway, on the one hand, and the Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees (AFL-TLC), the Brotherhood of Locomotive Firemen &

Enginemen, the<sup>3</sup> Order of Railway Conductors, the Brotherhood of Railroad Trainmen, the<sup>5</sup> Order of Railroad Telegraphers (AFL-TLC), the<sup>6</sup> Commercial Telegraphers' Union (AFL-TLC), the<sup>7</sup> Brotherhood of Railroad Signalmen of America (AFL-TLC),<sup>8</sup> the Brotherhood of Maintenance of Way Employees (AFL-TLC), the<sup>9</sup> Hotel & Restaurant Employees' International Alliance & Bartenders' International League of America (AFL-TLC), the<sup>10</sup> International Association of Machinists (TLC),<sup>11</sup> the United Association of Plumbers & Steamfitters (AFL-TLC), the<sup>12</sup> International Brotherhood of Boilermakers, Iron Shipbuilders & Helpers of America (AFL-TLC),<sup>13</sup> the International Brotherhood of Blacksmiths, Drop Forgers & Helpers (AFL-TLC),<sup>14</sup> the Brotherhood of Railway Carmen of America (AFL-TLC),<sup>15</sup> the International Moulders & Foundry Workers' Union of North America (AFL-TLC), the<sup>16</sup> International Brotherhood of Electrical Workers (AFL-TLC),<sup>17</sup> the Sheet Metal Workers' International Association (AFL-TLC) and the International Brotherhood of Firemen & Oilers, Roundhouse & Railway Shop Labourers (AFL-TLC), together with three federations of the shop craft unions, viz., Division No. 4, Railway Employees' Department (AFL), Canadian National Railway System Federation No. 11 and Canadian Pacific Railway System Federation No. 125.

## Conciliation Proceedings Under the Conciliation and Labour Act

Officers of the Industrial Relations Branch handled four industrial disputes during July under the provisions of the Conciliation and Labour Act. The disputes involved approximately 2,000 employees and eight employers. Brief accounts of the cases of chief interest are given below.

### Aircraft Maintenance Workers, Various Points

When negotiations for the renewal of a collective agreement between Canadian Pacific Air Lines, Limited, and a committee of local lodges of the International Association of Machinists, representing maintenance and overhaul employees of the company at various points in Canada, broke down on two issues during the latter part of July, the Department of Labour made available to the parties the informal services of an Industrial Relations Officer stationed at

Winnipeg. The matters in dispute related to wage rates and the ratio of junior mechanics to mechanics employed by the company. The Department's mediator recommended a compromise settlement on each point, which the company negotiators were able to recommend to their superiors and the union committee to the employees affected throughout the system.

### Coal Miners Lethbridge, Alberta

Upon the joint request of representatives of the United Mine Workers of America, District 18, and the Domestic Coal Operators' Association of Western Canada, the Minister of Labour on July 9 appointed His Honour Judge J. H. Sissons, of Lethbridge, to act as the independent chairman of an Arbitration Board to deal with a dispute affecting certain employees of the Galt Mine of Lethbridge Collieries, Ltd.



The report of the Chairman, which was accepted by the parties as final and binding, is reproduced below:—

**Report of His Honour  
Judge J. H. Sissons,  
Independent Chairman**

A dispute has arisen between the Union and the Company, which the parties have been unable to settle between themselves. The agreement between the Union and the Company provides that in the event of a failure to agree in the settlement of a dispute, the parties shall endeavour to select an Independent Chairman, and, failing to agree upon one, shall ask the Federal Minister of Labour to appoint such a Chairman. In this case the Federal Minister of Labour was asked to make an appointment and I was appointed as such Chairman.

A hearing was held in the Court House, at Lethbridge, Alberta, on Tuesday, the 20th day of July, A.D. 1948. The Union was represented by W. Ure, Esq., Representative of District 18, United Mine Workers of America, and Jack Dodds and Clem Pirock, President and Secretary-Treasurer, respectively, of the Lethbridge Local of the Union. The Company was represented by V. A. Cooney, Esq., Executive Secretary of Dominion Coal Operators' Association, and A. G. Donaldson and Harold Tyrer, Mine Manager and Pit Boss, respectively, of the Company. Briefs were submitted and read, and the matter in dispute was fully discussed and argued.

The Union submits that four miners, for the pay period ending February 27, 1948, failed to make the minimum wage provided for by the agreement between the parties and were entitled to payments of \$10, \$20.80, \$7.50 and \$17.78, respectively, to make up the deficiency.

The Minimum Rate clause in the agreement reads, in amended form, as follows:—

When a miner's working place becomes deficient owing to any abnormal conditions, or where coal in any district becomes so hard, preventing him from earning the minimum wages of \$10.74 per shift, the Company shall pay him a sufficient amount to secure him the said minimum, provided he has done a fair day's work. Provided also, however, that regard shall be had to the pay period in which the deficiency is claimed. This shall not apply where work is performed in two separate places, one being normal and the other abnormal.

The above rate shall be paid exclusive of all charges, except as would apply to men working on Company data rates.

There was a stoppage of work in the mine, commencing on the morning of January 13, 1948. Work was resumed on the 23rd of

February, 1948. The working places in question, in accordance with the usual practice, had been cut on the evening of January 12, 1948. During the period the mine was idle the places in question "heaved and squeezed", with the result that when the miners returned to work the cut had practically closed and they were confronted with what is known as a "solid place." It is contended that on this account the men were not able to make the minimum wage and that this was an "abnormal condition" within the meaning of the above clause.

The Company submits that the claims are not well founded, on the following grounds:—

- (1) That the pay period on which the claims are based is not a regular pay period since it only included five working days, whereas the regular pay period includes ten working days.
- (2) That the men in question had not done a fair day's work.
- (3) That some of the men had performed work in two separate places, one being normal and the other allegedly abnormal.
- (4) That, in any event, if there was any abnormal condition, which is not admitted, such condition is attributable to the action of the men themselves, or through the Union, in going on strike.

The clause says that regard shall be had to the pay period in which the deficiency is claimed. The evidence is that payment was made at the time provided by the terms of employment. I do not think that it is material that this particular pay period, owing to the strike, covered only five days instead of the usual ten days.

The Company contends that in spite of the fact that the flat rate paid the men was increased by \$2 per shift, the total earnings of the men have not correspondingly increased, indicating that the amount of coal loaded out per man has lessened and that this is proof that the men have not been doing a fair day's work. I do not think that it would be safe, without further evidence, to draw that conclusion. I think I should assume, on the evidence before us, that the four men in question had done a fair day's work.

There is some evidence that three of the men worked in two separate places, one being normal and the other allegedly abnormal. I hesitate to find that this is a bar to the claims of these men. Frankly, I am not sure what this portion of the clause means. It will be noted that this provision as to working in two separate places follows the proviso that regard shall be had to the pay period in which the

deficiency is claimed. I am inclined to the view that what is meant is that where work is performed in two separate places, one normal and the other abnormal, the proviso as to regard being had to the pay period shall not apply.

I am, of course, in no position to make any findings as to the responsibility for the stoppage of work and, therefore, cannot hold that the men themselves were responsible for the work difficulties they encountered when they went back to work.

I would not be prepared to find against the Union on any of the above grounds.

However, this does not dispose of the matter. The above grounds have to do with the exceptions to the general provision, and are on the assumption that the general provision is applicable.

There is still to be considered what interpretation should be placed on the words.

When a miner's working place becomes deficient owing to abnormal conditions . . .

It is not always when a miner's place becomes deficient that he becomes entitled to the minimum rate; only when it becomes deficient owing to any abnormal conditions. It, therefore, becomes necessary to determine what is meant by "abnormal conditions".

There is, in the general body of the agreement, no definition of the words "abnormal conditions". However, under the section of the agreement headed "Local Conditions" the following appears:—

#### ABNORMAL CONDITIONS:

An abnormal condition shall be considered as a condition where the seam is faulty or thins out to a point less than 48 inches in thickness. If the seam is under 48 inches in thickness, 4 cents per ton extra for each inch will be paid.

The Company contends that these "Local Conditions" are a part of the agreement and that this definition must be applied to the Minimum Rate clause. This is a plausible contention, but I doubt if the agreement really intends this. I feel that I should guard against being too legalistic in this matter.

I think that what is meant, although not aptly expressed, is that where the seam is faulty or thins out to a point less than 48 inches in thickness, this shall be considered as an abnormal condition. It is a local example of abnormal conditions. It is also probably indicative of the class of conditions meant to be included in the term "abnormal conditions".

I do not think the agreement intends that abnormal conditions are only those where the seam is faulty or below a certain thickness. The Minimum Rate clause itself gives a wider interpretation than this where it refers to another condition where the coal becomes too hard.

The Company, in its brief on page 3, gives a wider interpretation where it says:—

The condition of these rooms was normal for the mine. The coal was of average height and cleanliness and there were no faults, slips, or other abnormal conditions.

On the other hand, I feel that I should be careful and not read into the clause something which was not intended. I think that what is meant, and all that is meant, to be covered by the clause are conditions such as those mentioned in the preceding several paragraphs and conditions of a similar nature.

The words "where a miner's place becomes deficient owing to any abnormal conditions" seem to indicate something more than a casual condition in the mine's operation; they seem to indicate something of a more inherent nature in the place itself.

I do not think the conditions which the miners faced upon their return to work were "abnormal conditions" within the meaning of the Minimum Rate clause.

There was, perhaps inevitably, some disturbance in the working routine when the mine re-opened. The Company apparently endeavoured to alleviate this by using company men to put the places in working order before work was resumed and by providing extra shot lighting and driving during the first few days after work was resumed. I do not think, after consideration, that this action of the Company can be taken as a recognition or admission that there were "abnormal conditions" within the meaning of the Minimum Rate clause.

My conclusion is that the said miner's working places had not become deficient owing to "any abnormal conditions," and that they were not entitled under the Minimum Rate clause of the agreement to payment at the minimum wage of \$10.74 per shift.

Dated at the City of Lethbridge, in the Province of Alberta, this 29th day of July, A.D. 1948.

J. H. Sissons,  
J.D.C.,  
*Independent Chairman.*



## 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 June 8, 1948.

**Case No. 568** concerning the Canadian National Railways (Atlantic Division) and the Order of Railway Telegraphers, in respect to the claim of an operator for payment of wages for lost time, and difference in pay between November 22, 1946, and September 1, 1947.

The "joint statement of facts" stated that the operator in question was second trick operator in Yard Office and on the date in question cleared an extra train handling a unit requiring special attention, without issuing the appropriate orders as required in the time table regulations with respect to such unit. Failure to take this action resulted in derailment and serious damage and delay. The operator was, in consequence, discharged, effective November 22, 1946, but was reinstated as an operator on February 23, 1947, with the restriction that he was not to be used as a train despatcher and that time out of service would be considered as suspension. The restriction with respect to his service as a train despatcher was removed September 1, 1947, and he had restored to him all despatcher's rights from that date.

The employees contended that an additional clause in the time-table's instructions required yardmasters, and others concerned to obtain authority from the train despatcher regarding any unit of equipment requiring special handling in moving. They contended further, that "someone" had placed the special unit in the train without notifying anyone in authority on the Division over which the special unit was to be moved until after the train had begun its journey.

The employees also claimed that the special unit was not fit for movement on its own wheels at any time. They asserted, therefore, that the operator in question should not have been held responsible for not seeing that the train had the required message and that he should be reimbursed for all time lost while being held out of service and any difference in pay lost between that earned as an operator and that which he would have earned as a despatcher while being held out of service.

The company in its rebuttal held that the operator was familiar with the time table regulations and that he had failed to notify the despatcher at the next station that the

train had been cleared without the required message. The company claimed also, that the operator had assured certain employees that the officers at the next station had been fully informed that the special unit was on the train.

The Board held that the discipline assessed had been too severe, having regard to the operator's responsibility, and that he should be paid the difference between his basic daily rate as an operator, and the basic daily rate of a despatcher for all time that his seniority would have permitted him to work as a despatcher—from the time he was returned to service as an operator up to the time he was reinstated as a train despatcher.

**Case No. 569** concerning Ontario Northland Railway and the Order of Railway Telegraphers. In the "joint statement of facts" it is stated that following a head-on collision on January 1, 1948, the despatcher on duty at the time was assessed with restriction of his services, permanently restricted to telegrapher or agent and suspended as from January 2, 1948, for "unsatisfactory services as train despatcher". Following a subsequent assessment of his record, the despatcher was notified further, that his services would be restricted to telegraphers' positions "where the handling of train orders was not involved" and reaffirming his suspension as from January 2.

The Order of Railway Telegraphers requested that the despatcher be restored to service on the basis of the first assessment. This was refused by the Railway.

The employees contended that the second discipline was excessive, but agreed to waive the "ten-day limitation rule pending the coroner's inquest". They held that the original discipline was "more than ample", that the despatcher "did no violate any operating rule", that any new evidence should have been presented to the despatcher and the employees' representative that it was a denial of fair play to pass "a second sentence for the same alleged offence" and that the second discipline involved a serious loss of seniority.

The Company presented to the Board a technical statement showing the train schedules on the day of the collision and indicating the nature of the failure in duty of the despatcher. They held that the despatcher "does not appear to realize the importance of train orders and, the need for being alert at all times and, therefore, he



should not be permitted to remain in the service in any position where the handling of train orders is involved".

The Board sustained the contention of the employees to the extent that the despatcher be allowed to exercise his seniority on the basis of the first discipline and that he be restricted to the position of telegrapher or agent without payment for time lost or expenses involved.

**Case No. 570** concerning the Toronto, Hamilton and Buffalo Railway Company and the Order of Railway Conductors and the Brotherhood of Railroad Trainmen (ex parte) with respect to the claim of a brakeman for vacation pay.

According to the "joint statement of facts", the brakeman, who attained the age of 65 on January 29, 1948, was taken out of service by the Railway on January 18 for retirement on pension, and compelled to take 13 days' vacation with pay to which he was entitled. Claim was made for the difference between his vacation pay and what he would have earned between January 19 and January 31, inclusive, had he been allowed to remain in the service.

The employees contended that the Company had violated the provisions of vacation with pay, asserting that they understood that the past practice had been to permit an employee to continue working up to the end of the month in which his 65th birthday occurred, and then to be granted the vacation compensation to which he was entitled. Had the brakeman "been allowed to continue on his assignment until January 31, the terms of the vacation with pay agreement would have been complied with".

The Company claimed that the brakeman had been retired on pension on January 31, and had been allowed vacation with pay agreement, effective January 1, 1948.

The Company further contended that the brakeman had proposed, first, to be allowed to work until the end of January and be paid in addition for 13 days' vacation; or, secondly, to be allowed to work until the end of the month and be paid vacation for the first 13 days of February, with pension, to start on February 14. Neither proposal had been agreed to by the Company.

The Board sustained the claim of the employees.

## COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

### Recent Collective Agreements

A file of collective agreements is maintained in the Research and Statistics 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: Textiles and Clothing**

ACTON, ONT.—WOOL COMBING CORPORATION OF CANADA LTD. AND THE TEXTILE WORKERS UNION OF AMERICA, LOCAL 721.

Agreement to be in effect from January 2, 1948, to January 2, 1949, and thereafter from year to year subject to notice. The company recognizes the union as the sole and exclusive bargaining agent for all eligible employees. The union agrees that there will be no intimidation, interference, restraint or coercion of employees and that it will accept all present and future employees of the company into membership.

**Union Shop:** The company agrees that all present employees covered by the agreement

shall, as a condition of employment, become and remain members of the union in good standing. New employees shall become and remain members of the union in good standing as soon as their probationary period has been completed.

**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.

**Hours of work:** 9.6 per day Monday through Friday for day shift; 10.5 per night Monday through Thursday, 6 on Friday night for night shift, a 48-hour week; (sorters 9 per day Monday through Friday). **Overtime:** time and one-half for work in excess of the regular hours and for all work on Sundays (except for employees regularly scheduled to work on Sunday) and on 8 specified holidays. On 6 of these holidays employees will be compensated for time lost provided they work their regularly scheduled shifts immediately preceding and following the holiday.

**Rest periods** of 10 minutes shall be granted during the first half and second half of each shift.

**Vacation with pay:** employees with one year of service with the company receive one week with pay equal to 2 per cent of earnings during the previous year, employees with 3 years' service but less than 5 with

the company receive 2 weeks with pay equal to 3 per cent of earnings during the previous year; employees with 5 or more years' service receive 2 weeks with pay equal to 4 per cent of previous year's earnings.

*Wage rates* as given shall remain in effect until July 1, 1948. If between the date hereof or any time subsequent to July 1, 1948, a substantial change in the official cost of living index published by the Dominion Bureau of Statistics takes place, that is, an increase or decrease of more than 6 points from the figure of 146.0 then either party may open the wage schedule of the contract for the purpose of negotiations on wage rates.

*Hourly wage rates* for females and youths range from 59 cents (top wrapper, card feeder, etc.) to 64 cents (wool tester, comb minder grade 2). For males, from 69 cents (wool runner, wool warehouseman, etc.) to 84 cents (maintenance and wiper), standby rate 89 cents, target rate \$1.14 (sorter). The starting rate for new inexperienced operators shall be not less than 54 cents for females and youths and 64 cents for males, with the job rate in group 1 after not more than 3 months. Wool sorters (piecework rates): the present piecework rates shall remain in effect (until time study and new rates may be set as soon as possible) and a temporary hourly bonus of 4 cents shall be paid to all wool sorters over and above their earnings on the present piecework rates. *Off-shift bonus*: except in the case of stationary engineers, firemen and watchmen, a bonus of 3 cents per hour for all hours worked on an evening shift (other than the regular day shift) which normally ends at or before midnight; and a bonus of 5 cents per hour for all hours worked on a night shift (other than the regular day shift) which normally ends after midnight.

Provision is made for *seniority rights* and *grievance procedure*.

### **Manufacturing: Metal Products**

OSHAWA, ONT.—ONTARIO MALLEABLE IRON COMPANY LTD. AND UNITED STEELWORKERS OF AMERICA, LOCAL 1817.

Agreement to be in effect from May 1, 1948, to April 30, 1949. Notice of termination or of proposed revision or addition thereto shall be given before March 31, 1949, and negotiations shall take place not later than within the first 10 days of April, 1949. Any provision not so terminated or proposed to be revised to remain in force pending such negotiations. The company recognizes the union as the sole collective bargaining agency for all eligible employees.

*Check-off*: the company shall deduct monthly dues (not to exceed \$2 and one special assessment not to exceed \$2 in the year) from the pay of all employees eligible to be members of the union and remit same to the union.

*Hours of work*: 8 per day Monday through Friday, a 40-hour week for all departments for day shift; "night shift hours to be as now agreed and prevailing". *Overtime*: time and one-half for all work other than "clock hours" and for any work on Saturdays, Sundays and 2 specified holidays. Six other specified holidays shall be paid holidays for employees working scheduled hours immediately preceding and following the holiday or who had approved leave of absence. Employees who work on these holidays are

to receive time and one-half in addition to the above allowance.

*Vacation with pay*: one week with pay equal to 2 per cent of annual gross earnings to employees with at least 60 days' employment with the company; 2 weeks with pay equal to 4 per cent of annual gross earnings to employees with 5 or more years' service with the company.

*Hourly wage rates for certain classes*: pattern shop, core room and moulders (day rate) \$1.07; packing and dumping \$1.03; machine shop \$1; chipping, sand-cutters 99 cents; grinders, sandblast, mill house 98 cents; shipping 97 cents; maintenance 95 cents; general labour 94 cents; watchmen 94 cents per hour on a 48-hour week; pattern-making apprentices to start at 66 cents with increases of 3 cents per hour every 6 months; the minimum hiring rate for apprentice moulders shall be 83 cents and to continue for not more than 3 months; for apprentice coremakers 72 cents and to continue for not more than 3 months. All pieceworkers to receive an increase on the basis of 6 cents per hour for each hour worked; this increase to be combined with the existing day work allowance. *Night work bonus* of 5 cents per hour shall be paid to all employees performing night work.

Provision is made for *seniority rights* and *grievance procedure*.

OSHAWA, ONT.—THE PEDLAR PEOPLE LIMITED AND UNITED STEELWORKERS OF AMERICA, LOCAL 2784.

Agreement to be in effect from May 26, 1948, to April 30, 1949. Notice of termination or of proposed revision of any provision thereof or addition thereto, shall be given before March 31, 1949, and negotiations upon any such proposal, revision or addition shall take place not later than within the first 10 days of April, 1949. This agreement is similar to the one previously in effect and summarized in the LABOR GAZETTE for October, 1946, p. 1442, with the following changes.

*Check-off* has been changed from a voluntary one to include all employees eligible to be members of the union, from whom the company will deduct monthly dues of not more than \$2 and one special assessment not to exceed \$2 per year. All such moneys collected to be remitted monthly to the union local. However, any employee may become or may refrain from becoming a union member.

*Statutory holidays*: 6 of the 8 specified holidays are now paid holidays for which all employees will be paid straight time; any work performed on any of these days will be considered as overtime and will be paid for additionally at time and one-half.

*Hourly wage rates* have been increased 18½ cents per hour (6 cents per hour in 1947 and 12½ cents in 1948) since summarized in 1946, in most cases, bringing the rates for certain classes up to the following for males—base rate 87½ cents; machine helpers 87½-92½ cents; machine operators, maintenance workers, spot welders 87½-97½ cents; production workers, shippers, stockkeepers and clerks 87½-95 cents; inspectors, die setters 92½ cents to \$1.02½; specialized workers (sheet metal, etc.), welders (gas and arc) 92½ cents to \$1.17½; electricians, plumbers 87½ cents to \$1.17½; carpenters 87½ cents to \$1.12½; millwrights 97½ cents to \$1.17½; toolmakers \$1.22½-\$1.37½, toolmaker apprentices 60 cents and up to journeyman rate; female and boys,



base rate 72½ cents, welders (female and boys) 82½ cents. Piecework is also provided for.

**NEW TORONTO, ONT.—ANACONDA AMERICAN BRASS LTD. AND INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS, LOCAL 811.**

Agreement to be in effect from April 6, 1948, to April 5, 1949, 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 company and the union 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 or \$5 for the first deduction if it includes an initiation or reinstatement fee. From and after June 30, 1948, the check-off provisions above shall only apply to such employees who have signed an authorization to deduct union dues.

**Hours of work and overtime:** time and one-half rate shall be paid employees within the bargaining unit (except as noted below) for all time worked in excess of 8 hours in any one day, except where due to regular shift changes, for all time worked on Saturday after 12 noon and for all time worked on Sundays. Boiler room employees shall receive the overtime rate only for hours worked in excess of 8 per day and on any seventh consecutive day worked in a calendar week. Casters shall receive overtime rate only for hours worked in excess of 8 in any one day and for any work in excess of 44 hours in any 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:** time and one-half for work on Dominion Day. On any of 6 other specified holidays that fall on a regularly scheduled working day, employees (excepting probationary employees) will 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 be done on these holidays and the majority of employees agree to this, then all employees required will work and will be paid at regular rate in addition to the regular pay for such holiday.

**Vacation with pay:** effective for the year 1948, 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 of the company covered by the agreement with at least 3 months' service. However, employees on the active payroll continuously enrolled for 12 months or more shall receive an amount not less than 40 hours' pay at their payroll hourly rate. Employees with 5 or more years' service with the company shall be granted an additional week with pay as above.

However, if the company considers production requirements justify a request to its employees with 5 or more years of continuous service to forego the second week's vacation, the union shall be notified and a vote of such employees taken with the union co-operating fully. If a majority vote in favour of the

company's request, then all such employees shall be bound to forego the second week's vacation and to work accordingly, but such employees shall be entitled to receive the vacation pay as provided for above.

**Hourly wage rates:** a general wage increase of 8½ cents per hour retroactive to December 14, 1947, was granted upon the signing of the agreement. This increase shall not become a part of the basic hourly wage for the determination of piecework and incentive payment. The minimum and maximum hourly rates for the following classifications are—class "A" 96 cents to \$1.02, class "B" 98 cents to \$1.05, class "C" \$1.01 to \$1.09, class "D" \$1.03 to \$1.12, class "E" \$1.05 to \$1.16, class "F" \$1.07 to \$1.19, class "G" \$1.11 to \$1.26, class "H" \$1.15 to \$1.34, class "I" \$1.21 to \$1.46. Provided that the company may increase the above maximum for class "I".

**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, excepting third shift employees receiving 8 hours' pay for 6½ hours' work.

This hourly wage classification scale shall not be subject to change or modification for the duration of the agreement except under certain specified conditions.

Provision is made for *seniority rights and grievance procedure.*

### Construction

**WINNIPEG, MAN.—ASSOCIATION OF PAINTING AND DECORATING CONTRACTORS AND THE BROTHERHOOD OF PAINTERS, DECORATORS AND PAPERHANGERS OF AMERICA, LOCAL 739.**

Agreement to be in effect from May 1, 1948, to April 30, 1949. The employers shall give preference to union members when employing painters so long as competent men are available. Wherever possible, members of the local union shall work for recognized Master Painters who are parties to the agreement so long as said Master Painters can employ them.

**Hours of work:** 8 per day, 5 days a week, a 40-hour week. **Overtime:** time and one-half for the first 4 hours after 8 hours regular working time in any of the 5 working days; all time in excess of the first 4 hours of overtime and all time worked on Sundays and 7 specified holidays shall be paid for at double time. No work shall be done on Labour Day. It is definitely understood by both parties that essential work found to be done on Saturday forenoon shall be so arranged between both parties. Such time so arranged will be worked at straight time.

**Minimum hourly wage rate** shall be \$1.10. Painters now receiving wages in excess of this rate shall suffer no reduction. Swing stage painters shall receive \$1.15. On and after August 1, 1948, the rate of wages quoted above shall be increased by 5 cents per hour. Apprentice wages and conditions to be governed by regulations as set forth in the Provincial Apprenticeship Act.

For work done outside the regular city fare, carfare and travelling time to be paid for. If workers are sent out of town, travelling time, board and lodging to be paid by the employer.

Provision is made for *grievance procedure.*



## Transportation: Water Transport

### EAST AND WEST COAST—CERTAIN SHIPPING COMPANIES AND THE NATIONAL ASSOCIATION OF MARINE ENGINEERS OF CANADA, INC.

Agreement, covering engineer officers on Canadian registered deep sea dry cargo freight vessels, to be in effect from October 15, 1947, to October 14, 1948, with provision for renewal for another year. This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE* for July, 1947, p. 1000 with the following changes and additions:—

**Overtime:** In full compensation for all overtime (except security watch) the following lump sum overtime payments will be made: 2nd engineer \$45 per month, 3rd engineer \$35, 4th engineer \$30, and 5th engineer \$25. For security watch, if engineer officer is required all night after 8 hours' day duty or before 8 hours' day duty the next day, he will be entitled to \$8 for the night, in Canadian ports; in foreign ports if engineer officer remains on duty all night after 8 hours' day duty he is entitled to the following 24 hours off duty, or if this is not possible he will be entitled to one day's additional leave.

**Annual Leave:** Engineer officers shall be granted 30 days' annual leave on basic pay after having completed one year's continuous satisfactory service with the same company. (In the previous agreement this was shown as 2½ days per month.) This leave to be at home port unless otherwise mutually agreed. *Pro rata* leave on basic pay may be granted before expiring of 12 months provided mutually agreeable to both engineer officer and owners or master.

**Sick Benefits:** Any engineer officer who, in any port outside Canada, has to be signed off a vessel owing to illness shall in addition to medical care and maintenance be entitled to two-thirds of his basic pay until fit for duty and offered employment in a rank similar to that which he had held or until he has been repatriated to a proper return port, such pay not to continue after 12 weeks.

**Marine Disaster:** Any engineer officer who while in the employ of a company suffers loss of clothing and personal effects through marine disaster or shipwreck shall be compensated by the payment of \$450.

**Basic Monthly Wage Rates:** On vessels 7,001-12,000 gross tons—2nd engineer without certificate of rank \$270 on appointment and \$275 after one year, those with certificate of rank from \$285 on appointment to \$300 after three years, those with superior certificate \$305 on appointment to \$320 after three years; 3rd engineer without certificate of rank \$240 on appointment and \$245 after one year, those with certificate of rank \$255 on appointment to \$270 after three years, those with superior certificate \$265 on appointment to \$280 after three years; 4th engineer without certificate of rank \$210 on appointment and \$215 after one year, those with certificate of rank \$220 on appointment and \$225 after one year, those with superior certificate \$230 on appointment and \$235 after one year; 5th engineer with certificate of rank \$200 on appointment and \$205 after one year, those with superior certificate \$210 on appointment and \$215 after one year. Service to be calculated from the date of original engagement with the company, provided service is continuous. An engineer officer promoted

from one rank to the next shall start on the basic rate for that position and shall obtain the annual increment only after serving the required time in that position. For vessels 4,501 to 7,000 gross tons the basic rate is reduced by \$10 throughout; for vessels 2,501 to 4,500 gross tons the basic rate is \$20 per month less throughout; for vessels 1,501 to 2,500 tons the basic rate is \$30 per month less throughout; and for vessels 1,500 gross tons and under the basic rate is \$40 per month less throughout.

In the event of any vessels sailing from any port without full complement of watch-keeping engineer officers, the wages of the absentee or absentees shall be divided among the engineer officers who perform their duties.

Subsistence allowance if board or living accommodation is not furnished while in port is increased to \$3.50 per day for meals and \$3.50 per day for room.

**Uniforms:** Officers required by the company to wear Company's insignia shall be granted one free issue per year.

### EAST AND WEST COAST—CERTAIN SHIPPING COMPANIES AND THE CANADIAN MERCHANT SERVICE GUILD.

Agreement covering deck officers on Canadian registered deep sea dry cargo freight vessels, to be in effect from October 15, 1947, to October 14, 1948, and with provision for renewal for the succeeding year. This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE* for July, 1947, p. 1000 with the following changes:—

The changes in this agreement from the previous year are the same as those noted above for engineer officers. The basic monthly wage rates (on vessels 7,001 to 12,000 gross tons) for chief officer are the same as those noted above for 2nd engineer; for 2nd officer they are the same as those noted above for 3rd engineer; for 3rd officer with certificate of rank they are \$220 on appointment and \$225 after one year, for 3rd officer with superior certificate they are \$230 on appointment and \$235 after one year. For vessels of lesser tonnage the basic rates are reduced by the same amounts as shown above for the engineer officers.

### EAST COAST—CERTAIN SHIPPING COMPANIES AND THE MARINE DEPARTMENT OF THE CANADIAN COMMUNICATIONS ASSOCIATION (LOCAL No. 5, ATLANTIC).

Agreement covering radio officers on Canadian registered deep sea dry cargo freight vessels, to be in effect from October 15, 1947, to October 14, 1948, with provision for renewal for the succeeding year. This agreement is similar to the one previously in effect with certain shipping companies on the East and West Coasts and summarized in the *LABOUR GAZETTE* for July, 1947, p. 1001 with the following changes:—

**Basic Monthly Wage Scale** has been increased \$25 per month so that radio officers with second class certificate receive \$250 and those with first class certificate \$260. **Overtime:** In full compensation for all overtime, radio officers will be paid \$15 per month.

Other changes from the previous year re annual leave, sick benefits, marine disaster, subsistence allowance and uniforms are the same as noted above for engineer officers.

WEST COAST—CERTAIN SHIPPING COMPANIES  
AND THE MARINE DEPARTMENT OF THE  
CANADIAN COMMUNICATIONS ASSOCIATION  
(LOCAL No. 4, PACIFIC).

Agreement covering radio officers on Canadian registered deep sea dry cargo freight

vessels, to be in effect from October 15, 1947, to October 14, 1948, with provision for renewal for the succeeding year. This agreement is similar to the one summarized above for Local No. 5 of this Association on the East Coast.

## Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec\*, include the extension and correction of 2 new agreements, the correction of another agreement and the amendment of 16 other agreements. These include the amendment of the agreements for garages and service stations at Quebec, hospital and charitable institution employees at St. Hyacinthe and railway car and bus manufacturing at Montreal in the *Quebec Official Gazette* of June 19, the amendment of the agreements for the wholesale fur industry at Montreal and for barbers and hairdressers at Valleyfield and at Hull in the issue of June 26, the amendment of the agreements for barbers and hairdressers at Quebec, garages and service stations at Montreal, the uncorrugated paper box industry, the furniture industry and men's and boys' clothing industry for the province and building trades at St. Jérôme in the issue of July 10. All the other Orders in Council are summarized below.

Requests for the amendment of the agreements for wholesale food stores at Quebec, retail stores at Chicoutimi, building trades at St. Johns and Iberville and for a new agreement for garages and service stations at Mégantic were gazetted June 19. A request for a new agreement for the paint manufacturing industry for the province was published June 26. Requests for the amendment of the agreements for tavern employees at Quebec, building trades at Hull, longshoremen (inland and coastal

navigation) at Montreal, bakers and salesmen at Three Rivers and for a new agreement for garages and service stations at Montreal were all gazetted July 10.

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

### **Manufacturing: Fur and Leather Products**

#### **FUR INDUSTRY, QUEBEC.**

An Order in Council, dated June 9, and gazetted June 19, amends the previous Orders in Council for this industry (L.G., Nov., 1946, p. 1583, Dec., p. 1772; July, 1947, p. 1002, and previous issues).

*Minimum wage rates:* Shop foremen \$51 per week; cutter and tailor from \$32 to \$47; pattern-maker (male and female) from \$35 per week during first year to \$54 during third year; hide sorter \$30; blocker \$33; operator (male) \$22 and \$25; female operator and finisher \$22 and \$25; messenger \$10; shop clerk, male \$10, female \$9; apprentice (male) from \$10 per week during first year to \$25.50 in sixth year; (female) from \$10 in first year to \$15.50 in third year. All employees receiving higher wage rates than those mentioned above are entitled to an increase of 15 per cent over the minimum rates, in addition to the higher wages which they now receive.

*Vacation:* one additional week with pay is now granted to employees with at least 3 years' continuous service for the same employer instead of 5 years, as previously required.

#### **RETAIL FUR INDUSTRY, MONTREAL.**

An Order in Council, dated June 16, and gazetted June 26, amends the previous Orders in Council for this industry (L.G., Sept., 1946, p. 1249; Aug., 1947, p. 1174, and previous issues).

*Minimum wage rates:* cutters \$52.80 and \$61.60 per week; operators \$39.60 and \$48.40; finishers \$35.60 and \$42.80; blockers \$29.20 and \$38.80; female operators and female finishers \$30.80 and \$38; female coat closers \$38; lining makers who cut and sew \$35.20; finishing foreladies and female finishers who distribute work to others or who themselves execute entire finishing work \$39.60; apprentices from \$14 per week during first 6 months to \$24 during fifth 6 months; apprentice-cutters or trimmers from \$40 per week during first 6 months to \$50 during sixth 6 months. However, all employees receiving wages higher than the minimum rates of the agreement actually in effect are entitled to a minimum increase of 5 per cent on the rates actually paid to them.

\* In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, p. 86. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE*, monthly since June, 1934.



*Vacation:* employees with at least 2 years' service for the same employer are now entitled to an additional week with pay.

### **Manufacturing: Textiles and Clothing**

#### **MEN'S AND BOYS' HAT AND CAP INDUSTRY, PROVINCE OF QUEBEC.**

An Order in Council, dated June 9, and gazetted June 19, amends the previous Orders in Council for this industry (L.G., Aug., 1945, p. 1197; Nov., 1946, p. 1583, and previous issues) by providing that all employees are to receive a wage increase of 5 per cent retroactive to January 1, 1948, and another 5 per cent increase effective July 1, 1948.

### **Manufacturing: Metal Products**

#### **SHEET METAL MANUFACTURING INDUSTRY, MONTREAL.**

An Order in Council, dated June 30, and gazetted July 10, corrects the previous Order in Council for this industry (L.G., Aug., 1948, p. 871) by providing a procedure for the settlement of employees' grievances and disputes arising under this agreement.

### **Construction**

#### **BUILDING TRADES, MONTREAL.**

An Order in Council, dated June 30, gazetted July 3, and corrected in the issue of July 10, 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 Trade Council of Montreal and Vicinity, "Le Conseil des 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 July 3, 1948, to April 1, 1950, and thereafter for an additional month pending the adoption of a new agreement. It applies to all construction and engineering construction and building operations, landscape work (except maintenance landscape work), demolition and repairs. It shall not apply to production work done in shops, plants and factories nor to building operations performed in cemeteries nor to municipal and railway employees.

Territorial jurisdiction comprises the Island of Montreal and within 15 miles from its limits (except the counties of St. John and Iberville) and the city of Salaberry-de-Valleyfield. However, outside the Island of Montreal, it applies to building operations amounting to \$25,000 or more. For the elevator industry, the structural iron trade, the steam generating, the construction boiler-making and the reinforcing steel erecting trades, the entire province of Quebec is included, except in districts where a ratified collective agreement is in effect for these trades.

*Hours:* for qualified tradesmen, including hod carriers and construction boilermakers' helpers, 8 per day, 4 on Saturday, a 44-hour week (except from May 1 to October 1, 9 per day, Monday to Thursday with 8 hours on Friday for roofing and sheet metal trades, and 8 per day, 40 per week for asbestos insulation mechanics); for landscape workmen, shovel operators, pile driver men with associated crews, team drivers, general trucking, cartage and hauling employees 55 hours per week; 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 the wage rates actually paid until 10 p.m.; double time after 10 p.m. and on Sundays and 11 specified holidays.

Provision is made for travelling time, transportation costs and for room and board for asbestos insulation mechanics working out of town.

*Minimum wage rates* for journeymen are shown in the accompanying table.

## **MINIMUM HOURLY WAGE RATES FOR THE BUILDING TRADES, MONTREAL**

	Trades	Wage rates per hour \$ 1.35
Asbestos insulation mechanic.....		
Construction boilermaker, erector and including steam-generating mechanic and welder .....		1.35
Helper-construction-boilermaker, erector and including steam-generating mechanic and welder .....		1.00
Bricklayer and cement block layer.....		1.40
Caulker .....		0.85
Carpenter, joiner and millwright and including the following operations: concrete forms (yard or job) the erection of screens (wood or metal), sashes, windows, weatherstrips and shingles, wood or composition, steel partitions and equipment, such as counters and shelving, movable or immovable.....		1.25
Cement finisher .....		1.10
Concrete reinforcing steel erector.....		1.00
Cork insulation setter.....		1.05
Electrician-journeyman .....		1.35
Engineman (hoisting) .....		1.20
Engineman (steam mixers) .....		1.05
Engineman (gas mixers) .....		1.00
Engineman (compressor) .....		1.00
Fireman (construction) .....		0.95
Hod carrier .....		0.90
Labourer (common) .....		0.80
Landscape foreman .....		0.90
Landscape workman (common) .....		0.80
Lather (metal) .....		1.25



MINIMUM HOURLY WAGE RATES FOR THE BUILDING TRADES, MONTREAL

Trades	Wage rates per hour
Lather (wood and all other material).....	1.20
Linoleum and mureoleum, tile and sheet, rubber, tile and sheet, waxer and polisher and asphalt tile layer.....	0.95
Helper and apprentice, linoleum and mureoleum, tile and sheet, rubber, tile and sheet, waxers and polisher and asphalt tile layer.....	0.80
Kettleman (flooring only) .....	1.05
Marble setter .....	1.30
Mason (stone) and cutter on the job.....	1.40
Mastic floorlayer .....	1.15
Mastic floor finisher.....	0.95
Oil burner mechanic, Class A.....	1.25
Oil burner mechanic, Class B.....	1.00
Painter-decorator .....	1.15
Painter-sprayman .....	1.25
Glazier .....	1.15
Structural steel and steeplejack painter.....	1.25
Plasterer (plain or ornamental).....	1.40
Roofer—built-up membrane and roll roofings (asphalt and gravel).....	1.05
Kettleman .....	0.85
Rigger .....	0.95
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.....	1.25
Sheet metal welder.....	1.25
Shovel operator (power) per week.....	65.54
When employed less than 44 hours during the week.....	1.49
(a) Structural steel erector and welder (all categories).....	1.30
Tile setter .....	1.23
Terrazzo layer .....	1.23
Terrazzo polishing machine operator (water polishing) .....	0.90
Terrazzo polishing machine operator (dry) .....	1.08
General trucker (cartage and hauling).....	0.80
Carter, teamdriver .....	0.80
	per week
Material checker and time-keeper (without daily limitation as to hours of work)	\$35.00
Watchman (without daily limitation as to hours of work).....	30.00
Watchman employed also as fireman requiring 4th class certificate (without daily limitation as to hours of work).....	41.00
Yardman (without daily limitation as to hours of work).....	35.00

(a) 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.

*Apprentices' wages:* for trades requiring 4 years' apprenticeship, from 50 per cent of journeymen's wages during first year to 85 per cent in fourth year; for trades requiring 3 years' apprenticeship, from 50 per cent during first year to 85 per cent in third year; for structural steelworkers, 70 per cent in first year and 85 per cent in second year; for steam generating mechanics and construction boilermakers from 60 per cent in first year to 90 per cent in fourth year; for apprentice-landscape workmen, 50 cents per hour during first and second years and 55 cents in third and fourth years; for the trades of marble and tile setter and terrazzo layer, from 74 cents per hour in first year to \$1.07 in fourth year; for roofers (asphalt or gravel, built-up membrane and roll roofings), 70 cents per hour in first year and 80 cents in second year; for asbestos insulation mechanic, from 77 cents per hour in first year to \$1.07 in fourth year; for terrazzo polishing machine operators (dry), from 88 cents in first 3 months to \$1.08 after 6 months; (water polishing) 74 cents per hour in first 3 months and 90 cents thereafter; for the electrical trade, from 40 per cent of journeyman's rate in first year to 75 per cent in fourth year.

If, on April 1, 1949, the Cost-of-Living Index has increased 12 points or more, computing from April 1, 1948, all rates herein established shall be augmented by the percentage of such increase as of April 1, 1949.

However, if the Cost-of-Living Index has not advanced 12 points within this period, the rates herein established shall continue in effect without variance until April 1, 1950.

*Vacation:* one week with pay for employees with one year's service as asbestos insulation mechanics, marble, tile and terrazzo layers and terrazzo dry or water polishing machine operators.

*Elevator Construction*

This section of the agreement applies throughout the province, which is divided into 3 zones: the Montreal region, the Hull region and the Quebec region.

*Hours:* 8 per day, Monday to Friday, a 40-hour week. *Overtime:* all work between 5 p.m. and 8 a.m. or on Saturdays, Sundays and specified legal holidays shall be remunerated at double time. However, call backs on contract service on overtime except Sundays and legal holidays shall be paid for at time and one-half. For contract service requiring continuous service for 16 hours, men to work 8-hour shifts, 48-hour week with pay for 52 hours; work performed on Sunday shall be remunerated at double time.

*Minimum wage rates:* in the Montreal region—mechanics \$1.45 per hour, helpers \$1.02; in the Hull region—mechanics \$1.39, helpers 97 cents; in the Quebec region—mechanics \$1.27, helpers 89 cents.

## Plumbers

This section of the agreement applies to all pipe mechanics engaged in all work whether inside or outside the shop, and to all pipe installations (movable or immovable) within or outside a building, including the installation, repair or renovation of any new or existing plumbing or heating system, and the assembling and erecting of furnaces, boilers and equipment in connection with same.

**Hours:** for skilled workers 8 per day, 4 on Saturday, a 44-hour week. **Overtime** is payable at time and one-half until midnight and on Saturday afternoon, double time after midnight and on Sundays and 11 specified holidays. For employees working outside the city limits, the time needed to travel from the city limits to the job, and *vice versa*, shall be paid at single time, the cost of such transportation to be paid by employer.

**Minimum wage rates:** master plumber and master heating contractor working as employee \$1.75 per hour; journeyman in plumbing, heating and pipe work, pipe welder \$1.40; junior mechanic \$1; apprentices from 55 cents per hour during first year to 75 cents during fourth year.

**Maintenance men** in the plumbing trade work a maximum of 48 hours per week, with overtime at time and one-half (except employees earning a minimum of \$2,080 per annum).

**Minimum weekly wage rates for maintenance men:** master plumbers, master heating contractors working as employees \$55 per week; journeymen in plumbing, heating and pipe work \$40; junior mechanics \$28; apprentices from \$16 per week during first year to \$24 during fourth year. Employers may deduct \$3 per week per room and 35 cents per meal from the wages of an employee if he rooms and boards in the establishment.

## Hardwood floor laying, surfacing and finishing

Employees of the hardwood floor industry are divided into 3 classes: layers; surfacers (hand or machine); finishers, waxers and cleaners.

**Hours:** floor layers, 8 per day, 4 on Saturday, a 44-hour week; surfacers, finishers, cleaners and waxers, 9 per day, 5 on Saturday, a 50-hour week. **Overtime** is payable at time and one-half the actual rate paid, double time after midnight.

**Minimum wage rates:** layer (first class) \$1.25 per hour; layer (second class) \$1.15; surfacer, finisher, cleaner and waxer \$1; apprentice layer from 60 cents per hour during first 6 months to \$1 in fourth 6 months; apprentice surfacer, finisher, cleaner and waxer from 50 cents in first 3 months to 90 cents in fourth 3 months.

**Vacation:** one week with pay after 12 consecutive months of service for the same employer.

## BUILDING TRADES, HULL.

An Order in Council, dated June 16, and gazetted June 26, extends the term of the previous Orders in Council for this industry (L.G., May, 1946, p. 629, Aug., p. 1094; Feb., 1947, p. 186, Nov., p. 1662; April, 1948, p. 334, July, p. 741, and previous issues) to May 1, 1949.

## Transportation and Public Utilities: Local and Highway Transport

### TRUCK DRIVERS, MONTREAL.

An Order in Council, dated June 16, gazetted June 26, and corrected in the issue of July 10, makes obligatory the terms of a new agreement between The Automotive Transport Association of the Province of Quebec, Inc. and The Transport Drivers, Warehousemen and Helpers Union, Local 106, Montreal, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, A.F. of L. Agreement to be in effect from June 26, 1948, to March 15, 1949, and thereafter from year to year, subject to notice.

**Territorial and industrial jurisdiction:** The agreement applies to all professional employers, employers or artisans holding a permit from the Provincial Transportation and Communication Board and who have their place of business in the city of Montreal or in any one of the cities and towns situated on the Island of Montreal including the city of Lachine, and east of the city of Lachine only. It does not extend to public truckers and their employees engaged in driving over a regular route between the City of Montreal and any point situated outside the Island of Montreal and does not apply to any operations completing long distance transportation in making delivery or in picking up.

**Hours:** 10 per day, 5 on Saturday, a 55-hour week. **Overtime** is payable at time and one-half for the first 6 hours of overtime, double time thereafter and for 10 hours' work on Sundays and 6 specified statutory holidays, 2 of which are paid holidays. Employees engaged in driving over an irregular route between the city of Montreal and any points outside the Island of Montreal shall be paid time and one-half after 10 hours.

**Minimum hourly wage rates:** junior helpers starting at 45 cents per hour are paid 50 cents after 2 months; helpers (general) from 60 cents to 65 cents after 6 months; warehousemen, dockmen, checkers and chauffeurs from 70 cents to 75 cents after 6 months; chauffeurs (semi-trailer truck) from 75 cents to 80 cents after 6 months. Every employee reporting for work shall, if no work is available, be paid for 4 hours at regular rates. An employee in charge of 6 or more employees shall receive an additional 5 cents per hour.

**Vacation:** one week with pay after one year's service.

### Provisions for Employees Carrying Fire Arms

This section of the agreement applies to employees carrying fire arms and engaged in transporting moneys, securities and valuables.

**Hours:** 44 per week. **Overtime:** time and one-half for work in excess of 44 hours per week and for work on 6 statutory paid holidays, double time on Sundays.

**Minimum wage rates:** assistant cashiers \$1.10 per hour, messengers \$1.05, chauffeurs 95 cents, guards 85 cents.

**Vacation:** one week with pay after one year's service, 2 weeks with pay after 3 years' service. If a designated holiday occurs during any employee's vacation period, he shall be granted one additional day's vacation or pay in lieu thereof.



# 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 June

### (1) *Works of Construction, Remodelling, Repair or Demolition.*

During the month of June the Department of Labour prepared 142 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 8 per day and 44 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 44 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 from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation".

### (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. . . . .	5,423	\$4,489,818.00
Post Office. . . . .	14	95,779.44
R.C.M.P. . . . .	6	94,820.00



**CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING JUNE**

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
<b>CANADIAN COMMERCIAL CORPORATION</b>				
Summerside, P.E.I.	Construction of an aerodrome, R.C.A.F. Station.	Currant & Briggs, Ltd., Toronto, Ont.	\$ 938,570 00	Apr. 5, 1948
Greenwood, N.S.	Construction of a celestial navigation trainer building R.C.A.F. Station.	Rodney Contractors Ltd., Yarmouth, N.S.	10,327 09	Mar. 19, 1948
McGivney, N.B.	Installation of water mains and hydrants at the Magazine Area.	Fowlers Paving Ltd., Saint John, N.B.	104,321 09	Nov. 25, 1947
Montreal, P.Q.	Construction of a brick veneer surface to the walls of the Annex adjoining the three storey stone building at Headquarters, Quebec Command.	Sutherland Construction Co., Montreal, P.Q.	22,600 00	June 5, 1948
Quebec, P.Q.	Lathing and plastering in the Armoury Building, The Citadel.	J. B. Marceau Engineering, Quebec City, P.Q.	8,158 85	Mar. 20, 1948
Camp Borden, Ont.	Roofing repairs for sixteen buildings, R.C.A.F. Station.	W. A. Moffatt Co., Toronto, Ont.	8,012 37	May 5, 1948
Rivers, Man.	Installation of a water and sewage system at Joint Air School.	Claydon Co. Ltd., Winnipeg, Man.	29,744 50	Feb. 25, 1948
Fort Churchill, Man.	Application of asbestos siding shingles.	Western Asbestos Co. Ltd., Winnipeg, Man.	77,600 00	Feb. 27, 1948
Rivers, Man.	Construction of a power distribution system, R.C.A.F. Station.	The Manitoba Power Commission, Winnipeg, Man.	14,000 00	June 11, 1948
Edmonton, Alta.	Construction of permanent married quarters, R.C.A.F. Station.	Engineered Buildings Ltd., Edmonton, Alta.	412,133 00	May 31, 1948
Vancouver, B.C.	Exterior painting of buildings at Jericho Beach.	T. H. Clark Vancouver, B.C.	22,964 00	June 29, 1948
Sumas Mountain, B.C. and Aldergrove, B.C.	Construction of married quarters at W/T Station.	Engineered Buildings Ltd., Edmonton, Alta.	185,252 00	May 26, 1948
<b>CENTRAL MORTGAGE AND HOUSING CORPORATION</b>				
Amherst, N.S.	Installation of concrete foundations (50 houses).	Frank Matthews, Amherst, N.S.	\$ 33,000 00	July 12, 1948
Dartmouth, N.S.	Installation of concrete foundations (90 houses).	Harbour Construction Co., Dartmouth, N.S.	58,500 00	July 12, 1948
Shelton and Trenton, N.S.	Moving houses from Pictou, N.S.	Cambey Ltd., New Glasgow, N.S.	290,400 00	June 3, 1948
Fredericton, N.B.	Construction of houses.	Diamond Construction Co. Ltd., Fredericton, N.B.	1,187,000 00	June 1, 1948
Beauharnois, P.Q.	Construction of concrete foundations under 50 houses.	Albert Loiselle, Valleyfield, P.Q.	34,397 00	June 10, 1948
Cap de la Madeleine, P.Q.	Construction of concrete foundations under 40 houses.	Albert Loiselle, Valleyfield, P.Q.	22,960 00	June 10, 1948
St. Joseph de Sorel, P.Q.	Construction of concrete foundations under 40 houses.	Albert Loiselle, Valleyfield, P.Q.	24,500 00	June 10, 1948
<b>CENTRAL MORTGAGE AND HOUSING CORPORATION</b>				
Peterborough, Ont.	Construction of houses.	Reynolds & Son, Timmins, Ont.	\$ 674,580 00	Mar. 12, 1948
Peterborough, Ont.	Installation of permanent foundations (350 houses).	Harris & Fair, Weston, Ont.	285,116 00	July 12, 1948
Port Arthur, Ont.	Construction of houses.	Walsh Construction Co. Ltd., Fort William, Ont.	196,597 00	June 3, 1948
Sarnia, Ont.	Construction of houses.	Russell Construction Co. Ltd., Toronto, Ont.	655,172 00	May 28, 1948
East Kildonan, Man.	Construction of houses.	Bird Construction Co. Ltd., Winnipeg, Man.	208,071 00	May 21, 1948
St. Boniface, Man.	Construction of houses.	Claydon Co. Ltd., Winnipeg, Man.	692,147 09	June 3, 1948
Prince Albert, Sask.	Construction of houses.	Shoquist Construction Ltd., Saskatoon, Sask.	334,587 81	May 21, 1948
Edmonton, Alta.	Construction of houses.	Bennett & White Ltd., Edmonton, Alta.	845,082 10	June 2, 1948
Medicine Hat, Alta.	Construction of houses.	Bird Construction Co. Ltd., Lethbridge, Alta.	347,840 00	May 20, 1948
Red Deer, Alta.	Construction of houses.	Bennett & White Ltd., Edmonton, Alta.	174,652 00	July 14, 1948
Esquimalt, B.C.	Installing concrete foundations under 170 houses.	Edward Reimaldi, Esquimalt, B.C.	78,885 00	July 16, 1948
Vancouver, B.C. (Renfrew Heights).	Construction of houses.	Bilmore Construction Co., Vancouver, B.C.	215,000 00	Feb. 19, 1948

**DEPARTMENT OF MINES AND RESOURCES**

Yellowknife, N.W.T.	Reconnaissance survey between Yellowknife and Hay River.	John Anderson Thompson, Yellowknife, N.W.T.	\$ 1,700 00	May 20, 1948
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**CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING JUNE**

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Saint John Harbour, N.B.	Maintenance dredging, deep water berths.	Saint John Dry Dock Co. Ltd., Saint John, N.B.	75,050 00	Mar. 30, 1948
Vancouver Harbour, B.C.	Patching and flush coating the South Approach, Second Narrows Bridge.	City Construction Co. Ltd., Vancouver, B.C.	450 00	Apr. 7, 1948
Vancouver Harbour, B.C.	Renewal of Dolphins, No. 3 Jetty.	W. Greenlees, Vancouver, B.C.	6,976 00	May 8, 1948
<b>NATIONAL HARBOURS BOARD</b>				
Amnapolis, N.S.	Repairs and painting at Public Building.	Joseph S. Surette, Eiel Brook, N.S.	\$ 11,000 00	June 26, 1947
Bridgewater, N.S.	Additions to Public Building.	Acadia Construction Co. Ltd., Bridgewater, N.S.	31,552 00	Mar. 23, 1948
Halifax, N.S.	Alterations, repairs, painting, etc., Annex No. 1, Eastern Air Command.	Standard Construction Co. Ltd., Halifax, N.S.	73,616 00	Feb. 4, 1948
Halifax, N.S.	Alterations and construction of elevator shaft, etc., Pavilions "B" and "C", Camp Hill Hospital.	D. A. Macdonald, Halifax, N.S.	12,993 40	June 21, 1948
Sydney, N.S.	Alterations, repairs, painting, roofing, etc., Public Building.	J. W. Stephens Ltd., Sydney, N.S.	18,806 00	Apr. 26, 1948
Petit Rocher, N.B.	Breakwater repairs.	Diamond Construction Co. Ltd., Fredericton, N.B.	132,894 75	Apr. 22, 1948
L'Islet, P.Q.	Wharf repairs.	J. P. Albert Normand, L'Islet, P.Q.	19,246 00	Apr. 19, 1948
St. Omer, P.Q.	Repairs to piers (North Pier).	J. Antonio Dulour, St. Alexis de Matapedia, P.Q.	39,585 87	Apr. 22, 1948
Kincardine, Ont.	Construction of a hospital for Indian Health Services Branch.	McNamara Engineering Co. Ltd., Toronto, Ont.	37,491 30	Apr. 19, 1948
Stoux Lookout, Ont.	Wharf reconstruction.	Manitoba Engineering Co. Ltd., Winnipeg, Man.	555,135 00	May 5, 1948
Hnassa, Man.	Repairs to wharf and approach.	Pacific Pile Driving Co. Ltd., St. Boniface, Man.	105,883 50	Apr. 26, 1948
Hospital Bay, B.C.	Alterations and additions to Public Building.	Andrew L. Patterson, Kelowna, B.C.	5,915 00	May 4, 1948
Kelowna, B.C.	Alterations and additions to Public Building.	Andrew L. Patterson, Kelowna, B.C.	34,450 00	May 7, 1948
Seal Harbour, N.S.	Dredging.	J. P. Porter Co. Ltd., Montreal, P.Q.	130,000 00	*
Lower Wedgeport, N.S.	Construction of Pontoon pipes for Dredge P.W.D. No. 5.	The Sydney Engineering & Dry Dock Co. Ltd., Sydney, N.S.	7,490 00	*
Chockfish, N.B.	Dredging.	J. P. Porter Co. Ltd., Montreal, P.Q.	37,643 75	*
Cocagne Church, N.B.	Dredging.	Diamond Construction Co. Ltd., Fredericton, N.B.	17,820 00	*
Green Point, N.B.	Dredging.	Diamond Construction Co. Ltd., Fredericton, N.B.	10,368 00	*
Grande Riviere, P.Q.	Dredging.	Felix Michaud, Buctouche, N.B.	6,600 00	*
Riviere du Tonnerre, P.Q.	Dredging.	J. P. Porter Co. Ltd., Montreal, P.Q.	12,324 80	*
Grande Riviere, P.Q.	Dredging.	J. P. Porter Co. Ltd., Montreal, P.Q.	79,200 00	*
Trinity Bay, P.Q.	Dredging.	J. P. Porter Co. Ltd., Montreal, P.Q.	187,420 00	*
Oshawa, Ont.	Dredging.	J. P. Porter Co. Ltd., Montreal, P.Q.	124,583 88	*
Port Hope, Ont.	Dredging.	Russell Construction Co. Ltd., Toronto, Ont.	159,000 00	*
Port Hope, Ont.	Dredging.	Russell Construction Co. Ltd., Toronto, Ont.	23,223 50	*
Port Hope, Ont.	Dredging.	Russell Construction Co. Ltd., Toronto, Ont.	36,543 10	*
<b>DEPARTMENT OF TRANSPORT</b>				
Quebec Island, N.S.	Construction of combined dwelling & light.	R. G. McDougall, Sydney, N.S.	\$ 15,440 00	May 6, 1948
Ship Harbour, N.S.	Construction of combined dwelling & light.	Scotia Roofing & Sheet Metal Ltd., Halifax, N.S.	15,600 00	May 6, 1948
Sydney, N.S.	Additional airport development.	Municipal Spraying & Contracting Ltd., Halifax, N.S.	14,892 00	Apr. 23, 1948
Yarmouth, N.S.	Additional aerodrome development.	Municipal Spraying & Contracting Ltd., Halifax, N.S.	13,430 00	Apr. 13, 1948
Gore Bay, Ont.	Additional aerodrome development.	King Paving Co. Ltd., Oakville, Ont.	3,406 00	Apr. 13, 1948
London, Ont.	Additional aerodrome development.	R. A. Blyth, Toronto, Ont.	13,980 30	Apr. 6, 1948
Malton, Ont.	Additional airport development, Toronto Airport.	King Paving Co. Ltd., Oakville, Ont.	9,760 30	Apr. 13, 1948
Oshawa, Ont.	Additional aerodrome development.	R. A. Blyth, Toronto, Ont.	40,391 00	Apr. 13, 1948
Edmonton, Alta.	Additional airport development.	J. W. S. Chappelle, Edmonton, Alta.	16,279 85	Apr. 19, 1948
Penticton, B.C.	Improvements to runways, Penticton Aerodrome.	Interior Contracting Co. Ltd., Penticton, B.C.	16,430 00	Apr. 15, 1948
Port Hardy, B.C.	Surface treatment of aerodrome.	Marwell Construction Co. Ltd., Vancouver, B.C.	14,500 00	Apr. 15, 1948
Prince George, B.C.	Additional aerodrome development.	Williams & Carrothers Ltd., Vancouver, B.C.	44,600 00	Apr. 15, 1948

\* 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 Alberta in 1948

*Higher benefits for disabled workers or their dependants, a reduction in the "waiting period", and other changes have been made in the Alberta Workmen's Compensation Act. Among other legislation adopted at the 1948 session of the Legislature were important amendments to the section of the Alberta Labour Act dealing with collective bargaining and labour disputes.*

One of the major Acts of the 1948 session of the Alberta Legislature, which lasted from February 19 to March 31, was one to revise and consolidate the Workmen's Compensation Act, based on recommendations of a special legislative committee appointed to review the Act in 1947. A Blind Workmen's Compensation Act was also enacted. The name of the Department of Trade and Industry was changed to the Department of Industries and Labour. By an amendment in the Labour Act, penalties were provided for employers and trade unions, and for their representatives, as well as for union members individually, for authorizing or calling or for participating in an illegal strike or lockout. Other Acts amended dealt with coal mines, mothers' allowances, old age pensions, and billiard rooms and bowling alleys.

### Workmen's Compensation

Recommendations of the special legislative committee appointed to investigate the operation of the Workmen's Compensation Act (L.G., 1948, p. 569) are embodied in a new Act passed at the 1948 session. It has become customary to review the Act every five years.

The new Act provides higher benefits for disabled workmen or their dependants, reduces the "waiting period" from 14 to six days, increases the minimum weekly compensation for total disability from \$12.50 to \$15, and raises the maximum annual earnings on which compensation may be based from \$2,000 to \$2,500. The latter amendment was made by the Legislature in line with a minority recommendation. The majority of the special committee did not favour such an increase.

The Legislature rejected a motion to raise the basis of compensation from 66 $\frac{2}{3}$  to 75 per cent of earnings; to reduce the waiting period from six to three days; to increase the *per diem* allowance of injured workmen being treated away from home and out of

hospital from \$2.50 to \$3.50; to raise the monthly allowance for orphans and children who subsequently become orphans from \$15 to \$25; to make increased benefits applicable to all dependants now receiving pensions; and to establish and maintain a permanent research committee to study the occupational hazard of diseases not now listed.

Increased benefits apply only to accidents which take place after March 31, 1948. Changes in the scale of compensation are noted below.

The allowance for burial expenses is raised from \$125 to \$175, and the additional payment of \$100 for necessary pre-burial expenses which was formerly limited to a dependent widow is now provided for either surviving consort. The monthly pension to a dependent consort is to be \$50 instead of \$40, and to a child under 18 years \$15 rather than \$12. The same payment is provided for a dependent invalid child irrespective of age, to continue as long as the Board feels the workman would have supported the child.

With respect to orphans under 18 or to children whose surviving parent is confined to a prison or institution, the Board was given discretionary powers to make additional payments not exceeding \$10 a month for each child. Additional payments may also be made because of illness to a widow up to \$15 a month and to dependent children up to \$10 a month for the duration of the illness.

For the first time the Act provides for payments to assist in continuing a child's education. A child between 16 and 18 who is attending an academic, technical or vocational school and making satisfactory progress must be paid an additional \$10 a month, and if his eighteenth birthday occurs during a school year the Board may extend this payment and the monthly benefit of \$15 to the end of the school year.

The maximum monthly payment to a parent or parents is raised from \$35 to \$50 and to all dependants from \$70 to \$85.



A dependent widow who re-marries is to receive a lump sum of \$600 instead of \$480, and provision is made for resuming monthly payments of \$50 after the lapse of one year if she is subsequently in need by reason of the death of her husband, his imprisonment or confinement to an institution.

The Workmen's Compensation Board is to have exclusive jurisdiction to hear and determine all questions arising under the Act, with or without notice to the persons interested. Previously, an exception to this stipulation was made in cases where the payment of compensation to the applicant or the amount of compensation was questioned.

The Act states that compensation is to be paid where personal injury by accident "arising out of and in the course of employment" is caused to a workman. A new subsection provides that if one of these conditions exists, the other is presumed to exist, unless the contrary is shown.

An important amendment similar to that made in British Columbia stipulates that where the disability lasts more than six days, instead of the present 14, the workman may recover compensation from the date of disability.

New sections give the Board wider scope in awarding compensation for permanent total and permanent partial disability. In either case, the Board may, as at present, take into account the average weekly earnings of workmen employed at similar work in the same occupation for the preceding eight-year period or may choose two other alternatives, the eight-year average weekly earnings of workmen in other industries to which the Act applies or the workman's average weekly earnings during the previous 12 months.

Instead of \$12.50 a week, the minimum compensation for total disability is now \$15 or, as before, average earnings if less.

A workman who is receiving compensation and who suffers a further disability may not be paid compensation exceeding the maximum authorized by the Act estimated on the basis of  $\frac{2}{3}$  of \$2,500 per annum. and where a lump sum has been given instead of periodic payments, the periodic payments are deemed to be still payable.

The Board may from time to time require any person entitled to compensation to furnish information as to his disability, place of residence, etc., and pending receipt of such particulars may withhold further payments.

A new proviso to the section setting a time-limit of 12 months for making a claim extends the time to three years and permits

the Board to pay compensation if the workman has notified his employer of the accident as soon as practicable, it was noted on the employer's records, and, in the Board's opinion, the claim is a just one and ought to be allowed. In the case of silicosis the time-limit for filing a claim is not to apply.

The time-limit of 12 months for claiming compensation is not to run against persons residing in territories with which trading has been suspended under regulations respecting trading with the enemy for the time of such suspension. The capital value of such pensions is to be computed from the date of the workman's death but the pension will become payable only from the date when trading is resumed. Moneys that would otherwise have been payable to the dependants are to be paid into the Accident Fund.

As regards silicosis, a workman is not entitled to compensation, medical aid or payment of burial expenses unless, in the Board's opinion, he has been exposed to silica dust for at least three years, rather than five years, as in the 1943 Act, but this provision is not to prevent the Board from allowing any claim due to silicosis which it considers is entirely due to employment in Alberta. As regards any claim due to silicosis where the disablement arose before March 31, 1948, the 1943 Act is deemed to have included a provision from March 30, 1943, permitting the Board to allow any claim which it feels in justice should be allowed.

The Board is authorized to pay for the replacement and repair of eye-glasses, artificial eyes or limbs or hearing aids as well as dentures which are broken in an accident in which the wearer received personal injury.

Payment by the Board of an account for medical services is not to be considered a claim by the workman or acceptance of a claim by the Board. In order to be recognized by the Board and recoverable, an account for medical aid must be filed with the Board within three months from the termination of the treatment. Previously, the account had to be filed within three months of discharge by the physician or of the date on which the workman returned to work, whichever period was the shorter.

As before, a workman's right to compensation or periodical payments is to be suspended if he fails to appear for a medical examination at an appointed time, and it is now stipulated that the condition found upon such examination is to be deemed, unless the Board directs otherwise, to have been his condition at the date for which the examination was called.

The new section substituted for that authorizing the Board to reduce, suspend or terminate compensation when it is satisfied that a workman's recovery is prevented or retarded by his own misconduct permits compensation to be reduced or suspended if the workman "persists in unsanitary or injurious practices which tend to imperil or retard his recovery or refuses to submit to such medical or surgical treatment as in the opinion of the Board, based upon independent expert medical or surgical advice, is reasonably essential to promote his recovery".

Records of first aid treatment required to be kept by the employer are to be open to inspection by an injured workman or his representative as well as to the Board or a member or representative of the Board.

The section was omitted which allowed the Board to reduce compensation payable to a workman if it was satisfied that his earning capacity was increased by reason of re-training and rehabilitation measures taken by the Board.

Provision is made for the setting up of a reserve for the payment of expenses incurred by the Board in re-training and rehabilitation. Any amount over \$100,000 in the special reserve for enhanced disabilities due to previous injury is to be transferred at the end of each year to the rehabilitation reserve, and the Board may provide funds out of the rehabilitation reserve if at any time there is insufficient money in the special reserve to cover the cost of second-accident claims. Moneys accruing from certain deductions and payments for medical aid which by the 1943 Act were transferred to the Accident Fund are from March 31, 1948, to be placed in the rehabilitation reserve.

A change in wording makes more inclusive the Board's powers of inspection. It may now determine the requirements and make regulations for safe working conditions, including proper sanitation and ventilation, and may enter an employer's premises to ascertain whether working conditions are safe. Previously, the Board was empowered to require the provision of proper sanitation only.

Leave must be obtained from the Board to begin to operate any mine, plant or establishment in which power-driven machinery is used, or, as before, to resume operations after more than seven months.

The section declaring that an employer must be subject to a levy of half the amount of compensation when an accident is due "entirely" to his failure to comply

with the Board's directions or the regulations was re-worded to read "entirely or mainly".

A slight change in the section dealing with reporting of accidents requires an employer to notify the Board when he has knowledge or notice of an accident or of the allegation of the happening of an accident. If he fails to report, the Board may investigate and charge the costs against the employer. Such amounts may be made part of the employer's assessment and the Board is to have the same powers of collection as with unpaid assessments.

Casual workers employed otherwise than for the purposes of the employer's business may now be brought within the Act on the application of a majority of the employees with the employer's consent. As before, farm and ranch workers may only be admitted on application with the employer's consent, and outworkers and persons employed in an industry of an itinerant nature are outside the Act.

In industries where assessments are based on the employer's production, members of the employer's family are not to be considered workmen unless they are in the *bona fide* regular full-time employment of the employer, and average earnings on which compensation may be based are fixed at the weekly equivalent of \$1,200 a year.

Provision was also made for municipal councillors to be classified as workmen under the Act with the Board's approval while actually engaged in the business of the district. The Bill as introduced fixed \$1,800 as earnings of councillors but the amount was dropped. The Board's approval of an application to become a workman under the Act may be revoked and notice of revocation must be sent to the employer.

Any over-payment of compensation may be recovered as a debt due the Board and may be offset against any compensation that may become payable to the workman.

The Board must repay to the workman the costs of an action taken at its direction, but, unless the Board directs that an appeal be taken, it is not required to bear the costs of an appeal.

In cases where a workman entitled to compensation has a cause of action against a third person, the Board may accept payment of its claim against such person and release him from liability. If more is paid than is sufficient to pay the cost of the accident, the Board may retain the surplus as part of the Accident Fund or pay it to the workman or his dependants but only where the workman releases the Board from any further claim in respect of the accident.



The Act permits compensation to be paid to a workman whose residence or usual place of employment is in Alberta for an injury occurring in a place where there is no State system of compensation while employed by an employer whose business is in Alberta if the employment out of the Province has lasted less than a year. To this section was added a proviso authorizing the Board on application of the employer to extend the 12-months period from time to time.

Pension payments suspended under the War Measures Act are to be paid into the Accident Fund and the Board in its discretion may pay all or part of accumulated pensions to dependants other than enemy aliens.

Omitted from the Act is the section which authorized the payment of compensation on a lesser scale than provided in the Act to persons residing outside Canada if, in the Board's opinion, they could be maintained on such smaller sum in a like degree of comfort as dependants of the same class in Canada. Moneys accumulated under this section which were previously used to increase payments to widows because of their own illness or that of their children will now be transferred to the Accident Fund, the widows being provided for, as noted above.

As regards assessments, publication in the *Alberta Gazette* of a statement of percentages and rates fixed by the Board and of the industries to which they respectively apply is deemed to be an assessment upon and notice to each employer. Assessments are to be deemed to be due as of January 1 of the year in which they are made, provided that the Board may direct payment at such times as it sees fit. The payroll or production estimated by the employer or by the Board is to be deemed the actual payroll or production of the employer unless satisfactory evidence of the actual payroll or production is submitted. When an industry is brought within the Act, the employer must pay the appropriate assessment for the balance of the current year or otherwise as the Board may require. Payment of the full amount of every assessment, with or without notice from the Board, is required.

Penalties provided for an employer who continues to employ workmen after being ordered by the Board to desist because of default in furnishing security for assessments are changed from a minimum of five dollars a day and a maximum equal to the debt of the employer to the Board to a minimum of five dollars and a maximum of \$100 a day for each day that the default continues. The maximum imprisonment in default of

payment is changed from three to six months.

Agencies or departments of the Dominion or Provincial Government are now included among those entitled to get information from an officer or member of the Board when authorized by the Board.

The time-limit of 10 days after beginning operations within which a person engaged in lumbering, logging, saw-milling, etc. must apply to the Board for a declaration that his operations are outside the scope of the Act may not be extended if the operations are carried on by two or more persons in partnership.

Another change provides that workmen of contractors and of sub-contractors are to be deemed workmen of the principal to the contract as well as of the principal contractor.

Another amendment was designed to avoid the expense of two seizures where a distress warrant of the Board is placed in the sheriff's hands and the goods of the debtor are seized at the instance of another creditor.

A recommendation of the special committee was carried out by the enactment of a Blind Workmen's Compensation Act, similar to those previously enacted in Nova Scotia, Ontario, Quebec and Saskatchewan and to the New Brunswick Act passed in 1948.

The Act provides that where compensation for an accident to a blind workman exceeds \$50, the Board, or the employer if he is individually liable, is to be reimbursed from the General Revenue Fund of the Province for all costs of compensation in excess of \$50.

The Canadian National Institute for the Blind or other organization recognized for the purpose by the Government is to determine the nature of the work and the proper placement of the workman. Officers of the Institute are to have access at all times to a blind workman's place of employment, provided the person in charge consents.

In making an award to a blind workman under the Workmen's Compensation Act, the Board may have regard to previous awards to the workman under that Act.

The Board may fix the assessment to be levied on an employer of a blind workman at such amount as it deems fair, having regard to the Workmen's Compensation Act.

### **Collective Bargaining and Labour Disputes**

Important amendments in Part V of the Alberta Labour Act which deals with Conciliation and Arbitration provide penalties for "illegal" strikes and lockouts, that is,



work stoppages in which the conciliation, arbitration and supervised strike-vote procedure required by the Act has not been complied with. The Minister may refer the question of the legality of a strike or lock-out to a Supreme Court judge for adjudication. The penalties which are provided for employers or employers' organizations, officers or representatives of trade unions, and for union members individually are not to apply to any dispute which arose before the passing of the Act.

Other provisions provide for the payment of wages to workers who are dismissed illegally; prohibit attempts to solicit employees to join a union, without the employer's consent, while employees are on duty; and enable the Dominion Government to administer its own legislation or provincial legislation in case of a dispute in coal-mining or meat-packing.

A clause which required officers or representatives of trade unions and employees' organizations to be Canadian citizens was deleted by the Legislature.

"A bargaining agent" may now be only a trade union or organization of employees, and not an individual. The words "elected or appointed representatives of the employees" were struck out.

A provision added by the Legislature stipulates that an employee's status is not affected by the occurrence of a strike or lockout if conciliation and arbitration provisions have been complied with.

An employee entitled to vote at a ballot taken to elect a bargaining agent or on the acceptance or rejection of an arbitration board's decision must, as before, have been a member of the trade union for at least three months and must have been engaged in his class of employment in the industry for at least three months. Previously, he must have been in the service of the employer for three months.

The Act, as amended, now permits either the bargaining agent or an employer or employers' organization to give notice requiring the other to begin collective bargaining, and the provision requiring three clear days' notice to be given applies equally to employers and employees. Previously, the Act merely required the bargaining agent to serve notice on the employer.

Either party to a collective agreement may require the other to commence collective bargaining within two months before an agreement expires. Refusal or failure by either side to bargain collectively or failure to cause representatives to bargain constitutes a separate offence for each day or part of a day that the offence continues.

Formerly, it was declared an offence for the employer to refuse to bargain. It is also made an offence for unions, bargaining agents or employees' organizations as well as for employers to refuse to execute a collective agreement after the terms have been agreed upon.

Collective agreements are binding on the employer and on the bargaining agent and on every employee in the unit of employees for which the bargaining agent has been certified, but no employee is required to sign an agreement. Each party to an agreement must file one copy with the Minister.

A section forbidding trade unions or employees' organizations or their representatives to solicit union membership on the employer's premises and without his consent "during working hours" was changed in passage to "while the employees are on duty".

Where an employer is found guilty of dismissing a worker contrary to the Act, the judge, in addition to any other penalty, may order him to pay the worker the wages lost up to the date of the employer's conviction. The Legislature added the provision that such an order is not to prejudice any right of action by the worker.

The Act now prohibits a union, employees' organization, or officer or representative of either from authorizing or calling a strike until a vote has been taken. A change made by the Legislature imposes the same penalties on employers for illegal lockouts as were laid down in the Bill as introduced for illegal strikes. Officers, agents or representatives of employers or employers' organizations, and officers or representatives of unions or employees' organizations are now subject to a maximum penalty of \$50 a day for authorizing or calling an illegal lockout or strike.

Where a judge has declared a strike illegal, any collective agreement and authorization for the check-off of union dues are void, but upon the termination of the strike the Minister may by order reinstate the agreement or check-off.

For an illegal strike, a union or employees' organization is liable on summary conviction to a maximum daily penalty of one dollar for each member on strike. In default of payment, upon return to work of the employees, the employer is required to continue the check-off and to pay the money collected to the magistrate who made the conviction until the fine is paid, after which the employer may deduct union dues in accordance with a new collective agreement or assignment made subsequent to the strike. For an illegal lockout, the employer

incurs a maximum daily penalty of one dollar for each employee locked out. The fines begin three days after the judge's decision is handed down. Penalties apply only to the members of the local union participating and not to any other local or branch of the trade union whose members have not participated in the strike.

The fee charged by a union for a temporary union card must not exceed monthly union dues.

A new section prohibits any person, firm, corporation or association from carrying on an employment agency or from collecting fees from persons seeking employment. This prohibition formerly was contained in the Employment Offices Act, 1937, which is now repealed.

The provision made in 1947 for dealing with disputes in coal-mining is now made applicable to meat-packing. This enables the Lieutenant-Governor in Council to suspend the operation of Part V in so far as it relates to coal-mining and meat-packing disputes and authorizes the application to such disputes of the Dominion Industrial Disputes Investigation Act or of any Dominion Act which may be substituted for it.

A new section enables the Lieutenant-Governor in Council to enter into an agreement with the Dominion which would make Dominion legislation applicable to coal-mining and meat-packing disputes and which would permit Dominion officials to administer any provincial legislation or Dominion legislation if made applicable to the dispute.

### Coal Mines

The Coal Mines Regulation Act, 1945, was revised and a number of changes made. The definition of "mine" was amended to include strip pit mining and the Government was empowered to issue regulations prescribing safety precautions to be observed in such operations, providing for qualifications and certification of workers, and governing other matters relating to strip pit mining. In the case of strip pit operations, surveys may be made and plans certified by an Alberta land surveyor or a Dominion land surveyor as well as by an Alberta mine surveyor.

It is now stipulated that "workman" which means any person employed below ground who is not a mine official, fan man, cager or onsetter, stableman or pumpman is so defined for the purposes of the sections which fix maximum hours underground.

A manager at a mine is forbidden to act as agent at any other mine. Where a mine is small, the manager or overman is per-

mitted to act as an examiner unless the circumstances are such that he cannot discharge both duties properly. An overman has the same responsibility and is subject to the same liabilities as the manager for orders issued by him without the manager's consent.

An Electrical Inspector must hold a certificate of competency as a mine electrician, rather than an electrical certificate, as formerly. Immediately after each inspection, the District Inspector or Electrical Inspector must mail a copy of his report to the Chief Inspector as well as post a copy at or near the mine.

An inspector is now empowered to inspect the generation, transformation, distribution or use of electrical energy in a mine and also the disposition of water from a mine, mine wash-house or other mine building. Where water from a mine, mine wash-house or other building is, in the Chief Inspector's opinion, likely to cause damage to person or property or to constitute a source of danger, he may order the owner, agent or manager to dispose of it. If the owner, agent or manager objects, he must communicate with the Chief Inspector within 48 hours and thereupon the dispute is to be settled by arbitration, and pending decision the order must be suspended. Refusal or neglect to comply with an order of the Chief Inspector or with the decision of an arbitration board is declared an offence against the Act.

Where the inspector finds a dangerous condition in a mine and the owner, agent or manager objects to remedying it, the matter is to be submitted to arbitration only where the owner, agent or manager and the Chief Inspector fail to agree on a settlement.

In any case where the Act requires a matter to be settled by arbitration, one member of an arbitration board must be appointed by the Chief Inspector, one by the owner, agent or manager, and a third who is to be chairman appointed by the other two. If either party fails to appoint an arbitrator or if the two arbitrators fail to agree on a third, a District Court Judge may appoint an arbitrator. The Chief Inspector must refer a dispute to the Board. The chairman is to fix a time and place of sitting and give five days' notice to the parties. The Board is given power to award costs and its decision is final and binding on the parties.

As regards certification, a candidate for a third-class certificate of competency must first be the holder of a miner's certificate.

When repair work is being done by electricians, mechanics, etc., in a mine which is not in normal operation, they must be



accompanied by an experienced miner holding a miner's certificate, or, as before, by a holder of a first, second or third-class certificate.

Where electricity is used exceeding in the aggregate 15 kilowatts a mine electrician must be appointed. If a mine uses a total of 15 or more kilowatts, a person is not qualified to act as mine electrician unless he holds a certificate of competency as such or a provisional certificate granted by the Chief Inspector for such time and under such conditions as he may prescribe. The Chief Inspector may cancel a provisional certificate and require the owner, agent or manager to appoint a properly qualified electrician. The Act formerly limited the granting of provisional certificates to mines using electrical energy not exceeding 30 kilowatts.

The consent of the district examiner is required to stop any fan or auxiliary device used for ventilation of any advancing place. In other cases, no fan may be stopped without the manager's consent.

First-aid equipment, including blankets, must be kept in a sanitary condition in a damp-proof container. An exception is made to the requirement that two beds be kept for use of injured persons at a mine if there is a suitable ambulance available for service at all times, and, as formerly, where there is a hospital within two miles or where written exemption is granted by the Chief Inspector.

For the purposes of inspection, a locked flame safety lamp or "other approved gas testing device" may be used, but the examiner must not use or carry an open flame lamp.

No person may entrain on or detrain from a man-trip while it is in motion. Travelling in a moving conveyer either at the face or on a roadway is forbidden except with the written consent of the District Inspector and subject to such conditions as he may prescribe. No cars may be coupled or uncoupled while in motion.

### **Employment of Children**

The Billiard Rooms and Bowling Alleys Act reproduces, with some changes, an earlier Billiard Room Act which is now repealed. The administration of the Act has been transferred from the Department of the Attorney-General to the Department of Industries and Labour.

The Act requires the proprietors of billiard rooms and bowling alleys to be licensed.

As before, no person under 18 may be employed in a billiard room. With respect to bowling alleys, the minimum age is also 18, but the exception made during the war has been continued, thereby permitting persons between 16 and 18 to set up pins, but only with the written consent of parent or guardian. The Act now prohibits such employment after 9 p.m.

Frequenting a bowling alley or billiard room, unless accompanied by parent or guardian, is prohibited up to the age of 18, but a person under 18 may bowl in bowling alleys under supervision, as a member of a school team or of a young people's organization or athletic club. For a violation of these provisions, a fine may be imposed of \$50 for a first offence and of \$100 for a second or subsequent offence.

### **Mothers' Allowances**

A new section added to the Mothers' Allowance Act enables the Government to enter into a reciprocal agreement with another province whereby each Province will pay on behalf of the other an allowance to a woman who, with the written consent of the municipality liable or of the superintendent, has transferred her permanent residence from Alberta to the other province or from the other province to Alberta. When such an agreement has been made, a woman moving to the other province with the consent of the municipality or superintendent may continue to be paid the allowance she was receiving or was entitled to receive in Alberta.

### **Pensions**

An Act to amend the Old Age Pensions Act ratifies a new agreement made on September 6, 1947, between the Province and the Dominion for the payment of pensions. Under the new agreement the maximum pension payable by the Province is increased from \$300 to \$360 a year.

By an amendment in the Old Age Pensions (Supplementary Allowances) Act the supplementary allowance to old age or blind pensioners is raised from \$5 to \$7 a month.

The Municipal Districts' Office Employees' Superannuation Act provides for the establishment of a fund to provide superannuation allowances for office-workers in the employ of a municipal district or of the Alberta Association of Municipal Districts.

The Retirement Pension Act, 1948, provides for the establishment of voluntary retirement pensions for any class of employees.



The Lieutenant-Governor in Council is authorized to appoint an administrator to administer the Retirement Pension Fund.

The administrator may give information and advice regarding pension plans, and, if he approves such plans, set up and administer them, receive employers' contributions and employees' deductions, and pay pensions.

The administrator may enter into a contract with an employer whereby he may administer the employer's pension plan. He may not enter into such a contract unless deductions from employees' salaries do not exceed five per cent, employers' contributions are at least equal to deductions from employees, and the amount of the annual retirement pension does not exceed an amount actuarially equivalent to a single-life pension beginning at 65 years of two per cent of the average salary for the five-year period of service during which the worker received the highest salary.

A worker who leaves his employer is entitled to withdraw his contributions with interest or to leave the sum on deposit with the administrator. In the latter case, the amount may be added to any subsequent contribution under the pension plan of any other employer, or in the event of his death may be paid to his beneficiary.

A minimum of two per cent interest on all deposits in the Fund is guaranteed by the Province.

The Lieutenant-Governor in Council may make contributions to the Retirement Pension Fund to be deposited to the credit of the pension plan applicable to any designated employees or class of employees or to the employees of any designated employer or class of employers.

#### **Miscellaneous**

An Act to amend the Department of Trade and Industry Act changes the name of this Department to the Department of Industries and Labour.

An amendment in the School Attendance Act adds "Superintendent of Schools" to the list of officials who, on written application of parent or guardian, may exempt a child from attending school for six weeks in a school term.

An Act to amend the Mechanics' Lien Act enables the holder of a registered lien to register notice of change of address for service with the registrar of the land titles office.

An amendment broadens the scope of the Woodmen's Lien Act by making it applicable to all persons employed in any capacity in lumbering or timber operations or in or about any timber limit or mill where lumber of any description is processed.

The Credit Union Act was modified slightly to empower the Minister of Industries and Labour to cancel the incorporation of a credit union which is being mismanaged or operated on an unsound basis. Upon receiving the report of the Supervisor after a general meeting of the members, the Minister may direct that the affairs of the credit union be wound-up and may appoint the Supervisor as the liquidator.

A new section in the Coroners Act provides that where death may have been caused by an explosion or accident at a coal mine, the coroner, before holding an inquest, must notify the Chief Inspector of Mines and the Inspector may attend and examine witnesses in accordance with the provisions of the Coal Mines Regulation Act, and in any such case at least three members of the jury must be mine workers.

An amendment in the Edmonton Charter enables the City Council to establish a rotation system of closing of garages and gasoline service stations whereby one or more of such places may be open during the hours fixed as closing hours. A new section enables the Council to pass early-closing by-laws applicable to barber shops or beauty parlours either together or separately as a special class of shops.

# Recent Regulations Under Dominion and Provincial Legislation

*Women in Alberta are now permitted to work between 12 midnight and 1.30 a.m. if free transportation is provided, and garage mechanics and service station employees at Banff National Park may work 10 hours a day and 60 hours a week during the summer season. New regulations govern workers in strip pit mines. In British Columbia, persons employed on two Government road-building projects are permitted to work longer hours. The period of apprenticeship for electrical workers in Manitoba is reduced from five to four years. In Saskatchewan, new regulations have been issued under the Boiler and Pressure Vessel Act, 1948, and the eight and 44-hour limits set by the Hours of Work Act are now to apply to workers in poultry-processing plants in which egg-drying equipment has been installed.*

## DOMINION

### Canada Shipping Act

In the Louisburg and Bras d'Or Lakes pilotage districts in Nova Scotia new by-laws of May 26 and June 22, gazetted June 9 and July 14, respectively (P.C. 2373 and 2780), increase the pre-war pilotage rates. In the Bras d'Or Lakes district, and in the Louisburg district from June 1 to November 29, the rates are now 30 per cent higher. In the latter district during the winter season, from November 30 to May 31, rates have been increased 56 per cent. Moveage dues in the Bras d'Or Lakes district have also been raised 30 per cent.

By an amendment in the by-laws for the Quebec district made on May 26, gazetted June 9, a pilot who is detained on board a vessel beyond an hour for any reason other than an accident for which he is responsible, or, as by an earlier amendment (L.G., 1947, p. 696), on account of the weather, or cancellation of a request for a pilot, must be paid \$2 for each additional hour but not more than \$15 for each 24 hours. The pilot must also be notified of his duties and the location of the vessel by the Master or Agent at least three hours before he is required on board.

An amendment in a by-law of the Saint John district of May 20, gazetted June 9 (P.C. 2288) increases from \$38 to \$42.50 the maximum yearly pension a licensed pilot may receive in any year after five years' service. The maximum amount payable is raised from \$1,155 to \$1,275.

A new provision in the by-law stipulates that a pilot's widow is not entitled to a pension unless she was his wife at the time of his retirement.

New Regulations relating to the examination of Masters and Mates of home trade, inland and minor waters vessels and of Masters and Mates in the mercantile marine for foreign-going certificates of competency were made on April 8 and 13, respectively, gazetted June 9 (P.C. 1511 and P.C. 1570). The earlier Regulations are now rescinded (L.G., 1936, p. 1134).

### Old Age Pensions Act

Revised regulations under the Old Age Pensions Act (Canada) were approved by Order in Council (P.C. 1860) of April 29, and gazetted June 18. The new Regulations are substantially the same as the earlier Regulations of May 15, 1947 (L.G., 1947, p. 1497), which are now rescinded.

As a result of a 1947 amendment to the Act reducing from 40 to 21 years the age at which a pension may be granted to a blind pensioner, a blind applicant must have reached 20 years and six months instead of 39 years and six months, as previously.

With respect to residence qualifications, sections are now deleted which set out the number of days of actual residence required in order to be deemed a resident of Canada for the twenty years immediately preceding the date of pension. It is now provided that during the 20-year period an applicant may be absent from Canada 60 days in a year without affecting his eligibility for a pension. Formerly, 30 days' temporary absence in a year was counted as residence provided the applicant had lived in Canada for six months of such year.

These Dominion Regulations have been adopted as regulations under the British Columbia Act by an Order in Council gazetted on June 3.

## PROVINCIAL

### Alberta Coal Mines Regulations Act

As a result of a 1948 amendment to the Act, regulations were made on July 8, gazetted July 15 (O.C. 772), governing workers in strip pit mines. "Strip mine" is defined in the Regulations as any mine from which coal is extracted by the removal of the overlying strata by means of power shovels or other excavating methods.

The new Regulations deal with safety precautions, including the care and use of explosives, and qualifications of managers, foremen and blasters for certificates of competency.

Other precautionary measures include rules for the safety of operators of shovels, draglines, tractors and loading shovels and of truck drivers, the daily inspection of all stripping and loading equipment, a signed record of each inspection, and the fencing on all dangerous sides of an abandoned pit.

Every mine must be in charge of a manager holding a strip mine manager's certificate who may, depending on the size of the mine, also act as foreman or blaster. The owner or agent of a mine may himself act as manager. No person may, however, act as manager of more than one mine at the same time except where an owner has two or more mines in the same area, but in such case the Chief Inspector may require the appointment of separate managers.

The working of every mine must be supervised by a foreman holding a manager's or foreman's certificate. As a safety precaution, the foreman is required to inspect the mine at least once during each shift and post a copy of his report in a conspicuous place. He must also see that portable fences or barricades are placed around dangerous workings and that no person enters without his permission.

The owner, agent or manager is required to appoint, in writing, one or more blasters, holding a manager's, foreman's or blaster's certificate, to supervise the care and use of explosives. All shots must be fired electrically.

To qualify for a manager's certificate, a candidate must be 25 with two years' experience in strip mining; or he must hold a diploma or degree in scientific and mining training and have, in addition, one year's experience in a strip mine; or he must have obtained, on examination, a first-class manager's certificate.

A foreman's certificate will be granted after an oral examination to a person of 23 with one year's experience in strip mining.

The qualifications for a blaster's certificate issued after an oral examination, include a minimum age of 21, a sufficient knowledge of English to read and give warnings and directions and six months' experience in blasting under supervision.

A certificate may be granted without examination to a person engaged in any of these occupations for six months before the issue of these Regulations.

Provision is also made for the appointment of a Board of Examiners and fees are set for examinations and certificates.

### Alberta Labour Act

#### *Hours of Work*

Women in towns and cities of more than 2,000 population are permitted by a new Order (No. 9) of the Board of Industrial Relations, made on May 27 and gazetted June 15, to begin or end work between 12 midnight and 1.30 a.m., provided the employer furnishes free transportation for such employees to and from work. If transportation is not provided, however, no woman may be employed between 12 midnight and 6 a.m. Time spent waiting on the premises for transportation is to be deemed working hours. An earlier Order (No. 38, L.G., 1946, p. 1103), which is now rescinded, prohibited the employment of all women in the Province governed by the Act between 12.30 a.m. and 6 a.m. As before, the Order does not apply to women employed in hospitals and nursing homes other than office workers or to telephone operators.

Another Order (No. 10) of the same date extends from April 1 to October 31, 1948, the exemption from the hours provisions of the Act of elevator repair crews of the United Grain Growers Limited, the Alberta Wheat Pool and the Northwest Line Elevators' Association.

Garage mechanics and service station employees at Banff National Park are permitted, by a new Order (No. 11) of June 21, gazetted July 15 (O.C. 741), to work 10 hours in a day and 60 in a week between May 15 and September 30 of any year.

The maximum hours permitted by the Act are eight and 48 but, with the permission of the Board, exemptions may be made for seasonal work. Overtime at the rate of time and one-half must be paid for all hours in excess of nine in a day and/or 48 in a week.



## **Alberta**

### **Workmen's Compensation Act**

By an Order of June 25, gazetted June 30, the industry of "commercial aeroplane transportation where such is the employer's main industry" as listed in Schedule I of the Act is changed to "aeroplane transportation" and the "maintenance and operation of aeroplanes for hire" which includes flying clubs and schools.

## **British Columbia**

### **Hours of Work Act**

The working hours of persons employed on Government construction projects on the Hope-Princeton Highway and the Keremeos-Kaleden Highway have been extended to nine a day and 48 a week from June 10 to November 15, 1948, by a Regulation (No. 32D) made by the Board of Industrial Relations on June 4, gazetted June 10.

The maximum hours permitted by the Act are eight and 44 but, with the permission of the Board, temporary exceptions have been made in the case of other road-building projects where there was exceptional pressure of work (L.G., 1947, p. 1024).

## **British Columbia**

### **Male Minimum Wage Act**

Persons operating light plants in logging camps have been added to the group of workers (Order 1, L.G., 1947, p. 198), excepted from the provision requiring time and one-half the regular rate of pay for hours worked in excess of eight in a day and 44 in a week. This addition was made by Order 1D of June 4, gazetted and effective June 10.

## **Manitoba**

### **Apprenticeship Act**

#### *Electricians*

The period of apprenticeship in the electrical, electric motor winding and repairing trades has been reduced from five to four years and changes have been made in the proportionate rates payable in relation to journeymen.

As before (L.G., 1945, p. 769), the rates begin at 25 per cent of the journeymen's rates for the first six months, increasing 5 per cent each half-year until the rate is 40 per cent for the fourth half-year. Thereafter, the proportion rises by 10 per cent for the fifth, sixth and seventh half-years until, by an increase of 15 per cent, the rate at the end of four years is the same as at the end of the previous five-year period—85 per cent of the mechanic's rate.

This amendment was effected by a Regulation of June 25, gazetted July 3 (24/48).

## *Plumbers and Steamfitters*

By an amendment of July 6, gazetted July 10 (26/48), to the rules governing apprentices in plumbing and steamfitting (L.G., 1945, p. 768), persons who have been working in these trades for five years or more may, on the recommendation of the Trade Advisory Committee, be granted a certificate of qualification, the fee for which is \$1.

No certificate, however, will be issued without examination after six months from the date of this Regulation. Applicants must pay an examination fee of \$1. The normal apprenticeship term is five years.

## **Manitoba**

### **Vacations with Pay Act**

Regulations governing the use by employers of vacation pay stamps and books for construction workers in Greater Winnipeg were filed on July 9 and gazetted July 10 (27/48). An amendment to the Act in 1948 provided for vacation pay credits for construction workers in Greater Winnipeg equivalent to two per cent of the wages earned in each regular pay period.

The Regulations require the employer to purchase vacation stamp books from the Department of Labour at 25 cents each. Before issuing a book, the employer must enter on the inside front cover the date of issue and the name and address of the employee, and see that he signs his name in the proper place.

Records showing the serial number of each stamp book, the date of issue and the name and address of the worker must be kept by every employer on forms furnished by the Department. The serial number of each book must be impressed across each stamp as it is affixed.

In the case of the death of an employee before all stamps in a vacation pay book have been redeemed, the Minister may, upon receipt of satisfactory proof of death, and of the ownership of the book, pay to the authorized legal representative of the deceased the cash value of the remaining stamps.

## **Saskatchewan**

### **Apprenticeship Act**

A consolidation has been made of the Regulations governing apprentices in the building trades (O.C. 925, May 22, gazetted June 5). The persons covered by these Regulations are carpenters, bricklayers, masons, plasterers, painters and decorators, plumbers, steamfitters and sheet metal workers.

## Saskatchewan Boiler and Pressure Vessel Act

New Regulations governing examinations and certificates of engineers and firemen became effective on July 1 by an Order in Council (No. 1069) of June 21, gazetted June 26.

As provided for in the 1948 Act, these Regulations consolidate, with some amendments, the sections of the Steam Boilers Act of 1940 dealing with engineers' and firemen's certificates, together with the Regulations made in 1946 governing examinations, payment of fees and certification of engineers, firemen and refrigeration engineers (L.G., 1946, p. 997).

Certificates provided for in the new Regulations include the four classes of engineers' final certificates previously issued, together with heating plant and refrigeration engineers' certificates, and certificates valid for one year from date of issue or permanent certificates of firemen. Certificates are issued, upon payment of fee, to every candidate who obtains at least 60 per cent of the possible marks in the appropriate examination.

Every candidate for examination for a certificate, other than a fireman, must make written application on a prescribed form setting out his qualifications and references. A candidate for a fireman's certificate may make application orally to an inspector.

A candidate for a first-class engineer's certificate must be 25 years of age, the holder of a second-class certificate and have had, since its receipt, three years' experience as chief engineer in operating a high pressure boiler or steam plant of not less than 300 h.p. or as assistant in operating one of not less than 500 h.p.; or, if he has completed an approved course, he must have had two and one-half years' experience in either capacity, as above; or, if he is a university graduate in engineering or has been employed for five years in making or repairing steam engines and boilers, he must have had two years' experience as chief engineer or assistant, as above. As a final alternative, he must have had five years' experience as chief engineer in operating a boiler or plant of more than 200 h.p.

A candidate for a second-class certificate must be 22, hold a third-class certificate and have had 18 months' experience in operating as chief engineer a boiler or plant of not less than 175 h.p., or as assistant of a plant of not less than 300 h.p.; or he must, for three years, have operated as chief engineer a plant of not more than 100 h.p. or assisted in operating one of more than 200 h.p.; or, if he has completed the

course, must have had 15 months' experience as chief engineer in operating a 175 h.p. plant or assistant in operating a 300 h.p. plant; or, if he is a graduate in engineering, or has worked for five years in manufacturing or repairing engines and boilers, one year's experience as chief engineer or assistant of a 175 h.p. or 300 h.p. plant, respectively.

For a third-class certificate, a candidate must be 20, instead of 21 as before, hold a fourth-class certificate and have, for one year, operated as chief engineer a plant of not less than 75 h.p. or assisted in operating a plant of not less than 125 h.p.; or, if he has completed the course, 10 months' experience in either capacity; or if he is a graduate in engineering or has been employed for five years in the manufacture and repair of engines and boilers, six months' experience, as above. Finally, he is eligible for a certificate if he has been, for two years, in charge of a 50 h.p. plant or assisted in operating a 75 h.p. plant.

A fourth-class certificate may be granted to a candidate who is 19, and for one year has fired a boiler of not less than 25 h.p. or assisted in operating a plant of not less than 100 h.p.; or, if he has completed an approved course, has had ten months' experience in either capacity, as above; or, if he holds a degree in engineering, three months' experience in firing a boiler of 25 h.p. or six months' experience as assistant in operating a plant of 100 h.p. He is also qualified if he holds an engineer's provisional certificate, a heating plant engineer's certificate, or a traction engineer's certificate issued under the 1940 Act, or has held a fireman's certificate for six consecutive years, or has been employed for five years in making or repairing engines and boilers and for a further six months has either fired a boiler of 25 h.p. or assisted in operating one of 100 h.p.

To qualify for an engineer's provisional certificate, a candidate must be 18 with six months' experience in firing a boiler of not less than 15 h.p. or assisting in the operation of one of not less than 75 h.p.; or he must have held a fireman's certificate for three consecutive years and, in addition, have spent three months firing a 15 h.p. boiler or assisting in the operation of one of 75 h.p.; or for six months, or three full seasons, he must have fired a high pressure traction boiler of not less than 15 h.p.

A candidate for a heating plant engineer's certificate must be 18 and have held, for three years, a fireman's certificate, during which time he must have been in charge of a heating boiler or plant of not less than 40 h.p. or of a boiler used for heating purposes of 15 h.p. or have assisted in the

operation of a heating boiler or plant of at least 100 h.p.; or he must have held a fireman's certificate for six years, during which time he has operated or assisted in operating a heating boiler; or he must have the qualifications required for an engineer's provisional certificate.

A fireman's certificate may be granted to a candidate who is 18 and can satisfy an inspector that he has had sufficient experience in the operation of boilers and related equipment and that he will be employed directly in the operation of a plant or boiler for which an operator holding a fireman's certificate is required.

A candidate for a refrigeration engineer's certificate must also be 18 and for one year have operated or assisted in the operation of a refrigeration plant of not less than three tons of refrigeration per 24 hours; or if he holds a first, second, third or fourth class engineer's certificate, six months' experience in such capacity is required.

Every engineer and fireman holding a final, special or duplicate certificate must apply annually on a prescribed form for registration of his certificate, the application, together with the prescribed fee, to be forwarded to the Department of Labour within one year of the date of issue of his original certificate or former registration.

Where a certificate-holder for one or more years has not applied for registration of his certificate he must pay, in addition to the prescribed fee for the current year, the sum of all fees owing for registration in previous years, before his certificate may be registered. If he fails for three consecutive years (formerly five years), to apply for registration, the Minister may cancel his certificate, in which case a new one may not be issued until he again passes an examination.

Other provisions in the Regulations include rules for the conduct of examinations and prescribe fees payable for examinations and certificates.

## **Saskatchewan Hours of Work Act**

Persons employed in any poultry-processing plant in which egg-drying equipment is used or has been installed must not be permitted to work beyond the eight and 44-hour limits imposed by the Act unless overtime is paid for at the rate of time and one-half. This new Order (No. 15) was made on May 31, gazetted June 5 (O.C. 953).

Where by collective agreement or custom the weekly hours of workers in such poultry-processing plants previously exceeded 44 hours in a week without payment for overtime, rates paid otherwise than on an hourly or daily basis must not be reduced but the employer must increase the hourly, daily or piece-rate to an amount which exceeds it by not less than the percentage by which the previously established weekly hours exceeded 44.

Employees in other poultry-processing plants in or within a five-mile radius of any city are still exempt from these limits and must be paid time and one-half for hours worked beyond nine in a day and beyond their normal monthly hours. (Order 4, L.G., 1947, p. 1186).

## **Saskatchewan Hospitalization Act**

An amendment to the Regulations made on June 28 and gazetted July 10, exempts from benefits under the Act all workmen who are entitled to, as well as those who are receiving, hospital services under the Workmen's Compensation Act, the Workmen's Compensation (Accident Fund) Act and the Blind Workmen's Compensation Act. Previously, only persons receiving hospital services under the above-named Acts, were exempt. The amendment became effective July 1.



# 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 when a person has been unemployed for a considerable length of time (4½ months in this case), employment outside of his own area becomes suitable employment within the meaning of the Act.—CU-B 162 (22 November, 1946.)***

## MATERIAL FACTS OF THE CASE:

The claimant, a single man, aged 44 years, registered for work as a pipefitter, was last employed as a plumber by a plumbing contractor, receiving 80 cents an hour, from September 28 to December 27, 1945. On December 31 he filed a claim for benefit, which was allowed.

On May 13, 1946, the claimant was notified of permanent employment as a foreman plumber and pipefitter at \$50 a week, nine hours a day, in a city located one hundred and thirty-five miles from his home. He refused to apply for the situation, stating that he could not accept work away from home as it would mean leaving his mother alone.

The Insurance Officer disqualified the claimant for a period of six weeks commencing May 20, 1946, on the grounds that he had, without just cause, refused to apply for a situation in suitable employment when notified to him.

From this decision the claimant appealed to a Court of Referees, stating:—

My grounds for appeal are that I live alone with my mother and that I am unable to accept outside employment for any reason. My case is similar to that of a married person. I cannot go away and leave my mother alone at home in the evening.

The claimant did not appear before the Court of Referees although he was requested to do so and the Court, by an unanimous decision, reversed the decision of the Insurance Officer and allowed the claim on the grounds that the claimant was justified in not accepting the employment offered on account of the distance from his residence and also owing to the position in which he

was placed in maintaining a home for his widowed and aged mother.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees.

## DECISION:

The Umpire's decision was that the claimant should be disqualified for a period of six weeks as from the date on which the decision was communicated to him and gave as his reasons:—

From the facts and submissions before me, it is indicated that the claimant had been unemployed from December 27, 1945 to May 13, 1946, and had been receiving benefit during most of that period. Had there been work available for the claimant in his home district, he, no doubt, would during this period, have been able to obtain employment.

The work offered was at a rate of pay higher than the one he was receiving in his own home town, and the reason given by the claimant that he would not accept employment outside of the city where he resided or in a neighbouring city cannot be regarded as a valid reason within the meaning of the Unemployment Insurance Act.

The claimant points out that he was the only one living with his mother, although in the submission made it is indicated that she was not his dependent. There is no satisfactory reason given as to why the claimant could not have accepted the position and made arrangements for his mother to reside with him in the city where the work to which he was referred was located.

Where a person has been unemployed and in receipt of benefit for the length of time that the claimant has been as in this case, employment outside of his own area becomes suitable employment within the meaning of the Act. The claimant neglected to avail himself of this opportunity and, therefore, comes under the disqualifications of the Unemployment Insurance Act.

***Held that in order to be eligible for receipt of benefit a claimant must hold himself available for employment and when an offer is brought to his attention must be in a position to accept it without delay.—CU-B 170 (29 November, 1946.)***

**MATERIAL FACTS OF THE CASE:**

The claimant, a married woman, aged 38 years, registered for work as an inspector, was last employed as such by a farm machinery manufacturing company, at a rate of 59 cents an hour from September 9, 1942 to March 21, 1946, when she became separated from her employment due to a shortage of work. She filed a claim for benefit on March 25, 1946, which was allowed.

On June 17, 1946, she was disqualified for a period of six weeks under Section 43 (b) (i) of the Act for refusing to apply for a situation in suitable employment when notified to her.

On July 17, 1946, the claimant was again notified of employment as an unskilled worker with a roofing company at 50 cents an hour, which was the prevailing rate of pay, the hours of work being from 7.30 a.m. until 5.30 p.m. for a five-day week. She refused to apply for this position stating that she had made arrangements to take her son on a holiday and expected to return to the city on July 23 or 24. The Insurance Officer again disqualified the claimant for a period of six weeks, this time as from July 18, 1946, under Section 43 (b) (i) of the Act, on the grounds that she had without good cause refused or failed to apply for or to accept suitable employment when notified to her.

From this decision the claimant appealed to a Court of Referees on the grounds that she had telephoned the prospective employer to see if she could not start to work for them on her return from her holiday, but was told that it would be too late as they wanted someone immediately. The Court of Referees, before which the claimant appeared, by an unanimous decision allowed the claim, stating in part as follows:—

... appeared before the Court and stated that the work offered was suitable but she had planned to take her boy on a short holiday for that week-end and all her plans had been made. The claimant further stated that up until the year 1942, when accustomed to taking

annual summer holidays, she went to work in industry and had never before been employed but had to forego these on account of the war. Now that she was free she planned to go away for a short holiday, thinking that as she was under suspension anyway it would be a good time to go.

The claimant stated that she had telephoned the . . . , asking them to keep the employment open for her, which would be a matter of two to three days, but the company refused to do this and it was stated that the position had been filled over the week-end, but the new applicant was not required to start work until Monday of the next week. The members of the Court feel that as . . . was offered the employment on Thursday and had made all her plans for that week-end and intended returning not later than Wednesday of the following week, that while she did not refuse the employment, she was not able to change her plans without a great deal of inconvenience and disappointment, and as stated, holidays are recognized by good employers and by governments.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees.

**DECISION:**

The Umpire's decision was that the claimant should be disqualified for a period of six weeks as from the date on which this decision is communicated to her and gave as his reasons:—

There is no dispute as to the facts of the case. From the submissions made it is apparent that the claimant had been unemployed for approximately five months when she was notified of the vacancy. She had previously refused employment and had been disqualified in accordance with the provisions of the Act.

A claimant, in order to be eligible for receipt of benefit, must hold himself available for employment and when an offer is brought to his attention he must be in a position to accept it without delay.

Considering the length of time the claimant has been unemployed and in receipt of benefit, she should have adjusted her personal affairs so as to accept the employment when offered to her.

# UNEMPLOYMENT INSURANCE STATISTICS\*, JUNE, 1948

The Dominion Bureau of Statistics reports that claims for Unemployment Insurance benefit, filed in local offices of the Unemployment Insurance Commission, numbered 39,644 during June, 1948, compared with 42,257 in May and 28,501 during June last year. Of these, revised claims accounted for 8,101 in June, 8,640 in May and 7,136 during June, 1947. A revised claim consists of a reconsideration of an existing claim and cannot, therefore, be considered as a new case of unemployment. Initial and renewal claims arise almost exclusively from new cases of unemployment and these amounted to 31,543 in June as against 33,617 in May and 21,365 in June last year.

Those signing the live unemployment register (Table E-6) constitute the number of insured persons recorded as unemployed at a particular time. Ordinary claimants (that is those who have separated from their previous employment) signing the live unemployment register as at June 30 numbered 56,509 (36,917 males and 19,592 females) compared with 70,993 (47,665 males and 23,328 females) at May 31 and 47,817 (31,109 males and 16,708 females) at June 30, 1947. In addition there were other claimants signing the live unemployment register, largely short time claimants (that is those who have been put on short time at their places of employment). These totalled 5,111 (3,918 males and 1,193 females) at June 30, 5,593 (4,568 males and 1,025 females) at May 31, and 2,616 (2,230 males and 386 females) at June 30, 1947.

During June, 41,787 claims were disposed of by adjudicating centres, 1,060 of which were referred to courts of referees and 406 were special requests not granted. Special requests are those for antedating of the claims extension of the two-year period

and dependency rate of benefit. Of the remaining cases, in which entitlement to benefit was the main consideration, 27,695 were considered entitled to benefit and 12,626 not entitled to benefit. Chief reasons given by adjudicating officers for considering claimants not entitled to benefit were: "insufficient contributions while in insurable employment" 3,599 cases, "voluntarily left employment without just cause" 2,690 cases, "refused an offer of suitable work or neglected an opportunity to work" 2,473 cases, "not unemployed" 2,037 cases.

A total of 75,767 beneficiaries were paid \$2,599,716 as compensation for 1,350,735 compensated unemployed days in June compared with 107,347 persons paid \$3,666,566 for 1,887,287 compensated days in May and 62,221 persons paid \$2,153,537 for 1,122,849 compensated days during June of last year. The average duration of the unemployment compensated was, then, 17.8 days in June, 17.6 days in May and 18.0 days in June, 1947. The average amount of benefit paid per beneficiary was \$34.31 in June, \$34.16 in May and \$34.61 in June last year. The average amount of benefit paid per compensated day of unemployment was \$1.92 in June, \$1.94 in May and \$1.92 in June, 1947.

## Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending June 30, 1948 showed 3,023,067 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1948, an increase of 171,901 since May 31, 1948.

As at June 30, 1948, 206,190 employers were registered representing an increase of 1,132 since May 31, 1948.

\* See Tables E-1 to E-7.



# WAGE RATES, HOURS AND WORKING CONDITIONS IN THE IRON AND ITS PRODUCTS INDUSTRY, OCTOBER 1947\*

*A total of 55,500 plant employees were reported in the returns from employers in the four industries of the iron group covered in this article. Increases in average wage rates for Canada as a whole in each of these industries ranged between 51.1 and 107.3 per cent over 1939 rates. Ninety per cent of the plant workers were affected by collective agreements. Hours ranged between 40 and 60 with only four per cent of the workers on a standard work week of over 48 hours; more than half the plants and 85 per cent of the workers were on a five-day week. Time and one-half was the usual payment for overtime. More than half the plants and 88 per cent of the workers were eligible for a two-week vacation after a service period ranging up to 20 years, 76 per cent becoming eligible after five years. From 2 to 13 statutory holidays were reported observed, with payment made for four or six holidays to 74 per cent of the workers.*

This is the third of a series of articles dealing with wage rates and working conditions in the Iron and its Products Industry.

In the last two issues of the LABOUR GAZETTE, information on seven of the industries in the group was analysed. The

\*The information in this article was prepared from data obtained in the general annual survey of wage rates and hours of labour for 1947 by the Research and Statistics 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 wage or salary rates or the average straight-time earnings of employees on piece work during the last pay period preceding October 1, 1947. In calculating the average wage rates shown in the accompanying tables, both time and piecework averages have been weighted by the number of employees in each occupation as reported by contributing firms. A range of rates is shown for each average which is based on the middle 80 per cent of the employees used in the average. By excluding the extremely high and extremely low rates in the distribution, the limits are shown which include rates for the great majority of workers; the rates for all workers in each occupation however are included in the averages.

For a summary of provincial legislation on working conditions, see *Provincial Labour Standards Concerning Child Labour, Annual Holidays, Hours of Work, Minimum Wages and Workmen's Compensation*, an annual publication of the Legislation Branch of the Department of Labour.

This is the fourth of a series of articles dealing with 1947 information by industry. Comparable data for 1946 on a number of other industries have been published monthly from July, 1947, in the LABOUR GAZETTE.

remaining four industries, namely, Agricultural Machinery, Motor Vehicles, Motor Vehicle Parts and Accessories, and Heating and Cooking Apparatus, are covered in this article. The industry as a whole will be summarized in the next issue of the LABOUR GAZETTE.

## The Agricultural Machinery Industry

An increase of 16 per cent in the index number of wage rates in this industry in 1947 over 1946 was a continuation of the upward movement, beginning in 1946, which had followed two years of relatively stable rates.

Year	Index	Annual Percentage Change
1939	100.0	—
1940	105.1	5.1
1941	117.6	11.9
1942	136.7	16.2
1943	151.9	11.1
1944	155.8	2.6
1945	157.5	1.1
1946	178.5	13.3
1947	207.3	16.1

Returns from 24 establishments, employing 12,200 plant workers during the survey

**TABLE I.—DISTRIBUTION OF ESTABLISHMENTS AND PLANT EMPLOYEES IN THE AGRICULTURAL MACHINERY INDUSTRY, 1947**

	Canada	Quebec	Ontario	Prairie Provinces
Total Establishments.....	24	5	16	3
Plant Employees:				
Male.....	12,012	277	11,443	292
Female.....	186	.....	186	.....
Total.....	12,198	277	11,629	292

**TABLE II.—WAGE RATES IN THE AGRICULTURAL MACHINERY INDUSTRY, 1947**

Occupation and Locality	Average Wage Rate per Hour
Canada <sup>(1)</sup>	\$
Blacksmiths.....	.82
Inspectors.....	.98
Labourers.....	.76
Machine Operators (Metal).....	1.03 <sup>(2)</sup>
Machinists.....	.90
Moulders.....	1.12 <sup>(2)</sup>
Painters.....	.88
Patternmakers.....	1.12
Sheet Metal Workers.....	.87
Shippers and Packers.....	.95
Woodworking Machine Operators.....	.90 <sup>(2)</sup>

(<sup>1</sup>) Mostly Ontario.

(<sup>2</sup>) Piece-work earnings predominant.

**TABLE III.—OVERTIME RATES OF PAY FOR PLANT EMPLOYEES IN THE AGRICULTURAL MACHINERY INDUSTRY, BY ESTABLISHMENTS, 1947**

Overtime Rates by Region	After Daily Hours		After Weekly Hours	Sunday	Holidays
	Monday to Friday	Saturday			
Total Establishments.....	15	15	9	24	24
<i>Straight Time</i>					
Canada (Ontario only) .....	5	3	.....	3	2
<i>Time and One-Half</i>					
Canada.....	10	11	9 <sup>(1)</sup>	7	7
Quebec.....	4	3	1	.....	.....
Ontario.....	4	6	7 <sup>(2)</sup>	5	5
Prairie Provinces.....	2	2	1	2	2
<i>Double Time</i>					
Canada.....	.....	.....	.....	2	3
Quebec.....	.....	.....	.....	1	1
Ontario.....	.....	.....	.....	1	2
<i>No Overtime Information</i>					
Canada.....	.....	1	.....	12	12

(<sup>1</sup>) Includes one plant on a 49½-hour work week paying a bonus of 11 cents per hour for overtime after daily hours and time and one-half after 60 hours.

(<sup>2</sup>) Two plants on a 45-hour week paid this rate only after 48 hours had been worked.

period in 1947, were used. As shown in Table I, the industry is located mainly in Ontario. There were 186 women plant workers employed in eight of the Ontario plants.

Sixty-three per cent of the workers were in three plants employing over 1,500 workers each during the survey period. One-half the plants reported less than 100 workers each and accounted for only five per cent of the total number of workers.

**Collective Agreements.**—Eleven establishments reported 86 per cent of the total number of workers under some form of collective agreement. All but three per cent of these workers were reported to be covered by agreements with either the United Automobile, Aircraft and Agricultural Implement Workers of America or the United Steel Workers of America.

**Wage Rates** (Table II).—Average wage rates in the manufacture of agricultural machinery in 1947 ranged from seven to twenty cents per hour above the 1946 levels. The largest increases were apparent for those occupations in which there was a preponderance of piecework; metal-working machine operators, who carry the largest numerical weight, averaged 16 cents more in 1947 than a year previously; wood-working machine operators were up 20 cents over 1946 and moulders were 14 cents higher.

**Standard Hours of Work.**—Although weekly hours ranged between 40 and 60, one-half of the establishments and 91 per cent of the workers were on a 45-hour week.

The five-day week was most common in this industry, with 15 establishments, employing 95 per cent of the workers, reporting this schedule; weekly hours on the five-day week were 45 in all but three cases which reported 40, 47½ and 48 hours per week. Of the nine plants which were on a six-day week, all but two worked between four and five hours on Saturday and these two, employing a total of 140 workers, reported a full nine or ten-hour work day on Saturday.

**Overtime Rates of Pay** (Table III).—Time and one-half was the rate of pay for overtime after daily or weekly hours had been worked which was reported by 19 plants, employing 9,700 plant workers; five establishments reported straight time for overtime Monday to Friday and three gave this rate for Saturday overtime.

Only 12 plants gave overtime information for Sunday and holiday work; seven reported payment of time and one-half for both periods of time, two gave double time for Sunday work and three a similar rate for holiday work.

**Vacations with Pay** (Table IV).—All of the establishments reported giving an initial vacation of one week after one year of service or less to its plant workers.

Thirteen establishments, employing 92 per cent of the workers, reported giving two weeks after two, five or ten years of service. Forty-four per cent of the workers, employed in five plants, were eligible for three weeks, in one case after six years of service and in the remaining four plants, after twenty-five years.

**Statutory Holidays.**—Seventeen of the factories reported observing from six to eight statutory holidays with the remaining seven observing nine, ten or thirteen.

Although ten plants reported no payment for holidays observed, they included only 11 per cent of the workers. Seven establishments, paying for four or six holidays, accounted for 79 per cent of the total number of workers. Of the remainder, three paid for one holiday, one for three, two for eight and one for thirteen, although in this last case payment for all thirteen applied only to a few of the plant employees.

## The Motor Vehicle Industry

The index of wage rates for this industry in 1947 showed an increase of 51.1 per cent over base year rates. The percentage increase in 1947 over 1946 was 7.6 which was approximately the same as the increase in the previous year but substantially greater than in 1944 and 1945.

Year	Index	Annual Percentage Increase
1939	100.0	—
1940	100.6	.6
1941	108.6	8.0
1942	115.8	6.6
1943	122.7	6.0
1944	126.3	2.9
1945	130.3	3.2
1946	140.4	7.7
1947	151.1	7.6

In summarizing working conditions in the industry, returns from eight Ontario plants with 21,100 workers and three in Quebec employing some 500 workers were used, all engaged mainly in the manufacture of automobiles, trucks or buses. There were 240 women wage-earners reported working in the industry in addition to those engaged on office work.

Four of the eleven establishments accounted for 92 per cent of the total number of workers in the industry; the



**TABLE IV.—VACATIONS WITH PAY FOR PLANT WORKERS IN THE AGRICULTURAL MACHINERY INDUSTRY, BY ESTABLISHMENTS, 1947**

Length of Service Required	Initial Vacation of One Week	Maximum Vacation	
		One Week	Two Weeks
<i>Six and Nine Months</i>			
Canada (Ontario only).....	3		
<i>One Year</i>			
Canada.....	21	11	
Quebec.....	5	4	
Ontario.....	13	7	
Prairie Provinces.....	3		
<i>Two to Ten Years</i>			
Canada.....			13 (1)
Quebec.....			1
Ontario.....			9
Prairie Provinces.....			3
Total Establishments.....	24	11	13
		24	

(1) Ten plants required five years of service; another, two years and the remaining two, ten years.

**TABLE V.—WAGE RATES IN THE MOTOR VEHICLES INDUSTRY, 1947**

Occupation and Locality	Average Wage Rate per Hour
	\$
Canada (Ontario only)	
Assemblers.....	1.15
Electricians.....	1.26
Inspectors.....	1.19
Machine Operators.....	1.20
Machinists.....	1.17
Millwrights.....	1.26
Painters and Enamellers.....	1.19
Platers.....	1.24
Sheet Metal Workers.....	1.24
Toolmakers.....	1.44
Trimmers.....	1.21

**TABLE VI.—DISTRIBUTION OF ESTABLISHMENTS AND PLANT EMPLOYEES IN THE MOTOR VEHICLE PARTS AND ACCESSORIES INDUSTRY, 1947**

	Canada	Quebec	Ontario	Prairie Provinces	British Columbia
Total Establishments.....	60	3	47	5	5
Plant Employees:					
Male.....	11,723	74	11,103	384	162
Female.....	2,151	1	2,149	1	
Total.....	13,874	75	13,252	385	162

remaining seven establishments employed between 50 and 500 workers each.

**Collective Agreements.**—Seven plants and 97 per cent of the workers were reported covered by collective agreements, either with the International Association of Machinists, or, as in the case of nearly 20,000 workers in six plants, by the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America.

**Wage Rates** (Table V).—Wage rates in selected occupations in the industry in 1947 ranged between \$1.15 and \$1.44 per hour, which was six to eleven cents per hour higher than in 1946. The averages were affected materially by piecework earnings which were usually higher than time rates.

**Standard Hours of Work.**—Weekly hours ranged between 40 and 55 with the three Quebec plants reporting 45, 48 or 55 hours. Nearly two-thirds of the workers were on a 40-hour week.

Seven of the plants, employing 94 per cent of the workers, were on a five-day week of eight or nine hours per day. Those on a six-day week worked from three to five hours on Saturday.

**Overtime Rates of Pay.**—All of the establishments reported a rate of time and one-half for overtime Monday to Friday; in one case it was reported that the premium rate was paid only after weekly hours had been worked. One plant gave no information on Saturday overtime, and three reported time and one-half. This same rate was reported for all work on Saturday in six plants on a five-day week; in the other plant which was working a five-day week of 45 hours, time and one-half was paid after 48 hours of work.

For overtime on Sundays and observed statutory holidays, time and one-half was the usual rate, although double time for Sunday work was reported by two plants and this same rate was paid for holiday work by five plants. With respect to the latter, double time was paid for work on those observed statutory holidays which were given with pay.

**Vacations with Pay.**—All of the plants reported a paid vacation of one week after one year of service. Seven gave two weeks with pay, after three years of service in one case and after five years in the remaining six cases; 21,000 workers were eligible under this provision.

**Statutory Holidays.**—From six to twelve holidays were observed by the reporting establishments. Nine reported paying for

two, three, four or six of the holidays observed, with 90 per cent of the total number of workers receiving pay for four. Two establishments, which accounted for only six per cent of the total number of workers, did not pay plant workers for any holidays observed.

## The Motor Vehicle Parts and Accessories Industry

The wage rate index for this industry for 1947 showed an increase of about 91 per cent over comparable rates in the base year, 1939. The index also indicated a greater percentage increase in 1947 than in any other of the eight years since 1939.

Year	Index	Annual Percentage Change
1939	100.0	—
1940	103.4	3.4
1941	110.2	6.6
1942	127.0	15.2
1943	145.7	14.7
1944	147.1	1.0
1945	148.2	.7
1946	162.3	9.5
1947	191.1	17.7

Returns from 60 factories across Canada, employing about 13,900 workers, and reporting the manufacture of metal parts and accessories as their principal product, were used in this analysis; 47 of the factories and 96 per cent of the workers were located in Ontario. Half of the plants, employing up to 100 workers each, accounted for only ten per cent of the total number of employees; 50 per cent were in six plants employing over 500 workers each.

**Collective Agreements.**—Forty plants and 12,400 workers were reported covered by collective agreements. Seventy per cent of the total number of workers included in the survey, employed in 23 plants, were under agreements with the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America.

**Wage Rates** (Table VII).—Average wage rates in this industry showed an increase of 11 to 18 cents per hour in 1947 over comparable rates in 1946. The average rate for labourers of 87 cents per hour in 1947 was 15 cents per hour higher than in the previous year; skilled trades were averaging over \$1 per hour, having increased by 12 to 22 cents per hour over 1946. As in the manufacture of motor vehicles, piecework is

**TABLE VII.—WAGE RATES IN THE MOTOR VEHICLE PARTS AND ACCESSORIES INDUSTRY, 1947**

Occupation and Locality	Average Wage Rate per Hour
Canada (Ontario only)	\$
Assemblers, Male.....	.94
"    Female.....	.76
Grinders.....	1.01
Inspectors, Male.....	.95
"    Female.....	.68
Labourers.....	.87
Machine Operators, Male.....	1.01
"    "    Female.....	.77
Machinists.....	1.10
Millwrights.....	1.02
Toolmakers.....	1.23
Welders.....	1.09

**TABLE VIII.—STANDARD OR NORMAL WORKING HOURS IN THE MOTOR VEHICLE PARTS AND ACCESSORIES INDUSTRY, BY ESTABLISHMENTS, 1947**

Standard Hours	On a Five-Day Week	On a Six-Day Week				
	Ontario	Canada	Quebec	Ontario	Prairie Provinces	British Columbia
<b>WEEKLY</b>						
40.....	5 <sup>(1)</sup>					
Over 40 and under 44.....	7					
44.....	2	9 <sup>(2)</sup>		2	3	4
45.....	16	2		2		
Over 45 and under 48.....	3	3		2	1	
48.....	1	7		6	1	
Over 48.....		5	3	2		
Total Establishments.....	34	26	3	14	5	4
<b>DAILY</b>						
<b>Monday to Friday</b>						
8.....	5	14		7	3	4
8½.....	4	3		2	1	
8¾ <sup>(3)</sup> .....	4	2		1	1	
9.....	17	5	2	3		
9½.....	3	1	1			
10.....	1					
Total Establishments.....	34	26 <sup>(4)</sup>	3	14	5	4

<sup>(1)</sup> Includes one establishment located in British Columbia.

<sup>(2)</sup> One establishment operated 44½ hours per week.

<sup>(3)</sup> Includes one establishment working 8-7 hours Monday to Friday.

<sup>(4)</sup> Twenty-three establishments operated from 3 to 5 hours on Saturday and the other three, 8 hours.



common and the averages shown include both time rates and straight-time piecework earnings.

**Standard Hours of Work** (Table VIII).—Weekly hours ranged between 40 and 51½. Ten per cent of the workers were on a 40-hour week; 59 per cent, a 45-hour week and eleven per cent, 48 hours per week.

Thirty-four of the 60 plants reported a five-day week in effect in their plants, ranging from eight to ten hours per day; they included 73 per cent of the total number of workers. The three plants working an 8-hour day on Saturday accounted for 670 workers.

**Overtime Rates of Pay** (Table IX).—Most of the factories, employing 96 per cent of the workers, reported a rate of time and one-half for overtime in 1947 after either daily or weekly hours had been worked.

More than half the factories giving information on overtime rates for Sunday and holiday work reported time and one-half. In ten instances, double time was reported for Sunday work and 18 plants paid this same rate for work done on observed holidays.

**Vacations with Pay** (Table X).—All 59 establishments giving information on vacations with pay reported one week after one year of service or less.

Two weeks with pay were given after a service ranging from one to ten years in 43 plants, including 84 per cent of the workers. The 31 plants giving two weeks after five years employed 53 per cent of the total number of workers covered in the survey. One establishment, which gave two weeks after three years, also gave three weeks after five years of service.

**Statutory Holidays.**—Holidays observed ranged from five to thirteen with one-quarter of the plants reporting no payment for holidays observed; these plants employed ten per cent of the workers. Most of the plants observed from six to eight holidays and 23, with 70 per cent of the total number of workers, reported payment for six holidays.

## The Heating and Cooking Apparatus industry

In 1947 the wage rate index for this industry, based on rates in 1939 as 100, was 192.0, an increase of 17.4 per cent over 1946 rates, which was the largest annual

change in the years shown in the accompanying tabulation:

Year	Index	Annual Percentage Change
1939	100.0	—
1940	104.5	4.5
1941	115.6	10.6
1942	131.0	13.3
1943	143.5	9.5
1944	149.5	4.2
1945	155.4	3.9
1946	163.5	5.2
1947	192.0	17.4

Returns from 48 plants in Eastern Canada, employing some 7,900 workers during the 1947 survey period as shown in Table XI, were used in this analysis. More than 60 per cent of both the plants and workers were in Ontario.

One-half of the establishments which employed less than 100 workers each averaged 49 workers per establishment and accounted for fifteen per cent of the total number of workers.

**Collective Agreements.**—Seventy per cent of the workers, employed in 25 plants, were covered by union agreements; two-thirds of these workers were affected by agreements with the United Steel Workers of America or the International Moulders and Foundry Workers of North America. Another seven per cent of the total number of workers, located in two plants, were covered by agreements with associations of employees.

**Wage Rates** (Table XII).—A rise of 10 to 16 cents per hour in the average rates for selected occupations in the manufacture of heating and cooking apparatus was recorded in 1947. Average rates in Ontario, where the major part of this industry is carried on, were considerably higher than in other regions.

**Standard Hours of Work** (Table XIII).—Fifty per cent of the workers were employed in the 17 plants reporting a 45-hour week and 19 per cent were in the 13 plants working less than this schedule.

Two-thirds of the employees were on a 5-day week, working from 8 to 9¼ hours per day. Only ten per cent of the plant employees were required to work a full 8 or 8½-hour day on Saturday, the remainder working from four to five hours.

**Overtime Rates of Pay** (Table XIV).—The only premium rate of pay reported for overtime during the week was time and one-half, after either daily or weekly hours had been worked; in the case of four of

(Continued on page 1026)

**TABLE IX.—OVERTIME RATES FOR PLANT EMPLOYEES IN THE MOTOR VEHICLE PARTS AND ACCESSORIES INDUSTRY, BY ESTABLISHMENTS, 1947**

Overtime Rates by Region	After Daily Hours		Only After Weekly Hours	Sunday	Holidays
	Monday to Friday	Saturday			
Total Establishments.....	47	47	13	60	60
<i>Straight Time</i>					
Canada.....	6	5	3	3	5
Ontario.....	4	3	2	2	4
Prairie Provinces.....	2	2	1	1	1
<i>Time and One-Half<sup>(1)</sup></i>					
Canada.....	39	39	13	29	22
Quebec.....	3	3	.....	.....	.....
Ontario.....	29	29	13	28	19
Prairie Provinces.....	3	3	.....	1	2
British Columbia.....	4	4	.....	.....	1
<i>Double Time</i>					
Canada.....	.....	.....	.....	10	18
Quebec.....	.....	.....	.....	2	2
Ontario.....	.....	.....	.....	4	13
Prairie Provinces.....	.....	.....	.....	2	2
British Columbia.....	.....	.....	.....	2	1
<i>No Overtime Information</i>					
Canada.....	2	3	.....	18	15

<sup>(1)</sup> Includes one establishment paying time and one-quarter after daily hours, Sundays and holidays, and one paying same rate after weekly hours.

**TABLE X.—VACATIONS WITH PAY FOR PLANT EMPLOYEES IN THE MOTOR VEHICLE PARTS AND ACCESSORIES INDUSTRY, BY ESTABLISHMENTS, 1947**

NOTE.—Of the 60 establishments covered in this survey, one did not give any information on vacations with pay.

Length of Service Required	Initial Vacation of One Week	Maximum Vacation	
		One Week	Two Weeks
<i>Under One Year</i>			
Canada (Ontario only).....	7 <sup>(1)</sup>	1	1
<i>One Year</i>			
Canada.....	52	15	2
Quebec.....	3	3	.....
Ontario.....	39	6	1
Prairie Provinces.....	5	2	1
British Columbia.....	5	4	.....
<i>Over One Year and Under Five Years</i>			
Canada.....	.....	.....	4 <sup>(2)</sup>
Ontario.....	.....	.....	3
Prairie Provinces.....	.....	.....	1
<i>Five Years</i>			
Canada (Ontario only).....	.....	.....	31
<i>Over Five Years</i>			
Canada.....	.....	.....	5 <sup>(3)</sup>
Ontario.....	.....	.....	3
Prairie Provinces.....	.....	.....	1
British Columbia.....	.....	.....	1
Total Establishments.....	59	16	43
		59 <sup>1</sup>	

<sup>(1)</sup> One gave two weeks with no specified length of service, one required three months for one week and the other five required six months for one week's vacation.

<sup>(2)</sup> Two establishments required two years; one, three years; and the other, four years.

<sup>(3)</sup> One required six years; one, eight years; and three, ten years' service.

**TABLE XI.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE HEATING AND COOKING APPARATUS INDUSTRY, 1947**

	Canada	Maritime Provinces	Quebec	Ontario
Total Establishments.....	48	4	13	31
Employees:				
Male.....	7,499	716	2,230	4,553
Female.....	358	2	78	278
Total.....	7,857	718	2,308	4,831

**TABLE XII.—WAGE RATES IN THE HEATING AND COOKING APPARATUS INDUSTRY, 1947**

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
<i>Coremakers</i>		
Canada.....	\$ .96	\$
Quebec.....	.86	.65-1.05
Ontario.....	1.02	.70-1.38
<i>Packers, Craters and Shippers</i>		
Canada.....	.79	
New Brunswick.....	.81	.72- .93
Quebec.....	.78	.56- .99
Ontario.....	.79	.65- .97
<i>Enamellers</i>		
Canada.....	.85	
New Brunswick.....	.89	.65-1.11
Quebec.....	.78	.62- .90
Ontario.....	.89	.65-1.22
<i>Labourers</i>		
Canada.....	.68	
Nova Scotia and New Brunswick.....	.59	.55- .64
Quebec.....	.61	.52- .80
Ontario.....	.72	.60- .80
<i>Machinists</i>		
Canada.....	.91	
Quebec.....	.85	.63-1.00
Ontario.....	.93	.81-1.10
<i>Moulders</i>		
Canada.....	1.06	
Nova Scotia and New Brunswick.....	1.15	.85-1.48
Quebec.....	.90	.65-1.12
Ontario.....	1.11	.84-1.41
<i>Mounters or Assemblers</i>		
Canada.....	.84	
Nova Scotia and New Brunswick.....	.78	.59-1.07
Quebec.....	.72	.50- .98
Ontario.....	.88	.68-1.08
<i>Patternmakers</i>		
Canada.....	.97	
Quebec.....	.97	.84-1.08
Ontario.....	1.00	.89-1.10
<i>Polishers</i>		
Canada.....	.86	
New Brunswick.....	.87	.65-1.10
Quebec.....	.81	.60-1.31
Ontario.....	.87	.65-1.12
<i>Sheet Metal Workers</i>		
Canada.....	.89	
Nova Scotia and New Brunswick.....	1.00	.65-1.30
Quebec.....	.76	.55-1.04
Ontario.....	.85	.07-1.05



**TABLE XIII.—STANDARD OR NORMAL WORKING HOURS FOR PLANT EMPLOYEES IN THE HEATING AND COOKING APPARATUS INDUSTRY, BY ESTABLISHMENTS, 1947**

Standard Hours	Canada	Maritime Provinces	Quebec	Ontario
<b>WEEKLY</b>				
40.....	5		1	4
Over 40 and under 45.....	8	2		6
45.....	17		4	13
Over 45 and under 48.....	2			2
48.....	7	2		5
Over 48 and under 55.....	5		5	
55.....	4		3	1
Total Establishments.....	48	4	13	31
<b>DAILY</b>				
Establishments on a Five-Day Week				
8.....	5		1	4
Over 8 and under 9.....	3			3
9.....	17		4	13
Over 9.....	2			2
Total Establishments.....	27		5	22
Establishments on a Six-Day Week				
Monday to Friday				
8	5	2		3
8	2	2		
Over 8 and under 9	5			5
8½	2		2	
9	4 <sup>(1)</sup>		3	1
10	3		3	
Saturday				
4 and 4½				
8				
4 to 5				
8½				
4 to 5				
5				
Total Establishments.....	21	4	8	9

(1) Includes one establishment operating 9½ hours per day, Monday to Friday.

**TABLE XIV.—OVERTIME RATES OF PAY FOR PLANT EMPLOYEES IN THE HEATING AND COOKING APPARATUS INDUSTRY, BY ESTABLISHMENTS, 1947**

Overtime Rates by Region	After Daily Hours		Only After Weekly Hours	Sunday	Holidays
	Monday to Friday	Saturday			
Number of Establishments.....	35	35	13	48	48
<i>Straight Time</i>					
Canada (Ontario only).....	9	7		7	7
<i>Time and One-Half</i>					
Canada.....	22	22	13	15 <sup>(1)</sup>	15
Maritime Provinces.....	3	2		2	1
Quebec.....	6	6	7	2	4
Ontario.....	13	14	6	11	10
<i>Double Time</i>					
Canada.....				10	7
Maritime Provinces.....				1	1
Quebec.....				6	4
Ontario.....				3	2
<i>No Overtime Information</i>					
Canada.....	4	6		16	19

(1) One establishment gave double time when day constituted the seventh consecutive day of work.

**TABLE XV.—VACATIONS WITH PAY FOR PLANT EMPLOYEES IN THE HEATING AND COOKING APPARATUS INDUSTRY, BY ESTABLISHMENTS, 1947**

Length of Service Required	Initial Vacation of One Week	Maximum Vacation	
		One Week	Two Weeks
<i>Under One Year</i>			
Canada (Ontario only).....	7 <sup>(1)</sup>	5	.....
<i>One Year</i>			
Canada.....	41	23	1 <sup>(2)</sup>
Maritime Provinces.....	4	4	.....
Quebec.....	13	12	.....
Ontario.....	24	7	1
<i>Five Years</i>			
Canada.....	.....	.....	16
Quebec.....	.....	.....	1
Ontario.....	.....	.....	15
<i>Ten and Twenty Years</i>			
Canada (Ontario only).....	.....	.....	3 <sup>(3)</sup>
Total Establishments.....	48	28	20
		48	

(1) One plant gave an initial vacation of two weeks, two required two months' service, three required three months, and the other, six months.

(2) This establishment paid \$25.00 for the second week.

(3) One establishment required ten years and the other two, twenty.

**TABLE XVI.—STATUTORY HOLIDAYS FOR PLANT EMPLOYEES IN THE HEATING AND COOKING APPARATUS INDUSTRY, 1947**

NOTE.—Of the 48 plants covered by this survey, two did not give information on Statutory Holidays.

	Number of Holidays Observed by Plants								Total Plants
	Days								
	2	3	5	6	7	8	9	10	
Plants Paying for—									
2 Holidays.....	.....	.....	.....	2	1	3	1	.....	7
3 ".....	.....	.....	.....	.....	2	.....	.....	1	3
4 ".....	.....	.....	.....	.....	.....	2	.....	.....	2
5 ".....	.....	.....	.....	.....	.....	2	.....	.....	2
7 ".....	.....	.....	.....	.....	3	1	.....	.....	4
8 ".....	.....	.....	.....	.....	.....	1	.....	.....	1
9 ".....	.....	.....	.....	.....	.....	.....	1	.....	1
Total plants paying for 2 or more holidays.....	.....	.....	.....	2	6	9	2	1	20
Total plants not paying for holidays.....	1	1	1	3	5	10	2	3	26
Total plants observing holidays.....	1	1	1	5	11	19	4	4	46

those plants reporting time and one-half after weekly hours, the stipulated number of hours after which overtime applied were longer than the standard weekly hours.

Twenty-one of the 27 plants on a five-day week reported a rate of time and one-half for all work done on Saturday; four paid regular rates and the remaining two gave no information on Saturday rates.

Fifteen plants reported time and one-half for Sunday and holiday work; ten reported double time for Sunday work and seven gave this same rate for work on statutory holidays.

**Vacations with Pay** (Table XV).—All the plants reported an initial vacation of

one week after one year or less of service. Twenty plants reported an additional week's paid vacation from one to twenty years of service, one of these giving this second week with a straight payment of \$25. Two weeks with pay was available to nearly 60 per cent of the workers after they had complied with the service requirements.

**Statutory Holidays** (Table XVI).—The 26 plants, which are shown as observing from two to ten holidays without paying for any, included 48 per cent of the total number of workers.

Approximately 3,000 of the workers were in plants which paid for two to five of the observed holidays.

## CANADIAN LEGION DISCUSSES TRAINING AND EMPLOYMENT FOR VETERANS AND IMMIGRATION

*A wide range of subjects of concern, not only to war veterans but to Canadians in general, was discussed at the Dominion convention of the Canadian Legion last May. Of particular interest to Government, industrial management and labour was the action taken with respect to the rehabilitation training, civilian employment for ex-service personnel and immigration.*

The twelfth Dominion convention of the Canadian Legion of the British Empire Service League was held in Saskatoon, May 23-27, 1948. Approximately 1,000 representatives of war veteran organizations from the Maritimes to British Columbia were in attendance.

The agenda covered a wide range of problems of more direct interest to veterans, but also of concern to every Canadian. Among matters dealt with by the Resolutions Committee, and subsequently endorsed by the Convention, were resolutions designed to bring about improvement in the post-war training and employment of veterans.

### Rehabilitation Training

With regard to training, a formal request was made that the basic rate of allowance for DVA student veterans be increased by ten dollars per month for both single and married students; also, that the Dominion government be asked to grant the same educational and training benefits for the

children of total disability pensioners and of those who lost their lives in the war, as are at present granted to single veterans.

Concerning the repayment of funds borrowed by veterans from the Dominion government for rehabilitation and the completion of university training, the convention decided to request that such repayments be allowed as legitimate income tax deductions.

It was urged that the Veterans Rehabilitation Act be amended so as "to permit the Canadian pre-medical and pre-dental student veterans to withdraw from university for a period of at least three years at the completion of the pre-medical and pre-dental training under the Act." Such a provision would enable such student veterans to avoid the risk of losing continuity of their rehabilitation grants if they withdrew from university for a period longer than one year.

It was resolved, further, to request that Canadian pre-medical student veterans be allowed the privilege of seeking their medical education outside the Dominion of Canada, without evidence of rejection



from Canadian medical schools and that the balance of such pre-medical student veterans' rehabilitation grants be payable at any accredited medical school in the world. In addition, it was requested that "adequate allowances for books and instruments be given to all DVA sponsored student veterans whose studies are on a university or professional level", and that commuting allowances be allowed such students in cases where the place of study is ten miles or more from the veteran's residence.

## Employment for Veterans

The convention approved of several resolutions designed to enlarge the number of employment opportunities for veterans. One of these urged that employers in industry be encouraged to employ veteran graduates of vocational schools, in accordance with their rating in their respective trades and to extend to them maximum priority. It was suggested that the Government amend Section 11 of the Reinstatement in Civil Employment Act to provide that employers should not terminate the employment of any veterans because war disabilities rendered them incapable of doing the tasks to which they had been assigned, if other suitable employment could be found for them.

The Convention endorsed the efforts of the National Employment Service and the Department of Veterans Affairs in developing employment opportunities for older workers, and urged the Government to expand these services by the employment of veterans' officers in NES offices and as DVA counsellors. It was held, too, that veterans should be given preference "through all channels, both in employment legislation and employers' agreements . . . because of their service in two world wars".

Specific mention was also made of positions for older veterans in naval and air force establishments, "particularly jobs such as barrack wardens, mess men, batmen, etc." This would, it was urged, release younger service men for full military training. In the same manner positions of a similar nature in federal, provincial and municipal services should be filled from the ranks of senior veterans, where practical.

The Dominion Command of the Legion was instructed to approach the management of the Canadian National Railways and the trade unions involved with a view

to the removal of the age limitations in the cases of ex-servicemen who had filed applications for apprenticeship prior to enlistment in the armed services.

## Immigration and Emigration

From some 75 resolutions presented to the Committee on Immigration and Settlement, the convention evolved a statement of the Legion's attitude toward the problems of immigration into Canada.

It was held that the entry of "considerable numbers of immigrants is desirable and should be encouraged, subject to rigid control and supervision". The reasons given were: (1) that increased population would reduce the per capita cost of government and other services; (2) that no other country in the temperate zone has such a great wealth of undeveloped natural resources; (3) that an increase of population is essential to strengthen Canada's defences, and is necessary to maintain Canadian industrial expansion as well as to enlarge export markets; (4) that Canada needs more "pioneer or basic labour for the development of our natural resources."

However the convention stressed its preference for a favourable balance of British immigrants, although appreciating "the necessity of assisting to the utmost in solving the problem of absorbing suitable displaced persons in Europe . . . provided that adequate measures are taken to avoid embracing in such movements of displaced persons, any with a philosophy or ideal, opposed to our free democratic way of life". It was the opinion of the convention that immigration was of sufficient importance to warrant the establishment of a separate Federal Department, concerned only with immigration and settlement.

Other resolutions requested (1) that the Government set up a Commission to study the causes of emigration of young Canadians to the United States and to devise means for stopping it; (2) that every possible effort be made to stop the recurrence of mass unemployment such as had prevailed in pre-war years; (3) that veterans at the age of 60, or over, if unable to find steady employment, and whose unemployment insurance benefits had become exhausted, should be granted benefits at the rates set out in Class 7 of the second schedule of the Unemployment Insurance Act, without having to qualify under the veterans' "15-weeks' clause".

An analysis of the current employment situation prepared by the Research and Statistics 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.

## CURRENT EMPLOYMENT CONDITIONS

*Employment conditions showed further improvement during July and a general shortage of labour was expected to characterize the remainder of the seasonally-active period of 1948. Denoting the general buoyancy, the number of unplaced applicants at employment offices dropped to an even lower level than in July, 1947. The settlement of the wage dispute in the railways eased the tension which overshadowed general activity during the first half of the month. Industrial production was slack during July but this was because of temporary interruptions caused by holiday shut-downs. Production was expected to be stimulated in some lines by the removal of the excise taxes imposed under the Dollar Savings Program.*

High employment levels and growing labour shortages prevailed generally throughout July. The number of persons registered for work at employment offices had fallen to 96,000 at July 29—3,000 short of the number on file one year ago. Crop prospects for this year's harvest were good, while in construction, a year of high activity seemed certain, judging from the increased level of contracts being awarded. These indications, together with continued optimism in the manufacturing field, pointed to still further improvements in employment conditions during the coming months.

Employment levels were slightly beyond those of last year while unemployment, in relation to the labour force, had dropped slightly according to reports from the Labour Force Survey conducted during the week ending June 5. At that time, employment totalled 4,948,000 and unemployment, 82,000, the latter group representing 1.6 per cent of the labour force.

The critical wage dispute between railway operators and unions which threatened to completely tie up all rail transportation was settled on July 16 when agreements were signed granting a 17 cents an hour wage increase, retroactive to March 1. Immediately following the announcement of the wage increase, railway representatives called for a further boost in freight rates. A 15 per cent increase was requested which

would be in addition to the 21 per cent rise recently granted.

Production in general was at capacity levels although output during July and August was expected to drop as a result of factory shut-downs during the holiday period. In the radio industry, where production had been lagging, the outlook brightened with the removal on July 31 of excise taxes imposed on certain manufactured products under the Dollar Savings Program. Other industries affected, such as manufacturers of electrical refrigerators, stoves, etc., would similarly be stimulated by the recent change although consumer resistance to higher prices in this group had been much less evident.

### Agriculture

Heavy rainfalls in the Prairies during July had greatly improved crop prospects and grain was filling out well in most districts. Conditions elsewhere in Canada were generally good with Quebec and the Maritimes having largely recovered from the late spring start. Movements of early fruits and vegetables were very heavy, the market being much larger with United States produce no longer available.

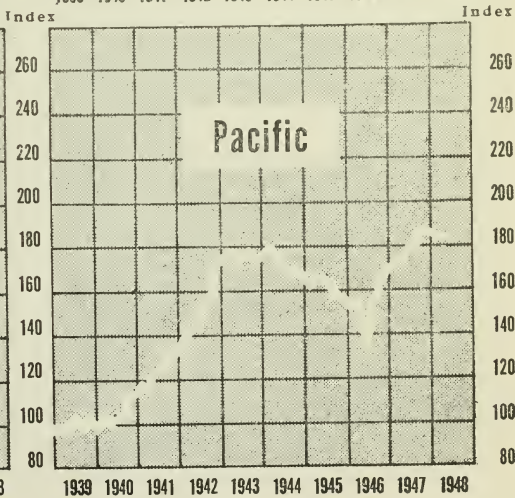
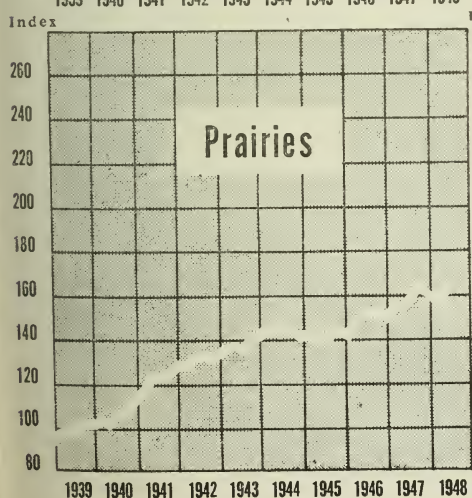
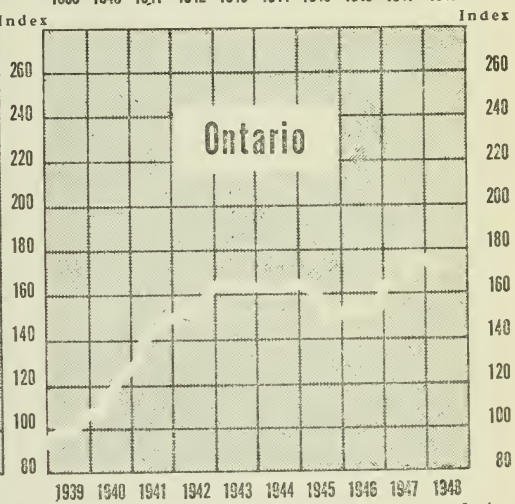
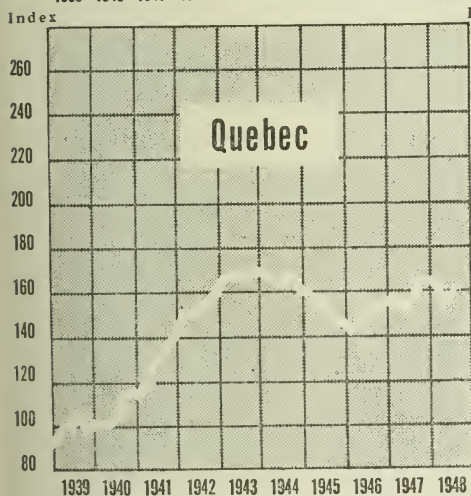
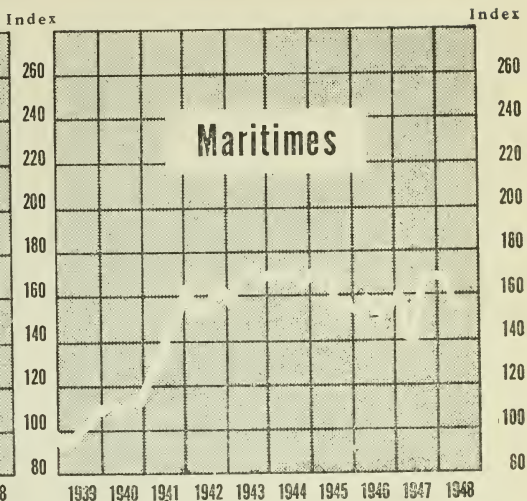
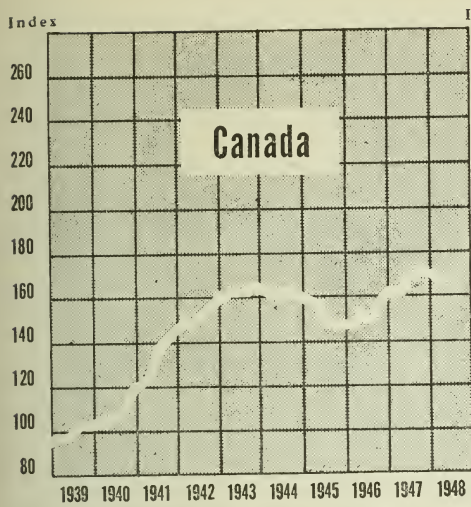
The high level of agricultural activity accentuated labour requirements and demand was heavy, especially for experienced help. The announcement by the



# REGIONAL EMPLOYMENT TRENDS

Average: 1939 = 100

Seasonally Adjusted





Hon. Humphrey Mitchell, Minister of Labour, that Displaced Persons could be obtained within 2 to 3 weeks from the time a request was placed, had eased the tension of the labour scene although some farmers were reluctant to take on full-time labour, and to accept workers of different languages and undetermined skills. Nevertheless it appeared that the encouraging reports received of those already arrived had successfully advertised the program and encouraged other farmers to hire Displaced Persons. A better outlook for feeds in the coming winter had also had a stimulating effect on applications since fuller winter activity was now expected during the 1948-49 season.

Seasonal labour needs will, of course, continue to tax the manpower supply although the movements of workers within the agricultural work force itself, as directed by the National Employment Service, are of inestimable value in meeting temporary needs. Employers in the Prairies were anticipating help from workers from the construction, mining, and manufacturing industries during the harvest season. In Ontario, where crop prospects were very good, recruiting presented a serious problem although immigration would make the labour shortage less severe than in 1947.

### Non-Agricultural Industry

Capacity production in almost all branches of industry characterized the first half of 1948 but temporary interruptions occurred during July because of factory shut-downs for the vacation period. In non-manufacturing fields, activity was at a high level, especially in construction where the improved flow of building supplies had created more jobs for construction tradesmen than could be filled with the present supply of workers.

The seasonal advance in employment was evident in the statistics recently released by the Dominion Bureau of Statistics. During May, all industry groups had increased their staffs, with construction marking the largest percentage gain (12 per cent). All provinces except New Brunswick shared in the increase. The index of employment in this series, which covers employers with 15 or more employees, stood at 191.7 at June 1 (base 1926=100), as against 186.5 and 184.5 one month and one year before respectively.

A continued increase in the average hourly earnings of manufacturing employees paid on an hourly basis has taken place during 1948 but because of fluctuations in the hours worked, weekly wages have

experienced intermittent periods of decline. Such was the case at the beginning of June when hours worked during the last week of May dropped because of the holiday on Victoria Day. The shorter work week was again reflected in the drop in real wages (wages computed in relation to the cost-of-living index) which at the beginning of June stood at 100.2 (av. 1946=100), the lowest point recorded since the beginning of 1947.

The *mining* industry gave employment to 73,000 workers at the beginning of June, the latest available date for which statistics are available. The labour force remained remarkably stable throughout June and July despite the growing competition for workers in other fields. This was attributed to the employment of immigrants, higher wage levels, and more adequate housing accommodation in some mining areas.

Hiring of inexperienced help, except temporary student labour, had been slow this season as the industry absorbed its capacity of untrained labour under the immigration scheme. Some mines, however, report that the Displaced Persons employed have now been trained and that they are again in a position to take on learners.

Labour shortages in the coal mines in Alberta, and the scarcity of housing which prevented the transfer of workers into the area, had forced many companies to resort to more intensive strip mining in order to cut down on labour needs.

*Manufacturing* employment totalled 1,261,000 at the beginning of June, representing 25 per cent of the total employed. Further seasonal advances were expected during June and July although production itself would fall as a result of holiday shut-downs. Many plants were completely closing for one or two weeks rather than operate on a reduced schedule.

Strikes in feeder plants in the automotive industry cut off essential supplies during the early part of July and the industry was unable to resume production following the holiday season. Several of these strikes were settled during July although at the end of the month one plant employing 2,600 workers was still strike-bound. Meat packing plants were quiet in July as many farmers, expecting the embargo on cattle shipments to the United States to be lifted, had delayed deliveries. (Restrictions had not yet been removed at the time of writing although on July 31 a similar embargo was lifted on mutton and lamb exports.) The threat of the railway strike also had a depressing effect on cattle receipts during the early part of July.

The outlook brightened for the somewhat depressed radio industry on July 31 when it was announced that the excise tax on radios and tubes would drop from 25 to 10 per cent.

Demand for labour in manufacturing plants was rising although it had not reached serious proportions during July. The usual separations which occur during the holidays and later in the harvest season may, however, work considerable hardship on foundries and other heavy industries. The industrial demand for women had declined in Toronto and Montreal but requirements remained steady in the smaller industrial centres where housing scarcities prevented the transfer of workers.

**Construction** employment had reached 295,000 at June 5, and further gains were expected as the season advanced. Skilled help was in short supply and, in areas where building lagged, men were quickly transferred to other districts. Labour turnover was increasing but productivity in general seemed to have improved. Relatively high wages in most areas had attracted an adequate number of unskilled workers.

No let-up was yet evident in the continued high level of contracts awarded for construction projects. Those granted during the first seven months of 1948 (\$573 million) were 43 per cent higher than in the comparative period in 1947. Increased residential and commercial building continued to be the chief factors causing the upswing.

Highway repair and construction provided numerous opportunities for employment in rural areas and these were being filled by local supplies of labour. Material scarcities had delayed work in some areas, the shortage of cement being most severe. Railway maintenance crews were short-handed but the low wage scale made recruiting extremely difficult. The recent wage increase granted to railway employees did not apply to extra gang labour.

**Trade** employment has continued relatively unchanged over the year and at June 5, the latest available date, totalled 637,000. Sales levels were high although stores were keeping inventories low and replacements were made on a hand-to-mouth basis because of prices. A greater number of sales, more credit buying, and other inducements, indicated that supply was catching up to demand and that more competitive conditions were now prevailing.

A number of permanent jobs were opened up during July when high school students became available, but generally the need for sales help was small. Wholesale trade

remained well staffed with only a few requirements and these were mainly for replacements.

Employment in the **service** industries totalled 862,000 at the beginning of June. Further expansion occurred during June and July as tourist homes and resorts brought staffs to full complement. Kitchen help and cooks for restaurants were scarce and labour turnover was heavy. Shortages were becoming serious in smaller towns where help was almost non-existent.

The arrival of Displaced Persons for domestic work had enlivened demand over the past few months and housewives were again actively seeking help. The employment of Displaced Persons as domestics had proved to be very satisfactory and applications were on file for more than double the number who had already arrived, an indication of the willingness of Canadian housewives to co-operate in the immigration program. At the end of July, 3,437 girls and 95 couples from Displaced Persons camps had arrived to take up domestic service employment.

### Employment Service Activities

The number of persons placed in jobs continued to mark steady advances and by June, an average of 17,000 received jobs each week through National Employment Service. The placement rate exceeded that of May, 1948, and of June, 1947. A general buoyancy on all sides brought this about—demand was active in all segments of the economy while the greater registration of first jobbers, students, and immigrants provided the necessary help. The downtrend in unplaced applicants which had become slower during June and early July was again in full swing and at July 29 the unplaced numbered 96,000, a total 3,000 below that recorded at the comparative date in 1947.

Labour shortages were growing and more jobs were being filled through the transfer of workers. Casual hirings (those of less than seven days' duration) were on the decline, totalling 15 per cent of placements during June as against 19 per cent during the winter peak. More women were being placed and for the third consecutive month the placement level exceeded that of 1947. Regionally, placements were holding up fairly consistently although Nova Scotia indicated a moderate loss. Attention was being directed toward the older and handicapped worker and placements were rising. Fewer veterans were in the labour market; at the end of June only 19 per cent of the unplaced had war service as against 26 per cent at this time last year.



Local supplies of labour were already being exhausted and this led to a greater use of clearance, a device of the Employment Service which enables orders or applications to be circulated throughout the Dominion. Difficulties inherent in the physical moving of workers from area to area coupled with the apprehensive attitude of employers and workers toward hiring without direct contact are restricting factors at all times; nevertheless, during June 300 workers per week filled jobs in other areas.

Orders for construction tradesmen were in clearance in all regions but since the shortage was shared by almost all areas, these attempts to obtain help had met with little success. Mining labour had been successfully recruited through this means, especially in the nickel industry where labour had been transferred from Quebec and Nova Scotia, and from within the originating region of Ontario. Gold mines in British Columbia were bringing in men from Manitoba and from other districts of British Columbia. A few heavy industries were securing workers through clearance but these were only recruited from within the province itself.

National Employment Service was entering its active period of seasonal agricultural transfers, which movements in 1947 covered the transfer of some 20,000 persons. Two of the main inter-provincial movements had concluded and in both cases recruitment fell below the number requested, a reflection of the exceptionally good employment conditions, especially in rural areas. Just under 500 girls were recruited in the Prairies for berry picking in British Columbia. The movement of Western farmers to Ontario for haying was slow with only 850 recruited against an order for 2,300. The request was later circulated in the Maritimes and 150 men were brought in from eastern sections of the country. Preparations were under way for Ontario workers to move to Western harvest fields, the program being slated to begin around the middle of August.

Movements of farm workers across the United States border had taken place in the mid-west sections of the country while two movements were pending in eastern areas. Approximately 1,400 farmers with their combines had moved from the Canadian Prairies to the southern States while some 7,000 men were to leave Quebec shortly to aid in potato harvesting and pea vining in the state of Maine. Early in August the movement would reverse when 1,500 tobacco harvesters from the United States would enter the tobacco fields of Ontario.

The economy has again demonstrated its ability to absorb the usual inflow of high

school students seeking permanent work and only in a few instances has serious difficulty been encountered in finding suitable jobs. Smaller towns with limited opportunities have, for example, experienced some difficulty and applicants unwilling to accept low starting wages despite the future which the job might offer also presented a placement problem. Placement of students in summer jobs had generally been good although high school girls met with considerable difficulty in finding work, an indication of the drop in sales, general clerical, and unskilled factory work.

Claims for unemployment insurance showed a sharp drop during June despite the lay-offs caused by flood conditions in British Columbia. Live claims stood at 57,000 at June 30, a drop of 15,000 from the May figure.

Employment operations were very active in *Executive and Professional* offices and placements rose to an average of 77 per week during June, the highest on record since the beginning of 1947. Increasing numbers of immigrants were registering and the Montreal office had on file in the engineering profession alone applications from persons from Great Britain, Poland, Austria, Sweden, and Czechoslovakia.

Demand remained active for engineers although some difficulty was experienced in placing a number of inexperienced graduates in the Prairie region. Demand for dietitians, nurses, and teachers was still greatly in excess of supply. A number of qualified administrative and executive officers had registered but few opportunities suitable for their qualifications were available. A considerable number of Chartered Accountants were seeking employment or endeavouring to better their present position through these offices; although there were jobs on file, the low salaries offered had hindered placement activity.

The level of unplaced applicants had remained substantially unchanged over the past six months but vacancies dropped following the absorption of the 1947 graduating class. At July 29, the number of applicants registered totalled 2,426, as against a demand of 1,059.

## Regional Analysis

Employment conditions in the *Maritime* region continued to improve during July with the seasonally-active construction, agricultural and fishing industries marking further gains in employment. Areas of chronic labour surplus were still numerous in Nova Scotia but further advances in employment could be expected



since construction had not yet reached its peak. Full employment was rapidly being attained in New Brunswick and most physically fit men had at least secured seasonal employment.

Bumper hay crops were evident in the Maritime region and harvesting operations were well under way. No labour shortage had developed, except in Prince Edward Island. In Nova Scotia, there had been a surplus of rural labour and thus few openings were available for urban workers. Fruit processing plants in the Annapolis Valley were late in opening because of rainy weather but hiring was expected to take place during August.

The construction industry remained the centre of hiring activity in July. In New Brunswick construction work continued steady, in Nova Scotia it was accelerated somewhat while in Prince Edward Island building activity was spotty. Shortages of skilled and unskilled workers were prevalent in New Brunswick. However, in Nova Scotia a surplus of unskilled workers was still apparent, although for the first time this year nearly all skilled construction help had obtained work.

In the *Quebec* region, employment conditions continued to improve although at a more moderate rate than in May or June. Many plant closures because of holidays had curtailed hiring in the manufacturing industry; consequently, employment activity during the month was centred in those industries which were seasonally active, particularly construction and agriculture.

Hay harvesting was general in the Quebec region during July, and no critical shortage of farm labour had developed. Crop conditions were promising although the month of July was very dry. Logging drives were slackening off and many woodsmen were being absorbed by the active construction industry where demand was high even for unskilled labour.

A large number of manufacturing plants had closed for holidays during July and, as a result, hirings were limited in number. The aircraft industry will figure prominently in the employment picture in the coming months as a contract for 22 aircraft for Great Britain has been recently placed with a Montreal firm. As a result, it was expected that by this time next year 6,000 workers will have been added to the staff of the plant concerned.

Employment reached record levels in the *Ontario* region during July with many of the older and physically handicapped workers now being able to find jobs. Labour demand was expected to increase

still further when around the middle of August manufacturing holidays would end and normal production would be resumed. Manufacturing labour requirements were necessarily curtailed during the latter part of July because of vacation shut-downs, but demand in the construction and agricultural industries remained high, and many plant workers accepted jobs in these industries during their vacations.

The heavy demand for farm labour throughout the region during June eased off considerably during July, largely because of the influx of Displaced Persons. The need for steady labour had thus been fairly well met and demand at the end of the month was mostly for short-term harvest help. Agricultural conditions in general throughout the region were excellent although the tobacco and fruit crops in Elgin county were severely damaged by a heavy hail storm at the end of July. As a result, demand for tobacco workers in the affected area had been reduced to skilled requirements only.

The canning industry began its active season during July with a high rate of hiring throughout the month. Employment in the automotive industry suffered some set-backs during July. However, by the end of the month, employment was picking up in Windsor although continued strike action in a feeder plant had prevented workers in Oshawa from returning to work.

The employment situation in the *Prairie* region during July showed even greater buoyancy than in June, when excellent conditions were already prevailing. Except during the flood period, employment conditions this year have been consistently better than in 1947.

Crop prospects continued to be favourable in Manitoba and in most parts of Alberta. In Saskatchewan, the outlook was less promising and in large sections of the province conditions ranged from poor to fair. A demand for harvest workers developed during July but many beet workers, who would not be required again at that work until fall, had helped to meet labour needs. No acute labour shortages had developed. In Alberta, Displaced Persons had greatly helped in easing labour scarcities. The movement of workers to Ontario for haying this year was smaller than in 1947 because of the excellent employment opportunities in the Prairie region.

Meat packing, always seasonally low at this time of year, was further curtailed when the threatened railway strike and the rumoured removal of the export ban on cattle to the States held back livestock deliveries. Canning plants in market

gardening districts began operations during the month and, because of the excellent crops, a lengthy canning season was foreseen.

Employment in the *Pacific* region gradually recovered from the effects of the flood during July and regained its normal level for the time of year. By the end of the month, the agricultural, construction, logging, mining, and transportation industries were all operating at capacity.

Logging and lumbering industries worked at full capacity during July as cooler weather had lessened the fire hazard. Both skilled loggers and sawmill workers were in short supply. Despite a considerable time-loss because of the floods, the year's

logging cut was expected to equal or surpass that of 1947. A new labour agreement covering woods workers in British Columbia was being negotiated with strike action threatened if the companies should refuse to grant wage increases.

Shipyards in Victoria experienced further lay-offs during July and additional reductions in employment were expected. Larger shipyards in Vancouver were nearing completion of present contracts with no new work in sight.

The outlook in agriculture was bright and even in the flooded areas results were encouraging where re-seeding had taken place. The supply of farm help was sufficient to meet demand.

## Unemployment in Trade Unions June 30, 1948\*

Trade union unemployment in Canada declined to 1.3 per cent at the end of June, 1948, from 3.1 per cent at the end of the previous quarter but was higher than the figure of 0.8 per cent at June 30, 1947. At the date under review 2,444 local unions reported a combined membership of 482,859. Reports were received from 2,578 locals with combined membership of 524,435 at the close of the previous quarter, while at the end of June last year, the percentage was based on reports from 2,409 locals representing 468,269 members. Unemployment in lumbering and logging and building and construction, which are affected by seasonal factors, declined markedly while minor variations were indicated in the other 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. As the number of unions sending in returns 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.

Table 11 shows the percentages of trade union unemployment at certain dates, in each province. With the exception of New Brunswick, all provinces recorded lower percentages of trade union unemployment at the end of June, 1948, than at the end of the previous quarter. A comparison of the percentages of unemployment at June

30, 1948, with those of the corresponding date in 1947 shows increases in all provinces except Ontario and the Prairie Provinces.

A separate compilation of unemployment among trade union members in the largest city in each province, with the exception of Prince Edward Island, is made each quarter. Compared with the figures of March 31, 1948, those for the end of June showed an increase only in Saint John where the figure rose from 1.2 to 23.7. The percentage decreased in Halifax from 16.0 to 7.3, in Montreal, from 3.1 to 0.4, in Toronto, from 1.7 to 0.7, in Winnipeg, from 1.3 to 0.2, in Regina, from 7.2 to 0.1, in Edmonton, from 3.6 to negligible unemployment, and in Vancouver, from 4.0 to 2.1. Comparison with the figures for June 30, 1947, show decreases in the percentage of trade unions unemployment in Winnipeg, Regina and Vancouver.

Returns were received from 962 locals in the manufacturing industries. These reported 247,624 members of whom 3,764 were unemployed at the end of June. At the end of the previous quarter, 5,557 of 271,399 members reported by 1,028 locals were without work. At the end of June, 1947, reports were received from 931 local unions with 238,550 members of whom 2,655 were unemployed.

In the transportation group, reports were received from 851 local unions with a total membership of 101,197 of whom 1,176 were unemployed at the reporting date. Three months earlier, 1,733 of 108,421 members had been unemployed while at the end of June, 1947, there were 568 of 102,790 without work.

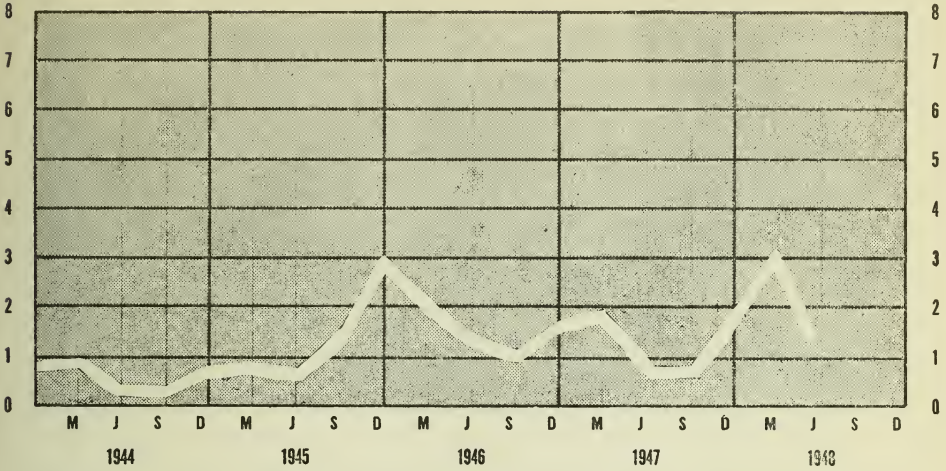
\* See Tables C-11 and C-12.



## PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADE UNIONS

Percent

Percent



Unemployment in the mining group increased from 0.8 to 1.3 per cent. Reports were received from 67 local unions with 21,495 members. The increase was mainly due to the unemployment of 138 out of 2,531 members in the non-metallic mining unions. Unemployment among unions of coal miners increased from 0.2 to 0.8.

The percentage of unemployment among union members in the building and construction trades decreased from 8.1 in the previous quarter to 1.5 at the reporting date. Reports were received from 200 locals with 47,501 members. Among carpenters

and joiners the percentage decreased from 12.8 to 1.0 while it rose from 1.2 to 3.2 among plumbers and steamfitters.

Trade union unemployment in public and personal services declined to 0.4 per cent at the date under review from 0.8 in the previous quarter.

No unemployment was reported by three locals with 11,760 members in the lumbering and logging industry. Two of these locals operate in British Columbia while the other is in Ontario. In the previous quarter, when woods operations were subject to seasonal influences, the percentage was 27.3.

## PRICES AND THE COST OF LIVING\*

### Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index advanced from 154.3 for June 1 to 156.9 for July 2, 1948. A further sharp rise in the food index was supplemented by moderate increases in the clothing, home furnishings and services, fuel and light, and miscellaneous items indexes. The food series moved up from 193.9 to 201.8 due mainly to meats, potatoes and eggs. Clothing advanced from 174.8 to 175.4, home furnishings and services from 162.0 to 162.8, fuel and light from 124.3 to 124.5, and miscellaneous items from 122.7 to 123.1. The rental index was unchanged at 120.9.

\* See Tables F-1 to F-6.

From August 1939 to July 2, 1948 the increase in the cost-of-living index was 55.7 per cent.

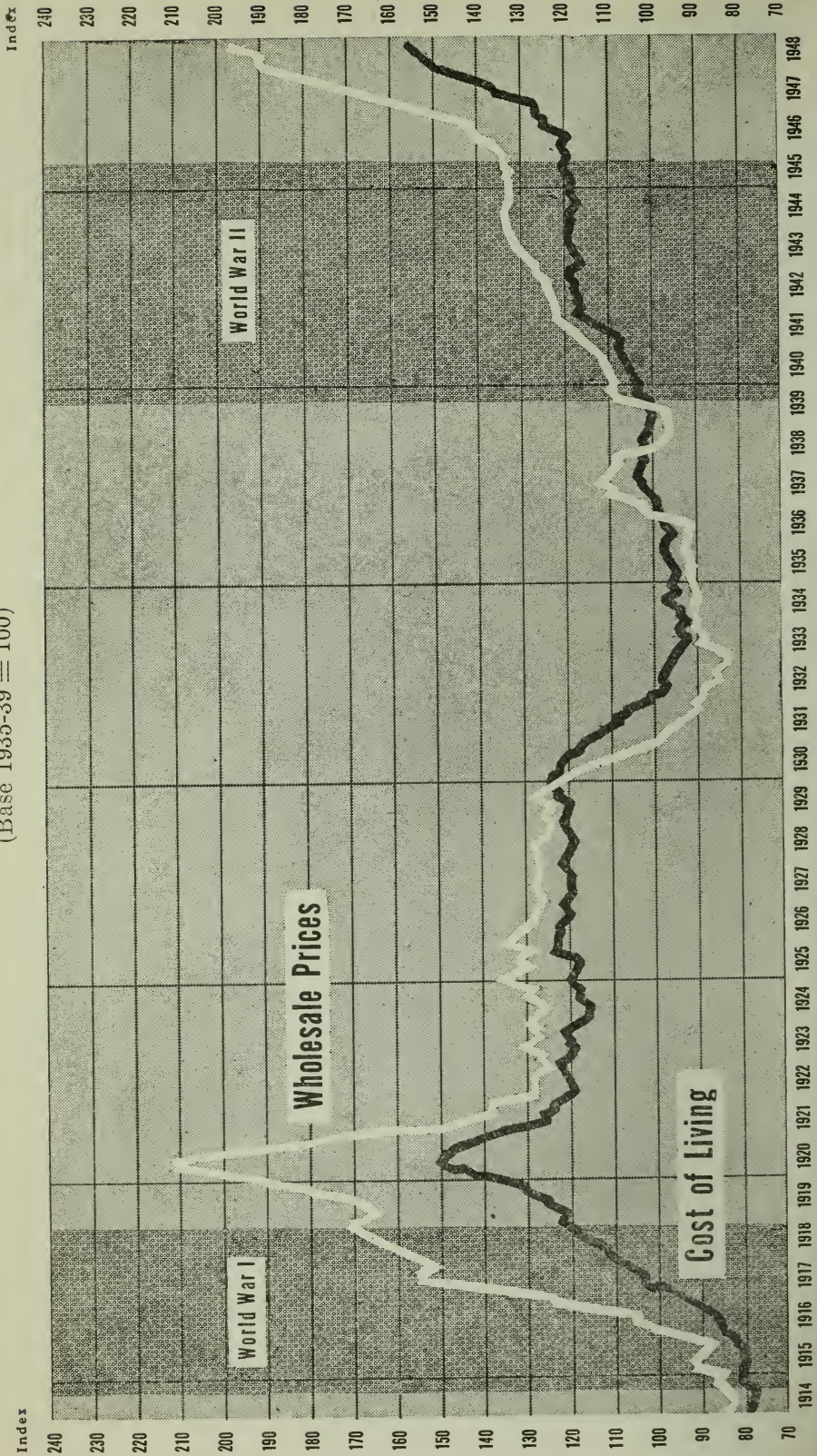
### Cost-of-Living in Eight Cities

Sharply increased food prices were reflected in considerably higher levels for cost-of-living indexes for the eight regional cities between June 1 and July 2, 1948. Food index increases ranged between 11.6 points for Vancouver and 4.4 points for Saskatoon. Smaller index advances occurred at most centres for clothing and home furnishings and services. June-July changes in the total cost-of-living indexes were as follows: Vancouver 4.9 points to 159.2, Montreal, 3.2 to 161.6, Saint John 3.0 to



# COST OF LIVING AND WHOLESALE PRICES IN CANADA FROM JANUARY 1914 TO DATE

(Base 1935-39 = 100)





155·3, Edmonton 2·2 to 151·2, Halifax 2·0 to 151·1, Toronto 2·0 to 153·6, Winnipeg 1·9 to 150·5 and Saskatoon 1·2 to 158·4.

### Wholesale Prices, June, 1948

The general index of wholesale prices rose 1·9 points to 151·9 between May and June, 1948, reflecting increases for all groups excepting chemicals and allied products. In the animal products group a gain of 5·5 points to 167·8 reflected higher prices for livestock, fresh and prepared meats, hides, eggs and fresh halibut. These outweighed losses for footwear and canned salmon. A rise of 2·4 points to 159·1 in the iron and steel group was supported by firmer quotations for pig iron and steel bars while a gain of 2·1 to 131·6 in the non-metallies group was due to higher quotations for coal, certain types of brick, cups and saucers, and sulphur. Vegetable products moved up 1·3 to 134·7 when firmer prices

for potatoes, onions, rolled oats, millfeeds and lemons proved of more importance than declines in rye and canned fruits and vegetables. Among other group changes higher quotations for hardwood lumber moved the wood, wood products and paper group up 0·5 to 184·0 while strength in tin ingots and solder advanced the non-ferrous metals series 0·4 to 143·8, and raw wool and botany serge, the fibres, textiles and textile products group 0·2 to 155·4. Chemicals and allied products held at 115·9.

Canadian farm product prices at wholesale rose 4·1 points to 148·3 between May and June due mainly to strength in animal products. The group index for this series moved up 8·9 points to 180·1 when substantial increases occurred for livestock, poultry, hides and raw wool. During the same interval field product prices registered a gain of 1·3 to 129·3 as strength in potatoes and onions overbalanced an easier tone for rye and hay.

## STRIKES AND LOCKOUTS\*

### Canada, July, 1948

During the month of July, 1948, the number of strikes and lockouts in existence in Canada was little changed from the previous month, but the number of workers involved and the time loss in man-working days were more than double the June, 1948, figures. For the first seven months of this year the number of strikes and lockouts, the number of workers involved and the time loss were all substantially below the figures for the same period last year, the time loss for 1948 being less than one-third of that in 1947.

During the month under review, two strikes, involving about 3,700 workers, caused almost half the total time loss. These were furniture factory workers at eight establishments in six centres in Quebec province, and automotive parts factory workers at St. Catharines, Ont. The latter strike indirectly affected the automobile industry in Oshawa. At the end of the month both strikes were still unterminated.

Preliminary figures for July, 1948, show 25 strikes and lockouts in existence, involving 8,513 workers, with a time loss of 79,867 man-working days, as compared with

27 strikes in June, 1948, with 3,765 workers involved and a time loss of 35,055 days. In July, 1947, there were 19 strikes, with 3,105 workers involved and a time loss of 23,769 days.

For the first seven months of this year, preliminary figures show 87 strikes and lockouts, involving 27,540 workers, with a time loss of 538,015 days. For the same period last year there were 135 strikes, with 61,061 workers involved and a time loss of 1,529,561 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in July, 1948, was ·10 per cent of the estimated working time, as compared with ·04 per cent in June, 1948; ·03 per cent in July, 1947; ·09 per cent for the first seven months of 1948; and ·28 per cent for the first seven months of 1947.

Of the 25 strikes recorded for July, 1948, two were settled in favour of the workers, one in favour of the employer, seven were compromise settlements and one was indefinite in result, work being resumed pending final settlement. At the end of the month 14 strikes 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

\* See Tables G-1 and G-2.

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 began on November 8, 1945, and at Ottawa and Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C., on May 30, 1946; metal

factory workers at Ottawa, Ont., February 24, 1947†; soft drink factory workers at Edmonton, Alta., December 1, 1947; printing pressmen at Toronto, Ont., December 15, 1947; bookbinders at Toronto, Ont., February 20, 1948; and costume jewellery factory workers at Toronto, Ont., April 29, 1948.

## 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, 1948, and in this article are taken 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 May, 1948, was 174 and 15 were still in progress from the previous month, making a total of 189 during the month. In all stoppages of work in progress in the period there were 32,000 workers involved and a time loss of 86,000 working days was caused.

† In the annual strike article for the year 1947 the termination of this strike was indicated in error.

Of the 174 stoppages which began during May, 16 arose out of demands for advances in wages; 59 over other wage questions; 11 on questions as to working hours; 16 on questions respecting the employment of particular classes or persons; 65 on other questions respecting working arrangements; four on questions of trade union principle; and three were in support of workers involved in other disputes.

### United States

Preliminary figures for June, 1948, show 310 strikes and lockouts beginning in the month, in which 165,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 2,000,000 man-days. Corresponding figures for May, 1948, are 275 strikes and lockouts, involving 165,000 workers, with a time loss of 4,100,000 days.

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**TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS  
IN CANADA**

	1948		1947	1946	1944	1939
	July	June	June	June	June	June
<b>Labour Force—</b>						
Civilian labour force <sup>(1)</sup> .....000		4,825	4,912	4,825	†	†
Employed <sup>(1)</sup> .....000		4,669	4,821	4,702	†	†
Paid workers <sup>(1)</sup> .....000		3,245	3,233	3,104	†	†
Male <sup>(1)</sup> .....000		2,416	2,422	2,295	†	†
Female <sup>(1)</sup> .....000		829	811	809	†	†
Unemployed <sup>(1)</sup> .....000		156	91	126	†	†
Index of employment <sup>(2)</sup> .....	197·0	192·3	184·5	169·9	180·5	113·1
Unemployment in trade unions <sup>(3)</sup> .....%		1·3	0·8	1·3	0·3	11·6
<b>Earnings and Hours—</b>						
Total labour income.....\$000,000		582	506	428	†	†
Per capita weekly earnings.....\$		39·31	36·00	31·68	31·81	†
Average hourly earnings.....cents.		90·6	79·9	69·1	†	†
Average hours worked per week.....		41·7	42·9	42·0	†	†
Average real weekly earnings, index <sup>(4)</sup> .....		100·2	103·9	96·0	†	†
<b>National Employment Service—</b>						
Unplaced applicants <sup>(5)</sup> .....000	118·6	130·9	127·5	210·8	62·2	†
Unfilled vacancies <sup>(5)</sup> .....000	56·5	60·4	102·5	115·3	218·1	†
Placements, weekly average.....000		16·6	16·0	17·9	†	†
<b>Unemployment Insurance—</b>						
Unemployment insurance claims.....000		70·9	59·4	98·8	7·3	†
Balance in fund.....\$000,000		465·4	383·4	324·0	209·7	†
<b>Prices—</b>						
Wholesale <sup>(2)</sup> .....	152·0	151·9	128·0	109·3	102·5	73·2
Cost of living index <sup>(2)</sup> .....	156·9	154·3	134·9	123·6	119·0	100·5
<b>Production—</b>						
Industrial production <sup>(6)</sup> .....	174·1	180·5	176·2	156·4	200·7	108·3
Mineral production index <sup>(6)</sup> .....	129·4	96·0	115·0	100·5	101·6	124·6
Manufacturing index <sup>(6)</sup> .....	181·3	189·6	186·5	165·4	222·4	105·4
Electric power.....000,000 k.w.h.	3,665	3,724	3,756	3,415	3,326	2,246
Construction contracts awarded.....\$000,000		40·9	23·6	22·7	37·3	25·2
Pig iron.....000 tons		183·7	159·8	129·9	161·9	52·9
Steel ingots and castings.....000 tons		259	238	215	241	108
Inspected slaughterings, cattle.....000	96·1	94·1	80·9	103·7	89·9	66·3
Hogs.....000	256·1	344·7	330·6	280·1	682·9	220·0
Flour production.....000,000 bbl.	1·81	1·91	2·45	2·25	1·87	1·19
Newsprint.....000 tons		384	356	334	247	241
Cement, producers' shipments.....000,000 bbl.		1·4	1·3	1·5	1·0	·7
Automobiles and trucks.....000		23·3	21·1	15·6	14·3	14·5
Gold.....000 fine oz.		286	269	235	240	437
Copper.....000,000 lb.		40·0	38·8	30·0	47·1	54·6
Lead.....000,000 lb.		22·2	28·7	30·9	19·8	32·8
Nickel.....000,000 lb.		23·7	19·7	15·2	20·4	20·1
Zinc.....000,000 lb.		38·1	35·8	39·3	41·4	36·9
Coal.....000 tons	1,357	1,386	1,126	1,259	1,234	1,071
<b>Distribution—</b>						
Retail sales index, adjusted <sup>(6)</sup> .....		265·5	234·9	210·7	173·0	105·4
Wholesale sales, index, unadjusted <sup>(6)</sup> .....		291·1	267·3	241·5	190·0	111·4
Trade external excluding gold.....\$000,000		470·0	507·4	326·4	498·5	141·2
Imports, excluding gold.....\$000,000		233·0	231·1	157·7	152·5	63·7
Exports, excluding gold.....\$000,000	250·9	233·5	272·7	166·7	343·2	76·4
Railways—						
Revenue freight.....000,000 ton miles		5,192	5,090	3,989	5,457	1,819
Car loadings, revenue freight.....000 cars	308·7	312·6	317·8	280·1	287·1	172·6
<b>Banking and Finance—</b>						
Common stocks, index.....	116·3	120·3	105·3	123·3	83·7	88·4
Preferred stocks, index.....	147·5	148·2	155·8	161·6	122·2	98·8
Bond yields, Dominion, index.....	95·6	95·4	84·3	84·9	97·0	97·8
Cheques cashed, individual accounts.....\$000,000	6,736	6,475	5,975	5,547	5,219	2,831
Bank loans, current, public.....\$000,000		1,867	1,667	1,148	1,061	822
Money supply.....\$000,000		4,030	3,842	3,852	3,153 <sup>(8)</sup>	1,370 <sup>(8)</sup>
Circulating media in hands of public.....\$000,000		1,134	1,036	1,075	990 <sup>(8)</sup>	281 <sup>(8)</sup>
Deposits, notice, active.....\$000,000		628	559	552	363 <sup>(8)</sup>	197 <sup>(8)</sup>
Deposits, demand.....\$000,000		2,214	2,186	2,150	1,862 <sup>(8)</sup>	853 <sup>(8)</sup>

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 February 21, 1948, May 31, 1947 and June 1, 1946. (2) Base 1926=100. (3) Figures are as at end of quarter ending June 30, 1948, 1947, 1946, 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 weeks periods. (8) Average for year.

## A—Labour Force

### TABLE A-1.—SUMMARY OF NATIONAL ESTIMATES

(Thousands of Persons 14 Years of Age and over)

Source: Labour Force Survey, Dominion Bureau of Statistics

Population Class	June 5, 1948	Feb. 21, 1948	May 31, 1947	June 1, 1946
Civilian Non-institutional Population.....	9,118	9,058'	8,930	8,718
Civilian Labour Force.....	5,030	4,825	4,912	4,828
Total Employed.....	4,948	4,669	4,821	4,702
Agriculture.....	1,186	965	1,163	1,274
Forestry.....	63	140	91	70
Fishing and Trapping.....	25	20	75	68
Mining, quarrying and oil wells.....	73	68	75	68
Manufacturing.....	1,261	1,236	1,325	1,256
Public utility operations.....	40	40	254	241
Construction.....	295	219	254	241
Transportation, storage and communi- cations.....	370	346	369	336
Trade.....	637	657	721	685
Finance, insurance and real estate.....	136	141	721	685
Service.....	862	837	823	772
Unemployed.....	82	156	91	126
Not in the Labour Force.....	4,088	4,233	4,018	3,890

## B—Labour Income

### TABLE B-1.—MONTHLY ESTIMATES OF CANADIAN LABOUR INCOME

(\$ Millions)

	Agricul- ture, 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
1946—Average.....	37	144	25	112	94	21	433
1947—Average.....	42	174	34	131	106	24	509
1946—January.....	34	139	18	102	85	20	398
February.....	36	138	18	105	87	19	403
March.....	35	142	19	106	90	20	412
April.....	32	140	21	106	89	20	408
May.....	33	137	24	107	92	20	413
1947—January.....	39	161	23	121	100	22	466
February.....	38	163	25	123	101	22	472
March.....	37	165	25	124	102	22	475
April.....	33	166	28	124	102	22	475
May.....	36	169	31	128	103	23	490
June.....	40	171	35	131	106	23	506
July.....	42	175	39	133	108	24	521
August.....	45	177	40	133	109	25	529
September.....	45	181	41	135	109	25	536
October.....	48	185	42	137	109	26	547
November.....	50	188	40	139	110	26	553
December.....	48	187	32	140	109	25	541
1948—January.....	48	185	30	138	108	25	534
February.....	48	190	30	138	108	26	540
March.....	43	187	29	139	110	25	533
April.....	39	192	33	140	110	26	540
May.....	43	191	37	145	115	26	557

## C—Employment, Hours and Earnings

### TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision).

Geographical and Industrial Unit	Number of Employees Reported at June 1, 1948	Weekly Salaries and Wages at June 1, 1948	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941 as 100 p.c.					
						Employment			Payrolls		
			June 1 1948	May 1 1948	June 1 1947	June 1 1948	May 1 1948	June 1 1947	June 1 1948	May 1 1948	June 1 1947
(a) PROVINCES											
		\$	\$	\$							
<b>Maritime Provinces</b> .....	<b>132,867</b>	<b>4,688,187</b>	<b>35-28</b>	<b>36-34</b>	<b>31-61</b>	<b>111-6</b>	<b>110-2</b>	<b>108-8</b>	<b>180-1</b>	<b>183-1</b>	<b>157-1</b>
Prince Edward Island.....	3,248	103,077	31-74	31-90	29-23	143-5	133-5	130-1	209-0	195-4	174-1
Nova Scotia.....	74,387	2,677,703	36-00	37-02	30-76	103-5	101-5	98-4	165-1	166-5	133-6
New Brunswick.....	55,232	1,907,407	34-53	35-68	32-81	123-4	123-4	124-7	204-7	211-5	196-1
<b>Quebec</b> .....	<b>587,159</b>	<b>22,149,923</b>	<b>37-72</b>	<b>38-02</b>	<b>34-70</b>	<b>123-4</b>	<b>118-4</b>	<b>118-8</b>	<b>194-3</b>	<b>187-9</b>	<b>171-9</b>
<b>Ontario</b> .....	<b>839,269</b>	<b>33,986,172</b>	<b>40-49</b>	<b>40-87</b>	<b>36-88</b>	<b>123-8</b>	<b>121-9</b>	<b>118-9</b>	<b>184-9</b>	<b>183-8</b>	<b>161-7</b>
<b>Prairie Provinces</b> .....	<b>233,039</b>	<b>9,109,793</b>	<b>39-09</b>	<b>39-30</b>	<b>36-36</b>	<b>131-0</b>	<b>124-4</b>	<b>126-2</b>	<b>193-4</b>	<b>184-6</b>	<b>173-4</b>
Manitoba.....	104,701	4,009,076	38-29	38-62	36-19	126-4	122-1	122-3	182-3	177-6	166-7
Saskatchewan.....	45,981	1,745,961	37-97	38-15	35-46	126-5	115-5	123-8	185-3	170-2	169-3
Alberta.....	82,357	3,354,756	40-73	40-80	37-08	140-2	133-2	133-2	213-4	203-0	185-1
<b>British Columbia</b> .....	<b>192,640</b>	<b>8,087,775</b>	<b>41-98</b>	<b>42-39</b>	<b>38-85</b>	<b>149-1</b>	<b>145-4</b>	<b>142-6</b>	<b>219-7</b>	<b>216-3</b>	<b>194-5</b>
<b>CANADA</b> .....	<b>1,984,974</b>	<b>78,021,850</b>	<b>39-31</b>	<b>39-70</b>	<b>36-00</b>	<b>125-5</b>	<b>122-1</b>	<b>120-8</b>	<b>191-3</b>	<b>188-0</b>	<b>168-5</b>
(b) CITIES											
Montreal.....	288,680	10,982,937	38-05	38-39	35-01	128-8	128-0	126-8	191-2	191-8	172-8
Quebec.....	30,144	1,037,451	34-42	33-53	31-05	120-4	117-7	109-2	196-1	186-8	161-1
Toronto.....	264,607	10,409,627	40-25	40-73	36-69	128-0	128-2	123-3	192-3	194-9	171-7
Ottawa.....	25,604	877,450	34-27	34-14	31-60	126-4	121-8	119-8	187-7	180-3	164-1
Hamilton.....	65,254	2,753,688	42-20	43-31	37-14	120-6	118-8	114-5	185-3	187-4	154-9
Windsor.....	37,986	1,779,034	46-83	48-10	42-79	116-5	114-4	118-5	146-5	147-7	135-3
Winnipeg.....	66,843	2,389,598	35-75	36-04	33-27	129-3	126-4	125-4	181-2	178-4	163-8
Vancouver.....	87,061	3,444,342	39-56	39-98	36-23	163-2	160-3	156-7	242-8	241-0	214-1
Halifax.....	21,317	694,905	32-60	34-41	31-63	118-2	119-3	116-4	170-0	181-0	162-4
Saint John.....	13,403	430,174	32-10	34-50	31-67	123-0	140-4	122-8	184-5	226-5	179-7
Sherbrooke.....	10,387	442,265	32-97	34-02	30-50	115-0	113-7	112-1	182-3	185-9	164-4
Three Rivers.....	11,084	450,107	40-61	38-83	36-09	133-8	128-2	134-0	209-7	192-2	187-1
Kitchener-Waterloo.....	20,201	768,636	38-05	38-37	35-32	132-3	132-7	129-8	222-5	225-0	202-0
London.....	25,794	967,389	37-50	38-09	34-30	143-7	142-2	140-4	211-7	212-6	188-6
Port William—Port Arthur.....	12,254	525,988	42-92	41-92	38-38	84-5	80-5	80-9	136-6	127-1	116-6
Regina.....	11,096	389,711	35-12	34-84	31-41	131-3	125-9	125-4	194-7	185-1	170-5
Saskatoon.....	7,928	273,184	34-46	34-16	31-97	151-8	142-1	151-2	238-1	221-0	217-8
Calgary.....	21,805	822,657	37-73	37-48	34-38	134-6	131-2	128-1	200-2	193-9	174-6
Edmonton.....	20,175	732,874	36-33	36-04	32-88	154-8	148-3	144-1	225-9	214-8	194-8
Victoria.....	12,954	489,697	37-80	38-78	36-28	148-4	149-6	155-2	224-0	231-6	224-6
(c) INDUSTRIES											
<b>Manufacturing</b> .....	<b>1,065,167</b>	<b>42,902,895</b>	<b>40-28</b>	<b>40-78</b>	<b>36-64</b>	<b>121-1</b>	<b>120-1</b>	<b>117-6</b>	<b>187-9</b>	<b>188-7</b>	<b>165-9</b>
Durable Goods <sup>1</sup> .....	499,959	21,148,468	42-30	43-36	38-91	118-4	118-0	114-7	177-6	177-6	158-3
Non-Durable Goods.....	535,247	20,395,268	38-10	38-11	34-32	122-5	121-3	120-2	198-4	196-5	174-8
Electric Light and Power.....	29,961	1,359,159	45-36	45-39	41-33	147-0	139-2	125-4	210-8	199-7	163-6
Logging.....	65,712	2,489,149	37-88	41-16	33-88	136-6	106-5	151-5	259-5	219-7	257-3
Mining.....	82,260	3,991,231	48-52	49-27	41-17	98-8	97-2	88-9	160-0	150-0	114-8
Communications.....	47,551	1,767,813	37-18	36-65	34-41	180-7	177-0	170-5	244-1	235-7	215-3
Transportation.....	181,823	8,344,897	45-90	45-20	43-37	142-3	140-0	141-6	199-5	193-2	187-6
Construction and Maintenance.....	214,132	7,893,001	36-86	37-37	34-45	117-9	105-8	107-6	188-8	171-7	161-1
Services <sup>2</sup> .....	68,110	1,720,112	25-25	25-62	23-22	145-6	142-3	138-4	223-0	220-9	198-4
Trade.....	260,219	8,912,752	34-25	34-05	31-50	138-1	136-7	128-6	199-7	196-6	171-9
<b>Eight Leading Industries</b> .....	<b>1,984,974</b>	<b>78,021,850</b>	<b>39-31</b>	<b>39-70</b>	<b>36-00</b>	<b>125-5</b>	<b>122-1</b>	<b>120-8</b>	<b>191-3</b>	<b>188-0</b>	<b>168-5</b>
Finance.....	84,924	3,366,939	39-65	38-69	37-51	139-0	137-6	132-0	189-9	183-4	171-4
<b>Nine Leading Industries</b> .....	<b>2,069,898</b>	<b>81,388,789</b>	<b>39-32</b>	<b>39-65</b>	<b>36-07</b>	<b>126-0</b>	<b>122-7</b>	<b>121-3</b>	<b>191-3</b>	<b>187-8</b>	<b>168-7</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, with the exception of electric light and power.

(2) Consisting almost entirely of hotels and restaurants, and laundries 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)

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	Av. wkly Salaries and Wages		Employment	Aggregate Weekly Payrolls	Av. wkly Salaries and Wages	
June 1, 1941.....	100-0	100-0	100-0	\$ 25-25	100-0	100-0	100-0	\$ 25-57
June 1, 1945.....	114-8	143-3	127-1	32-10	124-4	157-2	128-6	32-88
June 1, 1946.....	111-3	136-6	125-5	31-68	109-9	134-3	124-5	31-83
Jan. 1, 1947.....	118-5	149-9	129-3	32-64	113-5	141-5	126-7	32-40
Feb. 1, 1947.....	118-3	160-6	138-7	35-03	115-4	156-8	138-2	35-34
Mar. 1, 1947.....	118-1	163-0	141-0	35-61	115-8	159-5	140-0	35-81
Apr. 1, 1947.....	118-3	163-9	141-5	35-73	116-3	160-8	140-7	35-98
May 1, 1947.....	117-6	163-7	142-1	35-89	116-5	162-7	141-8	36-27
June 1, 1947.....	120-8	168-5	142-6	36-00	117-6	165-9	143-3	36-64
July 1, 1947.....	124-1	173-8	143-2	36-15	119-4	167-7	142-6	36-47
Aug. 1, 1947.....	126-1	178-6	144-7	36-53	120-5	171-5	144-6	36-97
Sept. 1, 1947.....	126-5	180-3	145-6	36-76	121-0	173-3	145-3	37-16
Oct. 1, 1947.....	127-6	184-9	148-1	37-39	121-2	177-5	148-8	38-04
Nov. 1, 1947.....	129-5	189-7	149-7	37-79	122-1	181-2	150-6	38-52
Dec. 1, 1947.....	130-7	193-9	151-6	38-28	122-1	184-6	153-5	39-25
Jan. 1, 1948.....	126-9	178-4	143-7	36-28	119-0	166-6	142-0	36-31
Feb. 1, 1948.....	124-0	185-7	153-0	38-63	119-5	181-3	154-0	39-38
Mar. 1, 1948.....	123-9	189-3	156-3	39-50	120-6	187-0	157-3	40-23
Apr. 1, 1948.....	122-2	184-8	154-6	39-04	120-1	183-3	154-9	39-68
May 1, 1948.....	122-1	188-0	157-2	39-70	120-1	188-7	159-5	40-78
June 1, 1948.....	125-5	191-3	155-7	39-31	121-1	187-9	157-5	40-20

**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
June 1, 1932.....	89-1	96-4	.....	.....	.....	87-8	89-9	89-3	.....	.....	.....	83-7
June 1, 1933.....	80-7	82-8	.....	.....	.....	79-3	81-6	82-7	.....	.....	.....	76-2
June 1, 1934.....	96-6	98-4	.....	.....	.....	90-9	104-4	89-5	.....	.....	.....	89-1
June 1, 1935.....	97-6	101-6	.....	.....	.....	93-8	101-6	92-2	.....	.....	.....	96-6
June 1, 1936.....	102-0	103-4	.....	.....	.....	99-8	104-7	97-7	.....	.....	.....	102-2
June 1, 1937.....	114-3	122-0	82-0	124-4	121-4	113-6	118-8	99-3	97-4	103-9	99-4	112-2
June 1, 1938.....	111-9	110-9	82-0	122-5	98-6	120-4	112-5	97-0	93-7	100-2	100-1	105-1
June 1, 1939.....	113-1	108-4	94-4	120-6	94-4	121-0	113-6	101-0	95-6	105-1	106-4	106-6
June 1, 1940.....	120-9	117-0	90-7	128-8	104-2	123-0	126-6	107-4	102-9	113-0	110-8	112-0
June 1, 1941.....	152-9	152-4	107-1	167-9	134-9	157-3	161-9	128-3	124-7	127-4	134-5	134-9
June 1, 1942.....	171-7	166-1	107-0	185-2	145-9	182-8	178-5	137-4	133-0	132-0	147-9	161-9
June 1, 1943.....	181-2	175-3	108-3	195-5	153-7	197-8	182-9	138-5	136-2	132-1	146-4	187-6
June 1, 1944.....	180-5	178-2	133-6	197-4	156-4	194-3	182-1	145-2	114-6	138-3	155-3	183-6
June 1, 1945.....	175-3	181-0	121-8	191-9	170-7	184-3	178-9	141-8	137-6	136-5	151-6	175-5
June 1, 1946.....	169-9	172-9	132-2	180-4	165-7	174-8	178-4	153-3	144-3	149-4	169-6	139-3
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
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
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
Apr. 1, 1947.....	180-7	153-3	127-4	138-2	174-4	185-8	189-9	155-3	149-1	145-5	171-1	183-6
May 1, 1947.....	179-6	151-7	128-0	141-9	165-7	182-2	189-4	155-7	148-9	147-2	171-5	186-2
June 1, 1947.....	184-5	165-8	139-3	165-2	168-2	186-9	191-8	161-9	152-4	157-7	179-1	192-4
July 1, 1947.....	189-5	179-4	150-9	186-3	172-2	191-2	195-7	167-3	155-7	162-5	187-8	196-9
Aug. 1, 1947.....	192-6	183-9	157-0	188-2	180-1	195-0	196-7	172-1	159-1	167-5	194-8	204-2
Sept. 1, 1947.....	193-2	184-7	159-2	191-7	177-3	196-1	196-4	172-1	158-5	168-0	195-4	207-5
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
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
Dec. 1, 1947.....	199-6	192-3	164-3	193-8	192-0	205-6	205-0	171-7	161-8	168-4	189-0	202-6
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
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
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
Apr. 1, 1948.....	186-6	166-1	163-7	170-7	160-3	187-3	197-7	159-6	151-1	148-8	179-8	190-8
May 1, 1948.....	186-5	167-9	143-0	170-4	166-4	186-3	196-7	159-6	152-2	147-2	179-1	196-1
June 1, 1948.....	191-7	170-1	153-7	173-8	166-4	194-1	199-7	168-1	157-6	161-1	188-6	201-1
Relative Weight of Employment by Provinces and Economic Areas as at June 1, 1948.....	100-0	6-7	2	3-7	2-8	29-6	42-3	11-7	5-3	2-3	4-1	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)

Industries	Number of Employees Reported at June 1, 1948	Weekly Salaries and Wages at June 1, 1948	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941 as 100 p.c.		
						Employment		
			June 1, 1948	May 1, 1948	June 1, 1947	June 1, 1948	May 1, 1948	June 1, 1947
		\$	\$	\$	\$			
<b>Manufacturing</b> .....	<b>1,065,167</b>	<b>42,902,895</b>	<b>40-28</b>	<b>40-78</b>	<b>36-64</b>	<b>121-1</b>	<b>120-1</b>	<b>117-6</b>
Animal products—edible.....	46,804	1,847,128	39-47	39-47	35-09	135-3	125-8	132-7
Fur and products.....	4,260	157,228	36-91	37-69	33-98	137-1	131-8	129-9
Leather and products.....	30,111	878,988	29-19	30-27	27-90	105-8	108-4	114-5
Boots and shoes.....	19,011	530,629	27-91	29-00	26-99	104-4	106-7	110-1
Lumber and its products.....	80,540	2,804,856	34-83	35-83	32-30	123-8	119-8	118-0
Rough and dressed lumber.....	49,135	1,765,600	35-93	37-06	33-48	117-7	110-6	106-8
Furniture.....	15,059	509,279	33-82	34-98	31-33	147-6	148-9	145-4
Other lumber products.....	16,346	529,977	22-19	22-95	30-13	127-7	129-2	134-1
Plant products—edible.....	54,765	1,887,782	34-47	34-60	31-01	125-0	123-5	129-0
Pulp and paper products.....	114,487	5,359,182	46-81	45-66	42-23	142-3	140-1	135-5
Pulp and paper.....	51,083	2,789,347	54-60	51-66	49-66	139-9	135-6	132-4
Paper products.....	21,427	786,568	36-71	37-20	33-02	153-8	154-3	157-9
Printing and publishing.....	41,977	1,783,267	42-48	42-91	38-05	139-2	138-4	129-9
Rubber products.....	23,743	973,671	42-81	43-16	38-37	133-9	132-9	146-7
Textile products.....	158,166	4,891,097	30-92	31-69	28-13	112-0	114-0	107-8
Thread, yarn and cloth.....	59,738	1,979,394	33-13	33-84	29-47	112-7	113-2	104-2
Cotton yarn and cloth.....	22,709	727,136	32-02	32-86	28-46	92-4	92-0	87-0
Woolen yarn and cloth.....	15,519	408,187	32-10	32-95	28-92	112-9	114-5	106-5
Artificial silk and silk goods.....	16,190	575,235	35-53	35-94	30-73	146-5	147-8	131-6
Hosiery and knit goods.....	26,324	728,814	27-69	28-48	25-70	121-2	122-4	113-8
Garments and personal furnishings.....	55,668	1,641,123	29-48	30-12	27-23	114-8	116-8	111-8
Other textile products.....	16,436	541,766	32-96	34-41	30-13	95-3	96-0	101-0
Tobacco.....	9,679	344,547	35-60	35-66	29-14	108-8	107-1	111-5
Beverages.....	18,929	831,758	43-94	43-79	40-17	164-5	159-3	149-9
Chemicals and allied products.....	42,561	1,867,692	43-88	43-75	38-78	96-8	96-2	95-0
Clay, glass and stone products.....	22,103	912,680	41-18	41-35	36-36	144-3	141-2	141-5
Electric light and power.....	29,961	1,359,159	45-36	45-39	41-33	147-0	139-2	125-4
Electrical apparatus.....	51,826	2,225,254	42-94	43-17	37-10	166-0	168-2	162-3
Iron and steel products.....	294,599	13,003,135	44-14	45-44	41-17	109-9	110-4	107-5
Crude, rolled and forged products.....	40,465	1,950,346	48-94	48-94	42-80	138-5	136-0	126-8
Machinery (other than vehicles).....	29,387	1,254,935	42-70	44-46	40-20	113-9	114-3	113-3
Agricultural implements.....	18,890	885,323	46-87	48-14	38-79	208-9	206-9	173-4
Land vehicles and aircraft.....	109,660	4,832,810	44-07	45-70	42-57	96-5	97-7	96-4
Automobiles and parts.....	43,586	2,036,291	46-72	49-20	43-13	111-4	110-8	114-8
Steel shipbuilding and repairing.....	22,623	1,000,300	44-22	45-30	42-77	115-6	114-8	123-5
Heating appliances.....	7,578	301,807	39-83	41-01	36-59	141-4	142-2	121-0
Iron and steel fabrication (n.e.s.).....	11,919	522,108	43-80	44-73	41-58	99-0	103-5	90-9
Foundry and machine shop products.....	8,594	359,606	41-34	43-57	39-07	97-6	98-6	96-2
Other iron and steel products.....	45,483	1,865,900	41-02	42-66	38-25	101-1	101-8	104-0
Non-ferrous metal products.....	49,892	2,169,377	43-48	44-00	39-28	120-0	119-0	111-9
Non-metallic mineral products.....	15,801	773,801	48-97	49-19	43-05	123-5	120-0	120-6
Miscellaneous.....	17,880	615,560	34-43	34-99	31-71	134-6	134-7	134-1
<b>Logging</b> .....	<b>65,712</b>	<b>2,489,149</b>	<b>37-88</b>	<b>41-16</b>	<b>33-88</b>	<b>136-6</b>	<b>106-5</b>	<b>151-5</b>
<b>Mining</b> .....	<b>82,260</b>	<b>3,991,231</b>	<b>48-52</b>	<b>49-27</b>	<b>41-17</b>	<b>98-8</b>	<b>97-2</b>	<b>88-9</b>
Coal.....	24,404	1,171,234	47-99	50-12	36-09	96-7	98-4	81-7
Metallic ores.....	41,842	2,120,164	50-67	50-55	45-69	87-7	86-6	82-1
Non-metallic minerals (except coal).....	16,014	699,833	43-70	44-30	36-21	150-8	139-4	133-8
<b>Communications</b> .....	<b>47,551</b>	<b>1,767,813</b>	<b>37-18</b>	<b>36-65</b>	<b>34-41</b>	<b>180-7</b>	<b>177-0</b>	<b>170-5</b>
Telegraphs.....	8,087	326,173	40-33	38-88	38-44	118-8	118-4	118-2
Telephones.....	35,871	1,419,467	36-52	36-16	33-54	199-7	194-9	186-9
<b>Transportation</b> .....	<b>181,823</b>	<b>8,344,897</b>	<b>45-90</b>	<b>45-20</b>	<b>43-37</b>	<b>142-3</b>	<b>140-0</b>	<b>141-6</b>
Street railways, cartage and storage.....	58,603	2,461,906	42-01	41-84	38-47	150-7	150-0	154-0
Steam railways.....	91,311	4,557,229	49-91	49-49	49-26	133-3	133-2	131-5
Shipping and stevedoring.....	31,909	1,325,762	41-55	38-51	35-51	145-9	134-0	142-6
<b>Construction and Maintenance</b> .....	<b>214,132</b>	<b>7,893,001</b>	<b>36-86</b>	<b>37-37</b>	<b>34-45</b>	<b>117-9</b>	<b>105-8</b>	<b>107-6</b>
Building.....	96,780	3,851,820	39-80	41-34	37-08	145-7	134-6	132-0
Highway.....	77,867	2,619,601	33-64	32-66	30-66	106-8	93-1	99-3
Railway.....	39,485	1,421,580	36-00	36-39	35-82	91-2	80-8	82-7
<b>Services (as indicated below)</b> .....	<b>65,110</b>	<b>1,720,112</b>	<b>25-25</b>	<b>25-62</b>	<b>23-22</b>	<b>145-6</b>	<b>142-3</b>	<b>138-4</b>
Hotels and restaurants.....	44,992	1,061,453	23-59	23-78	22-09	153-6	148-9	144-8
Personal (chiefly laundries).....	23,118	658,629	28-49	29-13	25-42	132-9	131-6	128-2
<b>Trade</b> .....	<b>260,219</b>	<b>8,912,752</b>	<b>34-25</b>	<b>34-05</b>	<b>31-50</b>	<b>138-1</b>	<b>136-7</b>	<b>128-6</b>
Retail.....	184,631	5,872,034	31-80	31-52	29-28	136-4	134-0	126-0
Wholesale.....	75,588	3,040,718	40-23	40-19	37-01	146-2	145-2	138-3
<b>Eight Leading Industries</b> .....	<b>1,984,974</b>	<b>78,021,850</b>	<b>39-31</b>	<b>39-79</b>	<b>36-00</b>	<b>125-5</b>	<b>122-1</b>	<b>120-8</b>
<b>Finance</b> .....	<b>84,924</b>	<b>3,366,939</b>	<b>39-65</b>	<b>38-69</b>	<b>37-51</b>	<b>139-0</b>	<b>137-6</b>	<b>132-0</b>
Banks and trust companies.....	47,995	1,671,595	34-83	33-18	32-88	147-8	145-3	138-6
Brokerage and stock market operations.....	3,691	175,968	47-67	47-58	43-97	157-6	156-4	168-2
Insurance.....	33,238	1,519,376	45-71	45-54	43-37	126-1	125-9	120-7
<b>Nine Leading Industries</b> .....	<b>2,069,898</b>	<b>81,388,789</b>	<b>39-32</b>	<b>39-65</b>	<b>36-07</b>	<b>126-0</b>	<b>122-7</b>	<b>121-3</b>



**TABLE C.5—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT**

Industries	June 1, 1948				May 1, 1948		June 1, 1947	
	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>831,614</b>	<b>233,553</b>	<b>78.1</b>	<b>21.9</b>	<b>77.8</b>	<b>22.2</b>	<b>77.4</b>	<b>22.6</b>
Animal products—edible.....	37,879	8,925	80.9	19.1	82.3	17.7	80.8	19.2
Fur and products.....	2,687	1,573	63.1	36.9	63.9	36.1	65.1	34.9
Leather and products.....	18,555	11,556	61.6	38.4	61.4	38.6	61.8	38.2
Boots and shoes.....	11,059	7,952	58.2	41.8	57.3	42.7	58.4	41.6
Lumber and products.....	74,374	6,166	92.3	7.7	92.0	8.0	91.8	8.2
Rough and dressed lumber.....	46,635	2,500	94.9	5.1	94.6	5.4	94.7	5.3
Furniture.....	13,618	1,441	90.4	9.6	90.3	9.7	90.2	9.8
Other lumber products.....	14,121	2,225	86.4	13.6	86.2	13.8	85.7	14.3
Plant products—edible.....	37,557	17,208	68.6	31.4	68.4	31.6	69.0	31.0
Pulp and paper products.....	92,685	21,802	81.0	19.0	80.6	19.4	80.1	19.9
Pulp and paper products.....	48,718	2,365	95.4	4.6	95.3	4.7	94.3	5.7
Paper products.....	13,961	7,466	65.2	34.8	64.6	35.4	63.7	36.3
Printing and publishing.....	30,006	11,971	71.5	28.5	71.3	28.7	71.5	28.5
Rubber products.....	16,844	5,899	74.1	25.9	73.3	26.7	73.9	26.1
Textile products.....	71,797	86,369	45.4	54.6	45.2	54.8	45.1	54.9
Thread, yarn and cloth.....	36,579	23,159	61.2	38.8	61.3	38.7	61.5	38.5
Cotton yarn and cloth.....	13,598	9,111	59.9	40.1	60.1	39.9	60.5	39.5
Woolen yarn and cloth.....	8,792	6,727	56.7	43.3	56.9	43.1	58.4	41.6
Artificial silk and silk goods.....	10,623	5,567	65.6	34.4	65.1	34.9	64.5	35.5
Hosiery and knit goods.....	9,146	17,178	34.7	65.3	34.7	65.3	36.8	63.2
Garments and personal furnishings.....	17,050	38,618	30.6	69.4	30.3	69.7	29.2	70.8
Other textile products.....	9,022	7,414	54.9	45.1	54.7	45.3	54.2	45.8
Tobacco.....	4,274	5,405	44.2	55.8	44.5	55.5	43.2	56.8
Beverages.....	16,709	2,220	88.3	11.7	87.3	12.7	87.8	12.2
Chemical and allied products.....	32,723	9,838	76.9	23.1	76.6	23.4	74.0	26.0
Clay, glass and stone products.....	19,456	2,707	87.8	12.2	87.6	12.4	87.4	12.6
Electric light and power.....	26,336	3,625	87.9	12.1	87.8	12.2	88.9	11.1
Electrical apparatus.....	37,222	14,604	71.8	28.2	71.2	28.8	68.1	31.9
Iron and steel products.....	273,244	21,355	92.8	7.2	92.8	7.2	92.5	7.5
Crude, rolled and forged products.....	38,569	1,896	95.3	4.7	95.3	4.7	95.1	4.9
Machinery (other than vehicles).....	26,114	3,273	88.9	11.1	88.8	11.2	89.5	10.5
Agricultural implements.....	17,897	993	94.7	5.3	95.8	4.2	95.2	4.8
Land vehicles and aircraft.....	103,664	5,996	94.5	5.5	94.6	5.4	94.2	5.8
Automobiles and parts.....	39,031	4,555	89.5	10.5	89.7	10.3	89.7	10.3
Steel shipbuilding and repairing.....	21,959	664	97.1	2.9	97.3	2.7	97.0	3.0
Heating appliances.....	7,075	503	93.4	6.6	93.4	6.6	95.0	5.0
Iron and steel fabrication (n.e.s.).....	11,014	905	92.4	7.6	92.4	7.6	91.4	8.6
Foundry and machine shop products.....	8,178	416	95.2	4.8	95.3	4.7	94.5	5.5
Other iron and steel products.....	38,774	6,709	85.2	14.8	85.2	14.8	84.8	15.2
Non-ferrous metal products.....	42,946	6,946	86.1	13.9	86.0	14.0	84.8	15.2
Non-metallic mineral products.....	14,453	1,318	91.7	8.3	91.2	8.8	91.3	8.7
Miscellaneous.....	11,843	6,037	66.2	33.8	66.7	33.3	66.9	33.1
<b>Logging</b> .....	<b>64,502</b>	<b>1,210</b>	<b>98.2</b>	<b>1.8</b>	<b>97.7</b>	<b>2.3</b>	<b>98.3</b>	<b>1.7</b>
<b>Mining</b> .....	<b>80,587</b>	<b>1,673</b>	<b>98.0</b>	<b>2.0</b>	<b>98.0</b>	<b>2.0</b>	<b>97.9</b>	<b>2.1</b>
Coal.....	24,169	235	99.0	1.0	99.1	0.9	98.8	1.2
Metallic ores.....	41,017	825	98.0	2.0	98.0	2.0	98.0	2.0
Non-metallic minerals (except coal).....	15,401	613	96.2	3.8	95.9	4.1	96.4	3.6
<b>Communications</b> .....	<b>22,475</b>	<b>25,076</b>	<b>47.3</b>	<b>52.7</b>	<b>47.2</b>	<b>52.8</b>	<b>45.9</b>	<b>54.1</b>
Telegraphs.....	6,493	1,594	80.3	19.7	80.8	19.2	79.4	20.6
Telephones.....	15,946	23,325	40.0	60.0	39.6	60.4	38.2	61.8
<b>Transportation</b> .....	<b>170,824</b>	<b>10,999</b>	<b>94.0</b>	<b>6.0</b>	<b>94.0</b>	<b>6.0</b>	<b>93.6</b>	<b>6.4</b>
Street railways, cartage and storage.....	54,564	4,039	93.1	6.9	93.0	7.0	92.6	7.4
Steam railway operation.....	85,733	5,578	93.9	6.1	93.9	6.1	93.7	6.3
Shipping and stevedoring.....	30,527	1,382	95.7	4.3	96.3	3.7	95.4	4.6
<b>Construction and Maintenance</b> .....	<b>209,816</b>	<b>4,316</b>	<b>98.0</b>	<b>2.0</b>	<b>97.8</b>	<b>2.2</b>	<b>98.1</b>	<b>1.9</b>
Building.....	94,052	2,728	97.2	2.8	97.2	2.8	97.5	2.5
Highway.....	76,402	1,465	98.1	1.9	97.7	2.3	98.0	2.0
Railway.....	39,362	123	99.7	0.3	99.6	0.4	99.6	0.4
<b>Services</b> .....	<b>32,819</b>	<b>35,291</b>	<b>48.2</b>	<b>51.8</b>	<b>48.0</b>	<b>52.0</b>	<b>46.3</b>	<b>53.7</b>
Hotels and restaurants.....	22,868	22,124	50.8	49.2	50.4	49.6	49.3	50.7
Personal (chiefly laundries).....	9,951	13,167	43.0	57.0	43.4	56.6	40.6	59.4
<b>Trade</b> .....	<b>157,997</b>	<b>102,222</b>	<b>60.7</b>	<b>39.3</b>	<b>60.7</b>	<b>39.3</b>	<b>59.9</b>	<b>40.1</b>
Retail.....	99,506	85,125	53.9	46.1	54.0	46.0	53.2	46.8
Wholesale.....	58,491	17,097	77.4	22.6	77.1	22.9	76.7	23.3
<b>Eight Leading Industries</b> .....	<b>1,570,634</b>	<b>414,340</b>	<b>79.1</b>	<b>20.9</b>	<b>78.6</b>	<b>21.4</b>	<b>78.8</b>	<b>21.2</b>
<b>Finance</b> .....	<b>45,440</b>	<b>39,484</b>	<b>53.5</b>	<b>46.5</b>	<b>52.8</b>	<b>47.2</b>	<b>54.3</b>	<b>45.7</b>
Banks and trust companies.....	24,012	23,983	50.0	50.0	48.6	51.4	50.7	49.3
Brokerage and stock market operations.....	2,445	1,246	66.2	33.8	65.8	34.2	66.3	33.7
Insurance.....	18,983	14,255	57.1	42.9	57.2	42.8	58.3	41.7
<b>All Industries</b> .....	<b>1,616,074</b>	<b>453,824</b>	<b>78.1</b>	<b>21.9</b>	<b>77.5</b>	<b>22.5</b>	<b>77.8</b>	<b>22.2</b>



**TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING**

(Hourly-Rated Wage-Earners)

Week preceding	Average Hours Worked			Average Hourly Earnings		
	All Manufactures	Durable Goods	Non-Durable Goods	All Manufactures	Durable Goods	Non-Durable Goods
Dec. 1, 1944.....	no. 46.3	no. 46.9	no. 45.5	cts. 70.5	cts. 77.9	cts. 60.4
June 1, 1945.....	44.3	44.7	43.9	70.3	77.5	61.4
June 1, 1946.....	42.0	42.1	41.9	69.1	75.1	63.3
June 1, 1947.....	42.9	43.0	42.7	79.9	86.2	73.4
July 1, 1947.....	42.0	42.5	41.6	80.8	86.8	74.7
Aug. 1, 1947.....	42.5	42.6	42.3	81.3	87.7	74.8
Sept. 1, 1947.....	42.3	42.5	42.2	82.2	88.8	75.7
Oct. 1, 1947.....	43.1	43.5	42.6	83.4	90.6	76.2
Nov. 1, 1947.....	42.9	43.1	42.7	84.7	91.9	77.6
Dec. 1, 1947.....	43.5	43.8	43.2	85.6	92.8	78.3
*Jan. 1, 1948.....	38.3	38.5	38.1	86.6	92.9	80.0
Feb. 1, 1948.....	42.8	42.7	42.8	86.6	93.2	80.1
Mar. 1, 1948.....	43.2	43.4	43.0	88.0	95.0	80.8
*Apr. 1, 1948.....	41.6	41.8	41.4	89.0	95.6	82.1
May 1, 1948.....	43.1	43.4	42.7	89.4	96.2	82.4
June 1, 1948.....	41.7	41.6	41.8	90.6	96.9	84.2

\* The averages at these dates were affected by loss of working time at the year-end holidays in the case of Jan. 1 and by the Easter holidays in the case of April 1, 1948.

**TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURING**

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, 1944.....	\$ 33.29	\$ 32.64	\$ 36.83	\$ 36.54	\$ 29.23	\$ 27.48
June 1, 1945.....	32.81	31.14	35.76	34.64	29.48	26.95
June 1, 1946.....	31.67	29.02	33.79	31.62	29.80	26.52
June 1, 1947.....	36.52	34.28	38.91	37.07	34.32	31.11
July 1, 1947.....	36.34	33.94	38.71	36.89	34.18	31.08
Aug. 1, 1947.....	36.85	34.55	39.26	37.36	34.65	31.64
Sept. 1, 1947.....	37.05	34.77	39.49	37.74	34.83	31.95
Oct. 1, 1947.....	37.94	35.95	40.94	39.41	35.21	32.46
Nov. 1, 1947.....	38.42	36.34	41.26	39.70	35.86	33.14
Dec. 1, 1947.....	39.16	37.24	42.09	40.65	36.50	33.83
*Jan. 1, 1948.....	36.15	33.17	38.31	35.77	34.14	30.48
Feb. 1, 1948.....	39.26	37.06	41.65	39.80	37.10	34.28
Mar. 1, 1948.....	40.11	38.02	42.85	41.23	37.58	34.74
*April 1, 1948.....	39.46	37.02	41.87	39.96	37.19	33.99
May 1, 1948.....	40.66	38.53	43.36	41.75	38.11	35.18
June 1, 1948.....	40.13	37.78	42.30	40.31	38.10	35.20

(1) 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)

	Average Hours Worked			Average Hourly Earnings		
	June 1, 1948	May 1, 1948	June 1, 1947	June 1, 1948	May 1, 1948	June 1 <sup>1</sup> 1947
Nova Scotia.....	42.2	44.9	43.2	85.9	82.8	74.6
New Brunswick.....	43.5	45.3	45.7	80.9	80.4	73.5
Quebec.....	43.8	44.7	44.8	81.8	80.8	72.6
Ontario.....	40.9	42.4	41.9	95.7	94.3	83.7
Manitoba.....	41.2	43.1	42.5	85.9	85.4	79.0
Saskatchewan.....	43.2	42.6	42.7	90.2	89.7	79.8
Alberta.....	41.9	42.3	42.1	89.4	88.1	79.4
British Columbia.....	37.4	39.3	40.0	108.2	106.3	94.8
Montreal.....	41.2	42.9	42.6	86.0	85.1	76.3
Toronto.....	39.2	41.2	40.5	95.8	94.2	83.2
Hamilton.....	40.9	42.7	42.2	102.3	102.0	86.3
Winnipeg.....	40.7	42.7	42.2	85.0	84.8	77.9
Vancouver.....	36.5	38.5	39.8	106.4	105.8	93.7

**TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages			Wage-Earners Working Hours (2) Shown in Col. 1
	June 1, 1948	May 1, 1948	June 1, 1947	June 1, 1948	May 1, 1948	June 1, 1947	June 1, 1948	May 1, 1948	June 1, 1948	
	No.	No.	No.	cts.	cts.	cts.	\$	\$	\$	
<b>Manufacturing</b> .....	<b>41.7</b>	<b>43.1</b>	<b>42.9</b>	<b>90.6</b>	<b>89.4</b>	<b>79.9</b>	<b>37.78</b>	<b>38.53</b>	<b>34.28</b>	<b>779,955</b>
*Durable manufactured goods.....	41.6	43.4	43.0	96.9	96.2	86.2	40.31	41.75	37.07	394,456
Non-durable manufactured goods.....	41.8	42.7	42.7	84.2	82.4	73.4	35.20	35.18	31.11	385,499
Animal products—edible.....	43.6	43.0	43.6	85.4	86.6	74.4	37.23	37.24	32.44	26,416
Dairy products.....	46.9	46.8	46.6	74.6	74.7	66.3	34.99	34.96	30.90	6,836
Meat products.....	42.5	41.8	42.0	95.3	95.4	83.1	40.50	39.88	34.90	15,027
Leather products.....	37.4	39.7	41.3	70.4	70.4	62.7	26.33	27.95	25.90	21,740
Leather boots and shoes.....	37.2	39.6	41.5	67.1	67.0	59.3	24.96	26.53	24.61	13,902
*Lumber products.....	40.3	41.8	42.2	82.2	82.0	72.6	33.13	34.28	30.64	66,411
Rough and dressed lumber.....	39.8	41.0	41.9	86.4	86.9	76.1	34.39	35.63	31.89	40,040
Containers.....	41.3	42.4	42.4	73.9	74.8	67.8	30.52	31.72	28.75	6,641
Furniture.....	41.1	42.9	42.9	77.9	77.5	69.3	32.02	33.25	29.73	12,678
*Musical instruments.....	43.4	42.7	43.5	78.1	77.9	66.8	33.90	33.26	29.06	835
Plant products—edible.....	41.8	42.5	41.6	72.3	71.4	64.6	30.22	30.35	26.87	37,187
Flour and other milled products.....	43.5	44.0	44.1	86.9	85.8	75.4	37.80	37.75	33.25	5,027
Fruit and vegetable preserving.....	37.9	40.1	38.0	69.0	68.4	61.6	26.15	27.43	23.41	5,906
Bread and bakery products.....	43.7	44.2	.....	72.4	71.5	.....	31.64	31.60	.....	7,949
Chocolate and cocoa products.....	39.6	40.8	39.6	63.0	61.9	57.2	24.95	25.26	22.65	6,417
Pulp and paper products.....	45.2	45.7	45.5	101.4	97.2	89.8	45.83	44.42	40.86	84,589
Pulp and paper.....	49.6	49.3	49.1	107.1	101.2	97.6	53.12	49.89	47.92	44,137
Paper products.....	41.1	43.0	42.9	80.0	78.6	68.5	32.88	33.80	29.39	16,427
Printing and publishing.....	40.0	41.2	40.7	103.4	101.7	88.6	41.36	41.90	36.06	24,025
Rubber products.....	40.9	42.3	43.1	99.5	96.2	84.8	40.70	40.69	36.55	18,286
Textile products.....	39.8	41.3	41.5	71.3	70.9	61.6	28.38	29.28	25.56	126,769
Thread, yarn and cloth.....	42.8	43.9	44.7	72.5	72.2	61.1	31.03	31.70	27.31	53,865
Cotton yarn and cloth.....	41.4	43.0	44.5	73.5	72.4	60.3	30.43	31.13	26.83	21,133
Woolen yarn and cloth.....	42.8	43.5	43.2	69.8	70.6	61.7	29.87	30.71	26.65	13,677
Silk and artificial silk goods.....	45.5	46.0	45.7	73.5	73.1	61.9	33.44	33.63	28.29	14,516
Hosiery and knit goods.....	39.7	41.2	41.3	66.3	65.7	58.3	26.32	27.07	24.08	22,073
Garments and personal furnishings.....	36.1	37.6	37.7	71.1	70.5	62.8	25.67	26.51	23.68	38,379
Tobacco.....	40.3	42.3	42.1	78.1	74.7	62.0	31.47	31.10	26.10	7,276
Beverages.....	43.2	43.4	43.5	90.4	90.0	80.4	39.05	39.06	34.97	12,547
Distilled and malt liquor.....	42.6	42.9	43.2	94.8	93.9	82.6	40.38	40.28	35.68	10,040
Chemicals and allied products.....	43.1	43.5	43.0	91.6	90.3	78.8	39.48	39.28	33.88	24,937
Drugs and medicines.....	40.3	40.8	.....	76.2	75.1	.....	30.71	30.64	.....	3,824
Clay, glass and stone products.....	44.2	45.5	44.4	89.3	87.2	78.3	39.47	39.68	34.77	18,008
Glass products.....	44.0	45.3	44.3	84.3	82.6	75.0	37.09	37.42	33.23	5,935
Lime, gypsum and cement products.....	45.8	47.4	44.3	88.5	87.2	82.7	40.53	41.33	36.64	4,325
Electrical apparatus.....	40.4	41.4	41.1	98.8	97.6	83.4	39.92	40.41	34.28	37,202
Heavy electrical apparatus <sup>1</sup> .....	42.5	42.5	45.0	106.1	105.0	89.5	45.09	44.63	40.28	9,982
*Iron and steel products.....	41.8	44.0	43.4	101.6	100.6	91.2	42.47	44.26	39.58	232,817
Crude, rolled and forged products.....	44.4	45.8	44.8	107.7	104.1	93.1	47.82	47.68	41.71	35,740
Primary iron and steel.....	44.7	45.8	44.9	110.3	106.2	94.6	49.30	48.64	42.48	28,566
Machinery (other than vehicles).....	42.3	45.0	44.8	94.9	94.4	84.6	40.14	42.48	37.90	21,968
Agricultural implements.....	41.1	43.5	41.4	109.9	108.9	90.0	45.17	47.37	37.26	15,690
Land vehicles and aircraft.....	41.3	43.4	42.8	103.2	103.5	96.8	42.62	44.92	41.43	81,016
Railway rolling stock.....	43.7	45.2	44.8	95.7	97.2	94.4	42.26	43.93	42.29	39,278
Automobiles and parts.....	39.0	41.7	40.6	112.4	112.7	101.1	43.84	47.00	41.05	35,644
Aeroplanes and parts.....	39.8	41.9	43.6	96.9	95.9	90.8	38.17	40.18	39.59	5,277
Steel shipbuilding and repairing.....	42.6	44.4	44.0	101.7	101.6	93.7	43.32	45.11	41.23	20,419
Iron and steel fabrication n.e.s.....	40.0	42.4	42.5	99.4	96.5	88.1	39.76	40.92	37.44	8,791
Hardware, tools and cutlery.....	40.7	43.3	43.8	90.4	89.0	80.0	36.79	38.93	35.04	9,688
Foundry and machine shop products.....	40.8	43.7	43.0	99.2	97.9	88.7	40.47	42.78	38.14	6,840
Sheet metal work.....	39.9	42.7	42.1	92.4	91.7	79.9	36.87	39.16	33.64	11,453
*Non-ferrous metal products.....	42.3	43.5	43.2	96.3	95.2	84.5	40.73	41.41	36.50	39,183
Preparation of non-ferrous metallic ores.....	43.8	44.1	43.8	103.3	102.9	90.8	45.25	45.38	39.77	10,911
Aluminum and its products.....	43.0	44.8	44.2	95.1	94.5	84.4	40.89	42.34	37.30	10,937
Brass and copper mfg.....	41.6	42.6	42.6	95.5	93.8	83.5	39.73	39.96	35.57	9,810
Non-metallic mineral products.....	43.0	43.4	42.8	105.5	105.0	91.3	45.37	45.57	39.08	10,767
Petroleum and its products.....	42.4	42.5	41.0	111.9	112.6	100.5	47.45	47.86	41.21	6,628
Miscellaneous manufactured products.....	39.8	41.7	41.1	79.7	78.3	71.4	31.72	32.65	29.35	14,985
<b>Mining</b> .....	<b>42.7</b>	<b>43.2</b>	<b>40.5</b>	<b>110.6</b>	<b>111.0</b>	<b>96.9</b>	<b>47.23</b>	<b>47.95</b>	<b>39.24</b>	<b>70,925</b>
Coal.....	37.9	39.4	30.7	125.6	126.2	112.7	47.60	49.72	34.60	22,010
Metallic ores.....	45.1	45.1	44.7	108.6	108.1	97.8	48.98	48.75	43.72	36,461
Non-metallic minerals (except coal).....	44.3	44.8	44.4	94.0	94.3	76.5	41.64	42.25	33.97	12,454
<b>Local Transportation</b> .....	<b>44.3</b>	<b>44.9</b>	<b>44.9</b>	<b>93.0</b>	<b>92.2</b>	<b>83.9</b>	<b>41.20</b>	<b>41.40</b>	<b>37.67</b>	<b>30,378</b>
<b>Building Construction</b> .....	<b>38.9</b>	<b>40.8</b>	<b>39.1</b>	<b>99.5</b>	<b>98.6</b>	<b>90.9</b>	<b>38.71</b>	<b>40.23</b>	<b>35.54</b>	<b>78,243</b>
<b>Highway Construction</b> .....	<b>35.5</b>	<b>35.7</b>	<b>37.4</b>	<b>79.3</b>	<b>78.8</b>	<b>71.3</b>	<b>28.15</b>	<b>28.13</b>	<b>26.67</b>	<b>41,003</b>
<b>Services (as indicated below)</b> .....	<b>42.3</b>	<b>42.9</b>	<b>42.7</b>	<b>56.3</b>	<b>56.4</b>	<b>52.3</b>	<b>23.81</b>	<b>24.20</b>	<b>22.30</b>	<b>35,099</b>
Hotels and restaurants.....	43.1	43.5	43.4	54.6	54.7	51.6	23.53	23.79	22.39	23,401
Personal (Chiefly laundries).....	40.6	41.8	41.3	59.9	59.7	53.8	24.32	24.95	22.22	11,698

(The latest figures are subject to revision.) \* Industries classed in the durable manufactured industries.

(1) 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: Apr. 1, 1948, 198.7; May 1, 1948, 199.2; June 1, 1948, 201.3; June 1, 1947, the index was 169.8

(2) Chiefly street and electric railways.

(3) 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 Research and Statistics.)

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 <sup>7</sup>	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	97.0
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	85.5	37.19	123.1	118.1	104.2
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 <sup>(1)</sup>	41.7	90.6	37.78	125.0	124.8	100.2

\* 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.

(1) Latest figures subject to revision.

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 indices having been calculated on a similar base (Average 1946=100).



TABLE C-11.—PERCENTAGES OF EMPLOYMENT 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 1922	7.1	4.3	8.6	5.0	8.9	5.4	6.1	12.4	7.1
Average 1923	3.0	2.0	6.7	3.7	5.8	3.0	6.0	5.8	4.9
Average 1924	5.1	4.0	10.9	6.1	6.5	4.3	5.4	5.8	7.2
Average 1925	5.0	3.6	10.9	5.5	5.1	3.3	8.4	5.7	7.0
Average 1926	7.8	2.1	6.8	4.2	3.6	3.0	4.9	5.5	5.1
Average 1927	3.7	1.9	6.8	4.1	4.4	3.2	4.1	3.5	4.9
Average 1928	4.0	1.2	6.1	3.5	4.2	3.0	4.2	5.1	4.5
Average 1929	4.0	1.6	7.7	4.3	7.1	5.3	6.4	5.9	5.7
Average 1930	5.4	3.7	14.0	10.4	9.6	10.6	13.3	11.6	11.1
Average 1931	8.5	9.2	19.3	17.2	15.7	15.6	19.4	17.6	16.8
Average 1932	9.6	14.4	26.4	23.7	20.0	15.8	22.6	21.6	22.0
Average 1933	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	22.3
Average 1934	8.7	7.9	22.8	18.7	17.7	13.2	17.8	20.2	18.2
Average 1935	6.9	8.6	20.0	14.3	12.6	9.8	15.4	16.4	15.1
Average 1936	6.8	7.4	18.9	12.0	10.1	9.6	12.0	11.9	13.2
Average 1937	5.5	5.2	15.6	8.3	9.0	9.0	12.0	10.6	10.7
Average 1938	4.9	10.0	17.4	12.1	11.9	9.1	12.3	14.0	13.1
Average 1939	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.8
Average 1941	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.5
Average 1942	1.1	2.0	2.9	2.2	2.5	1.7	2.9	1.0	2.2
Average 1943	.8	.9	1.1	.6	.9	.7	.8	.4	.8
Average 1944	.2	.6	.7	.4	.5	.6	.6	.5	.5
Average 1945	2.0	1.2	1.4	1.5	.7	.9	.6	1.5	1.4
Average 1946	2.7	1.7	1.2	1.1	1.2	1.2	.8	2.7	1.4
Average 1947	6.7	3.5	1.3	.6	.8	.8	1.0	1.5	1.3
Mar. 1920	1.9	3.1	3.3	2.3	3.2	4.0	2.1	7.6	3.1
June 1920	.6	.4	3.1	1.6	1.4	2.2	1.2	5.8	2.1
Sept. 1920	.3	.1	7.6	1.9	.5	.1	.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	.8	4.9	2.6	4.1
Sept. 1926	1.1	1.6	7.1	1.8	.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	.5	.0	1.2	.6	.9	.8	.8	.5	.7
June 1945	1.2	.1	.6	.7	.2	.9	.3	.2	.5
Sept. 1945	2.0	.5	2.4	.5	.4	.4	.3	2.4	1.4
Dec. 1945	4.6	4.7	1.8	4.0	1.2	1.3	.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	.8	1.5	.7	.4	2.3	1.3
Sept. 1946	.9	1.0	1.0	1.0	.5	.4	.5	1.5	1.0
Dec. 1946	1.5	.3	1.4	.9	1.3	1.5	1.4	3.6	1.5
Mar. 1947	15.4	1.7	1.8	.7	1.3	2.0	1.5	2.0	1.8
June 1947	7.2	2.2	.5	.5	.4	.5	.3	.8	.8
Sept. 1947	4.9	.8	.6	.3	.5	.2	.5	1.1	.7
Dec. 1947	3.6	8.4	2.2	.9	1.1	.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	.9	.4	.3	.2	.3	2.9	1.3

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	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 gloves workers	Animal products	Rubber products	Iron and its products	Non-ferrous metals
1919	.....	6	3.3	2.3	1.6	1.6	1.6	.....	4.1	.0	1.5	1.0	0	.2	.....	4.5	2.2
1920	.....	4	2.7	8.0	0	0	1.1	.....	1.1	.6	.....	1.8	.....	3.8	.....	3.4	0
1921	53.3	16.7	20.9	23.6	1.5	0	0	.....	1.8	46.6	2.3	68.6	.....	2.0	.....	23.5	23.2
1926	0	6.4	8.3	2.1	4.1	3.0	4.5	.....	6.5	31.4	19.0	33.2	19.8	.1	.....	2.4	3.5
1929	0	4.6	2.3	2.4	1.8	2.4	2.0	.....	4.6	8	0	8	.....	6.2	.....	1.9	1.6
1930	20.3	11.9	8.5	2.3	3.1	1.6	5.5	9.3	4.7	13.4	.5	17.6	10.0	17.2	4.1	7.1	.5
1940	3.7	2.4	2.8	0	1.2	.8	1.9	.....	.4	9.0	0	13.3	0	4.1	0	1.1	.1
1943	0	6.3	3	0	.3	.2	.6	0	.4	.2	0	.3	.1	2.3	0	.1	0
1944	0	3	1.1	1.1	0	0	1	0	2.2	0	0	.3	0	0	0	.1	0
1945	0	4	7	0	0	0	1	0	.2	0	0	0	.5	.3	0	1.1	5.7
1946	8	8	1.6	.5	.2	.2	.3	.1	.6	.3	0	.4	0	1.8	0	3.1	4.6
1947	1.0	1.0	1.1	.7	.3	.4	1	0	.7	.0	.1	0	0	.5	.1	2.3	.8
1948	0	1.3	1.5	1.5	.1	.1	.2	.3	5.0	.2	.2	.3	0	3.5	0	1.7	2.2
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	35.7
1933	24.1	14.6	24.5	8.4	14.0	12.7	14.5	0	26.8	18.9	10.6	20.7	8.8	20.9	.....	30.6	14.0
1933	16.9	9.8	21.3	9.8	15.4	15.5	15.4	8.7	28.0	8.1	14.1	7.7	6.4	23.6	.....	25.6	16.7
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	.....	25.3	23.3
1939	31.5	12.8	13.3	8.5	7.7	8.7	6.1	0	8.4	11.6	12.4	11.4	12.4	25.8	.6	16.2	2.9
1939	10.1	14.7	13.5	4.7	5.5	4.5	7.1	0	3.0	19.0	8.8	20.3	24.1	17.8	0	14.7	7.4
1939	21.2	5.9	10.8	3.7	6.8	6.4	7.4	0	22.9	6.1	1.2	3.3	29.3	20.8	0	14.6	1.5
1939	23.0	5.0	10.0	4.4	5.7	4.3	8.0	12.1	7.0	9.3	.7	8.0	29.0	33.1	25.5	8.7	.8
1944	8	7	.3	.1	.3	.3	.2	0	.8	.1	0	.2	0	.2	0	.3	1.4
1944	0	3	1.1	1.1	.1	.0	.1	0	.2	.2	0	.3	0	.0	0	.1	0
1944	0	5	1	.4	.3	.4	.2	0	.4	.2	.0	.4	0	.0	0	.1	0
1944	0	5	.4	0	.7	1.0	.1	.2	.4	.0	.0	0	0	.1	0	.2	5.0
1946	4.2	7	1.8	.5	.4	.4	.4	0	2.3	.0	0	0	0	1.2	0	3.5	2.2
1946	8	8	1.6	.5	.2	.2	.3	.1	.6	.3	.1	.4	.5	1.8	0	3.1	4.6
1946	8	5	1.4	.1	.4	.5	.2	.0	.4	.5	1.2	0	.2	3.0	0	2.0	4.0
1946	8.0	7	1.4	.1	1.3	2.0	.1	0	1.3	.1	0	.1	1.0	1.7	0	2.3	4.7
1947	0	3	1.5	.2	.1	.1	.1	0	3.0	.0	.0	.1	0	4.5	0	2.6	1.5
1947	1.8	1.0	1.1	.7	.3	.4	.1	0	.7	.0	.1	.0	0	5.8	.1	2.3	.8
1947	0	3	1.5	.5	.3	.4	.3	0	.5	.0	.0	.0	0	1.8	.0	1.7	.1
1947	0	.1	1.3	1.6	.5	.6	.2	.1	1.3	.8	.1	.8	10.8	1.6	0	2.4	.7
1948	27.3	8	2.0	1.5	.4	.5	.3	.8	3.4	.6	.1	.5	15.0	7.8	0	2.9	.1
1948	0	1.3	1.3	1.5	.1	.1	.2	.3	3.0	.2	.2	.3	0	3.5	0	1.7	2.2

**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	Governmental (civic)	Miscellaneous	All occupations
1919	9.9	0	0	0	4.7	1.5	3.7	1.5	.7	.1	.1	.....	.8	2.1	0	4.1	2.6
1920	27.2	0	0	.6	4.3	.8	3.1	1.0	.1	.1	.....	.....	.1	1.9	0	3.1	2.1
1921	23.2	14.5	0	3.4	13.4	5.0	4.0	6.2	.4	.4	.4	.....	1.5	2.3	0	6.6	13.2
1926	23.0	0	0	0	4.4	2.0	7.2	2.0	.0	.1	.1	0	.2	.9	0	3.4	4.1
1929	40.7	0	0	9.0	7.5	1.5	8.0	1.5	.2	.0	.0	0	.5	1.9	.5	3.5	2.9
1940	12.5	0	0	22.4	13.5	3.3	23.6	3.2	.2	5.3	5.5	0	.4	3.2	2.3	4.0	7.6
1942	1.7	0	0	23.1	5.8	1.4	10.4	1.3	.3	2.1	2.3	0	.1	4.1	.1	.7	2.5
1943	0	0	0	6.1	2.8	.6	1.0	.6	.3	1.6	1.7	0	.4	.4	.1	.6	.6
1944	0	0	0	3	.9	.3	1.2	.4	.0	1.5	1.6	0	0	.2	.1	.5	.2
1945	0	.1	0	1.9	.3	.3	.7	.3	.2	1.3	1.5	0	0	.2	.0	.4	.2
1946	0	0	0	0	.8	1.5	6.5	1.6	.2	1.3	1.6	0	0	.4	.1	.7	1.3
1947	0	0	0	0	1.6	1.5	2.2	.6	.0	1.3	1.6	0	0	.2	0	.0	.5
1948	.1	0	0	2.7	0	1.2	6.7	1.3	.0	.1	.1	0	.6	.4	.0	.7	1.3
1933	32.6	0	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
1933	36.8	0	0	46.9	62.3	12.0	31.0	13.6	1.0	10.1	10.3	0	2.9	12.9	6.3	23.4	21.8
1933	33.1	0	0	60.9	63.8	12.0	42.1	12.3	1.1	11.5	11.7	0	.6	11.0	5.2	20.2	19.8
1933	35.5	0	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
1939	52.1	1.7	0	34.8	40.2	13.2	69.8	12.9	1.7	6.8	7.0	0	.1	6.2	2.2	9.8	15.7
1939	45.3	0	0	34.1	24.7	6.3	26.3	6.7	1.5	6.1	6.2	0	.1	3.5	1.5	5.3	11.6
1939	35.8	0	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
1939	13.3	6.8	0	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
1944	0	.3	0	.5	6.5	.4	1.0	.4	.0	1.1	1.2	0	0	.4	.0	.7	.9
1944	0	0	0	0	.9	.3	1.2	.4	.0	1.5	1.6	0	0	.2	0	.5	.3
1944	0	0	0	0	.7	.3	3.1	.3	.0	1.9	2.0	.8	0	.3	0	.5	.3
1944	0	0	0	3.6	2.8	.5	2.7	.5	.1	.5	.6	0	1.3	.4	.0	.7	.6
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
1946	0	0	0	0	.8	1.5	6.5	1.6	.2	1.4	1.6	0	.0	.4	.1	.7	1.3
1946	7.8	0	0	4.5	.8	.8	6.7	.5	.1	.2	.2	0	.0	.3	.1	.5	1.0
1946	2.0	0	0	.1	2.6	1.4	10.7	1.3	.3	.9	1.0	0	.5	.6	.3	.9	1.5
1947	.5	.3	.6	0	5.0	2.0	12.9	1.8	.5	.1	.1	0	.6	.7	.6	.7	1.8
1947	0	0	0	0	.1	.6	2.2	.6	.0	1.3	1.6	0	.0	.2	.0	.5	.8
1947	0	0	0	.6	.8	.5	.6	.6	.1	.1	.1	0	.1	.0	.0	.1	.7
1947	1.6	.4	4.8	0	6.5	1.0	5.8	1.0	.3	.1	.1	0	.4	.7	.1	1.3	1.7
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
1948	.1	0	2.7	0	1.3	1.2	6.7	1.3	.0	.1	.1	0	.6	.4	.0	.7	1.3



## 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
August, 1945	1945	121,187	39,222	160,409	53,646	22,286	75,932
August, 1946	1946	64,452	43,040	107,492	125,855	34,485	160,340
August, 1947	1947	58,862	31,219	90,081	69,314	29,577	98,891
September, 1947	1947	70,356	40,212	110,568	60,069	25,862	85,931
October, 1947	1947	73,892	35,430	109,322	58,736	28,585	87,321
November, 1947	1947	65,184	27,750	92,934	64,730	31,099	95,829
December, 1947	1947	35,947	22,325	58,272	82,990	33,584	116,574
January, 1948	1948	23,515	17,151	40,666	111,304	31,108	142,412
February, 1948	1948	18,171	16,007	34,178	142,783	43,951	186,734
March, 1948	1948	16,416	15,784	32,200	155,249	45,105	200,354
April, 1948	1948	20,475	17,800	38,275	150,032	43,767	193,799
May, 1948	1948	28,602	21,335	49,937	123,130	42,082	165,212
June, 1948	1948	37,126	23,240	60,366	92,606	38,319	130,925
July, 1948	1948	34,242	22,183	56,425	80,206	38,364	118,570
August, 1948	1948 <sup>(1)</sup>	30,499	19,709	50,208	63,558	32,715	96,273

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILED VACANCIES BY INDUSTRY AND BY SEX AS AT JULY 1, 1948**

(SOURCE: FORM UIC 751)

Industry	Male	Female	Total	Change from May 27, 1948	
				Absolute	Percentage
<b>Agriculture, Fishing, Trapping</b> .....	<b>2,697</b>	<b>892</b>	<b>3,589</b>	<b>+ 326</b>	<b>+ 10.0</b>
<b>Logging</b> .....	<b>2,810</b>	<b>19</b>	<b>2,829</b>	<b>+ 698</b>	<b>+ 32.8</b>
Pulpwood.....	1,971	9	1,980	+ 430	+ 27.7
Lumber.....	684	9	693	+ 239	+ 52.6
Other logging.....	155	1	156	+ 29	+ 22.8
<b>Mining</b> .....	<b>1,833</b>	<b>20</b>	<b>1,913</b>	<b>- 280</b>	<b>- 12.8</b>
Coal.....	375		375	- 21	- 5.3
Metallic ores—					
Iron.....	39	1	40	- 11	- 21.6
Gold.....	519	9	528	- 186	- 26.1
Nickel.....	654		654	- 7	- 1.1
Other metallic ores and non-metallic minerals.....	272	5	277	- 25	- 8.3
Prospecting and oil producing.....	34	5	39	- 30	- 43.5
<b>Manufacturing</b> .....	<b>8,593</b>	<b>6,034</b>	<b>14,627</b>	<b>-1,409</b>	<b>- 8.8</b>
Food and kindred products.....	1,312	1,020	2,332	+ 214	+ 10.1
Textiles, apparel, etc.....	898	3,389	4,287	- 166	- 3.7
Lumber and finished lumber products.....	1,341	131	1,472	- 28	- 1.9
Pulp and paper products and printing.....	671	246	917	- 332	- 26.6
Chemicals and allied products.....	318	171	489	- 72	- 12.8
Products of petroleum and coal.....	64	21	85	+ 6	+ 7.6
Rubber products.....	77	82	159	- 74	- 31.8
Leather and products.....	231	361	592	- 77	- 11.5
Stone, clay and glass products.....	459	32	491	- 71	- 12.6
Iron and steel products.....	944	138	1,082	- 153	- 12.4
Non-ferrous metals and products.....	582	71	653	- 266	- 29.0
Machinery.....	491	54	545	- 135	- 19.9
Electrical equipment and products.....	254	81	335	- 70	- 17.3
Transportation equipment and other manufacturing.....	951	237	1,188	- 185	- 13.5
<b>Construction</b> .....	<b>5,995</b>	<b>61</b>	<b>6,056</b>	<b>- 312</b>	<b>- 4.9</b>
<b>Transportation and Storage</b> .....	<b>2,147</b>	<b>170</b>	<b>2,317</b>	<b>- 213</b>	<b>- 8.4</b>
<b>Communications, and Other Public Utilities</b> .....	<b>416</b>	<b>371</b>	<b>787</b>	<b>- 46</b>	<b>- 5.5</b>
<b>Trade</b> .....	<b>3,301</b>	<b>2,762</b>	<b>6,063</b>	<b>-1,119</b>	<b>- 15.6</b>
Wholesale.....	1,153	483	1,636	- 204	- 11.1
Retail.....	2,148	2,279	4,427	- 915	- 17.1
<b>Finance, Insurance, Real Estate</b> .....	<b>1,100</b>	<b>749</b>	<b>1,849</b>	<b>- 305</b>	<b>- 14.2</b>
<b>Service</b> .....	<b>5,326</b>	<b>11,141</b>	<b>16,467</b>	<b>-1,213</b>	<b>- 6.9</b>
Public.....	1,315	693	2,008	- 244	- 10.8
Domestic.....	177	3,559	3,736	- 516	- 12.1
Personal.....	2,356	6,542	8,898	- 122	- 1.4
Other services.....	1,478	347	1,825	- 331	- 15.4
<b>All Industries</b> .....	<b>34,278</b>	<b>22,219</b>	<b>56,497</b>	<b>-3,873</b>	<b>- 6.4</b>

**TABLE D-3.—UNFILED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT JULY 1, 1948**

(SOURCE: Form UIG 757)

Occupational Group	Unfiled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,020	369	1,389	3,553	766	4,319
Clerical Workers.....	1,473	3,439	4,912	6,078	11,140	17,218
Sales Workers.....	2,203	1,407	3,610	3,014	5,799	8,813
Personal and Domestic Service Workers.....	2,347	9,986	12,333	7,945	5,516	13,461
Seamen.....	90	4	94	944	1	945
Agriculture and Fishing.....	2,622	155	2,777	1,073	238	1,311
Skilled and Semiskilled Workers.....	14,401	3,871	18,272	23,247	5,800	29,047
Food and kindred products.....	259	52	311	420	469	889
Textiles, clothing, etc.....	512	2,870	3,382	569	2,649	3,218
Lumber and wood products.....	3,174	6	3,180	1,460	88	1,548
Pulp, paper and printing.....	182	19	201	223	64	287
Leather and products.....	90	225	315	652	422	1,074
Stone, clay and glass products.....	97	4	101	48	17	65
Metalworking.....	1,564	29	1,593	3,689	306	3,995
Electrical.....	257	16	273	640	304	944
Transportation equipment, n.e.c.....	21	1	22	351	79	430
Mining.....	620		620	468		468
Construction.....	3,779		3,779	3,935	1	3,936
Transportation (except seamen).....	817	10	827	4,105	24	4,129
Communications and public utility.....	155		155	119	2	121
Trade and service.....	431	444	875	662	385	1,047
Other skilled and semiskilled.....	2,056	137	2,193	3,849	835	4,684
Foremen.....	83	12	95	484	102	586
Apprentices.....	304	46	350	1,573	53	1,626
Unskilled Workers.....	10,086	2,952	13,038	34,352	9,104	43,456
Food and tobacco.....	631	1,100	1,731	477	1,356	1,833
Lumber and lumber products.....	588	40	628	1,335	251	1,586
Metalworking.....	860	55	915	801	123	924
Construction.....	2,391		2,391	3,602		3,602
Other unskilled workers.....	5,616	1,757	7,373	28,137	7,374	35,511
<b>Total.....</b>	<b>34,242</b>	<b>22,183</b>	<b>56,425</b>	<b>80,206</b>	<b>38,364</b>	<b>118,570</b>

**TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS, FOR THE MONTH OF JUNE 1948**

(SOURCE: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Place-ments
Agriculture, Fishing, Trapping.....	1,369	1,001	777
Logging.....	1,016	504	387
Mining.....	550	556	389
Manufacturing.....	7,215	6,858	4,183
Food and kindred products.....	1,584	1,554	949
Textiles, apparel, etc.....	1,047	785	456
Lumber and finished lumber products.....	882	823	520
Pulp and paper products and printing.....	466	466	305
Chemicals and allied products.....	274	272	156
Products of petroleum and coal.....	75	78	46
Rubber products.....	199	125	74
Leather and products.....	176	149	78
Stone, clay and glass products.....	321	316	190
Iron and steel products.....	584	614	361
Non-ferrous metals and products.....	250	293	206
Machinery.....	326	344	212
Electrical equipment and products.....	230	259	157
Transportation equipment and other manufacturing.....	811	779	473
Construction.....	4,317	4,019	2,912
Transportation and Storage.....	1,489	1,453	992
Communications, and Other Public Utilities.....	312	292	176
Trade.....	3,184	3,468	1,898
Finance, Insurance, Real Estate.....	479	503	233
Service.....	7,480	6,867	4,664
All Industries.....	27,411	25,521	16,611

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS  
MAY 28 TO JULY 1, 1948**

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
<b>Prince Edward Island</b> .....	<b>450</b>	<b>242</b>	<b>610</b>	<b>451</b>	<b>282</b>	<b>28</b>	<b>759</b>
Charlottetown.....	328	202	466	340	192	24	576
Summerside.....	122	40	144	111	90	4	183
<b>Nova Scotia</b> .....	<b>2,843</b>	<b>1,161</b>	<b>6,066</b>	<b>3,517</b>	<b>1,530</b>	<b>359</b>	<b>9,213</b>
Amherst.....	51	3	106	107	48		289
Bridgewater.....	75	38	145	61	30	5	281
Halifax.....	1,299	700	2,627	1,543	633	167	2,980
Inverness.....	17	5	57	15	14		164
Kentville.....	118	70	194	122	63	3	565
Liverpool.....	98	51	214	55	42	4	370
New Glasgow.....	373	66	986	517	234	64	1,011
Pictou.....			Included with New Glasgow				
Springhill.....	24	1	69	27	19		166
Sydney.....	539	100	1,135	772	321	115	2,639
Truro.....	169	110	368	220	89	1	378
Yarmouth-Shelburne.....	80	17	165	78	37		370
<b>New Brunswick</b> .....	<b>3,452</b>	<b>1,956</b>	<b>4,696</b>	<b>3,267</b>	<b>2,119</b>	<b>285</b>	<b>5,287</b>
Bathurst.....	81	15	141	85	65	1	226
Campbellton.....	226	56	368	261	115	55	339
Edmundston.....	152	204	145	184	186		92
Fredericton.....	355	227	237	272	218	6	168
Minto.....	157	31	184	176	149		111
Moncton.....	1,217	684	1,800	1,247	721	145	1,746
Newcastle.....	68	20	104	45	30		141
Saint John.....	823	489	1,402	773	497	63	2,161
St. Stephen.....	64	60	105	43	28		182
Sussex.....	141	84	97	103	55	13	54
Woodstock.....	108	86	113	78	55	2	67
<b>Quebec</b> .....	<b>29,440</b>	<b>13,589</b>	<b>31,734</b>	<b>25,085</b>	<b>14,502</b>	<b>900</b>	<b>29,023</b>
Asbestos.....	30	25	82	26	13		104
Beauharnois.....	360	169	349	232	189		275
Buckingham.....	223	148	196	194	133		227
Causapsal.....	30	87	31	8	7		87
Chandler.....	113	67	46	89	5		393
Chicoutimi.....	380	603	653	500	333	20	388
Coaticook.....	31	30	60	41	45		73
Dolbeau.....	39	16	99	33	12	8	98
Drummondville.....	304	65	412	346	209		394
East Angus.....	184	127	95	101	62		106
Farnham.....	97	110	62	61	54		48
Granby.....	163	30	368	188	135	1	322
Hull.....	503	156	932	553	252	1	997
Joliette.....	346	166	334	259	116	4	370
Jonquiere.....	151	41	277	181	138		229
Lachute.....	343	55	141	127	62		119
La Malbaie.....	201	58	186	130	109	10	85
La Tuque.....	636	207	473	443	426		141
Levis.....	227	156	528	241	147		886
Louiseville.....	71	42	72	58	43		62
Magog.....	305	148	233	209	97	1	142
Matane.....	198	114	64	18	13		168
Megantic.....	159	69	148	73	70	7	91
Mount-Laurier.....	73	57	91	72	43		79
Montmagny.....	62	71	277	46	39		199
Montreal.....	16,322	7,374	13,579	12,608	7,594	513	10,686
Plessisville.....	35	34	46	28	15	1	50
Port Alfred.....	75	19	78	61	64	1	45
Quebec.....	2,803	876	4,457	3,798	1,663	19	5,142
Richmond.....	35		19	13	8		
Rimouski.....	37	45	116	83	20	4	342
Riviere du Loup.....	122	53	104	89	63		136
Rouyn.....	427	193	408	378	237		338
Ste. Agathe.....	222	104	170	216	144		48
Ste. Anne de Bellevue.....	92	32	151	88	62		88
Ste. Therese.....	238	96	263	229	161		185
St. Georges de Beauce.....	49	34	76	87	29		150
St. Hyacinthe.....	154	183	230	142	46	8	412
St. Jean.....	287	283	1,409	298	190	2	281
St. Jerome.....	212	65	393	130	106		485
St. Joseph d'Alma.....	71	51	102	82	17	3	166
Shawinigan Falls.....	278	66	456	298	178		544
Sherbrooke.....	1,005	445	814	783	401	75	342
Sorel.....	317	251	152	106	71		262
Thetford Mines.....	104	75	402	174	95		534
Three Rivers.....	571	76	1,172	784	240	213	1,560
Val d'Or.....	310	181	264	192	131	7	143
Valleyfield.....	202	111	328	179	131		616
Victoriaville.....	243	125	336	160	84		385



**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS  
MAY 28 TO JULY 1, 1948**

Office	Vacancies		Applicants				Unplaced end of period	
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements			
					Regular	Casual		
<b>Ontario</b> .....	<b>57,409</b>	<b>25,997</b>	<b>62,028</b>	<b>52,243</b>	<b>29,364</b>	<b>4,841</b>	<b>36,668</b>	
Amprior.....	144	148	56	50	70		25	
Barrie.....	410	226	271	334	185		104	
Belleville.....	602	254	450	549	352	3	174	
Bracebridge.....	296	79	338	424	279	4	93	
Brampton.....	177	155	140	78	84		72	
Brantford.....	999	414	834	714	554		388	
Brockville.....	111	34	163	104	75		101	
Carleton Place.....	54	18	76	59	39		79	
Chatham.....	453	98	563	499	285	57	442	
Cobourg.....	153	55	212	205	143	6	36	
Collingwood.....	84	90	81	51	43		92	
Cornwall.....	773	103	760	700	480	69	618	
Dunnville.....			Included with Welland					
Fergus.....	34		23	15	11	3		
Fort Erie.....	326	110	264	309	243		88	
Fort Frances.....	194	67	156	147	101	4	45	
Fort William.....	828	261	705	690	402	43	338	
Galt.....	444	296	322	238	193	4	117	
Gananoque.....	79	2	99	85	51	25	51	
Goderich.....	200	162	122	126	104	7	64	
Guelph.....	637	334	549	445	260	8	252	
Hamilton.....	4,445	2,533	4,500	4,940	2,052	512	2,276	
Hawkesbury.....	198	44	280	182	51	6	230	
Ingersoll.....	109	76	114	101	75		43	
Kapuskasing.....	126	73	53	64	37	1	34	
Kenora.....	159	121	125	105	105		66	
Kingston.....	747	173	1,072	956	555	37	633	
Kirkland Lake.....	624	229	643	600	412	24	244	
Kitchener-Waterloo.....	1,079	694	761	811	480	15	276	
Leamington.....	381	72	295	327	162	61	183	
Lindsay.....	136	59	121	96	58		111	
Listowel.....	89	77	127	113	82		48	
London.....	2,534	1,386	2,282	2,358	1,296	247	856	
Midland.....	147	62	195	156	69	1	143	
Napanee.....	50	10	60	74	46		32	
Newmarket.....	186	82	183	144	96		102	
New Toronto.....	1,202	363	790	805	604		441	
Niagara Falls.....	703	234	733	672	385	17	416	
North Bay.....	595	201	656	518	384	33	281	
Orillia.....	269	136	323	265	204	3	218	
Oshawa.....	773	275	1,392	1,168	562	65	1,467	
Ottawa.....	2,629	1,077	3,011	2,439	1,179	272	1,983	
Owen Sound.....	255	150	306	278	115	22	218	
Parry Sound.....	51	5	76	48	43		75	
Pembroke.....	488	198	529	365	272		221	
Perth.....	201	58	218	179	157	13	79	
Peterborough.....	491	138	779	717	413	1	465	
Picton.....	89	87	39	59	35	1	58	
Port Arthur.....	1,687	662	1,159	901	784	25	516	
Port Colborne.....	183	105	311	209	142	3	304	
Port Hope.....	54	21	68	79	42		25	
Prescott.....	14	15	49	18	11		83	
Renfrew.....	192	63	214	225	128	2	79	
St. Catharines.....	1,295	361	1,374	1,125	721	102	1,094	
St. Thomas.....	593	406	386	426	230	9	148	
Samia.....	400	133	578	434	288		491	
Sault Ste. Marie.....	525	149	454	505	342	7	272	
Simcoe.....	336	181	233	219	157	32	111	
Smiths Falls.....	219	47	269	318	184	5	117	
Stratford.....	356	216	357	370	150	98	168	
Sturgeon Falls.....	133	4	196	174	56	69	112	
Sudbury.....	1,900	1,227	1,538	1,306	1,152	97	742	
Tilsonburg.....	138	48	120	128	97		58	
Timmins.....	852	316	1,033	847	550	99	619	
Toronto.....	18,600	9,018	22,681	16,135	8,477	2,258	13,081	
Trenton.....	278	214	234	299	194		31	
Walkerton.....	83	108	98	86	63		55	
Wallaceburg.....	170	104	114	84	38	4	126	
Welland.....	677	313	688	547	291	8	446	
Weston.....	301	245	410	352	172		247	
Windsor.....	2,409	245	3,342	2,860	1,056	455	3,248	
Woodstock.....	260	277	275	234	156	4	117	
<b>Manitoba</b> .....	<b>10,479</b>	<b>4,325</b>	<b>11,307</b>	<b>10,310</b>	<b>4,782</b>	<b>1,792</b>	<b>7,360</b>	
Brandon.....	1,101	585	716	803	490		353	
Dauphin.....	130	37	189	131	61	5	108	
Flin Flon.....	144	76	168	110	72	4	78	
Portage la Prairie.....	199	74	235	187	69	16	174	
The Pas.....	145	106	147	84	57		114	
Winnipeg.....	8,760	3,447	9,852	8,995	4,033	1,767	6,533	

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS  
MAY 28 TO JULY 1, 1948**

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>5,428</b>	<b>1,907</b>	<b>7,023</b>	<b>6,335</b>	<b>2,877</b>	<b>863</b>	<b>3,932</b>
Estevan.....	103	30	107	99	71	.....	40
Moose Jaw.....	670	305	751	632	335	68	423
North Battleford.....	176	70	208	199	106	3	224
Prince Albert.....	374	105	613	421	200	24	553
Regina.....	2,165	603	2,601	2,637	1,159	503	853
Saskatoon.....	1,277	455	2,027	1,754	651	235	1,499
Swift Current.....	182	74	153	168	91	.....	119
Weyburn.....	192	108	166	150	108	.....	51
Yorkton.....	289	160	397	275	156	30	170
<b>Alberta</b> .....	<b>11,006</b>	<b>3,753</b>	<b>11,147</b>	<b>10,783</b>	<b>6,336</b>	<b>1,232</b>	<b>4,455</b>
Blairmore.....	187	192	212	144	139	.....	118
Calgary.....	3,765	1,307	4,045	4,081	2,255	478	1,894
Drumheller.....	93	62	89	80	79	.....	56
Edmonton.....	5,124	1,390	5,537	5,348	2,910	727	1,879
Edson.....	247	169	84	68	113	.....	61
Lethbridge.....	1,069	324	839	763	631	27	285
Medicine Hat.....	292	144	231	204	130	.....	116
Red Deer.....	229	165	110	95	79	.....	46
<b>British Columbia</b> .....	<b>16,548</b>	<b>4,418</b>	<b>26,248</b>	<b>15,613</b>	<b>8,992</b>	<b>1,969</b>	<b>21,858</b>
Chilliwack.....	1,074	385	735	547	508	211	248
Courtenay.....	50	40	359	38	19	.....	325
Cranbrook.....	209	110	661	142	96	.....	60
Dawson Creek.....	175	21	149	164	173	.....	27
Duncan.....	240	92	261	224	187	2	133
Kamloops.....	257	25	365	201	195	.....	221
Kelowna.....	248	34	199	303	156	25	182
Nanaimo.....	249	31	702	305	196	20	342
Nelson.....	376	96	392	333	244	.....	381
New Westminster.....	1,037	313	4,267	1,111	403	357	3,572
North Vancouver.....	500	45	796	570	422	18	584
Pentiction.....	269	95	213	217	113	29	248
Port Alberni.....	169	70	306	219	126	.....	197
Prince George.....	982	171	699	937	735	18	192
Prince Rupert.....	230	15	218	150	106	25	168
Princeton.....	97	5	110	97	90	.....	67
Trail.....	156	68	377	123	96	5	221
Vancouver.....	8,301	2,155	12,898	8,166	4,119	1,048	12,355
Vernon.....	498	180	342	307	276	.....	237
Victoria.....	1,202	391	1,998	1,280	584	200	2,041
Whitehorse.....	229	76	201	179	148	11	57
<b>Canada</b> .....	<b>137,055</b>	<b>57,348</b>	<b>160,859</b>	<b>127,604</b>	<b>70,784</b>	<b>12,269</b>	<b>118,555</b>
Males.....	95,025	34,847	114,006	88,435	53,428	6,585	80,176
Females.....	42,030	22,501	45,953	39,169	17,356	5,684	38,379

**TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED  
BY EMPLOYMENT OFFICES, 1938-1948**

Year	Application			Placements		
	Male	Female	Total	Male	Female	Total
1938.....	584,727	197,937	782,664	275,338	106,957	382,295
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
1947 (26 weeks).....	612,407	223,579	835,986	273,823	110,634	384,457
1948 (26 weeks).....	588,296	232,873	821,169	231,884	104,476	336,360

TABLE D-7.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT SERVICE OFFICES, APRIL 2 TO JULY 1, 1948

Industry	Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario				
	Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		
	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	
<b>Agriculture</b> .....	104	1	51	1	161	73	1	212	126	865	266	2	6,194	2	3,148	2	6,194	2	3,148	311	
<b>Fishing, Trapping and Hunting</b> .....	14		14		31	5	8	3	3	5	5		21		13		21		13	1	
<b>Logging</b> .....			2		372	132	1	903	237	2,774	534	52	2,416	52	819	3	2,416	52	819	3	
Lumber.....			2		88	6	1	687	159	2,321	448	1	1,946	1	501	1	1,946	1	501	1	
Other Logging.....					207	84	1	110	53	262	262	1	337	1	166	1	337	1	166	1	
<b>Mining</b> .....	1		1		77	62	8	106	25	191	22	50	133	22	62	1	133	22	62	1	
Coal.....					241	223	8	129	168	927	560		3,827		1,714	8	3,827		1,714	8	
Iron.....					121	112		111	97	8	8				44		121		44		
Gold.....					1	1				385	203		1,114		719		1,114		719		
Nickel.....					119	110	8	18	11	91	273		2,000		807		2,000		807		
Other Metallic Ores and Non-Metallic Minerals.....	1		1		119	110	8	18	11	91	273		2,000		807		2,000		807		
Prospecting and Oil Producing.....																					
<b>Manufacturing</b> .....	176	134	2	2	1,376	894	46	1,171	779	22,934	11,982	82	44,911	82	23,972	7	44,911	82	23,972	1,310	
Food and Kindred Products.....	106	74	2	2	365	197	25	204	153	1,499	1,499	2	3,094	2	4,107	153	3,094	2	4,107	153	
Textiles and Apparel.....	4				117	59	2	43	16	6,905	3	3	4,977	3	4,201	127	4,977	3	4,201	127	
Lumber and Finished Lumber Products.....	10	10	10	10	112	91	2	226	140	2,131	1,330	10	3,881	10	3,881	180	3,881	10	3,881	180	
Pulp, Paper Products and Printing.....	9				88	38		278	200	1,558	1,094	55	3,310	55	3,310	167	3,310	55	3,310	167	
Chemicals and Allied Products.....	39	37			20	10	7	30	18	961	481		2,111		1,077	68	2,111		1,077	68	
Petroleum and Coal Products.....								2	1	208	112	3	352	3	205	3	352	3	205	3	
Rubber Products.....										369	231		1,280		425	9	1,280		425	9	
Leather and Leather Products.....					5	5		9	9	1,272	554		863		350	6	863		350	6	
Stone, Clay and Glass Products.....	7	6			21	5		34	31	1,716	401		1,987		1,043	44	1,987		1,043	44	
Iron and Steel and Products.....	2				70	58		59	20	1,343	741		4,835		2,854	141	4,835		2,854	141	
Non-Ferrous Metals and Products.....	1				13	2		1	1	1,257	666		1,937		1,342	23	1,937		1,342	23	
Machinery.....	1				13	12		11	6	719	429		3,543		2,186	69	3,543		2,186	69	
Electrical Equipment and Products.....					544	416	12	212	185	2,085	986	5	5,240	5	1,468	124	5,240	5	1,468	124	
Transportation Equipment and Other Manufacturing.....	317	248	8	8	1,549	1,208	41	2,333	1,642	98	14,106	128	23,312	128	14,416	521	23,312	128	14,416	521	
<b>Construction</b> .....	214	162	2	2	882	645	22	1,471	1,003	86	7,817	82	12,730	82	8,324	327	12,730	82	8,324	327	
Buildings and Structures.....	2				247	226	2	352	260	4	902	483	2	1,728	2	949	6	1,728	2	949	6
Highways, Bridges and Streets.....	3				29	30		30	6	319	246		723		351	6	723		351	6	
Railway and Maintenance.....	7	9			145	102	11	88	68	1,196	1,196	35	3,350	35	3,266	6	3,350	35	3,266	6	
Other General Contractors.....	71	52	4	4	246	205	16	168	114	3,330	1,963	9	5,781	9	3,426	180	5,781	9	3,426	180	
Special Trade Contractors.....	64	53	8	8	273	135	34	575	460	27	4,704	2,275	9,223	2,275	3,075	627	9,223	2,275	3,075	627	
<b>Public Utilities Operation</b> .....	35	28	8	8	215	117	34	417	344	25	3,701	1,905	241	6,816	3,701	609	6,816	3,701	609	609	
Transportation and Storage.....	29	25			58	38	16	158	116	2	733	370	2	413	18	1,374	2	413	18	1,374	
Communications and Other Public Utilities.....	213	145	32	32	1,422	595	105	1,036	522	92	7,062	3,223	99	17,127	1,312	7,062	99	17,127	1,312		
<b>Trade</b> .....	48	32			286	125	42	311	157	65	2,587	1,183	20	5,047	1,183	2,587	20	5,047	1,183		
Wholesale.....	165	112	23	23	830	470	63	745	365	13	1,928	2,040	79	12,080	2,040	547	12,080	2,040	547		
Retail.....	8	7			121	37	1	81	43	18	1,928	18	415	18	1,928	415	18	415	18		
<b>Finance, Insurance and Real Estate</b> .....	563	239	67	67	2,955	1,302	670	2,361	1,036	519	18,588	7,331	1,968	41,816	7,331	13,957	41,816	7,331	13,957		
Public.....	81	71	2	2	459	371	15	428	341	5	1,922	1,022	7	5,793	3,481	233	5,793	3,481	233		
Domestic.....	206	36	50	50	1,096	230	580	811	415	5,555	1,803	1,776	18,741	1,803	6,098	7,675	18,741	1,803	6,098		
Personal.....	257	138	15	15	1,258	610	50	952	452	80	9,219	3,864	1,880	18,741	3,864	884	18,741	3,864	884		
Other Service.....	19	13			172	91	25	170	90	19	1,893	842	5	3,781	1,799	224	3,781	1,799	224		
<b>Totals</b> .....	1,466	913	119	119	8,201	4,684	915	8,924	4,953	782	73,255	34,433	2,572	151,576	34,433	74,019	151,576	34,433	74,019	13,187	
<b>Men</b> .....	863	626	73	73	5,600	3,472	528	6,501	4,068	368	50,399	26,490	618	106,219	26,490	56,023	106,219	26,490	56,023	7,293	
<b>Women</b> .....	597	287	46	46	2,601	1,192	387	2,323	885	414	22,856	7,943	1,954	45,357	7,943	18,026	45,357	7,943	18,026	5,954	



TABLE D-7.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT SERVICE OFFICES, APRIL 2 TO JULY 2, 1948—Continued

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	
<b>Agriculture, Fishing, Trapping and Hunting, Logging</b>	1,216	12	2,439	1,301	15	3,204	2,214	7	1,597	629	24	16,002	8,580	403	
Pulpwood.....	11	5	2	1	1	5	5	4	4	4	4	4	97	10	
Lumber.....	263	72	38	22	268	153	153	4	4,175	1,966	1	11,209	3,957	61	
Other Logging.....	31	20	27	18	191	118	118	1	3,800	1,649	1	5,448	2,295	2	
<b>Mining</b>	592	8	121	64	55	31	31	3	217	277	1	4,965	2,174	5	
Coal.....	467	1	277	152	66	66	66	5	1,313	1,055	12	8,235	4,674	40	
Iron.....	1	1	2	2	2	2	2	2	51	18	18	775	556	4	
Gold.....	1	1	103	49	78	78	78	52	604	583	12	2,850	1,923	1	
Other Metallic Ores and Non-Metallic Minerals	38	12	437	1,396	134	3,220	1,937	165	563	390	12	1,695	1,043	30	
<b>Manufacturing</b>	4,339	42	1,390	895	134	3,220	1,937	165	8,725	5,846	493	88,312	47,641	2,693	
Prospecting and Oil Producing.....	1,122	622	530	87	1,190	764	68	1,288	881	72	13,430	8,827	574	5	
Food and Kindred Products.....	1,013	424	129	14	5	1,129	78	10	210	144	2	13,412	5,558	176	
Textiles and Apparel.....	263	168	89	58	8	694	400	17	3,204	2,121	58	10,793	6,095	360	
Lumber and Finished Lumber Products.....	263	137	17	72	34	4	4	4	7,711	322	49	6,405	3,483	205	
Pulp, Paper Products and Printing.....	149	63	66	45	4	73	38	6	160	96	14	3,609	1,865	134	
Chemicals and Allied Products.....	50	30	30	13	1	87	76	2	119	42	36	3,848	1,470	95	
Rubber Products.....	180	42	2	1	26	26	3	13	50	29	1	1,684	666	22	
Leather and Leather Products.....	289	159	81	52	5	447	248	18	212	150	4	2,200	992	6	
Stone, Clay and Glass Products.....	163	93	44	22	17	224	170	13	370	219	26	7,033	4,192	138	
Non-Ferrous Metals and Products.....	131	51	16	10	2	80	39	2	188	122	21	4,319	2,879	119	
Machinery.....	439	59	49	10	7	3	3	1	36	36	2	3,111	1,796	113	
Electrical Equipment and Products.....	365	208	14	22	7	88	59	1	573	116	187	49,129	3,429	389	
<b>Construction</b>	2,765	1,718	1,998	1,277	96	3,703	2,582	159	5,216	3,333	506	53,389	33,129	1,664	
Transportation Equipment and Other Manufacturing.....	1,616	1,058	29	1,188	830	1,873	1,260	115	2,759	1,825	273	30,350	19,954	994	
Buildings and Structures.....	100	52	241	144	18	271	196	9	852	555	2	4,617	2,824	45	
Highways, Bridges and Streets.....	84	22	232	80	2	487	448	1	293	203	3	2,522	1,643	5	
Railway and Maintenance.....	48	29	45	29	22	340	206	1	234	51	151	5,095	3,056	203	
Other General Contractors.....	917	557	75	29	22	732	442	26	1,098	699	77	12,605	7,652	407	
<b>Public Utilities Operation</b>	1,739	814	580	473	81	1,953	1,112	117	3,054	1,908	182	22,341	12,325	1,433	
Special Trade Contractors.....	1,516	698	185	751	433	1,679	904	113	2,789	1,748	128	18,189	9,878	1,407	
Transportation and Storage.....	223	116	89	40	274	208	4	265	160	274	4	4,342	2,447	46	
Communications and Other Public Utilities.....	4,074	1,710	920	1,105	543	3,215	1,657	466	4,609	2,859	451	41,022	19,378	4,051	
<b>Trade</b>	1,954	791	611	1,024	295	1,360	705	269	1,577	869	219	14,144	6,697	2,295	
Wholesale.....	2,120	919	309	656	248	1,855	952	197	3,032	1,659	255	26,878	12,673	1,729	
Retail.....	525	243	17	307	16	372	172	743	743	355	24	6,059	2,615	126	
<b>Finance, Insurance and Real Estate</b>	9,341	2,991	2,975	1,438	16	10,631	4,205	219	10,874	4,971	2,739	102,476	39,199	21,551	
Service.....	1,845	1,068	27	1,177	16	2,280	1,587	16	1,633	962	237	15,618	9,587	558	
Public.....	3,290	292	2,479	1,773	947	2,996	1,972	288	3,674	340	1,018	22,316	12,618	18,219	
Domestic.....	3,504	1,214	2,592	1,066	421	3,769	1,784	151	4,552	2,238	2,108	44,844	19,974	2,323	
Personal.....	702	327	740	285	54	986	546	53	1,015	531	78	9,478	4,524	493	
Other Service.....	24,965	10,631	15,625	7,379	2,323	27,055	14,822	3,112	40,271	21,695	4,385	351,232	173,539	32,048	
<b>Totals</b>	15,336	7,457	10,447	5,618	1,109	18,900	11,625	1,473	28,452	16,547	2,504	242,717	131,926	15,820	
Men.....	9,629	3,174	5,178	1,761	1,214	8,155	3,197	1,639	11,819	5,148	1,881	108,515	41,615	16,228	

## E—Unemployment Insurance

**TABLE E-1.—REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS**  
from April 1, 1947, to June 30, 1947 and from April 1, 1948 to June 30, 1948

Region	1947		1948	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	13,243	193,724	15,285	210,900
Quebec.....	47,401	771,331	54,643	869,818
Ontario.....	66,688	1,094,788	74,251	1,182,639
Prairie.....	32,188	403,969	39,177	443,371
Pacific.....	19,052	272,365	22,834	316,339
Total for Canada.....	178,572	2,736,177	206,190	3,023,067

**TABLE E-2.—CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO JUNE, 1948**

—	1942	1943	1944	1945	1946	1947	1948
January.....		4,637	11,751	20,142	71,932	63,681	(1) 109,311
February.....	633	4,822	12,284	14,990	59,098	47,141	(1) 88,016
March.....	4,124	5,046	10,667	13,307	50,706	43,675	(1) 76,248
April.....	2,925	3,953	6,463	8,430	35,781	35,859	(1) 59,265
May.....	2,799	2,027	4,654	8,825	34,777	27,603	(1) 42,257
June.....	4,629	1,772	3,226	10,857	30,646	21,365	(1) 39,644
July.....	2,668	1,087	3,106	11,886	27,576	20,034	
August.....	1,855	1,370	3,241	20,557	25,115	17,281	
September.....	1,118	1,013	3,715	40,473	28,555	25,847	
October.....	1,058	1,475	6,222	36,717	34,891	34,743	
November.....	1,748	2,896	11,798	53,325	37,111	47,372	
December.....	3,337	6,562	13,770	57,612	52,479	79,849	
Total.....	26,924	36,660	90,897	296,391	488,667	464,450	414,741

(1) See Table E-3 for analysis of claims filed in Local Offices.

**TABLE E-3.—CLAIMS FOR BENEFIT BY PROVINCES JUNE, 1948**

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
Prince Edward Island.....	160	69	46	45	110	38	7	47
Nova Scotia.....	2,747	1,413	903	431	1,908	850	62	704
New Brunswick.....	1,806	832	628	346	1,452	566	32	377
Quebec.....	12,120	6,208	2,584	3,328	7,947	4,635	409	2,999
Ontario.....	9,078	4,690	2,459	1,929	6,508	2,922	251	2,265
Manitoba.....	1,911	760	407	744	1,260	798	105	208
Saskatchewan.....	710	322	167	221	428	287	29	179
Alberta.....	1,119	599	204	316	823	370	49	210
British Columbia.....	9,993	6,677	2,575	741	7,269	2,160	116	2,233
Total Canada, June, 1948.....	39,644	21,570	9,973	8,101	27,695	(1) 12,626	1,060	9,222
Total Canada, May, 1948.....	42,257	21,914	11,703	8,640	31,625	(2) 15,298	1,039	13,365
Total Canada, June 1947.....	28,501	15,289	6,076	7,136	18,025	(3) 9,445	1,570	10,773

(1) In addition, there were 406 special requests not granted.

(2) In addition, there were 542 special requests not granted.

(3) Number of special requests for June, 1947, not available.

**TABLE E-4.—CLAIMANTS NOT ENTITLED TO BENEFIT**

Chief Reasons for Non-Entitlement	Month of June, 1947	Month of June, 1948	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	2,853	3,599	16,269
Not capable of and not available for work.....	647	713	2,044
Loss of work due to a labour dispute.....	254	65	435
Refused offer of work and neglected opportunity to work.....	2,734	2,473	6,749
Discharged for misconduct.....	187	412	1,710
Voluntarily left employment without just cause.....	1,938	2,690	9,511
Other reasons <sup>(1)</sup> .....	832	2,674	7,898
<b>Total.....</b>	<b>9,445</b>	<b>12,626</b>	<b>44,616</b>

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

**TABLE E-5.—NUMBER OF PERSONS RECEIVING BENEFIT, AMOUNT OF BENEFIT PAID, JUNE, 1948**

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid (in Dollars)
Prince Edward Island.....	349	80	6,549	12,043
Nova Scotia.....	5,981	2,428	118,995	239,009
New Brunswick.....	3,885	1,342	63,590	126,410
Quebec.....	23,682	6,522	438,817	803,301
Ontario.....	18,297	5,046	324,779	628,202
Manitoba.....	5,294	1,079	91,247	168,956
Saskatchewan.....	1,849	346	32,175	61,574
Alberta.....	3,712	1,060	44,563	89,968
British Columbia.....	12,718	4,878	230,020	470,253
<b>Total, Canada, June, 1948.....</b>	<b>75,767</b>	<b>22,781</b>	<b>1,350,735</b>	<b>2,599,716</b>
<b>Total, Canada, May, 1948.....</b>	<b>107,347</b>	<b>27,576</b>	<b>1,187,287</b>	<b>3,666,566</b>
<b>Total, Canada, June, 1947.....</b>	<b>62,221</b>	<b>15,091</b>	<b>1,122,849</b>	<b>2,153,537</b>

**TABLE E-6.—PERSONS SIGNING THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE, AS OF JUNE 30, 1948**

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Prince Edward Island.....	334	44	28	26	54	46	136
Male.....	253	32	20	20	41	31	109
Female.....	81	12	8	6	13	15	27
Nova Scotia.....	5,588	941	376	605	855	768	2,043
Male.....	4,536	790	304	499	720	634	1,589
Female.....	1,052	151	72	106	135	134	454
New Brunswick.....	3,070	622	209	362	561	339	977
Male.....	2,334	520	157	292	451	265	649
Female.....	736	102	52	70	110	74	328
Quebec.....	19,319	3,214	1,968	2,451	3,154	2,338	6,194
Male.....	12,307	2,227	1,255	1,540	1,973	1,498	3,814
Female.....	7,012	987	713	911	1,181	840	2,380
Ontario.....	15,029	2,750	1,076	1,844	2,323	1,709	5,327
Male.....	8,787	1,642	594	1,138	1,234	945	3,234
Female.....	6,242	1,108	482	706	1,089	764	2,093
Manitoba.....	3,112	387	152	273	533	408	1,359
Male.....	1,510	174	60	126	235	190	725
Female.....	1,602	213	92	147	298	218	634
Saskatchewan.....	1,298	212	68	116	178	151	573
Male.....	785	118	39	79	103	93	353
Female.....	513	94	29	37	75	58	220
Alberta.....	3,289	688	517	764	513	217	590
Male.....	2,739	571	479	718	406	139	426
Female.....	550	117	38	46	107	78	164
British Columbia.....	10,581	1,720	929	1,492	1,705	1,469	3,266
Male.....	7,584	1,250	693	1,160	1,181	1,061	2,239
Female.....	2,997	470	236	332	524	408	1,027
<b>TOTAL.....</b>	<b>61,620</b>	<b>10,578</b>	<b>5,323</b>	<b>7,933</b>	<b>9,876</b>	<b>7,445</b>	<b>20,465</b>
<b>MALE.....</b>	<b>40,835</b>	<b>7,324</b>	<b>3,601</b>	<b>5,572</b>	<b>6,344</b>	<b>4,856</b>	<b>13,135</b>
<b>FEMALE.....</b>	<b>20,785</b>	<b>3,254</b>	<b>1,722</b>	<b>2,361</b>	<b>3,532</b>	<b>2,589</b>	<b>7,327</b>



**TABLE E-7.—UNEMPLOYMENT INSURANCE FUND**  
STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO JUNE 30, 1948

Fiscal Year Ended March 31	CONTRIBUTIONS (Gross less refunds)										DISBURSEMENTS		Balance in Fund
	RECEIPTS										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	36,485,609 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 65	57,484,651 43	11,487,057 90	638 11		1,840,448 16	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 84	317,240,660 34		
1947	41,042,425 28	11,500,023 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		
April	4,286,002 65	1,196,877 87	3,408,845 30	8,891,725 82	2,041,373 70	90 00		878,977 04	11,812,166 56	5,398,664 76	454,148,441 01		
May	3,253,824 65	977,573 33	2,187,693 26	6,419,091 24	1,431,974 49	928 63		898,797 50	8,750,791 86	3,663,634 03	459,235,598 84		
June	3,347,889 62	1,132,569 03	2,093,466 78	6,573,925 43	1,312,161 65	568 65		918,657 92	8,805,303 85	2,596,491 30	465,444,411 39		
Sub Total	10,887,716 92	3,307,020 23	7,690,005 34	21,884,742 49	4,785,510 04	1,577 28		2,696,432 46	29,368,262 27	11,658,790 09	465,444,411 39		
GRAND TOTAL	242,857,917 91	83,118,637 18	137,680,543 36	463,657,098 45	92,733,927 73	17,026 77		38,181,653 84	594,589,706 79	129,145,295 40	465,444,411 39		

(1) The column "Bulk" includes contributions for armed service \$32,046,530.85 and miscellaneous receipts \$2,090.75.

(2) The column "Interest on Investments and profit on sale of securities" represents:

(a) The exact amount of interest earned for each completed fiscal year and the approximate amount for each month in the current year;

(b) Profit on sale of securities taken into account at the end of the year only.

## 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*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	Retail Prices Index (Com- modities 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
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
February.....	18.9	119.9	132.5	112.3	107.1	122.7	120.1	110.9	126.2
March.....	19.1	120.1	133.1	112.3	107.2	123.1	120.4	110.9	126.7
April.....	19.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
May.....	21.0	122.0	137.7	112.6	107.2	123.7	122.1	111.5	129.5
June.....	22.6	123.6	142.1	112.6	107.2	124.3	122.4	112.1	132.1
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
August.....	24.6	125.6	144.7	112.6	107.2	127.6	127.0	113.8	135.1
September.....	24.5	125.5	143.2	112.6	107.2	129.6	128.4	113.9	135.0
October.....	25.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
November.....	26.1	127.1	146.6	113.4	108.6	131.1	129.2	114.1	137.3
December.....	26.1	127.1	146.4	113.4	109.2	131.2	129.4	114.1	137.2
1947									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
February.....	26.8	127.8	147.0	113.4	109.1	131.9	130.9	115.5	137.9
March.....	27.9	128.9	148.7	113.4	109.1	133.1	133.6	116.0	139.4
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.2
May.....	32.0	133.1	154.9	115.4	116.2	140.0	138.6	116.8	145.2
June.....	33.8	134.9	157.7	117.8	116.7	142.4	139.8	117.1	147.4
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
August.....	35.5	136.6	160.6	117.8	118.6	145.5	143.7	117.2	150.2
September.....	38.3	139.4	165.3	117.8	121.1	152.0	147.4	117.5	154.7
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
November.....	42.5	143.6	173.6	119.9	122.6	157.0	151.4	118.2	160.6
December.....	44.8	146.0	178.7	119.9	120.3	159.3	154.9	119.8	164.4
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.....	53.1	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

\* For the period 1914 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.  
† Commodities in the cost-of-living index excluding rents and services.

**TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF JULY, 1948**

(Base: August 1939-100)

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
Halifax.....	151.1	201.6	109.1	131.5	181.1	151.5	118.6
Saint John.....	155.3	198.5	113.8	134.4	180.1	151.7	122.6
Montreal.....	161.6	216.2	117.0	121.5	167.9	168.2	118.6
Toronto.....	153.6	196.3	117.7	139.7	179.2	155.8	124.0
Winnipeg.....	150.5	195.7	114.4	120.5	167.0	167.3	118.1
Saskatoon.....	158.4	205.8	121.9	135.9	179.0	167.4	119.0
Edmonton.....	151.2	202.6	107.7	111.0	178.5	150.1	120.3
Vancouver.....	159.2	207.1	112.1	137.9	186.8	159.9	126.7

N.B.—Indexes above measure percentage changes in living costs for each city but should not be used to compare actual levels of living 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	May 1948	June 1948	July 1948	Price July 1948
Beef, sirloin steak.....	lb.	120.7	154.8	154.8	206.5	225.4	244.1	68.1
Beef, round steak.....	lb.	125.7	167.9	167.9	227.4	246.4	270.5	64.1
Beef, rib roast.....	lb.	125.5	174.3	174.3	232.6	248.3	270.0	62.1
Beef, shoulder.....	lb.	132.7	161.6	162.3	235.8	254.7	279.2	44.4
Beef, stewing, boneless.....	lb.	136.7	168.3	168.3	236.3	273.1	300.9	41.7
Veal, front roll, boneless.....	lb.	139.3	174.0	174.0	238.5	240.8	256.2	43.3
Lamb, leg roast.....	lb.	109.9	164.4	152.8	195.8	206.0	229.9	65.3
Pork, fresh loins centre-cut.....	lb.	125.3	143.8	143.8	203.8	210.1	223.7	60.8
Pork, fresh shoulder, hock-off.....	lb.	127.0	143.4	143.4	220.5	226.8	239.4	45.6
Bacon, side, fancy sliced, rind-on.....	lb.	132.3	141.5	142.5	218.6	215.4	220.4	70.3
Lard, pure.....	lb.	151.3	157.9	159.6	243.0	241.2	239.5	27.3
Shortening, vegetable.....	lb.	134.7	137.5	137.5	218.1	213.9	211.1	30.4
Eggs, grade "A", large.....	doz.	156.4	155.3	181.3	169.0	169.3	182.4	56.8
Milk.....	qt.	111.0	95.4	95.4	158.7	158.7	159.6	17.4
Butter, creamery, prints.....	lb.	140.5	144.3	148.0	264.1	259.7	261.2	71.3
Cheese, plain, mild $\frac{1}{2}$ lb.....	pkg.	174.6	164.4	165.4	214.8	217.0	218.5	29.2
Bread, plain, white, wrapped.....	lb.	106.5	106.3	106.3	149.2	150.8	150.8	9.5
Flour, first grade.....	lb.	127.3	124.2	124.2	187.9	184.8	184.8	6.1
Rolled Oats, package.....	lb.	112.0	114.0	114.0	150.4	150.4	150.4	9.5
Corn flakes, 8 oz.....	pkg.	101.1	100.0	100.0	155.4	157.6	158.7	14.6
Tomatoes, canned, 2 $\frac{1}{2}$ s.....	tin	129.9	137.7	137.7	250.0	251.9	252.8	26.8
Peas, canned, 2's.....	tin	117.5	121.7	121.7	152.5	152.5	152.5	18.3
Corn, canned, 2's.....	tin	128.3	132.7	132.7	195.6	195.6	197.3	22.3
Beans, dry.....	lb.	129.4	133.3	133.3	302.0	298.0	296.1	15.1
Onions.....	10 lbs.	108.2	142.9	126.5	261.2	257.1	255.1	12.5
Potatoes.....	89.9	218.3	149.4	210.1	224.1	260.2	260.2	56.9
Prunes, bulk.....	lb.	115.8	120.2	120.2	176.3	175.4	174.6	19.9
Raisins, seedless, bulk.....	lb.	104.0	107.9	108.6	145.0	144.4	143.0	21.6
Oranges.....	doz.	132.5	154.6	154.3	125.9	127.3	122.5	35.9
Lemons.....	doz.	111.3	147.7	148.6	128.3	128.9	137.2	44.6
Jam, strawberry, 16 oz.....	jar	111.3	115.1	115.1	157.1	155.3	152.8	25.1
Peaches, 20 oz.....	tin	101.5	105.1	106.1	155.3	155.3	154.8	30.5
Marmalade, orange, 16 oz.....	jar	118.3	128.9	128.9	150.2	148.8	148.0	20.1
Corn Syrup, 2 lb.....	tin	138.0	158.2	157.7	192.1	192.1	192.1	32.9
Sugar granulated.....	lb.	132.3	132.3	132.3	149.2	140.2	149.2	9.7
Sugar, yellow.....	lb.	131.3	134.9	134.9	154.0	154.0	154.0	9.7
Coffee.....	lb.	141.6	131.4	131.7	181.7	182.2	182.8	61.8
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	131.6	174.1	174.1	174.1	51.2

\* Descriptions and units of sale apply to July, 1948, 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, hook-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>P.E.I.—</b>										
1—Charlottetown.....	63·7	58·3	<sup>c</sup> 53·5	43·3	39·7			62·5		68·1
<b>Nova Scotia—</b>										
2—Halifax.....	66·7	62·2	<sup>c</sup> 56·8	42·7	41·5	27·0	54·0	60·5	45·3	66·5
3—New Glasgow.....	75·0	69·3	69·3	46·9	41·5			61·9	49·0	73·4
4—Sydney.....	79·8	72·7	63·3	48·0	48·7		56·0	59·7		69·2
5—Truro.....	63·2	57·6	57·0	41·7	39·7			58·0	43·0	69·5
<b>New Brunswick—</b>										
6—Fredericton.....	62·7	57·2	55·3	40·8	35·0	37·6	65·3	52·1	38·2	68·1
7—Moncton.....	68·5	64·5	65·8	43·4	38·9	42·4	69·7	61·8	44·5	72·5
8—Saint John.....	70·7	65·1	<sup>c</sup> 58·9	44·1	38·8	39·2	60·2	61·0	45·5	67·3
<b>Quebec—</b>										
9—Chicoutimi.....	76·3	71·3		48·5	38·0			56·6	48·8	78·3
10—Hull.....	61·8	58·3	55·4	42·1	37·8	39·0		57·3	43·8	64·8
11—Montreal.....	72·0	66·8	61·6	40·8	35·1	40·7	57·7	59·7	46·7	69·9
12—Quebec.....	70·3	66·7	60·9	38·9	36·7	45·4	60·9	53·0	43·8	64·0
13—St. Hyacinthe.....	63·0	57·6	<sup>c</sup> 54·4	41·2	31·2	40·7	56·0	58·3	45·7	68·3
14—St. Johns.....										70·4
15—Sherbrooke.....	68·5	66·0	57·2	39·6	32·0	45·0	59·0	57·1	45·3	69·5
16—Sorel.....	64·3	60·7	56·7	37·7	36·7			57·5	46·0	71·3
17—Thetford Mines.....	60·6	60·0		38·8				48·1	40·7	53·5
18—Three Rivers.....	68·7	59·5	<sup>c</sup> 54·9	40·7	35·5	37·0		53·5	43·5	66·0
<b>Ontario—</b>										
19—Belleville.....	64·5	63·0	57·5	41·7	39·7		58·0	60·7	48·7	70·4
20—Brantford.....	68·9	65·4	63·0	47·4	40·0	42·7	63·0	64·2	44·9	68·3
21—Brockville.....	71·3	65·6	67·8	44·6	40·3		66·0	60·9	46·2	71·7
22—Chatham.....	66·4	63·2	60·9	44·3	41·3			61·7	48·5	70·8
23—Cornwall.....	69·9	66·7	61·0	44·1	45·3			61·9	48·1	67·3
24—Fort William.....	67·1	63·1	67·3	45·1	39·6			59·9	51·2	70·2
25—Galt.....	68·0	65·7	63·0	44·3	43·3		71·0	60·7	45·3	68·0
26—Guelph.....	71·1	67·0	67·4	47·7	43·7	45·0	61·2	64·6	43·9	70·4
27—Hamilton.....	70·5	66·7	65·6	47·5	44·5	48·0	73·6	65·0	43·2	68·4
28—Kingston.....	65·9	59·6	58·9	41·9	38·4	40·7	65·0	58·9	42·0	66·7
29—Kitchener.....	68·4	65·8	63·1	45·5	42·8	47·4	69·3	63·5	44·4	70·8
30—London.....	67·1	63·6	63·4	45·5	41·9	45·4	66·0	64·1	43·3	67·5
31—Niagara Falls.....	67·5	63·5	62·7	45·0	42·9		78·7	63·0	45·4	68·1
32—North Bay.....	68·3	64·2	59·4	43·4	40·3		66·3	60·6	43·5	71·9
33—Oshawa.....	64·3	61·3	61·9	44·2	41·0	43·6		63·1	42·1	69·6

COAL AND RENTALS BY CITIES, JULY, 1948

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 $\frac{1}{2}$ 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.....	27.9	31.4	54.9	15.0	72.3	30.9	9.3	6.5	9.0	15.1
<b>Nova Scotia—</b>										
2—Halifax.....	28.5	30.4	60.7	17.0	73.4	30.4	9.6	6.4	10.8	15.7
3—New Glasgow.....	28.6	30.3	57.3	17.0	73.5	30.9	9.7	.....	9.3	16.4
4—Sydney.....	28.6	30.6	62.7	18.0	73.3	31.6	8.7	6.6	10.4	16.1
5—Truro.....	29.0	29.9	56.0	16.0	73.6	30.5	9.4	6.3	10.4	15.3
<b>New Brunswick—</b>										
6—Fredericton.....	28.5	30.0	55.5	17.0	73.2	30.8	10.0	6.2	8.7	15.3
7—Moncton.....	28.4	29.7	53.5	17.0	73.2	31.1	10.0	6.3	9.8	15.2
8—Saint John.....	28.2	30.4	59.6	18.0	73.3	31.1	10.0	6.4	9.5	14.8
<b>Quebec—</b>										
9—Chicoutimi.....	30.1	.....	58.9	17.0	69.6	29.5	8.0	6.5	.....	14.8
10—Hull.....	26.7	29.7	7.1	17.0	69.7	28.3	8.7	5.8	9.7	13.7
11—Montreal.....	28.3	30.3	61.1	17.5	70.0	29.3	9.3	5.9	10.1	14.8
12—Quebec.....	27.3	30.0	58.5	17.0	70.7	29.6	8.0	6.0	9.8	14.7
13—St. Hyacinthe.....	29.0	29.9	54.9	16.0	69.3	29.1	8.0	6.1	10.1	13.9
14—St. Johns.....	30.0	31.2	60.7	16.0	72.3	29.3	8.0	6.5	10.2	15.0
15—Sherbrooke.....	28.0	30.4	59.3	17.0	69.3	29.4	9.5	6.2	9.8	15.0
16—Sorel.....	28.7	29.1	55.3	16.0	68.6	29.4	7.3	6.3	10.0	14.7
17—Thetford Mines.....	29.8	30.3	49.6	16.0	70.0	28.0	8.0	6.1	9.3	15.1
18—Three Rivers.....	27.2	29.2	59.5	17.0	68.3	29.5	8.0	6.0	9.6	15.1
<b>Ontario—</b>										
19—Belleville.....	28.1	29.6	53.0	17.0	72.1	29.4	9.3	6.2	9.2	13.6
20—Brantford.....	26.2	29.3	56.8	17.0	71.6	28.1	9.3	6.1	9.4	14.1
21—Brockville.....	27.5	29.7	57.9	17.0	71.6	28.3	8.7	6.3	10.0	14.0
22—Chatham.....	27.2	30.5	53.8	17.0	71.6	27.5	9.3	6.1	9.1	14.5
23—Cornwall.....	27.1	29.7	57.3	17.0	71.9	28.4	8.7	6.2	9.0	14.0
24—Fort William.....	26.1	28.5	58.2	18.0	71.0	29.7	9.3	6.1	9.5	14.3
25—Galt.....	27.1	29.2	53.5	17.0	72.4	28.4	9.3	6.0	9.7	14.3
26—Guelph.....	27.0	30.1	55.6	17.0	72.3	28.2	9.3	5.9	9.6	14.3
27—Hamilton.....	27.1	29.8	56.8	18.0	72.2	28.0	9.3	6.0	9.8	14.4
28—Kingston.....	27.0	29.5	55.4	17.0	71.5	28.6	8.7	6.0	9.7	14.5
29—Kitchener.....	27.4	30.3	54.9	17.0	72.2	28.0	9.3	6.0	9.3	14.1
30—London.....	26.8	29.2	56.2	17.0	72.2	28.1	9.3	5.8	9.6	14.0
31—Niagara Falls.....	27.4	30.5	58.3	17.5	72.4	29.4	8.7	6.3	9.4	14.7
32—North Bay.....	27.6	30.4	61.9	18.0	72.3	29.0	9.3	6.3	10.3	14.9
33—Oshawa.....	26.4	29.4	56.7	17.0	71.9	28.0	9.3	6.1	9.1	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-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.....	68.4	64.9	64.3	44.7	40.9	39.7	65.6	62.7	46.8	69.3
35—Owen Sound.....	70.0	67.6	65.7	45.0	40.4	.....	.....	61.5	47.4	67.9
36—Peterborough.....	69.1	65.7	64.8	46.5	42.3	44.0	.....	63.4	45.6	74.0
37—Port Arthur.....	67.7	64.1	60.5	44.7	44.0	.....	65.7	58.1	46.3	72.9
38—St. Catharines.....	69.3	66.3	61.7	46.5	43.3	.....	.....	63.5	45.0	68.5
39—St. Thomas.....	66.0	63.3	60.9	45.7	40.9	41.5	67.7	63.7	46.7	68.8
40—Sarnia.....	62.9	60.8	57.3	44.1	41.0	.....	59.7	61.2	42.9	66.3
41—Sault Ste. Marie.....	67.9	64.5	62.1 <sup>c</sup>	43.3	42.0	.....	.....	59.3	46.6	67.4
42—Stratford.....	64.3	62.3	63.7 <sup>c</sup>	44.5	39.3	.....	.....	62.0	42.7	68.3
43—Sudbury.....	68.1	66.7	61.1 <sup>c</sup>	46.8	42.1	47.3	65.5	60.0	45.7	67.1
44—Timmins.....	68.4	65.8	60.6	45.5	44.0	44.7	.....	61.5	47.0	66.2
45—Toronto.....	69.7	64.9	66.0 <sup>c</sup>	48.2	43.0	44.7	70.7	63.6	43.3	69.2
46—Welland.....	67.2	63.8	57.7 <sup>c</sup>	44.7	38.8	.....	.....	62.7	45.7	66.9
47—Windsor.....	65.1	62.5	60.3	43.5	40.7	.....	73.5	63.5	44.5	66.9
48—Woodstock.....	69.6	65.2	63.4	43.8	40.6	.....	75.7	65.8	47.0	68.2
<b>Manitoba—</b>										
49—Brandon.....	65.0	65.0	.....	42.5	42.5	.....	.....	.....	43.7	70.7
50—Winnipeg.....	66.0	60.8	56.6 <sup>c</sup>	41.9	40.5	40.1	61.7	60.1	47.2	70.3
<b>Saskatchewan—</b>										
51—Moose Jaw.....	62.2	57.3	59.8	44.1	41.9	.....	59.3	55.6	40.7	72.0
52—Prince Albert.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	71.7
53—Regina.....	63.7	59.9	57.1	43.3	40.7	45.0	56.4	57.7	44.4	73.5
54—Saskatoon.....	62.0	57.9	59.1	43.8	41.6	47.1	64.3	59.6	44.4	75.3
<b>Alberta—</b>										
55—Calgary.....	66.1	62.7	62.7 <sup>c</sup>	44.6	41.6	42.4	57.2	59.3	46.4	75.1
56—Drumheller.....	64.2	62.0	58.7	42.8	41.2	.....	.....	58.6	44.8	75.7
57—Edmonton.....	66.0	59.8	62.4	42.5	41.5	42.6	59.7	56.7	42.9	71.7
58—Lethbridge.....	63.5	60.5	55.5	43.5	41.0	41.0	.....	56.5	43.5	72.7
<b>British Columbia—</b>										
59—Nanaimo.....	76.0	68.7	71.5	47.0	46.3	.....	.....	63.0	46.0	79.3
60—New Westminster.....	74.3	68.4	67.7	49.3	47.3	46.3	67.4	65.7	49.7	78.3
61—Prince Rupert.....	79.5	74.7	77.7	54.7	47.5	.....	77.0	69.6	53.3	81.5
62—Trail.....	73.9	66.3	72.1	47.1	45.0	.....	72.7	67.2	54.7	77.2
63—Vancouver.....	76.0	70.3	74.5	49.3	48.2	56.3	70.9	67.9	50.1	78.9
64—Victoria.....	76.9	70.5	73.2	50.0	48.2	56.0	79.5	64.6	50.6	78.5



COAL AND RENTALS BY CITIES, JULY, 1948

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 $\frac{1}{2}$ 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.....	27.2	29.2	59.6	17.0	70.5	29.3	8.7	6.0	9.9	14.4
35—Owen Sound.....	27.5	29.9	54.1	17.0	72.2	28.3	8.7	6.2	8.7	14.2
36—Peterborough.....	26.5	28.8	53.7	17.0	72.0	28.5	9.3	6.1	9.7	13.8
37—Port Arthur.....	26.1	29.2	59.3	18.0	70.8	29.7	9.3	6.1	8.5	13.9
38—St. Catharines.....	27.1	29.6	58.5	17.5	71.4	28.2	8.7	6.1	9.7	14.2
39—St. Thomas.....	27.7	30.1	56.9	17.0	72.5	28.7	8.7	6.1	10.1	14.3
40—Sarnia.....	27.6	31.4	57.9	17.0	72.6	29.4	9.3	6.2	9.9	14.7
41—Sault Ste. Marie.....	27.7	29.5	59.6	18.0	72.3	29.3	9.3	6.1	10.0	14.7
42—Stratford.....	27.6	30.7	53.5	17.0	72.4	28.6	9.3	5.7	9.9	14.8
43—Sudbury.....	27.5	29.6	61.1	18.0	72.2	29.3	9.3	6.2	9.4	14.3
44—Timmins.....	27.6	29.6	58.3	20.0	70.6	29.1	10.0	6.1	10.1	14.3
45—Toronto.....	27.3	29.1	58.2	18.0	72.0	27.8	9.3	6.0	9.5	14.0
46—Welland.....	27.6	30.2	57.8	18.0	72.7	28.8	9.3	6.1	9.6	13.3
47—Windsor.....	26.9	29.1	56.1	18.0	71.4	28.4	9.3	6.1	9.7	14.5
48—Woodstock.....	27.0	30.0	54.2	17.0	72.8	28.1	9.3	5.7	9.3	14.5
<b>Manitoba—</b>										
49—Brandon.....	25.3	31.2	55.5	16.0	69.6	29.6	8.9	6.0	8.4	15.0
50—Winnipeg.....	25.6	30.1	57.9	17.0	69.8	29.6	9.0	6.0	9.3	14.6
<b>Saskatchewan—</b>										
51—Moose Jaw.....	24.9	33.3	53.2	17.0	67.8	29.6	9.6	6.0	9.1	15.1
52—Prince Albert.....	25.6	32.0	52.0	17.0	68.8	28.0	8.0	5.9	8.5	14.4
53—Regina.....	25.4	33.5	56.0	16.0	67.6	30.0	9.6	6.1	7.7	15.1
54—Saskatoon.....	25.1	32.0	56.0	17.0	68.1	28.8	8.8	5.8	8.3	14.2
<b>Alberta—</b>										
55—Calgary.....	24.9	30.9	56.1	17.0	70.0	28.5	9.6	6.0	8.5	15.1
56—Drumheller.....	25.7	31.7	54.3	17.0	71.0	29.8	10.4	6.4	9.8	15.6
57—Edmonton.....	24.7	31.4	54.0	17.0	70.1	28.5	9.6	6.0	9.0	14.1
58—Lethbridge.....	25.4	31.3	58.0	17.0	69.7	29.5	10.4	6.0	8.6	13.8
<b>British Columbia—</b>										
59—Nanaimo.....	28.6	32.3	54.0	19.0	72.4	30.0	12.0	6.5	9.6	15.0
60—New Westminster.....	27.9	29.5	53.5	17.0	71.6	29.1	11.0	6.2	9.4	14.9
61—Prince Rupert.....	28.2	33.2	61.7	22.0	72.6	32.3	13.0	6.8	10.4	15.7
62—Trail.....	26.9	34.2	56.3	18.0	71.9	29.9	12.0	6.5	9.1	15.3
63—Vancouver.....	27.3	29.7	54.0	17.0	71.8	29.6	11.7	6.2	9.3	14.4
64—Victoria.....	28.2	31.7	54.1	19.0	71.7	30.3	11.0	6.4	9.5	15.0

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.....	27.8	18.2	21.9	15.1	12.6	44.5	19.5	24.6	44.3	60.4	50.5
<b>Nova Scotia—</b>											
2—Halifax.....	27.4	19.5	22.8	15.3	11.7	59.3	19.6	21.4	42.0	45.9	49.2
3—New Glasgow.....		18.4	20.4	15.6	13.7	60.1	22.1		47.7	54.3	52.9
4—Sydney.....	28.6	18.6	22.5	15.7	13.5	61.9	19.9	24.2	41.5	55.9	50.8
5—Truro.....	26.8	18.0	23.1	15.1	12.4	61.3	21.7	21.5	36.5	52.3	51.8
<b>New Brunswick—</b>											
6—Fredericton.....	29.4	20.0	23.7	15.3	12.2	56.3	17.1	23.2	48.1	50.1	51.4
7—Moncton.....	26.8	19.3	23.9	14.5	13.4	50.5	18.3	22.8	42.8	44.6	53.2
8—Saint John.....	27.6	17.8	23.4	15.0	11.9	59.3	18.2	22.5	41.7	40.9	49.6
<b>Quebec—</b>											
9—Chicoutimi.....	28.3	18.0	26.8	14.9	14.4	62.9		25.0	53.3	56.3	55.3
10—Hull.....	25.9	16.0	23.1	14.4	13.1	61.5	19.0	21.7	32.8	38.7	49.0
11—Montreal.....	23.8	17.5	22.7	14.5	13.4	62.9	20.1	21.8	38.5	38.5	47.8
12—Quebec.....	25.6	18.8	24.8	14.5	14.5	61.1	20.3	22.5	38.5	41.0	49.6
13—St. Hyacinthe.....	22.8	18.7	22.2	14.3	13.7	63.1	20.2	20.4	47.9	43.6	48.9
14—St. Johns.....	23.0	20.3	20.8	14.1	13.2	67.0	20.2	21.0	41.5	47.3	49.5
15—Sherbrooke.....	24.0	17.0	22.8	14.1	13.7	66.6	22.2	23.2	38.1	40.3	49.1
16—Sorel.....	25.4	17.2	24.3	14.0	13.7	62.9	20.4	21.3	42.6	49.0	49.0
17—Thetford Mines.....	23.4	17.8	20.5	14.1	13.3	64.5	22.0	23.7	49.1	51.3	52.8
18—Three Rivers.....	23.7	16.6	24.8	14.2	13.5	65.2	20.4	23.7	48.0	43.5	49.7
<b>Ontario—</b>											
19—Belleville.....	24.9	17.8		15.3	12.5	58.2	20.4	21.3	31.0	40.8	45.8
20—Brantford.....	26.1	17.8		14.4	11.6	55.9	20.0	20.5	35.3	40.4	45.8
21—Brockville.....	28.0	18.7	23.5	15.1	12.6	59.1		21.4	38.6	38.7	50.4
22—Chatham.....	27.0	17.9		14.4	12.5	60.1	20.3	20.7	32.3	38.4	48.9
23—Cornwall.....	25.6	18.9	25.7	15.2	13.5	62.7	19.0	21.0	35.2	40.5	49.5
24—Fort William.....	26.2	18.1	20.6	16.0	11.9	49.9	20.9	23.4	36.5	47.0	49.8
25—Galt.....	26.0	18.0		15.7	12.3	58.2	19.4	19.5	32.2	37.9	44.2
26—Guelph.....	26.5	18.2		14.7	12.1	62.0	20.3	20.4	31.3	39.4	46.3
27—Hamilton.....	26.6	17.3	22.9	15.0	12.3	59.8	20.4	21.7	28.5	39.9	45.4
28—Kingston.....	25.9	17.7	23.4	15.9	11.7	61.1	19.7	21.3	37.8	40.5	46.5
29—Kitchener.....	27.1	18.8		15.2	12.6	59.0	20.2	19.5	27.6	40.1	46.3
30—London.....	26.7	18.6	22.3	14.3	12.7	59.6	19.8	19.8	30.3	43.1	44.8
31—Niagara Falls.....	24.7	18.0		14.2	12.3	60.5		21.0	32.8	40.5	48.0
32—North Bay.....	27.9	19.1		14.6	12.2	63.7	17.9	23.6	35.2	40.8	51.2
33—Oshawa.....	25.7	17.4	21.3	15.2	12.0	56.7	20.3	19.7	35.4	43.1	47.7

COAL AND RENTALS BY CITIES, JULY, 1948—Continued

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
				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.....	29·7	42·0	36·4	9·6	9·3	69·6	50·0	14·87		26·00-30·00(b)
<b>Nova Scotia—</b>										
2—Halifax.....	31·2	42·3	35·3	9·5	9·4	67·0	49·7	16·57		28·50-32·50
3—New Glasgow.....	33·0	43·1	35·9	9·8	9·8	71·3	49·9			16·00- 20·00
4—Sydney.....	31·9	44·7	37·4	10·1	10·0	70·6	50·7	10·60		20·50-24·50(b)
5—Truro.....	31·8	42·0	35·8	9·6	9·6	68·5	52·2	14·95		
<b>New Brunswick—</b>										
6—Fredericton.....	32·3	43·5	35·7	9·7	9·6	67·9	49·7	16·30		21·00-25·00(b)
7—Moncton.....	32·0	44·4	35·8	10·0	9·9	66·3	49·6	15·45		27·00-31·00(b)
8—Saint John.....	29·7	42·9	35·4	9·7	9·5	65·2	50·2	16·50		21·50-25·50(b)
<b>Quebec—</b>										
9—Chicoutimi.....	34·0	43·0	37·0	9·7	9·4	70·9	53·3	22·00		
10—Hull.....	30·7	37·8	32·5	9·3	9·2	59·7	52·3	20·60		
11—Montreal.....	30·4	40·7	32·8	9·0	9·2	65·0	52·6	21·35		24·50-28·50(b)
12—Quebec.....	31·4	43·2	35·2	9·1	8·9	62·4	52·6	19·50		29·00-33·00(b)
13—St. Hyacinthe.....	32·3	39·1	33·7	9·0	8·9	58·2	53·2	20·25		
14—St. Johns.....	31·8	43·4	35·3	8·9	9·0	58·4	52·4	21·00		
15—Sherbrooke.....	32·0	41·3	34·6	9·0	9·0	61·3	52·7	21·50		21·50-25·50(b)
16—Sorel.....	34·0	41·2	36·1	9·0	8·7	64·2	52·5	20·75		
17—Thetford Mines.....	33·0	41·6	38·2	9·0	8·9	63·9	50·9	22·00		
18—Three Rivers.....	31·3	40·2	34·0	9·0	8·9	62·9	52·9	19·50		
<b>Ontario—</b>										
19—Belleville.....	31·7	38·6	31·1	9·5	9·4	60·1	51·8	20·00		
20—Brantford.....	31·0	36·3	30·4	9·3	9·3	60·1	51·4	20·00		22·50-26·50
21—Brockville.....	31·5	39·7	32·1	9·5	9·4	60·3	51·3	20·00		
22—Chatham.....	32·4	36·9	31·4	9·8	9·8	62·9	53·8	20·50		23·00-27·00
23—Cornwall.....	31·0	38·2	32·0	9·1	9·1	59·7	51·3	21·50		
24—Fort William.....	27·9	43·2	31·5	9·8	9·8	59·8	50·0	21·00		29·50-33·50
25—Galt.....	29·5	34·2	30·4	9·3	9·2	61·8	52·6	20·50		25·50-29·50
26—Guelph.....	31·1	37·0	31·0	9·4	9·3	60·8	52·6	20·00		24·00-28·00
27—Hamilton.....	29·5	35·7	31·1	9·1	9·1	60·6	52·1	19·25		29·50-33·50
28—Kingston.....	30·7	37·5	31·9	9·1	9·1	61·0	51·8	20·00		33·00-37·00
29—Kitchener.....	30·8	36·6	31·0	9·6	9·5	56·9	53·0	20·50		30·00-34·00
30—London.....	30·6	38·0	30·6	9·6	9·4	59·6	51·3	21·00		27·50-31·50
31—Niagara Falls.....	28·6	37·0	31·5	9·8	9·8	61·2	52·5	19·00		30·00-34·00
32—North Bay.....	33·2	39·5	35·8	10·2	10·1	65·4	53·0	22·00		23·00-27·00
33—Oshawa.....	29·8	38·0	31·4	9·5	9·3	61·4	52·3	20·00		27·50-31·50



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.
34—Ottawa.....	26.7	17.5	24.1	14.6	13.1	65.5	21.7	21.9	34.8	37.4	47.9
35—Owen Sound.....	27.3	18.2	.....	14.6	10.6	57.1	19.7	20.5	31.0	38.9	49.2
36—Peterborough.....	26.6	17.8	.....	14.6	11.7	60.6	21.4	22.1	33.0	40.4	45.8
37—Port Arthur.....	26.6	19.2	21.6	15.5	11.8	52.9	21.5	23.1	36.3	48.1	51.3
38—St. Catharines.....	25.7	18.5	.....	14.9	11.9	59.1	19.8	21.8	30.9	38.6	46.9
39—St. Thomas.....	27.7	19.1	23.0	15.0	12.5	59.4	20.7	21.2	43.3	42.1	50.7
40—Sarnia.....	26.2	19.2	23.3	14.5	12.3	56.1	19.1	21.7	36.4	41.4	49.2
41—Sault Ste. Marie.....	27.7	19.0	.....	15.5	13.3	61.3	18.4	21.8	30.9	40.4	49.4
42—Stratford.....	27.9	18.6	.....	15.7	12.4	60.8	20.3	19.5	30.9	41.5	47.4
43—Sudbury.....	28.2	17.1	23.0	15.5	12.4	64.0	19.3	22.2	36.8	43.2	50.0
44—Timmins.....	28.3	17.9	23.7	15.7	12.8	62.5	20.3	22.9	34.0	38.7	51.3
45—Toronto.....	25.8	17.6	22.0	14.8	11.6	58.7	19.8	19.0	30.2	38.7	44.0
46—Welland.....	24.5	16.6	20.7	14.6	12.3	60.7	19.0	19.6	29.4	40.3	47.8
47—Windsor.....	24.8	19.4	22.1	14.7	11.9	55.6	20.0	20.1	36.5	44.4	48.3
48—Woodstock.....	25.0	17.3	.....	13.1	12.4	56.6	18.7	20.3	35.6	40.0	44.2
<b>Manitoba—</b>											
49—Brandon.....	30.3	18.8	.....	15.9	12.2	45.9	19.9	22.2	35.4	49.3	56.0
50—Winnipeg.....	29.4	19.2	21.3	14.3	11.9	39.6	19.6	21.1	29.6	49.4	56.1
<b>Saskatchewan—</b>											
51—Moose Jaw.....	30.3	18.1	20.4	16.4	13.4	43.5	20.3	22.5	33.2	51.0	.....
52—Prince Albert.....	30.0	18.3	21.1	16.4	12.8	42.9	18.8	21.5	35.3	53.8	.....
53—Regina.....	30.0	19.7	21.0	15.7	12.5	48.0	20.2	21.6	31.7	46.2	60.1
54—Saskatoon.....	29.0	18.7	21.3	15.8	12.2	45.1	19.1	21.2	32.9	56.6	51.3
<b>Alberta—</b>											
55—Calgary.....	27.5	17.8	18.9	14.3	11.7	55.6	20.7	21.7	34.2	50.4	53.9
56—Drumheller.....	28.6	18.8	19.6	15.1	12.1	50.0	20.3	22.3	32.1	51.8	61.0
57—Edmonton.....	28.3	17.8	19.9	15.6	12.0	33.5	20.8	22.7	34.0	46.7	58.3
58—Lethbridge.....	28.7	17.7	18.5	14.7	11.7	39.5	17.7	21.8	29.1	.....	.....
<b>British Columbia—</b>											
59—Nanaimo.....	.....	17.7	.....	16.3	11.7	57.4	19.6	21.0	30.9	46.3	.....
60—New Westminster.....	28.2	17.4	.....	15.7	11.4	56.3	18.9	19.4	24.3	38.0	51.2
61—Prince Rupert.....	29.9	20.6	23.2	17.7	11.9	69.0	20.7	21.3	42.1	55.0	53.0
62—Trail.....	.....	19.7	.....	18.7	12.4	46.5	20.8	22.7	29.7	45.0	58.0
63—Vancouver.....	25.5	17.3	20.5	15.7	11.4	49.0	19.0	20.8	25.6	40.5	54.9
64—Victoria.....	25.8	18.4	21.5	16.6	11.5	50.5	19.3	21.0	30.5	50.1	54.5

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) Rent figures are obtained by multiplying increases since June, 1941, by the average rental determined by the Census of that date. The increases are based upon reports from real estate agents and periodic sample surveys which are now being conducted by direct interview.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

(c) Averages include prices for cuts with bone-in.

COAL AND RENTALS BY CITIES, JULY, 1948—Continued

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
				Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
34—Ottawa.....	29·2	39·9	31·2	9·3	9·3	60·0	51·6	20·60	.....	33·50-37·50
35—Owen Sound.....	29·3	39·4	31·4	9·6	9·5	62·6	52·4	20·00	.....	18·50-22·50
36—Peterborough.....	30·9	41·4	31·0	9·3	9·3	61·0	51·6	20·75	.....	27·50-31·50
37—Port Arthur.....	29·7	42·5	32·3	10·1	10·0	58·8	49·9	.....	21·00	24·50-28·50
38—St. Catharines.....	26·7	36·4	31·7	9·1	9·1	59·8	51·7	19·75	.....	28·00-32·00
39—St. Thomas.....	31·9	39·7	31·6	9·7	9·7	61·0	52·5	20·90	.....	22·00-26·00
40—Sarnia.....	33·9	40·6	31·7	10·1	10·0	61·5	52·5	21·00	.....	.....
41—Sault Ste. Marie.....	30·0	37·7	31·7	9·9	9·7	59·5	51·7	22·00	.....	25·00-29·00
42—Stratford.....	31·4	38·0	31·6	9·8	9·8	61·2	51·6	20·00	.....	.....
43—Sudbury.....	30·3	39·6	33·8	10·0	9·7	59·8	51·2	21·40	.....	31·00-35·00
44—Timmins.....	30·1	40·7	34·2	10·1	10·0	59·5	51·7	23·50	.....	31·50-35·50
45—Toronto.....	29·3	37·2	30·6	9·1	9·1	62·2	51·9	19·40	.....	34·50-38·50
46—Welland.....	27·9	36·3	30·8	9·3	9·3	55·9	51·6	19·60	.....	.....
47—Windsor.....	30·7	36·3	31·4	9·4	9·5	61·6	51·7	20·00	.....	27·00-31·00
48—Woodstock.....	30·6	36·6	30·6	9·6	9·6	61·0	51·3	20·00	.....	.....
<b>Manitoba—</b>										
49—Brandon.....	29·0	43·0	33·7	10·4	10·4	62·9	50·2	.....	15·75	23·50-27·50
50—Winnipeg.....	29·6	42·2	31·5	10·4	10·3	55·5	49·2	.....	17·30	29·00-33·00
<b>Saskatchewan—</b>										
51—Moose Jaw.....	29·2	41·2	33·3	11·0	11·0	63·0	49·0	.....	14·25	26·50-30·50
52—Prince Albert.....	29·6	43·6	33·8	11·4	11·4	62·3	50·6	.....	14·50	21·00-25·00
53—Regina.....	29·2	42·2	33·5	11·0	11·5	63·3	52·9	.....	15·25	30·00-34·00
54—Saskatoon.....	29·4	44·5	33·9	11·0	11·3	61·0	50·5	.....	14·25	24·00-28·00
<b>Alberta—</b>										
55—Calgary.....	28·6	43·3	33·5	10·5	11·0	59·7	49·3	.....	12·00	27·50-31·50
56—Drumheller.....	29·8	45·8	36·0	11·0	11·4	62·4	49·2	.....	.....	23·50-27·50
57—Edmonton.....	28·2	43·9	32·4	10·5	11·0	60·0	48·7	.....	7·80	26·00-30·00
58—Lethbridge.....	29·4	43·3	31·2	10·2	.....	58·2	49·4	.....	8·20	25·00-29·00
<b>British Columbia—</b>										
59—Nanaimo.....	29·7	38·4	30·9	9·9	10·7	60·7	49·6	.....	.....	19·00-23·00
60—New Westminster.....	28·7	39·3	31·1	9·2	9·2	57·8	49·0	.....	16·73	21·00-25·00
61—Prince Rupert.....	31·1	42·4	33·0	10·1	10·2	62·1	49·3	.....	18·75	20·00-24·00
62—Trail.....	30·4	41·2	34·0	10·0	10·0	59·4	50·6	.....	15·37	23·00-27·00
63—Vancouver.....	28·7	37·2	28·9	9·3	9·4	59·3	48·7	.....	16·90	26·50-30·50
64—Victoria.....	28·9	40·5	29·6	10·0	9·9	59·0	50·1	.....	18·10	23·00-27·00

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	1946	1947	June 1947	April 1948	May 1948	June 1948
<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>108.7</b>	<b>129.1</b>	<b>128.0</b>	<b>148.5</b>	<b>150.0</b>	<b>151.9</b>
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	97.8	115.1	111.8	132.6	133.4	134.7
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	109.0	59.4	74.6	92.1	107.9	114.5	131.8	129.5	160.6	162.3	167.8
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	91.3	69.7	70.0	91.0	91.8	97.0	128.8	130.5	155.2	155.2	155.4
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	93.9	62.8	79.2	96.0	120.0	132.3	162.4	162.8	181.3	183.5	184.0
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	93.7	85.4	93.5	111.3	117.1	126.1	137.9	134.8	153.0	156.7	159.1
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	135.7	99.2	64.3	71.3	77.7	79.8	88.0	124.4	128.4	141.7	143.4	143.8
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	103.1	114.5	114.9	128.2	129.5	131.6
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	95.4	81.3	79.8	98.9	99.4	95.2	107.9	110.3	115.2	115.9	115.9
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	101.1	117.3	116.7	137.9	138.4	140.7
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	63.8	73.9	89.5	103.4	107.5	122.4	119.0	148.9	150.2	154.7
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	91.1	79.0	77.2	92.2	94.6	96.8	113.9	113.2	130.5	130.6	131.4
II. Producers' Goods.....	67.7	133.3	164.8	98.8	96.1	63.1	70.4	83.0	100.7	105.7	129.3	128.9	146.8	148.6	150.4
Producers' Equipment.....	55.1	131.9	181.9	104.1	94.6	86.0	95.4	105.7	119.1	121.2	133.1	133.9	145.2	147.1	149.5
Producers' Materials.....	69.1	139.0	171.0	98.2	96.3	60.5	67.6	81.1	98.7	104.0	128.9	128.3	147.0	148.8	150.5
Building and Construction Materials.....	67.0	109.7	144.0	108.7	99.0	78.3	89.7	107.3	127.3	134.8	166.4	164.6	187.4	192.5	194.7
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	95.9	57.5	63.9	76.6	93.8	98.8	122.5	122.2	140.1	141.4	143.0
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	109.5	130.7	129.7	150.0	152.5	155.9
II. All Manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	98.8	117.4	115.8	137.4	137.4	137.6
Canadian Farm Products—															
Field.....	56.4	132.0	166.5	81.4	93.8	45.8	54.2	59.0	105.9	111.0	115.9	114.1	125.5	128.0	129.3
Animal.....	77.0	133.6	150.8	99.0	112.5	59.7	81.2	95.9	123.0	130.1	143.9	144.4	167.6	171.2	180.1
TOTAL.....	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	112.3	118.1	126.4	125.4	141.2	144.2	148.3

The indexes for 1948 are subject to revision.



TABLE F-6—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Wholesale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Wholesale, Bureau of Statistics	Consumers' Price Index, In text, Bureau of Labor Statistics	Wholesale, Board of Trade	Interim Index of Retail Prices, Ministry of Labor	Wholesale, Federal Labour Department	Cost of Living, Federal Labour Department	Wholesale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Wholesale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Wholesale, Government Statistician	Retail Price Index, Government Statistician
Number of Commodities:	508		889		200		78		188		180		180	
Base Period:	1926	1935-1939	1926	1935-1939	1930	June 17, 1947	July, 1914	June, 1914	1910	1938	1936-1939	1936-1939	1926-1930	1926-1930
		(a)		(b)		(c)	(d)	(e)			(f)	(g)	(h)	(i)
1913.....	64.0	79.1	69.8	70.7	.....	100	(h) 100	100	112.5	81.4	.....	.....	748	628
1914.....	65.5	79.7	68.1	71.8	.....	(g) 100	(h) 100	100	109.0	85.5	.....	.....	805	675
1915.....	70.4	80.7	69.5	72.5	.....	(f) 123	.....	.....	120.4	88.2	.....	.....	882	724
1916.....	84.3	87.0	85.5	77.9	.....	(f) 176	.....	.....	137.9	90.8	.....	.....	1024	786
1917.....	114.3	102.4	117.5	91.6	.....	(f) 146	.....	.....	158.3	90.6	.....	.....	1225	850
1918.....	127.4	115.6	131.3	107.5	.....	(f) 203	.....	204	172.3	106.4	.....	.....	1282	912
1919.....	134.0	126.5	138.6	123.8	.....	(f) 215	.....	222	185.4	117.7	.....	.....	1536	1010
1920.....	155.9	145.4	154.4	143.0	.....	(f) 249	.....	224	251.2	145.8	.....	.....	1536	1034
1921.....	110.0	129.9	97.6	127.7	.....	(f) 226	(j) 200.1	200	180.5	132.0	.....	.....	1143	932
1922.....	97.3	120.4	96.7	119.7	.....	(f) 183	(j) 157.9	164	144.5	110.1	.....	.....	984	1010
1926.....	100.0	121.8	100.0	126.4	.....	(f) 172	(j) 144.5	162	138.7	106.3	(j) 1150	.....	1053	1006
1928.....	96.4	120.5	96.7	122.6	.....	(f) 166	144.6	161	135.8	106.9	.....	.....	988	1004
1929.....	95.6	121.7	95.3	122.5	.....	(f) 164	141.2	131	130.5	106.6	.....	.....	904	795
1933.....	67.1	94.4	63.9	92.4	.....	(f) 140	91.0	137	104.7	93.2	.....	.....	1071	951
1938.....	78.6	102.2	78.6	100.8	.....	(f) 156	107.1	138	117.4	100.0	.....	.....	1071	990
1939.....	75.4	101.5	77.1	99.4	.....	(f) 158	111.2	151	114.6	99.9	.....	.....	1071	985
1940.....	82.9	105.6	78.6	106.2	.....	(f) 184	143.0	174	127.3	108.4	.....	.....	1195	1085
1941.....	90.0	111.7	87.3	105.2	.....	(f) 199	163.5	203	139.8	108.2	.....	.....	1311	1073
1943.....	102.5	118.4	103.1	123.6	.....	(f) 202	218.2	203	170.6	124.4	.....	.....	1513	1062
1944.....	100.0	118.9	104.0	125.5	.....	(f) 201	222.6	207	176.6	128.8	.....	.....	1558	1063
1945.....	103.6	119.5	105.8	128.4	.....	(f) 203	220.6	209	179.2	132.2	.....	.....	1584	1064
1946.....	108.7	123.6	121.1	139.3	.....	(f) 203	214.7	208	183.4	141.2	.....	.....	1590	1068
1947.....	129.1	135.5	129.1	159.2	.....	(f) 203	223.8	208	192.3	139.7	.....	.....	1654	1039
1947—May.....	125.7	133.1	147.1	156.0	.....	(f) 203	221.3	216	189.6	139.9	.....	.....	1654	1039
June.....	128.0	134.9	147.6	157.1	.....	(f) 203	222.3	217	191.5	141.2	.....	.....	1623	1027
July.....	129.1	135.9	150.6	158.4	.....	(f) 203	222.9	217	192.9	140.8	.....	.....	1623	1027
August.....	130.8	136.6	153.6	158.4	.....	(f) 203	223.1	217	192.9	140.8	.....	.....	1623	1027
September.....	134.0	139.4	157.4	160.3	.....	(f) 203	223.1	217	192.9	140.8	.....	.....	1623	1027
October.....	139.3	142.2	158.5	163.8	.....	(f) 203	229.7	218	198.1	140.5	.....	.....	1688	1032
November.....	142.5	143.6	159.7	164.9	.....	(f) 203	229.7	223	197.3	140.8	.....	.....	1733	1032
December.....	143.5	146.0	163.2	167.0	.....	(f) 203	231.5	223	198.0	140.6	.....	.....	1774	1035
1948—January.....	146.9	148.3	165.7	168.8	.....	(f) 204	232.4	223	199.0	141.3	.....	.....	1809	1085
February.....	147.3	150.8	167.5	172.1	.....	(f) 204	234.3	224	199.0	141.8	.....	.....	1806	1085
March.....	146.9	150.1	161.4	166.9	.....	(f) 206	234.5	223	198.6	142.4	.....	.....	1806	1085
April.....	148.5	151.6	162.7	167.3	.....	(f) 206	234.0	223	198.2	144.5	.....	.....	1806	1085
May.....	150.0	153.3	163.8	170.5	.....	(f) 208	234.0	223	198.2	144.5	.....	.....	1806	1085
June.....	151.9	154.3	163.8	171.7	.....	(f) 208	253.4	223	198.2	144.5	.....	.....	1806	1085
							253.4	223						
							222.2	223						

(a) First 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) Oid series on base July, 1914=100. 1947 average is for first half of year. (j) Revised.

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-JULY, 1947-1948†**

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
1948*						
January.....	19†	19	12,595†	12,595	135,780	·17
February.....	8	15	1,863	11,082	140,945	·18
March.....	8	14	1,235	3,725	56,808	·07
April.....	11	16	2,090	4,491	49,396	·06
May.....	13	22	1,167	3,214	40,164	·05
June.....	14	27	2,009	3,765	35,055	·04
July.....	14	25	6,581	8,513	79,807	·10
Cumulative totals.....	87		27,540		538,015	·09
1947						
January.....	14†	14	3,293†	3,293	28,504	·04
February.....	13	21	29,449	32,552	198,214	·25
March.....	13	21	1,012	17,070	378,580	·49
April.....	23	29	3,113	17,988	365,687	·47
May.....	33	47	19,350	35,893	366,070	·47
June.....	20	33	3,077	19,101	168,737	·22
July.....	19	29	1,767	3,105	23,769	·03
Cumulative totals.....	135		61,061		1,529,561	·28

\* 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 DURING JULY, 1948<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 July, 1948</b>				
MINING— Coal miners, Edmonton District, Alta.	9	181	3,000	Commenced January 13; for a new agreement providing for increased wages and other changes; untermi- nated.
MANUFACTURING— <i>Textiles, Clothing, etc.</i> — Hosiery factory workers, Sherbrooke, P.Q.	1	450	2,500	Commenced April 5; alleged infraction of seniority rights following installation of new machines; terminated July 9; conciliation, provincial, followed by negotiations; compromise.
<i>Miscellaneous Wood Products</i> — Canoe factory workers, Fredericton, N.B.	1	6	100	Commenced May 1; for a union agreement providing for increased wages and other changes, following reference to conciliation board; untermi- nated
Furniture factory workers, Hanover, Ont.	1	30	500	Commenced June 15; for a union agreement providing for increased wages, payment for statutory holidays, two weeks' vacations with pay, check-off, etc.; untermi- nated.
<i>Metal Products</i> — Metal factory workers, Dundas, Ont.	1	(3) 100	2,000	Commenced February 2; for a new agreement providing for increased wages; untermi- nated.
Radio and tube factory workers, Leaside, Ont.	2	207	4,000	Commenced May 3; inter-union dispute <i>re</i> bargaining agency; untermi- nated.
Automotive parts factory workers, Windsor, Ont.	1	408	400	Commenced June 15; for increased wages terminated July 2; negotiations; com- promise.
Automotive parts factory workers, Oshawa, Ont	1	160	2,500	Commenced June 22; for increased wages; terminated July 23; negotiations; com- promise.
Farm implement factory workers, St. Andre de Kamouraska, P.Q	1	45	90	Commenced June 25; for increased wages; terminated July 3; conciliation, pro- vincial; compromise.
CONSTRUCTION— <i>Buildings and Structures</i> — Plumbers and steamfitters, Kitchener and Waterloo, Ont.	9	120	1,900	Commenced June 21; for inclusion of health insurance plan in current agreement; terminated July 23; negotiations; compromise; increase in wages; health insurance plan not granted.
TRANSPORTATION— <i>Water</i> — Seamen, Great Lakes and St. Lawrence River	(4) 34	(4) 225	(4) 5,000	Commenced June 6; for a union agreement untermi- nated.

**Strikes and Lockouts Commencing During July, 1948**

MINING— Gold miners, Premier, B.C.	1	200	2,500	Commenced July 16; for a new agree- ment providing for increased wages retroactive to December 6, 1947; untermi- nated.
Coal miners, Inverside, N.S.	1	7	21	Commenced July 23; for a union agree- ment with an increase in wages to prevailing rates; terminated July 26; return of workers; in favour of employer.



**TABLE G-2—STRIKES AND LOCKOUTS IN CANADA DURING JULY 1948<sup>(1)</sup>—Concluded**

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars <sup>(2)</sup>
	Establishments	Workers		
<b>Strikes and Lockouts Commencing During July, 1948—Concluded</b>				
<b>MANUFACTURING—</b>				
<i>Tertiles, Clothing, etc.—</i>				
Textile factory workers, St. Johns, P. Q.	3	( <sup>5</sup> ) 400	7,200	Commenced July 12; alleged discrimination in dismissal of workers; un-terminated.
Rayon spinning factory workers, St. Georges de Beauce, P.Q.	1	330	3,600	Commenced July 20; for implementation of a award of arbitration board providing for increased wages; un-terminated.
<i>Miscellaneous Wood Products—</i>				
Furniture factory workers, Arthabaska, Beauharnois, Coaticook, St. Hyacinthe, Victoriaville, Waterloo, P.Q.	8	1,150	19,200	Commenced July 9; for a new agreement providing for increased wages, two weeks' vacations with pay, etc., following refusal of union to accept award of arbitration board; un-terminated.
<i>Metal Products—</i>				
Electrical apparatus factory workers, Toronto, Ont.	1	1,200	150	Commenced July 8; for a new agreement providing for increased wages and other changes; terminated July 8; return of workers pending settlement; com- promise.
Metal factory workers, Kitchener, Ont.	1	200	2,600	Commenced July 14; for a new agreement providing for increased wages; un-terminated.
Automotive parts factory workers, St. Catharines, Ont.	1	2,589	20,000	Commenced July 14; for increased wages; un-terminated.
Can factory workers, Toronto, Ont.	1	274	1,900	Commenced July 21; for a new agreement providing for increased wages and other changes, following reference to con- ciliation board; un-terminated.
<i>Non-Metallic Minerals, Chemicals, etc.—</i>				
Chemical factory workers, Palo, Sask.	1	47	320	Commenced July 23; for implementation of award of arbitration board for increased wages; un-terminated.
<b>CONSTRUCTION—</b>				
<i>Buildings and Structures—</i>				
Plumbers, Windsor, Ont.	1	4	16	Commenced July 19; for civic inspection of plumbing units in a certain housing project; terminated July 22; negotia- tions; in favour of workers.
<i>Highway—</i>				
Truck drivers, Porters Lake, N.S.	1	( <sup>6</sup> ) 15	120	Commenced July 2; for increased wage rates; terminated July 9; negotiations; compromise.
<b>TRANSPORTATION—</b>				
<i>Water—</i>				
Stevadores, Three Rivers, P.Q.	1	97	50	Commenced July 19; for increased wages; terminated July 19; negotiations; in favour of workers.
<i>Business and Personal—</i>				
Hotel employees, Quebec, P.Q.	1	68	200	Commenced July 17; for a new agreement providing for increased wages; termi- nated July 21; return of workers pending settlement; indefinite.

(1) Preliminary data based where possible on direct reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 102 indirectly affected; (<sup>5</sup>) 200 indirectly affected; (<sup>6</sup>) 25 indirectly affected.

(4) Estimated only—owing to the nature of the dispute it is extremely difficult to arrive at any satisfactory estimate.

# THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Humphrey Mitchell, Minister

Arthur MacNamara, C.M.G., LL.D., Deputy Minister

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## The Labour Month in Brief

Further improvement in the employment situation occurred during the months of August and September. The outlook for the remainder of the year, generally, is for sustained production with consequent high employment, although a seasonal decline will occur in summer-active industries.

By late September the demand for agricultural labour had begun to recede, but hiring in the construction industry continued high. Employment in logging was increasing, and would shortly absorb many farm workers.

The number of unplaced applicants registered at National Employment Service offices had declined to 86,000 by mid-September, approximately the same figure as at the corresponding period in 1947. By regions the totals were: Maritimes, 12,000; Quebec, 24,000; Ontario, 24,000; Prairies, 11,000; and Pacific, 15,000.

With employment at its seasonal peak in most parts of the country, some improvement was noted in placements of older and handicapped workers. An account of the activities of the National Employment Service in the placement of handicapped workers appears on page 1090 of this issue.

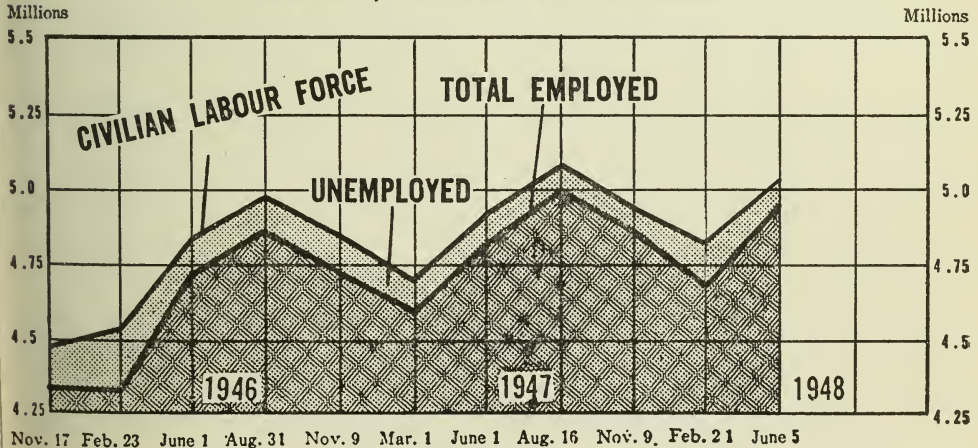
So far this year the level of employment has been substantially higher than at the comparable dates for 1947. The Dominion Bureau of Statistics' labour force survey shows that in June Canada's civilian labour force stood at 5,030,000. This total comprised 4,948,000 employed persons, and only 82,000 unemployed. According to the survey employment was 127,000 greater than a year ago, and unemployment was 10,000 less. (This employment estimate includes agricultural workers, employers, "own account" workers and unpaid workers as well as paid employees.)

## Industrial Relations

In the field of industrial relations coming under the jurisdiction of the federal Department of Labour, the month of August, 1948, was significant chiefly for the proclamation of the new Industrial Relations and Disputes Investigation Act to take effect on September 1.

The most important industrial dispute which required the attention of the Industrial Relations Branch during the month was one between the Trans-Canada Air

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Lines and its pilots represented by the Canadian Airline Pilots' Association. The report of a Board of Conciliation which investigated the dispute was submitted to the Minister of Labour during August, and is published elsewhere in this issue.

During the month, serious issues came to the fore within both of Canada's major labour Congresses, resulting among other things in the expulsion of two affiliated unions (see elsewhere in this issue, pp. 1082, 1083). These issues were to be brought before the annual conventions of the two Congresses beginning October 11, that of the Trades and Labour Congress of Canada to be held in Victoria, B.C., and that of the Canadian Congress of Labour in Toronto.

Time loss due to strike activity showed a moderate increase during July and August, but for the year so far remained well below the corresponding 8-month period of 1947. Two strikes accounted for 60 per cent of the time loss during August; these were of furniture factory workers in six centres in the Province of Quebec, and of automotive parts factory workers at St. Catharines, Ont.

### Cost of Living

Between July 2 and August 2 the rate of increase of the cost-of-living index slowed down, the index moving up only fractionally and registering its smallest advance since January, 1947.

During August the increase was more marked. The index rose from 157.5 to 158.9 on September 1, advances in foods, clothing and home-furnishings being the principal factors, while the other group indexes also rose slightly.

### Hours and Earnings

Average hourly earnings of wage-earners in manufacturing continued their rise, reaching a new record of 92.4 cents at July 1, according to reports received by the Dominion Bureau of Statistics from employers in leading establishments. The June 1 average, previously the maximum, was 91.4 cents; at July 1 last year the figure was 80.8 cents. The latest figure showed an increase of 14.4 per cent as compared with a year earlier.

Average hours worked in leading manufacturing establishments in the week of July 1 showed an increase due to a more normal level of activity than was reported in the week of June 1, when the pay period reported by many establishments had included the Victoria Day holiday. The latest average was 42 hours as compared with 41.7 at June 1, and 42 at July 1, 1947.

The combination of higher hourly earnings and slightly longer average weekly

hours brought about an increase in the figure for average weekly earnings. This figure rose from \$38.11 at June 1 to \$38.81 at July 1.

The index of real earnings (weekly earnings taken into consideration with the cost-of-living index) rose fractionally from 101.0 at June 1 to 101.2 at July 1, 1948. The index is based on the average for the year 1946 as 100. The index has been slightly lower in the first half of 1948 than in the corresponding months of 1947, but has remained above the level of 1946.

### Foreign Trade

Canada's total foreign trade showed a moderate increase in July, standing at \$478,600,000 as compared with \$466,500,000 in the corresponding month last year, according to the Dominion Bureau of Statistics. Domestic merchandise exports were higher, while imports and re-exports of foreign produce both were lower in value. Aggregate value of trade for the first seven months of this year was \$3,167,600,000 as compared with \$3,068,300,000 in the similar period of 1947, an increase of 3.2 per cent.

Exports of domestic merchandise in July were valued at \$250,900,000 as compared with \$233,500,000 in the preceding month and \$236,600,000 in the corresponding month last year. The month's figures show a further gain in exports to the United States, a continuation of the decline in the value of shipments to the United Kingdom, and augmented exports to Latin American countries. Cumulative value of merchandise exports in the seven months ended in July was \$1,651,000,000 as compared with \$1,565,000,000 in the like period of 1947.

Imports entered for consumption were valued at \$225,100,000 in July compared with \$233,000,000 in June and \$226,800,000 in the same month last year. There was a further decline from the high levels of a year ago in the value of imports from the United States, while purchases from the United Kingdom again were higher in value. During the first seven months of this year the aggregate value of imports was \$1,495,200,000 as against \$1,483,500,000 in the same period of 1947.

The value of re-exported commodities in July was \$2,606,000 compared with \$3,062,000 in the same month last year, and in the seven months, \$21,351,000 compared with \$19,838,000.

The favourable over-all balance of trade in July was \$28,400,000 as compared with \$3,000,000 in June and \$12,800,000 in July last year, bringing the seven-month favourable balance to \$177,200,000 as compared with \$101,300,000 a year ago.



# NOTES OF CURRENT INTEREST

## Origin of Labour Day in Canada and the United States

Labour Day was made a national holiday by legislative action in both the United States and Canada in 1894. On June 28 in that year, a bill was passed by Congress at Washington which stated that "the first Monday of September in each year, being the day celebrated and known as Labour's Holiday is made a legal public holiday" throughout the Union. It required further legislation by State legislatures to make it legal under their several jurisdictions.

Less than a month later, on July 23, "an Act to Amend the Law Relating to Holidays" was assented to by the Parliament of Canada. The amended Act, *inter alia*, stated that "Paragraph 26 of section seven is hereby amended, by inserting after the words 'Dominion Day' in the seventh line, the words, the first Monday in September, to be designated, 'Labour Day'."

This national legislative action in both countries was prompted primarily by organized labour, which had conducted local celebrations in a number of cities, for several years. At a business meeting of the New York City Central Labour Union in May, 1882, a resolution was passed setting aside the first Monday in September as "Labour Day—a general holiday for the labouring classes". A Committee was appointed and New York workers held a long parade on Broadway, which was followed by a picnic for workers and their families. Three years later, the day was similarly celebrated in a number of other American cities. In 1887, five State governments gave legislative sanction to the holiday in their respective jurisdictions.

Ten years earlier, in 1872, at a meeting of Toronto District Trades and Labour Council a committee was appointed, having for its object "a Workingmen's Demonstration on April 15, then the date of Thanksgiving Day". According to Mr. J. W. Buckley, Secretary of the Trades and Labour Congress of Canada, this was "the first Labour Day demonstration on the North American continent of which we have any record".

## Large increase in immigration

period of 1947 the country.

During the first six months of 1948, a total of 57,275 immigrants entered Canada, an increase of 167.5 per cent over the corresponding when 21,413 persons entered This year's total included

25,557 adult males, 19,492 adult females, and 12,226 children under 18.

Of the adult males, 7,305 were of the farming class, 6,757 were skilled workers, 6,280 were unskilled or semi-skilled, 2,189 were of the trading class, 1,746 were miners, and 1,280 were otherwise classified. There were 2,957 female domestic servants.

About 40 per cent of the immigrants were from the British Isles, including 15,527 English, 5,432 Scottish, 2,003 Irish and 506 Welsh. The next largest group, 5,820, were Dutch. There were also 4,846 Polish, 4,075 Ruthenian, 4,026 classified as Hebrew, 3,580 from the United States, 1,916 Lithuanian, and 1,276 Lettish. Some 40 other races were represented among the immigrants.

Over half of the immigrants (29,098) were destined for Ontario, while 10,456 entered Quebec, 5,998 British Columbia, 4,596 Alberta, 3,249 Manitoba, 1,933 Saskatchewan, 1,108 Nova Scotia, 691 New Brunswick, 93 Prince Edward Island, 44 Yukon Territory, and 9 North West Territory.

The busiest month for immigration was June, when 15,323 persons entered the country.

## National Employment Service opens office in Britain

The opening of a branch office of the National Employment Service in London, England, was announced on August 20 by the Hon. Humphrey Mitchell, Minister of Labour.

The office will function for the present in the manner of a combined Regional and Local Office, in Canada, Mr. Mitchell stated. Its purpose will be the counselling of intending emigrants to Canada and interviewing them in regard to job opportunities.

The office will be of great service to British emigrants by advising them if there is a current demand for their particular experience or skill. It will also advise what locality in Canada offers the best opportunity for their employment. In many instances, jobs can be found for immigrants to Canada before they leave Britain and this will be done wherever possible.

The fullest co-operation is being maintained with the United Kingdom Department of Labour and Employment Exchange. This is working out so well that, in some instances, requirements for certain types of skilled labour in Canada may be cleared through all local offices of the British Employment Exchange.

It is not the desire of the Canadian Government to attract needed personnel from British industry, the Minister pointed out, but where they can be spared Canada can often obtain craftsmen and technicians who may be badly needed here.

The London Office will form an extension of the clearance system now operating in Canada. This system is used as a means of enlarging, when necessary, any particular labour recruiting area by circulating job opportunities to local employment offices outside the locality where the orders were first placed. It is often an effective method of matching the worker with the job.

In addition, the London, England, branch will comprise a headquarters for specific and authentic information on all matters pertaining to employment in Canada.

#### **Installation of new labour relations board**

In the last issue of the LABOUR GAZETTE reference was made to the composition of the new Canada Labour Relations Board (p. 965). At a preliminary meeting on August 25 the

Board members were addressed by the Hon. Humphrey Mitchell, Minister of Labour, who indicated that the present gathering formally closed the Wartime Labour Relations Board and ushered in the tenure of the new Canada Labour Relations Board.

In his remarks the Minister expressed his appreciation of the services rendered by the Wartime Labour Relations Board, and his satisfaction that the membership of the new body would be practically the same as its predecessor, thus giving assurance of continuity of administration and policy.

Indicating that the new Act, by its title, provides for the investigation, conciliation and settlement of industrial disputes, the Minister pointed out that: "It is based upon the belief that employers and trade unions representative of their employees are capable of conducting their negotiations and settling their differences by themselves and without resort to compulsory arbitration tribunals which take the responsibility for decision from the interested parties. It has always been my conviction that responsible trade unions and employers can settle these matters between them to better advantage than any third party".

In conclusion, the Minister referred to the fact that the new Board, in its administration of the Act, would have "new and difficult problems to deal with". But he had every confidence that the Board would deal with these problems fairly and with good judgment.

Mr. Justice G. B. O'Connor, Chairman of the Board, thanked the Minister, saying:—

"On behalf of the Board, I would thank you for your appreciation of our work, as shown not only by your kind words but also by your action in recommending our appointment as members of the new Canada Labour Relations Board.

"Looking back over the years which have passed since the Wartime Labour Relations Board was constituted in March, 1944, I believe that what I thought at first was the weakness of the Board has been in reality its strength. I refer to the sometimes heated disputes which raged at Board meetings. Labour negotiations are not conducted in the calm atmosphere of courts. It naturally followed that discussions between four members of national organizations of employers and four members of organizations of employees were not always couched in polite language by any means. But through it all each member felt that while his opponents were wrong they were sincere and, having had his say, he was prepared to accept the decision of the majority.

"This is the essence of successful labour negotiations in Canada. Not for us is the arbitrary code of a police state. Our plan is after full and vigorous discussion to accept with good grace the decision of enlightened public opinion. In so far as the Board has done this it has succeeded in its prescribed task 'that employers and employees collaborate for the advancement of the enterprises in which they are engaged.'"

Following the meeting, the members of the new Board were sworn in.

#### **Developments in inter-union dispute on Great Lakes**

The inter-union strife on the Great Lakes which has been waged during the past year between the Canadian Seamen's Union and the Canadian Lake Seamen's Union—formed by J. A. (Pat) Sullivan who had bolted the former because he charged it was Communist-led—took another turn on September 1 when the CLSU, regarded by its rival as a "company union", was absorbed into the Seafarers' International Union of North America, an affiliate of the American Federation of Labour.

The merger was announced by Mr. Frank Hall, vice-president of the Brotherhood of Railway and Steamship Clerks, who conducted the negotiations.

In his announcement, Mr. Hall stated that agreement was reached "whereby the CLSU becomes a part of the Canadian



District of the Seafarers' International Union embracing deep sea as well as Great Lakes operations".

The announcement also said:—

"Pat Sullivan, erstwhile president of the CLSU has been retired from the scene. The seafarers' approach to the discussion which led up to the agreement was conditional upon the elimination of Sullivan, and this was achieved by the CLSU before entering into the negotiations."

(The merger was followed a day later by a meeting of executive officers of 23 international unions who established a committee, which, according to press reports, endorsed this action and, in the words of its chairman, will "work for the maintenance of the TLC's integrity".)

The Canadian Seamen's Union is an affiliate of the Trades and Labour Congress which, in turn, has close ties with the American Federation of Labour.

After Mr. Hall's announcement, Mr. Percy Bengough, president of the Trades and Labour Congress, stated that the merger had been effected without consultation with the TLC and that it would be a matter for the Congress membership to decide at the convention in Victoria early in October.

The position of the Canadian Trades and Labour Congress executive, as indicated to its membership, was that the Hamilton Convention of 1947 instructed it "to continue to recognize and assist the Canadian Seamen's Union as the only *bona fide* union of seamen in Canada and ruled that the Seafarers' International Union should be considered as a dual union."

Alleging that the "question of Communism has been brought into the issue by the employers" and asserting that "the present issue is not one of Communism" the executive declared: "If this Congress ever submits that the employers have a right to say who shall represent a union, then all unions will soon become company unions".

On September 11, the executive of the Trades and Labour Congress suspended, indefinitely, the Brotherhood of Railway and Steamship Clerks.

**Mine union suspended by CCL**

The International Union of Mine, Mill and Smelter Workers was suspended as of August 24 by the executive of the Canadian Congress of Labour. This action removed the 22,000 members of the Smelters' Union from the CCL.

The executive said in a statement that such drastic action resulted from an article

which appeared in the Smelter Workers' official publication. The article attacked A. R. Mosher, president of the CCL and of the Canadian Brotherhood of Railway Employees, and C. H. Millard, Canadian Director of the United Steelworkers of America.

The CCL also took disciplinary action against Harvey Murphy, vice-president of the British Columbia Federation of Labour for alleged "slanderous remarks concerning CCL officials" made at a Federation banquet in Victoria last April. He has been barred for two years from attending a CCL convention as a delegate and from acting as a delegate at any chartered body of the CCL. The secretary of the British Columbia Federation, Harold Pritchett, "and all other officers who attended the banquet" were reprimanded for not taking objection to the remarks.

The article responsible for the Smelters' Union suspension was published July 19 in *The Union*, the official publication of the IUMMSW, and concerned early-summer negotiations between the railways and their employees.

The union announced that it would appeal for reinstatement.

**Report on TCA air line pilots' dispute**

An interesting account of the conditions of work, recruitment and salaries of TCA air line pilots is contained in the report of a Conciliation Board estab-

lished to deal with matters in dispute between Trans-Canada Air Lines and the Canadian Air Line Pilots' Association, printed elsewhere in this issue (p. 1104).

**W. D. King, labour deputy, dies in Edmonton**

Following an illness of several months, William David King, Deputy Minister of Industries and Labour in Alberta, died in Edmonton on August 9, at the age of 62.

Mr. King was born and educated in Ontario and as a young man entered the service of the Bank of Nova Scotia. He moved to Alberta in 1914 and was successively manager of local banks at Lethbridge and Calgary. For some years he was secretary of the Alberta Bankers' Association..

In 1936, he was appointed Deputy Minister of Trade and Industry, a Department which was later changed to Industries and Labour. During the second World War, he was vice-chairman of the Alberta Regional War Labour Board.



**Wm. Lodge,  
active trade  
unionist, dies**

An authority on Canadian labour organization and activities for nearly half a century, William Lodge, died in Ottawa on August 28, at the age of 76. Mr. Lodge was born in England and served his apprenticeship as a printer there. He came to Canada at the age of 17, and almost at once took a keen interest in trade union affairs. He served in a number of important positions in the International Typographical Union and the Allied Trades Association of Ottawa. For many years he was employed at the Government Printing Bureau. In 1920, he instituted the printing department at the Ottawa Technical School and taught his trade there until he retired in 1939. He was a citizen who had many and varied interests and took an active part in promoting a number of important civic projects.

**Maritime  
mine workers  
meet in  
annual  
convention**

Under the chairmanship of President Freeman Jenkins, the United Mine Workers, District 26 (CCL), met in their twenty-second annual convention at Truro, Nova Scotia, August 23 to September 3. Nearly 80 delegates, representing some 13,000 members in 27 local unions attended. Owing to the "costly strike" in 1947 a convention was not held last year; consequently, this year's meeting was confronted with a heavy agenda.

In his presidential address, Mr. Jenkins criticized the high cost of living and the Federal Government's action in removing price controls. He urged the need for organized labour to take political action and to elect "our own members of Parliament." He declared that the new federal labour law and the Trade Union Act of Prince Edward Island were evidences of "outside forces that were trying to weaken the trade unions", and that the Nova Scotia Trade Union Act was "more restrictive than wartime legislation". The activities of the Dominion Coal Board were criticized as being too circumscribed. "There was urgent need for widening the scope of its work," he said.

At the conclusion of ten days' of deliberation on some 150 resolutions, the following policy was evolved and approved by the convention:—

(1) That a \$2.56 daily wage increase be demanded for the 13,000 soft coal miners in the Maritimes when their present contract expires at the end of 1949;

(2) That the proposal to set up a three-way pension plan among government, operators and union, be agreed to;

(3) That a proposed co-operative medical scheme for miners and their families be approved;

(4) That price controls be re-imposed immediately;

(5) That no further assistance be given to the *Glace Bay Gazette*, which had been the official newspaper of the union until it was sold to a group of employees early in the year;

(6) That the coal industry should be operated and, if necessary, subsidized by the Federal Government as a national undertaking essential to the economy of Canada;

(7) That the Dominion Coal Company be censured for its refusal to hire men more than 40 years of age;

(8) That steel and other secondary industries be expanded in the Maritimes and public works be started to assist in relieving unemployment.

**Pensions  
of retired  
employees  
increased**

A U.S. oil company, Socony-Vacuum Oil Company Ltd., announced on August 20 a new plan for helping retired employees to offset, at least in part, the effects of increased prices. The "Temporary Pension Adjustment Plan" provides benefits amounting to 40 per cent of the first \$1,200 of annual pension earned or accrued before January 1, 1941, plus 20 per cent of any excess amounts, subject to a maximum of \$60 per month. About 2,600 individuals are affected by the plan. The company has maintained retirement plans since 1903.

**Activities  
of U.S.  
labour board  
under Taft-  
Hartley Act**

Slight decreases in the number of pending cases were announced by the U.S. National Labour Relations Board during May and June, 1948. The Board's work has vastly increased since the passage of the Taft-Hartley Act in the summer of 1947.

During June the Board brought to conclusion 5,742 cases, as against a total of 5,223 cases filed during the month. At the end of the month 12,700 cases were pending.

By far the greater number of cases were petitions for union-shop authorization elections. This type of election is an innovation in the Board's work resulting from the Taft-Hartley Act, which permits a union

shop only after an election conducted by the Board.

Of the 5,223 cases filed in June, 94 per cent or 4,902, involved petitions for various types of elections; 241 alleged unfair labour practices by employers; and 80 alleged unfair labour practices by unions. Of the 4,902 petitions filed during the month, 3,953, or 81 per cent, were petitions for union-shop authorization elections; the others being petitions to decertify unions, or petitions for collective bargaining elections. The union shop received the support of the majority of employees in 98 per cent of the elections, 93 per cent of the valid votes being cast in favour of authorization of a union-shop provision.

Of 456 collective bargaining elections conducted during June, 81 per cent of the valid votes were cast in favour of representation for the purposes of collective bargaining.

Of 10 decertification elections, 7 resulted in decertification of the union; in 2 cases the union was continued by a majority vote of the employees, and 1 was indeterminate.

During the entire fiscal year 1947, under the Wagner Act, the Board handled less than 15,000 cases, and conducted 6,920 elections.

### New publication on industrial psychology

*Psychology at Work* is the name of a new periodical issued every other month by the National Institute of Industrial Psychology, Aldwych House, London, W.C. 2, England.

The Institute already publishes a journal called *Occupational Psychology*, which, it is planned, will become more technical in nature.

The new publication will contain news items, reviews, and articles concerned with the practical application of psychology in different fields.

Articles in the first issues dealt with such subjects as vocational guidance, communication within the firm, why work attracts and repels, and problems of the smaller firm.

### Filing of non-Communist affidavits in U.S.A.

The U.S. National Labour Relations Board reported recently that 81,953 officials of national and local unions had on file current non-Communist affidavits.

Filing of these affidavits brought 164 national unions and 8,966 locals into full compliance with the affidavit and financial report requirements of the Labour Management Relations Act as of August 31.

The affidavits and financial reports must be filed annually for a union to be eligible

to use the facilities of the Board either to file an unfair labour practice charge with the Board or to obtain the Board's services in conducting a representation election.

Of the national and international unions, 89 of the 102 AFL affiliates had filed affidavits, as had 30 of 41 CIO affiliates and 45 independent unions. Of the local unions which were in compliance, 6,060 were of the AFL, 1,422 of the CIO, and 1,484 were independent.

**Union returns "featherbed" pay to employer** In the first case of its kind under the Taft-Hartley Act, a union has repaid an employer an amount exacted from him for work not performed.

The case concerned a construction union affiliated with the AFL and a Los Angeles building contractor. According to the *New York Times* the employer claimed that the "featherbedding" case arose when he sought to keep two cement workers an hour or so late, at regular overtime rates, to smooth out and touch up wet spots in cement laid during the late day's operation.

The workers' ultimatum was, he said, "if one of us goes we all go;" so he was forced to keep the entire crew on a job which required only two men to finish.

The reimbursement was made by agreement between representatives of the union and the employer after the National Labour Relations Board had issued a formal complaint against the union.

The amount of the reimbursement was small but the case is considered significant because it represents the first practical application of Section 8 (b) (6) of the Taft-Hartley Law, which forbids a union "to cause or attempt to cause an employer to pay or deliver or agree to pay or deliver any money or other thing of value in the nature of an exaction, for services which are performed or not to be performed."

**Union hiring hall on Great Lakes ruled illegal** An important decision of the U.S. National Labour Relations Board, issued on August 18, ruled that the union hiring hall, as operated by the National Maritime Union (CIO) on the Great Lakes, was illegal under the Taft-Hartley Act.

The Board found that the union had violated the Act by refusing to bargain in good faith and by attempting to cause an employer to discriminate against non-union employees.

The Board found that while the hiring hall provision in the union contract did not "on its face" require the companies to



discriminate in favour of union members, nevertheless such discrimination did exist.

At these halls, the Board found, jobs were assigned in rotation to registrants, who had to be members in good standing of the union. Non-members could be assigned to job vacancies only if no member was available, and their assignments would be good only for one round trip or for thirty days, whichever was shorter.

"By their insistence upon the continuation of a practice which the Act now forbids, as a condition precedent to entering into any agreement, the respondents refused to bargain," the Board held.

The Board emphasized that its decision specifically applied only to the hiring hall as operated in Great Lakes shipping. Furthermore its order is subject to court appeal. Nevertheless the decision was significant in view of the fact that the union hiring hall was an issue also in labour-management negotiations at deep-sea ports.

An agreement providing for continuance of the hiring hall as well as for wage increases was reached by the Seafarers' International Union (AFL) and member companies of the Atlantic and Gulf Ship Operators Association.

An agreement between the National Maritime Union and East Coast steamship companies allowed for similar wage increases and provided that the hiring hall should continue until a court of competent jurisdiction determined its legality.

The union hiring hall was also at issue in a dispute involving longshoremen at West Coast ports. In negotiations commenced last February the employers, citing the Taft-Hartley Act, sought to overhaul the administration of the hiring halls so as to provide for joint control. The unions claimed that to do so would cripple labour. Involved in the dispute were the Water-front Employers Association, and the International Longshoremen's and Warehousemen's Union (CIO) and two other unions.

An 80-day injunction against a strike or lockout was issued under the "national emergency" provision of the Taft-Hartley Act early in June. When the injunction expired on September 2, however, a strike commenced. Although the parties were only 3 cents apart on wages, and the employers had offered to continue the hiring hall until its legality had been ruled on in the courts, the president of the union, Harry Bridges, said that his union would not accept "a hiring hall with strings attached to it".

Commenting on this strike in its issue of September 11, *Business Week* said that its big significance lay in the fact that for the first time the Taft-Hartley Act had failed to settle a "national emergency" strike situation.

**Discharge of workers ruled legal in mass picketing case**

In a decision of August 20, 1948, the U.S. National Labour Relations Board ruled that an employer is legally justified in discharging employees who participate in a mass demonstration amounting to a

"show of force," even though no actual violence occurs and the picketing is conducted peacefully.

The case concerned a strike of maintenance employees of an oil company, members of an AFL Federal Labour Union.

The work stoppage grew out of the refusal of a union representative to agree to a company proposal to employ an independent contractor to clean certain plant equipment, although the management had given assurance that the hirings would not result in any loss of time to its maintenance employees. The management proceeded to hire the outside contractor, and the union took planned and successful steps to prevent entry of the contractor's workmen into the plant. Upon the conclusion of the walkout the company discharged and laid off six employees, admittedly because of their leadership or activity during the demonstration.

The union appealed to the NLRB, which found, however, that the company was not guilty of discrimination, because the mass demonstration was a "show of force" designed to implement a plan of the union to forcibly debar persons legally entitled to enter the company's plant and that it implied a threat of bodily harm.

**Present status of U.S. labour-management committees**

According to a report in the *Monthly Labour Review* for August, published by the U.S. Department of Labour, a check of the 5,000 labour-management committees

which, by 1945, had been registered with the U.S. War Production Board, showed that about 3,200 were actively functioning in July, 1945. To determine the current status of these committees, the Bureau of Labour Statistics, last January, circularized the 3,023 plants on the final WPB registration list. Replies were received from 1,272 plants, 944 of which provided usable information.



The 944 plants included 787 plants in which a union had been recognized as a bargaining agent, and 157 non-union plants. Of these, 564 union and 93 non-union plants reported that their committees had been discontinued at the end of the war or shortly after. Committees were reported as still functioning in 223 union and 64 non-union plants.

The leading reason given for discontinuance generally was "end of war" (272 committees) or "lack of interest" (135 committees), the latter apparently being an appraisal based upon post-war operating conditions. Many of the committees had functioned only in connection with wartime problems and activities, such as developing methods of reducing absenteeism, rationing, share-the-ride programs, bond drives, etc., and were discontinued as soon as wartime pressure ended. Comments regarding the wartime activities of the committees which were discontinued at the end of the war indicated, in general, that they had functioned successfully. In some instances, it was stated, they had been highly effective in all phases of their activities. Only 133 of the entire group of 657 discontinued committees were reported as having been discontinued because they were ineffective.

The 287 plants reporting active committees in 1947 ranged in size from only 15 employees to over 40,000 employees, and included 223 unionized plants.

The wide range of subjects reported as having been considered during the period under review—the last half of 1947—indicates that committee procedures generally are very flexible and that practically any problem affecting both management and labour may be presented for consideration. The particular types of problems most commonly reported as having received committee attention were safety and production, and employee suggestion systems. At least three-fourths of the committees reported activity in each of these fields. Other problems receiving attention by at least half of the committees included improvement of work quality, curtailment of absenteeism, health, and care of tools and equipment. More than a fourth of the committees were concerned with job training, job evaluation, and employee welfare programs, and nearly one-half devoted some time to the development of employee recreation programs.

Active committees ranged in size from 3 to 27 members, the most common sizes being either 6 or 10 members. Labour and management were reported as being equally represented on most of the committees. Generally, in cases of unequal

distribution of membership, labour outnumbered management representatives.

**Collective bargaining on incentive wages, time studies, and apprentices**

Two further bulletins in the series *Collective Bargaining Provisions* have recently been issued by the Bureau of Labour Statistics at Washington. Bulletin No. 908-3 deals with provisions for incentive wages, and time studies and standards of production, and Bulletin No. 908-4 with provisions covering apprentices and learners.

Each publication in this series presents information on some major problem of collective bargaining, based on an examination of agreements on file in the Bureau, and contained illustrative clauses.

The findings of the Bureau on Incentive Wage Provisions show that incentive wage plans vary from a simple piecework program to an intricate and complex method of calculation. An employee's earnings may be geared directly to his own productivity, to that of a small group or team of which he is a part, or to the performance of the entire plant.

According to the report, although many unions have "traditionally opposed incentive wage plans in principle, there is a wide divergence in union attitudes toward them. Unions generally appraise the situation in their industry and their position reflects and is conditioned by the problems they find in each case".

Worker opposition to wage incentives, it is stated, is due to past experience with rate cutting and the speed-up, it being claimed that increased output, and thereby increased earnings, led to management re-timing the job. Other reasons are fear of loss of jobs resulting from expanding output per man; dilution of skills through a break-down of crafts into semi-skilled operations; competition and variations in earnings, leading to splits and divisions, which tend to break up cohesiveness of the union.

Employers generally favour incentive wage plans because they assure a relatively stable unit labour cost, and greater employee efficiency and productivity. A system, they contend, which rewards the individual worker according to his skill and industry is both equitable and desirable.

The collective-bargaining agreements examined contain a wide variety of provisions pertaining to incentive plans. Most of the detailed provisions are concerned with establishing safeguards and controls against abuse of the principle. The principal safeguards include: (1) participation

in rate setting, either by joint negotiation of new rates before they are put into effect, or by appeal through the regular grievance procedure if incentive rates are found to be unsatisfactory; (2) guaranteed minimum rates and maintenance of a normal incentive differential above the base rate; (3) guarantee of earnings when a worker's output is reduced through no fault of his own, such as machine break-down, transfers at the request of management, work on unrated operations; (4) assurance that rates will not be cut unless changed conditions warrant such adjustment; (5) provision for computing extra pay on a daily basis so that poor days do not reduce extra pay earned on days when the workers exceed the standard.

Only in rare instances do agreements indicate in full the type of plan used or the technical detail of its operation and administration.

Of equal importance where incentive plans are involved, it is pointed out, are agreement safeguards on time study. Because production standards are commonly determined through time study, the method of determining standards upon which the wage is based is as important as the method of payment whether time or incentive. Safeguards are sought by unions and management to assure a fair timing of a representative job. The right to appeal from timings of production standards set by management is often provided, and some agreements also contain assurances to management that the workers will cooperate in time studies and that reasonable production standards will be maintained.

Apprentice training has long been an issue in collective bargaining. In the bulletin on Apprentices and Learners, it is stated that in determining apprentice-training standards three elements are emphasized by labour and management: (1) an equivalent adjustment of the number of apprentices to employment opportunities in the trade; (2) proper selection of apprentices; and (3) thorough training.

Standards of apprentice training are often covered by international union constitutions and the by-laws or working rules of local unions. A set of standards has been recommended by the Federal Committee on Apprenticeship, the labour-management policy committee for the Apprentice-Training Service of the United States Department of Labour. This is set out in the bulletin. Some State apprenticeship agencies and national unions, it is stated, have established their own standards, differing in varying degrees from those of the Federal committee.

The first two bulletins issued in this series are entitled "Union-Security Provisions in Collective Bargaining", and "Vacations; Holidays and Week-End Work".

**Maurice  
J. Tobin  
new U.S.  
Secretary  
of Labour**

Former Governor Maurice J. Tobin of Massachusetts has been appointed by President Truman to succeed the late Louis B. Schwollenbach as United States Secretary of Labour.

Mr. Tobin has also served as Mayor of Boston and as a member of the Massachusetts Legislature.

**U.S. returns  
confiscated  
labour union  
libraries  
to Germany**

The U.S. Library of Congress reported in August that it had just returned to Germany 412 cases of books and other library materials from the Deutsche Arbeitsfront (German Labour Front) Collection, it was announced at the Library today. This valuable collection will be distributed by the Military Government authorities to the successors of the original owners—the newly established German labour unions.

The collection, confiscated by the Deutsche Arbeitsfront in the days following May 1, 1933, when all unions were dissolved by an order of the then new Hitler Government, contains books and periodicals from the libraries of the Social-Democratic, Liberal and Christian labour unions. The Army transferred the entire library of this outlawed Nazi organization to the Library of Congress Mission in Germany for shipment to this country, and distribution to U.S. libraries.

The books being returned to Frankfurt cover a wide range of subjects; however, the major portion of them are works on labour, labour law, labour economics, industrial management, education, vocational guidance and techniques of various industries as well as general reference materials. The collection is regarded by Library of Congress experts as an excellent nucleus for a special library on labour and management as a whole, covering all phases of industry.

**Miners'  
welfare in  
Bolivia**

An Act adopted in Bolivia in November, 1947, provides for the first time in that country for a levy on tin exports, the purpose of which is to enable various social measures to be undertaken for the benefit of mine workers, according to an article in the *International Labour Review*.



The Act lays down that a levy is to be made of one U.S. cent per pound of fine tin ore exported from the country whenever the selling price of tin is 77 U.S. cents or more per pound. The proceeds of the levy are to be used for the establishment of clinics, hospitals, rest camps, convalescent homes, sports fields, workers' houses, orthopaedic appliances, etc.

**International agreements on social insurance**

The June, 1948, issue of the *Bulletin* of the International Social-Security Association describes a number of agreements concerning social insurance in Europe.

The agreements, most of which are bilateral, are designed to provide for equality of treatment, on the basis of reciprocity, of the nationals of one country who are resident in another.

Among the agreements recently reached are those between France and Italy, Bulgaria and Czechoslovakia, Italy and Sweden, and Czechoslovakia and Poland. There is a tripartite agreement between Belgium, France and Italy.

The Scandinavian countries are developing a series of bilateral agreements which will give their nationals the right to draw unemployment benefits during their stay in the territory of the other contracting country.

A meeting of delegates from Denmark, Finland, Norway and Sweden decided to hold regular meetings every four years in order to discuss common problems of unemployment insurance.

**Program mapped out for World Health Organization**

An article in the *United Nations Bulletin* by Dr. Brock Chisholm of Canada, newly-elected Director-General of the World Health Organization, surveys the accomplishments of the first World Health Assembly, held in Geneva in June and July. The meeting was attended by delegates and observers from 68 countries.

According to the Constitution of WHO, "health is a state of complete physical, mental, and social well-being and not merely the absence of disease or infirmity." To achieve this ideal, Dr. Chisholm points to the need for action in such fields as housing, nutrition, mental hygiene, medical care, and general social and economic conditions. Action against the "fundamental

elements responsible for maladies," namely "problems of mental, social and economic misery," provides a larger concept for the work of WHO than preventive action against specific disease.

Taking into consideration the "limited budget and limited staff at the disposal of the Organization for some years to come," the Assembly gave priority to six major programs. Accordingly, WHO will launch campaigns against malaria, tuberculosis, and venereal diseases, and will mobilize available resources throughout the world for improvement in maternal and child care, nutrition, and environmental hygiene. For these six programs, special divisions are being established within the Secretariat, and expert committees are being appointed to carry out special studies, to assist and advise national health administrations, and to provide individual experts and teams for countries requesting them.

Additional activities approved for the first year include the establishment of an International Influenza Centre, world-wide survey of ways and means to increase penicillin and insulin production, stimulation of research and work in the important field of mental health, and further expansion of already functioning fellowship programs in order to permit the widest possible exchange of medical and public health knowledge among the peoples of the world.

Co-operation with other United Nations agencies was translated into concrete terms by the decision to establish joint committees with the ILO on Industrial Hygiene and Hygiene of Seafarers, with the FAO on Nutrition, etc.

Commenting on the first Assembly, an article in the *External Affairs Bulletin*, published by the Department of External Affairs, Ottawa, states that it "was marked by the same spirit of co-operation that has been characteristic of all sessions of the Interim Commission of the World Health Organization since its inception."

The article continues:—

"Almost uniquely among the Specialized Agencies, the World Health Organization has been able to conduct its affairs without differences of opinion based primarily on divergencies of political views. Specifically the work of the World Health Organization has been distinguished by the very full co-operation on the part of the USSR and by the Eastern States of Europe."



# THE PLACEMENT OF HANDICAPPED WORKERS

*Jobs are being found for handicapped persons by the National Employment Service at a rate of over 1,000 a month. Back of each placement is a story of human interest, and of conservation of valuable skills and abilities.*

With a record of more than 1,000 placements made each month from October 15, 1944, to July 14, 1948, the work of the Handicap Section of the Special Placements Division, National Employment Service, has been to establish and rehabilitate in employment persons who, because of their disabilities, might have remained on the fringe of the employment market.

While the work of the Special Placements Division cannot be gauged solely by the number of placements made, the cumulative total of 56,884 placements of handicapped workers is noteworthy. Back of each placement is a story of human interest, and of conservation of valuable skills and abilities. It is in the stressing of these positive values rather than in the emphasizing of handicaps that the real story of the Division should be told. The sum total of achievement can be appraised only when these two factors are taken into account.

However, while statistics alone cannot be used as a measuring rod for the work of the Special Placements Division, they do show some phases of the work accomplished. Placement figures are of definite interest and offer possibilities of analysis for guidance in future activity.

An examination of the latest placement figures available in connection with handicapped persons (those for the period 15 December, 1947 to 14 July, 1948) shows that 7,820 jobs were found for the handicapped during that seven-month period. Of this number, 6,081 jobs were secured for men and 1,739 for women. Of the male applicants, 3,770 (62 per cent) were disabled ex-servicemen. Sixty-four handicapped ex-service women were also placed.

Orthopaedic cases formed the largest single group of placements and totalled 1,914 men and women. Included in this group were 252 hand, or arm amputations, 247 foot or leg amputations, 538 leg injuries, 429 back injuries, 307 arm injuries, 124 foot injuries and 17 double amputations.

Persons with respiratory disabilities (arrested T.B., asthma and bronchial conditions) formed the second largest group of

placements, amounting to 877 men and women.

The next largest group was made up of 705 men and women afflicted with nervous and emotional disorders of varying degrees. This group included 220 epileptics.

The remaining placements were of persons suffering from a wide range of disabilities. Of these, there were:—

410 men and women suffering from rheumatism or arthritis.

386 men and women with cardiac disabilities.

359 men and women whose ages, coupled with other infirmities, constituted an employment handicap.

350 men and women with defective hearing.

309 men and women with defective sight.

263 men and women with some degree of paralysis.

256 men and women with stomach ailments.

The remainder covered cases of diabetes, hernia, head or face injuries, plus a miscellaneous group of disabilities not otherwise classified.

## Need for Individual Attention

It is self-evident that placement of applicants in practically any of these groups is made on an individual basis and over a period of time. Before a handicapped worker is referred or placed, a careful study and analysis of his case is made; where necessary and feasible his medical records are checked, and he himself is counselled in an effort to determine just where and how he may serve to the best advantage to himself and to his future employer. The employer in turn must be convinced that what the applicant has is more significant than what he has not, or has lost. There is the further fact that frequently a handicapped worker has to be tried out in several jobs before a satisfactory placement is assured. A recent report before a local office stated that a handicapped veteran had been successfully placed in hostelry service after the case had been pending for

two years. Undoubtedly this was an unusually lengthy period of time, but the instance serves to illustrate the care and patience sometimes called for before recognition is won of a worker's ability in relation to an employer's requirement.

Some time ago a well-educated woman over 40 years of age, handicapped by having one leg shorter than the other, went to a local office of the National Employment Service. She was referred to several office jobs, but for one reason and another was not able to hold any of them very long. She became discouraged and bitter. Her case was recognized as that of a personality disorder arising from a physical handicap, and she was transferred to the Special Placements Division where she was given careful and sympathetic attention, including several special interviews, followed by expert counselling. After three interviews she was placed as a clerk-typist at the standard rate of pay. Follow-up investigation has revealed that she is very happy in her new position.

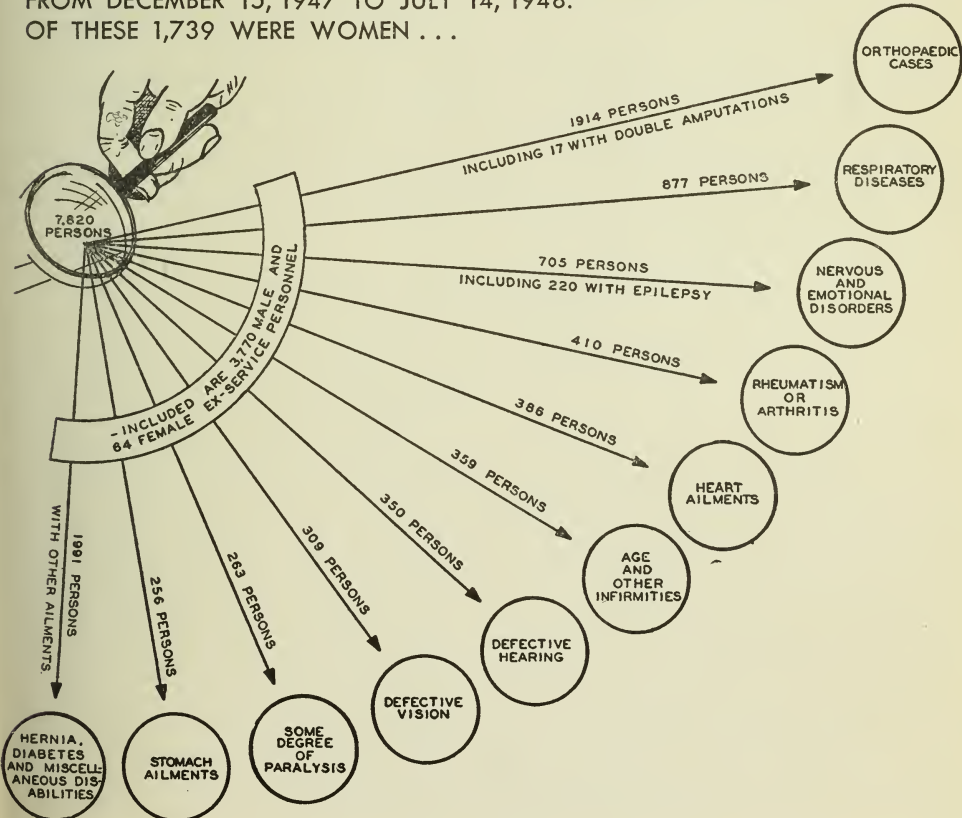
Another instance is that of a 67 year old man, who had been deaf since he was two

years of age. He had worked as a paper-hanger and painter until 1930, but during the depression years he had to take odd jobs of a temporary nature. Finally, after being seventeen years away from his own trade, he was referred to an employer who was aware of the capabilities of disabled workers, and subsequently he was rehabilitated in work in his own occupation on a permanent basis.

The discouraged and pessimistic mental attitude, which sometimes characterizes persons who have recently been ill or injured, is a factor which the Employment Office interviewer must take into consideration. Through his wide knowledge of the employment market he is able to suggest lines of employment outside the handicapped job applicant's previous experience, which may help to give him a new perspective on his prospects.

For example, a navy veteran who had suffered from tuberculosis, was worried at being unable to resume his former work as a sales clerk. This man was placed as a telephone clerk with a taxi company, a position well suited to his health, where he

**THERE WERE 7,820 PLACEMENTS OF THE HANDICAPPED FROM DECEMBER 15, 1947 TO JULY 14, 1948. OF THESE 1,739 WERE WOMEN . . .**



soon began to make a salary which greatly exceeded that of his pre-war job.

A truck driver, stricken with spinal meningitis while serving overseas, was unable to resume this occupation owing to a slight nervous condition and other effects of his illness. He was successfully placed as a service station attendant.

A 20-year old veteran, who had suffered a double amputation, was placed in an office where the work was convenient and where the employer was anxious to co-operate in his rehabilitation. A follow-up interview indicated that the young man was happy with his job and was both ambitious and optimistic.

In some cases comparatively simple adjustments in the working conditions can make the difference between a successful placement and a failure. A woman, paralyzed from the waist down as a result of a farm accident, was interviewed while still in hospital, and was found a position as a switchboard operator at a sanatorium where living quarters were provided for employees. After she had had the job two days her employer reported that, while her work at the switchboard was satisfactory, she required so much help in her personal needs from other employees that it would be impossible to keep her.

An Employment Service officer, and an official of the Paraplegic Association visited the sanatorium and reviewed the situation thoroughly. Certain adjustments were decided on: a tray was made to attach to her wheelchair for use in the cafeteria; her wheelchair was narrowed to permit passage through the smaller doorways; an ordinary armchair was fitted with cushioned castors and was installed in the office, so that she could transfer easily from switchboard to desk; and the location of her living quarters were changed. As a result the woman was able to manage well, and the employer was well satisfied.

### **Attitude of Employers**

During 1947 a survey was made by the National Employment Service of 457 firms in 48 centres across Canada, to learn their impressions and viewpoints concerning disabled workers in their employ. From this survey it was discovered that as a rule physically handicapped persons are regarded as efficient workers, with a real sense of responsibility to their jobs, and with a good record as to output, attendance and accidents. The wide publicity given to this survey helped to focus attention on the work of the Special Placements Division,

and, with additional information given over the radio in "The People Ask" series of broadcasts, was instrumental in bringing home to the public generally and to handicapped workers themselves, the facilities that exist for the placement of persons whose disabilities tend to limit their employment opportunities.

### **NES Assistance**

Separate Special Placements Units have been established in all larger offices of the National Employment Service. In the smaller offices it has not been practicable to set up separate units, but these offices are governed by the same principles and policies and in each of them there is a member of the staff who is qualified to deal with persons suffering from vocational handicaps. Indeed, probably because of the more intimate knowledge of backgrounds and personalities possible in smaller communities, the results achieved in this field by lower grade offices are outstanding.

### **Invaluable Aid**

Close liaison is maintained with Casualty Rehabilitation Officers of the Department of Veterans Affairs, and with national and provincial groups dealing with the blind, the deaf and the tuberculous. In addition, the Special Placements Division works with the Councils for the Guidance of the Handicapped in Vancouver and in Montreal, and with the Handicapped Civilians Association in Saskatchewan. Social service agencies give their co-operation and seek the help of the Division in dealing with certain of their clients.

### **More Openings Needed**

In spite of all these efforts, at June 15, 1948, there were 6,994 unplaced applicants of this class, 6,227 men and 676 women. Some of them undoubtedly are unemployable, or almost so, but for the remainder there are potential openings if their skills and possibilities can be brought to the attention of the right employers. To that end, officers of the Special Placement Division are stressing the importance of establishing with employers, in all areas, a close, working relationship that will lead to the discovery of an increasing number of job opportunities for handicapped workers. Their efforts are directed towards bringing to employers a more complete understanding of the value of these workers, properly placed, for it is largely in that way that the purpose of the Division can be fulfilled.



# PEACETIME USE OF CROWN PLANT BUILDINGS

*By June 1, 1948, most of the Government-financed war plants had been disposed of. To as great an extent as possible, the buildings were made available to private industry, where they are being used for a great variety of peacetime products, and are expected to provide employment for over 50,000 persons.*

During the war years, the Dominion Government invested over \$700 million for the construction of new plants and additions to existing ones for the production of munitions and military equipment. The program, carried on by the Department of Munitions and Supply, involved in all 170 establishments.

The disposal of Crown-owned plant buildings after the war is described in a report, *Disposal and Peacetime Use of Crown Plant Buildings*, issued recently by the Department of Reconstruction and Supply.

While buildings account for only 30 per cent of the total investment, it is the only portion which can be specifically traced to the end use. Crown-owned machinery and equipment, while sometimes sold with the buildings, were commonly sold separately and often through regular trade channels. The analysis of the disposal of the buildings, however, may be taken as a rough approximation of the use made of the over-all Crown investment, the report states.

## Guiding Principle in Plant Disposal

The guiding principle adopted by the Government in disposing of Crown plant buildings, according to the report, was to make available to private industry as many buildings as possible on condition that these establishments were used effectively in the national interest to provide additional production facilities and employment. In those instances where plants were required for the continued operations of a Crown company, or were considered essential as a reserve to form a nucleus of a munitions industry, the Government retained control.

Virtually all of the industrial buildings constructed or financed directly by the Crown have now, three years after the cessation of hostilities, been disposed of permanently or temporarily. Of their 33.5 million square feet of floor space, 84 per cent has been more or less permanently

disposed of through sale to industry, transfer to government departments or Crown corporations or has been dismantled or demolished. An additional 15 per cent has been leased to industry, in part on a multiple tenancy basis, or temporarily transferred to the War Assets Corporation for war surplus storage purposes. The balance of only 1 per cent is now available but undisposed of.

Approaching the manner of disposal in another way, the Crown has retained, either permanently or temporarily, 37 per cent of the total plant space, has sold or leased 51 per cent to industry, is attempting to market 1 per cent and has demolished or dismantled 11 per cent.

## Variety of Peacetime Uses

The nature of the disposal of the buildings involved and the extent to which they are being employed for peacetime industrial purposes vary greatly according to the wartime use for which they were designed. Of all ammunition-filling plants, for example (which contained more floor space than those used in any other war manufacturing program), only 1 per cent, in terms of floor area, has been sold or leased, 80 per cent has been retained by the Crown, 2 per cent awaits disposal and 17 per cent has been or will be dismantled.

On the other hand, of the floor area contained in wartime Crown plants which manufactured instruments and communications equipment, almost five-sixths has been sold or leased. In the case of plants designed for the production of guns and small arms, four-fifths of the space has been purchased or leased by private industry. About 71 per cent of the space in plants which had been engaged during the war in the production of basic materials has been sold.

In general, it would appear, as might be expected, that plants whose wartime products were similar in character to those normally demanded in the civilian market

have found ready purchasers or lessees in the transition period, a time of acute shortage of factory space.

Products of almost every major type are being manufactured in buildings which have been purchased from the Crown. Automobiles, trucks, buses, trailers, aeroplanes, radios, communications equipment, electrical appliances, paper and wood products, plumbing and heating equipment, textiles and textile products, chemicals and pharmaceuticals, processed and packaged foodstuffs, industrial machinery and equipment, household goods, plastic, rubber and base metal products comprise the general list. Many commodities not previously produced in Canada are being turned out in these plants. Among these are "jet-heat", furnaces, various kinds of plastic goods, factory-built bathroom units, and newly designed truck and automobile trailers. Former Crown plants are thus providing for the production of new products as well as for an increased output and wider variety of "old" products.

### Jobs Created

A recent survey indicates that, when these plants are completely converted to peacetime use, about 50,500 men and women may be employed within them, about 34,600 in buildings sold to industry, 9,500 in buildings leased to it, and 6,400 in industrial multiple tenancy projects. The above total may be compared with the approximately 150,000 employed in these plants at the peak of the war effort or the 73,000 working in them just prior to V-J Day. The significance of the anticipated volume of employment can perhaps best be illustrated by the fact that it almost equals the current manufacturing employment in Hamilton.

The above estimate of 50,500 expected to be employed in plants made available to industry when the necessary conversion and installation of machinery and equipment are completed is a direct measure of employment only. Probably no less important, though difficult to measure, is the additional employment involved in on-site and off-site Crown plant conversion activities and in providing production materials and supplies, and ancillary services such as power, transportation and marketing which they require. It cannot be said that a specific number of "new" jobs have been provided but, to the extent that these buildings have made possible the immediate expansion of some firms and the commencement of operations by others, the maintenance of a high level of employment

during the transition period has been facilitated.

The Crown has avoided the leasing of plants whenever it has been practicable, in order that it might divest itself as quickly as possible of title to industrial buildings that are not required for the use of government departments, other government agencies, and Crown companies. Circumstances in some cases, however, have warranted allowing the firms and institutions involved to occupy some of the plants on a rental basis.

### Multiple Tenancy Projects

The post-war demand for floor space in industrial buildings has been by no means confined to firms which require large areas in self-contained structures. The small firm engaged in what may be defined as "light" manufacturing operations, the firm which, particularly in large urban centres, normally rents its premises in a multiple-occupancy building, has found it at least as difficult to procure suitable accommodations. This type of demand, emanating from would-be tenants including a number of ex-servicemen going into business for the first time, has been especially heavy in Montreal and Toronto.

In order to alleviate at least a part of this type of shortage the Government has, through War Assets Corporation, established three multiple tenancy projects. One of these now occupies a large portion of the Crown plant operated during the war by John Inglis Company in Toronto, while the other two are located in former Defence Industries Limited plants in Montreal—the "Montreal Works" and the Verdun plant. These three projects occupy more than 1,200,000 square feet of floor space, the largest being the former Verdun plant of DIL.

The present arrangement is a temporary one. In fact, negotiations for the disposal of the two Montreal units are currently under way. To simplify disposal of these projects as units War Assets has stipulated that all leases expire at the same time, namely April 30, 1951.

The Toronto project is known now as the "Liberty Buildings". This former small arms plant has been suitably subdivided and rented to 18 tenants, 3 of whom are manufacturing products not previously produced in Canada. The list of items being manufactured is a lengthy one that includes oil burners, decorative glassware, electrical instruments, pens and pencils, and valves and fittings. More than 1,700 workers are employed by this group of establishments.

The "Crown Industrial Building", which comprises about half of the former DIL "Montreal Works", is now occupied by 30 tenant manufacturers, a cafeteria, and a branch of a commercial bank. About 2,200 people may be employed by the present occupants of this building and the activities of the tenants range from the manufacture of men's clothing and women's footwear to the production of electronic equipment. Four of the firms are turning out either newly developed products or those which had previously been imported into this country.

The Verdun multiple tenancy unit, like the other two, is tenanted by firms which are manufacturing a wide variety of products. Included in the list are pharmaceuticals, processed foods, women's dresses, electric razors, and more than 30 others, 16 of which are products new to the Canadian range of manufacture. Thirty-five separate establishments are located in the "Verdun

Industrial Building", providing employment for about 2,500 men and women.

Thus, in summary, the Government has furnished premises on a multiple tenancy basis for 84 firms which are expected to employ about 6,400 in the production of a great many types of manufactured articles.

### Dismantled Projects

Projects being dismantled are buildings whose temporary construction, chemical contamination, or unfavourable location made them uneconomic for peacetime use. In cases of dismantled plants, the materials have been salvaged and already, to a large extent, sold for re-use. The small proportion of Crown plant buildings in this group indicates how large a segment of war plants have been found usable for peacetime purposes either by industry or by Government.

An appendix to the report gives a complete list of Crown plants and their disposal.

## ATTEMPTS TO IMPROVE INDUSTRIAL PRODUCTIVITY IN THE UNITED KINGDOM

*Among the methods now being taken to foster improvement in industrial productivity in the United Kingdom are: establishment of a committee to conduct research; improvement of standards of management; joint labour management consultation; modernization of equipment; attention to the human factor; and encouragement of workers to greater effort.*

Various measures intended to help in improving industrial productivity in the United Kingdom, as part of the struggle for economic recovery, have been instituted by the British Government.

A Committee on Industrial Productivity was established in December, 1947, with instructions to advise on "the form and scale of research effort in the natural and social sciences which will best assist an early increase in industrial productivity; and . . . on the manner in which the results of such research can best be applied."

In view of the complexity of the problem, the Committee set up three panels to investigate and report on various aspects of productivity, including (a) Technology and Operational Research; (b) Import Substitution; (c) the Human Factors affecting

Industrial Productivity, and (d) Technical Information Services.

The British Institute of Management was formally inaugurated in the spring. Its aim is to promote a national drive to raise the standards of management throughout the country. The primary task which it has set itself is the collection and appraisal of the vast amount of knowledge which exists about the practice, techniques, and theory in regard to all aspects of management. It will act as a clearing house for the interchange of information and through its journal and by all other means of publicity it will seek to stimulate widespread interest and systematic thinking about their work among managers. It will also formulate and present the requirements of management to universities, education authorities and institutions.



The National Institute of Industrial Psychology has recently undertaken to carry out three research projects sponsored by the Government on the problems of Joint Consultation in Industry, the Selection and Training of Supervisors and the Unit of Work. Current methods of joint consultation, both formal and informal, and the degree of success obtained with different types of schemes are to be investigated. Job studies of the work of foremen and supervisors will be made; information will be collected about methods in use for their selection and training and experiments in improved methods will be developed and the value of such methods will be studied. The relation between the size of the unit of work—the time required to complete a unit task—and the rate of output, and the adjustment to work of the individual will be examined.

### British-U.S. Joint Council

The Chancellor of the Exchequer, Sir Stafford Cripps, announced on July 28 the setting up of a Joint Council, consisting of representatives of British-U.S. management and labour, the purpose of which would be to arrange for the exchange of experience and knowledge of methods of production. This proposal was made as a result of an American offer to place at the disposal of European industry the experience of U.S. industry on questions of production, as one aspect of the European Recovery Program. Sir Stafford stated that Britain was the first country to take advantage of this offer.

In a recent public address, dealing with the need to obtain higher output per worker if Britain's economy is to be balanced before Marshall aid ends, Sir Stafford Cripps said, "more economical use of labour by new methods and new machinery, less absenteeism and greater concentration on the job" would be required to achieve this goal.

Attempting to foster good morale in industry, Sir Stafford sent a letter in August to 12,000 industrial firms, advocating the formation of factory committees to work out schemes to acquaint the workers with the general facts of the national economic situation, and the significance of the output of each individual and group in the factory. "Many men and women," he said, "do not recognize the direct relationship between their work and the nation's capacity to recover, and this spells a low industrial morale." The lead in initiating such work must be taken by management, he asserted. "If the details of the scheme are placed in the hands of a committee,

with a full representation of workpeople, experience has shown that there is a readiness to co-operate and a willingness to sink smaller differences in the face of the national issues."

### Attitude of Organized Labour

Support of the Government's program to increase production was voiced in a recent issue of *Labour*, the official journal of the Trades Union Congress. This article attempts to deal with the traditional fear of the worker that the attempt to increase productivity by such means as harder work, longer hours, or refraining from restrictive practices involves the risk of unemployment by "working oneself out of a job".

The article says, in part:—

"One of the chief obstacles to an improvement in productivity is the attitude of suspicion and hostility of the workers concerned. In the early days of scientific managements the practical effects to the workers upon whom the experiments were tried were anything but healthy.

"The Bedaux System, Time and Motion Studies, and many other 'up to date' efficiency systems were put into operation without consultation with the unions concerned, and resulted in a hostility which was frequently expressed in strikes. There is therefore the suspicion and distrust of more than one generation to overcome.

"There is however a new factor in the situation, and that is the policy of full employment. Full employment will not prove effective unless the workers believe in it and are prepared to take risks to ensure its success. If, during a period of full employment, they are still looking back over their shoulders at the slump of 1931-38 and are determined that they will agree to nothing that will modify the working rules, which their unions built up to safeguard their membership in times of slump, then clearly full employment will not become a permanent feature of our national economy.

"At the present time the Government of this country is heavily engaged in legislation introducing social reforms. Since 1945, we have had the shorter working week, more holidays with pay, increased old age pensions, the raising of the school-leaving age, and now the new National Health Service.

"It cannot be too clearly brought before the members of affiliated organizations that the only means of carrying these 'national overhead charges' is by greater production. 'Giving' with reservations will do more to undermine the policy of full employment

and the new social services than any direct attack by reactionary employers and capitalists.

"If, in the present economic emergency, our members are not prepared to take risks then the outlook is dark.

"There are, however, hopeful signs . . ."

In addressing the annual convention of the Trades Union Congress early in September Sir Stafford Cripps urged the need for greater production. He said that industry was being modernized at as rapid a rate as the country could afford, but that

meanwhile much could be done to increase productivity without new capital outlay. According to a Canadian Press report, Sir Stafford was cheered loudly by the delegates, and was assured by President Florence Hancock that the TUC would be solidly behind the Government in its continued production efforts and its economic policy. However, some of the later speakers are reported to have warned that there could be no higher production without wage increases, and to have expressed the old fear that an intensified production drive might lead to mass unemployment later.

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## PROGRESS OF CO-OPERATIVES IN UNITED STATES IN 1947

*Co-operatives are reported to have made good progress in the United States in 1947. Organized Labour displayed unusual interest in the co-operative movement. Co-operative health plans were developing under a new national organization.*

"The outstanding development in the co-operative movement during 1947 (in the United States) was undoubtedly the unusual and widespread interest displayed by organized labour," according to a bulletin, *Developments in the Consumers' Co-operative Movement in 1947*, published by the United States Department of Labour. It is pointed out that the interest shown by labour was awakened by pronouncements from the American Federation of Labour and the Congress of Industrial Organizations, which favoured co-operatives as a means of helping to hold the economic gains made through collective bargaining. The results are reported to have been twofold: (1) new co-operatives to provide food and in certain instances, medical care and housing, and (2) greater understanding and mutual respect between the local leaders of both the co-operative and labour movements.

### Operating Results

Operating results of American consumers' co-operatives during 1947 were reported to have been good, for the most part. "Petroleum associations had one of the best periods in their history, in spite of shortages of supplies in some areas." Among the service associations, student co-operatives continued to expand and several

bought new buildings to house their members. According to early reports, credit unions and insurance associations made substantial gains. Housing and medical care both showed progress during the year.

Although substantial earnings and increased sales were reported from a number of regional co-operative wholesales, the year 1947, it is said, proved to be difficult for those handling groceries only or mainly, and a few suffered losses on the year's operations. Wholesales that had entered the petroleum refining field met with difficulties in obtaining sufficient supplies of crude oil and were unable to operate their refineries at full capacity. As a result, efforts were being made to acquire ownership or control of sources of supply.

### Local Associations

In general, the experience of distributive associations in 1947, was reported to have been good. Nevertheless, a number of failures occurred among urban associations that handled groceries only. These failures, it was claimed, were due in most cases to losses on inventories acquired during the period of commodity shortages, higher operating costs, price uncertainties and unsuspected weakness in management. While a considerable portion of such



failures occurred among eastern associations, there were some among consumers' co-operatives of farmer membership in the middle western States. The situation had led to a renewal of consideration of closer integration between associations in metropolitan areas and also between regional associations and regional wholesales.

However, in spite of economic uncertainties many co-operatives, it is stated, have opened new stores or new departments, or added new services. In addition, some mergers had taken place and more were contemplated. Then too, some new associations were formed, including a number of veterans' co-operatives. Several of the latter were designed to serve student ex-servicemen and consequently, will probably dissolve when the students have graduated.

### **Organized Labour and Co-operatives**

It is asserted that "the widespread participation by organized labour, greater than at any time during the nearly 30 years in which the Bureau of Labour Statistics has been following the development of the co-operative movement," was a noteworthy feature of the new growth. While the long-term results of this interest were uncertain, in many cases, local unions and their members throughout most of the United States were taking action. Generally, the aim was the setting up of full-scale co-operative stores or super-markets, and the raising of funds sufficient to operate them. In some instances, however, medical care or housing were the objectives sought. In the meantime advancing living costs were leading "to case-lot sales in union halls and headquarters, or in depots opened for that purpose."

Though welcoming labour interest and activity in the co-operative movement, leaders in the latter were, for a number of reasons, showing some concern over the case-lot sales idea: (1) such sales lent themselves only to staple groceries, such as canned goods, whereas it was perishable goods that were increasing most in price; (2) the grocery business was one of "narrow margins" and it was feared that union members expected greater savings than were possible; (3) unless sales were made at sufficiently high prices, not only to provide savings for the purchaser but also to build capital for a full-scale business, the results would be only temporary; (4) if sales were made at cost, or below, the regular current retail prices, local retailers would be antagonized.

As a result, co-operators were making efforts to see that distributions should take place through co-operative channels; that sales were made at, or near, current prices, with patronage refunds at stated intervals and the remainder of the earnings put into a reserve to finance future stores; and that educational work should go along with such distribution, so as to promote membership in permanent co-operatives.

### **Housing Associations**

Many and varied housing projects were reported to be in various stages of progress. The size of the projects ranged from 30 to 1,800 dwellings, with an average of about 350. Some of the projects were well advanced, but others were only in the recruiting stages. With the removal of controls on building materials in June, 1947, others, besides veterans' groups, were finding it possible to proceed with construction, the chief deterrent being high prices. A further brake on progress was the stoppage of sale of public housing to co-operatives on long-term mortgages. Thus it was necessary to arrange private financing, which usually meant delays in getting under way. Moreover, the Federal Housing administrators decreed during the year that "in the disposal of government-owned housing, preference would be given to veterans' co-operatives in cases where it is not feasible to sub-divide a project for sale to individual buyers."

Co-operative apartment houses were reported to be in process of development in a few places notably in New York, where many projects were stated to be in various stages of progress. Several housing conferences were being held throughout the country with a view to ironing out difficulties, and generally facilitating co-operative housing schemes in their respective areas.

### **Medical and Hospital Associations**

At least 20 co-operative hospitals were reported to be in operation, as compared with nine at the end of 1946. Several others were projected and some of the older ones were enlarging their facilities. The membership in hospitals already functioning ranged from about 400 to 2,500 with an average of about 1,350. Including dependents, probably three or four times these members were eligible for treatment.

It was estimated that organizing a co-operative hospital association required from one and one-half to two years. Such factors as the large amount of capital



required for buildings and equipment, as well as technical knowledge, and the creation of a large membership base, all tended to cause delays. Then too, it was found in a few cases that local opposition from non-co-operative sources caused the abandonment of plans.

The Co-operative Health Federation of America (to which separate reference is made below) held its first annual meeting in September, 1947. The meeting mapped out a program of technical aid to new groups on legal, architectural, financial, and personnel problems, and of health education through distribution of leaflets. A link between this branch of the co-operative movement and the Co-operative League

## Co-operative Health Projects in United States

It is reported by the International Labour Office that "one of the newer forms of co-operative activity to emerge on a nationally co-ordinated basis in America is the movement for the provision of 'consumer-sponsored health plans.'" It is headed by the Co-operative Health Federation of America, which was founded in August, 1946, by 24 co-operative health associations operating on a regional basis in the United States and Canada.

The Federation is grounded upon three basic principles: "(1) the right of patients to organize voluntarily for the purpose of securing medical services; (2) consumer-organized, medical-care plans as an instrument for bringing the art and science of medicine more effectively to the people; (3) public responsibility for assuring that health and medical services are available for all people without economic or other barriers." Its principal objects are stated to be "to carry on educational, legislative, advisory, public relations and research activities for the protection of the health of its members and the public."

The founder-organizations of the Federation represented over 200,000 users of medical and hospital projects under "consumer" auspices. It was estimated at the outset that projects representing at least another 750,000 users of medical services were immediately eligible for membership. Several units have since joined the Federation and a number of new units have been formed in various States. Further, farmer and consumer co-operative organizations, trade unions and other non-profit community service bodies may become associate members of the Federation. These associates have the right to nominate five

had already been forged when the secretary of the latter accepted the position of executive director of the federation.

## Other Service Associations

Scattered reports indicated, it was said, that with the lifting of credit limitations and the return of higher-priced consumer goods to the market, credit-union business had taken a sharp upward trend. The same was true of co-operative insurance organizations. However, the insurance associations pointed to increased accident claims which were making necessary a consideration of increased rates for automobile insurance in some cases.

members of the Board of the Federation, subject to the approval of the Board elected by the regular delegates to the Federation Congress.

The Federation, it is stated, has set up committees for medical-care planning among labour groups, rural groups, and farmers and other co-operative groups. These committees are for the purpose of analysing the situation among the various groups and of helping to organize them, as well as provide them with technical, professional and legal assistance. In addition, the Federation has undertaken a personal-health education program.

The following principles are enumerated as being common to most of the co-operative health projects: (1) complete health care to prevent illness; (2) complete sick care based on need of service at home, in the hospital, or at the medical centre; (3) group medical practice—a group of doctors with different specialties to supplement each other's skills and consult freely; (4) adequate, centrally-located, easily accessible facilities with modern equipment for medical diagnosis and treatment; (5) prepayment of costs, by means of an annual subscription, guaranteeing that health service will be available in case of need. (This annual subscription ranges from \$30 to \$80 per family); (6) democratic, non-profit organization, and consumer control.

In some of the States the co-operative health movement faces difficulties arising from inadequate and sometimes prohibitive legislation. Laws forbidding, or restricting the right to organize medical-care and prepayment plans are operative in 22 States. Recently, however, the State of Wisconsin passed what is described as "the first

effective enabling Act for co-operative health plans in the United States." This law provides for the organization of "co-operative associations . . . without capital stock . . . to establish and operate in the State . . . a non-profit plan or plans for sickness care, including hospital care, for their members and their dependents, through contracts with physicians, medical societies, dentists, dental societies, hospitals and others." The law also permits such associations to construct, maintain, and operate non-profit hospitals, and it prohibits

discrimination by hospitals against any "physician and surgeon or dentist with respect to the use of such hospitals' facilities by reason of participation in a sickness care plan of a co-operative." However, any co-operative health plan is required to provide at least one physician or dentist for each 2,000 persons covered, and a minimum of six hospital beds for every 2,000 insured persons. Participation in any plan set up by a co-operative is to be open to any licensed practitioner who agrees to observe the terms of the plan.

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## WORKMEN'S COMPENSATION IN ALBERTA

The total number of accidents reported to the Workmen's Compensation Board of Alberta in 1947 was 25,864, as compared with 23,068 in 1946, an increase of 2,796. (This increase may in part be due to employment in Alberta in 1947 being higher than in the previous year.) There were 88 fatal cases reported in 1947, including one resulting from accident in a previous year. The total revenue for the year was \$4,798,703.15. From this is deducted \$236,270 for estimated or adjusted merit rebates, making a net total of \$4,562,433.15. The total expenditure amounted to \$4,206,189.50, leaving a provisional surplus of \$356,243.65. The largest revenue item was that of assessments, amounting to \$4,466,192.16, followed by interest of \$319,666.72 and penalties totalling \$12,844.27.

Compensation payments amounted to \$721,226.52; cost of medical services, \$365,778.06; provision for disasters,

\$211,120.90; provision for silicosis reserve, \$126,365; provision for claims pending, \$2,086,400; administration and general expenses, including mine rescue stations, \$287,494.49. The capitalized cost of pension awards amounted to \$407,804.53.

Statistics for the year 1947 may be summarized as follows: number of employers within the scope of the Act as at December 31, 1947, 9,448; accidents reported during 1947, 25,864; accidents and claims not finally disposed of at December 31, 1946, 3,150; claims disposed of by award of pension or payment of compensation, 11,632; claims disposed of by payment only of account for medical aid, 8,603; accidents disposed of for which no application for compensation was received, 683; accidents disposed of on which no compensation was due, 3,348; claims disposed of by other means, 1,642; (accidents and claims not finally disposed of at December 31, 1947, 3,106.)

This section contains articles on industrial relations in the field coming under the jurisdiction of the federal Department of Labour.

## INDUSTRIAL DISPUTES AND CONCILIATION

*August, 1948, was the last month in which the Wartime Labour Relations Regulations, P.C. 1003, were operative. The new Industrial Relations and Disputes Investigation Act is now in effect.*

### Introduction

In the field of industrial relations coming under the jurisdiction of the federal Department of Labour, the month of August, 1948, was significant chiefly for the proclamation of the new Industrial Relations and Disputes Investigation Act to take effect on September 1. The Wartime Labour Relations Board (National) met and brought to a conclusion its affairs under the Wartime Labour Relations Regulations, P.C. 1003.

In administering the wartime regulations, from its inception in March, 1944, the Board dealt with 700 applications for the certification of bargaining representatives, of which 388 were granted, 136 rejected, and 25 referred to provincial labour relations boards. Eleven cases were left pending for disposition under the provisions of the new legislation. The members of the wartime board were then sworn in, without

change of personnel, as members of the Canada Labour Relations Board which is charged with the administration of the new Act.

The most important industrial dispute which required the attention of the Industrial Relations Branch during the month was one between the Trans-Canada Air Lines and its pilots represented by the Canadian Airline Pilots' Association. The report of a Board of Conciliation which investigated the dispute was submitted to the Minister of Labour during August, and is published elsewhere in this section. Subsequently, the Company accepted the recommendations contained in the majority Report, but the union rejected them on behalf of the employees affected. Later a senior officer of the Department conferred with the parties in an effort to find a solution of the dispute. At the time of writing no settlement had been reached.

### Applications for Certification Under the Wartime Labour Relations Regulations

The Wartime Labour Relations Board (National) met for two days during the month of August. During the month the Board received five applications, held four hearings, issued nine certificates designating bargaining representatives, ordered one representation vote, rejected one application and allowed the withdrawal of two applications.

#### Applications for Certification Granted

(1) The Brotherhood of Maintenance of Way Employees and certain of its officers for the coal chute operators and coalmen employed by S. H. Rich, in connection with coal dock operations for

the Canadian Pacific Railway Company, Vancouver, B.C.

The Board found that the employees in question were employed exclusively upon or in connection with railway operations.

- (2) Canadian Communications Association, Local No. 6, and certain of its officers for employees in the Operating and Engineering Departments of The Pacific Cable Board, associated with Cable and Wireless Limited, and Halifax and Bermudas Cable Company, Limited. Clerical employees, supervisors and traffic representatives were excluded from the bargaining unit.
- (3) International Association of Machinists and one of its officers for employees in



numerous classifications in the Maintenance and Overhaul Department, Station Services Department and Stores Department of Trans-Canada Air Lines, Limited.

Approximately 1,900 employees of the company throughout Canada were contained in the bargaining unit.

- (4) The International Association of Machinists and one of its officers for the field maintenance and shop employees of Canadian Pacific Air Lines, Limited, engaged in the maintenance of aircraft, aero engines and other such equipment. Employees exercising wholly supervisory duties including foremen, chief inspectors, chief mechanics and storekeepers, Engineering Department employees and employees performing wholly clerical or stenographic duties were excluded from the bargaining unit.
- (5) Canadian Seamen's Union and certain of its officers for the unlicensed personnel employed on tugs of the Canadian Tugboat Company, Limited, Vancouver, B.C.
- (6) National Harbours Board Employees' Association of Prescott and certain of its officers for the prevailing rates employees paid on an hourly basis at the Prescott elevator of the National Harbours Board. Monthly-rated employees and certain supervisors were excluded from the bargaining unit.
- (7) Canadian Brotherhood of Railway Employees & Other Transport Workers, Div. 123, and certain of its officers for women cleaners employed by the Toronto Terminals Railway Company at the Canadian National Express Building and Union Station, Toronto, Ont.
- (8) Canadian Brotherhood of Railway Employees & Other Transport Workers and certain of its officers for Bulldozer Operators & Helpers employed in the Engineering Department, Canadian National Railways, Western Region.
- (9) Flin Flon Base Metal Workers' Federal Union, No. 172, and certain of its officers for the hourly-rated employees of R. M. McIsaac, Flin Flon, Man., engaged on diamond drilling development and exploration work in connection with the operations of the Hudson Bay Mining & Smelting Company, Limited.

Employees engaged in a confidential or supervisory capacity were excluded from the bargaining unit.

### **Representation Vote Ordered**

Transport Drivers, Warehousemen & Helpers' Union (Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America) and Canadian Association of Automobile Workers and Kingsway Transports, Limited, Montreal, P.Q. (L.G., July, 1948, p. 736 and Aug., 1948, p. 853). Following an investigation of the application, the Board ordered a representation vote of the employees of Kingsway Transports Limited, Montreal.

The names of the two applicant organizations, Transport Drivers, Warehousemen & Helpers' Union (Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America) and Canadian Association of Automobile Workers, will appear on the ballot.

The list of eligible voters will be composed of classifications of mechanics, mechanics' helpers, servicemen, metal workers, welders, bodymen, washers, painters, electricians and labourer.

Mr. L. Pepin, Industrial Relations Officer of the Dominion Department of Labour, Montreal, P.Q., has been appointed by the Board to conduct the vote.

### **Application Rejected**

Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees and Canadian Pacific Railway Company, Victoria, B.C. (L.G., Aug., 1948, p. 853). Following an investigation of the application and a vote of the employees, the Board rejected the application for the reason that it was not supported by a majority of the employees affected.

### **Applications for Certification Withdrawn**

- (1) Canadian Seamen's Union and Imperial Oil Limited, Vancouver, B.C. (L.G., Aug., 1948, p. 853). On the request of counsel for the union, the application was withdrawn.
- (2) Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees and Canadian Pacific Railway Company, Montreal, P.Q. (L.G., Aug., 1948, p. 853). On the request of F. H. Hall, Vice-President of the union, the application was withdrawn.

## Applications for Certification Received During the Month of August, 1948.

- (1) Flin Flon Base Metal Workers' Federal Union, No. 172, on behalf of employees of R. M. McIsaac, Flin Flon, Man., engaged on diamond drilling development and exploration work in connection with the operations of the Hudson Bay Mining & Smelting Company, Limited.
- (2) Canadian Seamen's Union on behalf of the unlicensed personnel on board the ss. *Assiniboia*, ss. *Keewatin*, and ss. *Manitoba* of the Canadian Pacific Railway Company, Montreal, P.Q. These three vessels operate on the Upper Great Lakes.
- (3) Transport Drivers, Warehousemen & Helpers' Union (Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America) on behalf of chauffeurs and chauffeurs' helpers employed by Maislin Bros. Transport, Montreal, P.Q.
- (4) Canadian Brotherhood of Railway Employees & Other Transport Workers on behalf of autobus chauffeurs employed by Hull City Transport Limited, Hull, P.Q.
- (5) Canadian Marconi System Div. No. 59, Commercial Telegraphers' Union, on behalf of radio telegraph operators, technicians, telephone operators and delivery clerks employed at the Central Telegraph Office, Montreal, P.Q., and shift engineers employed at Drummondville Station, Que., and Yamachiche Station, Que., of the Canadian Marconi Company, Limited, Montreal, P.Q.

## Conciliation Proceedings Under the Wartime Labour Relations Regulations

The Wartime Labour Relations Regulations, which were revoked at the end of August on the coming into effect of the Industrial Relations and Disputes Investigation Act, provided conciliation machinery for the settlement of disputes where negotiations for an agreement following certification of bargaining representatives, or negotiations for the renewal of an existing agreement, had been unsuccessfully continued for thirty days, following the days of notice prescribed by the Regulations. Disputes of this nature were referred to the Minister of Labour by the Wartime Labour Relations Board (National). The Minister then appointed a Conciliation Officer to confer with the parties and endeavour to effect an agreement. If the Conciliation Officer was unable to bring about settlement of the matters in dispute and reported that in his view an agreement might be facilitated by the appointment of a Conciliation Board, a Board was then established by the Minister. The duty of such a Board was to endeavour to effect an agreement between the parties on the matters in dispute and to report its findings and recommendations to the Minister.

### Assignment of Conciliation Officer

On August 27, 1948, F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ont., was appointed Conciliation Officer to deal with a dispute between the Bell Telephone Company of Canada and its employees who are represented by the Commercial Employees' Organization.

### Agreement Facilitated by Conciliation Officer

On August 6, 1948, the Minister of Labour received a report from F. J. Ainsborough, Conciliation Officer, indicating the settlement of matters in dispute between the Michigan Central Railroad and certain of its employees at Windsor and Niagara Falls, Ont., represented by the Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees (AFL-TLC) (L.G., Aug., 1948, p. 854).

### Board Fully Constituted

On August 13, 1948, the Conciliation Board established to deal with a dispute between the Ottawa Light, Heat & Power Company, Ltd., and its employees who are represented by Local B1440, International Brotherhood of Electrical Workers (AFL-TLC) was fully constituted with the appointment of His Honour Judge A. Cochrane, Brampton, Ont., as Chairman of the Board, in the absence of a joint recommendation by the other two members of the Board, D. K. MacTavish, K.C., and M. W. Wright, both of Ottawa, who were appointed on the nomination of the employer and employees, respectively (L.G., Sept., 1948, p. 984).

### Board Report Received

On August 6, 1948, the Minister of Labour received the report of the Conciliation Board established to deal with a dispute between Trans-Canada Air Lines and the Canadian Airline Pilots' Association (L.G., April, 1948, p. 313). The text of the Board's report is reproduced below.

# REPORT OF BOARD in dispute between

## Trans-Canada Air Lines and Canadian Air Line Pilots' Association

On August 6, 1948, the Minister of Labour received the report of the Conciliation Board established to deal with matters in dispute between Trans-Canada Air Lines and the Canadian Air Line Pilots' Association. The personnel of the Board was as follows: The Hon. Mr. Justice J. E. Adamson, of the Manitoba Court of Appeal, Winnipeg, Chairman, appointed by the Minister in the absence of a joint recommendation by the other two members of the Board, R. D. Guy, K.C., and John J. Kelly, K.C., both of Winnipeg, who had been appointed on the nomination of the employer and the employees, respectively. (L.G., April, 1948, p. 313).

### Report of Board

The Hon. HUMPHREY MITCHELL,  
Minister of Labour,  
Department of Labour,  
Ottawa.

SIR:

On the 10th February, 1948, you appointed a Conciliation Board to endeavour to effect an agreement between the parties. The disagreement is between Trans-Canada Air Lines, hereafter called "TCA" and their

pilots represented by the Canadian Air Line Pilots' Association, referred to as "CALPA".

By a collective agreement bearing date June 27, 1945, and made between TCA and the Air Pilots in the service of TCA as represented by CALPA, salary rates, hours of service and conditions of employment were established for air line pilots employed in the service of TCA. This agreement continued in full force and effect until the 31st day of July, 1947. The parties then sought a revision thereof and negotiations for a new agreement were commenced.

Both of the parties suggested numerous changes in the present agreement. It is gratifying to be able to say that all matters in dispute have been agreed upon except the question of wages.

Pilots in TCA service are of two classes, i.e., Captains and First Officers, and this term when used in this report includes both. Those affected by this dispute comprise personnel employed on TCA domestic service only, and were, as at 31st December, 1947, as follows:—

Captains .....	104
First Officers .....	110

### Comparison of Company and Canadian Air Line Pilots' Association wage proposals with original and current wage scales for captains employed in the domestic operations.

Length of Company service on line assignments	Original wage scale effective July 1, 1938	Current wage scale		T.C.A. proposed wage scale		C.A.L.P.A. proposed wage scale	
		Mountain terrain	Flat terrain	Mountain terrain	Flat terrain	Mountain terrain	Flat terrain
<b>TWIN-ENGINE EQUIPMENT</b>							
1st 6 months.....	\$400	\$420	\$420	\$450	\$450	\$546	\$546
2nd and 3rd 6 months...	500	570	520	600	550	726	676
4th and 5th 6 months...	600	670	620	700	650	856	806
Thereafter.....	700	770	720	800	750	986	936
<b>FOUR-ENGINE EQUIPMENT</b>							
1st 6 months.....				Company does not propose terrain differentials on this equipment	550	CALPA does not propose terrain differentials on this equipment	770
2nd and 3rd 6 months...					650		877
4th and 5th 6 months...					750		985
Thereafter.....					850		1,094



TCA exhibit 10.1 shows the original wage scale, the current wage scale, TCA's proposed wage scale and CALPA's proposed wage scale for Captains. The following is that exhibit in part.

To put it briefly, the Captains have received only two raises in pay since July, 1938. First there was \$20 per month increase all through, which was the incorporation of the cost-of-living bonus as additional wages. Secondly, there was an increase of \$50 per month to those Captains flying mountain terrain. TCA's proposal is to increase Captains' pay \$30 per month. They also propose to pay Captains flying four-engine equipment an additional \$100 per month. CALPA's proposal is that Captains start at \$546 per month and after two and one-half years be paid \$986 per month for mountain terrain and \$936 per month for flat terrain, instead of TCA's proposal of \$800 per month for mountain terrain and \$750 per month for flat terrain. They also ask that Captains flying four-engine equipment be paid \$1,094 per month instead of \$850.

TCA's exhibit 10.2 shows the original wage scale, the current wage scale, their proposed wage scale and CALPA's proposal for First Officers. It is in part:

It will be seen from this exhibit that TCA do not propose to increase the wage

of the First Officers. They do propose a new classification of "Reserve Captain" who will be paid \$400 per month. This classification will be applied to a group of senior First Officers which will give them an additional \$30 per month.

TCA's proposed increase will cost \$92,000 per annum. CALPA's proposal, if carried out, would cost \$500,000 per annum on domestic service only.

TCA pilots are paid a flat rate monthly salary regardless of the number of hours flown, while at the same time, their flying hours are limited by agreement. This is substantially different from the general practice in the transportation industry where operating personnel are paid only for the work actually performed.

In addition to their pay, pilots have certain perquisites.

1. *Vacations*.—Pilots are granted 2 weeks' vacation per annum with full pay.

2. *Sick Leave*.—Pilots are allowed 12 days sick leave with full pay for each year of service, and are allowed to accumulate indefinitely for additional sick pay benefits, one-half the unused portion of each year's sick leave credit. For example, a pilot who had not lost any time due to sickness for five years could, in his sixth year, be off duty for 42 days without loss of pay.

**Comparison of Company and Canadian Air Line Pilots' Association wage proposals with original and current wage scales for first officers in domestic operations**

Length of Company service on line assignment	Original wage scale effective July 1, 1948	Current wage scale	T.C.A. proposed wage scale	C.A.L.P.A. proposed wage scale
<b>TWIN-ENGINE EQUIPMENT—</b>				
1st 6 months.....	\$200.00	\$270.00	\$270.00	\$351.00
2nd 6 months.....	250.00	320.00	320.00	416.00
3rd 6 months.....	250.00	370.00	370.00	481.00
4th and 5th 6 months.....	300.00	370.00	370.00	481.00
Thereafter.....	350.00	370.00	370.00	481.00
Reserve Captain (4).....	None	None	400.00	511.00
<b>FOUR-ENGINE EQUIPMENT—</b>				
1st 6 months.....			270.00	401.00
2nd 6 months.....			320.00	466.00
3rd 6 months.....			370.00	531.00
4th and 5th 6 months.....			370.00	531.00
Thereafter.....			370.00	531.00
Reserve Captain (4).....			400.00	531.00

3. *Uniform Allowance.*—Effective 1st January, 1948, TCA gives a flat rate allowance of \$40 per uniform.

4. *Transportation Privileges.*—For vacation purposes all employees are granted free passage over TCA's domestic lines for themselves and dependent members of their family.

In addition to free air passage, by arrangement between TCA and the Canadian National Railways, TCA employees and their dependents are allowed one free passage a year over the railway's lines.

5. *Medical Exam. Costs.*—TCA bears the full cost of the initial and all subsequent periodic medical examinations.

6. *Expenses while on Duty.*—Pilots, when they are away from their home station, are provided with limousine service to and from the airport, accommodation at first-class hotels, and meal expenses. They are also provided with meal service while in flight.

The current allowances for meals at other than home stations are \$3.25 per day in Canada and \$4 per day for pilots laying over at United States airports.

The following table indicates the cost to TCA during the first ten months of 1947 of pilot cycle expenses.

Hotel and Taxi Service.....	\$ 37,962.00
Meal Expenses at Layover	
Points .....	42,738.00
Cost of Meal Service in Flight.	32,034.00
<hr/>	
Total for 10 months..	\$ 112,734.00

Average number of pilots per month .....	245
Average cost per month per pilot .....	46.00

This represents an approximate total cost for the year of \$135,000.

7. *Expense of Transfer.*—TCA allows each Captain the expense of one transfer to the base of his choice during his employment through the process of bidding and seniority, regardless of his marital status, the distance of the move or the amount of personal and household effects involved. Should TCA then transfer the Captain away from the base of his choice, he is again entitled to another transfer at TCA's expense.

8. *Insurance Benefits.*—Pilots participate in a Group Life Insurance plan which includes all TCA employees and is sponsored by TCA.

TCA pays the total premium on the flight risk of this Group Life Insurance for pilots. This provides for a basic coverage of \$5,000.

Under this Group Life plan a pilot may elect to apply for an additional \$5,000 Group Life Insurance (both ground and flight risk) at a monthly premium rate of \$3.50. Thus under the terms of this Group Life Insurance plan a pilot may insure to the extent of \$10,000 at a very low cost.

9. *Workmen's Compensation Benefits.*—The normal Workmen's Compensation allowance for death or injury while on duty applies to TCA pilots. Further, it has been TCA's policy in cases of injury while on duty to supplement the Workmen's Compensation allowance by an additional amount which brings the employee's total allowance up to his normal salary. Only in cases where negligence on the part of the employee was responsible for the injury have exceptions been made to this policy. In effect, therefore, TCA pays not only the employee's full salary for time lost because of injury but also the medical and hospital expenses incurred.

10. *Retirement Benefits.*—TCA provides a pension plan to all employees and contributes a sum each month, from the date of commencement of employment, equal to the employee's contribution up to a maximum of 5 per cent of his salary.

The present agreement limits the flying hours to 85 hours per month. Assuming that going to and coming from the airport and waiting at the airport adds 50 per cent to this, you have only a 4½ hour day. And while on vacation credit is given for 14 days' flying time.

During the argument and in the comprehensive briefs which were filed, not one word in criticism or complaint was made as to working conditions. It must be found as a fact that the TCA pilot enjoys working conditions, advantages and benefits, together with a degree of security difficult to equal anywhere in any occupation.

To become a pilot an expensive investment in a formal education is not necessary. TCA does not insist on a fixed standard of education as a requirement for acceptance as a pilot trainee. Stress is laid on the ability to perform the duties assigned and not on scholarship. An analysis of the educational qualifications of TCA's pilots shows that:—

Per cent	
1·27	have grade 7 or 8 standing.
6·30	have grade 9 or 10 standing.
73·30	have grade 11 or 12 standing.
17·53	have some university education, and
1·6	are university graduates.

— 100

This is a most moderate and inexpensive education and takes few if any of the adult



years. No profession, and very few if any of the more highly paid positions in business or industry are attained with so little academic education and so early in life. It has been submitted that a pilot's flying life ends earlier than employment in most other vocations. In considering this point it should be remembered that it may and usually does commence earlier.

The minimum age for a person to hold a public transport certificate is 21 years. TCA exhibit 12.2 says in part:—

"2. *Licence Requirements.*

- (a) It is necessary for all pilot applicants to hold Canadian 'Public Transport Certificate', prior to employment.
- (b) Pilot applicants must also hold Canadian 'Radio-Telephone Restricted Certificate', prior to employment.
- (c) TCA may waive the above requirements and accept for training, pilots who have not actually obtained such licences. In such case, it is a condition of employment that upon completion of training, if licences have not been obtained, the individual will be placed on 'Leave without Pay' until such time as licences are obtained.

3. *Training and Probationary Period.*

- (a) The First Officer training course consists of three general phases.
  - i. Lectures and examinations in selected subjects.
  - ii. Link training course.
  - iii. Flight training course.

It is necessary to attain the required standard before progressing to the next phase of training. If at any time during this period, the individual is considered to be unqualified for further training and progression to the next phase, TCA reserves the right to dispense with his services.

- (b) Upon successful completion of the training course, First Officers are assigned to regular line duties, the date of first flight establishing seniority as a First Officer with TCA. It must be *definitely understood* that all First Officers are considered to be future Captain material. They are given every assistance to develop and maintain the high standard demanded by TCA and their progress is closely monitored at all times. In the event that the necessary qualifications for future Captaincy are not demonstrated after a reasonable period of line duties, TCA reserves the right to dispense with his services subject to terms of agreement between the Canadian Airline Pilots' Association and Trans-Canada Air Lines, August 1, 1946. First Officers are automatically on probation for the first twelve months of line duty, which period may be extended to eighteen months.

4. *Salary Rating.*

- (a) The current salary schedule for First Officers is as follows:—

	Per month
<i>Training prior to line assignment.</i>	\$170.00
<i>Line Assignment—</i>	
First six months.....	270.00
Second six months.....	320.00
Third six months and thereafter.	370.00"

A young man who has attained grade 10, 11 or 12, must, as a rule, have his pilot's licence and "Radio-Telephone Restricted Certificate" to qualify for employment as a First Officer. These he can ordinarily secure by a few months course at an air school and are not difficult to obtain. TCA however, does not rely greatly on the previous training of their pilots. Before assigning them to line duty they give them their own lectures and course of training to bring them to the high standard and efficiency required for their flying personnel. TCA's estimate of the cost to qualify a man for his Captaincy is \$6,865. This figure does not include the wage they pay him while this training is being given. Captain equipment conversion cost twin-engine to four-engine aircraft is estimated at \$3,835.

In addition Captains are permitted to make use of TCA aircraft one hour per month for instrument practice, and at six-month intervals, every Captain is given an "IFR" check of two hours by a TCA Check Pilot, which means another \$900 per year in cost to TCA for each Captain.

The fact is that TCA pays a large part of the cost of training and instruction which qualifies the First Officers and Captains to earn the very substantial wage they receive. In addition they pay their wages while they are receiving such training.

To sum up, to be a pilot with TCA does not require large intellectual attainments or high educational standards. He must be healthy and have all his faculties. He must be a personable young man of character. He must have emotional stability, good judgment, and above all he must be steady, reliable and dependable.

Most people can learn to drive an automobile with little training. We all know, however, how different drivers are. Some are a constant menace; others are always careful and alert. Most young men of ordinary education, at small expense, can obtain a pilot's licence. Why then these high wages? The only justification for the wages paid pilots today is to give TCA wide selectivity in obtaining men of the requisite calibre. It is these qualities in its pilots which have given TCA the enviable reputation and record which it enjoys. How far beyond the substantial wages now paid TCA should go to obtain these qualities in their flying personnel is and should be purely a matter of policy for them.

The reason for high pilot wages lies partly in the history of the organization of TCA in 1938. When TCA was established, its management considered it of the utmost



importance that the best and most experienced pilots in Canada be obtained. These pilots made possible the establishment of an efficient service at once and further provided material for the filling of supervisory posts. A large proportion of the pilots whom TCA originally employed were then already receiving substantial salaries as pilots in full charge of aircraft and, in order to get these men, it was considered necessary to establish a level of wages for Captains which would provide a long-range inducement and particularly a First Officer scale sufficiently high to enable experienced pilots to come to TCA without taking any considerable temporary salary reduction.

The pilots who joined TCA in the early stages of its development were, in the main, experienced men who had helped to pioneer aviation in this country in bush flying over vast expanses of land and water without the benefit of the improved airport, navigation and communication facilities available in the present TCA service. The high wage levels which TCA decided on were given to attract these pilots to its service.

One reason urged for high wages for flying personnel is that flying life expectancy is shorter than in business and industry. To what age pilots generally may be able to carry on as such is a moot question. The business of flying on its present scale is of such recent growth that statistics do not tell the whole story. TCA's exhibit 23.1 shows the age distribution of pilots in U.S.A. owned aeroplanes. That exhibit is, in part, as follows:—

Age Groups	All Airline Pilots	
	Number	Per Cent
24 and under.....	269	3.7
25-29 .....	2,869	39.6
30-34 .....	2,169	30.0
35-39 .....	1,232	17.0
40-44 .....	464	6.4
45-49 .....	139	1.9
50 and over.....	95	1.4
Total .....	7,237	100.0

Considering the recent growth of the flying industry it is to be expected that the percentages of those in their 40's and 50's will greatly increase in the years to come.

The average of TCA's Captains is 29.8 years and the average age of First Officers is 26.8 years. These low averages are due to the fact that TCA is young and that commercial flying in this country is a comparatively recent development.

Dr. Ross A. McFarland, Assistant Professor of Industrial Research at the

Graduate School of Business Administration, Harvard University, who is the recognized authority in the United States in this field, gave the only evidence taken on the flying expectancy of pilots before the President's Emergency Board on United States Airline Pilots salaries in 1946.

In the course of his testimony Dr. McFarland confirmed his views quoted from an article previously written by him as follows:—

No better practical illustration can be found where it is considered important to preserve the knowledge and experience of older employees than in the case of pilots in civil aviation. After an airline pilot has flown many thousands of hours, he possesses training and judgment in the air which cannot be purchased, at any price. Any airline would give large sums to prolong the useful lives of the older pilots. One of the largest operating companies has over 100 pilots who are over 45 years of age. Most of these men are in excellent health and are doing their best work at 45 to 50 years of age. It is recognized that they are a highly selected group and that if they live wisely with regard to diet and exercise, and the excessive use of alcohol and tobacco, they may be able to fly until they are 50 to 55 years of age. When they reach this age, questions relating to their being grounded will naturally arise. Can these older pilots react with sufficient speed and adequate visual acuity and depth perception for safely landing the plane, especially at the end of long flights, at high altitudes where fatigue and oxygen want become important factors. Consideration is now being given to retaining the experience and judgment of these older pilots in operating large aircraft by having them serve in a capacity similar to that of a sea captain. They co-ordinate and direct the flight but do not actually handle the controls during take-offs and landings where the younger man might excel because of quicker reaction time and more accurate vision.

General Malcolm C. Grow, the Air Surgeon, United States Army Air Corps, in his book entitled, "A Medical Hand Book for Flyers", issued in 1941, states in part as follows:—(page 164)

With respect to trained flyers, age is not such an important factor as it was once thought it would be. Experience has shown that in routine flying, the older a pilot gets, the safer he becomes, up to about the age of 38 and that he then maintains that degree of safety as long as he maintains the required degree of fitness. At the present time, it appears that this fitness can be maintained up to about age 60 among the majority of those who make an intelligent effort to live in the most healthful manner.

From all the data available and from informed opinion it would seem reasonably certain that pilots generally will be able to carry on as such until they are from 50 to 55 years of age. It will probably be found

that the judgment and experience of the older pilot will make up for some, if not all, of the resiliency of youth which he may have lost. It can be stated with certainty that the present flying life expectancy of a pilot is much longer than was that expectancy when TCA pilots' wages were first fixed in 1938. That element, therefore, as justifying high salaries is substantially reduced.

It has been referred to already, but may be repeated here, that while life as a pilot ends somewhat earlier than in many other occupations there are not many other occupations in which the pay at 21 or 22 is as large as the pay of a First Officer, or in which the pay at 24 or 25 is as large as a Captain's pay. If flying life is shorter at one end it is longer at the other. The fact is that a young man who adopts flying as a career at 21 or 22 years of age, and is fortunate enough to be taken in by TCA, has an opportunity of retiring with a competence at 50 to 55 years of age comparable to that of men in most occupations retiring at 65 to 70 years of age.

As pointed out in argument, many who cease to be pilots are given other positions with TCA. This appears to have been the policy of TCA and it is proper to remark upon its wisdom as being certain to contribute not only to the good will existing between TCA and its personnel, but to their mutual benefit. This compensates to some extent those, who for one reason or another, may have to retire as pilots earlier than expected.

Another and probably the chief reason for high pilot wages was the hazard of flying even 10 years ago. When commercial airlines were first established they were ill-equipped by today's standards. *Hazard* was an ever present and major consideration. In fact many Insurance Companies refused life insurance to pilots, and those who did offer policies charged very high premium rates.

Because of this situation commercial airlines had to compensate for this *Risk* or *Hazard* by offering high wages.

Today, commercial airlines are equipped with the most modern aircraft, navigation, communication and airport facilities.

The hazard involved in flying a modern aircraft on a modern airline is no greater than the hazard in occupations representative of many major industries in Canada

and should have little weight in the consideration of pilots' wages.

The changing situation with respect to hazard is well summed up in an article entitled "Collective Bargaining by Airline Pilots" by Herbert Northrup, in Volume LXI of the *Quarterly Journal of Economics*, Harvard University Press, page 572. It states in part:—

The ALPA has laid great stress in wage negotiations on the argument that piloting is a hazardous occupation, and Decision 83 was adopted to a large extent on that basis. In 1932 the rate of fatalities per thousand among pilots and co-pilots was 35. That rate has steadily decreased, and in 1945 was only 2.6 fatalities per thousand. The lower fatality rate is reflected in pilots' insurance rates which in 1931 were \$50 extra premium per thousand, whereas the extra premium in 1945 and 1946 was only \$3 and \$2.50 per thousand, respectively.

The hazards of pilots compare favourably with other similar employments; for example, the fatality rates for 1945 for railroad passenger engineers was 3.2 per thousand; for yard brakemen and helpers 3.4 per thousand. Similarly, extra premiums for insurance in these railroad occupations and in numerous other occupations and industries exceed those which pilots are now forced to pay.

As a direct result of the present situation as outlined in the above articles, group insurance rates in Canada for commercial airline pilots have decreased from \$50 per \$1,000 in 1931 to \$3 per \$1,000 in 1948. In TCA Group Insurance Rates for Flight Risk dropped from \$17.50 per \$1,000 in 1938 to \$3 per \$1,000 in 1948. Since Insurance Companies carefully consider their rate structure, this rapid drop in premium rates is significant.

TCA exhibit 21.1 indicates the additional premiums required per \$1,000 on ordinary life insurance for individuals engaged in the occupations listed. This exhibit 21.1 provides the comparative table of rates presently in effect by the Great-West Life Assurance Company, Winnipeg.

The amount of the extra premium indicates the extent of the *Risk* attached to the occupation in the opinion of the Assurance Company.

As the exhibit shows there are, in Canada, occupations in almost every field of endeavour which are considered more hazardous than piloting a commercial aircraft. For example, the exhibit shows the following additional premium rate in these various occupations:—





job, and the ease with which qualified applicants may be secured are prime factors in evaluating any position.

Dale Yoder, Ph.D., in his volume entitled "Personnel Management and Industrial Relations", which is a recognized Text at Queen's University, Chapter 5, page 124, outlined a "yardstick" for purposes of job evaluation. He "weighs" these factors in order of importance as follows:—

	Per cent
(1) Responsibility for policy.....	20
(2) Responsibility for property.....	16
(3) Personal contacts .....	16
(4) Experimental requirements ....	14
(5) Educational requirements .....	12
(6) Initiative required .....	12
(7) Complexity of duties.....	10
	100

The above "yardstick" can be used as a guide when comparing salaries of TCA pilots and other occupations in Canada. The most recent statistical information available shows the favourable position of TCA pilots in comparison with other Canadian occupations.

In 1938 and in 1941 First Officers at the end of 2½ years' service with TCA received salaries which, according to the 1941 census, placed them in the top 3.6 per cent of the population of Canada in so far as income is concerned.

The latest analysis of income distribution for the whole of Canada was based on the 1941 census and was published in 1942. Included as an Appendix in the "National Accounts, Income and Expenditure, 1938-1945", published by the Central Research & Development staff of the Dominion Bureau of Statistics is a study entitled, "Estimated Distribution of Income Recipients and Aggregated Income by Income Classes for Canada". The author is Mr. Lawrence Read, who had the co-operation of the School of Graduate Studies and of the Department of Political Economy of the University of Toronto for part of the work. He also had the assistance and advice of Mr. M. F. Sprott, Chief Statistician, Taxation Division, Department of National Revenue.

TCA exhibit 18.1 is taken from this study which enjoys official acknowledgment by virtue of being printed in the above mentioned National accounts. It shows the distribution of individuals according to the sizes of their incomes in the year 1941, regardless of whether paid as salaries and wages or earned otherwise or received as

so-called unearned income. Exhibit 18.1 is as follows:—

Estimated Distribution of Income Recipients  
by Income Classes  
Canada, 1942  
(Excluding Agriculture and the Armed  
Services)

Income Class \$	No.	Per cent
Under 2,000	2,866,900	82.6
2,000-2,500	301,670	8.7
2,500-3,000	119,390	3.4
3,000-5,000	120,290	3.5
5,000-10,000	46,150	1.3
10,000-25,000	14,305	0.4
Over 25,000	2,750	0.1
Over 2,000	605,555	17.4
Over 2,500	302,885	8.7
Over 3,000	183,495	5.3
Over 5,000	63,205	1.8
Over 10,000	17,055	0.5
Over 25,000	2,750	0.1

Figures taken from Appendix appearing in "National Accounts, Income and Expenditure, 1938-45" published by authority of the Hon. James A. MacKinnon, M.P., Minister of Trade and Commerce, of the Dominion Bureau of Statistics, Central Research and Development Staff, being a study prepared for the Department of Finance by Mr. Lawrence M. Read, with the assistance and advice of Mr. M. F. Sprott, Chief Statistician, Taxation, Department of National Revenue.

It will be seen that only a very small percentage of all individuals in Canada, whether paid a fixed remuneration or operating on their own account, earn as much as First Officers at \$4,200 per year. The groupings chosen by the author do not permit of exact comparisons as he combines all those from \$3,000 to \$5,000. However, it is noteworthy that only 5.3 per cent received over \$3,000 in that year, while only 1.8 per cent received over \$5,000. The midpoint between these, where recipients of \$4,000 or more might be expected to be found, is 3.6 per cent. TCA First Officers in 1941, at the end of 2½ years' service, were in the upper 3.6 per cent of the population. TCA Captains within the first year of service were in the upper 1.8 per cent of the population.

TCA exhibits 18.3 and 18.4 verified by the Dominion Bureau of Statistics show that a First Officer after one year's service, receives a salary which is in excess of the average salary in Manitoba and Saskatchewan in professions such as Dentists, Engineers, Lawyers, Physicians and Surgeons, Professors and College Principals, where a University Degree is not only required but essential. The initial financial investment of a professional man or woman

in an education and the small number who make the grade is a factor which cannot be ignored in any job comparison. *In the case of a TCA pilot such an investment is not necessary.*

In 1948 a First Officer, at the end of one year's service with TCA, earns more than the maximum salary listed in 456 out of the total of 496 occupations listed in Schedule "A" of the Manitoba Civil Service.

Schedule "A" of the Manitoba Civil Service Commission lists 496 occupational classifications. Of these only 40 have maximum salaries which exceed the salary received by a First Officer at the end of his first year with the Company (\$4,440).

TCA exhibit 18.5 lists these forty occupations and also indicates the maximum salary which may be attained in each category.

They are all responsible positions demanding a high standard of formal education, long experience, and the ability to make decisions of policy.

According to the standard suggested by Dale Yoder, Ph.D., referred to above, all these positions would receive a high rating. By the same standard a First Officer at the end of one year's service would not receive a comparable rating. In spite of this, a First Officer after one year's service receives a salary which is almost as high as that received by the men and women holding these Manitoba Civil Service positions.

In 1948 a First Officer at the end of one year's service with TCA receives a salary which exceeds all non-supervisory salaries in TCA and also compares favourably with the salaries paid in all junior supervisory positions in TCA.

First Officers are essentially an *apprentice* group and they carry out their assigned duties under the direct supervision of a superior officer. In other words they are under specific instructions and the full responsibility for the proper performance of duties assigned rests with the Captain.

In 1948 a TCA Captain on the Domestic Service (flat terrain) at the end of one year receives a salary which is in excess of the salary paid to Captains of the Canadian National Steamship "Lady" Boats in the West Indies service after they have served at least six years as Captains.

In 1948 Captains in the TCA Domestic Service (flat terrain) in their first year earn more than Assistant Deputy Ministers and Judges of the Juvenile Courts in Manitoba.

In 1948 a Captain on the Domestic Service (flat terrain) at the top of his scale receives a salary which compares favour-

ably with the salaries paid to the Cabinet Ministers in each of the Canadian Provincial Governments.

Salaries of Cabinet Ministers Canadian Provincial Governments	
Alberta .....	\$6,000
British Columbia .....	7,500
Manitoba .....	5,280
New Brunswick .....	3,500
Nova Scotia .....	8,000
Ontario .....	8,000
Quebec .....	6,000
Saskatchewan .....	5,000

(Above figures are exclusive of sessional indemnity of \$2,000.)

(Canadian Almanac for 1948.)

In 1948 a Trans-Atlantic Captain in TCA receives a salary which exceeds the salary paid to the Premier of most of the Canadian Provinces.

Salaries of Premiers Canadian Provincial Governments	
Alberta .....	\$ 8,500
British Columbia .....	9,000
Manitoba .....	7,200
New Brunswick .....	5,900
Nova Scotia .....	9,000
Ontario .....	11,995
Quebec .....	10,000
Saskatchewan .....	6,500

(Above figures are exclusive of sessional indemnity of \$2,000.)

(Canadian Almanac for 1948.)

On January 26, 1948, TCA had 3,191 unsolicited applications for the position of pilot on file and for each First Officer position in the establishment, TCA have twelve fully qualified unsolicited applicants immediately available. The reason for this situation is apparent after examining rates of pay of the pilots and of other occupations in Canada.

It is established then that TCA pilots with ordinary educations at an early age attain respected and honoured positions in which the pay is in the top bracket, being the top of 1.8 per cent for Captains and the top of 3.6 per cent for First Officers of all salaried and wage recipients. Their hours are comparatively short; their working conditions are excellent and their future is reasonably secure.

Why then are TCA pilots asking for higher wages? Why are they asking that the present great advantage they now enjoy over more than 96 per cent of wage and salary earners be increased?



The CALPA argument for increase is summed up in their brief at p. 18, where they say:—

There have been progressive salary or wage increases in practically every branch of business and industry since the repeal of the Wartime Wages Control Order and Wartime Salaries Order. There have been the natural consequences of post-war economic conditions. Manpower has been in demand. We are in the midst of a period of prosperity. The purchasing power of the public has been great; the cost of living has soared, business has expanded; profits are large. The Association recognized that on a comparable basis the salaries paid by TCA to its Captains have not been niggardly, but they were set at a time when the purchasing power of the dollar was considerably higher than it is today. They were set on a comparative basis with salaries paid to pilots in the United States, having regard to the earnings of the American Airline pilots on a formula basis. They placed the limit upon the pilot's ability to earn, whereas the American pilot had opportunities to increase his income under the system there prevailing. They were not based upon maximum earning capacity of the American pilot, but an arbitrarily established figure which purported to be comparable to an average senior Captain's earnings. All the factors which have contributed to increased salaries and wages in other fields have equal application to the TCA pilots.

And in their reply brief to TCA's brief CALPA says:—

The requests put forward by the Association at the present time are made for the purpose of maintaining the relative economic equality of TCA's flight personnel with other salaried employees in Canada.

These claims to higher wages may be summarized under four heads:—

- (1) Increased cost of living.
- (2) "Profits are large".
- (3) Integration of Canadian pilot salaries with those in U.S.A.
- (4) Maintenance of relative economic equality of TCA's flight personnel with other salaried employees in Canada.

The first point raised is the question of the increased cost of living. It is a fact that while the cost of living, according to official indices, has risen approximately 50 per cent, and while wages and salaries generally have been increased substantially, the pay of pilots has not been increased proportionally.

In general, Canadian Industry has not recognized the Cost of Living as a basis for increasing wages or granting bonuses in respect of employees receiving wages over approximately \$3,000 per year. For example, the Canadian Railways did not recognize the cost of living as justifying

bonuses for those employees receiving \$4,080 or more per annum (\$340 per month) and the Civil Service Commission of Canada did not recognize the cost of living bonus as applying to employees receiving over \$3,000 per year.

The interpretation of Wartime Wage Control Orders establishes that increases in wages to meet the cost of living are necessary only in the case of those in the lesser wage brackets.

We are in agreement with Mr. H. A. Beckwith, of Victoria, B.C. (Chairman of a Conciliation Board) filed with the Minister of Labour, October 11, 1947, in an inquiry into the dispute between Canadian National Steamship (Pacific), Canadian National Railways (British Columbia Coast, and Lakes Barge and Ferry Services), Canadian Pacific Railway Company (British Columbia Coast, Steamship Services, Union Steamship, Ltd., and Frank Waterhouse Company, Limited and Canadian Merchant Service Guild (TLC), page 1631, November, 1947 LABOUR GAZETTE), when he states in part:—

I am quite in sympathy with the argument based on the increased cost of living, but at the same time my sympathy has always been in such situations, with those in the lower brackets who suffer a real hardship when the cost of living rises. When the situation of these is fully considered I cannot be convinced that they are justified in classing themselves as in the lower brackets to that extent. It is worthy of comment that when the cost of living bonus was introduced as a wartime measure, it only applied to those whose income was less than \$2,500.

If TCA pilots are suffering because of the rise in the cost of living, consider the sad plight of the 96 per cent of wage and salary recipients in Canada who are receiving much less than they are. It should be remembered, too, that if the pay of pilots is increased it is at the expense of that other 96 per cent.

We agree with what was said on this subject by Mr. Justice Cameron and Mr. M. M. Porter, members of a Board of Conciliation between the Canadian Railways and The Railway Employees in their report dated 21st day of April, 1948. They said:—

Moreover, we hesitate to subscribe to the theory that 8 per cent of the employed workers in Canada (referring to Railway Workers) who have already achieved an average wage scale of at least 92.7 cents per hour, and who are generally recognized as among the highest paid group in Canada, should entirely escape from the burden of rises in the cost of living. It is common knowledge that the great majority of the citizens of Canada enjoy no such complete protection. The vast majority of them have wages very substantially below the



average in railway employment, and all of them (as well as the railway employees themselves) are bound to have that burden increased by any addition to the railway wage rates, either by taxation or by paying higher costs for goods which have been subjected to higher freight rates in transportation.

If that argument is proper as applied to Railway workers it applies with much more reason and force to the more highly paid flying personnel of TCA.

The second point raised by CALPA in their brief is that "Profits are large". This is an astonishing argument. Some companies and some individuals may have made large profits but CALPA must know that TCA, upon whom these pilots and First Officers are dependent for their pay, had a deficit on domestic flying in 1947 of \$1,761,042, and in 1946 of \$1,269,642. In 1947 they had a surplus on Atlantic flying of \$136,303 which reduced their enormous loss on domestic flying in 1947 by that amount. This argument shows how quick CALPA would be—if TCA were making a profit—to seize upon that as a reason for raising their wages. Should the argument not apply the other way? When there is a large loss should CALPA not say that the airmen should take reductions in pay? TCA however says, No. Whether we are making a profit or a loss we wish to pay our pilots a fair, proper, and adequate wage. In fact TCA filed their balance sheet giving these figures only at the request of a member of the Board after this argument was advanced.

The third argument for increased wages in the CALPA brief is that the wages were originally fixed on a comparative basis with pilot wages in the United States of America and should, therefore, continue to follow them. The fact is that TCA did not adopt the U.S.A. system. In the U.S.A. a pilot receives base pay varying from \$1,600 to \$3,000 per annum and in addition he receives hourly flying pay which varies (1) with the speed and weight of the aircraft; (2) with the terrain; (3) whether day or night flying. When TCA first employed pilots, the wages paid, no doubt, approximated what pilots in the U.S.A. earned. At that time Canadian economy and the economy of the U.S.A. were close together. Today they are far apart.

The decisions of the National War Labour Board and Canadian Conciliation Boards have recognized that there are fundamental differences in the Canadian and American economies, and have unanimously held that any comparison of wages should be confined to wages in Canada.

The most recent conciliation in which this point was used was the Canadian Railroads and Canadian Railway Employees conciliation. Mr. Justice Cameron, Mr. M. M. Porter and Mr. M. W. Wright, constituted the Board. While the Board were not agreed in their final recommendations, they were unanimous in rejecting this ground which had been urged by the employees. Mr. Justice Cameron and Mr. Porter, in the majority report, make the following statement:—

For many years the request for parity with United States wage rates has come before Boards of Conciliation and Investigation and before the National War Labour Board. So far as we are aware, it has always been rejected. This Board is also of the opinion that there is no ground for adopting it on the present application.

Mr. Wright, in a minority reports, says in part:—

... nevertheless there are some strong and conclusive arguments which militate against the adoption of the Brotherhood's contention. The variations in the Canadian and American economies in the last seven or eight years render equality in rates of pay uneconomic and impractical.

... At the present time, however, the disparity in the economies of the two countries of their respective railways, and indeed of the wage structures, have been so altered that parity in wage rates, as requested, though having some moral force, would appear to be difficult and impractical.

The basis for fixing wages or salaries in Canadian organizations must be in relation to Canadian economy and any comparison must be with wages and salaries paid by other Canadian employers. The proper comparison, therefore, is with what is paid to pilots in Canada by other employers.

There are four Companies in Canada apart from TCA licensed by the Canadian Government, to conduct a scheduled air service on an "IFR" (Instrument Flight Rules) basis, similar to that conducted by TCA. The pilots flying these scheduled services are required to have the same basic flying qualifications in order to safely conduct flights under instrument weather conditions using the same types of navigational facilities and Instrument Flight Rules and procedures as those used by TCA pilots. Such pilots are also required to hold the same Government Licence (Public Transport Certificate) and Instrument Flight rating as TCA pilots.

The following comparison of pilot wages paid by these four commercial airline companies will indicate the favourable position of a TCA pilot.

### 1. Canadian Pacific Airlines

CPA pilots operate under a contract between the Company and CALPA dated June 12, 1944, and a supplemental contract dated May 15, 1947, covering revised rates of pay and hours of service.

#### (a) Captains Wage Schedule

The CPA contract provides for a base pay ranging from \$180 per month with \$15 increments each year up to a maximum of \$300 per month for a ninth year Captain, plus hourly pay at the rate of \$5 per hour for "flat" terrain operations and \$6.25 per hour for "mountain" terrain operations. The contract limits a Captain to a maximum flying time of 255 hours in any one-quarter of a year on a "flat" terrain operations and 225 hours on "mountain" terrain operations. This means that the maximum earning power of a Captain in his ninth year of service would be \$725 per month of "flat" terrain operations and \$768.75 per month on the "mountain" terrain operations. It will be noted that the above maximum possible earnings approximately equal the present TCA senior Captain's salary of \$720 per month and \$770 per month respectively for "flat" and "mountain" terrain, which is reached after two and a half years of service. The substantial difference is, however, that the TCA Captain receives a guaranteed monthly salary whereas the CPA Captain receives only a guaranteed base pay with additional flying pay for work actually performed. In actual practice, year in and year out, the hours flown by senior Captains on major commercial airlines do not exceed 80 hours per month. Assuming that this condition also exists with respect to CPA Captains, then a senior Captain's average monthly earnings would be \$700 per month on "flat" terrain and \$737.50 per month on "mountain" terrain (the latter based on 70 hours flying).

#### (b) First Officer Wage Schedule

The minimum (\$270) and maximum (\$370) monthly salary of CPA First Officers is the same as the present Company wage schedule. The substantial difference is that a CPA First Officer does not reach his maximum salary until the beginning of his third year of service, whereas the TCA First Officer reaches his maximum (until appointed Reserve Captain) after one year of service. This means a difference in earning power during the first two years of line service of \$600 in favour of a TCA First Officer, or an average of \$25 per month.

### 2. Quebec Airway Limited

This is a subsidiary company of Canadian Pacific Airlines and its pilots work under the same contract as those employed with the parent Company.

### 3. Maritime Central Airways

To our knowledge, there is no agreement between this company and CALPA covering the pilots employed with Maritime Central Airways. Pilots are paid on a flat rate monthly salary with a monthly flight time limitation of 95 hours for Captains and 100 hours for First Officers.

#### (a) Captain's Wage Schedule

The MCA Captains wage schedule commences at \$350 per month and increases by \$50 increments each year up to a maximum of \$600 per month for a sixth year Captain. A TCA "flat" terrain Captain during his first five years of line service under the existing scale receives an average salary of \$180 per month in excess of an MCA Captain and \$120 per month for the remainder of his service as a twin-engine flat terrain Captain. An MCA Captain may also be required to fly 10 hours per month more than a TCA Captain.

#### First Officer Wage Schedule

A salary of \$150 per month is paid during the probationary period, the duration of which is not stated. For the first year following probation a salary of \$200 per month is paid, increasing by \$25 increments each year up to a maximum of \$275 for the fourth year of service and thereafter. A TCA First Officer, during his first 3 years of line service, receives an average salary of \$120 per month in excess of an MCA First Officer during the same period, and \$95 per month for the remainder of his First Officer service until designated a Reserve Captain. An MCA First Officer may also be required to fly 15 hours per month more than a TCA First Officer.

### 4. Queen Charlotte Airways Limited

Captains and First Officers employed by this Company receive a base pay of \$150 per month which is increased by \$15 increments for each year of service. In addition to base pay, Captains receive \$3 per hour flying pay, and First Officers \$1 per hour, the total flying hours available being pooled and equally distributed among the pilots.

A Captain employed with this Company for nine years, which is the length of service of the most senior TCA Captain assigned to domestic service, would have to fly 145 hours per month to receive a TCA Captain's salary of \$720 per month (Base pay \$285 plus flying pay \$435). Similarly a First Officer with 2½ years of service, being the length of service of the most senior TCA First Officer, would have to fly 190 hours per month to receive the TCA First Officer's salary of \$370 (Base pay \$180 plus flying pay \$190). Assuming that these pilots flew an average of 80 hours per month, the same average as flown by TCA pilots, the TCA Captain and First Officer would receive monthly salaries of \$525 and \$260 respectively.

### Visual Flight Operators

Most other commercial flying in Canada consists of scheduled and non-scheduled services conducted on a "VFR" (Visual Flight Rules) basis, which means that the Company is not licensed to operate under "instrument" weather conditions. This restriction does not necessarily mean that the pilots are not qualified to fly on instruments, but that there are no ground navigational facilities available in the areas being flown to enable a pilot to be constantly aware of his position without reference to the ground, an obviously essential requirement for safety. This type of service is commonly referred to as "bush" flying.

The general pattern of wages is a base pay with an additional flying bonus based on hour or miles flown. For example, Central Northern Airways, one of the larger operators of this type of service in Canada, pays



its pilots a base pay ranging from \$130 per month up to a maximum of \$180 per month after five years of service, with additional flying pay at the rate of 3 cents per mile on all aircraft with the exception of one type (Bellanca Air cruiser) for which the mileage rate is 4½ cents.

Most types of aircraft used in these operations have a rated speed of approximately 110 miles per hour. Taking into consideration the various factors which affect flying operations of this type, such as adverse weather conditions, seasonal freeze-up and break-up periods, equipment breakdowns, all of which influence a pilot's yearly flying time, a "bush" pilot would consider he had had a good year if he earned \$5,000. While these pilots do not require the technical training furnished to TCA Captains, they do have full charge of the aircraft and must operate frequently with much less than the first-class facilities which are available on TCA operations.

As previously stated, this is the type of pilot originally employed by TCA, and to attract which the First Officer wage scale was purposely established at such a high level.

### **Dominion Government**

All commercial flying in Canada is regulated by the Civil Aviation Branch of the Department of Transport. This Department is staffed with Civil Aviation Inspectors whose responsibility it is to ensure that both the operators and pilots adhere to regulations, and are qualified to conduct the operation for which they are licensed.

The Dominion Government pays Civil Aviation Inspectors a maximum salary of \$300 per month. The responsibility of these pilots, and the initial qualification requirements which demand a high-school education, several years experience in the aviation field, from 750 to 1,000 hours as pilot-in-charge of aircraft, and a Public Transport Certificate, makes them comparable to a TCA pilot.

The Department of Transport has a network of offices spread across the Dominion to de-centralize the regulatory control into several territorial areas. The officers in charge of the various branches of the service hold the position of District Inspector and receive a maximum salary of \$350 per month. In addition to flying qualifications, the incumbent of these positions has a great amount of responsibility connected with the administration of the total territorial departmental function.

### **British Columbia**

The B.C. Government operates one aircraft and employs only one pilot at a salary of \$300 per month, with annual unstated increases.

### **Saskatchewan**

The Saskatchewan Government pilots' salaries range from \$250 to \$310 per month, spread over a five-year period, plus a commission of \$1 per hour for each hour flown over 500 hours per year. Pilots are paid a further commission of \$2 per hour for each hour flown over 85 hours per month. Assuming that a pilot flew 100 hours per month and a total of 1,200 hours in the year, an extremely unlikely possibility, his salary would average \$400 per month.

TCA exhibit No. 16.2 outlines the duties and qualification requirements for these pilot assignments, from which it will be noted that a considerable amount of knowledge and experience is essential, particularly in the Air Ambulance Service where hazardous flying is occasionally required. Pilots assigned to the Ambulance Service, must, in addition, hold a Public Transport Certificate and Instrument Flight Rating.

### **Manitoba**

In the Manitoba Government Air Service there are three pilot classifications with salaries as follows:—

Pilot I—\$150 per month.

Pilot II—\$200 per month.

Pilot III—\$225 to maximum of \$275 after 5 years' service.

Base Superintendent—\$300 to maximum of \$350 per month after 5 years of service.

TCA exhibit No. 16.3 indicates the duties and qualification requirements of each classification. Of particular interest are the educational requirements equivalent to University entrance, and flying experience requirements ranging from 500 hours to 1,500 hours as pilot-in-charge. It should also be noted that the senior pilots (Grade III) may be required to assume some administrative responsibility.

### **Ontario**

In the Ontario Government service there are two pilot classifications. Salaries are established on an annual basis, the maximum rate being \$300 per month.

### **Manufacturers Test Pilots**

Test pilots salaries do not exceed the TCA's proposed salary for a senior twin-engine "flat" terrain Captain. The hazardous nature of this type of work in comparison with airline flying is obvious.

With the exception of Canadian Pacific Airlines, there are no pilots in Canada whose wages approach those of the TCA pilot. Even the TCA First Officer is paid a salary which exceeds that of Dominion Civil Aviation Inspectors. The wages of TCA pilots are higher, their work is less hazardous and their future more certain and secure than other Canadian pilots.

The fourth point in CALPA's brief is simply that other Canadian salaries and wages have been raised. Pilot's wages have not been raised to the same extent. They wish to maintain relative equality with wages in general of 10 years ago. There were three factors which brought about the relatively high wages which TCA paid to its flying personnel at its inception.

- (1) There were few trained pilots at that time and TCA wished to induce the best of them to join the new organization.
- (2) The hazard of flying in those days was very real.



(3) The flying life of an airmen at that time was thought to be much shorter than is the case today.

These three reasons for relatively high pay are almost gone. There are plenty of pilots. The hazard as then understood is largely gone and today a young man can look forward to 30 years of flying life. Why then should the relatively high pay position of pilots continue when the reasons for it no longer exist in the same degree?

As indicated, the "Cost of living" argument must fail. The large profits argument fails. To pay TCA pilots upon the basis of U.S.A. pilots' pay is economically unsound. Maintenance of relative economic equality of 10 years ago with other salaried employees in Canada cannot be justified.

When comparisons are made with salaries in industry, the learned professions, high positions in the Civil Service, wages paid pilots by other Canadian Companies, the Government of Canada and the Governments of the various provinces, one wonders why TCA now propose to raise pilots' pay by \$30 per month and to create a new classification to which senior First Officers may be promoted and where they will receive an additional \$30 per month.

It has been suggested that the spread between the wage of a Captain and that of a First Officer would justify recommending that the wage of First Officers be increased. Their original qualifications are the same. A Captain starts as a First Officer. Before a First Officer becomes a Captain he must get experience and establish his fitness and dependability. While he is getting this experience and proving his fitness for the well paid rank of Captain, he is being well paid as a First Officer. As compared with First Officers, Captains have (1) seniority; (2) experience and proven fitness; (3) the responsibility of commanding, supervising, and making important decisions, and (4) are an older group. To date all First Officers with the TCA have become Captains within 3½ years. Considering these differences between the two groups, the difference in their pay cannot be said to be disproportionate. Considering, also, the prospects of First Officers, and considering that First Officers today receive a wage of *more than double* the wages of 82.6 per cent of all wage recipients in Canada, we are of the opinion that they are generously paid. Moreover, to recommend that First Officers be paid a larger wage would undoubtedly interfere with the plan and policy of the TCA to establish the new classification of Reserve Captain. That plan, as we see it, is to encourage and keep

the most promising and efficient First Officers. This is part of a proposed method of selection to obtain and retain the very best pilots as Captains in TCA. This is of such paramount importance to TCA and the flying public that it should not be interfered with.

Canada is the best country in the world in which to live. Our population is only a fraction of 1 per cent of the population of the world. The Captains and First Officers of TCA are in the top 1.8 per cent and 3.6 per cent respectively of the Canadian population so far as pay, working conditions and security are concerned. TCA pilots are indeed on top of the world. To recommend more pay for them would not be fair to TCA. It would injure the industry generally and would be unjust to their fellow taxpayers, 96 per cent of whom are not so highly privileged as are the pilots of TCA.

This report should not be closed without paying tribute to the spirit of fairness and good-will with which both parties made their submissions. May that same spirit continue! Counsel should also be congratulated on their preparation, their clear arguments and comprehensive briefs. It should also be acknowledged that a large part of this report is taken with certain changes, variations and modifications from one or other of the briefs.

Respectfully submitted:

(Sgd.) J. E. ADAMSON,  
Chairman.

(Sgd.) R. D. GUY,  
Member of the Board.

### Minority Report

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

SIR:

It is with regret that I am unable to wholly concur with the report being submitted by my colleagues on this Board.

In short, I am unable to agree therewith, in so far as the application for a wage increase on behalf of First Officers, is concerned.

It is my view that the differential between wages paid to Captains and First Officers has at all times been too great and Trans-Canada Air Lines, the employer (hereinafter referred to as the "Company"), now proposes further increases to Captains without any corresponding increases to First Officers.

In this regard the Presidential Emergency Board, 1946, referred to in the majority report, is reported in an article entitled

“Collective Bargaining by Air Pilots”, in Vol. LXI of the Quarterly Journal of Economics, of August, 1947, at page 557, as having the following view:—

The emergency board was convinced that the differential between pilot and co-pilot pay was “to great,” particularly in International Operations”.

It appears that the classification “co-pilot”, as used in the United States air industry, corresponds with the classification, “First Officer” used by TCA and other Canadian Companies.

The original wage scales of Captains and First Officers were originally fixed by the Company, as follows:—

	July 1, 1938	Captain	First Officer
1st 6 months.....	\$400.00	\$200.00	\$200.00
Next 12 months.....	500.00	250.00	250.00
Next 12 months.....	600.00	300.00	300.00
Thereafter .....	700.00	350.00	350.00

On or about April 1, 1940, an increase of \$50 monthly was granted to Captains flying over mountainous terrain, but no increase was granted to First Officers, flying over the same territory.

The reasons assigned for this increase, by the Company in its brief, to this Board, were:—

- (a) The higher minimum altitude at which all flights must be conducted, coupled with less favourable average weather conditions for flight operation, call for a greater degree of pilot skill and experience with twin-engine aircraft available at the time.
- (b) The small number of emergency fields available in mountainous country constitutes an element of hazard.

One would think that the increased element of hazard and other factors, referred to, would equally apply to First Officers and, thus, have justified a corresponding increase to them.

From time to time, during the recent War, “cost-of-living” bonuses were granted to all Company non-supervisory employees, including Captains and First Officers. This was ultimately incorporated into the basic wages at an even figure of \$20 monthly. In result, the wages of First Officers, as originally fixed in 1938, were increased by \$20 monthly in each bracket.

The Company, in its brief, points out that during 1942 and 1943 it was unable to secure the services of qualified pilots due to Governmental restrictions and consequently arrangements were made with the Department of National Defence (Air), in 1944, whereby the Company was able to obtain the services of repatriated RCAF pilots who had completed a tour of oper-

ations, Overseas. The purpose is best expressed in the Company’s brief as follows:—

This arrangement was designed to serve two purposes: firstly, to provide the Company with the additional flight personnel so urgently required to expand its operations in order to meet the demands of the war effort, one of the most important of which was the Trans-Atlantic service being operated for the Canadian Government as a strictly wartime service; secondly, to provide a rehabilitation scheme for at least a small percentage of Air Force pilots who had served Canada overseas.

One of the conditions of that arrangement is also set forth in the Company’s brief, as follows:—

Before agreement was reached with the Department of National Defence (Air Service) for the assignment to Trans-Canada Air Lines of these repatriated RCAF pilots, it was necessary for the Company to increase the First Officers’ starting salary from \$220 to \$270 per month and to reduce the length of time required to reach the maximum salary of \$370 from two and one-half years of service, to one year of line service.

It will be noted that, apart from the addition of the “cost-of-living” bonus which was common to all employees, this was the first increase in wages obtained by the First Officers since the original wage schedule of 1938—an increase granted at the insistence of Department of National Defence (Air). It will be noted also, that the maximum wages of First Officers was not increased at all, except to the extent that the same was reached after twelve months’ service, instead of thirty months’ service, as previously.

I think it may fairly be assumed that in fixing the initial wage schedule in 1938, the Company was guided by the comparable wages paid to the similar classifications of the air industry in the United States—even if it was only a “side glance”. That is a fair assumption when one considers that the services of Mr. Phillip Johnston and Mrs. H. T. Lewis, of the American air industry, were obtained by the Company for assistance and advice in its organization stages.

We have, then, to consider why there was, and apparently still is, such a great differential between the wages of Pilots and Co-pilots in the United States, a condition, which in turn, was reflected in the comparable positions in Canada.

I am disposed to suggest that the reason therefor is aptly expressed in the article already referred to, namely: “Collective Bargaining by Air Line Pilots”, at p. 542:—

Of special importance in maintaining the control pattern within the ALPA is the status of co-pilots. It has already



been stated that only first pilots are eligible to serve as national officers or as chairmen or vice-chairmen of local or master executive councils. It has also been noted that in all councils and in the convention of the ALPA the co-pilots are represented by a smaller number of delegates than are the pilots. This is true despite the fact that most air lines employ more co-pilots than pilots at any one time. (The number of co-pilots eligible to ALPA membership is, however, made smaller by the fact that one year's experience is a prerequisite to membership.) The co-pilots are further subordinated by provisions which grant first pilots in all governmental bodies of the Association one vote for each member they represent, while co-pilots have but one vote for each two members which they represent.

All forms of union security and check-off are forbidden under the Railway Labour Act. Nevertheless, both ALPA and company officials agree that over 90 per cent of all scheduled airline pilots are members of the ALPA. This can be explained to a considerable extent by the tremendous accomplishments of the union for the benefit of airline pilots, but that does not tell the whole story. The question might, for example, be raised as to why co-pilots are so quick to join an organization which is dominated by the pilots.

The answer is not difficult to discover. All co-pilots are desirous of becoming pilots, because of the greatly increased remuneration which results from such promotion. The air lines in the interests of safety and efficiency regard the first pilot and co-pilot as a team. No first pilot is forced to fly with any co-pilot to whom the first pilot objects. ALPA first pilot members make it a practice of pointing to the advantages of joining the organization, and it is generally understood that if a co-pilot does not respond, fault is soon found with his efforts by the first pilot, to whom he is assigned. As the co-pilot must fly with various first pilots as part of his training, and as he must have the approval of each first pilot in order to fly with him, he soon understands that membership in the organization is advantageous.

In short, the power of collective bargaining was on the side of the Pilots and the Co-pilots, being in an inferior position in ALPA, did not fare quite so well.

It does not follow, however, that because such a differential has been established in the past, it should be perpetuated for all time.

Nonetheless, the Company has proposed an increase of \$30 monthly to Captains, in all brackets, and, further has put into effect a differential of \$100 monthly to Captains flying the new North Stars or DC4's, without any relative increase to First Officers.

Referring, now, to the arguments submitted to this Board in connection with wage increases for First Officers. The Company submits:—

The First Officer is an apprentice Captain and the type of aircraft in which he flies makes little difference.

The Association submits:—

The duties of the First Officer, who holds identical licences and possesses the same qualifications, are to assist the Captain; fly as and when told to do so; and to act as a standby in case the Captain becomes incapacitated.

—and again in its reply to the Company's submission:—

It is submitted that the First Officer is something more than an apprentice Captain. He must be able to take over command if necessary and be competent to do so. He renders assistance to his Captain who has greater responsibility, more gadgets to look after and twice as many engines to control.

From the best consideration, which I have been able to give to the question, I have reached the conclusion that a First Officer is something more than an apprentice; something more than a mere passenger in the cockpit of a plane.

I cannot but think that the more appropriate appellation for First Officers would be "Co-pilots", as used in the air industry in the United States; a title, which more correctly signifies the nature and scope of his duties.

The Company, in its Brief, sets forth the authority of the Department of Transport Air Branch, with regard to Civil Aviation in Canada, as follows:—

While the Air Transport Board regulates rates and other economic features of air carrier operation, the Department of Transport Air Branch is responsible for and regulates matters of a technical nature, including technical standards and air navigation safety regulations, issuance of operation certificates, issuance of airworthiness certificates, and the registration and licensing of certain Air Crew, maintenance and other personnel.

The Department issues a Certificate of Airworthiness for each aircraft in use and the number of "crew" required for such aircraft is stipulated therein. The term "crew" is clarified by a circular issued by the Department of Transport, as follows:—

0/68/40 12/10/40  
Aircraft Crew—Pilots

In some instances, aircraft certificate of airworthiness call for a minimum crew of two. To clarify the meaning of this item, it is hereby advised that in such cases two pilots holding authority, valid for the type of aircraft concerned, are required.

In the case of aircraft operating under the authority of a scheduled air transport service licence which requires a transport pilot to be in charge at all times, the second pilot (where such is required by the certificate of airworthiness) must hold at least a limited commercial air pilot's certificate which includes authority to pilot the type of aircraft in which he is acting as co-pilot.



It must be mentioned however that, in fact, a First Officer is also required to hold a Public Transport pilot's licence because of night flying. A limited Commercial pilot's licence is only valid in Canada and for daylight flying.

The Certificate of Airworthiness issued to the Company, in respect of DC3's and North Stars or DC4's requires a crew of two in each case. By reference to the above circular, it is apparent that the Department regards both members of the crew as "pilots" and would, no doubt, consider both of them responsible, as such.

The Collective Agreement, heretofore effective between the parties to this dispute, is dated June 27, 1945, and was effective for one year thereafter. It was renewed for a further period of one year, by mutual agreement and failure to agree on the terms of further renewal on July 31, 1947, raised this dispute.

That Agreement, by Section 2, thereof, defines "pilot" as a term including both Captain and First Officer. The same section defines, *inter alia*, "First Officer" as follows:—

(c) First Officer shall mean the pilot member of the flight Crew second in command of the flight and any part of whose duty is to assist or relieve the Captain, in the manipulation of the flight controls of an aircraft while under way, including take-off and landing of such aircraft, and who is properly qualified to serve as, and holds currently effective Department of Transport or other governmental certificates authorizing him to serve as such First Officer.

It is significant that in the definition, above quoted, the First Officer is "second in command of the flight" and "is to assist or relieve the Captain, in the manipulation of the flight controls of the aircraft while under way, including take-off and landing of such aircraft. . . ." The Company assented to this definition by its signature to the Agreement. Clearly, the duties thereby placed upon the First Officer would scarcely be expected of an apprentice or novice.

Further, the qualifications required of both Captains and First Officers, upon entry into the service of the Company are the same, in that they are each required to hold:—

- (a) Public Transport Pilot's Certificate endorsed for the type of aircraft he will operate for the Company;
- (b) Radio-telephone Restricted Licence.

In order to attain a Public Transport Pilot's Certificate the applicant must have had, *inter alia*, a minimum of 500 hours experience as a pilot in sole charge of an

aircraft, but the Company requires the applicant to have had a minimum flying time of 1,000 hours.

It can hardly be said that any pilot with at least 1,000 hours of solo flying experience is an apprentice.

The Company, in its brief, makes the following reference to one Dr. Ross A. McFarland:—

Dr. Ross A. McFarland, Assistant Professor of Industrial Research at the Graduate School of Business Administration, Harvard University, who is the recognized authority in the United States in this field, gave the only evidence taken on the flying expectancy of pilots before the President's Emergency Board on United States Airline Pilots' salaries in 1946.

Dr. McFarland, in his work on "Human Factors in Air Transport Design", points out that tests made with a movie camera on a 4-engine B-29 indicated that the Co-pilot (or First Officer) during an approach and landing, a period of approximately 5 minutes was required to make 116 different movements to discharge his duties. The average time for each motion ranged from 1.8 seconds to 3.8 seconds and, he says, on the accuracy and proper timing of many of these motions the safety of the aircraft and all on board depends.

I agree with Counsel for the Association, in this regard, when he says:—

It cannot possibly be contended that a man capable of such rapid, accurate and important work is merely an apprentice.

Enough has been said, to indicate my reasons, for saying that the First Officer is an important member of any air crew—so important, that he is second in command of the aircraft.

I am, in consequence, of opinion that the First Officers are entitled to a wage increase, not only because of the increase being granted to Captains, but also because, in my view, the differential heretofore existing between the wages paid to Captains and those paid to First Officers has been too great.

It has been submitted in argument and perhaps properly so, that the increased cost of living is not a factor to be considered in this application, having regard to the scale of wages being paid. I cannot but think, however, that the wages of First Officers are no higher and in the lower brackets not as high, as certain classifications of railway employees who were recently granted a wage increase of 17 cents hourly, on economic grounds. It must be readily apparent that, when a dollar is admittedly only worth \$.65, a wage of \$270 to \$370 is substantially reduced in the buyer's market.

The Company says, with respect to First Officers, that it proposes to set up a new classification known as "Reserve Captains" at a monthly salary of \$400 and that the Reserve Captains will be senior First Officers who, when the requirements of the service warrant it, will act as Captain.

It is pointed out that this classification has not yet been set up nor is there any indication as to how many officers will be placed therein. It must be assumed that the only officers placed therein will be those who have qualified as Captains under the Company's training scheme, because the Reserve Captain is to act as Captain when so required. The Company has maintained in its submission that First Officers would not be permitted to take out an aircraft; hence one must assume that the Reserve Captains will be qualified Captains.

It seems to me that the new classification is not going to be of any assistance to the great majority of First Officers. Those in the Reserve Captain classification will work part of the time as Captains, and consequently will receive the more substantial wages therefor, in any event.

I am impressed by the argument of the Association, in this regard, wherein it is said:—

The Association submits that the classification of Reserve Captain is a new classification entirely. The Reserve Captain is neither a First Officer nor a Captain but is required to have the qualifications of a Captain and will be expected to perform the duties and assume the responsibilities of either of the other two groups. A Reserve Captain may be either a promoted First Officer or a demoted Captain. A Reserve Captain will be paid as such. To suggest that this is equivalent to a pay increase for First Officers is to say in effect that First Officers receive pay increases as they may some day reach the rank of Captain.

Referring again to the new North Stars or DC4's, recently placed in operation by the Company, a differential of \$100,

monthly, is being paid to Captains of such equipment additional to the proposed increase of \$30 monthly to Captains in all brackets of the wage schedule. However, the Company refuses to recognize any justification for an increase to First Officers on similar equipment. In other words, the differential between the wages of Captains and First Officers, on North Star equipment, is being further increased by \$130 monthly. I am unable to follow the reasons, if any, therefor.

I assume that the Captain is being paid the additional wages for operating North Star equipment, because of the added responsibility, the additional motors and the many additional mechanical contrivances forming part thereof. If I am correct in that assumption, then it seems to me that the First Officer (or Co-pilot) must also assume more responsibility and operate more contrivances. This conclusion is inescapable; the duties of operation must be shared and, the larger the aircraft, the greater is the need for a First Officer.

I wonder also, whether, under the Company's proposals, there will be that harmony and co-operation between the members of the crew of a North Star aircraft which is so necessary in such an undertaking.

In result, I recommend that the wages of First Officers be increased by \$30 monthly in all brackets of the wage schedule and further that First Officers on North Stars or DC4's be paid an additional differential of \$20 monthly.

I would also recommend that such increases be effective as of January 1, 1948, because these negotiations have been going on since July, 1947, and this Board has been constituted since last February.

Respectfully submitted:

(Sgd.) J. J. KELLY.

Winnipeg, Manitoba,

July 26, 1948.



# COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

## Recent Collective Agreements

A file of collective agreements is maintained in the Research and Statistics 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.

### *Manufacturing: Tobacco and Liquor*

GRANBY, P.Q.—IMPERIAL TOBACCO COMPANY OF CANADA LIMITED (EMPIRE BRANCH) AND TOBACCO WORKERS INTERNATIONAL UNION, LOCAL 242.

Agreement to be in effect from May 21, 1948, to May 20, 1949, and thereafter from year to year subject to notice.

*Union membership:* All employees who are or later become members of the union shall remain members during the life of the agreement. All new employees, after completion of the probationary period, shall become and remain union members during the life of the agreement. Provided, however, that any employee shall have the right to resign his membership in the union within 10 days prior to the termination date. *Check-off:* the company agrees to deduct union dues monthly from the pay of employees who so authorize and to remit same, less 2 per cent, to the union during the term of the agreement.

*Hours of work: day workers*—9 per day Monday through Friday, a 45-hour week, watchmen and stationary enginemen (class III) shifts of 56 hours per week. *Overtime:* for day workers—time and one-half for work in excess of 9 hours in any one day and on Saturdays, Sundays and 7 specified holidays, 6 of which are *paid holidays* if they fall on a normal working day for employees who work the shifts immediately preceding and following the holiday (or are excused for just cause); for watchmen and stationary enginemen—time worked in excess of 56 hours in any one week shall be paid for at time and one-half. The plant will remain closed on 4 days of religious obligation in addition to the above. *Vacation with pay:* one-half day for each full calendar month of service with the company to all employees, not to exceed one calendar week. Employees on an hourly or piecework basis who have completed 5 years' continuous service shall receive an additional week with pay; salaried employees who have completed 12 full calendar months' service shall be granted two weeks with pay, those salaried employees who have completed 10 years' continuous service shall receive an extra 2 days' leave with pay, after completion of 15 years' continuous service an extra 4 days with pay

Two of the more interesting agreements summarized in this article are: an agreement between the Canadian National Railways, Canadian Pacific Railway Company, Ontario Northland Railway, and Toronto, Hamilton and Buffalo Railway and various unions increasing the hourly rates by 17 cents and the other rates accordingly; and amendments to the agreements between General Motors of Canada Limited at Oshawa and Windsor and the International Union United Automobile, Aircraft and Agricultural Implement Workers of America increasing the production base rates and other rates and providing for quarterly adjustments of wages with fluctuations in the Cost-of-Living Index of the Dominion Bureau of Statistics should this index rise above 164, and other changes.

and after 20 years' continuous service an extra week with pay. The vacation period for all employees shall be from May 1 to September 30 inclusive.

*Hourly Wage Rates for certain classes:* (the company agrees to pay and the union agrees to accept the presently existing scale of wage rates during the life of the agreement). Commencing rate for males, over 18 years of age—group No. 1, 59 cents to be increased after 2 months, 6 months and one year to a maximum of 69 cents; group No. 2, 60 cents to a maximum of 72 cents after one year and so on to group No. 8, 69 cents to a maximum of 82 cents after one year. Hiring rate (under 18 years of age) 47 cents. Males under 18 years of age in male occupations will only be employed in groups Nos. 1 and 2 and will be increased 2 cents per hour per month for the first 6 months of employment, and thereafter will follow the above schedule. In any case they must be paid not less than 59 cents per hour on attaining the age of 18 years. Adjusters start at 71 cents and reach rates of 78 cents after one year to \$1.10 after 5 years depending upon their classification. Stationary enginemen (class III) start at 70 cents and receive 82 cents after one year, class II start at 82 cents and receive 97 cents after one year; oilers start at 61 cents and attain the maximum of 71 cents after one year; carpenters (class II) 71 cents to 80 cents after 18 months, class I receive 80 cents and up to 94 cents after 2 years; for females—group No. 1, 47 cents increased to 53 cents after one year; group No. 2, 47 cents increased to 55 cents after one year and so on to group No. 8, 58 cents increased to 69 cents after one year. The above rates are



8 cents per hour higher than under last year's agreement. Piece-work rates are also set.

Provision is made for *seniority rights and grievance procedure*.

### **Manufacturing: Textiles and Clothing**

GUELPH, ONT.—THE MONARCH KNITTING COMPANY LTD. (JOSEPH SIMPSON DIVISION) AND THE TEXTILE WORKERS UNION OF AMERICA, LOCAL 975.

Agreement to be in effect from January 2, 1948, to January 2, 1949, and thereafter from year to year subject to notice.

**Union Shop:** all present and new employees (after their probationary period) covered by the agreement shall as a condition of employment become and remain members of the union in good standing. Union agrees that it will accept all present and future employees of the company into membership.

**Check-off:** the company will deduct union dues monthly from the pay of employees who so authorize and remit same to the union.

**Hours of work:** day shift 8½ hours Monday through Friday, a 43½-hour week; evening shift 6 hours Monday through Friday, a 30-hour week; night shift 9.6 hours Monday through Friday, a 48-hour week (except cleaners who work 43½, 40 and 35 hours a week on the 3 shifts). **Rest periods:** the company shall grant a 10-minute rest period in the first half of each shift and another 10-minute rest period in the second half of each shift.

**Overtime:** time and one-half for work in excess of the regularly assigned daily hours or 9 hours per day, whichever is the lesser, also for all work on Sundays, or assigned day off if Sunday is part of regular schedule and 8 specified holidays, 6 of which shall be paid holidays for employees (other than probationary) who work the shifts immediately preceding and following the holiday.

**Vacation with pay:** employees with one year of service with the company shall receive one week with pay equal to 2 per cent of earnings during previous year; those with 3 years' continuous service 2 weeks with pay equal to 3 per cent of earnings during previous year and employees with 5 years' continuous service or more 2 weeks with pay equal to 4 per cent of earnings during previous year. Employees with less than one year of service shall receive a vacation allowance amounting to 2 per cent of earnings.

**Hourly wage rates:** (effective not later than March 10, 1948) new employees shall be paid not less than 64 cents to adult males and 55 cents to females and youths. These rates are increased at stated intervals by 5 cents per hour for males and 3 cents per hour for females and youths up to the rate for the job. For adult males the job rates vary from 69 cents for sweepers, \$1.09 for machinists in the maintenance department. For females and youths, the job rates are up to 67 cents for time rates. The base rates and target rates for piecework for females and youths are given for certain classifications up to a target rate of 80 cents. In the case of pieceworkers, the training rates are guaranteed for the duration of the training period, however, they shall be put on piecework rates before expiration of the training period if their actual earnings exceed the guaranteed training rate.

Provision is made for *seniority rights and grievance procedure*.

### **Manufacturing: Metal Products**

OSHAWA AND WINDSOR (WALKERVILLE DIVISION), ONT.—GENERAL MOTORS OF CANADA LIMITED AND THE INTERNATIONAL UNION UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCALS 222 AND 195.

Amendments to existing agreements (L.G., Jan.-Feb., 1948, pp. 48 and 49) to be in effect from June 12, 1948, to June 11, 1950, and thereafter from year to year subject to 60 days' notice. This amendment deletes the sentence referring to a separate wage agreement and also the clause *re* statutory holidays. The amendment provides that all work done on Good Friday and civic holiday will be paid for at the rate of time and one-half as formerly, but that any work done on New Year's Day, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day will be paid for at double time. Hourly rated employees with 3 months' continuous service with company and fulfilling other conditions shall be paid for time lost from regular work on 6 instead of 4 specified statutory holidays, but should any such holiday fall on a Saturday or employees' regularly scheduled day off such employees shall be paid an amount equal to 8 hours' pay at their regular hourly rate (exclusive of night shift premium).

**Wage rates,** effective as of June 12, 1948, shall be increased as follows: production base rates by 7 cents per hour; day workers with one or more year's seniority whose hourly rate was \$1.15 or less, by 12 cents per hour; day workers with less than one year's seniority whose hourly rate was \$1.15 or less, by 11 cents per hour until attaining one year's seniority then by 12 cents per hour; day workers receiving \$1.16 per hour or more by 9 cents per hour. Effective June 11, 1949, all hourly rated employees shall receive a further increase of 3 cents per hour on their earned rate.

Such wage rates shall not be changed during the life of the agreement unless the Cost-of-Living Index of the Dominion Bureau of Statistics should exceed 164 when the company agrees to further adjust the earnings of employees as follows—commencing on September 7, 1948, or as soon as the Cost-of-Living Index figures for August, 1948, are available, and in like manner every 3 months thereafter, adjustments, if any, will be put into effect at the beginning of the first pay period following on the basis of one cent per hour increase to hourly paid employees for every 1.3 point rise in the said index above 164 points. Such adjustments will be made quarterly upwards or downwards, but in no event shall the wage rates increased by the specific amounts hereinbefore mentioned be reduced. Consequently there will be no downward adjustment of wage rates if the Cost-of-Living Index falls below 164 points.

FORT ERIE, ONT.—FLEET MANUFACTURING LIMITED AND INTERNATIONAL ASSOCIATION OF MACHINISTS, LODGE 171.

Agreement to be in effect from March 11, 1948, to March 10, 1949, and thereafter from year to year subject to notice. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, May, 1947, p. 688 with the following changes and additions.

*Paid statutory holidays* are increased from 2 to 4 of the 7 holidays observed. Two 10-minute *rest periods*, one in the morning and one in the afternoon are now allowed. A 5 cent per hour bonus is granted for work on any other than the normal day shift; this was formerly paid only on the night shift.

*Wages*: the minimum hourly wage rates are increased by 10 cents per hour throughout and the provision for changes in wages with changes in the official Cost-of-Living Index as published in the LABOUR GAZETTE has been altered to read "if during the term of this agreement the Cost-of-Living Index as officially published by the Department of Labour in the LABOUR GAZETTE, increases one point from the index figures agreed upon at the date of signing this agreement, namely 139.4, then wage rates covered by this agreement will be increased by one cent per point per hour; the increase to be effective on the first day of the first pay period in each month following the official publication. Similarly, if the Cost-of-Living Index . . . decreases one point . . . then wage rates covered by this agreement will be decreased one cent per point per hour." However, it is mutually agreed that there will be no decrease in wage rates based on Cost-of-Living Index figures between 139.4 and 130.5.

### **Manufacturing: Non-Metallic Minerals and Chemicals**

THOROLD, ONT.—THE EXOLON COMPANY AND FEDERAL LOCAL 22, 689 A.F. of L.

Agreement to be in effect from May 1, 1948, to May 1, 1949, and thereafter from year to year subject to 30 days' notice.

*Union shop*: all employees covered by the agreement shall maintain membership in the union as a condition of employment with the company. The hiring of new employees is contingent upon the new employees joining the union after the probationary period of 30 days. The union agrees to grant membership in the union to new employees upon payment of the initiation fee.

*Hours of work*: day workers—45-hour week, 8 per day, not extending beyond noon on Saturday; night workers will observe where possible an 8-hour day and 45-hour week; tour workers, 8 hours per day, 6 days a week. *Clean-up period*: the last 15 minutes of a shift is granted as a clean-up period, provided no real abuse is experienced. *Overtime* at time and one-half for tour workers after 45 hours and for any work on their assigned day off and also for day or night workers beyond the regular hours including Saturday afternoon. Time and one-half shall also be paid for work, which shall be reduced as far as possible, on 6 specified holidays. A full day's pay of 8 hours at regular rates will be given for these 6 holidays.

*Vacation with pay*: after one year of continuous service one week; after 2 years one week plus one day; after 3 years one week plus 2 days; after 4 years one week plus 3 days; after 5 years 2 weeks; and after 10 years' continuous service 3 weeks. An employee with less than one year's service shall receive the same proportion of one week that his total number of days of employment by the company bears to a full year's employment.

*Wage rates* in effect immediately before the agreement was negotiated are to be

revised upward generally and without exception by the amount of 10 cents per hour. *Shift differential*: 6 cents per hour additional will be paid to tour workers on shifts other than the 8 a.m. to 4 p.m. shift and also to night workers or those employed as distinct from day workers.

*Reopening provision*: should a reasonably evident change occur in either the cost of living, the competitive position of the company or any unanticipated emergency which would create injustice to either party with respect to the basic hourly wage scale, the parties shall make a reasonable effort to settle such question on a mutually satisfactory basis.

Provision is made for *sick leave with pay, leave with pay for compassionate reasons, seniority rights* and *grievance procedure*.

### **Construction**

ST. CATHARINES, THOROLD AND DISTRICT, ONT.—ST. CATHARINES AND DISTRICT BUILDERS' EXCHANGE AND UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCALS 38 AND 1677.

Agreement to be in effect from May 1, 1948, to April 30, 1949. Sixty days' notice must be given prior to expiration if either party desires to alter terms of the agreement. An effort shall be made to reach a satisfactory settlement before April 15, 1949. The master carpenters have the right to work on their own contracts. Employers signing the agreement agree to hire only union men when available. If the union is unable to supply sufficient number of journeymen carpenters on one day's notice, then competent non-union men may be employed, who must apply to join the union.

*Hours of work*: 8 per day Monday through Friday, a 40-hour week. *Overtime*: time and one-half after 8 hours and for work on Saturdays; double time for work on Sundays and 6 specified holidays.

*Minimum hourly wage rate* for journeymen shall be \$1.40 during the term of the agreement. Men working on scaffolds 50 feet in height will be paid 5 cents per hour extra and an additional 5 cents per hour for every 20 feet higher. Foremen are to be paid at least 5 cents per hour over union rates. Any member of the union working for anyone other than a recognized contractor shall charge at least 15 cents per hour additional to the above rates. No carpenter shall lump, sub-contract labour, or work at piece-work. On jobs beyond the city limits transportation is to be supplied by the employer.

*Apprentice regulations*: employers may have one apprentice to every 4 journeymen. An apprentice after having served 3 years automatically becomes a last-year apprentice and another apprentice may be taken on by the Master Builder.

Provision is made for *grievance procedure*.

### **Transportation and Public Utilities: Steam Railways**

CANADA—CANADIAN NATIONAL RAILWAYS; CANADIAN PACIFIC RAILWAY COMPANY; ONTARIO NORTHLAND RAILWAY; TORONTO, HAMILTON AND BUFFALO RAILWAY AND BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN; ORDER OF RAILWAY CONDUCTORS; BROTHERHOOD OF RAILROAD



TRAINMEN; ORDER OF RAILROAD TELEGRAPHERS; COMMERCIAL TELEGRAPHERS' UNION OF NORTH AMERICA; BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYEES; BROTHERHOOD OF RAILROAD SIGNALMEN OF AMERICA; CANADIAN NATIONAL RAILWAYS SYSTEM FEDERATION No. 11 (SHOP CRAFTS); DIVISION No. 4, RAILWAY EMPLOYEES' DEPARTMENT A.F. OF L.; BROTHERHOOD OF RAILWAY AND STEAMSHIP CLERKS, FREIGHT HANDLERS, EXPRESS AND STATION EMPLOYEES; HOTEL AND RESTAURANT EMPLOYEES' INTERNATIONAL ALLIANCE AND BARTENDERS INTERNATIONAL LEAGUE OF AMERICA; INTERNATIONAL BROTHERHOOD OF STATIONARY FIREMEN, OILERS, HELPERS, SHOP AND ROUNDHOUSE LABOURERS; INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS; INTERNATIONAL BROTHERHOOD OF BLACKSMITHS, DROP FORGERS AND HELPERS; SYSTEM FEDERATION No. 125 (C.P.R.).

Agreement signed July 16, 1948, effective from March 1, 1948, to July 15, 1949, and thereafter subject to notice. This agreement provides for increases in all hourly, daily, weekly, monthly and mileage basic rates of pay for employees covered by notices served by the organizations signatory to the agreement, except as otherwise mutually agreed between individual railways and organizations signatory to the agreement, as follows: *Hourly rates* are increased by 17 cents over the existing hourly basic rates of pay; daily rates by \$1.36; weekly rates by \$8.16; monthly rates by \$35.36, except as noted below. For sleeping and parlour car conductors and attendants, and dining, café and buffet car stewards, chefs, waiters and cooks, an increase of \$40.80 per month. For employees on a mileage basis—locomotive firemen and helpers an increase of \$1.36 to the existing basic rates of pay per 100 miles; train conductors, assistant conductors and trainmen (passenger service) an increase of .907 cents per mile and \$40.80 to the existing monthly guarantee; train conductors and brakemen (freight service) an increase of \$1.36 to the existing basic rates of pay per 100 miles. Employees who were in the service of the railways signatory to the agreement on March 1, 1948, or who were employed subsequent thereto, shall, providing they have not been dismissed from the service or resigned without notice prior to the date of signature of the agreement, be entitled to any amount of increased compensation that may be due them for time worked subsequent to February 29, 1948. The agreement is in full settlement of all requests for increase in basic rates of pay submitted by the organizations signatory hereto to the respective railways, their subsidiaries and separately operated properties named in appendix.

### **Transportation and Public Utilities: Telegraphs and Telephones**

PROVINCE OF ALBERTA.—ALBERTA GOVERNMENT TELEPHONES AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL B-348.

Agreement in effect from April 1, 1948, to March 31, 1949, and thereafter from year to year subject to notice. "No discrimination against employees on account of affiliation or relations they may, or may not have, will be permitted."

*Check-off:* the company agrees to deduct union dues monthly from the pay of union members who so authorize and to remit same to the union. This deduction shall be on a voluntary basis and revocable at any time.

*Hours of work:* 8 per day Monday through Friday, a 40-hour week. Forty hours shall be considered a week's work for all employees and not more than 40 hours straight time shall be worked in one week, except employees assigned to regular shift work, floating gangs, switchboardmen and installers when working away from their headquarters. Where requirements of the service demand shift work any 8 consecutive hours, except intermission for meals, shall constitute a day, and such shift hours, if permanent shall be inclusive of Saturdays, Sundays and holidays. Such assignments shall not be for more or less than 14 calendar days if practicable. Floating gangs shall travel 15 minutes to and from work on their own time, but any additional time required to go from and to their place of residence will be considered as part of their 8 hours a day work. *Night shift bonus:* employees working any shift between 6 p.m. and 7 a.m. will be paid a shift differential of 75 cents per day, while working on such shift. *Overtime* rate for all employees shall be based on 173½ hours divided into the monthly salary of the employee and will be at time and one-half the regular rate except between the hours of 10 p.m. and 8 a.m. when overtime will be at double the regular rate. Overtime to district inspectors will be paid only in cases of extraordinary local or general disturbance, caused by storms, fires, floods or accidents. Employees on regular holiday shift duty on one of the 9 (8 when Remembrance Day falls on a Sunday) specified holidays will be granted equivalent time off during the same or the next week and in addition will be paid overtime pay on the basis of half time. Overtime will be paid for holidays, in cases of emergency. No deduction in pay shall be made for any legal holiday not worked. *Vacation with pay:* one-half day will be allowed employees during their first year of service for each full month of service completed. Two weeks will be allowed employees who have completed one year of service. Employees who have completed 10 years' service will be granted 3 weeks provided that vacation is taken between November 1 and April 30. Otherwise, the vacation period for such employees will be 2 weeks. Employees who have completed 15 years' service will be granted 3 weeks. Occasional employees will be paid 2 per cent of wages earned each time paid in addition to their regular pay in lieu of vacation. Regular or temporary employees who resign, are laid off, or are dismissed will be paid salary in lieu of vacation according to certain regulations.

*Monthly wage rates:* foremen \$261 foreman, repair shop \$256; wire chiefs \$251 and \$266; district plant inspectors \$230; plant inspectors \$226; switchboardmen \$231; sub-foreman, exchange and chief installer \$250; switch foremen \$256, \$261 and \$276; switch sub-foremen \$246; cable splicers \$241; switchmen (automatic) \$236; linemen (exchange) and troublemen \$230; repair shop men \$224 and \$230; chief rackman \$230; repeatermen \$236; rackmen \$220; installers \$230, repairmen \$236 and \$241; truck drivers first 6 months \$135, second 6 months \$140, second year \$150, third year \$160; groundmen, temporary, prevailing hourly rate for



labourers, those on regular staff \$135, first year; \$140 second year; \$145 third year and \$150 fourth year; warehousemen first 6 months \$135, second 6 months \$140, second year \$150, third year \$162; head warehouseman \$177. Apprentices first 6 months \$85, second 6 months \$96, third 6 months \$106, fourth 6 months \$117, fifth 6 months \$128, sixth 6 months \$139, seventh 6 months \$149, eighth 6 months \$159, ninth 6 months \$172, tenth 6 months \$188, eleventh 6 months \$204 and twelfth 6 months for apprentice installers, repairshop men, all linemen, troublemen, switchboardmen, plant inspectors and rackmen \$215; for apprentice switchmen, P.B.X. and P.A.X. repairmen, cable splicers, and repeatermen \$220. Higher salaries than specified may be paid when warranted by ability and quality of service rendered.

**Board and lodging:** actual expense of board and lodging will be paid to all employees (except floating gang employees) when working away from headquarters unless the stay is more than 21 days and not considered temporary. Floating gang employees will be allowed up to a maximum of \$1.50 per day for lodgings when spending the night away from their headquarters and 40 cents for each meal purchased away. **Transportation** will be furnished or allowed all employees where considered necessary. When a married man is moved from one headquarters to another he shall receive transportation for himself, his family and household effects.

Provision is made for *seniority rights* and *grievance procedure*.

### Trade

MONTREAL, P.Q.—LES LAITIERIES MONT ROYAL ET COMPAGNIES LIMITÉES AND L'UNION NATIONALE DES EMPLOYÉS DE LAITIERIES, LOCAL 17.

Agreement to be in effect from April 1, 1948, to March 31, 1949, and thereafter from year to year subject to notice.

## Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec\*, include the extension of 7 new agreements, the correction of another agreement and the amendment of 2 other agreements. These include the correction of the agreement for building trades at Montreal in the *Quebec Official Gazette* of July 17, and the extension of new agreements for barbers and hairdressers at Three Rivers and garages and service stations at Megantic in the issue of August 14. The other Orders in Council are summarized below.

Requests for the amendment of the agreements for hardware and paint stores at Quebec, for building trades at Montreal and for barbers and hairdressers at Sherbrooke were gazetted July 24. Requests for a new agreement for truck drivers at Quebec and for the amendment of the agreement for the building materials industry for the province were published

**Working week:** retail salesmen and junior inspectors will work 6 consecutive weeks, 7 days a week and get the seventh week off with pay equal to that earned on their route during the seventh week. The company will try this system for at least 3 months and if not satisfied will give 30 days' notice to the union before granting the retail salesmen and junior inspectors one day off every week the same as accorded salesmen and junior inspectors engaged in wholesale trade. For inside employees, 54 hours per week until September 1, but negotiations will take place on a change of hours before September 1. **Rest periods** for inside workers of 10 minutes shall be allowed morning and afternoon.

**Overtime:** time and one-half to all inside workers for work after 9 hours in any one day and for work on 3 specified holidays for all employees; double time for all work on the seventh consecutive day and on Christmas and New Year's Day, which are paid holidays. Retail salesmen and junior inspectors will be paid double time for all work during the seventh week, while salesmen and junior inspectors on wholesale routes will be paid double time for work on the seventh day. **Vacation with pay:** one week for all employees with at least one year of service, 2 weeks for employees with 5 or more years' service. **Weekly wage rates:** for outside employees—apprentice salesmen will be paid \$30 per week during the 4 weeks' apprenticeship, salesmen's helpers will be paid \$22, special route salesmen \$34; both retail and wholesale salesmen and junior inspectors are paid on a commission basis with a guaranteed minimum for all salesmen of \$40 per week, for junior inspectors \$44 per week. When a route is divided the company will pay the salesmen concerned for 13 weeks a wage of at least that earned during the last 4 weeks before the route was divided. For inside employees, weekly wage rates are from \$30 to \$37.50 for most classes below the rank of assistant foremen.

Provision is made for *seniority rights* and *grievance procedure*.

August 7. A request for the amendment of the agreement for building trades at Sherbrooke was gazetted August 14.

\* 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 or employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, p. 86. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

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

### **Manufacturing: Miscellaneous Wood Products**

#### **FURNITURE INDUSTRY, PROVINCE OF QUEBEC.**

An Order in Council, dated June 30, and gazetted July 17, makes obligatory the terms of a new agreement between "L'Association patronale des Manufacturiers de Meubles de la Province de Québec" and "La Fédération nationale catholique du Meuble de la Province de Québec (CCCL)", and "L'Union internationale des Ouvriers du Meuble", Locals 347 and 348 (AF of L). Agreement to be in effect from July 17, 1948, to July 16, 1949, and thereafter from year to year, subject to notice.

*Territorial jurisdiction* comprises the entire province of Quebec, and effective November 17, 1948, is to be divided as follows: zone I, the Island of Montreal; zone II, the Province of Quebec excepting regions comprised in zones I and III; zone III, the municipalities in the Province having less than 3,000 population according to the last Dominion census, provided establishments do not employ more than 35 workmen.

*Hours:* 9 per day, Monday to Friday, 5 on Saturday, a 50-hour week (10 per day Monday to Friday during the summer months); employees engaged in shipping, maintenance and repair, 50 per week with regular working day not to exceed 10 hours; firemen and stationary enginemen 56 per week. *Overtime* is payable at time and one-half, double time on Sundays and specified holidays. The restriction on hours and the overtime provisions do not apply to boiler firemen, stationary enginemen, watchmen, truck drivers and helpers on trucks.

*Minimum wage rates:* There are two minimum wage schedules:—

(1) Those employers who have not declared themselves in favour of the classification system must pay the following minimum rates:

Employees of 18 years of age or younger 45 cents per hour in zone I, 40 cents in zone II and 35 cents in zone III; employees of 19 years of age and over from 50 cents per hour during first 3 months to 65 cents per hour after 2 years in zone I, from 45 cents per hour to 60 cents per hour in zone II and from 40 cents per hour to 55 cents per hour in zone III. The average wage shall be not less than 71 cents per hour in zone I, 64 cents per hour in zone II and 58 cents per hour in zone III.

(2) For those employers who adopt the classification of occupations set forth in the agreement in which each occupation in the industry is placed in one of four classes, the following minimum rates are effective—class I, 75 cents per hour in zone I, 70 cents in zone II and 65 cents in zone III; class II, 68 cents per hour in zone I, 63 cents in zone II and 58 cents in zone III; class III, 65 cents per hour in zone I, 60 cents in zone II and 55 cents in zone III; for class IV, which includes all the operations not specified in the agreement for the first 3 classes, the

rates are the same as the minimum wage rates first mentioned above, except that in class IV there are no rates given for after 2 years.

*Vacation:* every employee covered by this agreement is entitled to vacation with pay in conformity with the provisions of Ordinance No. 3 of the minimum Wage Commission of the Province of Quebec.

### **Manufacturing: Non-Metallic Minerals and Chemicals**

#### **PAINT MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC.**

An Order in Council, dated August 4, and gazetted August 14, makes obligatory the terms of a new agreement between various paint manufacturing companies and the Association of Employees of the Paint Industry. Agreement to be in effect from August 14, 1948, to August 13, 1949, and thereafter from year to year, subject to notice. It applies to the entire province of Quebec and replaces the agreement previously in effect (L.G., Sept., 1944, p. 1141; July, 1945, p. 996; Dec., 1946, p. 1773, and previous issues).

*Hours:* 48 per week, except for employees on continuous operations (boiler house employees and workmen in white lead and linseed and other oil manufacturing) who work 56 hours per week. Time and one-half is paid for all work over 9 hours in any one day or 48 hours in any week except employees on continuous operations who are paid overtime rates after 56 hours in a week. Employees are to be paid for 3 specified holidays provided they work the first working day following these holidays unless prevented from doing so by sickness. Employees working on any of the above holidays shall, in addition, be paid at their regular hourly rate for the hours worked.

*Minimum hourly wage rates:* in paint and lacquer factory—labourers 68 cents; helpers 70 cents; fillers 73 cents; mixers, millmen (second class) 74 cents; millmen (first class), shaders (second class) 78 cents; shaders (first class) 83 cents; varnish factory—labourers, helpers and fillers are paid the same rates as in paint and lacquer factory; thinner men 76 cents; kettlemen, second class 80 cents, first class 86 cents; white lead and dry colour factory—labourers and helpers receive the same rates as in paint and lacquer factory; grinders, pressmen, second class 73 cents, first class 75 cents; strikers, second class 75 cents, first class 79 cents; receiving, packing and shipping departments—labourers 68 cents; helpers 70 cents; packers 72 cents; shipping clerk and stockkeeper \$34.75 per week; general—coopers and mill dressers 81 cents; watchmen, firemen, timekeepers \$34.75 per week; maintenance men (including carpenter, electrician, plumber, machinist and blacksmith) 86 cents; stationary enginemen, fourth class \$39 per week, third class \$42.50, second class \$49.50; linseed oil mill—labourer 68 cents; hydraulic press or expeller men 71 cents; maintenance men 86 cents; overprinting label and multigraphing—male employee 68 cents, under 18 years of age 46 cents; female employees (all factory departments) minimum 48 cents; apprentices under 20 years of age (1 year only) 46 cents.

*Vacation:* one week with pay after one year's service, 2 weeks with pay after 3 years.



## **Transportation and Public Utilities:** **Water Transport**

### **LONGSHOREMEN (OCEAN NAVIGATION), MONTREAL.**

An Order in Council, dated August 4, and gazetted August 14, makes obligatory the terms of a new agreement between certain shipping and stevedoring companies and International Longshoremen's Association, Local 375. Agreement applies to the longshoremen employed in loading and unloading ocean steamships in the Harbour of Montreal, and is to be in effect from August 14, 1948, to December 31, 1948, and thereafter from year to year, subject to notice.

This agreement is similar to the ones previously in effect and summarized in the *LABOUR GAZETTE*, Aug., 1947, p. 1175; Sept., 1946, p. 1253, and previous issues, with the following exception:—

*Minimum wage rates* for all employees are increased by 17 cents per hour for day work and 25½ cents per hour for evening and night work, so that the minimum wage rates are now \$1.45 per hour for day work and \$2.17½ per hour for evening and night work. This agreement also provides that employees working on ships on which ammonium nitrate fertilizer is being or has been loaded shall be paid a minimum of \$1.65 per hour for day work and \$2.47½ per hour for evening and night work.

### **CHECKERS AND COOPERS (OCEAN NAVIGATION), MONTREAL.**

An Order in Council, dated August 4, and gazetted August 14, makes obligatory the terms of a new agreement between certain steamship companies and Local 1657, International Longshoremen's Association. Agreement governs all checkers and coopers working on ocean-going vessels in the Harbour of Montreal, and is to be in effect from August 14, 1948, to December 31, 1948, and thereafter from year to year, subject to notice.

This agreement is similar to the ones previously in effect and summarized in the *LABOUR GAZETTE*, Sept., 1947, p. 1308; Sept., 1946, p. 1254, and previous issues, except that the minimum wage rate for day work is increased by 15 cents per hour and for night work by 22½ cents per hour, making the new minimum rates \$1.20 per hour for day work and \$1.80 per hour for night work.

### **SHIPLINERS (OCEAN NAVIGATION), MONTREAL.**

An Order in Council, dated August 4, and gazetted August 14, makes obligatory the terms of a new agreement between certain shipping and stevedoring companies and the International Longshoremen's Association, Local 1552. Agreement to be in effect from August 14, 1948, to December 31, 1948, and thereafter from year to year, subject to notice. Agreement covers all fitting of ocean-going vessels lying in the Harbour of Montreal for grain and cattle and all woodwork in connection with the stevedoring gear, except where permanent gear men are employed.

This agreement is similar to the ones previously in effect and summarized in the *LABOUR GAZETTE*, Sept., 1947, p. 1308; Sept., 1946, p. 1253, and previous issues, with the following exceptions—

*Minimum wage rates* for all employees are increased 17 cents per hour for day work and 25½ cents per hour for evening and night work making the new minimum rates \$1.30

per hour for day work and \$1.95 per hour for evening and night work. This agreement also provides that employees working on ships on which ammonium nitrate fertilizer is being or has been loaded shall be paid a minimum of \$1.65 per hour for day work and \$2.47½ per hour for evening and night work.

## **Trade**

### **WHOLESALE FOOD STORES, QUEBEC.**

An Order in Council, dated August 4, and gazetted August 14, 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, and previous issues).

*Minimum wage rates in zone I:* foremen and head shipper \$37.50 per week; assistant foremen and head shipper, departmental manager (except in packing house), miller or men in charge of mixers, cook and presser of feeding stuffs \$35.50; departmental manager in packing house \$53; departmental manager in packing houses (small goods department) \$46; stationary enginemen—chief enginemen from \$45 to \$60 per week, enginemen from 69 cents to 84 cents per hour, firemen (enginemen's helpers) 59 cents; day-labourer (male and female) and furnace firemen 55 cents; night watchmen (minimum of \$25 per week) 45 cents per hour; order employee and receiving clerk, slaughterer and boner \$33.50 per week; butter and cheese conditioner \$36; butcher and boner, pork butcher, man employed in the dry curing departments—skilled (certificated) \$39, foreman \$43, apprentices from \$20 per week during first 6 months to \$34 per week after 18 months; general hand in packing houses \$34; female employee in packing houses (not office staff) from \$18 per week in first year to \$22 in third year and thereafter; butter wrapper \$23; butter cutter \$28; egg grader from \$26 in first year to \$34 in fifth year; truck driver \$33; general hand (other than in packing houses)—over 17 years of age \$31.50, under 17 years \$20 in first 3 months and \$25 thereafter; boy (not handling heavy merchandise) \$18; female employees other than those of the office staff (except those of packing houses) \$18 and \$20; administration personnel \$48; accountant \$41; assistant-accountant \$38.50; accountant-cashier \$36.50; bookkeeper from \$18 during first year to \$35 after 7 years; sales clerk from \$22 in first year to \$35 after 3 years; female office employees (except stenographers) from \$16 in first year to \$22 after 2 years; office messenger \$15; shorthand-typist from \$18 during first year to \$24 after 2 years; junior clerk \$13; warehouse occasional hand 70 cents per hour; office occasional employee 60 cents.

*Minimum wage rates in zone II* are the same as those in zone I, less 10 per cent.

*Vacation:* employees with 5 years' continuous service are now entitled to an additional week's vacation with pay.

### **RETAIL FOOD STORES, QUEBEC.**

An Order in Council, dated August 12, and gazetted August 14, amends the previous Orders in Council for this industry (*L.G.*, July, 1945, p. 996, Aug., p. 1198; Oct., 1946, p. 1447, June, 1947, p. 826, and previous issues).

Territorial jurisdiction comprises the cities of Quebec, Levis and Sillery, the towns of Quebec-West and Lauzon and the municipality of Gifford and is divided as follows: zone I, the cities of Quebec and Sillery, the



town of Quebec-West and the municipality of Gifford; zone II, the city of Levis and the town of Lauzon.

*Hours* are reduced from 56 to 51½ per week.

*Minimum wage rates in zone I:* meat department—class A \$39 per week, class B \$33, class C \$27, class D \$17; grocery department—class A \$36, class B \$30, class C \$24, class D \$16.50. In zone I, the bachelor delivery man or delivery wagon driver shall receive a minimum of \$25 per week and the married man a minimum of \$30 per week. An employee working as manager in a butcher shop shall receive at least \$50 per week and

in a grocery at least \$45 per week in zone I, and at least \$30 per week in zone II. An employee working as department manager or head clerk in a butcher shop shall receive at least \$45 per week and in a grocery at least \$40 per week in zone I, and at least \$25 per week in zone II. In any establishment engaged in both the grocery and meat trade, the cashier girl and the office employees shall be remunerated at the rate established for employees of the grocery department.

*Vacation:* employees with 7 years' continuous service are entitled to an additional week's vacations with pay.

## Industrial Standards Acts, Etc.

### Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in New Brunswick, Ontario, Saskatchewan and Alberta

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 the zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the *LABOUR GAZETTE*, Oct., 1940, p. 1077.

Schedules of wages and hours recently made binding by Orders in Council under these Acts include new schedules for barbers at Smiths Falls and at Stratford in *The Ontario Gazette* of June 19, for barbers at Brockville, at Orillia, at Kitchener and Waterloo, at Oshawa and at Barrie in the issue of July 10, for barbers at Cornwall, at Paris and at Clinton, Goderich and Seaforth in the issue of July 24, and an amendment of the schedule for barbers at Stratford in the issue of August 14. Other

Orders in Council making schedules binding or revoking schedules are summarized below.

#### New Brunswick

##### Construction

###### CARPENTERS, SAINT JOHN.

An Order in Council, gazetted July 21, makes binding the terms of a new schedule for carpenters at Saint John and within a radius of 15 miles except that part of the area lying north of the Kennebecasis River. Schedule to be in effect until May 1, 1949.

*Hours:* 8 per day, Monday to Friday, 4 on Saturday, a 44-hour week.

*Overtime* is payable at \$1.42 per hour for the first 4 hours, \$1.90 thereafter and for work on Sundays and 7 specified holidays.

*Minimum wage rate:* 95 cents 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 of \$1 per hour shall be paid.

#### Ontario

##### Construction

###### BRICKLAYERS AND STONEMASONS, OTTAWA.

An Order in Council, dated July 14, and gazetted July 24, makes binding the terms of a new schedule for bricklayers and stonemasons at Ottawa, to be in effect from August 3, 1948, during pleasure.

This schedule is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, April, 1948, p. 335, with the exception of the minimum wage rate which is increased from \$1.40 to \$1.55 per hour.

###### CARPENTERS, OTTAWA.

An Order in Council, dated June 30, and gazetted July 17, makes binding the terms of a new schedule for carpenters at Ottawa, to be in effect from July 27, 1948, during pleasure.

This schedule is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, Nov., 1947, p. 1663, with the exception of the minimum wage rate which is increased from \$1.18 to \$1.25 per hour with a further increase of 5 cents per hour to be effective October 4, 1948.

###### LATHERS, OTTAWA.

An Order in Council, dated July 14, and gazetted July 24, makes binding the terms

of a new schedule for lathers at Ottawa, to be in effect from August 3, 1948, during pleasure.

*Hours:* 8 per day, Monday to Friday, a 40-hour week.

*Overtime* is payable at time and one-half up to midnight from Monday to Friday and on Saturday morning; double time for all other overtime.

*Minimum wage rate:* \$1.40 per hour. Employees working on night shifts receive 8 hours' pay for 7 hours' work; 8 hours' work may be performed during the night at the regular rate where the work is of such a nature that it cannot be performed during the regular working day. The advisory committee may fix a lower minimum rate for handicapped workers.

#### SHEET METAL INDUSTRY, OTTAWA.

An Order in Council, dated July 29, and gazetted August 14, makes binding the terms of a new schedule for sheet metal workers at Ottawa, to be in effect from August 24, 1948, during pleasure.

This schedule is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, Feb., 1947, p. 188, except that the minimum wage rate is increased from \$1.10 to \$1.40 per hour.

#### CARPENTERS, BROCKVILLE.

An Order in Council, dated June 10, and gazetted June 19, and amended in the issue of August 14, makes binding the terms of a new schedule for carpenters at Brockville, to be in effect from June 29, 1948, during pleasure.

This schedule is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, Oct., 1947, p. 1476, except that the minimum wage rate is increased by 10 cents to \$1.10 per hour.

#### PLUMBERS, WINDSOR.

An Order in Council, dated June 10, and gazetted June 19, makes binding the terms of a new schedule for plumbers at Windsor, to be in effect from June 29, 1948, during pleasure.

This schedule is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, Oct., 1947, p. 1476, with the following exception:—

*Minimum wage rate* is increased from \$1.50 to \$1.65 per hour.

### Saskatchewan

#### *Manufacturing: Vegetable Products*

#### BAKERS, REGINA.

An Order in Council, dated July 20, and gazetted July 31, revokes the Order in Council making this schedule binding and its amendment (L.G., July, 1940, p. 736, Dec., p. 1313).

Another Order in Council, dated July 6, and gazetted July 17, makes binding the terms of a new schedule for bakers at Regina and within a radius of 5 miles, to be in effect during pleasure.

*Hours:* 8 per day, 44 per week.

*Overtime* is payable at time and one-half. Every employee who works on any of the specified holidays shall be paid one day's wages at his regular rate of wages and, in addition, one and one-half times his regular

rate of wages for every hour or part of an hour during which he works.

*Minimum wage rates:* doughman \$38 to \$41 per week; ovenman in charge \$35 to \$38; doughman's helper, ovenman's helper, machineman, truck driver \$31 to \$34; bench hands, bread wrapper, receiver, stableman \$33 to \$36; baker's helper and bread raker, bread wrapper's helper, stableman's helper \$27 to \$30; finishers and cake wrappers and box makers \$23 to \$26; shipper's helper \$28 to \$31; engineer's helper \$35 to \$38; janitor \$30 to \$33. A \$20 guarantee wage per week shall be paid to all regular salesmen 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. Relief outside salesmen receive a minimum of \$32 per week, salesmen in training \$27 for a period of 4 weeks, thereafter \$32; part-time employees shall be paid 10 cents per hour above the *pro rata* rate. New employees begin at the lowest rate but must reach the highest rate after 3 months, at the rate of \$1 increase per week after the first month, progressively, until the maximum has been reached. Night workers receive a bonus of 5 cents per hour. Female employees performing duties of a male with assistance shall be paid 80 per cent of the classification of said work but in no case shall the wages be lower than provided for by the Minimum Wage Board Order.

#### *Construction*

#### PAINTERS, MOOSE JAW.

An Order in Council, dated July 20, and gazetted July 31, makes binding the terms of a new schedule for painters at Moose Jaw and within a radius of 5 miles, to be in effect during pleasure.

*Hours:* 8 per day, 4 on Saturday, a 44-hour week.

*Overtime* and work on Sundays is payable at time and one-half. Every employee who works on any of the 8 specified holidays shall be paid one day's wages at his regular rate of wages and, in addition, one and one-half times his regular rate of wages for every hour or part of an hour during which he works.

*Minimum wage rate:* \$1.10 per hour, \$1.15 per hour for alternate shifts. A lower minimum wage rate may be set for handicapped workers.

#### SHEET METAL INDUSTRY, REGINA.

An Order in Council, dated May 31, and gazetted June 5, revokes the Order in Council making this schedule binding and its amendment (L.G., Sept., 1938, p. 1048; Oct., 1940, p. 1038).

### Alberta

#### *Agriculture*

#### HONEY PRODUCING INDUSTRY, COALDALE, TABER AND VAUXHALL.

An Order in Council, dated June 29, and gazetted July 15, revokes the Order in Council making this schedule binding (L.G., April, 1939, p. 436).

#### HONEY PRODUCING INDUSTRY, LETHBRIDGE.

An Order in Council, dated June 29, and gazetted July 15, revokes the Order in Council making this schedule binding (L.G., April, 1939, p. 436).

# 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 July

### (1) *Works of Construction, Remodelling, Repair or Demolition.*

During the month of July the Department of Labour prepared 123 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 52 construction contracts were 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 8 per day and 44 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 44 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 from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation."

### (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 .....	4,958	\$5,867,581.00
Post Office .....	13	56,219.52
R.C.M.P. ....	3	48,087.00



**CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING JULY**

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
<b>Canadian Commercial Corporation</b>				
Aldershot Camp, N.S.	Re-roofing of the Drill Hall.	Scotia Roofing & Sheet Metal Ltd., Halifax, N.S.	\$ 7,470 00	April 21, 1948
Rensou, N.B.	Waterproofing approx. 80,500 square feet of building.	Gumite & Waterproofing Ltd., Montreal, Que.	15,180 00	May 17, 1948
Laehne, Que.	Conversion of Hospital Building to married quarters at R.C.A.F. station.	J. L. E. Price & Company Ltd., Montreal, Que.	85,908 00	Feb. 26, 1948
St. Hubert, P.Q.	Repairs to trusses in Hangars 1, 2, 3 and 4 and Drill Hall at R.C.A.F. station.	A. F. Byers Construction Co. Ltd., Montreal, Que.	39,630 00	June 28, 1948
Clinton, Ont.	Repairs to trusses in the hangar (building no. 21) and Drill Hall at 5 R. & S. School.	A. F. Byers Construction Co. Ltd., Montreal, Que.	14,100 00	June 28, 1948
Centralia, Ont.	Construction of runway extensions and improvements at R.C.A.F. Station.	Bremnan Paving Co. Ltd., Hamilton, Ont.	484,947 50	Feb. 23, 1948
Simcoe, Ont.	Repairs to fire damaged Armoury.	Frontenac Construction Co. Ltd., Toronto, Ont.	15,900 00	Nov. 25, 1947
Toronto, Ont.	Cleaning and painting Fort York Armoury.	Frank Greaves & Company, Toronto, Ont.	2,650 00	May 6, 1948
Fort Churchill, Man.	Construction of a radio operational station.	The Foundation Co. of Canada Ltd., Montreal, Que.	1,533,000 00	June 16, 1948
Fort Churchill, Man.	Installation of utilities, distribution mains, plumbing and heating.	Partridge-Halliday Limited, Winnipeg, Man.	306,017 00	Mar. 2, 1948
Fort Churchill, Man.	Installation of electric power distribution system.	Kummel-Shipman Electric Ltd., Winnipeg, Man.	166,300 00	Mar. 18, 1948
<b>Central Mortgage and Housing Corporation</b>				
Amherst, N.S.	Construction of houses.	Eastern Woodworkers Ltd., New Glasgow, N.S.	206,115 00	April 2, 1948
Stellarton, N.S.	Construction of houses.	Eastern Woodworkers Ltd., New Glasgow, N.S.	149,525 00	June 3, 1948
New Glasgow, N.S.	Construction of houses.	Eastern Woodworkers Ltd., New Glasgow, N.S.	296,750 00	April 2, 1948
Saint John, N.B.	Installation of heating system for 205 apartments.	Hogen & Company Ltd., Halifax, N.S.	253,019 00	Aug. 18, 1948
Charlottetown, P.E.I.	Construction of houses.	Eastern Woodworkers Ltd., New Glasgow, N.S.	171,609 00	April 2, 1948
Belleville, Ont.	Construction of houses.	James Moore & Sons, Ottawa, Ontario.	405,820 00	July 20, 1948
Peterborough, Ont.	Installation Van-Packer chimneys in 225 houses.	John Green, Erin, Ontario.	7,035 00	July 14, 1948
Stratford, Ont.	Construction of houses.	Parker Construction Co. Port Stanley, Ont.	294,845 50	July 14, 1948
Stratford, Ont.	Plumbing installation of 100 houses.	Canadian Comstock Co. Ltd., Leaside, Ont.	22,000 00	July 14, 1948
Orillia, Ont.	Construction of houses.	Maguire Contracting Co. Ltd., Winnipeg, Man.	175,670 00	May 28, 1948
Port Garry, Man.	Construction of houses.	Bird Construction Co. Ltd., Winnipeg, Man.	103,256 00	June 3, 1948
Selkirk, Man.	Construction of houses.	Claydon Co. Ltd., Winnipeg, Man.	183,500 00	July 14, 1948
St. James, Man.	Construction of houses.	Jas. E. Rostere, Winnipeg, Man.	176,695 00	July 14, 1948
Winnipeg, Man.	Construction of houses.	Bird Construction Co. Ltd., Winnipeg, Man.	1,055,928 00	July 14, 1948
N. Vancouver, B.C.	Installation concrete blocks foundation under 186 houses.	J. Indridsson, New Westminster, B.C.	75,176 00	Aug. 18, 1948
<b>Department of Mines and Resources</b>				
Fort St. Joseph, Ont.	Construction of approach road.	Ralph Nelson, Hilton Beach, Ont.	10,900 00	June 19, 1948
Banff National Park, Alta.	Water supply installation.	Poole Construction Company, Calgary, Alta.	15,000 00	June 10, 1948
<b>National Harbours Board</b>				
Montreal Harbour, P.Q.	Erection of cargo handling beams for sheds 44, 45, 46 and 47 on Tarte Pier.	Dominion Bridge Co. Ltd., Montreal, P.Q.	11,250 00	May 25, 1948
Montreal Harbour, P.Q.	Surfacing of roadway between Papineau Ave. and Pie IX Blvd.	Dubuc Construction & Paving Ltd., Montreal, P.Q.	22,400 00	June 21, 1948
Vancouver Harbour, B.C.	Dolphin and float repairs and replacements at Scow Pool.	Horie Latimer Construction Co. Ltd., Vancouver, B.C.	7,765 00	June 15, 1948

### Department of Public Works

Canoe Cove, P.E.I.	Breakwater repairs.	R. C. Macmillan, Charlottetown, P.E.I.	25,857 50	May 26, 1948
Cheticamp Beach, N.S.	Construction of a quay wall.	Breton Construction Co., Sydney, N.S.	10,398 82	May 7, 1948
Antigonish, N.S.	Construction of septic tank, sewer line and paving of courtyard—Public Building.	W. C. Wetmore Ltd., Halifax, N.S.	6,350 00	July 15, 1948
Pointe Basse, P.Q.	Breakwater-wharf replacement.	L. L. Gaudet, Aurigny, M.I., P.Q.	92,216 42	Mar. 2, 1948
St. Marc, P.Q.	Wharf reconstruction.	E. & P. Lakortune, Joliette, P.Q.	17,553 56	May 14, 1948
Kenora, Ont.	Construction of an addition and alterations to the Public Building.	R. Sigurdson, Winnipeg, Man.	80,406 00	June 29, 1948
Cornwall, Ont.	Construction of a nurse residence and office for the Indian Reservation.	A. E. Farley Construction Co. Ltd., Ottawa, Ont.	15,974 00	June 14, 1948
Ottawa, Ont.	Repairs and alterations to plumbing service, Centre Block, Parliament Buildings.	Wilfrid D. St. Cyr, Ottawa, Ont.	35,000 00	April 29, 1948
Kingston, Ont.	Alterations to the Public Building.	T. A. Andre & Sons, Kingston, Ont.	46,450 00	June 25, 1948
Ottawa, Ont.	Shelving, Records Storage Building, Experimental Farm.	J. E. Copeland, Ottawa, Ont.	16,955 00	July 12, 1948
Hamilton, Ont.	Interior and exterior painting of the Public Building.	J. Kenyon Ltd., Hamilton, Ont.	15,240 00	July 6, 1948
Fort Fitzgerald, Alta.	Wharf repairs and extension.	Northern Construction Co. & J. W. Stewart Ltd., Vancouver, B.C.	358,000 00	April 6, 1948
Vancouver, B.C.	Alterations to third floor and installation of an electrical distribution system in the Immigration Building.	Allan & Viner Construction Co. Ltd., Vancouver, B.C.	31,383 00	July 9, 1948
Lower and Middle Caraquez, N.B.	Dredging.	Saint John Dredging Co., Ltd., East Saint John, N.B.	25,875 00	*

\*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.

### Department of Transport

Blissville, N.B.	Surface treatment of airport.	Coastal Asphalt Products Ltd., Saint John, N.B.	6,930 00	April 23, 1948
Pennfield Ridge, N.B.	Additional aerodrome development.	Fowlers Paving Ltd., Saint John, N.B.	7,700 00	April 15, 1948
Megantic, P.Q.	Additional aerodrome development.	Grant-Mills Limited, Montreal, P.Q.	10,488 00	May 7, 1948
Fort William, Ont.	Construction of concrete parking apron.	Tomlinson Brothers Ltd., Toronto, Ont.	58,005 00	April 23, 1948
Regina, Sask.	Runway repairs at Regina Airport.	Dorosz Brothers Contractors, Regina, Sask.	24,500 00	May 17, 1948
Comox, B.C.	Additional aerodrome development.	Premier Construction Co. Ltd., Vancouver, B.C.	22,120 00	May 15, 1948
Port Hardy, B.C.	Alterations and additions to existing buildings to living quarters.	R. A. Wassman & Co. Ltd., Vancouver, B.C.	83,132 00	Mar. 30, 1948

# LABOUR LAW

## Recent Regulations Under Dominion and Provincial Legislation

*Radio technicians and sheet-metal workers are covered by new minimum wage orders in British Columbia; higher minimum rates are set for first-aid attendants, persons employed in or about public places of amusement and certain transport workers; the learning period for female office workers is reduced from six to four months.*

*New Brunswick has issued a second Minimum Wage Order to apply throughout the Province to women in wholesale and retail merchandising establishments.*

*Rules governing refrigeration engineers have been made under the Manitoba Apprenticeship Act.*

### DOMINION

#### Canada Trade Unions Act

Revised Regulations for the registration of trade unions made by an Order in Council (P.C. 3175) of July 16, gazetted August 11, reduce from \$5 to \$4 the fee for a certificate of registry. The other provisions in the new Regulations reproduce those set out in an earlier Order in Council (P.C. 1444), made on June 26, 1889, now rescinded.

### PROVINCIAL

#### Alberta Old Age Pensions Act

The revised regulations under the Old Age Pensions Act (Canada) which were approved by P.C. 1860 of April 29, gazetted June 18 (L.G., Sept., 1948), have been adopted as regulations under the Alberta Act by an Order in Council (561/48) gazetted August 14.

#### British Columbia Hours of Work Act

The working hours of persons employed in construction of the Pine Pass Highway have been extended to nine in a day and 54 in a week from June 16 to December 31, 1948, by a Regulation (No. 32C) made by the Board of Industrial Relations on May 20, gazetted May 27. A similar exemption was granted in 1947 (L.G., 1947, p. 1024).

#### British Columbia Male and Female Minimum Wage Acts

##### *Radio Technicians and Sheet Metal Workers*

For the first time radio and radio-broadcast technicians and male sheet-metal workers are covered by minimum wage

orders. The first of these orders, that governing radio technicians (No. 7), was made on May 20, gazetted May 27, and became effective May 31; that governing radio-broadcast technicians (No. 8), on August 3, gazetted and effective September, 13.

Both Orders fix 80 cents an hour as the minimum wage.

"Radio technicians" include workers engaged in designing, repairing, and installing radio and electronic equipment, including home radio receivers, record-playing apparatus, public-address and audio-amplifier systems, and in the designing, repairing and maintenance of long and short-wave and ultra-high frequency receiving and transmitting equipment.

The second Order covers technicians employed in radio-broadcast stations in the installation, operation, or maintenance of radio-broadcast equipment, including television, voice and facsimile, or any rebroadcast apparatus by means of which electricity is applied in the transmission, production or reproduction of voice and sound. Operators of record-playing or transmitting and receiving communications equipment in establishments other than radio-broadcast stations are exempted from the Order.

A new Order (No. 10), effective September 13, establishes a minimum wage of \$1 an hour for men in the sheet-metal trade. The Order, which was made on August 3 and gazetted August 13, covers any sheet-metal work, including manufacture, erection and installation, in connection with a residential, commercial or industrial building, plant, boat or ship, and also the manufacture or installation of gravity or forced air heating or conditioned-air installation. Production-line or



assembly-line manufacture of sheet-metal products for resale is exempted.

Revised Orders, made on August 3, gazetted August 12 and effective September 13, apply to workers in or about public places of amusement, etc. (No. 67), to women in offices (No. 34), and to certain workers in road transport (No. 9). The revised Order (No. 25) governing male and female workers in manufacturing, made and gazetted on the same dates, became effective on August 12. The Order for first-aid attendants (No. 39) was revised on May 20, gazetted May 27 and went in effect May 31.

#### *Public Amusement Places, etc.*

To the list of amusement places covered by the former Order (L.G., 1939, p. 999) the new Order 67 adds veterinary hospitals and establishments where general and special therapeutics is performed, parking-lots, auto-camps, shoe-shine establishments, and boat liveries. The list of amusement places has been extended and now includes theatres, dance-halls, music-halls, concert-rooms, lecture-halls, shooting-galleries, bowling alleys, billiard-parlours and pool-rooms, ice- and roller-rinks, amusement-parks, golf-courses, sports grounds and arenas, swimming pools, bathing-pavilions and dressing-rooms, bathing beaches and steam baths. Excluded are caddies on golf courses and persons employed exclusively as watchmen.

Except with the permission of the Board, no worker covered by the Order may work more than eight hours in a day or 44 in a week. The maximum hours permitted formerly were eight and 48.

The minimum rate for both male and female workers working 40 hours or more in a week is now increased from \$17.10 to \$18 a week. The earlier Order applied only to women. The General Interim Order of June 25, 1946, raised by 20 per cent the \$14.25 minimum for these workers set by a 1939 Order.

Part-time workers, whose work-week consists of less than 40 hours, now receive 45 cents an hour, instead of 35 cents, the rate before the 20 per cent increase was made. Unless the Board permits otherwise, these workers must receive at least three hours' pay in any one day. The former Order stipulated that workers working two hours or less must receive a minimum of 75 cents.

The new Order differs from the old in providing lower rates for learners. During two two-month periods, learners working full time are to receive \$14 and \$16 weekly. For part-time learners the rates are 35 cents an hour for the first two months and 40 cents for the second two months.

#### *Offices*

The learning period for female office workers (L.G., 1946, p. 989) has been reduced from six to four months by revised Order 34. Instead of \$12, \$14 and \$16 a week for three successive two-month periods, learners must now receive \$14 for the first two months and \$16 for the second two months after which the full minimum must be paid. Similarly, with part-time learners who work less than 36 hours weekly the hourly rates are 40 and 45 cents for two two-month periods instead of the former 35, 40 and 45 cents.

As before, hourly paid workers in offices who work part of a day must be paid for at least four hours unless the Board permits an exception to this stipulation.

#### *Road Transport*

A separate Order (No. 9) now governs workers employed as drivers, swampers or helpers in the transport of goods by motor-vehicle of more than 1,000 lb. factory capacity. Transportation Orders 26 and 26B (L.G., 1940, p. 1147; 1941, p. 1110) no longer apply to these workers. Order 9 does not apply to retail bread and milk, laundry, dry cleaning or mail delivery.

The new rate for male and female drivers, swampers and helpers is 75 cents an hour. Under the former Orders 26 and 26B, drivers of motor-vehicles of less than 2,000 lbs. weight, and swampers and helpers were required to be paid 35, 40 and 52½ cents an hour depending on the hours worked. For the same hours, minimum rates for vehicles of 2,000 lbs. or over were 40, 45 and 60 cents. All these rates were increased by 20 per cent by the General Interim Order of 1946.

Provision is made for long-distance hauling in the overtime rates established. For the first 2½ hours worked in excess of 8½ hours in a day, time and one-half must be paid; for hours worked in excess of 11 in a day, double time; and for all hours worked beyond 47 in a week, time and one-half is payable, provided that in the latter case overtime is not to include the overtime covered above.

As before, when an employee provides his own vehicle the employer must pay reasonable costs of upkeep while it is in use on his behalf, and employees are to be paid at the regular rate for time spent waiting on call.

#### *Manufacturing*

The only change made in the revision of the Order governing manufacturing (No. 25) is the re-wording of the daily guarantee clause to state more clearly that

an employee reporting for work on the call of an employer must be paid for the entire period spent at the place of work with a guarantee of at least two hours' pay at his regular rate and, if he commences work, at least four hours' pay. Exemptions by the Board from the four-hour daily guarantee are no longer permitted. Order 25 (1947) and subsequent amendments are now rescinded.

#### *First-Aid Attendants*

The minimum wage for first-aid attendants has been raised from \$4 a day (\$4.80 after July 1, 1946) to 75 cents an hour by Order 39, except where part of the time is spent at other work for which a higher rate is fixed, in which case the higher rate must be paid. The Order which previously covered male employees only, now applies to both men and women.

The usual overtime rate of time and one-half after eight and 44 hours is payable, except to those first-aid attendants employed making shingle-bolts, as emergency fire-fighters, boom-men or boat-men or those covered by the minimum wage order for cook- and bunk-house occupations in unorganized territory. The former overtime rate was 50 cents an hour, or from 1946, 60 cents.

As in the earlier Order (L.G., 1940, p. 1147), when a first-aid attendant accompanies a patient to hospital or to the office of a medical doctor his expenses are to be paid by the employer.

#### *General Provisions*

In all the above Orders except that governing transport workers, an employee called to work but for whom there is no work must be paid at least two hours' pay at his regular rate or for the entire period of waiting if required to remain longer. If he commences work, he must receive at least four hours' pay except in places of amusement where workers must be paid at least three hours in a day.

All the Orders except that governing transport workers require time and one-half to be paid for work done after eight and 44 hours.

The employer must pay wages semi-monthly, post a copy of the Order in a conspicuous place in his establishment, keep records relating to wages, hours, etc., and have these records available for inspection at any time by the Board of Industrial Relations.

#### **Manitoba Apprenticeship Act**

Rules governing refrigeration engineers were filed on July 19, gazetted July 24 (Reg. 29).

An apprentice for this trade must be between the ages of 16 and 21 and have completed Grade IX or its equivalent. Persons over 21 and war veterans, however, may register as apprentices on the recommendation of the Trade Advisory Committee.

The minimum term of apprenticeship is four years including a probationary period of three months. The term may be reduced by the Apprenticeship Board if an apprentice has attended a technical or vocational school or has had previous experience in the trade gained from a specialized course of study certified to by the school or can produce other evidence satisfactory to the Board of previous experience or specialized training. Credit is also given for the probationary period.

An employer who employs one journeyman, or is himself a journeyman, may have one apprentice and another for every five additional qualified mechanics.

An apprentice who is temporarily employed by arrangement with the Director of Apprenticeship to learn a branch of the trade not carried on by the employer to whom he is apprenticed is not to be considered an apprentice during such temporary employment.

Every apprentice is required to attend full-time technical or vocational classes for eight weeks of the winter months and must be given practical training by his employer in all branches of the trade.

The Director must provide for periodic inspections of the progress of each apprentice and a report on his progress is to be submitted annually by the employer. Certificates will be granted after a trade test prescribed by the Board.

The weekly and daily hours must be the same as for journeymen provided that the hours of boys under 17 and girls do not exceed 48 in a week.

The wage rates are to begin with a minimum of 30 cents an hour for the first six months, rising by five cents for the next three half-year periods, and thereafter increasing by 10 cents until, at the end of the eighth half-year, the minimum will be 85 cents an hour.

Persons who have been working in the trade for six years or more may, on the recommendation of the Trade Advisory Committee, be granted a certificate of qualification without examination upon the payment of \$1. A certificate may be granted, after an examination approved by the Board, to persons engaged in the trade between four and six years. No certificate



will be issued without examination, however, after six months from the date of these Regulations.

### **New Brunswick Minimum Wage Act**

#### *Shops*

A new Order made by the Minimum Wage Board establishes, from September 1, 1948, \$14.40 as the weekly minimum wage for women working 48 hours a week or less in wholesale or retail merchandising establishments. A minimum hourly rate of 45 cents must be paid for all time worked in excess of 48 hours in a week. For part-time employees who work less than 30 hours in a week the minimum rate is 30 cents an hour. The only previous minimum wage order issued since the Board was appointed on January 23, 1947, was that governing women workers in hotels and restaurants (L.G., 1948, p. 492).

### **Saskatchewan Public Health Act**

New regulations for the sanitary control of barber shops, and public eating establishments empower the Minister of Public Health or a medical health officer to order the medical examination of workers in barber shops, beauty parlours and public eating establishments who show symptoms of a communicable disease. If the worker fails to report for such examination he must be dismissed. These two Orders (O.C. 1310 and 1355) were issued on August 3 and 10, respectively, gazetted August 14 and 21.

Under the earlier regulations, which are now rescinded, a person employed in a barber shop or public eating establishment was required only to furnish a medical certificate showing that he was free from a communicable disease (L.G., 1943, p. 1747).

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## **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 good cause in refusing to accept work of a type that she had previously tried but found that she was unable to do.—CU-B.268 (June 27, 1947).***

#### **MATERIAL FACTS OF CASE:**

The claimant, a single girl, aged 27 years, registered for work as a sewing inspector, was last employed as such by a manufacturer of infants' lingerie at a wage of 32 cents an hour from February 8, 1944 to November 30, 1946, when she voluntarily left her employment. She made claim for benefit on January 4, 1947 and was disqualified for a period of six weeks as from December 1, 1946, under Section 41 (1) of the Act, on the ground that she had voluntarily left her employment without just cause.

On February 17, 1947, she was notified of employment as an inspector for a shirt manufacturing company at a wage of 25 cents an hour. On applying for the position she was told that the work available was that of a dressmaker on a sewing machine at the same rate of pay. The claimant refused to accept the employment

on the ground that she was not qualified as a sewer.

The Insurance Officer disqualified the claimant for a period of six weeks as from February 18, 1947, under Section 40 (1) (a) of the Act, on the ground that she had without good cause refused to accept a situation in suitable employment.

From this decision the claimant appealed to a Court of Referees which unanimously allowed the claim, stating in their decision in part as follows:—

In her declarations this claimant alleged that she did not refuse the employment notified, as a matter of fact she was willing to accept the employment offered and went to the employer and offered her services. The employer then offered her employment of a kind different to the one offered by the employment officer.

It is therefore evident that the claimant did not refuse the employment notified to her by the employment officer and moreover she proved her willingness to work by going to the employer to offer her services.



The Insurance Officer appealed to the Umpire from the decision of the Court of Referees.

DECISION:

The Umpire's decision was that the claim should be allowed and gave as his reasons:—

Two questions arise.

Did the claimant refuse an offer of employment?

Section 40 (1) (a) of the Act reads as follows:—

An insured person shall be disqualified from receiving benefit if he—

after an officer of the Commission or a recognized agency or an employer has notified him that a situation in suitable employment is vacant or about to become vacant, has without good cause refused or failed to apply for such situation or failed to accept such situation when offered to him.

The claimant did not refuse to accept the employment as an inspector notified to her by the local office as it was not vacant. But she refused to accept the employment as a seamstress offered to her by the prospective employer.

Has the claimant refused without good cause an offer of suitable employment when she was offered employment as a seamstress by the prospective employer?

In view of the uncontroverted statement by the claimant that "she had never done that kind of work and that she knew she could not do it as she had tried before and was too nervous" and her evident willingness to accept any other suitable employment, I find that she had good cause to refuse the offer of employment as a seamstress.

***Held that the claimant, who had been unemployed to a considerable extent, had not shown good cause for refusing to accept employment of a kind other than employment in her usual occupation.—***  
***CUB. 302 (October 31, 1947).***

MATERIAL FACTS OF CASE:

The claimant, a married woman, aged 38 years, registered for work as a pianist, was last employed in a theatre as an orchestra pianist from November 8, 1946 to April 3, 1947, at a salary of \$40 a week. Her hours of work were from 9 p.m. to 12 p.m., six nights a week. She became separated from her employment when the orchestra at the theatre was changed. On April 9, 1947 she made claim for benefit which was allowed.

On June 28, 1947 the local office notified the claimant of part-time employment for the summer months as a sales clerk in a department store, which would have given her from 3 to 5½ days' work a week. The hours of work were from 9 a.m. to 5 p.m. and the wage was \$3.25 a day. The claimant refused to apply for this position, stating that she had registered for work as a pianist and that was the kind of work she would like. The local office reported that the claimant had stated that she could not leave her small daughter during the day.

The claimant's employment for the last six years has been altogether as a musician in various theatres and in 1944 and 1945, during the summer season, at a summer resort nearby. Her first claim for benefit was made on April 18, 1944 and since then she has received 329 days' benefit at different intervals and is now in her third benefit year. During that period there were 244 contributions paid on her behalf but she was incapable of work from August, 1945 to February, 1946.

A statement subsequently submitted by the claimant reads as follows:—

I have been educated and trained as a musician and have never done any other work in my life. I have never done any such work as sales clerk work and do not think I could give satisfaction. If I went to work in the day time, and did my housework in the evening I would not have time to keep in practice. If people call my home to give me musical work and I am not there to answer the phone I will soon be forgotten and will get no more musical work. I am likely to be called for work at any time but will not get it if I am not at home. Ever since I became married 3 years ago I have done musical work in the evening and I expect to continue to do so.

The insurance officer disqualified the claimant from receipt of benefit for a period of six weeks as from June 29, 1947, under Section 40 (1) (a) of the Act, on the ground that she had refused to apply for a situation in suitable employment. He also disqualified her from receipt of benefit for an indefinite period as from June 29, 1947, under Section 27 (1) (b), on the ground that she was not available for work and also under Section 27 (1) (a) on the ground that "she should be deemed not to be unemployed".

From this decision the claimant appealed to a Court of Referees. The claimant appeared before the court, together with two members of the association of which she is a member and the court upheld the

decision of the insurance officer, by a majority decision, which reads in part as follows:—

. . . The claimant was married three years ago and has done musical work since, and expects to continue. She states that considerable money has been spent on her career and that as a pianist she is entitled to \$2 per hour when playing with an orchestra, and further that her work is casual and seasonal.

When regularly employed the claimant worked as a pianist 18 hours weekly, in addition to which there were some five hours rehearsal and she advises the Court that at the present time she is doing two hours practice daily. She further states that she has not earned any money as a pianist in the last two months and at that time she was hired to play the piano at a hotel dinner for two hours. The claimant is available on call and anyone can have her services as a pianist on reasonable notice and at an agreed rate, and to this extent the services of the claimant are on the market. The theatre where the claimant had been formerly employed is now closed, probably for the summer months, but there is no evidence before the Court to show that it will open again in the fall. It appears that the demand for the claimant's services at the present time is not heavy and that when the claimant was employed by the theatre the orchestra of which she was a member functioned at three separate intervals in the day's performance. . . .

The claimant appealed to the Umpire from the decision of the Court of Referees. Representations by officials of several unions were made to the Umpire on her behalf.

#### DECISION:

The Umpire's decision was that the appeal should be dismissed, with the exception that the claimant is unemployed and gave as his reasons:—

The claimant and the unions on her behalf contend that in view of the fact that she has last been unemployed only for a period of less than three months, she should not be forced into such a drastic change of occupation, from that of a musician to that of a sales clerk, entailing a considerable reduction in salary.

The first question to decide is whether the claimant is unemployed within the meaning of the Act, because should the facts indicate that she is employed, the case ends there, and no other question needs to be discussed.

A careful perusal of the evidence before me brings me to a conclusion different from that reached by the Court of Referees as to the self-employment or employment of the claimant. I altogether fail to see how she could be considered as being not unemployed in view of the circumstances of her case.

The second question to determine is whether the employment notified to the claimant was suitable employment within the meaning of the Act.

The employment offered to the claimant was at a rate of wages not lower and on conditions not less favourable than those recognized by good employers. The question remains then as to whether a reasonable interval elapsed within the meaning of Section 40 (3) of the Act in order that employment of a kind other than employment in the claimant's usual occupation could be, in her case, deemed suitable.

To determine such a question, many factors have to be taken into consideration; among them, and not the least in importance, are the facts disclosed by the claimant's employment history. These indicate that the claimant, during the last three years, has not been able to secure continuous employment in her occupation, but has worked only intermittently, and in fact, has received benefit for a period of 329 days.

Under the circumstances, it would be reasonable to expect that, if the claimant were genuinely seeking work, she should have accepted this temporary employment for the summer season as, according to the submissions, there was very little prospect for her to get work as a musician during the period. It would not in any way have jeopardized any opportunity of returning at some future time to her usual occupation.

Section 40, paragraph (3) of the Act must necessarily apply to all insured persons, including those who follow a highly skilled occupation. Otherwise, the mass of workers who contribute to the fund would be greatly prejudiced.

I agree with the Court of Referees that the claimant has, without good cause, refused to apply for suitable employment.

The third and last question to decide is whether the claimant is available for work within the meaning of the Act.

According to her own admission, the claimant will not accept any other work than that of a musician for various reasons which she has described in her statements. The evidence indicates that she has failed to find employment as a musician for the last three months and that there is little prospect of getting any for a few months.

*(Continued on page 1157)*

# NEW UNEMPLOYMENT INSURANCE CONTRIBUTION AND BENEFIT RATES

*Upward revision of the unemployment insurance benefit rates and the addition of a new class of insured persons were among the provisions of the Act amending the Unemployment Insurance Act, 1940, which became effective on October 4, 1948.*

The Act to amend the Unemployment Insurance Act, 1940, passed at the last session of Parliament, became effective on October 4, 1948.

Amendments that are of particular interest to insured employees and to employers of insured workers, provide for higher rates of benefit and the creation of a new class (Class 8) of insurable employees.

The daily benefit rate under the original Act was 40 times the employee's average daily contribution for the previous two years. The new rate is 45 times (less 10 cents) the employee's daily contribution for the previous 180 insured days. Under the amended Act "dependent" includes any person connected to the claimant by blood

relationship, marriage, or adoption, if such person is wholly or mainly supported by the claimant in the claimant's own home.

The new class 8 is designed to insure most workers in insurable employment whose incomes are \$34 or more per week. When an insured person in Class 8 has paid contributions for 180 insured days, the maximum benefit available for him will be \$14.40 per week, if he has no dependents and \$18.30 per week, if he has dependents.

Other amendments in the amended Act were made mainly to clarify the provisions of the original Act and to simplify procedures.

The accompanying tables indicate the changes in both the contribution and benefit rates.

## Old and New Schedules, Contribution and Benefit Rates

### Old Schedule Contribution Rates

Reference number for Class	Class of Employed Persons	WEEKLY RATE	
		Employer	Employed Person
0	While earning less than 90 cents a day ..... or While under 16 years of age	18 cents	9 cents (paid on his behalf by the employer)
1	Earning \$ 5.40 but less than \$ 7.50 a week.....	21 cents	12 cents
2	Earning \$ 7.50 but less than \$ 9.60 a week.....	25 cents	15 cents
3	Earning \$ 9.50 but less than \$12.00 a week.....	25 cents	18 cents
4	Earning \$12.00 but less than \$15.00 a week.....	25 cents	21 cents
5	Earning \$15.00 but less than \$20.00 a week.....	27 cents	24 cents
6	Earning \$20.00 but less than \$26.00 a week.....	27 cents	30 cents
7	Earning \$26.00 or more in a week.....	27 cents	36 cents

Salaried employees, the remuneration of whom exceeds \$3,120 are not called upon to contribute, and are not insured.

### New Schedule Contribution Rates

Reference number for Class	Class of Employed Persons	WEEKLY RATE	
		Employer	Employed Person
0	While earning less than 90 cents a day ..... or While under 16 years of age	9 cents	9 cents (paid on his behalf by the employer)
1	Earning \$ 5.40 to \$ 7.49 in a week.....	18 cents	12 cents
2	Earning \$ 7.50 to \$ 9.59 in a week.....	24 cents	15 cents
3	Earning \$ 9.60 to \$11.99 in a week.....	24 cents	18 cents
4	Earning \$12.00 to \$14.99 in a week.....	24 cents	21 cents
5	Earning \$15.00 to \$19.99 in a week.....	24 cents	24 cents
6	Earning \$20.00 to \$25.99 in a week.....	30 cents	30 cents
7	Earning \$26.00 to \$33.99 in a week.....	36 cents	36 cents
8	Earning \$34.00 or more in a week.....	42 cents	42 cents



OLD SCHEDULE OF BENEFIT			NEW SCHEDULE OF BENEFIT		
Average Employee Contribution	Person without a Dependent	Person with a Dependent	Average Employee Contribution	Person without a Dependent	Person with a Dependent
(Weekly)	(Weekly)	(Weekly)	(Weekly)	(Weekly)	(Weekly)
Cents	\$ cts.	\$ cts.	Cents	\$ cts.	\$ cts.
0-12	4-20	4-80	0-12	4-20	4-80
.15	5-10	6-00	.15	5-10	6-30
.18	6-00	7-20	.18	6-00	7-50
.21	7-20	8-40	.21	7-20	9-00
.24	8-10	9-60	.24	8-10	10-20
.27	9-30	10-80	.27	9-30	11-70
.30	10-20	12-00	.30	10-20	12-90
.33	11-10	13-20	.33	11-10	14-40
.36	12-30	14-40	.36	12-30	15-60
			.39	13-20	17-10
			.42	14-40	18-30

## PURPOSE AND VALUE OF INSURANCE BOOKS

*A worker's insurance book contains a record of contributions to the Unemployment Insurance Fund. Since the book serves several essential purposes, it is important that the worker realize its purpose and value.*

Constant emphasis is placed by officials of the Unemployment Insurance Commission on the purpose and value of insurance books. In spite of this, experience has shown that comparatively few insured persons fully realize the importance of the books. "Many books are lost, mislaid, left with employers and generally treated as something of little or no value."

The primary function of an insurance book is similar to that of a bank book, in that it contains a record of contributions to the Insurance Fund, made by an insured person, as well as those made on his behalf by his employer. But, important as it is for an insured person to have a personal record of his contributions, the insurance book serves other essential purposes. In the first place, it is necessary that it be produced when the worker becomes unemployed and makes a claim for benefit. If the book is not readily available at that time, there may be serious delay in having the claim approved.

Then too, it is frequently of assistance to an unemployed person in obtaining a job. Many employers will not employ a worker who was formerly in insurable employment, unless, and until his insurance book is produced, inasmuch as trouble and delay are involved in obtaining a substitute book.

Every insured worker's book is left in the custody of his employer as long as the worker retains his job, and the employer makes entries of contributions each pay day, or not longer than 72 hours after wages are due. If the establishment employs only a few workers the entries are made by placing insurance stamps in the book. Should the number of workers be large enough to warrant it, entries may be made by meter impressions. In very large plants, "bulk payments" are permitted, each worker's contribution being entered under his insurance number on a "contribution statement."

A worker's insurance book, or the contribution statement, as the case may be, may be examined by the worker twice in any month at times agreed upon by the employer.

It should be noted carefully that the securing of an insurance book, or an insurance number from a National Employment Office, is the responsibility of the employer, not the employee.

If and when an insured worker quits his employment, the employer is required to record in his insurance book all unpaid contributions and turn it over to the worker. If the book cannot be given to the worker in person, the employer is required to send it to the nearest National

Employment Office within a week after the employee separated from his employment. In establishments where contributions are made by the bulk payment method, a contribution certificate showing the number of days worked and contributions made during the current year must be attached to the employee's insurance book at the time of separation. In either case the employer should obtain a receipt from the worker, or from the National Employment Office, as the case may be.

The importance of keeping contribution records has been emphasized by the Commission. Regulations require the employer to keep contribution records safe and free from defacement or destruction. Officers of the Commission must be permitted, on request, to inspect these records. Should contribution records become lost, defaced or destroyed, the Commission, if satisfied that contributions were actually paid for the periods missing, may rebuild the records.

The insurance year ends on March 31, and at that time, or at any other time the Commission may require, insurance

books must be returned to the nearest National Employment Office. This applies also to insurance records other than books.

When an insured person dies the contribution records, marked with the word "deceased" should be delivered immediately to the nearest National Employment Office.

Some workers who have been in insurable employment, but who leave and do not intend to re-enter the same type of employment, fail to realize the importance of depositing the insurance book at the National Employment Office. This is most important. It enables the Commission officers to credit to the worker's account all contributions made. Then, if at a later date he is in insurable employment, these contributions stand to his credit. Any person obtaining insurance contribution records to which he is not entitled should deliver them to the nearest National Employment Office.

An insured person may obtain from the Commission a record of contributions to his credit within the past five years by applying, either orally or in writing, to the nearest National Employment Office.

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## UNEMPLOYMENT INSURANCE STATISTICS\*, JULY, 1948

According to the monthly statistical report issued by the Dominion Bureau of Statistics a total of 38,790 claims for Unemployment Insurance benefit was recorded in local offices of the Unemployment Insurance Commission during July compared with 39,644 in June and 26,262 during July, 1947. This total includes 8,303 revised claims in July, 8,101 in June and 6,228 during July last year. Revised claims are those that arise out of reconsideration of existing claims and do not, therefore, represent new cases of unemployment. Initial and Renewal claims, representing almost exclusively new cases of unemployment, numbered 30,487 during July, 31,543 in June and 20,034 during July, 1947.

At July 31, there were 48,546 (31,008 male and 17,538 female) ordinary claimants signing the live unemployment register compared with 56,509 (36,917 male and 19,592 female) at June 30 and 41,877 (26,943 male and 14,934 female) at July 31, last year. At the same time a total of 4,477 (3,583 male and 894 female) "other claimants" were on the unemployment register at July 31 as against 5,111 (3,918

male and 1,193 female) at June 30 and 1,328 (1,037 male and 291 female) at July 31, 1947. "Other claimants" are largely short-time claimants, that is, those who have been put on short time at their places of employment.

Claims disposed of at adjudicating centres numbered 38,704 during July, including 973 referred to courts of referees and 255 special requests not granted. These special requests include those for extension of the two-year period, ante-dating and dependency rate of benefit. Of the remainder, in which entitlement to benefit was the main consideration, 25,873 were considered entitled to benefit and 11,603 not entitled to benefit.

Chief reasons given by adjudicating officers for considering claimants not entitled to benefit were: "not unemployed" 3,106 cases, "voluntarily left employment without just cause" 2,664 cases, "insufficient contributions while in insurable employment" 2,311 cases and "refused an offer of work and neglected an opportunity to work" 1,744 cases.

During July, 64,432 persons received one or more benefit payments aggregating \$2,082,267 for 1,070,339 compensated unemployed days compared with 75,767 persons

\* See Tables E-1 to E-7.

paid \$2,599,716 for 1,350,735 compensated days in June and 51,270 persons paid \$1,956,722 for 1,018,204 compensated days during July, 1947. The average duration of the unemployment compensated was, then, 16.6 days in July, 17.8 days in June and 19.9 days last July. The average amount of benefit paid per beneficiary was \$32.32 in July, \$34.31 in June and \$38.17 in July, 1947. The average amount of benefit paid per compensated day of unemployment was \$1.95 in July, \$1.92 in June and \$1.92 last July.

## Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending July 31, 1948, showed 3,153,816 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1948, an increase of 130,749 since June 30, 1948.

As at July 31, 1948, 207,530 employers were registered representing an increase of 1,340 since June 30, 1948.

## WAGES, HOURS AND WORKING CONDITIONS IN THE IRON AND ITS PRODUCTS INDUSTRY, 1947\*

*Of 145,500 plant workers reported in the returns used in this summary of the iron and its products industry in 1947, 78 per cent were covered by collective agreement. The wage rate index had risen 80.4 per cent since 1939. The 45-hour week was the most common work week and 60 per cent of the workers were on a 5-day week. Time and one-half was the usual rate for overtime during the week and double time on Sundays and observed statutory holidays. Almost all the plants gave one week's paid vacation after a year or less of service and 74 per cent of the workers were eligible for a second week after a varying length of service.*

This article summarizes the information contained in the three previous issues of the *LABOUR GAZETTE* on wages, hours and working conditions in each of the divisions of the Iron and Its Products group of industries, namely: Crude, Rolled and Forged Products; Foundry and Machine

Shop Products; Sheet Metal Products; Machinery; Engines, Boilers and Tanks; Aircraft and Parts; Steel Shipbuilding; Agricultural Machinery; Motor Vehicles; Motor Vehicle Parts and Accessories; and Heating and Cooking Apparatus.

\* The information in this article summarizes the 11 industries comprising the Iron and Its Products group which have been dealt with separately in the past three issues of the *LABOUR GAZETTE*. As noted in these articles, the information was prepared from data obtained in the general annual survey of wage rates and hours of labour for 1947 which was made by the Research and Statistics 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 wage or salary rates or the average straight-time earnings of employees on piecework during the last pay period preceding October 1, 1947. In calculating the average wage rates shown in the accompanying tables, both time and piecework averages have been weighted by the number of employees in each occupation as reported by con-

tributing firms. A range of rates is shown for each average which is based on the middle 80 per cent of the employees used in the average. By excluding the extremely high and extremely low rates in the distribution, the limits are shown which include rates for the great majority of workers; the rates for all workers in each occupation however are included in the averages.

For a summary of provincial legislation on working conditions, see *Provincial Labour Standards Concerning Child Labour, Annual Holidays, Hours of Work, Minimum Wages and Workmen's Compensation*, an annual publication of the Legislation Branch of the Department of Labour.

Information on 1947 material by industry has been published monthly in the *LABOUR GAZETTE* since the June, 1948 issue; comparable data for 1946 on a number of other industries have been published monthly from July, 1947.



The general average wage rate index for the industry in 1947 showed an increase of 80.4 per cent over comparable rates in 1939; the increase shown for the year 1947 was the largest annual change since 1939.

Year	Index	Annual Percentage Change
1939.....	100.0	—
1940.....	102.7	2.7
1941.....	112.9	9.9
1942.....	125.6	11.2
1943.....	138.8	10.5
1944.....	142.6	2.7
1945.....	148.2	3.9
1946.....	159.6	7.7
1947.....	180.4	13.0

Returns from 666 establishments in the group were summarized. There were some 22,500 office workers reported employed in the companies covered. Eighty-six per cent of the total of 145,500 plant workers were employed in Ontario and Quebec plants and the remainder of the workers were evenly divided between the Maritime Provinces and Western Canada. Some 5,300 women workers were reported employed on plant work in the industry.

Eighty per cent of the establishments employed less than 200 plant workers each. Another four per cent, accounting for nearly half the total number of workers, employed over 1,000 workers each.

**Collective Agreements.**—Of the 666 establishments, 314 indicated that their plant workers were covered by collective agreement. These agreements covered 78 per cent of all plant workers.

Agreements were reported with some 36 international, national or directly chartered local unions, as well as a few independent unions and employee associations. Nearly two-thirds of the workers affected, employed in 124 of the plants, were covered by agreements with either the United Automobile, Aircraft and Agricul-

tural Implement Workers of America or the United Steel Workers of America.

**Wage Rates** (Table II).—Comparative average wage rates for 1946 and 1947 are shown on a regional basis for occupations most representative of those in the various divisions of the Iron and Its Products Industry. These are the averages of the rates for each of these occupations in the various industries comprising the Iron group which have been dealt with in greater detail in the three preceding issues of the *LABOUR GAZETTE*.

Taking Canada as a whole, increases in the averages ranged from 8 to 15 cents per hour, with Moulders showing the greatest rise. British Columbia had the highest average rates of any region for all the occupations shown, with Ontario next in most cases. Ontario had the largest number of workers in each occupation.

**Standard Hours of Work** (Table III).—Hours ranged between 40 and 60 with 31 per cent of the plant workers on a 45-hour week; 27 per cent were working 48 hours per week; 17 per cent, a 40-hour week and 14 per cent, 44 hours.

The five-day week was reported by 370 plants, employing approximately 60 per cent of the plant workers. In both Ontario and British Columbia the majority of the plants were on this schedule; in Ontario, hours varied between eight and ten per day, more than half the plants working nine, and in British Columbia all those on a five-day week worked eight hours per day.

**Overtime Rates of Pay** (Table IV).—Time and one-half was paid for overtime Monday to Friday in 548 cases after either daily or weekly hours had been worked. Of the establishments paying time and one-half after weekly hours, seven reported this rate after 48 hours, operating on a standard week of 40 to 45 hours; another, on a standard 49½-hour week, paid a bonus of 11 cents per hour for overtime after daily hours and time and one-half after 60 hours.

**TABLE I.—DISTRIBUTION OF ESTABLISHMENTS AND PLANT EMPLOYEES IN THE IRON AND ITS PRODUCTS INDUSTRY, 1947**

—	Canada	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Total Establishments.....	666	38	114	376	55	83
Plant Employees:						
Male.....	140,203	10,320	30,654	89,573	3,289	6,367
Female.....	5,303	33	913	4,284	23	50
Total.....	145,506	10,353	31,567	93,857	3,312	6,417

**TABLE II.—WAGE RATES FOR SELECTED OCCUPATIONS IN THE IRON AND ITS PRODUCTS INDUSTRY, 1946-47**

NOTE.—Rates shown are calculated from the average rates for these occupations in the industries comprising the Iron and its Products group, as published in the three preceding issues of the Labour Gazette.

Occupation and Locality	Average Wage Rates per Hour	
	1946	1947
	\$	\$
<i>Blacksmiths</i>		
Canada.....	.88	.98
Maritime Provinces.....	.94	.99
Quebec.....	.83	.93
Ontario.....	.85	.96
Prairie Provinces.....	.87	.92
British Columbia.....	1.12	1.25
<i>Labourers</i>		
Canada.....	.66	.75
Maritime Provinces.....	.70	.76
Quebec.....	.58	.66
Ontario.....	.69	.79
Prairie Provinces.....	.62	.72
British Columbia.....	.78	.90
<i>Machinists</i>		
Canada.....	.91	.99
Maritime Provinces.....	.93	.97
Quebec.....	.89	.95
Ontario.....	.87	.96
Prairie Provinces.....	.86	.93
British Columbia.....	1.12	1.24
<i>Moulders</i>		
Canada.....	.91	1.06
Maritime Provinces.....	1.02	1.10
Quebec.....	.80	.92
Ontario.....	.93	1.10
Prairie Provinces.....	.84	1.03
British Columbia.....	1.10	1.16
<i>Patternmakers</i>		
Canada.....	.98	1.10
Maritime Provinces.....	.88	.93
Quebec.....	.98	1.09
Ontario.....	.98	1.09
Prairie Provinces.....	.92	.98
British Columbia.....	1.23	1.35
<i>Sheet Metal Workers</i>		
Canada.....	.90	1.02
Maritime Provinces.....	.78	.97
Quebec.....	.90	.97
Ontario.....	.86	1.00
Prairie Provinces.....	.91	.97
British Columbia.....	1.23	1.41
<i>Welders</i>		
Canada.....	.92	1.02
Maritime Provinces.....	.92	1.01
Quebec.....	.89	.98
Ontario.....	.89	1.01
Prairie Provinces.....	.82	.91
British Columbia.....	1.11	1.25

For Sunday work, time and one-half was the rate reported in 195 cases while double time was reported by 262 plants and 169 gave no information. Approximately the same situation prevailed with respect to work on observed statutory holidays.

Of the 370 plants on a five-day week, 240, employing 96 per cent of those on this schedule, reported premium rates for all Saturday work. All but a very few were paid at a rate of time and one-half, after daily or weekly hours; in 48 plants, employing 7,000 workers, time and one-half was paid for the first three or four hours and double time thereafter.

**Vacations with Pay** (Table V).—All but 21 of the plants gave information on paid vacations; they reported giving a vacation

of one week after one year of service or, in 66 cases, after less than one year while in one other case two years of service were required.

In 335 plants the vacation reported did not exceed one week, regardless of the length of service. In 310 cases, two weeks were given after a service period ranging up to 20 years; these plants included 74 per cent of the total number of workers. Eighty per cent of these workers were in plants which required a five-year period of service and a longer service was required by another eight per cent.

**Statutory Holidays** (Table VI).—Less than half the establishments paid plant workers for some or all of the statutory

**TABLE III.—STANDARD OR NORMAL WORKING HOURS FOR PLANT EMPLOYEES IN THE IRON AND ITS PRODUCTS INDUSTRY BY ESTABLISHMENTS, 1947**

Standard Hours	Canada	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
<b>WEEKLY</b>						
40.....	115		3	36	8	68
Over 40 and under 44.....	22	1	2	19		
44.....	135	19	9	57	35	15
44½.....	3	1		2		
45.....	156		26	124	6	
Over 45 and under 48.....	56		6	47	3	
48.....	105	9	19	75	2	
Over 48.....	74	8	49	16	1	
<b>Total.....</b>	<b>666</b>	<b>38</b>	<b>114</b>	<b>376</b>	<b>55</b>	<b>83</b>
<b>DAILY</b>						
(a) Establishments on a Five-Day week—						
8.....	115		3	36	8	68
Over 8 and under 9.....	34		2	31	1	
9.....	161		26	129	6	
Over 9 and under 10.....	49		3	46		
10.....	11		3	8		
<b>Total.....</b>	<b>370</b>		<b>37</b>	<b>250</b>	<b>15</b>	<b>68</b>
(b) Establishments on a Six-Day Week—						
Monday to Friday	Saturday					
7½.....	4	1	1			
8.....	3½ to 5	121	20	9	43	34
8.....	7 and 8	35	9	8	18	
8½.....	4 to 5½	33		8	22	3
8½.....	8½	2		2		
8·6 to 8·8	4 to 5	21	1	1	17	2
9.....	2½ to 5	53	3	25	24	1
9.....	8 to 9	9	3	5	1	
9¼ and 9½	4 and 4½	2		2		
10.....	5	14		13	1	
10.....	9 and 10	5	1	4		
<b>Total.....</b>		<b>296</b>	<b>38</b>	<b>77</b>	<b>126</b>	<b>40</b>
						<b>15</b>



holidays they observed; 70 per cent of the total number of workers were in these plants. Fifteen plants, employing 2,000 workers, did not observe any statutory holidays or gave no information.

Of those workers receiving pay for one or more holidays observed, 17 per cent were paid for three holidays; 36 per cent for four; 26 per cent for six and 12 per cent for seven or eight.

**TABLE IV.—OVERTIME RATES OF PAY FOR PLANT WORKERS IN THE IRON AND ITS PRODUCTS INDUSTRY, BY ESTABLISHMENTS, 1947**

Overtime Rates by Region	After Daily Hours		Only After Weekly Hours	Sunday	Holidays
	Monday to Friday	Saturday			
Number of Establishments.....	544	544	122 <sup>(1)</sup>	666	666
<i>Straight Time</i>					
Canada.....	76	55		37	42 <sup>(2)</sup>
Maritime Provinces.....	6	4			
Quebec.....	4	2			
Ontario.....	54	46		36	41
Prairie Provinces.....	3	3		1	1
British Columbia.....	9				
<i>Time and One Quarter</i>					
Canada (Ontario only).....	7 <sup>(2)</sup>	4	4	3	2
<i>Time and One Half</i>					
Canada.....	431 <sup>(3)</sup>	421 <sup>(4)</sup>	117 <sup>(5)</sup>	195	194
Maritime Provinces.....	28	26	2	4	3
Quebec.....	77	72	28	18	28
Ontario.....	212	210	79	158	142
Prairie Provinces.....	45	44	5	14	17
British Columbia.....	69	69	3	1	4
<i>Double Time</i>					
Canada.....	2	19		262	263 <sup>(6)</sup>
Maritime Provinces.....		2		29	29
Quebec.....	1	1		60	55
Ontario.....	1	6		74	82
Prairie Provinces.....		1		28	28
British Columbia.....		9		71	69
<i>No Overtime Information</i>					
Canada.....	28	45		169	165

(1) Includes one establishment paying straight time plus 13 cents per hour.

(2) One plant reported time and one-half after the first three hours.

(3) Thirty-two plants reported paying double time after the first four hours and another one after three hours.

(4) Forty-six plants on a five-day week paid double time after the first four hours and one gave double time after first three hours.

(5) Includes one plant paying time and one-third.

(6) Includes three plants paying two and one-half times the regular rate; two plants paid double time for four days and time and one-half for two days; three paid double time for three days and time and one-half for another three days.

**TABLE V.—VACATIONS WITH PAY FOR PLANT EMPLOYEES IN THE IRON AND ITS PRODUCTS INDUSTRY, BY ESTABLISHMENTS, 1947**

NOTE.—Of the 666 returns used in the survey, 21 did not give any information with respect to vacations.

Length of Service Required	Initial Vacation of One Week	Maximum Vacation	
		One Week	Two Weeks
<i>No Specified Service</i>			
Canada.....	24	4	1
Maritime Provinces.....	2		
Quebec.....	1		
Ontario.....	9	4	1
Prairie Provinces.....	10		
British Columbia.....	2		
<i>Three Months</i>			
Canada.....	12 <sup>(1)</sup>	7 <sup>(2)</sup>	
Quebec.....	1	1	
Ontario.....	10	5	
Prairie Provinces.....	1	1	
<i>Six Months</i>			
Canada.....	30	10	
Maritime Provinces.....	1	1	
Quebec.....	1	1	
Ontario.....	25	7	
Prairie Provinces.....	2		
British Columbia.....	1	1	
<i>One Year</i>			
Canada.....	578 <sup>(3)</sup>	314	32
Maritime Provinces.....	22	17	2
Quebec.....	106	76	1
Ontario.....	328	135	14
Prairie Provinces.....	42	12	13
British Columbia.....	80	74	2
<i>Two Years</i>			
Canada.....	1		31
Maritime Provinces.....	1		
Quebec.....			5
Ontario.....			7
Prairie Provinces.....			19
<i>Three Years</i>			
Canada (Ontario only).....			5
<i>Five Years</i> <sup>(4)</sup>			
Canada.....			216
Maritime Provinces.....			5
Quebec.....			22
Ontario.....			176
Prairie Provinces.....			9
British Columbia.....			4
<i>Ten Years</i> <sup>(5)</sup>			
Canada.....			23
Maritime Provinces.....			1
Quebec.....			3
Ontario.....			16
Prairie Provinces.....			1
British Columbia.....			2
<i>Twenty Years</i>			
Canada (Ontario only).....			2
Total Establishments.....	645	335	310
		645	

(1) Two plants gave one week after two months of service and another one, after four months.

(2) Service required in one plant was two months and in another, four months.

(3) Two plants gave one week after nine months of service.

(4) Includes two plants with a service requirements of four years and another three, specifying six years.

(5) Includes three plants with a seven-year service requirement and another, eight years.

**TABLE VI.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE IRON AND ITS PRODUCTS INDUSTRY, 1947**

NOTE.—Of 666 plants covered in survey, 15, employing 2,000 plant workers, either reported that no statutory holidays were observed in their plants or gave no information.

	Number of Holidays Observed by Plants													Total Plants	
	Days														
	2	3	4	5	6	7	8	9	10	11	12	13	14		
Plants paying for:															
1 Holiday.....		1		1	4	3	11	2	3			1			26
2 Holidays.....				1	12	8	11	6					1		39
3 ".....		1	1	1	13	13	12		1	1					43
4 ".....			1		5	11	27		1						45
5 ".....				4	1	1	9		1						16
6 ".....					30	9	17	2							58
7 ".....						19	3	1	2						25
8 ".....							34								34
9 ".....								8							8
10 ".....									10						10
12 ".....											1				1
13 ".....												2			2
Total plants paying for: 1-13 holidays.....		2	2	7	65	64	124	19	18	1	1	3	1		307
Total plants not paying for holidays.....	1	1	4	13	55	74	101	56	24	10	3		2		344
Total plants observing holidays.	1	3	6	20	120	138	225	75	42	11	4	3	3		651



An analysis of the current employment situation prepared by the Research and Statistics 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.

## CURRENT EMPLOYMENT CONDITIONS

*High employment levels and a minimum of unemployment characterized the labour scene during the month of August. Seasonal activity was reaching its peak and this, together with the withdrawal of student workers, was creating a strong demand for labour. However, the shortage of help was not expected to reach serious proportions. Immigration was chiefly responsible for lessening the scarcity of labour this year.*

*Employment, other than seasonal, will be maintained at its present high level throughout the remainder of 1948, according to forecasts recently made by the Department of Labour.*

Employment was rapidly nearing its peak during August and very few persons were without jobs. By the beginning of June the labour force had already surpassed the 5,000,000 mark which was the peak attained for all of 1947. Student labour and a continued decline in the number unemployed, already less than 2 per cent of the labour force at the June date, had enabled employment to expand to further heights during the summer months. It was expected that the employment peak would be reached around the middle of September although in industries other than agriculture seasonal activity would extend until sometime in October or early November.

The tourist trade was exceptionally active with 12 per cent more vehicles entering Canada during July, the latest period for which statistics were available, than in the same month in 1947. The agricultural industry was enjoying another bountiful harvest and crop estimates placed this year's yield well above that of 1947. Construction, similarly, was extremely active and it was estimated that the industry employed 10 to 15 per cent more workers this year than last.

Practically all industries had by this time experienced the beneficial effect of immigration on labour shortages. In fact, immigration was considered the largest single factor in the easier labour situation this season. Male immigrants during the first six months rose from 7,000 in 1947 to 26,000 in 1948; immigration of women increased from 10,000 to 12,000. In agri-

culture, alone, 7,000 men entered for farm work during the first six months of 1948. This represented 29 per cent of all men immigrating during the period. The next largest group of immigrants, mechanics and skilled workers, totalled 6,800, followed closely by the labouring class which comprised 25 per cent of male immigrants, or 6,300 men. In addition, 2,200 in the trading class and 1,700 in the mining trades entered during the first six months of 1948.

There has been a distinct shift in the occupational category of the men who have entered Canada. This year farm workers and unskilled help comprised over 50 per cent of all applicants; in the 1947 period, they accounted for fewer than 33 per cent. Conversely, professional and skilled help have markedly declined, the mechanical and skilled group falling from 33 per cent to 26 per cent while trading and other classes (largely professional) dropped from 35 to 14 per cent. This indicated how directly immigration has affected the labour scene since the increased labour supply this year has primarily been in unskilled workers.

### Agriculture

A wheat crop which was expected to exceed that of last year by approximately 10 per cent was in the process of being harvested in the Prairie provinces during August and September. Seasonal labour needs were being met by local workers from other industries, especially construction and transportation, by the usual inflow

of transient help, and by an organized transfer of labour. Wages ranged from a minimum of \$5 to \$6 per day for stookers to a maximum of \$10 to \$12 for experienced combine men.

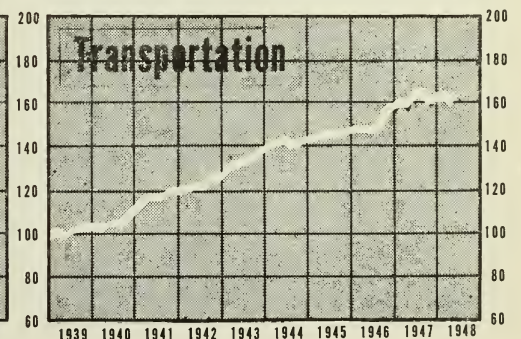
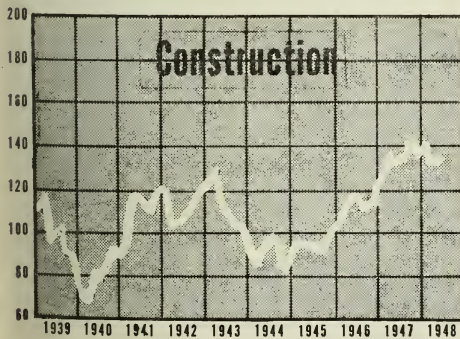
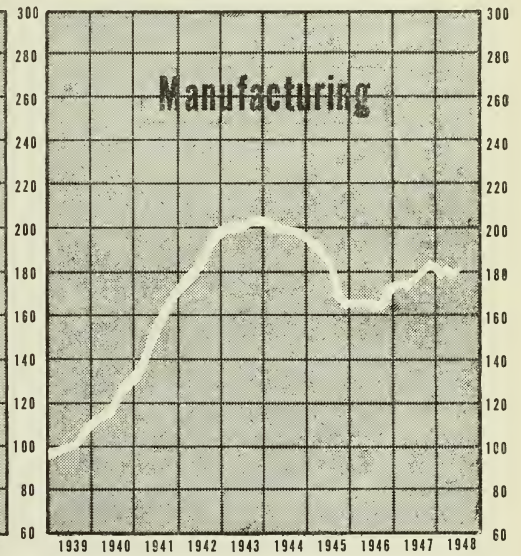
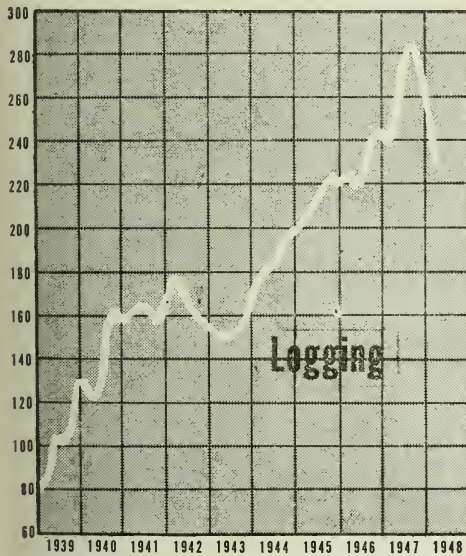
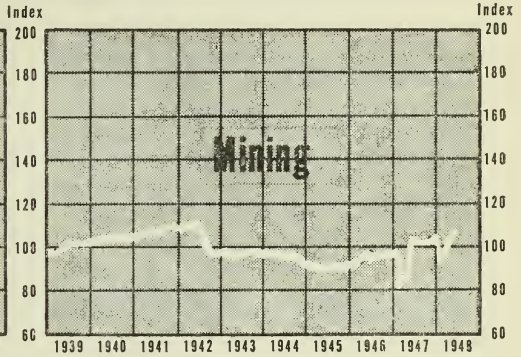
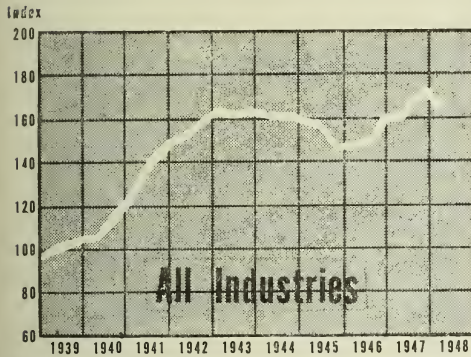
The movement of Ontario and Quebec workers to the Prairie harvest, an annual

occurrence for the past 20 years, was arranged through the co-operation of the Employment Service and Provincial Farm Labour Committees. This year the Prairie region had placed orders for 2,200 men and by the end of August 1,250 workers had already been dispatched. These had largely

## EMPLOYMENT TRENDS IN CANADIAN INDUSTRIES, 1939 TO 1948

Average: 1939=100

Seasonally Adjusted





satisfied demand in Manitoba and Saskatchewan while sufficient help was forthcoming for the needs of Alberta farmers. Immigration and unfavourable weather had lowered labour requirements in Ontario, and this, coupled with reduced transportation fares and high harvesting wages, had enabled the Western movement to reach the required level.

In addition to the Western movement, various transfer programs were under way or being arranged in other parts of the country. During September, 1,000 men were expected to leave Manitoba for potato picking in North Dakota; 250 were to migrate to Montana beet fields; approximately 1,000 harvesters were to be sent to the apple orchards in Nova Scotia while a number of labour movements between the Maritime provinces would probably be necessary to handle the potato harvest.

No serious shortage of labour developed in the grain harvest in Eastern Canada and a similarly good supply seemed assured for the fruit crop. A 20,000 increase in the Canadian agricultural labour force over the year (June, 1947 to June, 1948) was the chief factor contributing to the easier situation, especially in Ontario. Immigration alone had added 7,000 men in the first six months of 1948 and 3,000 in the last half of 1947.

### Non-Agricultural Industry

High industrial production for the time of year, a steady unparalleled level of construction and continued labour peace in all main industrial branches characterized the employment scene in non-agricultural industries during August. Holiday close-ups were completed by the end of the month and hiring was active in many industries, especially those which had absorbed student help during the summer. In only a few areas had labour demand become acute.

Employment in the eight leading industries had shown constant seasonal expansion up to July 1, the latest date for which statistics were available. At that time, the index of employment stood at 197.0 (Base 1926=100) as against 192.3 at June 1, and 189.5 at July 1, 1947. Construction, food processing, service and mining industries underwent their usual summer expansion during this period. The yearly advance was common to practically all industrial groups.

A consistent monthly gain in the hourly pay of wage-earners in manufacturing has occurred since mid-1946. Average hourly earnings at July 1 totalled 92.4 cents com-

pared with 91.4 cents and 80.8 cents one month and one year before. Some inconsistency, however, has occurred in the trend of weekly wages because of variations in the number of hours worked (Table C-10). The work-week recorded for the week preceding July 1 totalled 42.0 hours bringing average weekly earnings at that time to \$38.81.

Since 1946, the percentage increase in weekly earnings has slightly more than kept pace with the percentage rise in the index of the cost of living. An index of real wages which is computed in relation to the cost of living stood at 101.2 at July 1 (Av. 1946=100) as compared with 101.0 in the previous month.

The *logging* industry was entering its initial stages of activity during August but the real drive for help would not get under way until September. No shortage of labour was anticipated, judging from the prevailing labour situation and the relative ease with which loggers were recruited in the 1947-48 season.

Summer employment this year had receded below the 1947 level for the same period. This development marked a return to the pre-war pattern where cutting was concentrated into a relatively short period. It was expected that the winter level of employment this season would exceed that of 1947, but that the duration of employment would be shorter and the peak would be reached earlier in the season than usual.

Production in Canadian *mining* industries during the first half of 1948 showed a marked gain over the comparative period of 1947. Coal mining output had advanced considerably, which was attributed to the lessened time-loss due to strike action and to greater man-hour productivity. Metallic mines were highly active, the strong market in the United States and the high prices offered having stimulated production tremendously. Exploration work was also proceeding at a high level and several recent discoveries had brightened the outlook of the industry still further.

In the non-metallic field a marked increase in employment had occurred over the past year, much of which was centred around the Leduc oil fields in Alberta.

Although demand was brisk for mining help, the labour supply was adequate to meet most demands. Slightly over 2,200 men from Displaced Persons camps had taken up work in the mining industry at the end of August and 500 additional requests had been approved. These immigrants have been found to be very satisfactory workers. It was expected that a



relatively small proportion will leave the mining camps at the expiration of their one-year contract; a considerable number of these contracts will be up for renewal this fall. The efforts of mining companies to secure living accommodation for the wives and children of the new workers has had a stabilizing effect on their employment.

The highly active *manufacturing* industry was further stimulated during August owing to usual seasonal influences. Fruit and vegetable canning plants were rapidly increasing staffs but no serious labour shortage had yet materialized. The industry has employed married women in this work for many years and large numbers were available this season because of rising living costs. Fish plants were fully staffed, with activity well maintained because of larger fish landings this season. Meat plants will shortly enter their active season and despite increased inventories and falling domestic sales, employment was expected to maintain the 1947 level.

A strong demand for producers' goods, arising from the heavy program of capital investment and the continued demand for consumer durables, had sustained capacity production in these industries. Steel shortages, however, had crippled production in some industries. In farm implement plants a heavy demand both at home and abroad had stimulated expansion and employment was now at an all-time high. Shortages of foundry help and moulders had developed with the usual exit of workers to outdoor occupations. This, however, should be largely overcome with the completion of harvesting operations and the consequent influx of farm help to cities.

Immigration was providing workers for labour-short textile industries and, as a result, the domestic demand for help had fallen off substantially. By the end of August, 1,200 immigrants had taken up work in the clothing industry and 1,500 additional Displaced Persons were scheduled to be brought in at a later date. Primary textiles had received 190 immigrants at the end of August out of a quota of 310.

Employment levels in the *construction* industry appeared to be running 10 to 15 per cent above those of 1947. The demand for skilled help was constant; immigration had brought in 130 tradesmen from Displaced Persons camps and numerous skilled workers from Great Britain. Unskilled workers were in relatively good supply, with immigration in this group having provided 2,000 men for track maintenance and 1,800 for hydro-electric construction projects.

Residential construction remained the chief source of employment and it was estimated by the Dominion Bureau of Statistics that 52,000 houses were under construction at the end of June. The percentage distribution of these was as follows: Maritimes, 8; Quebec, 25; Ontario, 34; Prairies, 17; British Columbia, 16.

Material shortages, however, continued to hamper building activity. Cement, particularly, was very scarce and as a result road work was being delayed, especially in the Prairie provinces. Various steel products were also required although supplies were more plentiful than in 1947.

Contracts awarded for construction projects continued to reach new levels and the \$665 million total recorded for the first eight months of 1948 was already \$1 million above the total for all of 1947.

Sales in *trade* establishments continued at a record high for the time of year but much of the inflated level could be attributed to higher prices. It was probable that unit sales were lower because of the steep rise in prices over the year. Nevertheless, employment had been sustained and in many areas a general increase in staff had been apparent. Plans were under way for construction of several new branches of larger department stores. When completed, these will offer numerous opportunities for various types of sales personnel. Sales help in general had been in good supply, this type of work appealing to many girls in preference to jobs in factories or service industries.

Commercial failures, although still numerically small and substantially fewer than in the years following World War I, were nevertheless on the increase during 1948. Failures in trade establishments during the first half of the year totalled 154 as against 74 in the same period in 1947. The increase was indicative of the difficulties being faced by smaller stores, particularly that of consumer resistance to higher prices and the continued shortage of stocks in the faster moving lines.

The *service* industries were seasonally at their peak during August with a record level of tourist traffic sustaining activity in all parts of the country. It was expected that 1948 would mark the biggest tourist year in the history of Canada, the record to date being set in 1947 when there were 22,000,000 persons entering Canada across the international border. During the month of July, the latest date for which statistics were available, 408,000 vehicles entered

Canada, an increase of 12 per cent over the total for July, 1947.

A serious shortage of help had developed with the return of student workers to school at the end of August. Waitresses, kitchen help, hotel workers and sub-staffs for hospitals were at a premium. The scarcity would probably continue until the closing of summer resorts and the seasonal decline in agricultural activity.

The shortage of domestic help continued acute and the 9,000 Displaced Persons slated to enter household employment will be absorbed with little difficulty. By the end of August, 3,600 girls had already taken up work in city homes, 50 on farms and 130 couples had entered some type of domestic work.

### Employment Service Activities

Farm labour needs reached their peak during August and Employment Offices were busily engaged in recruiting the necessary help. In all regions but the Pacific farm workers were being transferred in organized movements arranged through the co-operation of the Provincial Farm Labour Committees and the National Employment Service. By the end of August the situation was well in hand, the final harvest movements had been arranged, and help was again spared for farming operations in the United States.

Toward the end of August, labour demand had begun to climb and shortages were mounting rapidly. Replacements were needed for students returning to school, particularly in the service industries. Industrial hirings were again under way following the holiday close-ups; usual staff changes which occurred during the vacation period and the hiring of help for the seasonally-active food processing plants currently strengthened requirements. The nickel industry was renewing its efforts to secure help and it was announced that 800 mine beginners were to be recruited out of the labour surplus areas of Nova Scotia.

A development which was expected to affect the supply of available labour was the announcement by the Hon. Brooke Claxton, Minister of National Defence, that an all-out recruiting campaign for the three Services would be launched in September. No limit had been placed yet on the number to be accepted.

The number of unplaced applicants hovered at approximately last year's level and each week saw a further decline in the number remaining on file. By the beginning of September, the number unplaced had fallen to 87,000. The age distribution, how-

ever, had tended to shift toward the group "under 20", an indication of the expansion of services to youths and "first jobbers". The decline in the proportion in the age group 20 to 44 was largely attributed to decreased labour turnover. The problem of discrimination against the older worker remained, with the "over 45" age group still numerically the same as in 1947.

Placements of handicapped workers were up to approximately last year's level and employers were becoming increasingly aware of the employment possibilities of disabled persons. Further activity was reported in the placement of ex-convicts and parolees and close follow-up work revealed that many of these placements have been highly successful.

Placements had fallen to their normal summer level during July and August, a reflection both of the decline in unemployment and of curtailed hiring during the holiday period. Placements were slightly below those of 1947. An average of 16,200 persons were placed by Employment Offices during July, as against 16,600 and 16,400 one month and one year before respectively.

As an aid to immigration, the first of a number of proposed Employment Offices was established in London, England, for the purposes of counselling immigrants concerning employment conditions in Canada. The Office will act as a clearance agency and employers desiring immigrants may place an order with their local Employment Office which in turn will clear it to Great Britain, providing it does not adversely affect the local situation. Close co-operation exists between the new Office and the British Ministry of Labour, and, if necessary, Canadian orders may be circulated among labour exchanges in Great Britain.

The new Offices will be able to provide potential immigrants with up-to-date information on a local basis. Immigration will be facilitated by efforts to supply housing in accordance with the usual clearance practice to secure living accommodation for transferred help. The service of such Offices will become increasingly important as various districts reach their capacity of employment. The situation presently developing in British Columbia provides such an example where Arthur MacNamara, Deputy Minister of Labour, recently announced that careful consideration should be given before persons from other provinces should migrate to the Western province.

On August 6, it was announced that the new benefit rate authorized by the amendment to the Unemployment Insurance Act would become effective on October 4. The



revised regulations increase the benefit rate to claimants with dependents and also establishes a new class for workers with wages of \$34 a week or more. This now brings the range of benefits in Canada for persons with dependents from a minimum of \$4.80 per week to a maximum of \$18.30. During July, 64,000 persons received benefits under the Act. At the end of the month, 49,000 persons were registered for claims although not all these would be entitled to benefits.

Placement operations at *Executive and Professional* offices continued to break previous records and during July an average of 77 placements was recorded each week as compared with 73 and 59 one month and one year before respectively. Reporting of vacancies also rose during the month while registrations were sustained at a high level. Applications are received each summer from persons on holidays desiring to ascertain employment conditions in particular areas and this together with the constant inflow of immigrants tends to counteract the normal falling off in job-seekers during the summer months.

The opening up of the Employment Office in Great Britain has paved the way for clearance of long-standing orders for technical personnel. Similarly an attempt has been made to meet the shortage of nurses through immigration and orders for 300 Displaced Persons have been approved by government authorities. Some difficulty however has been experienced in placing immigrants who have migrated without specific jobs in view. Language and lack of information concerning their qualifications and work history have tended to make employers hesitant to accept these workers.

The number of unplaced applicants remained appreciably the same during the past six months with 2,100 registered in the five offices at the end of August.

## Regional Analysis

In the *Maritime* region employment conditions were considerably better than in 1947, with unemployment at the beginning of June almost as low proportionately as in the peak of employment during 1947. A higher level of construction this season was considered the chief reason for the improved situation. This accelerated building was expected to continue into the fall months so that construction tradesmen at least would be assured of employment for from two to three months more.

The fishing industry was very active, and, while it did not provide many additional jobs during August, it sustained activity

among fishing crews built up earlier in the year. Deep sea fishing had been very successful with large catches and a good market for produce; the herring run had been light this year and Liverpool reported that this may result in a shortage of bait for winter operations.

The hay harvest was completed in nearly all parts of the Maritime region during August, and yields in general were excellent. Demand for farm labour was relatively light during August, but by the end of September several thousand men and women would be employed in potato and other harvest work. No labour shortage was expected to develop. The disposal of the Maritime apple crop had not yet been settled but about 1,000 workers will be required for harvest operations around the middle of September. Some canning plants in the Annapolis valley were busy processing early vegetables.

Employment conditions in the *Quebec* region showed an improvement during August comparable to that which took place during July. Unemployment was running at a slightly lower level than in 1947 (1.9 per cent of the labour force at June 5, 1948, as against 21 per cent last year). At the beginning of June, 1,400,000 persons were already employed and further growth would take place during the summer months.

Harvest operations were in progress in nearly all areas by the end of August but no labour shortage had been encountered. Crop prospects were much improved over last year. The organized movement of Quebec workers to assist in the Prairie harvest commenced during August while the regular migration of farm help to the state of Maine was slated for September.

Construction work continued at an exceedingly high level; in some of the smaller centres, up to 60 per cent of the labour force was engaged in this type of work. Continued high activity was expected during September and October. Shortages of skilled workmen were general but not acute. Many unskilled applicants unsuitable for jobs in manufacturing, were absorbed into construction work.

Logging drives were now completed for the most part and camps were being prepared for the winter cut. Early labour needs in September may be difficult to fill if hot weather prevails, but as construction work tapers off, the labour supply was expected to be adequate. By November, thousands of men will be employed in cutting operations.



Buoyant employment conditions continued throughout the *Ontario* region during August. Record employment levels were achieved during the month with absorption of the older and the handicapped worker increasing and more opportunities becoming available for married women. Student workers had been used extensively and their withdrawal at the end of August had created a considerable gap in the labour force. However, the steady flow of immigrants has had a softening effect on labour scarcities this year and sufficient help was expected to be available for peak seasonal activity.

By the end of August harvest work was largely completed and threshing of grains well advanced. With the peak in labour needs now past, there were sufficient workers to supply the bulk of present farm labour demand. Many men were registering for the Prairie harvest excursion and were being despatched to the west. The demand for fruit, vegetable, and tobacco pickers increased during August, and in some centres a shortage of workers was developing. Canning plants were rapidly expanding staffs but since employers were willing to accept married women, no serious labour shortage was expected.

Hiring activity in manufacturing industries strengthened noticeably during the latter part of August. Employment in the automotive industry returned to normal in both Windsor and Oshawa, and in Windsor labour demand was considerable. Nearly all large manufacturing plants reopening after the holiday period had some requirements for labour. Demand for textile workers, foundry and good general labour was persistent. The radio industry showed a slight improvement during the month with the removal of the recently imposed excise tax.

The *Prairie* region continued to enjoy an unprecedented level of employment. Unemployment in the Prairie provinces was virtually nil with only 0.8 per cent of the labour force unemployed at the beginning of June, a lower proportion than in any other region in Canada. A tremendous program of construction, coupled with heightened activity in mining and service industries, had produced the current buoyant situation.

As harvesting got under way near the end of August it became evident that the wheat yield per acre would be higher than was previously expected. Good harvests were expected for most other grains and yields will be well above those of 1947. Labour needs were met by transient labour and the movement of eastern harvesters.

Coal mines at Drumheller, Edson, Blairmore, and Lethbridge were all very active during August. Demand for skilled miners was very high with applicants extremely scarce. The steady demand for general mine labour was also relatively difficult to meet and would remain so until the harvest was over. Both oil drilling and exploration work in Alberta were extensive.

Nearly all flour mills in the Prairie region would be hiring workers during September. Cereal manufacturing plants were also very active. Meat packing plants were quiet during August, with employment slightly lower than at this time last year; little change was expected until the fall run of livestock.

In the *Pacific* region alone, unemployment was higher than in 1947 but even with the slight increase the number unemployed at the beginning of June was still only 2.3 per cent of the labour force. Flood conditions, however, were primarily responsible for the deterioration and the following three months picked up much of the slack evident earlier in the season.

The agricultural industry had absorbed many workers by the end of August as fruit picking operations progressed, and some 8,000 workers were busily engaged in picking hops. There was some damage caused to hay and grain crops because of rain and labour demand had been small in this branch of the industry. To date, sufficient local and transient labour had been available for agricultural work. Vegetable canning was active except in the New Westminster area where heavy rainfall delayed crops.

Logging and lumbering operations both on Vancouver Island and the mainland were extremely active by the end of August. Rainfall during the month had lessened the fire hazard and operations were expected to continue uninterrupted barring the occurrence of a labour dispute. Many sawmills closed down for two weeks during the month for overhauling and repairs, but most mills were in full operation by the first of September. The shortage of labour in the logging industry would probably persist until the annual migration of Prairie workers which usually begins sometime in October. The movement this year, however, may be mitigated in view of the recent announcement by the Department of Labour that British Columbia is finding it more difficult each year to provide jobs for the heavy winter influx of Prairie workers, and that persons from all provinces should carefully reconsider before moving to the west coast.

# PRICES AND THE COST OF LIVING\*

## Cost-of-Living Index

The Dominion Bureau of Statistics' cost-of-living index advanced 0.6 points from 156.9 to 157.5, between July 2 and August 2, 1948. It was the narrowest change since January, 1947.

Among sub-groups, foods rose 1.3 points to 202.6, reflecting increases for eggs, butter and meats, which were only partially offset by sharp seasonal declines in vegetable prices. Higher prices for coal and coke, coupled with a narrow increase in electricity costs at certain centres, were responsible for a gain of 3.2 points to 127.7 in the fuel and lighting index. Clothing rose 0.5 to 175.9, due to increases scattered throughout the list, while the miscellaneous series advanced 0.3 to 123.4, following increases in barbers' fees and laundry rates. The home furnishings and services, which registered a recession of 1.4 to 161.4, reflected mainly the effect of the removal of the 25 per cent special excise tax on the price of certain electrical goods. Rentals remained unchanged at 120.9.

## Cost of Living in Eight Cities

Between July 2 and August 2, 1948, regional city cost-of-living indexes showed rather widely scattered changes, ranging from an increase of 2.3 points for Edmonton with an exceptional decrease of 1.0 point for Montreal. Indexes for the other six cities registered increases nearly paralleling the 0.6 point increase in the Dominion index. The widest changes occurred in foods, with a sharp seasonal decrease in vegetables being compensated by increases in other foods, except in the case of Montreal where the food index fell 3.1 points. The clothing indexes increased slightly in all cities while coal prices advanced in three centres. Home furnishings indexes were generally lower as a result of the removal of the special excise tax affecting certain electrical goods.

The city indexes show changes in living costs for each city and compare the extent

of the price rise as between cities. They do not, however, compare actual levels of living costs.

## Wholesale Prices, July, 1948

The general index of wholesale prices rose fractionally between June and July, from 151.9 to 152.0. Seven of the eight major group indexes were higher led by a gain of 2.9 points to 134.5 for the non-metallic minerals series. Bricks, quicklime and coke were firmer in this group. Animal products registered an increase of 2.4 points to 170.2, reflecting firmer prices for eggs, fowl, raw furs and hides and skins. Strength in dyeing materials, sulphuric acid and arsenious oxide supported an advance of 0.8 to 116.7 in the chemicals and allied products group while iron and its products rose 0.5 to 159.6 due to price increases for nuts, bolts and steel chain. An advance in the export price of cedar shingles moved the wood, wood products and paper series up 0.3 to 184.3 while the non-ferrous metals and textile products groups each rose 0.1 to 143.9 and 155.5 respectively. Recording the only decrease, vegetable products dropped 2.4 points to 132.3 due to weakness in coarse grains, potatoes, onions, hay and lemons.

Canadian farm product prices at wholesale receded from an index level of 148.3 for June to 147.3 for July, reflecting declines in field product prices. A drop of 3.2 points to 126.1 for this group index was due to lower quotations for oats, barley, rye, potatoes, onions and hay. In the same interval animal products rose 2.6 points to 182.7 supported by higher prices for hides and skins, fowl and eggs.

## DECISIONS OF UMPIRE

*(Continued from page 1139)*

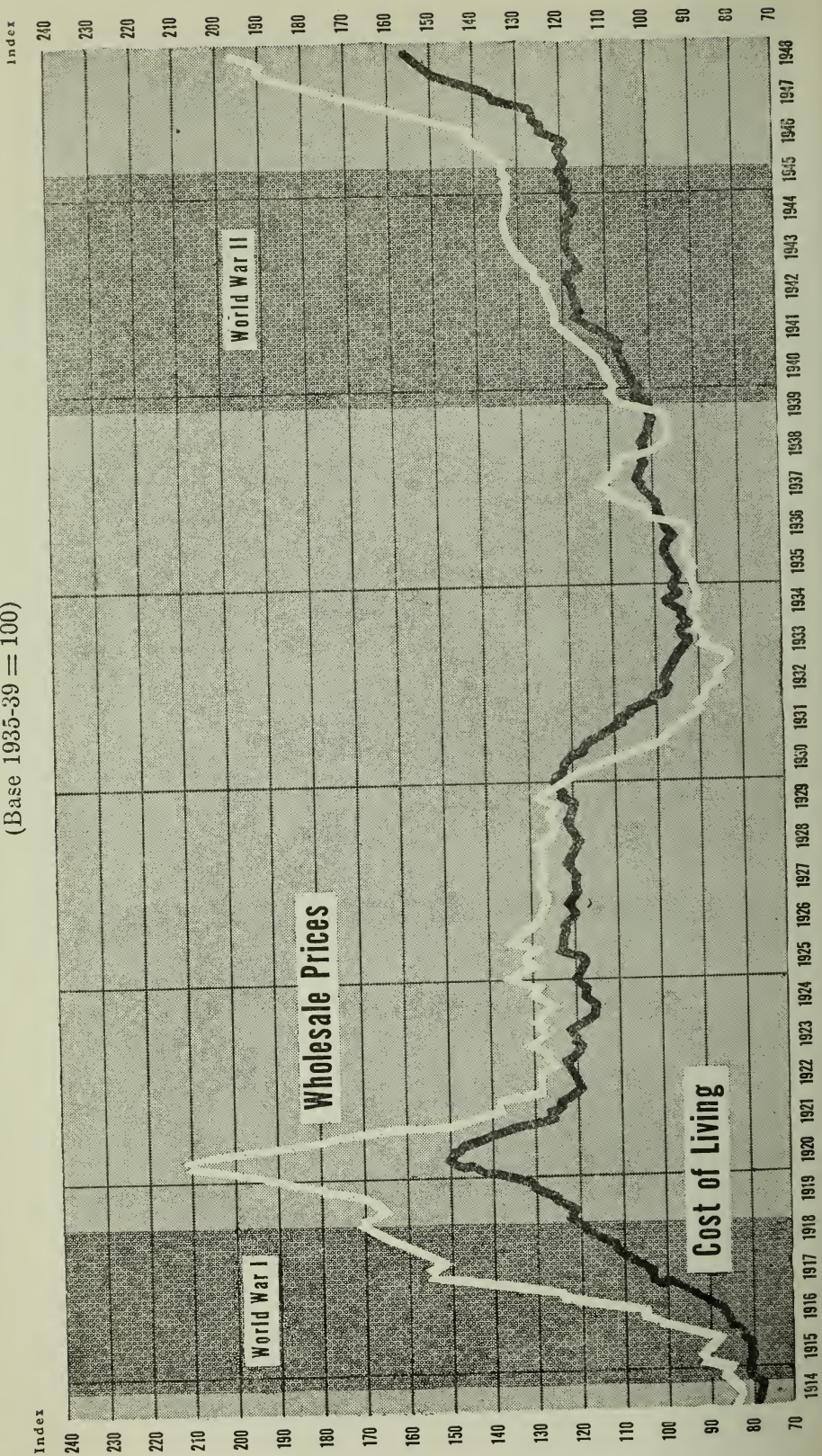
Therefore, I am in accord with the decision of the Court of Referees that the claimant has so restricted her sphere of employment as to be deemed not to be available for work within the meaning of the Act.

\* See Tables F-1 to F-8



# COST OF LIVING AND WHOLESALE PRICES IN CANADA FROM JANUARY 1914 TO DATE

(Base 1935-39 = 100)





# STRIKES AND LOCKOUTS\*

## Canada, August, 1948

The time loss due to strike activity in Canada during August, 1948, showed an increase of 40,000 days as compared with July, 1948, and was more than double that for August, 1947. For the first eight months of this year the number of strikes and lockouts, the number of workers involved and the time loss were substantially below the figures for the same period last year, the time loss for 1948 being almost 60 per cent less than that in 1947.

Two strikes which commenced during July, 1948, and involved about 3,700 workers, were responsible for almost 60 per cent of the total time lost during August, 1948. These were furniture factory workers at eight establishments in six centres in Quebec province, and automotive parts factory workers at St. Catharines, Ont. At the end of the month both strikes were still unterminated.

Preliminary figures for August, 1948, show 31 strikes and lockouts in existence, involving 8,169 workers, with a time loss of 119,935 man-working days, as compared with 25 strikes in July, 1948, with 8,513 workers involved and a time loss of 79,867 days. In August, 1947, there were 38 strikes, involving 7,255 workers, with a time loss of 51,758 days.

For the first eight months of this year, preliminary figures show 104 strikes and lockouts, involving 29,383 workers, with a time loss of 657,950 days. For the same period last year there were 157 strikes, involving 7,255 workers, with a time loss of 1,581,319 days.

Based on the number of non-agricultural wage and salary workers in Canada, the

time lost in August, 1948, was .16 per cent of the estimated working time, as compared with .10 per cent in July, 1948; .07 per cent in August, 1947; .10 per cent for the first eight months of 1948; and .25 per cent for the first eight months of 1947.

Of the 31 strikes recorded for August, 1948, one was settled in favour of the workers, one in favour of the employer, nine were compromise settlements and four were indefinite in result, work being resumed pending final settlement. At the end of the month 16 strikes 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 began on November 8, 1945, and at Ottawa and Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C., on May 30, 1946; soft drink factory workers at Edmonton, Alta., December 1, 1947; printing pressmen at Toronto, Ont., December 15, 1947; and costume jewellery factory workers at Toronto, Ont., April 29, 1948. The strike of metal factory workers at Ottawa, Ont., which commenced on February 24, 1947, was terminated on August 20, 1948, and the strike of bookbinders at Toronto, Ont., which commenced on February 20, 1948, was reported to have lapsed by the end of July, 1948.

\* 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, 1948, and in this article are taken 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 June, 1948, was 141 and eight were still in progress from the previous month, making a total of 149 during the month. In all stoppages of work in progress in the period there were 59,900 workers involved and a time loss of 273,000 working days was caused.

Of the 141 stoppages which began during June, 20 arose out of demands for advances in wages; 45 over other wage questions; six on questions as to working hours; nine

on questions respecting the employment of particular classes or persons; 53 on other questions respecting working arrangements; five on questions of trade union principle; and three were in support of workers involved in other disputes.

### Australia

Figures for the fourth quarter of 1947, show 258 industrial disputes, with 73,292 workers directly involved and a time loss for workers directly and indirectly involved of 297,101 working days. For the year, 1947, the figures are 982 industrial disputes,

with 280,718 workers directly involved and a time loss for workers directly and indirectly involved of 1,338,728 days.

### United States

Preliminary figures for July, 1948, show 335 strikes and lockouts beginning in the month, in which 225,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 2,200,000 man-days. Corresponding figures for June, 1948, are 310 strikes and lockouts, involving 165,000 workers, with a time loss of 2,000,000 days.

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## FATAL INDUSTRIAL ACCIDENTS IN CANADA\*

### Second Quarter of 1948

There were 290 industrial fatalities in the second quarter of 1948 according to the latest reports received by the Department of Labour. In the previous three months there were 319 including 8 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 include deaths which resulted from industrial diseases as reported by the provincial Workmen's Compensation Boards.

During the quarter under review there were two industrial accidents which resulted in the death of three persons in each case. On April 27 three men were suffocated by shifting clay in a sewer excavation at Mimico, Ontario, while three railwaymen were killed on May 26, at Lundbreck, Alberta, when due to a bridge wash-out, an engine crashed into a creek.

Statistics on industrial fatalities are compiled from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners, and certain other official sources. Newspaper reports are also used to supplement these data.

Grouped by industries the largest number of fatalities, 50, was recorded in manufacturing of which 16 occurred in iron, steel and products, and 15 in saw and planing mills. During the previous quarter 60 fatalities occurred in manufacturing including 15 in saw and planing mills and 14 in the iron and steel products group.

There were 48 fatalities recorded in transportation as compared with 61 in the

previous quarter. Fatalities in steam railways numbered 28 and there were 7 each in local and highway transportation and water transportation. In the preceding quarter there were 48 in steam railways, 7 in local and highway transportation, and 4 in water transportation.

Of the 43 fatalities in the mining group, 31 were in metalliferous mining. In the previous quarter there were 57 fatalities in the mining group of which 47 were in metalliferous mining.

The number of fatalities in logging increased from 40 to 43. Fatalities in the construction industry increased from 32 in the first quarter to 42 in the second quarter of 1948. Increases in the number of recorded fatalities occurred also in agriculture from 10 to 20 and in service from 24 to 27.

There were 6 fatalities in fishing and trapping during the quarter under review, a decrease of 8 over the figure in the previous quarter.

The most important cause of fatalities was moving trains, water-craft and other vehicles which caused 70 fatal industrial accidents during the quarter as compared with 78 in the previous quarter.

Falling objects caused 44 deaths and falls of persons 54. Industrial diseases, infection and other causes resulted in 56 deaths while dangerous substances caused 39 deaths.

The greatest number of fatalities was in Ontario where there were 135. In British Columbia there were 71 and in Quebec 29.

During the quarter under review there were 109 fatalities in April, the same number in May, and 72 in June.

\* See Tables H-1 and H-2.

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**TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS  
IN CANADA**

	1948		1947	1946	1943	1939
	August	July	July	July	July	July
<b>Labour Force—</b>						
Civilian labour force <sup>(1)</sup> .....000		5,030	4,912	4,828	†	†
Employed <sup>(1)</sup> .....000		4,948	4,821	4,702	†	†
Paid workers <sup>(1)</sup> .....000		3,304	3,233	3,104	†	†
Male <sup>(1)</sup> .....000		3,940	2,422	2,295	†	†
Female <sup>(1)</sup> .....000		1,090	811	809	†	†
Unemployed <sup>(1)</sup> .....000		82	91	126	†	†
Index of employment <sup>(2)</sup> .....200·7		198·0	189·5	173·6	183·7	115·8
Unemployment in trade unions <sup>(2)</sup> .....%		1·3	0·8	1·3	0·6	11·6
<b>Earnings and Hours—</b>						
Total labour income.....\$000,000			521	434	†	†
Per capita weekly earnings.....\$		40·66	36·15	32·23	30·97	†
Average hourly earnings.....cents.		92·4	80·8	70·0	†	†
Average hours worked per week.....		42·0	42·0	42·4	†	†
Average real weekly earnings, index <sup>(4)</sup> .....		101·2	102·1	97·0	†	†
<b>National Employment Service—</b>						
Unplaced applicants <sup>(5)</sup> .....000	96·2	118·6	114·5	178·9	84·6	†
Unfilled vacancies <sup>(5)</sup> .....000		56·5	95·3	120·9	243·4	†
Placements, weekly average.....000		16·2	16·4	18·0	41·6	†
<b>Unemployment Insurance—</b>						
Unemployment insurance claims.....000	48·5	56·5	47·8	82·4	1·7	†
Balance in fund.....\$000,000		473·2	390·0	328·3	138·0	†
<b>Prices—</b>						
Wholesale <sup>(2)</sup> .....	157·8	152·0	129·1	109·7	100·1	72·6
Cost of living index <sup>(2)</sup> .....	157·5	156·9	135·9	125·1	118·8	100·8
<b>Production—</b>						
Industrial production <sup>(6)</sup> .....		174·5	171·3	153·5	197·4	107·3
Mineral production index <sup>(6)</sup> .....		127·4	110·7	98·5	114·6	126·3
Manufacturing index <sup>(6)</sup> .....		181·9	180·6	161·7	215·2	103·8
Electric power.....000,000 k.w.h.		3,665	3,751	3,423	3,404	2,206
Construction contracts awarded.....\$000,000	91·7	89·8	72·5	67·7	16·2	22·1
Pig iron.....000 tons		187·9	157·2	64·5	151·4	111·4
Steel ingots and castings.....000 tons		244·9	232·3	135·9	250·5	6·5
Inspected slaughtering, cattle.....000		96·1	108·2	123·8	78·6	64·6
Hogs.....000		256·1	300·3	256·8	480·3	217·0
Flour production.....000,000 bbl.	1·62	1·81	2·27	2·16	1·95	1·11
Newsprint.....000 tons		391·0	379·7	357·0	262·3	227·6
Cement, producers' shipments.....000,000 bbl.		1·4	1·3	1·4	0·9	0·7
Automobiles and trucks.....000	16·9	15·1	21·9	17·2	11·6	9·2
Gold.....000 fine oz.			261·4	239·6	292·7	440·1
Copper.....000 tons		19·5	19·7	15·5	23·7	25·1
Lead.....000 tons		14·6	14·1	12·8	17·4	15·9
Nickel.....000 tons		12·2	9·8	8·1	11·7	9·8
Zinc.....000 tons		21·8	18·0	16·0	26·3	26·7
Coal.....000 tons	1,369	1,360	1,205	1,153	1,366	1,064
<b>Distribution—</b>						
Retail sales index, adjusted <sup>(7)</sup> .....		255·0	235·9	212·4	158·1	103·8
Wholesale sales, index, unadjusted <sup>(7)</sup> .....		284·9	277·6	249·3	173·2	103·3
Imports, excluding gold.....\$000,000		225·1	226·8	161·6	150·9	58·6
Exports, excluding gold.....\$000,000	224·1	250·9	236·6	188·7	303·6	75·8
<b>Railways—</b>						
Revenue freight.....000,000 ton miles			4,692	4,048	5,515	2,114
Car loadings, revenue freight.....000 cars	314·6	308·7	304·1	269·2	268·5	188·8
<b>Banking and Finance—</b>						
Common stocks, index <sup>(8)</sup> .....		116·3	107·4	119·1	91·0	88·7
Preferred stocks, index <sup>(8)</sup> .....		147·5	155·4	157·5	117·3	100·1
Bond yields, Dominion, index <sup>(8)</sup> .....		95·6	83·8	85·1	97·3	96·0
Cheques cashed, individual accounts.....\$000,000		6,736	6,124	5,547	4,406	2,377
Bank loans, current, public.....\$000,000		1,877·9	1,715	1,190	1,133	814
Money supply.....\$000,000		4,002	3,818	3,937	3,153 <sup>(9)</sup>	1,370 <sup>(9)</sup>
Circulating media in hands of public.....\$000,000		1,147	1,072	1,052	990 <sup>(9)</sup>	281 <sup>(9)</sup>
Deposits, notice, active.....\$000,000		628	582	600	363 <sup>(9)</sup>	197 <sup>(9)</sup>
Deposits, demand.....\$000,000		2,112	2,126	2,197	1,862 <sup>(9)</sup>	853 <sup>(9)</sup>

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 June 5, 1948, May 31, 1947 and June 1, 1946. (2) Base 1926=100. (3) Figures are as at end of quarter ending June 30, 1948, 1947, 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 weeks periods. (8) Average for year.

## A—Labour Force

**TABLE A-1.—ESTIMATED CIVILIAN NON-INSTITUTIONAL MANPOWER**

(Thousands of Persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Population Class	June 5, 1948			February 21, 1948		
	Male	Female	Total	Male	Female	Total
Total Civilian Non-Institutional Manpower.....	4,604	4,514	9,118	4,572	4,486	9,058
A. Labour Force.....	3,941	1,090	5,030	3,824	1,001	4,825
1. Employed.....	3,876	1,072	4,948	3,687	982	4,669
(1) Agricultural.....	1,026	160	1,186	900	65	965
Operators.....	687	14	701	622	(a)	631
Paid Workers.....	132	12	144	102	(a)	107
Unpaid Workers.....	207	134	341	176	51	227
(2) Non-Agricultural.....	2,850	912	3,762	2,787	917	3,704
Paid Workers.....	2,395	825	3,220	2,314	834	3,148
Employers.....	152	9	161	148	(a)	157
Own Account Workers.....	287	49	336	295	50	345
Unpaid Workers.....	16	29	45	30	34	64
2. Unemployed.....	64	18	82	137	19	156
B. Not in the Labour Force.....	664	3,424	4,088	748	3,485	4,233
1. Permanently unable or too old to work.....	159	112	271	175	120	295
2. Keeping House.....	(—)	2,900	2,905	(a)	2,961	2,966
3. Going to School.....	279	305	584	335	306	641
4. Retired or Voluntarily Idle.....	214	101	315	229	95	324
5. Other.....	(—)	(—)	13	(a)	(a)	(a)

(a) Fewer than 10,000.

**TABLE A-2.—INDUSTRIAL DISTRIBUTION OF EMPLOYMENT**

(Thousands of Persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Industry	June 5, 1948			February 21, 1948		
	Male	Female	Total	Male	Female	Total
Agriculture.....	1,026	160	1,186	900	65	965
Forestry.....	62	(a)	63	139	(a)	140
Fishing and Trapping.....	25	25	25	20	20	20
Mining, Quarrying and Oil Wells.....	73	73	73	67	(a)	68
Manufacturing.....	1,025	236	1,261	999	237	1,236
Public Utility Operations.....	36	(a)	40	36	(a)	40
Construction.....	290	(a)	295	214	(a)	219
Transportation and Communications.....	331	39	370	306	40	346
Trade.....	443	194	637	462	195	657
Finance and Real Estate.....	79	57	136	81	60	141
Service.....	486	376	862	463	374	837
Total.....	3,876	1,072	4,948	3,687	982	4,669

(a) Fewer than 10,000.

**TABLE A-3.—REGIONAL DISTRIBUTION OF EMPLOYMENT**

(Thousands of Persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Region	June 5, 1948		Feb. 21, 1948	
	Number	Per Cent	Number	Per Cent
Maritime.....	417	8.4	400	8.6
Quebec.....	1,366	27.6	1,300	27.8
Ontario.....	1,758	35.6	1,663	35.6
Prairie.....	981	19.8	905	19.4
Pacific.....	426	8.6	401	8.6
Canada.....	4,948	100.0	4,669	100.0

**TABLE A-4.—PERCENTAGE DISTRIBUTION OF EMPLOYED PERSONS BY HOURS WORKED PER WEEK**

SOURCE: D. B.S. Labour Force Survey

Number of Hours	Agriculture		Non-Agriculture	
	June 5/48	Feb. 21/48	June 5/48	Feb 21/48
0.....	.8	3.1	2.4	3.5
1-14.....	5.5	4.4	1.6	1.7
15-24.....	5.5	6.3	2.5	2.8
25-34.....	3.4	7.0	3.6	3.7
35-44.....	5.4	16.6	42.2	41.7
45-54.....	12.1	25.8	35.1	35.7
55+.....	67.3	36.8	12.6	10.9
Total.....	100.0	100.0	100.0	100.0

**TABLE A-5.—REGIONAL DISTRIBUTION OF UNEMPLOYMENT**

(Thousands of Persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Region	June 5, 1948		Feb. 21, 1948	
	Number	Per Cent	Number	Per Cent
Maritime.....	15	18.3	25	16.0
Quebec.....	26	31.7	48	30.8
Ontario.....	23	28.0	40	25.7
Prairie.....	8	9.8	23	14.7
Pacific.....	10	12.2	20	12.8
Canada.....	82	100.0	156	100.0

**TABLE A-6.—INDUSTRIAL<sup>(1)</sup> DISTRIBUTION OF UNEMPLOYMENT**

(Thousands of Persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

	June 5, 1948		Feb. 21, 1948	
	Number	Per Cent	Number	Per Cent
Manufacturing.....	24	29.3	41	26.3
Construction.....	7	8.5	33	21.2
Transportation, Storage and Construction.....	8	9.8	15	9.6
Trade.....	11	13.4	18	11.5
Service.....	15	18.3	19	12.2
Other <sup>(2)</sup> .....	7	8.5	20	12.8
None <sup>(3)</sup> .....	10	12.2	10	6.4
Total.....	82	100.0	156	100.0

(1) Industry Classifications are based on the last reported civilian job of two weeks' duration or more.

(2) Includes agriculture, fishing, trapping, mining and forestry.

(3) This class refers to those now seeking jobs who have never been employed previously.



## 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
1946—Average.....	37	144	25	112	94	21	433
1947—Average.....	42	174	34	131	106	24	509
1946—January.....	34	139	18	102	85	20	398
February.....	36	138	18	105	87	19	403
March.....	35	142	19	106	90	20	412
April.....	32	140	21	106	89	20	408
May.....	33	137	24	107	92	20	413
June.....	36	141	26	110	94	21	428
1947—January.....	39	161	23	121	100	22	466
February.....	38	163	25	123	101	22	472
March.....	37	165	25	124	102	22	475
April.....	33	166	28	124	102	22	475
May.....	36	169	31	128	103	23	490
June.....	40	171	35	131	106	23	506
July.....	42	175	39	133	108	24	521
August.....	45	177	40	133	109	25	529
September.....	45	181	41	135	109	25	536
October.....	48	185	42	137	109	26	547
November.....	50	188	40	139	110	26	553
December.....	48	187	32	140	109	25	541
1948—January.....	48	185	30	138	108	25	534
February.....	48	190	30	138	108	26	540
March.....	43	187	29	139	110	25	533
April.....	39	192	33	140	110	26	540
May (revised)....	43	193	38	145	115	27	561
June (preliminary)	45	199	41	148	121	28	583

## C—Employment, Hours and Earnings

### TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision).

Geographical and Industrial Unit	Number of Employees Reported at July 1, 1948	Weekly Salaries and Wages at July 1, 1948	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941 as 100 p.c.						
			July 1			Employment			Payrolls			
			1948	1948	1947	1948	1948	1947	1948	1948	1947	1948
<b>(a) PROVINCES</b>												
<b>Maritime Provinces.....</b>	<b>139,529</b>	<b>5,104,963</b>	<b>36.59</b>	<b>35.78</b>	<b>33.20</b>	<b>117.1</b>	<b>113.2</b>	<b>117.7</b>	<b>196.0</b>	<b>185.3</b>	<b>178.4</b>	
Prince Edward Island.....	3,403	118,476	34.82	34.12	29.27	150.4	143.5	140.9	240.2	224.6	188.6	
Nova Scotia.....	76,276	2,826,820	37.06	36.20	33.37	106.1	104.0	111.0	174.3	166.9	164.2	
New Brunswick.....	59,850	2,159,672	36.08	35.32	33.19	133.5	126.8	127.7	231.6	215.2	202.9	
<b>Quebec.....</b>	<b>600,704</b>	<b>23,161,529</b>	<b>38.56</b>	<b>38.39</b>	<b>34.29</b>	<b>126.2</b>	<b>123.6</b>	<b>121.6</b>	<b>203.1</b>	<b>198.1</b>	<b>173.7</b>	
<b>Ontario.....</b>	<b>858,925</b>	<b>35,861,423</b>	<b>41.75</b>	<b>40.97</b>	<b>37.19</b>	<b>126.6</b>	<b>124.0</b>	<b>121.3</b>	<b>195.0</b>	<b>187.4</b>	<b>166.4</b>	
<b>Prairie Provinces.....</b>	<b>242,960</b>	<b>10,005,487</b>	<b>41.18</b>	<b>41.11</b>	<b>36.48</b>	<b>136.6</b>	<b>131.6</b>	<b>130.4</b>	<b>212.3</b>	<b>204.3</b>	<b>179.7</b>	
Manitoba.....	107,863	4,398,660	40.78	40.35	36.42	130.2	126.5	124.9	200.1	192.6	171.6	
Saskatchewan.....	47,255	1,881,861	39.82	40.03	35.26	129.9	126.4	127.6	199.7	195.3	173.6	
Alberta.....	87,842	3,724,966	42.41	42.66	37.25	149.5	141.9	139.6	236.9	226.2	194.6	
<b>British Columbia.....</b>	<b>198,165</b>	<b>8,503,737</b>	<b>42.91</b>	<b>42.48</b>	<b>39.06</b>	<b>153.3</b>	<b>149.7</b>	<b>146.0</b>	<b>231.1</b>	<b>223.4</b>	<b>200.1</b>	
<b>CANADA.....</b>	<b>2,040,283</b>	<b>82,637,144</b>	<b>40.50</b>	<b>40.02</b>	<b>36.15</b>	<b>129.0</b>	<b>125.9</b>	<b>124.1</b>	<b>202.6</b>	<b>195.4</b>	<b>173.8</b>	
<b>(b) CITIES</b>												
Montreal.....	290,718	11,188,677	38.49	38.32	34.73	129.6	128.9	127.4	194.7	192.7	172.1	
Quebec.....	30,912	1,030,114	33.32	34.65	30.42	122.9	120.7	114.0	194.1	198.3	164.8	
Toronto.....	267,543	11,019,310	41.19	40.43	37.05	129.4	128.2	125.6	198.8	193.4	173.5	
Ottawa.....	26,350	921,411	34.97	34.45	31.81	130.1	127.0	122.1	197.1	189.6	168.1	
Hamilton.....	66,661	2,905,040	43.58	42.18	36.89	123.2	120.6	116.4	195.2	185.1	156.4	
Windsor.....	39,848	1,906,345	47.84	46.83	43.13	122.2	116.5	119.1	157.0	146.5	137.0	
Winnipeg.....	68,571	2,546,363	37.13	36.56	33.60	132.5	129.5	127.6	192.8	185.6	168.2	
Vancouver.....	89,324	3,581,415	40.09	39.54	36.23	167.2	165.5	158.5	252.3	243.3	216.1	
Halifax.....	21,993	744,047	33.83	32.68	33.00	121.9	118.2	114.0	182.0	170.4	160.0	
Saint John.....	13,872	444,203	33.22	32.06	31.56	122.4	123.2	127.5	190.0	184.5	185.8	
Sherbrooke.....	10,414	324,248	31.14	32.97	28.62	115.4	115.0	111.4	172.6	182.3	153.3	
Three Rivers.....	12,118	497,404	41.05	40.04	35.15	146.1	138.8	137.5	231.1	214.1	186.5	
Kitchener-Waterloo.....	20,573	807,989	39.27	38.05	35.23	134.8	132.3	132.9	233.9	222.5	206.2	
London.....	26,401	1,034,182	39.17	37.72	34.55	147.0	143.7	144.2	226.3	213.0	185.1	
Fort William—Port Arthur.....	12,697	553,498	43.59	42.98	39.84	87.5	84.5	84.0	143.8	136.8	125.4	
Regina.....	11,010	394,604	35.84	35.30	32.08	131.3	126.8	126.8	197.1	195.7	176.1	
Saskatoon.....	8,152	284,276	34.87	34.70	32.16	156.1	152.6	152.8	247.8	241.1	221.3	
Calgary.....	22,537	877,959	38.96	38.46	34.54	139.1	134.6	131.2	213.4	203.8	179.5	
Edmonton.....	21,998	850,904	38.68	38.25	33.40	168.7	161.5	147.8	262.3	248.2	202.8	
Victoria.....	12,813	487,887	38.08	38.06	36.03	146.8	148.4	155.8	223.2	225.5	224.0	
<b>(c) INDUSTRIES</b>												
<b>Manufacturing.....</b>	<b>1,084,119</b>	<b>44,687,781</b>	<b>41.22</b>	<b>40.63</b>	<b>36.47</b>	<b>123.2</b>	<b>121.2</b>	<b>119.4</b>	<b>195.7</b>	<b>189.6</b>	<b>167.7</b>	
Durable Goods <sup>1</sup> .....	505,772	22,267,785	44.03	43.03	38.71	119.7	118.4	116.0	186.9	180.6	159.4	
Non-Durable Goods.....	547,078	20,991,020	38.37	38.12	34.18	125.3	122.7	122.1	204.3	198.6	177.0	
Electric Light and Power.....	31,269	1,428,896	45.70	45.43	41.29	153.4	147.5	131.4	221.6	211.7	171.4	
Logging.....	68,125	2,635,046	38.68	37.19	35.16	141.7	138.0	152.6	274.8	257.3	269.0	
Mining.....	83,595	4,132,726	49.44	48.53	43.27	100.4	98.6	94.5	155.3	149.8	128.1	
Communications.....	49,119	1,894,921	38.58	38.43	34.41	186.5	180.7	174.8	261.5	252.3	220.4	
Transportation.....	184,652	9,183,272	49.73	49.63	43.99	144.5	143.3	142.9	219.6	217.3	191.9	
Construction and Maintenance.....	235,185	9,105,248	38.72	38.14	34.76	129.4	119.9	118.7	217.6	198.7	179.1	
Services <sup>2</sup> .....	71,941	1,855,880	25.80	25.96	23.51	152.9	145.3	145.5	243.2	228.9	209.5	
Trade.....	263,547	9,142,270	34.69	34.39	31.74	139.5	138.1	131.3	204.4	200.6	176.6	
<b>Eight Leading Industries.....</b>	<b>2,040,283</b>	<b>82,637,144</b>	<b>40.50</b>	<b>40.02</b>	<b>36.15</b>	<b>129.0</b>	<b>125.9</b>	<b>124.1</b>	<b>202.6</b>	<b>195.4</b>	<b>173.8</b>	
Finance.....	85,343	3,385,152	39.67	39.64	37.50	139.7	139.1	132.3	190.9	189.9	171.8	
<b>Nine Leading Industries.....</b>	<b>2,125,626</b>	<b>86,022,296</b>	<b>40.47</b>	<b>40.01</b>	<b>36.20</b>	<b>129.4</b>	<b>126.4</b>	<b>124.4</b>	<b>202.1</b>	<b>195.2</b>	<b>173.7</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, with the exception of electric light and power.

(2) Consisting almost entirely of hotels and restaurants, and laundries 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)

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	Av. wkly Salaries and Wages		Employment	Aggregate Weekly Payrolls	Av. wkly Salaries and Wages	
June 1, 1941.....	100.0	100.0	100.0	\$ 25.25	100.0	100.0	100.0	\$ 25.57
July 1, 1945.....	114.9	144.5	128.0	32.32	123.3	156.3	128.8	32.94
July 1, 1946.....	113.7	141.9	127.7	32.25	111.4	138.5	126.6	32.37
July 1, 1947.....	124.1	173.8	143.2	36.15	119.4	167.7	142.6	36.47
Aug. 1, 1947.....	126.1	178.6	144.7	33.53	120.5	171.5	144.6	36.97
Sept. 1, 1947.....	126.5	180.3	145.6	36.76	121.0	173.3	145.3	37.16
Oct. 1, 1947.....	127.6	184.9	148.1	37.39	121.2	177.5	148.8	38.04
Nov. 1, 1947.....	129.5	189.7	149.7	37.79	122.1	181.2	150.6	38.52
Dec. 1, 1947.....	130.7	193.9	151.6	38.28	122.1	184.6	153.5	39.25
Jan. 1, 1948.....	126.9	178.4	143.7	36.28	119.0	166.6	142.0	36.31
Feb. 1, 1948.....	124.0	185.7	153.0	38.63	119.5	181.3	154.0	39.28
Mar. 1, 1948.....	123.9	189.3	156.3	39.50	120.6	187.0	157.3	40.23
Apr. 1, 1948.....	122.2	184.8	154.6	39.04	120.1	183.3	154.9	39.60
May 1, 1948.....	122.1	188.0	157.2	39.70	120.1	188.7	159.5	40.78
June 1, 1948.....	125.9	195.4	155.7	40.02	121.2	189.6	158.9	40.63
July 1, 1948.....	129.0	202.6	160.4	40.50	123.3	195.7	161.2	41.22

**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
July 1, 1932.....	88.7	96.4	.....	.....	.....	86.6	89.2	90.5	.....	.....	.....	83.7
July 1, 1933.....	84.5	89.9	.....	.....	.....	83.0	85.0	85.0	.....	.....	.....	81.8
July 1, 1934.....	101.0	100.4	.....	.....	.....	94.1	109.9	94.1	.....	.....	.....	94.1
July 1, 1935.....	99.5	106.7	.....	.....	.....	94.8	102.7	96.3	.....	.....	.....	99.5
July 1, 1936.....	104.6	111.7	.....	.....	.....	101.6	106.2	101.9	.....	.....	.....	104.8
July 1, 1937.....	119.1	135.8	79.7	138.3	136.1	118.0	122.2	104.0	100.3	110.2	105.7	117.1
July 1, 1938.....	113.5	116.7	104.6	126.6	105.4	119.9	114.0	99.8	96.5	102.9	102.9	108.0
July 1, 1939.....	115.8	115.9	108.7	129.9	99.3	124.0	114.7	104.0	98.5	107.5	110.0	111.0
July 1, 1940.....	124.7	124.0	102.2	135.3	111.5	126.6	129.6	112.4	106.8	117.5	117.6	114.8
July 1, 1941.....	157.4	163.9	108.5	183.2	143.3	161.8	165.3	132.5	128.9	133.7	137.3	139.2
July 1, 1942.....	175.7	177.2	117.0	199.7	153.0	187.1	181.1	139.4	138.3	131.6	150.9	167.9
July 1, 1943.....	183.7	184.7	112.4	203.1	165.8	198.6	184.9	141.6	138.3	135.6	150.8	191.9
July 1, 1944.....	183.5	187.8	136.7	205.5	168.5	195.3	185.1	148.4	144.0	143.2	158.5	187.5
July 1, 1945.....	175.5	177.7	128.8	194.7	159.0	181.9	179.8	144.6	138.9	140.7	155.7	180.4
July 1, 1946.....	173.6	176.0	136.0	184.1	168.2	175.4	179.6	158.2	148.4	153.3	176.3	162.2
July 1, 1947.....	189.5	179.4	150.9	186.3	172.2	191.2	195.7	167.3	155.7	162.5	187.8	196.9
Aug. 1, 1947.....	192.6	183.9	157.0	188.2	180.1	195.0	196.7	172.1	159.1	167.5	194.8	204.2
Sept. 1, 1947.....	193.2	184.7	159.2	191.7	177.3	196.1	196.4	172.1	158.5	168.0	195.4	207.5
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
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
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	202.6
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
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
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
Apr. 1, 1948.....	186.6	166.1	163.7	170.7	160.3	187.3	197.7	159.6	151.1	148.8	179.8	190.8
May 1, 1948.....	186.5	167.9	143.0	170.4	166.4	186.3	196.7	159.6	152.2	147.2	179.1	196.1
June 1, 1948.....	192.3	172.5	153.7	174.6	171.0	194.4	200.0	168.9	157.8	161.0	190.9	202.0
July 1, 1948.....	197.0	178.5	161.1	178.1	180.1	198.5	204.2	175.2	162.3	165.5	201.1	206.8
Relative Weight of Employment by Provinces and Economic Areas as at July 1, 1948.....	100.0	6.8	.2	3.7	2.9	29.5	42.1	11.9	5.3	2.3	4.3	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-1.—EMPLOYMENT AND EARNINGS BY INDUSTRY**

(The latest figures are subject to revision)

Industries	Number of Employees Reported at July 1, 1948	Weekly Salaries and Wages at July 1, 1948	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941 as 100 p.c.		
						Employment		
			July 1, 1948	June 1, 1948	July 1, 1947	July 1, 1948	June 1, 1948	July 1, 1947
			\$	\$	\$			
<b>Manufacturing</b>	<b>1,054,119</b>	<b>44,687,781</b>	<b>41.22</b>	<b>40.63</b>	<b>36.47</b>	<b>123.3</b>	<b>121.2</b>	<b>119.4</b>
Animal products—edible	49,700	1,945,180	39.14	39.33	34.91	144.1	136.4	136.9
Fur and products	4,316	160,210	37.12	36.92	33.65	138.9	137.1	126.0
Leather and products	29,951	873,027	29.15	29.19	27.24	105.2	105.8	113.1
Boots and shoes	18,936	521,204	27.52	27.91	25.95	104.0	104.4	108.5
Lumber and its products	84,042	2,970,344	35.34	34.87	32.24	129.0	124.5	124.2
Rough and dressed lumber	52,476	1,909,599	36.39	35.98	33.37	125.3	118.5	115.9
Furniture	15,037	517,115	34.39	33.82	31.46	147.4	147.6	141.2
Other lumber products	16,529	543,630	32.89	32.46	29.90	129.9	129.2	139.9
Plant products—edible	60,348	2,085,673	34.56	34.52	30.86	138.4	125.5	138.3
Pulp and paper products	117,248	5,634,809	48.06	45.79	43.24	145.7	142.5	139.2
Pulp and paper	52,872	2,974,878	56.27	54.63	51.50	144.9	140.0	138.1
Paper products	21,790	826,439	37.93	36.69	33.14	150.0	153.7	157.9
Printing and publishing	42,586	1,833,492	43.05	42.42	38.21	141.1	139.5	131.9
Rubber products	22,811	984,632	43.16	42.81	27.93	134.2	133.9	145.7
Textile products	156,648	4,777,535	30.50	30.94	27.08	111.8	112.8	107.4
Thread, yarn and cloth	59,569	1,921,020	32.25	33.13	27.73	112.4	112.7	104.0
Cotton yarn and cloth	22,643	731,730	32.32	32.02	26.01	92.1	92.4	86.3
Woolen yarn and cloth	15,223	486,384	31.95	32.10	28.37	110.8	112.9	107.6
Artificial silk and silk goods	16,214	522,281	32.21	35.53	28.99	146.7	146.5	131.2
Hosiery and knit goods	25,911	709,233	27.37	27.83	24.64	119.3	121.1	114.4
Garments and personal furnishings	55,065	1,598,630	29.03	29.48	26.73	113.6	114.8	110.9
Other textile products	16,103	548,652	34.07	32.90	29.67	93.6	94.9	97.0
Tobacco	9,909	353,863	35.71	35.60	27.01	111.4	108.8	113.0
Beverages	19,896	882,146	44.34	44.23	39.76	172.7	164.4	157.1
Chemicals and allied products	42,731	1,892,657	44.29	43.94	39.03	97.6	97.1	95.3
Clay, glass and stone products	22,840	945,855	41.41	41.18	36.24	148.7	144.3	142.4
Electric light and power	31,269	1,428,896	45.70	45.43	41.29	153.4	147.5	131.4
Electrical apparatus	51,386	2,222,047	43.24	42.94	37.41	164.6	166.0	163.5
Iron and steel products	295,932	13,763,497	46.51	45.37	40.73	110.5	109.3	107.9
Crude, rolled and forged products	39,161	1,893,206	48.34	49.15	42.07	146.4	146.3	128.6
Machinery (other than vehicles)	29,579	1,282,896	43.37	42.61	39.49	114.7	113.9	114.1
Agricultural implements	18,736	865,828	46.21	46.87	40.84	206.4	208.2	179.4
Land vehicles and aircraft	110,798	5,457,296	49.25	47.37	42.26	97.5	96.5	96.4
Automobiles and parts	44,450	2,188,199	49.23	46.72	43.27	113.6	111.4	115.8
Steel shipbuilding and repairing	22,154	952,520	43.00	44.25	41.07	113.2	115.1	122.3
Heating appliances	7,660	313,283	40.90	39.83	36.02	142.9	141.4	121.7
Iron and steel fabrication (n.e.s.)	12,183	559,717	45.94	43.77	41.70	103.9	99.0	92.8
Foundry and machine shop products	8,625	379,924	44.05	41.90	38.58	98.0	97.2	94.3
Other iron and steel products	47,036	2,058,827	43.77	41.14	37.62	99.0	98.1	103.8
Non-ferrous metal products	50,647	2,333,015	46.06	43.50	40.26	121.7	120.0	112.4
Non-metallic mineral products	16,348	795,554	48.66	48.97	42.90	127.8	123.5	123.7
Miscellaneous	18,097	638,841	35.30	34.36	32.47	136.3	135.2	131.4
<b>Logging</b>	<b>68,125</b>	<b>2,635,046</b>	<b>38.68</b>	<b>37.19</b>	<b>35.16</b>	<b>111.7</b>	<b>138.0</b>	<b>152.6</b>
<b>Mining</b>	<b>83,595</b>	<b>4,132,726</b>	<b>49.44</b>	<b>48.53</b>	<b>43.27</b>	<b>100.1</b>	<b>98.6</b>	<b>94.5</b>
Coal	24,495	1,184,607	48.36	48.04	42.00	97.2	96.6	94.6
Metallic ores	42,664	2,210,634	51.81	50.69	45.92	89.4	87.6	81.9
Non-metallic minerals (except coal)	16,436	737,485	44.87	43.62	36.26	154.6	150.6	147.2
<b>Communications</b>	<b>49,119</b>	<b>1,894,921</b>	<b>38.58</b>	<b>38.43</b>	<b>34.41</b>	<b>186.5</b>	<b>180.7</b>	<b>174.8</b>
Telegraphs	8,512	393,436	46.22	47.61	37.76	125.0	118.8	121.8
Telephones	39,921	1,476,188	36.98	36.52	33.61	205.0	199.7	191.4
<b>Transportation</b>	<b>184,652</b>	<b>9,183,272</b>	<b>49.73</b>	<b>49.63</b>	<b>43.99</b>	<b>144.5</b>	<b>143.3</b>	<b>142.9</b>
Street railways, cartage and storage	59,357	2,588,156	43.24	42.56	39.04	154.0	152.0	155.4
Steam railways	92,227	5,192,144	56.30	56.90	49.07	134.7	133.4	132.7
Shipping and stevedoring	32,568	1,402,972	43.08	42.11	38.65	148.9	149.3	144.2
<b>Construction and Maintenance</b>	<b>235,185</b>	<b>9,105,248</b>	<b>38.72</b>	<b>38.14</b>	<b>34.76</b>	<b>129.4</b>	<b>119.9</b>	<b>118.7</b>
Building	104,584	4,263,956	40.77	40.03	36.98	157.0	147.4	140.5
Highway	87,648	2,947,830	33.63	32.92	31.99	120.1	109.2	116.0
Railway	42,953	1,893,462	44.08	43.94	35.59	99.2	92.2	88.0
<b>Services (as indicated below)</b>	<b>71,941</b>	<b>1,855,880</b>	<b>25.80</b>	<b>25.96</b>	<b>23.51</b>	<b>152.9</b>	<b>145.3</b>	<b>145.5</b>
Hotels and restaurants	48,283	1,180,856	24.46	24.68	22.32	163.5	152.8	154.9
Personal (chiefly laundries)	23,658	675,024	28.53	28.44	25.96	135.7	133.2	130.1
<b>Trade</b>	<b>263,547</b>	<b>9,142,270</b>	<b>34.69</b>	<b>34.39</b>	<b>31.74</b>	<b>139.5</b>	<b>138.1</b>	<b>131.3</b>
Retail	186,363	6,022,751	32.32	31.96	29.50	137.4	136.5	128.6
Wholesale	77,184	3,119,519	40.42	40.32	37.30	149.0	146.1	141.6
<b>Eight Leading Industries</b>	<b>2,040,283</b>	<b>82,637,144</b>	<b>40.50</b>	<b>40.02</b>	<b>36.15</b>	<b>129.0</b>	<b>125.9</b>	<b>124.1</b>
<b>Finance</b>	<b>85,343</b>	<b>3,385,152</b>	<b>39.67</b>	<b>39.64</b>	<b>37.50</b>	<b>139.7</b>	<b>139.1</b>	<b>132.3</b>
Banks and trust companies	48,113	1,677,139	34.86	34.83	32.88	148.2	147.8	138.7
Brokerage and stock market operations	3,650	176,463	48.35	47.84	44.54	158.8	159.9	169.2
Insurance	33,579	1,531,550	45.61	45.66	43.24	127.2	126.2	121.3
<b>Nine Leading Industries</b>	<b>2,125,626</b>	<b>86,022,296</b>	<b>40.47</b>	<b>40.01</b>	<b>36.20</b>	<b>129.4</b>	<b>126.4</b>	<b>124.4</b>

TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT

Industries	July 1, 1948				June 1, 1948		July 1, 1947	
	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>847,296</b>	<b>236,823</b>	<b>78.3</b>	<b>21.8</b>	<b>78.1</b>	<b>21.9</b>	<b>77.5</b>	<b>22.5</b>
Animal products—edible.....	39,771	9,929	80.0	20.0	80.9	19.1	81.0	19.0
Fur and products.....	2,747	1,569	63.6	36.4	63.1	36.9	63.9	36.1
Leather and products.....	18,658	11,293	62.3	37.7	61.6	38.4	62.2	37.8
Boots and shoes.....	11,127	7,809	58.8	41.2	58.2	41.8	58.6	41.4
Lumber and products.....	77,823	6,219	92.6	7.4	92.3	7.7	92.0	8.0
Rough and dressed lumber.....	49,987	2,489	95.3	4.8	94.9	5.1	94.0	5.2
Furniture.....	13,562	1,475	90.2	9.8	90.4	9.6	90.2	9.8
Other lumber products.....	14,274	2,255	86.4	13.6	86.4	13.6	86.1	13.9
Plant products—edible.....	40,011	20,337	66.3	33.7	68.6	31.4	66.4	33.6
Pulp and paper products.....	95,200	22,048	81.2	18.8	81.0	19.0	80.1	19.9
Pulp and paper products.....	50,436	2,436	95.4	4.6	95.4	4.6	94.4	5.6
Paper products.....	14,284	7,506	65.6	34.4	65.2	34.8	63.1	36.9
Printing and publishing.....	30,480	12,106	71.6	28.4	71.5	28.5	71.2	28.8
Rubber products.....	16,847	5,964	73.9	26.1	74.1	25.9	74.6	25.4
Textile products.....	71,689	84,959	45.8	54.2	45.4	54.6	45.5	54.5
Thread, yarn and cloth.....	36,742	22,827	61.7	38.3	61.2	38.8	61.8	38.2
Cotton yarn and cloth.....	13,638	9,005	60.2	39.8	59.9	40.1	60.9	39.1
Woolen yarn and cloth.....	8,580	6,643	56.4	43.6	56.7	43.3	58.7	41.3
Artificial silk and silk goods.....	10,772	5,442	66.4	33.6	65.6	34.4	65.1	34.9
Hosiery and knit goods.....	9,107	16,804	35.1	64.9	34.7	65.3	36.6	63.4
Garments and personal furnishings.....	16,981	38,084	30.8	69.2	30.6	69.4	30.0	70.0
Other textile products.....	8,859	7,244	55.0	45.0	54.9	45.1	54.8	45.2
Tobacco.....	4,248	5,661	42.9	57.1	44.2	55.8	43.0	57.0
Beverages.....	17,651	2,245	88.7	11.3	88.3	11.7	88.0	12.0
Chemical and allied products.....	32,883	9,848	77.0	23.0	76.9	23.1	74.1	25.9
Clay, glass and stone products.....	20,028	2,812	87.7	12.3	87.8	12.2	87.3	12.7
Electric light and power.....	27,591	3,678	88.2	11.8	87.9	12.1	89.3	10.7
Electrical apparatus.....	27,053	14,333	72.1	27.9	71.8	28.2	68.4	31.6
Iron and steel products.....	274,507	21,425	92.8	7.2	92.8	7.2	92.4	7.6
Crude, rolled and forged products.....	37,522	1,639	95.8	4.2	95.3	4.7	95.1	4.9
Machinery (other than vehicles).....	26,282	3,297	88.9	11.1	88.9	11.1	89.5	10.5
Agricultural implements.....	17,709	1,027	94.5	5.5	94.7	5.3	95.3	4.7
Land vehicles and aircraft.....	104,802	5,996	94.6	5.4	94.5	5.5	94.0	6.0
Automobiles and parts.....	39,895	4,555	89.8	10.2	89.5	10.5	89.3	10.7
Steel shipbuilding and repairing.....	21,514	640	97.1	2.9	97.1	2.9	97.1	2.9
Heating appliances.....	7,160	500	93.5	6.5	93.4	6.6	94.9	5.1
Iron and steel fabrication (n.e.s.).....	11,243	940	92.3	7.7	92.4	7.6	91.8	8.2
Foundry and machine shop products.....	8,222	403	95.3	4.7	95.2	4.8	94.5	5.5
Other iron and steel products.....	40,053	6,983	85.2	14.8	85.2	14.8	84.9	15.1
Non-ferrous metal products.....	43,593	7,054	86.1	13.9	86.1	13.9	85.0	15.0
Non-metallic mineral products.....	14,957	1,391	91.5	8.5	91.7	8.3	91.5	8.5
Miscellaneous.....	12,039	6,058	66.5	33.5	66.2	33.8	67.1	32.9
<b>Logging</b> .....	<b>66,898</b>	<b>1,227</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>
<b>Mining</b> .....	<b>81,891</b>	<b>1,704</b>	<b>98.0</b>	<b>2.0</b>	<b>98.0</b>	<b>2.0</b>	<b>97.8</b>	<b>2.2</b>
Coal.....	24,255	240	99.0	1.0	99.0	1.0	99.0	1.0
Metallic ores.....	41,837	827	98.1	1.9	98.0	2.0	97.9	2.1
Non-metallic minerals (except coal).....	15,799	637	96.1	3.9	97.2	3.8	95.7	4.3
<b>Communications</b> .....	<b>23,180</b>	<b>25,939</b>	<b>47.2</b>	<b>52.8</b>	<b>47.3</b>	<b>52.7</b>	<b>46.5</b>	<b>53.5</b>
Telegraphs.....	6,821	1,691	80.1	19.9	80.3	19.7	79.6	20.4
Telephones.....	15,877	24,064	39.7	60.3	40.0	60.0	38.9	61.1
<b>Transportation</b> .....	<b>173,384</b>	<b>11,268</b>	<b>93.9</b>	<b>6.1</b>	<b>94.0</b>	<b>6.0</b>	<b>93.6</b>	<b>6.4</b>
Street railways, cartage and storage.....	55,738	4,119	93.1	6.9	93.1	6.9	92.5	7.5
Steam railway operation.....	86,566	5,661	93.9	6.1	93.9	6.1	93.6	6.4
Shipping and stevedoring.....	31,080	1,488	95.4	4.6	95.7	4.3	95.4	4.6
<b>Construction and Maintenance</b> .....	<b>230,715</b>	<b>4,470</b>	<b>98.1</b>	<b>1.9</b>	<b>98.0</b>	<b>2.0</b>	<b>98.1</b>	<b>1.9</b>
Building.....	101,826	2,758	97.4	2.6	97.2	2.8	97.6	2.4
Highway.....	86,057	1,591	98.2	1.8	98.1	1.9	98.0	2.0
Railway.....	42,832	121	99.7	0.3	99.7	0.3	99.6	0.4
<b>Services</b> .....	<b>34,639</b>	<b>37,252</b>	<b>48.2</b>	<b>51.8</b>	<b>48.2</b>	<b>51.8</b>	<b>46.5</b>	<b>53.5</b>
Hotels and restaurants.....	24,450	23,833	50.6	49.4	50.8	49.2	49.5	50.5
Personal (chiefly laundries).....	10,239	13,419	43.3	56.7	43.0	57.0	40.4	59.6
<b>Trade</b> .....	<b>160,211</b>	<b>103,336</b>	<b>60.8</b>	<b>39.2</b>	<b>60.7</b>	<b>39.3</b>	<b>59.9</b>	<b>40.1</b>
Retail.....	100,549	85,814	54.0	46.0	53.9	46.1	53.1	46.9
Wholesale.....	59,662	17,522	77.3	22.7	77.4	22.6	76.7	23.3
<b>Eight Leading Industries</b> .....	<b>1,618,264</b>	<b>422,019</b>	<b>79.3</b>	<b>20.7</b>	<b>79.1</b>	<b>20.9</b>	<b>78.9</b>	<b>21.1</b>
<b>Finance</b> .....	<b>45,587</b>	<b>39,756</b>	<b>53.4</b>	<b>46.6</b>	<b>53.5</b>	<b>46.5</b>	<b>54.3</b>	<b>45.7</b>
Banks and trust companies.....	24,064	24,050	50.0	50.0	50.0	50.0	50.6	49.4
Brokerage and stock market operations.....	2,399	1,251	65.7	34.3	66.2	33.8	66.2	33.8
Insurance.....	19,124	14,455	57.0	43.0	57.1	42.9	58.1	41.9
<b>All Industries</b> .....	<b>1,663,851</b>	<b>461,775</b>	<b>78.3</b>	<b>21.7</b>	<b>78.1</b>	<b>21.9</b>	<b>77.9</b>	<b>22.1</b>

**TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING**  
(Hourly-Rated Wage-Earners)

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, 1944.....	46.3	46.9	45.5	70.5	77.9	60.4
July 1, 1945.....	44.3	45.0	43.3	70.1	77.0	61.2
July 1, 1946.....	42.4	42.8	42.1	70.0	75.7	64.1
July 1, 1947.....	42.0	42.5	41.6	80.8	86.8	74.7
Aug. 1, 1947.....	42.5	42.6	42.3	81.3	87.7	74.8
Sept. 1, 1947.....	42.3	42.5	42.2	82.2	88.8	75.7
Oct. 1, 1947.....	43.1	43.5	42.6	83.4	90.6	76.2
Nov. 1, 1947.....	42.9	43.1	42.7	84.7	91.9	77.6
Dec. 1, 1947.....	43.5	43.8	43.2	85.6	92.8	78.3
*Jan. 1, 1948.....	38.3	38.5	35.1	86.6	92.9	80.0
Feb. 1, 1948.....	42.8	42.7	42.8	86.6	93.2	80.1
Mar. 1, 1948.....	43.2	43.4	43.0	88.0	95.0	80.8
April 1, 1948.....	41.6	41.8	41.4	89.0	95.6	82.1
May 1, 1948.....	43.1	43.4	42.7	89.4	96.2	82.4
June 1, 1948.....	41.7	41.6	41.7	91.4	98.4	84.4
July 1, 1948.....	42.0	42.3	41.6	92.4	99.2	85.3

\* The averages at these dates were affected by loss of working time at the year-end holidays in the case of Jan. 1 and by the Easter holidays in the case of Apr. 1, 1948.

**TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURING**

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, 1944.....	33.29	32.64	36.83	36.54	29.23	27.48
July 1, 1945.....	32.91	31.05	36.02	34.65	29.33	26.50
July 1, 1946.....	32.21	29.68	34.39	32.40	30.23	26.99
July 1, 1947.....	36.34	33.94	38.71	36.89	34.18	31.08
Aug. 1, 1947.....	36.85	34.55	39.26	37.36	34.65	31.64
Sept. 1, 1947.....	37.05	34.77	39.49	37.74	34.83	31.95
Oct. 1, 1947.....	37.94	35.95	40.94	39.41	35.21	32.46
Nov. 1, 1947.....	38.42	36.34	41.26	39.70	35.86	33.14
Dec. 1, 1947.....	39.16	37.24	42.09	40.65	36.50	33.83
*Jan. 1, 1948.....	36.15	33.17	38.31	35.77	34.14	30.48
Feb. 1, 1948.....	39.26	37.06	41.65	39.80	37.10	34.28
Mar. 1, 1948.....	40.11	38.02	42.85	41.23	37.58	34.74
*April 1, 1948.....	39.46	37.02	41.87	39.96	37.19	33.99
May 1, 1948.....	40.66	38.53	43.36	41.75	38.11	35.18
June 1, 1948.....	40.49	38.11	43.03	40.93	38.12	35.19
July 1, 1948.....	41.09	38.81	44.03	41.96	38.37	35.48

(1) 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)

	Average Hours Worked			Average Hourly Earnings		
	July 1, 1948	June 1, 1948	July 1, 1947	July 1, 1948	June 1, 1948	July 1, 1947
Nova Scotia.....	43.9	42.2	45.2	85.2	85.8	75.4
New Brunswick.....	45.5	43.5	45.6	83.9	83.0	74.0
Quebec.....	42.8	43.8	42.3	84.4	82.5	73.9
Ontario.....	41.7	40.8	41.8	96.3	96.1	84.1
Manitoba.....	42.7	41.2	42.7	90.8	90.7	80.0
Saskatchewan.....	42.8	43.2	42.5	93.2	92.7	80.3
Alberta.....	42.6	42.0	42.7	92.1	92.6	79.9
British Columbia.....	37.8	37.4	39.5	108.9	108.7	96.0
Montreal.....	41.4	41.3	40.4	88.5	87.3	77.6
Toronto.....	40.7	39.4	40.7	95.6	96.0	83.7
Hamilton.....	41.0	40.8	41.5	102.7	102.4	86.0
Winnipeg.....	42.3	40.7	42.3	90.0	90.0	79.3
Vancouver.....	37.4	36.5	39.0	106.4	106.7	93.8



TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages			Wage-Earners Working Hours (2) Shown in Col. 1
	July 1, 1948	June 1, 1948	July 1, 1947	July 1, 1948	June 1, 1948	July 1, 1947	July 1, 1948	June 1, 1948	July 1, 1947	
	No.	No.	No.	cts.	cts.	cts.	\$	\$	\$	
<b>Manufacturing</b> .....	42-0	41-7	42-0	92-4	91-4	80-8	38-81	38-11	33-94	792,745
*Durable manufactured goods.....	42-3	41-6	42-5	99-2	98-4	86-8	41-96	40-93	36-89	398,712
Non-durable manufactured goods.....	41-6	41-7	41-6	85-3	84-4	74-7	35-48	35-19	31-08	394,033
Animal products—edible.....	44-0	43-7	43-8	84-6	85-4	74-4	37-22	37-32	32-59	28,179
Dairy products.....	47-8	47-1	47-6	74-0	74-6	66-2	35-37	35-14	31-51	7,188
Meat products.....	42-7	42-6	42-0	94-4	95-3	83-4	40-31	40-60	35-03	15,754
Leather products.....	37-2	37-4	39-5	71-1	70-4	63-6	26-45	26-33	25-12	21,559
Leather boots and shoes.....	36-6	37-2	39-2	67-8	67-1	59-9	24-81	24-96	23-48	13,816
*Lumber products.....	41-0	40-3	42-0	82-1	82-2	72-7	33-66	33-13	30-53	68,362
Rough and dressed lumber.....	40-6	39-8	41-9	85-7	86-3	75-5	34-79	34-35	31-63	42,199
Containers.....	42-4	41-1	42-5	73-9	74-1	68-3	31-33	30-46	29-03	6,796
Furniture.....	41-3	41-1	42-5	78-8	77-9	70-2	32-54	32-02	29-84	12,378
*Musical instruments.....	43-1	43-4	42-3	77-7	78-1	66-0	33-49	33-90	27-92	8,276
Plant products—edible.....	41-9	41-7	41-2	72-5	72-4	64-9	30-38	30-19	26-74	42,152
Flour and other milled products.....	45-2	43-5	45-2	86-9	86-9	77-9	39-28	37-80	35-21	5,262
Fruit and vegetable preserving.....	37-4	37-9	36-0	68-3	69-0	62-0	25-54	26-15	22-32	9,685
Bread and bakery products.....	43-9	43-7	.....	72-8	72-5	.....	31-96	31-68	.....	8,280
Chocolate and cocoa products.....	40-3	39-6	41-0	64-1	63-0	56-2	25-83	24-95	23-04	6,463
Pulp and paper products.....	45-7	45-2	45-7	103-0	101-3	91-5	47-07	45-79	41-82	86,751
Pulp and paper.....	49-5	49-6	49-8	110-2	107-2	99-8	54-55	53-17	49-70	45,742
Paper products.....	42-7	41-1	42-0	80-7	80-1	69-7	34-46	32-92	29-27	16,600
Printing and publishing.....	40-6	40-0	40-7	102-2	102-9	88-6	41-49	41-16	36-06	24,409
Rubber products.....	41-1	40-9	40-2	99-8	99-5	88-6	41-02	40-70	35-62	18,331
Textile products.....	38-5	39-6	39-1	72-4	71-7	61-8	27-87	28-39	24-16	125,241
Thread, yarn and cloth.....	40-5	42-4	41-3	73-9	73-1	61-1	29-93	30-99	25-23	53,654
Cotton yarn and cloth.....	41-2	41-4	39-8	73-9	73-5	60-2	30-45	30-43	23-96	21,081
Woolen yarn and cloth.....	40-9	41-3	42-1	72-8	72-0	61-8	29-78	29-74	26-02	13,437
Silk and artificial silk goods.....	38-9	45-5	42-6	75-3	73-5	61-4	29-29	33-44	26-16	14,538
Hosiery and knit goods.....	38-3	39-9	39-3	67-7	66-7	58-3	25-93	26-61	22-91	21,701
Garments and personal furnishings.....	35-3	36-0	36-1	71-3	71-1	63-0	25-17	25-60	22-74	37,673
Tobacco.....	41-3	40-3	35-3	79-3	78-1	63-2	32-75	31-47	22-31	7,507
Beverages.....	43-5	43-8	41-7	91-0	90-2	81-5	39-59	39-41	33-99	13,147
Distilled and malt liquor.....	42-8	43-3	40-9	95-9	94-5	84-4	41-05	40-92	34-52	10,336
Chemicals and allied products.....	43-1	43-1	42-5	92-3	91-5	80-2	39-78	39-44	34-09	24,871
Drugs and medicines.....	40-4	40-3	41-7	76-4	76-2	70-0	30-87	30-71	29-19	3,750
Clay, glass and stone products.....	44-1	44-2	43-4	90-3	89-3	79-4	39-82	39-47	34-46	18,475
Glass products.....	43-0	44-0	42-0	85-6	84-3	76-5	36-81	37-09	32-13	6,166
Lime, gypsum and cement products.....	45-6	45-8	45-3	90-5	88-5	76-9	41-27	40-53	34-84	4,418
Electrical apparatus.....	40-4	40-4	41-2	99-6	98-8	87-7	40-24	39-32	34-48	37,160
Heavy electrical apparatus <sup>1</sup> .....	42-5	42-5	42-0	106-5	106-1	89-9	45-26	45-09	37-76	9,975
*Iron and steel products.....	42-7	41-8	42-7	104-6	103-9	91-7	44-66	43-43	39-16	234,023
Crude, rolled and forged products.....	43-2	44-3	44-3	109-2	108-2	92-9	47-17	47-93	41-15	34,726
Primary iron and steel.....	43-0	44-7	44-4	111-7	110-4	94-3	48-03	49-35	41-87	28,904
Machinery (other than vehicles).....	43-2	42-2	43-7	95-2	95-0	85-2	41-13	40-09	37-23	21,988
Agricultural implements.....	41-6	41-1	41-6	108-9	109-9	95-0	45-30	45-17	39-52	15,381
Land vehicles and aircraft.....	43-3	41-3	42-3	110-6	109-8	97-2	47-89	45-35	41-12	82,448
Railway rolling stock.....	45-1	43-7	44-0	110-2	109-8	94-8	49-70	47-98	41-71	39,948
Automobiles and parts.....	41-3	39-0	40-5	113-5	112-4	101-5	46-88	43-84	41-11	36,445
Aeroplanes and parts.....	44-5	39-8	43-5	97-9	95-9	90-7	43-57	38-17	39-45	5,235
Steel shipbuilding and repairing.....	41-3	42-6	42-5	102-4	101-7	93-7	42-29	43-32	39-82	19,985
Iron and steel fabrication n.e.s.....	42-1	40-0	42-8	99-9	99-4	88-2	42-06	39-76	37-75	8,987
Hardware, tools and cutlery.....	41-6	40-7	42-6	90-9	90-2	79-8	37-81	36-71	33-99	10,074
Foundry and machine shop products.....	42-6	40-8	41-5	101-2	99-2	90-1	43-11	40-47	37-39	6,897
Sheet metal work.....	41-2	39-9	41-4	92-9	92-4	80-5	38-27	36-87	33-33	11,731
*Non-ferrous metal products.....	43-3	42-3	43-0	100-6	96-3	87-2	43-56	40-73	37-50	39,846
Preparation of non-ferrous metallic ores.....	43-7	43-8	43-9	114-8	103-3	99-9	50-17	45-25	43-86	11,194
Aluminum and its products.....	45-2	43-0	44-4	98-3	95-1	85-4	44-43	40-89	37-92	11,271
Brass and copper mfg.....	41-7	41-6	41-9	96-5	95-5	83-0	40-24	39-73	34-78	9,637
Non-metallic mineral products.....	42-4	43-0	42-5	106-3	105-5	91-7	45-07	45-37	38-97	11,099
Petroleum and its products.....	41-1	42-4	40-6	112-8	111-9	100-6	46-36	47-45	40-84	6,916
Miscellaneous manufactured products.....	40-4	39-7	40-7	81-2	79-9	72-8	32-80	31-72	29-63	15,196
<b>Mining</b> .....	43-0	42-7	42-2	111-8	110-6	98-9	48-07	47-23	41-74	72,243
Coal.....	38-1	37-8	37-6	124-9	126-0	109-8	47-59	47-63	41-28	22,169
Metallic ores.....	45-1	45-1	44-5	111-1	108-4	101-0	50-11	48-89	44-95	37,324
Non-metallic minerals (except coal).....	45-6	44-3	43-8	94-7	93-7	84-3	43-18	41-60	33-86	12,750
<b>Local Transportation</b> .....	45-3	44-4	45-8	94-0	93-2	84-5	42-58	41-38	38-70	30,671
<b>Building Construction</b> .....	39-8	38-8	38-8	99-8	99-6	90-7	39-72	38-64	35-19	84,533
<b>Highway Construction</b> .....	38-6	37-2	38-7	79-1	78-9	71-0	30-53	29-35	27-48	49,327
<b>Services (as indicated below)</b> .....	42-0	42-3	42-3	59-6	59-5	53-1	25-03	25-17	22-46	36,681
Hotels and restaurants.....	42-9	43-1	43-1	59-4	59-4	52-3	25-48	25-60	22-54	24,691
Personal (Chiefly laundries).....	40-2	40-6	40-8	60-1	59-9	54-7	24-16	24-32	22-32	11,990

(The latest figures are subject to revision.) \* Industries classed in the durable manufactured industries.

(1) 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: May 1, 1948, 199-2; June 1, 1948, 201-3; July 1, 1948, 202-1; July 1, 1947, the index was 170-6

(2) Chiefly street and electric railways.

(3) 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 Research and Statistics.)

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	20.63	101.4	102.6	98.8
November 1, 1946.....	42.4	72.0	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	104.0
May 1, 1947.....	43.2	78.3	33.83	111.9	107.7	103.0
June 1, 1947.....	42.9	79.9	34.28	113.4	109.1	103.0
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	85.5	37.19	123.1	118.1	104.2
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 <sup>(1)</sup> .....	(1)42.0	92.4	38.81	128.4	126.9	101.2

\* 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.

(1) Latest figures subject to revision.

Note.—Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index the average weekly earnings, both indices having been calculated on a similar base (Average 1946=100).

## 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
September, 1945	1945	114,670	44,886	159,556	71,170	25,157	96,327
September, 1946	1946	70,870	46,366	117,236	113,959	30,886	144,845
September, 1947	1947	70,356	40,212	110,568	60,069	25,862	85,931
October, 1947	1947	73,892	35,430	109,322	58,736	28,585	87,321
November, 1947	1947	65,184	27,750	92,934	64,730	31,099	95,829
December, 1947	1947	35,947	22,325	58,272	82,990	33,584	116,574
January, 1948	1948	23,515	17,151	40,666	111,304	31,108	142,412
February, 1948	1948	18,171	16,007	34,178	142,783	43,951	186,734
March, 1948	1948	16,416	15,784	32,200	155,249	45,105	200,354
April, 1948	1948	20,475	17,800	38,275	150,032	43,767	193,799
May, 1948	1948	28,602	21,335	49,937	123,130	42,082	165,212
June, 1948	1948	37,126	23,240	60,366	92,606	38,319	130,925
July, 1948	1948	34,242	22,183	56,425	80,206	38,364	118,570
August, 1948	1948	30,499	19,709	50,208	63,558	32,715	96,273
September, 1948	1948 <sup>(1)</sup>	39,341	24,349	63,690	58,611	29,734	88,345

(1) Latest figures subject to revision.

### TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JULY 29, 1948

(SOURCE: FORM UIC 751)

Industry	Male	Female	Total	Change from July 1, 1948	
				Absolute	Percentage
<b>Agriculture, Fishing, Trapping</b> .....	<b>1,885</b>	<b>561</b>	<b>2,446</b>	<b>-1,143</b>	<b>- 31.9</b>
<b>Logging</b> .....	<b>3,120</b>	<b>20</b>	<b>3,140</b>	<b>+ 311</b>	<b>+ 11.0</b>
Pulpwood.....	2,341	9	2,350	+ 370	+ 18.7
Lumber.....	646	9	655	- 38	- 5.5
Other logging.....	133	2	135	- 21	- 13.5
<b>Mining</b> .....	<b>1,610</b>	<b>13</b>	<b>1,623</b>	<b>- 290</b>	<b>- 15.2</b>
Coal.....	286	2	288	- 87	- 23.2
Metallic ores—					
Iron.....	56	.....	56	+ 16	+ 40.0
Gold.....	513	1	514	- 14	- 2.7
Nickel.....	457	2	459	- 135	- 29.8
Other metallic ores and non-metallic minerals.....	252	4	256	- 21	- 7.6
Prospecting and oil producing.....	46	4	50	+ 11	+ 28.2
<b>Manufacturing</b> .....	<b>7,559</b>	<b>5,889</b>	<b>13,448</b>	<b>-1,179</b>	<b>- 8.1</b>
Food and kindred products.....	1,138	608	1,746	- 586	- 25.1
Textiles, apparel, etc.....	852	3,521	4,373	+ 86	+ 2.0
Lumber and finished lumber products.....	1,308	153	1,461	- 11	- 0.8
Pulp and paper products and printing.....	548	242	790	- 127	- 13.9
Chemicals and allied products.....	213	157	370	- 119	- 24.3
Products of petroleum and coal.....	53	20	73	- 12	- 14.1
Rubber products.....	108	39	147	- 12	- 7.6
Leather and products.....	187	547	734	+ 142	+ 24.0
Stone, clay and glass products.....	331	45	376	- 115	- 23.4
Iron and steel and products.....	706	93	799	- 283	- 26.2
Non-ferrous metals and products.....	508	114	622	- 31	- 4.8
Machinery.....	423	56	479	- 66	- 12.1
Electrical equipment and products.....	277	53	330	- 5	- 1.5
Transportation equipment and other manufacturing.....	907	241	1,148	- 40	- 3.4
<b>Construction</b> .....	<b>5,974</b>	<b>56</b>	<b>6,030</b>	<b>- 26</b>	<b>- 0.4</b>
<b>Transportation and Storage</b> .....	<b>1,787</b>	<b>95</b>	<b>1,882</b>	<b>- 435</b>	<b>- 18.8</b>
<b>Communications, and Other Public Utilities</b> .....	<b>292</b>	<b>428</b>	<b>720</b>	<b>- 67</b>	<b>- 8.5</b>
<b>Trade</b> .....	<b>3,096</b>	<b>2,824</b>	<b>5,920</b>	<b>- 143</b>	<b>- 2.4</b>
Wholesale.....	1,043	486	1,529	- 107	- 6.6
Retail.....	2,053	2,338	4,391	- 36	- 0.8
<b>Finance, Insurance, Real Estate</b> .....	<b>887</b>	<b>712</b>	<b>1,599</b>	<b>- 250</b>	<b>- 13.5</b>
<b>Service</b> .....	<b>4,277</b>	<b>9,111</b>	<b>13,388</b>	<b>-3,079</b>	<b>- 18.7</b>
Public.....	1,157	609	1,766	- 212	- 12.1
Domestic.....	123	2,736	2,859	- 87	- 23.5
Personal.....	1,687	5,386	7,073	-1,825	- 20.5
Other services.....	1,310	380	1,690	- 135	- 7.4
<b>All Industries</b> .....	<b>30,487</b>	<b>19,709</b>	<b>50,196</b>	<b>-6,301</b>	<b>- 11.2</b>



**TABLE D-3.—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT JULY 29, 1948**

(Source: Form UIC 757)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,013	353	1,366	3,403	769	4,172
Clerical Workers.....	1,346	3,369	4,715	5,230	9,510	14,740
Sales Workers.....	2,003	1,505	3,508	2,725	5,217	7,942
Personal and Domestic Service Workers.....	1,692	8,063	9,755	6,865	5,298	12,163
Seamen.....	82	.....	82	723	4	727
Agriculture and Fishing.....	1,863	68	1,931	929	89	1,018
Skilled and Semiskilled Workers.....	13,619	4,159	17,778	18,901	5,002	23,903
Food and kindred products.....	226	70	296	353	350	703
Textiles, clothing, etc.....	455	3,040	3,495	488	2,299	2,787
Lumber and wood products.....	3,372	4	3,376	919	72	991
Pulp, paper and printing.....	150	62	212	180	163	343
Leather and products.....	85	363	448	660	256	925
Stone, clay and glass products.....	75	3	78	44	21	65
Metalworking.....	1,425	53	1,478	3,322	255	3,577
Electrical.....	260	7	267	500	324	824
Transportation equipment, n.e.c.....	54	1	55	285	83	368
Mining.....	524	.....	524	372	.....	372
Construction.....	3,289	.....	3,289	3,136	1	3,137
Transportation (except seamen).....	713	12	725	3,159	35	3,194
Communications and public utility.....	97	.....	97	115	1	116
Trade and service.....	395	409	804	606	395	1,001
Other skilled and semiskilled.....	2,100	93	2,193	3,153	611	3,764
Foremen.....	91	11	102	419	83	502
Apprentices.....	308	31	339	1,181	53	1,234
Unskilled Workers.....	8,881	2,192	11,073	24,782	6,826	31,608
Food and tobacco.....	450	400	850	403	1,048	1,451
Lumber and lumber products.....	580	39	619	710	216	926
Metalworking.....	510	45	555	644	108	752
Construction.....	2,242	.....	2,242	2,841	.....	2,841
Other unskilled workers.....	5,099	1,708	6,807	20,184	5,454	25,638
<b>Total.....</b>	<b>30,499</b>	<b>19,709</b>	<b>50,208</b>	<b>63,558</b>	<b>32,715</b>	<b>96,273</b>

**TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS, FOR THE MONTH OF JULY 1948**

(Source: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Place-ments
Agriculture, Fishing, Trapping.....	1,500	1,555	1,288
Logging.....	1,031	435	346
Mining.....	440	328	259
Manufacturing.....	6,578	5,861	3,821
Food and kindred products.....	1,447	1,236	807
Textiles, apparel, etc.....	999	680	395
Lumber and finished lumber products.....	900	805	583
Pulp and paper products and printing.....	461	378	254
Chemicals and allied products.....	228	244	151
Products of petroleum and coal.....	82	88	58
Rubber products.....	76	69	41
Leather and products.....	212	151	80
Stone, clay and glass products.....	255	274	180
Iron and steel and products.....	491	556	367
Non-ferrous metals and products.....	287	241	163
Machinery.....	327	340	209
Electrical equipment and products.....	168	193	112
Transportation equipment and other manufacturing.....	645	606	421
Construction.....	4,102	3,701	2,788
Transportation and Storage.....	1,360	1,311	909
Communications, and Other Public Utilities.....	300	239	172
Trade.....	3,071	3,237	1,849
Finance, Insurance, Real Estate.....	437	423	231
Service.....	6,889	6,379	4,509
All Industries.....	25,708	23,469	16,172

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS  
JULY 2 TO JULY 29, 1948**

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered end of period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
<b>Prince Edward Island</b> .....	<b>502</b>	<b>232</b>	<b>517</b>	<b>400</b>	<b>371</b>	<b>27</b>	<b>729</b>
Charlottetown.....	376	197	343	312	275	15	519
Summerside.....	126	35	174	88	96	12	210
<b>Nova Scotia</b> .....	<b>2,768</b>	<b>1,406</b>	<b>4,739</b>	<b>3,004</b>	<b>1,572</b>	<b>249</b>	<b>7,969</b>
Amherst.....	106	6	175	118	101	1	244
Bridgewater.....	24	13	76	25	11	1	219
Halifax.....	1,375	855	1,895	1,259	655	100	2,407
Inverness.....	28	5	48	26	25	1	159
Kentville.....	177	163	146	112	53	1	438
Liverpool.....	36	46	102	29	20	1	255
New Glasgow.....	313	64	890	457	227	55	1,115
Springhill.....	22	2	58	27	15	3	132
Sydney.....	445	62	970	655	344	84	2,387
Truro.....	202	172	240	243	89	4	268
Yarmouth-Shelburne.....	40	18	139	53	32	1	345
<b>New Brunswick</b> .....	<b>2,524</b>	<b>1,832</b>	<b>3,057</b>	<b>2,195</b>	<b>1,373</b>	<b>202</b>	<b>4,144</b>
Bathurst.....	60	28	116	44	43	1	169
Campbellton.....	102	40	206	138	46	28	288
Edmundston.....	39	168	119	77	67	1	92
Fredericton.....	197	191	168	147	123	3	112
Minto.....	77	20	128	156	88	1	105
Moncton.....	777	555	1,022	692	460	93	1,250
Newcastle.....	74	45	73	36	19	1	139
Saint John.....	919	569	1,013	737	402	61	1,735
St. Stephen.....	65	75	60	41	29	1	157
Sussex.....	114	78	78	66	54	10	44
Woodstock.....	100	63	74	61	42	7	53
<b>Quebec</b> .....	<b>20,422</b>	<b>11,951</b>	<b>24,596</b>	<b>17,861</b>	<b>11,398</b>	<b>393</b>	<b>25,420</b>
Asbestos.....	66	29	91	46	28	1	129
Beauharnois.....	180	35	260	198	252	1	217
Buckingham.....	82	120	140	125	101	3	192
Causapsal.....	16	8	63	11	11	1	69
Chandler.....	9	52	42	20	8	1	85
Chicoutimi.....	352	160	437	260	183	9	283
Coaticook.....	80	5	51	33	22	1	106
Dolbeau.....	20	5	61	25	14	1	86
Drummondville.....	168	85	218	136	86	1	376
East Angus.....	32	37	47	27	13	1	54
Farnham.....	97	132	132	51	45	1	283
Granby.....	116	39	202	112	89	1	782
Hull.....	345	101	623	402	221	5	262
Joliette.....	172	112	257	156	90	1	200
Jonquiere.....	130	85	183	86	45	1	100
Lachute.....	119	62	124	122	67	1	67
La Malbaie.....	117	42	104	69	77	1	143
La Tuque.....	372	68	392	318	296	1	907
Levis.....	161	177	417	151	100	1	39
Louiseville.....	77	20	69	69	59	1	76
Magog.....	120	100	132	112	66	2	69
Matane.....	83	131	57	17	19	1	53
Megantic.....	63	20	103	52	50	2	65
Mount-Laurier.....	56	33	49	26	37	1	209
Montmagny.....	94	109	161	30	21	1	48
Montreal.....	11,404	6,875	11,189	9,380	6,202	257	9,801
Plessisville.....	37	36	34	12	10	7	45
Port Alfred.....	89	4	104	82	85	1	48
Quebec.....	1,969	878	3,023	2,513	1,128	32	4,453
Richmond.....							
Rimouski.....	61	63	81	34	13	1	198
Riviere du Loup.....	87	116	116	37	23	1	156
Rouyn.....	307	164	287	210	135	3	233
Ste. Agathe.....	177	28	137	143	113	1	16
Ste. Anne de Bellevue.....	63	33	103	55	35	6	85
Ste. Therese.....	154	47	178	169	114	1	133
St. Georges de Beauce.....	47	35	69	33	24	1	130
St. Hyacinthe.....	152	215	155	82	45	2	320
St. Jean.....	390	268	1,080	360	223	1	226
St. Jerome.....	134	67	391	103	73	1	572
St. Joseph d'Alma.....	15	54	41	17	8	1	117
Shawinigan Falls.....	230	86	378	201	142	1	530
Sherbrooke.....	907	569	871	681	402	27	445
Sorel.....	92	119	95	83	83	3	182
Thetford Mines.....	197	130	276	181	91	6	445
Three Rivers.....	295	93	731	420	154	9	1,295
Val d'Or.....	252	176	242	162	135	5	124
Valleyfield.....	131	88	288	146	94	1	554
Victoriaville.....	105	103	392	83	52	1	566

Included with Sherbrooke

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS  
JULY 2 TO JULY 29, 1948**

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>42,608</b>	<b>23,857</b>	<b>45,158</b>	<b>37,267</b>	<b>22,995</b>	<b>3,212</b>	<b>26,749</b>
Ann Arbor.....	75	72	93	92	80	1	18
Barrie.....	301	197	301	302	195	.....	112
Bellefonte.....	528	266	445	467	346	.....	177
Bracebridge.....	282	55	216	249	203	.....	79
Brampton.....	170	178	81	77	63	1	52
Brantford.....	1,119	593	631	609	457	19	318
Brockville.....	162	20	206	181	134	10	93
Carleton Place.....	95	51	67	82	58	.....	57
Chatham.....	461	128	448	366	275	27	279
Cobourg.....	138	65	160	148	116	5	30
Collingwood.....	110	67	103	78	63	.....	105
Cornwall.....	547	68	548	552	399	28	440
Fergus.....	.....	.....	Included with Guelph		.....	.....	.....
Fort Erie.....	218	48	220	236	181	3	86
Fort Frances.....	162	100	105	80	44	3	52
Fort William.....	571	251	628	562	410	4	298
Galt.....	283	320	196	145	105	3	104
Gananoque.....	57	4	65	64	42	12	41
Goderich.....	106	129	79	100	81	7	52
Guelph.....	323	251	370	357	193	3	164
Hamilton.....	2,970	1,784	3,827	3,685	1,776	387	2,094
Hawkesbury.....	49	26	86	35	23	.....	164
Ingersoll.....	71	45	86	88	66	7	34
Kapuskasing.....	97	120	82	49	31	3	54
Kenora.....	119	85	73	52	60	.....	46
Kingston.....	522	135	761	621	370	12	585
Kirkland Lake.....	356	208	477	358	184	18	256
Kitchener-Waterloo.....	768	609	560	646	408	9	264
Leamington.....	742	582	222	223	85	69	117
Lindsay.....	73	29	83	110	60	6	87
Listowel.....	67	82	52	53	38	.....	40
London.....	1,823	1,304	1,844	1,870	992	161	866
Midland.....	147	44	242	176	124	.....	145
Napanee.....	46	17	54	44	36	.....	31
Newmarket.....	143	108	121	125	68	1	101
New Toronto.....	679	374	541	504	376	1	319
Niagara Falls.....	498	199	477	480	290	10	235
North Bay.....	457	215	386	345	273	19	215
Orillia.....	237	129	191	196	158	14	183
Oshawa.....	669	309	3,875	650	387	47	1,176
Ottawa.....	1,791	841	2,132	1,470	784	176	1,854
Owen Sound.....	177	88	235	226	123	13	167
Parry Sound.....	75	10	117	47	33	2	104
Pembroke.....	246	196	260	215	159	.....	128
Perth.....	146	29	184	133	140	3	76
Peterborough.....	322	132	442	389	231	1	402
Pictou.....	45	33	47	26	43	.....	45
Port Arthur.....	1,595	1,026	765	588	501	35	457
Port Colborne.....	131	49	242	159	123	4	180
Port Hope.....	33	20	46	63	28	.....	13
Prescott.....	22	15	44	16	10	.....	70
Renfrew.....	390	193	243	251	200	.....	77
St. Catharines.....	922	263	1,169	845	588	61	897
St. Thomas.....	383	237	333	365	252	15	108
Sarnia.....	315	140	406	302	206	1	442
Sault Ste. Marie.....	419	155	345	341	238	.....	264
Simcoe.....	259	194	229	194	129	31	77
Smiths Falls.....	186	86	233	202	110	.....	170
Stratford.....	339	147	386	393	187	135	133
Sturgeon Falls.....	46	5	129	94	35	5	114
Sudbury.....	1,623	1,398	1,042	891	667	82	696
Tillsonburg.....	114	41	89	102	76	.....	31
Timmins.....	652	281	704	618	442	35	506
Toronto.....	13,159	7,733	12,352	11,071	6,619	1,420	6,889
Trenton.....	205	121	199	212	143	1	46
Walkerton.....	63	117	49	49	33	.....	42
Wallaceburg.....	84	55	102	77	54	1	74
Welland.....	393	154	384	467	257	1	296
Weston.....	340	211	280	319	228	.....	122
Windsor.....	1,749	424	2,725	1,875	932	296	2,599
Woodstock.....	143	196	243	210	174	4	101
<b>Manitoba</b> .....	<b>7,389</b>	<b>3,530</b>	<b>8,786</b>	<b>7,303</b>	<b>3,572</b>	<b>1,264</b>	<b>5,921</b>
Brandon.....	770	622	511	574	332	.....	346
Dauphin.....	103	41	178	122	46	10	113
Flin Flon.....	149	104	139	104	76	4	45
Portage la Prairie.....	126	65	162	116	55	14	160
The Pas.....	54	124	81	44	22	.....	96
Winnipeg.....	6,187	2,574	7,715	6,343	3,041	1,236	5,161



**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS  
JULY 2 TO JULY 29, 1948**

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>4,231</b>	<b>1,820</b>	<b>5,641</b>	<b>4,734</b>	<b>1,948</b>	<b>908</b>	<b>3,620</b>
Estevan.....	67	39	62	63	40	.....	33
Moose Jaw.....	470	236	543	483	236	82	351
North Battleford.....	162	59	245	224	98	7	177
Prince Albert.....	357	184	545	377	154	26	597
Regina.....	1,741	574	2,150	1,939	749	561	765
Saskatoon.....	1,007	392	1,526	1,206	411	218	1,410
Swift Current.....	122	76	149	143	69	2	88
Weyburn.....	172	102	147	116	93	.....	52
Yorkton.....	193	158	274	183	98	12	141
<b>Alberta</b> .....	<b>8,908</b>	<b>3,306</b>	<b>9,952</b>	<b>8,428</b>	<b>4,657</b>	<b>1,543</b>	<b>3,708</b>
Blairmore.....	109	174	66	46	47	.....	54
Calgary.....	3,927	1,140	3,887	3,841	1,955	980	1,505
Drumheller.....	134	95	87	68	61	.....	54
Edmonton.....	3,360	1,123	4,091	3,624	1,879	542	1,680
Edson.....	133	87	43	32	95	.....	46
Lethbridge.....	861	363	601	565	449	21	229
Medicine Hat.....	271	220	167	171	102	.....	87
Red Deer.....	113	104	110	81	69	.....	53
<b>British Columbia</b> .....	<b>13,419</b>	<b>4,086</b>	<b>17,780</b>	<b>12,685</b>	<b>7,907</b>	<b>1,097</b>	<b>17,972</b>
Chilliwack.....	347	59	400	390	591	18	128
Courtenay.....	57	51	88	35	23	.....	161
Cranbrook.....	153	90	96	100	91	.....	37
Dawson Creek.....	117	24	108	106	104	.....	18
Duncan.....	205	72	423	260	178	4	293
Kamloops.....	286	47	260	211	177	.....	141
Kelowna.....	231	36	226	299	182	12	101
Nanaimo.....	252	37	280	331	205	13	163
Nelson.....	231	152	144	147	102	1	261
New Westminster.....	757	218	1,263	815	473	81	2,072
North Vancouver.....	423	35	668	402	334	.....	564
Penticton.....	206	60	190	227	156	3	125
Port Alberni.....	248	59	289	278	146	.....	144
Prince George.....	672	187	475	585	499	4	98
Prince Rupert.....	164	34	150	120	101	8	120
Princeton.....	125	20	126	117	95	.....	67
Trail.....	238	99	287	233	177	4	193
Vancouver.....	7,459	2,206	10,453	6,726	3,491	837	11,186
Vernon.....	150	81	206	142	132	2	139
Victoria.....	953	440	1,503	1,064	550	105	1,910
Whitehorse.....	145	79	145	97	100	5	51
<b>Canada</b> .....	<b>102,831</b>	<b>52,020</b>	<b>119,326</b>	<b>93,877</b>	<b>55,793</b>	<b>8,895</b>	<b>96,232</b>
Males.....	71,910	31,545	85,539	65,938	42,257	5,192	63,513
Females.....	30,921	20,475	33,787	27,939	13,536	3,703	32,719

**TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED  
BY EMPLOYMENT OFFICES, 1938-1948**

Year	Application			Placements		
	Male	Female	Total	Male	Female	Total
1938.....	584,727	197,937	782,664	275,338	106,957	382,295
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
1947 (30 weeks).....	694,352	255,706	950,058	320,763	129,368	450,131
1948 (30 weeks).....	673,835	266,660	940,495	279,333	121,715	401,048

## E—Unemployment Insurance

**TABLE E-1.—SUMMARY OF REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS FROM APRIL 1, 1947 TO JULY 31, 1947 AND FROM APRIL 1, 1948 TO JULY 31, 1948**

Region	1947		1948	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	13,589	205,579	15,538	222,873
Quebec.....	47,989	801,449	54,752	900,735
Ontario.....	67,435	1,145,489	74,658	1,233,343
Prairie.....	32,755	422,847	39,345	464,935
Pacific.....	19,303	287,299	23,237	331,930
Total for Canada.....	181,071	2,862,663	207,530	3,153,816

**TABLE E-2.—CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO JULY, 1948**

—	1942	1943	1944	1945	1946	1947	1948
January.....		4,637	11,751	20,412	71,932	63,681	(1) 109,311
February.....	663	4,822	12,284	14,990	59,098	47,141	(1) 88,016
March.....	4,124	5,046	10,667	13,307	50,706	43,675	(1) 76,248
April.....	2,925	3,953	6,463	8,430	35,781	35,859	(1) 59,265
May.....	2,799	2,027	4,654	8,825	34,777	27,603	(1) 42,257
June.....	4,629	1,772	3,226	10,857	30,646	21,365	(1) 39,644
July.....	2,668	1,087	3,106	10,886	27,576	20,034	(1) 38,790
August.....	1,855	1,370	3,241	20,557	25,115	17,281	
September.....	1,118	1,013	3,715	40,473	28,555	25,847	
October.....	1,058	1,475	6,222	36,717	34,891	34,743	
November.....	1,748	2,896	11,798	53,325	37,111	47,372	
December.....	3,337	6,562	13,770	57,612	52,479	79,849	
Total.....	26,924	36,660	90,897	296,391	488,667	464,450	453,531

(1) Revised claims included. See Table E-3 for analysis of claims filed at Local Offices.

**TABLE E-3.—CLAIMS FOR BENEFIT BY PROVINCES, JULY, 1948**

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
Prince Edward Island.....	152	84	49	19	127	41	2	27
Nova Scotia.....	2,574	1,157	956	461	1,889	756	78	529
New Brunswick.....	1,189	592	361	236	899	373	27	256
Quebec.....	10,091	4,735	2,622	2,734	6,267	3,662	261	2,821
Ontario.....	16,802	6,945	6,676	3,181	10,667	4,243	265	3,834
Manitoba.....	1,443	647	439	357	873	451	56	264
Saskatchewan.....	621	332	165	124	371	212	9	205
Alberta.....	899	426	229	244	527	253	24	291
British Columbia.....	5,019	2,357	1,715	947	4,253	1,612	251	1,083
Total Canada, July, 1948.....	38,790	17,275	13,212	8,303	25,873	(1) 11,603	973	9,310
Total Canada, June, 1948.....	39,644	21,570	9,973	8,101	27,695	(2) 12,626	1,060	9,222
Total Canada, July, 1947.....	26,262	13,089	6,945	6,228	18,046	(3) 8,815	1,403	8,771

(1) In addition, there were 255 special requests not granted.

(2) In addition, there were 406 special requests not granted.

(3) Number of special requests for July, 1947, not available.

**TABLE E-4.—CLAIMANTS NOT ENTITLED TO BENEFIT**

Chief Reasons for Non-Entitlement	Month of July 1947	Month of July 1948	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	2,239	2,311	18,580
Not capable of and not available for work.....	616	801	2,845
Loss of work due to a labour dispute.....	222	58	493
Refused offer of work and neglected opportunity to work.....	2,260	1,744	8,493
Discharged for misconduct.....	210	449	2,159
Voluntarily left employment without just cause.....	2,219	2,664	12,175
Other reasons <sup>(1)</sup> .....	1,049	3,576	11,474
Total.....	8,815	11,603	56,219

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

**TABLE E-5.—NUMBER OF PERSONS RECEIVING BENEFIT, AMOUNT OF BENEFIT PAID, JULY, 1948**

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid (in Dollars)
Prince Edward Island.....	291	95	6,107	11,287
Nova Scotia.....	4,591	1,758	96,384	193,861
New Brunswick.....	2,845	897	52,337	103,782
Quebec.....	19,783	5,872	342,412	647,623
Ontario.....	19,141	6,524	271,742	524,439
Manitoba.....	3,365	724	59,120	108,381
Saskatchewan.....	1,355	346	24,766	47,036
Alberta.....	2,218	621	30,728	62,072
British Columbia.....	10,843	3,786	186,743	383,786
Total, Canada, July, 1948.....	64,432	20,623	1,070,339	2,082,267
Total, Canada, June, 1948.....	75,767	22,781	1,350,735	2,599,716
Total, Canada, July, 1947.....	51,270	14,774	1,018,204	1,956,722

**TABLE E-6.—PERSONS SIGNING THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE, AS OF JULY 31, 1948**

Province and Sex	Number of days continuously on the Register						
	TOTAL	6 and under	7-12	13-24	25-48	49-72	73 and over
Prince Edward Island.....	300	38	37	31	43	40	111
Male.....	219	25	23	20	35	29	87
Female.....	81	13	14	11	8	11	24
Nova Scotia.....	4,735	713	438	574	756	529	1,725
Male.....	3,750	583	358	456	593	445	1,315
Female.....	985	130	80	118	163	84	410
New Brunswick.....	2,357	418	131	236	444	306	822
Male.....	1,677	339	93	175	341	248	481
Female.....	680	79	38	61	103	58	341
Quebec.....	16,828	2,962	1,360	2,387	2,923	1,909	5,287
Male.....	10,778	2,104	895	1,482	1,816	1,183	3,298
Female.....	6,050	858	465	905	1,107	726	1,989
Ontario.....	14,281	3,386	1,305	1,583	2,022	1,439	4,546
Male.....	8,613	2,360	845	927	1,070	724	2,687
Female.....	5,668	1,026	460	656	952	715	1,859
Manitoba.....	2,684	445	184	244	357	316	1,138
Male.....	1,245	174	72	98	155	158	588
Female.....	1,439	271	112	146	202	158	550
Saskatchewan.....	1,168	203	106	112	168	111	468
Male.....	646	105	54	55	83	62	287
Female.....	522	98	52	57	85	49	181
Alberta.....	2,767	417	275	708	742	133	492
Male.....	2,290	289	239	660	665	79	358
Female.....	477	128	36	48	77	54	134
British Columbia.....	7,903	1,247	698	1,022	1,444	1,082	2,410
Male.....	5,373	799	526	712	995	772	1,569
Female.....	2,530	448	172	310	449	310	841
TOTAL.....	53,023	9,829	4,534	6,897	8,899	5,865	16,999
MALE.....	34,591	6,778	3,105	4,585	5,753	3,700	10,670
FEMALE.....	18,432	3,051	1,429	2,312	3,146	2,165	6,329



**TABLE E-7.—UNEMPLOYMENT INSURANCE FUND**  
STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO JULY 31, 1948

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	Balance in Fund			
\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
1942.....	22,436,001 56	7,209,058 48	6,790,549 01	36,435,609 05	7,287,121 81	.....	269,263 74	43,991,999 60	27,752 92	43,964,246 68			
1943.....	30,408,651 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 63			
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	268,034,459 86			
1946.....	34,964,788 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	31,963,240 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.....	38,768,928 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			
April.....	4,286,002 65	1,196,877 87	3,408,845 30	8,891,725 82	2,041,373 70	90 00	878,977 04	11,812,166 56	5,398,664 76	454,148,441 01			
May.....	3,253,824 65	977,573 33	2,187,693 26	6,419,091 24	1,431,974 49	928 63	898,797 50	8,750,791 86	3,063,634 03	459,235,598 84			
June.....	3,347,889 62	1,132,569 03	2,093,466 78	6,573,925 43	1,312,161 85	558 65	918,657 92	8,805,303 85	2,596,491 30	465,444,411 39			
July.....	3,534,114 43	1,156,596 23	2,700,007 31	7,390,717 97	1,477,961 48	375 90	936,846 91	9,805,902 26	2,078,888 40	473,171,425 25			
Sub Total.....	14,421,831 35	4,463,616 46	10,390,012 65	29,275,460 46	6,263,471 52	1,953 18	3,683,279 37	39,174,164 53	13,737,678 49	473,171,425 25			
GRAND TOTAL.....	246,392,032 34	84,275,233 41	140,380,550 67	471,047,816 42	94,211,889 21	17,402 67	39,118,500 75	604,395,609 05	131,224,188 80	473,171,425 25			

(1) The column "Bulk" includes contributions for armed service \$33,169,689.64 and miscellaneous receipts \$2,090.75.  
(2) The column "Interest on investments and profit on sale of securities" represents:  
(a) The exact amount of interest earned for each completed fiscal year and the approximate amount for each month in the current year;  
(b) Profit on sale of securities taken into account at the end of the year only.

## 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		80.3	
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	82.7	93.1	102.1	97.1		97.8	
1935.....		96.2	84.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	87.8	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	124.4
1943.....	17.6	118.4	130.7	111.5	112.9	120.5	118.0	108.0	125.5
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	143.8
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
February.....	18.9	119.9	132.5	112.3	107.1	122.7	120.1	110.9	126.2
March.....	19.1	120.1	133.1	112.3	107.2	123.1	120.4	110.9	126.7
April.....	19.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
May.....	21.0	122.0	137.7	112.6	107.2	123.7	122.1	111.5	129.5
June.....	22.6	123.6	142.1	112.6	107.2	124.3	122.4	112.1	132.1
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
August.....	24.6	125.6	144.7	112.6	107.2	127.6	127.0	113.8	135.1
September.....	24.6	125.5	143.2	112.6	107.2	129.6	128.4	113.9	135.0
October.....	25.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
November.....	26.1	127.1	146.6	113.4	108.6	131.1	129.2	114.1	137.3
December.....	26.1	127.1	146.4	113.4	109.2	131.2	129.4	114.1	137.2
1947									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
February.....	26.8	127.8	147.0	113.4	109.1	131.9	130.9	115.5	137.9
March.....	27.9	128.9	148.7	113.4	109.1	133.1	133.6	116.0	139.4
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.2
May.....	32.0	133.1	154.9	115.4	116.2	140.0	138.6	116.8	145.2
June.....	33.8	134.9	157.7	117.8	116.7	142.4	139.8	117.1	147.4
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
August.....	36.6	136.6	160.6	117.8	118.6	145.5	143.7	117.2	150.2
September.....	38.3	139.4	165.3	117.8	121.1	152.0	147.4	117.5	154.7
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
November.....	42.5	143.6	173.6	119.9	122.6	157.0	151.4	118.2	160.6
December.....	44.8	146.0	178.7	119.9	120.3	159.3	154.9	119.8	164.4
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.....	56.3	157.5	202.6	120.9	127.7	175.9	161.4	123.4	181.3

\* For the period 1914 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.

**TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF AUGUST 1948**

(Base: August 1939=100)

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
Halifax.....	151.7	203.7	109.1	131.5	181.8	150.8	118.6
Saint John.....	156.0	200.2	113.8	134.4	181.2	151.9	122.6
Montreal.....	160.6	213.1	117.0	125.0	168.4	165.9	118.6
Toronto.....	154.3	197.6	117.7	144.5	179.9	155.4	124.0
Winnipeg.....	150.6	195.7	114.4	120.5	167.1	163.8	119.5
Saskatoon.....	159.5	209.3	121.9	135.9	179.8	166.7	119.0
Edmonton.....	153.5	209.3	107.7	114.6	179.3	159.7	120.3
Vancouver.....	159.5	207.1	112.1	138.9	187.6	160.6	127.1

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	June 1948	July 1948	August 1948	Price August 1948
Beef, sirloin steak.....	lb.	120.7	154.8	154.8	225.4	244.1	250.5	69.9
Beef, round steak.....	lb.	125.7	167.9	167.9	246.4	270.5	275.9	65.4
Beef, rib roast.....	lb.	125.5	174.3	174.3	248.3	270.0	275.2	63.3
Beef, shoulder.....	lb.	132.7	161.6	162.3	254.7	279.2	287.4	45.7
Beef, stewing, boneless.....	lb.	136.7	168.3	168.3	273.1	300.9	308.2	42.1
Veal, front roll, boneless.....	lb.	139.3	174.0	174.0	240.8	256.2	265.9	44.6
Lamb, leg roast.....	lb.	109.9	164.4	152.8	206.0	229.9	238.7	67.8
Pork, fresh loins centre-cut.....	lb.	125.3	143.8	143.8	210.1	223.7	231.4	62.9
Pork, fresh shoulder, hock-off.....	lb.	127.0	143.4	143.4	226.8	239.4	247.8	47.2
Bacon, side, fancy sliced, rind-on.....	lb.	132.3	141.5	142.5	215.4	220.4	225.5	71.9
Lard, pure.....	lb.	151.3	157.9	159.6	241.2	239.5	250.9	28.6
Shortening, vegetable.....	lb.	134.7	137.5	137.5	213.9	211.1	223.6	32.2
Eggs, grade "A", large.....	doz.	156.4	155.3	181.3	169.3	182.4	219.7	68.4
Milk.....	qt.	111.0	95.4	95.4	158.7	159.6	159.6	17.4
Butter, creamery, prints.....	lb.	140.5	144.3	148.0	259.7	261.2	266.3	72.7
Cheese, plain, mild $\frac{1}{2}$ lb.....	pkg.	174.6	164.4	165.4	217.0	218.5	220.8	29.5
Bread, plain, white, wrapped.....	lb.	106.5	106.3	106.3	150.8	150.8	150.8	9.5
Flour, first grade.....	lb.	127.3	124.2	124.2	184.8	184.8	187.9	6.2
Rolled Oats, package.....	lb.	112.0	114.0	114.0	150.4	150.4	150.4	9.5
Corn flakes, 8 oz.....	pkg.	101.1	100.0	100.0	157.6	158.7	159.8	14.7
Tomatoes, canned, 2 $\frac{1}{2}$ 's.....	tin	129.9	137.7	137.7	252.9	251.8	253.8	26.9
Peas, canned, 2's.....	tin	117.5	121.7	121.7	152.5	152.5	151.7	18.2
Corn, canned, 2's.....	tin	128.3	132.7	132.7	195.6	197.3	200.0	22.6
Beans, dry.....	lb.	129.4	133.3	133.3	298.0	296.1	296.1	15.1
Onions.....	lb.	108.2	142.9	126.5	257.1	255.1	210.2	10.3
Potatoes.....	10 lbs.	89.9	218.3	149.4	224.1	260.2	197.6	43.2
Prunes, bulk.....	lb.	115.8	120.2	120.2	175.4	174.6	174.6	19.9
Raisins, seedless, bulk.....	lb.	104.0	107.9	108.6	144.4	143.0	141.1	21.3
Oranges.....	doz.	132.5	154.6	154.3	127.3	122.5	116.4	34.1
Lemons.....	doz.	111.3	147.7	148.6	128.9	137.2	140.0	45.5
Jam, strawberry, 16 oz.....	jar	111.3	115.1	115.1	155.3	152.8	151.6	24.9
Peaches, 20 oz.....	tin	101.5	105.1	106.1	155.3	154.8	154.8	30.5
Marmalade, orange, 16 oz.....	jar	118.3	128.9	128.9	148.8	148.0	148.0	20.1
Corn Syrup, 2 lb.....	tin	138.0	158.2	157.7	192.1	192.1	191.5	32.8
Sugar granulated.....	lb.	132.3	132.3	132.3	149.2	149.2	149.2	9.7
Sugar, yellow.....	lb.	131.3	134.9	134.9	154.0	154.0	154.0	9.7
Coffee.....	lb.	141.6	131.4	131.7	182.2	182.8	183.7	62.1
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	131.6	174.1	174.1	174.1	51.2

\* Descriptions and units of sale apply to August, 1948, 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.....	63.0	57.8	<sup>c</sup> 53.0	43.0	39.4	.....	60.0	61.7	48.3	71.6
<b>Nova Scotia—</b>										
2—Halifax.....	66.9	61.7	<sup>c</sup> 53.8	42.3	41.6	31.5	63.4	62.1	45.8	68.3
3—New Glasgow.....	75.0	69.3	68.3	46.6	41.5	.....	69.6	63.7	49.0	74.4
4—Sydney.....	82.7	73.4	64.3	52.3	52.5	.....	71.3	65.0	.....	69.1
5—Truro.....	63.3	57.2	58.0	41.3	41.0	.....	60.7	61.0	45.7	72.9
<b>New Brunswick—</b>										
6—Fredericton.....	65.0	58.5	55.3	40.8	36.0	38.4	59.0	55.4	39.0	72.3
7—Moncton.....	70.1	65.2	<sup>c</sup> 66.0	43.7	39.1	42.4	66.6	63.8	45.4	75.6
8—Saint John.....	73.9	67.5	61.0	44.5	39.3	40.7	67.6	63.3	45.8	68.8
<b>Quebec—</b>										
9—Chicoutimi.....	76.3	71.3	.....	48.5	.....	.....	.....	57.6	48.8	.....
10—Hull.....	64.3	60.3	56.7	43.3	38.3	39.3	62.3	59.6	46.4	64.7
11—Montreal.....	72.7	67.9	62.8	41.3	35.9	40.8	58.4	60.5	47.1	71.7
12—Quebec.....	72.5	67.9	60.9	39.6	37.8	45.5	62.3	54.7	44.5	64.6
13—St. Hyacinthe.....	62.7	57.3	<sup>c</sup> 54.0	41.0	31.0	43.7	56.0	57.5	45.7	71.3
14—St. Johns.....	80.0	74.3	65.0	45.0	46.0	.....	.....	60.0	49.0	71.2
15—Sherbrooke.....	69.2	66.0	57.2	40.7	33.6	46.4	60.3	58.9	47.3	71.1
16—Sorel.....	66.0	64.7	58.6	37.3	37.7	.....	.....	61.7	48.8	73.7
17—Thetford Mines.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
18—Three Rivers.....	71.7	61.7	<sup>c</sup> 55.7	41.2	36.3	37.3	.....	57.4	45.0	68.4
<b>Ontario—</b>										
19—Belleville.....	64.5	63.0	57.3	43.3	39.7	.....	61.0	63.0	50.0	70.7
20—Brantford.....	69.2	65.5	65.1	48.2	41.5	44.0	73.7	65.2	45.3	69.6
21—Brockville.....	72.7	66.5	68.8	46.0	40.5	.....	68.3	64.7	49.2	72.5
22—Chatham.....	68.4	65.1	62.7	46.3	42.8	50.7	69.0	65.0	49.9	71.1
23—Cornwall.....	69.7	66.1	61.6	44.1	45.3	.....	70.3	62.6	48.7	70.8
24—Fort William.....	68.4	64.9	69.7	45.6	40.3	.....	71.7	61.0	53.5	72.2
25—Galt.....	67.5	65.0	63.0	45.3	43.5	.....	69.5	62.7	48.3	69.4
26—Guelph.....	73.4	68.3	67.3	48.6	45.4	45.4	68.6	65.0	44.6	71.5
27—Hamilton.....	72.2	68.3	67.0	48.8	45.2	49.2	75.1	65.2	44.6	69.2
28—Kingston.....	70.2	65.5	62.7	44.8	40.1	44.3	69.7	61.6	43.5	67.9
29—Kitchener.....	69.3	67.0	64.0	46.5	43.2	47.4	71.6	65.0	45.4	71.6
30—London.....	69.8	66.6	65.0	47.9	42.8	47.3	71.9	65.8	45.1	68.8
31—Niagara Falls.....	69.0	65.7	64.9	47.5	44.9	.....	74.7	64.3	46.2	69.7
32—North Bay.....	68.3	64.8	60.8	45.4	40.7	.....	66.0	61.6	43.7	72.0
33—Oshawa.....	68.7	66.0	63.1	45.3	42.2	43.7	69.7	63.6	43.3	69.8

COAL AND RENTALS BY CITIES, AUGUST, 1948

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 ¼ 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.....	29.4	33.7	70.4	15.0	74.1	31.4	9.3	6.4	9.0	15.8
<b>Nova Scotia—</b>										
2—Halifax.....	30.0	33.6	75.2	17.0	74.5	30.5	9.6	6.5	10.9	15.9
3—New Glasgow.....	28.6	30.3	65.7	17.0	74.7	31.0	9.7	.....	9.5	16.3
4—Sydney.....	29.9	31.6	73.9	18.0	74.4	31.6	8.7	6.6	10.4	16.1
5—Truro.....	29.0	29.9	63.4	16.0	74.8	30.9	9.4	6.3	10.4	15.3
<b>New Brunswick—</b>										
6—Fredericton.....	29.6	33.3	67.9	17.0	74.6	31.4	10.0	6.2	8.7	15.3
7—Moncton.....	30.9	32.8	77.2	17.0	75.0	31.1	10.0	6.3	9.9	15.5
8—Saint John.....	32.6	36.7	75.3	18.0	74.7	31.2	10.0	6.4	9.4	15.0
<b>Quebec—</b>										
9—Chicoutimi.....	33.0	38.3	66.5	17.0	72.6	30.5	8.0	6.5	.....	14.8
10—Hull.....	28.6	33.3	74.2	17.0	71.5	28.7	8.7	5.8	9.7	13.8
11—Montreal.....	29.6	31.7	75.9	17.5	72.7	29.4	9.3	5.8	10.1	14.8
12—Quebec.....	28.7	32.7	69.9	17.0	73.0	29.9	8.0	6.0	9.9	14.9
13—St. Hyacinthe.....	29.5	29.9	66.1	16.0	71.7	29.1	8.0	6.1	10.3	13.9
14—St. Johns.....	30.0	32.8	72.0	16.0	74.0	29.3	8.0	6.5	10.3	15.0
15—Sherbrooke.....	29.0	30.5	72.9	17.0	72.1	29.6	9.5	6.2	9.8	15.2
16—Sorel.....	29.9	31.6	69.2	16.0	71.5	30.0	7.3	6.3	10.0	14.8
17—Thetford Mines.....	29.8	30.3	57.2	16.0	71.9	29.3	8.0	6.1	9.3	15.2
18—Three Rivers.....	28.7	31.4	70.7	17.0	70.2	29.6	8.0	6.0	9.5	15.5
<b>Ontario—</b>										
19—Belleville.....	31.1	33.7	65.5	17.0	73.1	29.5	9.3	6.3	9.3	13.9
20—Brantford.....	26.6	29.6	72.4	17.0	73.1	28.4	9.3	6.1	9.4	14.5
21—Brockville.....	29.1	31.4	70.7	17.0	73.2	29.0	8.7	6.3	9.9	14.0
22—Chatham.....	28.7	32.7	70.5	17.0	72.9	27.6	9.3	6.1	9.5	14.4
23—Cornwall.....	30.0	33.1	72.3	17.0	73.1	28.4	8.7	6.2	9.1	13.9
24—Fort William.....	26.8	29.4	66.9	18.0	71.8	29.9	9.3	6.1	9.5	14.4
25—Galt.....	27.9	30.1	70.0	17.0	73.5	28.7	9.3	6.1	9.6	14.4
26—Guelph.....	27.5	31.1	73.0	17.0	73.6	28.2	9.3	6.1	9.6	14.3
27—Hamilton.....	28.5	32.4	74.3	18.0	73.6	28.4	9.3	6.1	9.7	14.5
28—Kingston.....	28.3	31.2	67.1	17.0	72.8	28.8	8.7	6.1	9.7	14.5
29—Kitchener.....	28.2	31.7	69.6	17.0	73.3	28.0	9.3	6.1	9.3	14.1
30—London.....	29.7	33.4	70.8	17.0	73.2	28.5	9.3	6.1	9.7	14.1
31—Niagara Falls.....	28.6	33.7	74.1	17.5	73.5	29.4	8.7	6.3	9.6	14.8
32—North Bay.....	28.3	32.3	77.0	18.0	73.4	29.1	9.3	6.3	10.4	14.9
33—Oshawa.....	27.0	30.7	72.4	17.0	73.1	28.4	9.3	6.2	9.1	14.7

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-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, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	69.9	65.8	66.0	46.3	42.1	40.6	66.9	63.5	49.6	72.8
35—Owen Sound.....	70.7	67.6	65.7	45.0	41.0			62.1	48.0	67.4
36—Peterborough.....	74.1	68.9	68.3	49.1	43.9		77.3	64.8	46.4	74.0
37—Port Arthur.....	68.3	64.7	62.0	45.4	44.4			59.0	47.9	74.9
38—St. Catharines.....	70.5	66.5	65.5	46.5	44.5			65.5	46.7	69.8
39—St. Thomas.....	70.0	65.4	62.9	47.7	43.5	43.3	69.0	65.9	49.7	70.5
40—Sarnia.....	67.4	64.9	60.4	46.8	41.9	46.7	67.8	64.3	45.1	67.0
41—Sault Ste. Marie.....	67.9	66.5	62.7	46.6	43.6			61.3	48.3	70.1
42—Stratford.....	65.7	62.3	63.7	45.0	39.3			62.0	44.7	69.2
43—Sudbury.....	68.6	67.1	61.1	47.1	42.5	48.7		61.2	46.7	68.6
44—Timmins.....	71.6	68.9	63.8	48.2	46.2	46.9		64.3	49.5	67.9
45—Toronto.....	73.2	68.4	69.6	50.2	43.8	45.2	74.6	66.1	44.4	69.7
46—Welland.....	67.4	64.3	59.0	45.7	39.2			62.3	47.7	67.2
47—Windsor.....	67.8	64.8	62.8	44.9	42.1		74.8	66.1	46.3	68.1
48—Woodstock.....	69.0	65.0	63.2	45.7	42.7		73.0	65.0	46.2	69.2
<b>Manitoba—</b>										
49—Brandon.....										71.6
50—Winnipeg.....	64.6	59.3	55.9	42.5	40.9	39.9	63.1	61.1	48.6	70.4
<b>Saskatchewan—</b>										
51—Moose Jaw.....	63.1	57.5	60.8	44.7	42.4		62.0	58.3	41.1	75.3
52—Prince Albert.....	61.5	57.3	56.5	43.3	40.5	42.3		56.0	43.0	70.3
53—Regina.....	64.0	60.4	56.9	43.2	40.8	45.7	57.6	59.6	44.6	74.2
54—Saskatoon.....	62.2	58.3	59.7	43.6	42.1	48.6	65.8	63.9	48.9	77.6
<b>Alberta—</b>										
55—Calgary.....	68.0	64.1	63.9	45.6	41.9	42.8	60.7	62.0	47.3	76.4
56—Drumheller.....	65.7	63.3	60.0	42.7	41.7			61.4	45.2	76.1
57—Edmonton.....	67.5	62.3	64.7	43.9	43.5	44.4	60.9	60.5	44.1	73.8
58—Lethbridge.....	68.3	63.3	63.0	45.7	43.0	44.0		59.7	44.0	75.4
<b>British Columbia—</b>										
59—Nanaimo.....	81.0	73.6	75.8	50.4	48.0		71.3	74.7	53.0	83.1
60—New Westminster.....	74.6	68.4	67.4	51.0	47.4	48.0	69.8	68.8	52.3	79.5
61—Prince Rupert.....	79.0	74.3	77.5	55.5	48.7		74.4	70.0	53.7	82.7
62—Trail.....	79.0	68.7	74.7	52.0	46.6		75.0	70.6	58.7	78.8
63—Vancouver.....	77.5	70.7	75.2	51.4	47.9	57.0	76.5	71.2	52.8	79.8
64—Victoria.....	77.8	72.0	73.7	50.3	49.2	53.8	77.7	68.9	52.7	79.9



COAL AND RENTALS BY CITIES, AUGUST, 1948

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 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.....	28.1	31.7	73.3	17.0	72.9	29.5	8.7	6.1	9.9	11.4
35—Owen Sound.....	27.4	29.8	67.9	17.0	73.7	28.4	8.7	6.2	9.0	14.2
36—Peterborough.....	27.3	30.0	66.1	17.0	73.0	28.6	9.3	6.2	9.7	13.8
37—Port Arthur.....	26.4	30.1	66.8	18.0	71.4	29.9	9.3	6.1	8.7	14.3
38—St. Catharines.....	27.9	31.1	71.9	17.5	72.6	28.5	8.7	6.1	9.5	14.0
39—St. Thomas.....	28.6	31.6	72.1	17.0	73.6	28.9	8.7	6.1	9.9	14.3
40—Sarnia.....	29.4	33.9	71.7	17.0	73.4	29.6	9.3	6.3	9.9	14.7
41—Sault Ste. Marie.....	27.7	30.4	73.6	18.0	73.2	29.5	9.3	6.1	10.0	14.8
42—Stratford.....	28.3	31.3	71.0	17.0	73.5	28.6	9.3	5.8	10.0	14.8
43—Sudbury.....	28.3	31.1	77.8	18.0	73.5	29.6	9.3	6.2	9.6	14.3
44—Timmins.....	28.9	31.0	72.9	20.0	72.1	29.2	9.3	6.2	10.1	14.3
45—Toronto.....	29.2	31.9	73.8	18.0	73.6	28.0	9.3	6.1	9.5	14.2
46—Welland.....	30.9	35.7	75.2	18.0	73.8	28.7	9.3	6.2	9.6	13.3
47—Windsor.....	29.1	31.9	71.9	18.0	73.2	28.5	9.3	6.1	9.7	14.5
48—Woodstock.....	28.0	30.7	70.0	17.0	73.7	28.2	9.3	5.7	9.3	14.6
<b>Manitoba—</b>										
49—Brandon.....	26.8	32.4	61.0	16.0	70.4	29.8	8.9	6.0	8.4	15.4
50—Winnipeg.....	25.7	30.5	63.2	17.0	70.7	29.6	9.0	5.9	9.3	14.6
<b>Saskatchewan—</b>										
51—Moose Jaw.....	26.6	35.3	60.6	17.0	69.7	29.8	9.6	6.0	8.8	15.0
52—Prince Albert.....	26.4	32.6	53.3	17.0	69.8	28.7	8.0	5.9	8.6	14.5
53—Regina.....	25.8	33.7	61.3	16.0	69.2	30.0	9.6	6.1	8.0	15.1
54—Saskatoon.....	25.9	32.4	58.9	17.0	70.0	29.0	8.8	5.8	8.3	14.3
<b>Alberta—</b>										
55—Calgary.....	26.5	32.8	57.6	17.0	71.0	28.9	9.6	6.0	8.5	15.1
56—Drumheller.....	26.5	31.5	57.7	17.0	71.7	29.8	10.4	6.4	9.8	15.6
57—Edmonton.....	32.1	38.9	58.4	17.0	70.9	28.8	9.6	6.0	8.9	14.1
58—Lethbridge.....	25.3	31.3	61.0	17.0	70.6	29.4	10.4	6.0	8.6	14.1
<b>British Columbia—</b>										
59—Nanaimo.....	28.9	32.1	60.7	19.0	73.3	30.8	12.0	6.5	9.6	15.4
60—New Westminster.....	29.4	32.7	61.3	17.0	72.8	29.8	11.0	6.2	9.5	15.1
61—Prince Rupert.....	31.6	35.3	67.8	25.0	73.1	32.6	13.0	6.9	10.4	15.7
62—Trail.....	27.0	34.3	65.2	18.0	72.3	30.0	12.0	6.5	9.1	15.2
63—Vancouver.....	27.6	30.0	61.7	17.0	72.5	29.9	11.7	6.1	9.3	14.4
64—Victoria.....	29.2	32.9	60.5	19.0	72.6	30.3	11.0	6.4	9.6	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.....	27-8	18-1	21-9	15-1	11-6	56-1	19-6	25-2	42-9	61-3	50-7
<b>Nova Scotia—</b>											
2—Halifax.....	27-3	19-5	23-1	15-2	9-7	46-2	19-8	20-2	39-2	46-4	49-0
3—New Glasgow.....	27-3	18-3	19-5	15-6	9-7	58-7	22-1	.....	38-2	55-4	52-0
4—Sydney.....	28-6	18-5	22-6	15-8	10-8	48-4	19-9	23-5	40-3	55-6	50-4
5—Truro.....	26-7	18-0	23-1	14-9	9-4	46-9	21-6	22-3	36-7	53-3	49-8
<b>New Brunswick—</b>											
6—Fredericton.....	29-4	20-0	23-7	15-3	11-5	50-8	17-1	22-7	44-2	51-8	50-9
7—Moncton.....	26-9	19-3	23-9	14-5	10-9	49-5	18-6	22-8	35-1	47-9	52-2
8—Saint John.....	27-7	17-9	23-4	15-0	9-1	43-2	13-5	22-4	41-6	43-9	49-3
<b>Quebec—</b>											
9—Chicoutimi.....	27-8	18-0	26-5	14-9	13-7	54-5	.....	25-0	50-0	56-3	55-3
10—Hull.....	26-2	16-1	23-3	14-4	12-5	43-3	19-0	21-7	35-1	40-1	49-1
11—Montreal.....	23-8	16-9	22-7	14-5	11-2	36-6	20-2	21-9	33-1	37-9	47-9
12—Quebec.....	25-9	18-5	24-8	14-4	12-0	42-2	20-5	23-3	37-9	40-5	49-2
13—St. Hyacinthe.....	23-0	18-8	22-1	14-3	13-1	45-4	19-6	20-4	47-8	46-4	48-7
14—St. Johns.....	23-0	19-4	20-7	14-2	12-7	39-7	20-4	21-0	43-9	44-8	47-4
15—Sherbrooke.....	24-3	17-1	23-8	14-2	11-7	41-2	22-4	23-3	37-8	41-7	48-6
16—Sorel.....	25-8	17-1	24-3	14-0	13-2	46-5	20-6	21-4	46-4	46-0	48-8
17—Thetford Mines.....	23-5	18-0	20-5	13-9	13-4	44-3	22-0	23-1	43-8	47-5	52-1
18—Three Rivers.....	23-8	16-7	25-0	14-0	11-6	40-7	20-8	24-1	46-3	41-9	49-5
<b>Ontario—</b>											
19—Belleville.....	24-9	17-7	.....	15-2	9-5	39-3	20-9	20-6	29-7	37-9	46-0
20—Brantford.....	26-1	17-7	.....	14-5	8-7	37-7	20-0	20-0	26-2	41-0	45-6
21—Brockville.....	28-1	18-5	.....	15-1	10-9	43-8	.....	21-4	34-5	39-4	49-3
22—Chatham.....	27-2	17-9	.....	14-6	8-4	34-7	20-5	19-7	31-9	39-2	48-9
23—Cornwall.....	25-7	18-8	.....	15-1	11-7	42-7	.....	20-6	30-7	40-4	47-3
24—Fort William.....	26-7	18-2	21-4	15-9	9-6	42-3	20-9	23-4	34-3	48-0	50-5
25—Galt.....	25-9	17-8	.....	15-3	9-0	39-8	19-9	19-4	29-4	39-3	43-8
26—Guelph.....	26-5	17-9	.....	14-7	9-6	42-9	20-4	19-4	29-6	40-6	46-0
27—Hamilton.....	26-3	17-4	23-0	14-9	8-6	41-8	20-4	21-7	30-2	40-3	45-5
28—Kingston.....	26-0	17-4	24-0	15-7	10-5	43-0	19-7	20-7	37-9	40-9	46-2
29—Kitchener.....	27-2	18-8	.....	15-2	9-6	39-1	20-4	19-5	28-0	40-5	46-1
30—London.....	26-2	18-3	22-5	14-3	8-9	37-4	19-6	19-4	27-1	40-9	43-7
31—Niagara Falls.....	25-2	18-0	.....	13-9	8-8	38-8	.....	.....	40-0	40-5	47-8
32—North Bay.....	28-0	18-9	23-3	14-6	10-9	44-7	17-4	23-4	30-7	41-8	51-2
33—Oshawa.....	25-3	17-4	.....	15-8	9-9	38-1	19-7	20-0	32-5	44-4	46-8

COAL AND RENTALS BY CITIES, AUGUST, 1948—Continued

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
				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.....	29·7	41·9	36·4	9·6	9·2	70·0	50·0	.....	15·00	26·00-30·00(b)
<b>Nova Scotia—</b>										
2—Halifax.....	31·0	42·2	35·3	9·4	9·4	67·3	49·7	.....	16·57	28·50-32·50
3—New Glasgow.....	33·0	43·1	35·9	9·8	9·8	71·7	49·9	.....	.....	16·00-20·00
4—Sydney.....	32·1	45·6	37·5	10·0	9·9	70·6	50·7	.....	10·60	20·50-24·50(b)
5—Truro.....	31·7	41·8	35·8	9·5	9·6	68·4	52·2	.....	15·00	.....
<b>New Brunswick—</b>										
6—Fredericton.....	32·5	43·5	35·7	9·7	9·6	68·3	49·7	.....	16·30	21·00-25·00(b)
7—Moncton.....	31·8	43·9	35·1	10·0	9·9	66·4	49·6	.....	15·45	27·00-31·00(b)
8—Saint John.....	29·6	42·8	35·6	9·7	9·5	66·6	50·2	.....	16·50	21·50-25·50(b)
<b>Quebec—</b>										
9—Chicoutimi.....	33·7	43·7	37·0	9·7	9·4	71·1	53·8	22·00	.....	.....
10—Hull.....	30·0	37·8	32·3	9·3	9·2	60·1	52·3	22·00	.....	.....
11—Montreal.....	30·7	40·7	32·6	9·0	9·2	65·8	52·6	22·50	.....	24·50-28·50(b)
12—Quebec.....	31·3	42·9	35·3	9·1	8·9	62·5	52·6	19·50	.....	29·00-33·00(b)
13—St. Hyacinthe.....	32·3	39·2	33·2	9·0	8·9	58·5	53·2	21·00	.....	.....
14—St. Johns.....	31·8	41·8	35·3	8·9	9·0	58·4	52·4	21·00	.....	.....
15—Sherbrooke.....	32·0	41·3	34·4	9·0	9·0	61·5	52·7	21·50	.....	21·50-25·50(b)
16—Sorel.....	34·0	41·2	35·6	9·0	8·7	64·3	52·5	21·00	.....	.....
17—Thetford Mines.....	33·0	40·4	36·8	9·1	9·0	62·6	50·9	22·00	.....	.....
18—Three Rivers.....	31·3	40·2	33·6	9·0	8·9	63·1	52·9	19·50	.....	.....
<b>Ontario—</b>										
19—Belleville.....	31·3	38·5	31·2	9·5	9·4	60·3	51·9	20·00	.....	.....
20—Brantford.....	30·4	36·2	30·1	9·3	9·3	60·5	51·2	21·50	.....	22·50-26·50
21—Brockville.....	31·0	39·7	31·6	9·5	9·4	60·3	51·3	22·00	.....	.....
22—Chatham.....	31·0	37·9	31·3	9·8	9·8	63·4	53·8	22·00	.....	23·00-27·00
23—Cornwall.....	31·7	38·2	31·6	9·1	9·1	59·7	51·3	23·00	.....	.....
24—Fort William.....	28·7	43·3	31·8	9·8	9·8	60·2	50·0	.....	21·60	29·50-33·50
25—Galt.....	29·5	34·3	30·5	9·3	9·2	62·2	52·6	22·00	.....	25·50-29·50
26—Guelph.....	30·9	36·9	31·0	9·4	9·3	61·1	52·6	21·75	.....	24·00-28·00
27—Hamilton.....	29·0	35·3	31·2	9·1	9·1	60·7	52·1	20·50	.....	29·50-33·50
28—Kingston.....	29·7	36·8	31·7	9·1	9·1	61·5	51·6	22·00	.....	33·00-37·00
29—Kitchener.....	30·6	36·6	31·1	9·6	9·5	57·0	53·0	22·00	.....	30·00-34·00
30—London.....	30·6	37·6	30·3	9·6	9·4	59·8	51·3	22·50	.....	27·50-31·50
31—Niagara Falls.....	28·5	37·0	31·5	9·8	9·8	60·8	52·5	20·50	.....	30·00-34·00
32—North Bay.....	33·2	39·7	35·0	10·2	10·1	66·0	52·5	22·75	.....	23·00-27·00
33—Oshawa.....	29·8	38·2	31·4	9·5	9·3	62·0	52·6	21·50	.....	27·50-31·50



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.....	26.6	17.9	24.3	14.6	11.4	40.8	21.3	22.0	33.0	38.6	47.1
35—Owen Sound.....	27.2	18.2	.....	14.6	9.0	38.5	19.9	20.1	30.7	39.7	49.3
36—Peterborough.....	26.0	18.3	.....	14.7	10.4	42.0	21.2	21.3	30.3	42.1	46.4
37—Port Arthur.....	26.6	19.2	21.8	15.3	10.4	43.6	21.9	23.3	29.3	49.3	50.3
38—St. Catharines.....	25.7	18.5	23.3	14.8	8.4	36.1	21.0	21.2	28.7	40.9	47.3
39—St. Thomas.....	27.7	18.7	.....	15.0	8.7	34.1	.....	21.2	34.9	44.0	49.9
40—Sarnia.....	26.2	19.2	23.3	14.5	9.5	32.4	19.0	20.5	37.6	41.8	49.0
41—Sault Ste. Marie.....	27.9	19.0	23.7	15.5	10.9	43.4	18.7	21.5	32.4	40.1	48.7
42—Stratford.....	27.6	18.4	.....	15.7	9.1	38.8	20.3	19.5	27.1	41.4	46.4
43—Sudbury.....	28.2	16.9	23.2	15.5	10.2	42.9	19.3	21.8	31.2	45.2	48.7
44—Timmins.....	28.6	17.4	25.4	15.8	10.5	45.0	20.2	23.1	28.7	39.8	50.6
45—Toronto.....	26.1	17.4	21.8	14.8	8.5	41.1	19.4	19.0	29.0	39.1	43.8
46—Welland.....	24.7	16.8	20.7	14.6	8.4	39.3	19.0	19.7	31.0	38.5	46.3
47—Windsor.....	24.8	18.8	22.2	14.7	8.7	33.4	20.1	19.7	37.0	46.0	47.0
48—Woodstock.....	.....	17.4	.....	13.1	9.4	35.5	17.6	18.9	28.4	41.8	44.3
<b>Manitoba—</b>											
49—Brandon.....	30.5	18.8	.....	16.0	11.8	41.8	19.9	21.2	32.5	52.2	56.0
50—Winnipeg.....	29.5	19.1	21.5	14.3	10.3	38.1	19.3	20.8	30.2	48.3	55.8
<b>Saskatchewan—</b>											
51—Moose Jaw.....	30.7	18.1	22.0	16.4	10.3	51.9	20.3	21.0	34.7	50.7	.....
52—Prince Albert.....	29.3	18.4	21.3	16.4	12.2	47.3	18.5	20.9	32.1	54.9	.....
53—Regina.....	31.5	19.7	21.5	15.4	9.0	49.5	20.2	21.2	32.9	51.6	60.1
54—Saskatoon.....	29.8	18.7	21.9	15.8	10.3	50.8	19.2	20.5	32.2	56.9	53.0
<b>Alberta—</b>											
55—Calgary.....	26.6	17.8	19.3	14.3	11.0	47.1	20.5	21.1	33.1	52.6	53.2
56—Drumheller.....	28.4	18.8	.....	15.1	10.3	52.0	20.3	22.3	29.3	53.0	61.0
57—Edmonton.....	27.9	17.9	19.9	15.5	11.5	46.0	20.8	22.2	33.7	48.3	58.3
58—Lethbridge.....	.....	18.0	.....	14.7	10.5	49.8	17.7	20.5	33.9	55.3	55.5
<b>British Columbia—</b>											
59—Nanaimo.....	.....	17.7	.....	16.4	9.3	41.2	19.6	20.8	29.5	51.3	.....
60—New Westminster.....	28.3	17.1	.....	15.7	9.0	40.9	19.0	19.4	24.4	40.3	50.8
61—Prince Rupert.....	29.9	20.7	23.7	17.6	10.4	50.4	20.4	21.4	39.4	49.3	54.7
62—Trail.....	.....	19.7	.....	18.7	10.2	47.5	20.6	22.6	33.0	52.0	.....
63—Vancouver.....	25.3	17.3	.....	15.9	8.1	41.0	18.8	21.0	23.4	40.9	54.2
64—Victoria.....	26.5	18.4	21.3	16.4	9.9	41.7	19.3	21.3	24.3	54.4	55.7

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) Rent figures are obtained by multiplying increases since June, 1941, by the average rental determined by the Census of that date. The increases are based upon reports from real estate agents and periodic sample surveys which are now being conducted by direct interview.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

(c) Averages include prices for cuts with bone-in.

COAL AND RENTALS BY CITIES, AUGUST, 1948—Continued

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
				Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
34—Ottawa.....	29·3	39·6	30·7	9·3	9·3	60·2	51·6	22·00	.....	33·50-37·50
35—Owen Sound.....	29·3	39·3	31·5	9·6	9·5	62·8	52·5	21·50	.....	18·50-22·50
36—Peterborough.....	31·0	42·0	30·8	9·4	9·3	61·0	51·6	22·25	.....	27·50 31·50
37—Port Arthur.....	30·2	42·5	32·4	10·0	10·0	58·8	49·9	.....	21·00	24·50-28·50
38—St. Catharines.....	27·6	36·1	31·7	9·1	9·1	60·1	52·1	21·50	.....	28·00-32·00
39—St. Thomas.....	32·4	39·3	31·5	9·7	9·7	61·0	52·5	21·50	.....	22·00-26·00
40—Sarnia.....	33·7	40·3	31·9	10·1	10·0	61·9	52·2	21·75	.....	.....
41—Sault Ste. Marie.....	29·8	37·7	32·6	9·9	9·7	60·1	51·7	22·00	.....	25·00-29·00
42—Stratford.....	30·8	38·1	31·6	9·8	9·8	62·1	51·6	21·50	.....	.....
43—Sudbury.....	30·2	39·6	33·7	10·0	9·8	59·8	51·2	22·50	.....	31·00-35·00
44—Timmins.....	30·7	40·7	34·2	10·1	10·0	59·9	52·1	23·75	.....	31·50-35·50
45—Toronto.....	29·2	37·0	30·6	9·1	9·1	62·0	51·8	20·60	.....	34·50-38·50
46—Welland.....	28·0	36·3	30·8	9·3	9·3	56·7	51·6	21·00	.....	.....
47—Windsor.....	30·5	36·6	31·5	9·5	9·5	61·6	51·6	22·00	.....	27·00-31·00
48—Woodstock.....	30·6	36·6	30·7	9·6	9·6	62·3	51·3	21·25	.....	.....
<b>Manitoba—</b>										
49—Brandon.....	30·9	42·8	33·3	10·4	10·4	63·1	50·2	.....	15·75	23·50-27·50
50—Winnipeg.....	29·6	41·5	31·8	10·4	10·3	55·5	49·1	.....	17·30	29·00-33·00
<b>Saskatchewan—</b>										
51—Moose Jaw.....	29·2	41·2	33·3	11·0	11·0	63·2	49·0	.....	14·25	26·50-30·50
52—Prince Albert.....	29·4	44·0	33·8	11·3	11·3	62·3	50·6	.....	14·50	21·00-25·00
53—Regina.....	29·4	41·9	33·4	11·0	11·5	63·5	52·9	.....	15·25	30·00-34·00
54—Saskatoon.....	29·5	44·3	33·8	11·0	11·3	61·5	50·5	.....	14·25	24·00-28·00
<b>Alberta—</b>										
55—Calgary.....	28·7	42·8	33·4	10·5	10·9	60·0	49·3	.....	12·00	27·50-31·50
56—Drumheller.....	29·8	45·8	36·0	11·0	11·4	63·3	49·1	.....	.....	23·50-27·50
57—Edmonton.....	28·3	43·5	32·6	10·7	11·1	60·5	48·7	.....	8·20	26·00-30·00
58—Lethbridge.....	28·5	44·3	31·2	10·2	.....	58·5	49·4	.....	8·20	25·00-29·00
<b>British Columbia—</b>										
59—Nanaimo.....	29·8	38·2	31·4	9·9	10·7	61·1	49·6	.....	.....	19·00-23·00
60—New Westminster.....	28·4	39·3	31·4	9·2	9·2	57·1	49·0	.....	16·73	21·00-25·00
61—Prinupce Rert.....	31·6	42·5	33·1	10·2	10·4	62·7	49·3	.....	18·75	20·00-24·00
62—Trail.....	30·6	41·2	32·5	10·1	10·3	59·4	50·6	.....	15·37	23·00-27·00
63—Vancouver.....	28·3	37·7	29·1	9·3	9·4	59·4	48·6	.....	16·90	26·50-30·50
64—Victoria.....	29·0	40·3	29·6	9·9	9·8	59·0	50·1	.....	18·10	23·00-27·00

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	1946	1947	July 1947	May 1948	June 1948	July 1948
<b>All commodities</b> .....	64.0	127.4	155.9	97.3	95.6	67.1	75.4	90.0	103.6	108.7	129.1	129.1	150.0	151.9	152.0
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	97.8	115.1	113.6	133.4	134.7	132.3
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	109.0	59.4	74.6	92.1	107.9	114.5	131.8	129.4	162.3	167.5	170.2
III. Fibres, Textiles and Textile Products.....	53.2	157.1	176.5	101.7	91.3	69.7	70.0	91.0	91.8	97.0	128.8	131.3	155.2	155.4	155.5
IV. Wood, Wood Products and Paper.....	63.9	139.1	154.4	106.3	93.9	62.8	79.2	96.0	120.0	132.3	162.4	164.1	183.5	184.0	184.3
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	93.7	85.4	98.5	111.3	117.1	126.1	137.9	135.0	156.7	159.1	159.6
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	88.0	124.4	132.2	143.4	143.9	143.9
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	103.1	114.5	115.8	129.5	131.6	134.5
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	95.4	81.3	79.8	98.9	99.4	95.2	107.9	110.5	115.9	115.9	116.7
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	101.1	117.3	117.7	138.4	140.7	141.0
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	63.8	73.9	89.5	103.4	107.5	122.4	120.5	150.2	154.7	154.4
Other Consumers' Goods.....	62.7	91.9	126.3	101.4	91.1	76.0	77.2	92.2	94.6	96.8	113.9	115.8	130.6	131.4	132.0
II. Producers' Goods.....	67.2	133.3	164.8	98.8	96.1	63.1	70.4	83.6	100.7	105.7	129.3	129.7	148.6	150.4	151.1
Producers' Equipment.....	55.1	81.9	108.6	104.1	94.6	86.0	95.4	105.7	119.1	121.2	133.1	134.1	147.1	149.5	156.9
Producers' Materials.....	69.1	139.0	171.0	98.2	96.3	60.5	67.6	81.1	98.7	104.0	128.9	129.2	148.8	150.5	150.4
Building and Construction Materials.....	67.0	100.7	144.0	108.7	99.0	78.3	89.7	107.3	127.3	134.8	166.4	165.5	192.5	194.7	195.4
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	95.9	57.5	63.9	76.6	93.8	98.8	122.5	123.0	141.4	143.0	142.8
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	109.5	130.7	131.2	152.5	155.9	154.7
II. All Manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	98.8	117.4	116.2	137.4	137.6	138.5
Canadian Farm Products—															
Field.....	56.4	132.0	166.5	81.4	93.8	45.8	54.2	59.0	105.9	111.0	115.9	116.6	128.0	129.3	126.1
Animal.....	77.0	133.6	150.8	99.0	112.5	59.7	81.2	95.9	123.0	130.1	143.9	142.7	171.2	180.1	182.7
TOTAL.....	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	112.3	118.1	126.4	126.4	144.2	148.3	147.3

The indexes for 1948 are subject to revision.



**TABLE F-6—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES**

(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Whole-sale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Whole-sale, Bureau of Statistics	Consumers' Index, Bureau of Statistics	Whole-sale, Board of Trade	Interim Index of Retail Prices, Ministry of Labour	Whole-sale, Federal Department	Cost of Living, Federal Department	Whole-sale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Whole-sale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Whole-sale, Government Statistician	Retail Price Index, Government Statistician
Number of Commodities:	508		889		200	June 17, 1947	78	July, 1914	188	1910	180	1926-1930 = 1000	180	1926-1930 = 1000
Base Period:	1926	1935-1939	1926	1935-1939	1930	June 17, 1947	July, 1914	June, 1914	1910	1938	1936-1939 = 1000	1936-1939 = 1000	1926-1930 = 1000	Dec. 1942 = 1000
1913	64.0	(a) 79.1	69.8	(b) 70.7		(g) 100	(h) 100	(c) 100	112.5	81.4		(d)	748	(e) 628
1914	65.5	79.7	68.1	71.8		(i) 123			109.0	85.5			882	(e) 676
1915	80.4	80.7	69.5	72.5		(j) 146			120.4	90.8			882	(e) 724
1916	74.3	87.0	85.5	77.9		(k) 176			137.9	90.8			1024	(e) 786
1917	114.3	102.4	117.5	91.6		(l) 203	204		158.3	99.6			1225	(e) 850
1918	115.6	127.4	131.3	107.5		(m) 215	224		172.3	106.4			1282	(e) 912
1919	134.0	126.5	138.6	123.8		(n) 245	224		117.7	117.7			1526	(e) 1019
1920	155.9	145.4	154.4	143.0		(o) 226	200		145.8	145.8			1428	(e) 1034
1921	110.0	129.9	97.6	127.7		(p) 226	200		132.0	132.0			1194	(e) 952
1922	97.3	120.4	96.7	119.7		(q) 172	164		110.1	110.1			988	(e) 1010
1926	100.0	121.8	100.0	126.4		(r) 166	144.5		106.3	106.3			988	(e) 1006
1928	96.4	120.5	96.7	122.6		(s) 164	141.2		106.9	106.9			988	(e) 1004
1929	95.6	121.7	95.3	122.5		(t) 140	130.5		106.6	106.6			904	(e) 795
1933	67.1	94.4	65.9	92.4		(u) 156	107.1		93.2	93.2			1066	(e) 951
1938	78.6	102.2	78.6	100.8		(v) 158	111.2		100.0	100.0			1071	(e) 990
1939	75.4	101.5	77.1	99.4		(w) 184	143.0		99.9	99.9			1051	(e) 1035
1940	82.9	105.6	78.6	100.2		(x) 199	183.5		103.4	103.4			1311	(e) 1073
1941	90.0	111.7	87.3	105.2		(y) 189	218.2		139.8	139.8			1513	(e) 1002
1943	100.5	118.4	103.1	123.6		(z) 201	226.6		170.6	170.6			1558	(e) 1003
1944	102.0	119.5	104.0	128.3		(aa) 203	247.7		179.2	179.2			1584	(e) 1004
1945	103.6	119.6	105.8	128.3		(ab) 203	220.6		132.2	132.2			1590	(e) 1008
1946	108.7	123.6	121.1	130.3		(ac) 203	214.7		139.7	139.7			1654	(e) 1029
1947	129.1	132.0	129.1	130.3		(ad) 203	223.8		142.9	142.9			1626	(e) 1027
1947—June	129.0	132.0	129.1	130.3		(ae) 203	222.3		141.2	141.2			1626	(e) 1027
July	129.1	135.0	135.4	137.1		(af) 201	222.9		140.8	140.8			1623	(e) 1027
August	129.1	135.0	150.0	158.4		(ag) 201	223.1		140.8	140.8			1627	(e) 1027
September	130.8	136.0	153.7	160.3		(ah) 201	223.1		140.8	140.8			1627	(e) 1027
October	130.8	138.4	157.4	163.8		(ai) 201	224.2		140.9	140.9			1688	(e) 1032
November	132.5	142.2	158.5	168.8		(aj) 202	229.7		140.8	140.8			1773	(e) 1032
December	143.6	146.0	163.2	167.0		(ak) 203	231.5		140.6	140.6			1774	(e) 1032
1948—January	146.9	148.3	165.7	168.8		(al) 204	234.4		141.3	141.3			1809	(e) 1055
February	147.3	150.1	(g) 160.9	167.5		(am) 206	234.3		141.8	141.8			1806	(e) 1055
March	146.9	150.8	161.4	166.9		(an) 212.1	234.4		142.4	142.4			1828	(e) 1055
April	148.5	151.6	167.2	171.7		(ao) 206	234.3		144.5	144.5			1834	(e) 1103
May	150.0	153.3	(g) 162.8	169.3		(ap) 219.3	234.0		145.1	145.1			1853	(e) 1103
June	151.9	154.3	166.2	170.5		(aq) 220.4	233.4		145.1	145.1			1853	(e) 1103
July	152.0	156.9	166.2	171.7		(ar) 221.9	233.1		145.1	145.1			1853	(e) 1103
			173.7	173.7										

(a) First 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) Old series on base July, 1914=100. 1947 average is for first half of year. (j) Revised.

**TABLE F-7.—CHANGES IN WHOLESALE PRICE INDEX NUMBERS,  
SECOND QUARTER OF 1948**

Country	Percentage Change		Principal Group Changes March, 1948-June, 1948
	to June, 1948, from—		
	August, 1939	March, 1948	
Canada.....	+ 110.1	+ 3.4	Increases: iron, animals and their products, non-ferrous metals.
Czechoslovakia.....	+ 186.1 (a)	+ 1.2	Increases: minerals, textiles.
Denmark.....	+ 130.6	+ 4.9	Increases: foods, wood and paper, fuel and lubricants.
France.....	+1557.8	+ 10.1	Increases: unmanufactured leather, textiles, rubber, foods. Decreases: metals.
Mexico(b).....	+ 142.6	+ 3.3	Increases: foods, producers' raw materials. Decreases: household articles.
Peru.....	+ 277.0	+ 2.9	Increases: textiles, fuel, metals. Decreases: building materials.
Sweden.....	+ 92.8	+ 2.9	Increases: fuel and lubricating oils, lumber, vegetable products. Decreases: chemicals.
Switzerland.....	+ 117.2	- 0.6	Increases: textiles, leather and rubber group. Decreases: fuel, fertilizer.
United Kingdom.....	+ 126.5	+ 2.3	Increases: cotton, wool, food and tobacco.
United States.....	+ 121.6	+ 3.0	Increases: farm products, foods.

(a) Increase over July, 1939.

(b) May, 1948 latest figure available.

**TABLE F-8.—CHANGES IN COST-OF-LIVING INDEX NUMBERS,  
SECOND QUARTER OF 1948.**

Country	Percentage Change		Principal Group Changes March, 1948-June, 1948
	to June, 1948 from—		
	August, 1939	March, 1948	
Canada.....	+ 53.1	+ 2.3	Increases: food, clothing, fuel and lighting. Increases: food.
Czechoslovakia.....	+ 185.6(b)	+ 1.3	Decreases: clothing.
Iceland.....	+ 209.7	- 0.3	Decreases: food.
Mexico(a).....	+ 214.1	+ 0.4	Increases: clothing, food. Decreases: domestic services.
Newfoundland.....	+ 74.2(c)	- 1.2	Decreases: food.
Norway.....	+ 58.0	- 0.2	Increases: clothing. Decreases: food.
Peru.....	+ 230.6	+ 1.0	Increases: miscellaneous, clothing.
Sweden.....	+ 52.8	+ 0.6	Increases: taxes, miscellaneous.
Switzerland.....	+ 63.3	+ 0.4	Increases: food, clothing. Decreases: fuel and light.
United Kingdom.....	(d)	+ 3.8	Increases: drink and tobacco, food, clothing. Decreases: rents and rates, miscellaneous.
United States.....	+ 74.1	+ 2.9	Increases: food, fuel, electricity and ice. Decreases: housefurnishings.

(a) May, 1948 latest figure available.

(b) Increase over year 1939.

(c) Increase over October, 1939.

(d) Increase over August, 1939 not available in new series.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-AUGUST, 1947-1948†**

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>1948*</b>						
January.....	19‡	19	12,595‡	12,595	135,780	.17
February.....	8	15	1,863	11,082	140,945	.18
March.....	8	14	1,235	3,725	56,808	.07
April.....	11	16	2,090	4,491	49,396	.06
May.....	13	22	1,167	3,214	40,164	.05
June.....	14	27	2,009	3,765	35,055	.04
July.....	14	25	6,581	8,513	79,867	.10
August.....	17	31	1,843	8,169	119,935	.16
Cumulative totals.....	104		29,383		657,950	.10
<b>1947</b>						
January.....	14‡	14	3,293‡	3,293	28,504	.04
February.....	13	21	29,449	32,552	198,214	.25
March.....	13	21	1,012	17,070	378,580	.49
April.....	23	29	3,113	17,988	365,687	.47
May.....	33	47	19,350	35,893	366,070	.47
June.....	20	33	3,077	19,101	168,737	.22
July.....	19	29	1,767	3,105	23,769	.03
August.....	22	38	5,737	7,255	51,758	.07
Cumulative totals.....	157		66,798		1,581,319	.25

\* 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 DURING AUGUST, 1948 (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 August, 1948</b>				
<b>MINING—</b>				
Coal miners, Edmonton District, Alta.	3	51	1,000	Commenced January 13; for a new agreement providing for increased wages and other changes; un-terminated.
Gold miners, Premier and Sheep Creek, B.C.	2	360	7,000	Commenced July 16; for a new agreement providing for increased wages retroactive to December 6, 1947; un-terminated.
<b>MANUFACTURING—</b>				
<i>Textiles, Clothing, etc.—</i>				
Textile factory workers, St. Johns, P.Q.	3	400	10,000	Commenced July 12; alleged discrimination in dismissal of workers; un-terminated.
Rayon spinning factory workers, St. Georges de Beauce, P.Q.	1	330	8,000	Commenced July 20; for implementation of award of arbitration board providing for increased wages; un-terminated.
<i>Miscellaneous Wood Products—</i>				
Canoe factory workers, Fredericton, N.B.	1	6	50	Commenced May 1; for a union agreement providing for increased wages and other changes, following reference to conciliation board; terminated August 18; conciliation, provincial; compromise.
Furniture factory workers, Hanover, Ont.	1	30	300	Commenced June 15; for a union agreement providing for increased wages, payment for statutory holidays, two weeks' vacations with pay, check-off, etc., un-terminated.
Furniture factory workers, Arthabaska, Beauharnois, Coaticook, St. Hyacinthe, Victoriaville, Waterloo, P.Q.	8	1,150	27,000	Commenced July 9; for a new agreement providing for increased wages, two weeks' vacations with pay, etc., following refusal of union to accept award of arbitration board; un-terminated.
<i>Metal Products—</i>				
Metal factory workers, Dundas, Ont.	1	100	1,500	Commenced February 2; for a new agreement providing for increased wages; terminated August 20; conciliation, provincial; compromise.
Radio and tube factory workers, Leaside, Ont.	2	207	2,000	Commenced May 3; inter-union dispute <i>re</i> bargaining agency; terminated August 20; vote to be taken under direction of OLRB; indefinite.
Metal factory workers, Kitchener, Ont.	1	200	400	Commenced July 14; for a new agreement providing for increased wages terminated August 3; return of workers pending further negotiations; indefinite.
Automotive parts factory workers, St. Catharines, Ont.	1	2,589	43,000	Commenced July 14; for increased wages; un-terminated.
Can factory workers, Toronto, Ont.	2	631	2,700	Commenced July 21, for a new agreement providing for increased wages and other changes, following reference to conciliation board; terminated August 9; negotiations; compromise.

**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA DURING AUGUST, 1948<sup>(1)</sup>—Con.**

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 August, 1948—Con.</b>				
MANUFACTURING— <i>Con.</i> <i>Non-Metallic Minerals, Chemicals, etc.</i> — Chemical factory workers, Palo, Sask.	1	47	500	Commenced July 23; for implementation of award of arbitration board for increased wages; terminated August 13; conciliation, provincial; compromise.
TRANSPORTATION— <i>Water</i> — Seamen, Great Lakes and St. Lawrence River.	<sup>(3)</sup> 34	<sup>(3)</sup> 225	<sup>(3)</sup> 5,000	Commenced June 6; for a union agreement; untermintated.
<b>Strikes and Lockouts Commencing During August, 1948</b>				
MANUFACTURING— <i>Vegetable Foods, etc.</i> — Bakery workers, Chatham Ont.	1	22	175	Commenced August 22; for a union agreement providing for increased wages; untermintated.
<i>Rubber and Its Products</i> — Tire factory workers, mixers, Kitchener, Ont.	1	<sup>(4)</sup> 51	200	Commenced August 11; for increased wages; terminated August 29; conciliation, provincial; compromise.
<i>Textiles, Clothing, etc.</i> — Woollen mill workers, weavers, Sherbrooke, P.Q.	1	<sup>(5)</sup> 42	500	Commenced August 16; protesting introduction of new bonus system; untermintated.
<i>Miscellaneous Wood Products</i> — Furniture factory workers, Owen Sound, Ont.	1	105	680	Commenced August 9; for increased wages; terminated August 17; negotiations; compromise.
<i>Metal Products</i> — Steel mill workers, main- tenance men, Sault Ste. Marie, Ont.	1	160	160	Commenced August 4; refusal to take compensatory leave during week for overtime work on Sundays; terminated August 4; negotiations; in favour of workers.
Foundry workers, Joliette, P.Q.	1	130	2,100	Commenced August 11; for implementation of award of arbitration board for a union agreement providing for increased wages, etc; untermintated.
Farm implement factory workers, Plessisville, P.Q.	1	<sup>(6)</sup> 290	3,100	Commenced August 18; protesting refusal of arbitration board to approve demands for reduced hours, union shop, etc; untermintated.
Steel mill workers, open hearth furnace, Sault Ste. Marie, Ont.	1	85	85	Commenced August 24; for increased wages; terminated August 24; return of workers pending further negotiations; indefinite.
Metal factory workers, Fort Erie, Ont.	1	61	335	Commenced August 24; for increased wages and extension of vacations with pay, and against proposed incentive plan for piece work; untermintated.

**TABLE G-2—STRIKES AND LOCKOUTS IN CANADA DURING AUGUST 1948<sup>(1)</sup>—Con.**

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars <sup>(2)</sup>
	Establishments	Workers		
<b>Strikes and Lockouts Commencing During August, 1948—Con.</b>				
<b>MANUFACTURING—Con.</b>				
<i>Metal Products—Con.</i>				
Automotive parts factory workers, Sarnia, Ont.	1	380	1,100	Commenced August 25; for increased wages and payment for three additional statutory holidays; terminated August 29; negotiations; compromise.
<i>Non-Metallic Minerals, Chemicals, etc.—</i>				
Clay products factory workers, St. Thomas, Ont.	1	30	60	Commenced August 30; for a union agreement providing for increased wages, and against present incentive bonus system; un-terminated.
<b>CONSTRUCTION—</b>				
<i>Buildings and Structures—</i>				
Plumbers, steamfitters and helpers, Winnipeg, Man.	30	328	2,300	Commenced August 4; for a greater increase in wages than recommended by conciliation board; terminated August 12; conciliation, provincial; compromise.
<b>TRANSPORTATION—</b>				
<i>Other Local and Highway—</i>				
Taxi and truck drivers, Regina, Sask.	1	39	60	Commenced August 16; for increased wages; terminated August 17; conciliation, provincial, and return of workers pending reference to arbitration board; indefinite.
<i>Water—</i>				
Seamen, Cardinal, Ont.	1	15	30	Commenced August 29; against dismissal of the cook; un-terminated.
<b>SERVICE—</b>				
<i>Public Administration—</i>				
Civic truck drivers and labourers, Preston, Ont.	1	10	10	Commenced August 19; for increased wages; terminated August 19; return of workers; in favour of employer.
Civic truck drivers and labourers, Brockville, Ont.	1	45	90	Commenced August 20; for increased wages; terminated August 23; negotiations; compromise.
<i>Business and Personal—</i>				
Garage workers, Joliette, P.Q.	6	50	500	Commenced August 20; for a union agreement providing for increased wages retroactive to April 16, 1948, reduced hours and other changes, as recommended by arbitration board; un-terminated.

(<sup>1</sup>) Preliminary data based where possible on direct 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>) Estimated only—owing to the nature of the dispute it is extremely difficult to arrive at any satisfactory estimate.

(<sup>4</sup>) 900 indirectly affected; (<sup>5</sup>) 450 indirectly affected; (<sup>6</sup>) 45 indirectly affected.



## H—Industrial Accidents

**TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE SECOND QUARTER OF 1948, 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, shafting, belts, etc.)		1			2	1							4
Working machines					2		1		1				4
Hoisting apparatus (elevators, conveyors, etc.)											1		1
Dangerous substances (steam, electricity, flames, explosions, etc.)	2	3	1	3	13	5	3	4	1		3	1	39
Striking against or being struck by objects		2		3	1	3		1					10
Falling objects	2	13		12	6	2		1	2		1		44
Handling of objects		1			1								2
Tools		1											1
Moving trains, vehicles, watercraft, etc.	8	5	1	4	7	5		30			10		70
Animals	4										1		5
Falls of persons		8	2	5	6	19		10			4		54
Other causes (industrial diseases, infections, lightning, cave-ins, etc.)	4	4	2	16	12	7	1	2	1		7		56
Total second quarter—1948	20	43	6	43	50	42	5	48	5		27	1	290
Total second quarter—1947	23	46	17	65	43	41	12	61	11	3	31		353

**TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS IN CANADA AND THE PROVINCES DURING THE SECOND QUARTER OF 1948, BY INDUSTRIES**

INDUSTRY	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture		1		2	9		4	2	2		20
Logging		2	1	4	10				26		43
Fishing and Trapping		1			3				2		6
Mining, Non-ferrous Smelting and Quarrying		7	1	4	20	2		2	7		43
Manufacturing		3	3	5	29	1			9		50
Construction		1	2	6	26			1	6		42
Electricity, Gas, and Water Production and Supply					3	1			1		5
Transportation and Public Utilities		4	2	4	19	1	3	3	12		48
Trade					2	1	1		1		5
Finance											
Service				3	14	1	2	2	5		27
Unclassified				1							1
Total		19	9	29	135	7	10	10	71		290

# THE NATIONAL EMPLOYMENT SERVICE

PROVIDES FREE SERVICE TO BOTH EMPLOYERS AND EMPLOYEES  
THROUGHOUT CANADA

Authorized by the Unemployment Insurance Act, 1940, and operated by the  
Unemployment Insurance Commission, under the direction of the Minister of Labour.

Local Employment Offices are operated at the following points:—

## PRINCE EDWARD ISLAND

Charlottetown  
Summerside

## NOVA SCOTIA

Amherst  
Bridgewater  
Dartmouth  
Glace Bay  
Halifax  
Inverness  
Kentville  
Liverpool  
New Glasgow  
New Waterford  
North Sydney  
Pictou  
Springhill  
Sydney  
Sydney Mines  
Truro  
Yarmouth

## NEW BRUNSWICK

Bathurst  
Campbellton  
Chatham  
Edmundston  
Fredericton  
Minto  
\*Moncton  
Newcastle  
Sackville  
Shediac  
Saint John  
St. Stephen  
Sussex  
Woodstock

## QUEBEC

Arvida  
Asbestos  
Beauharnois  
Buckingham  
Causapsal  
Chandler  
Chicoutimi  
Coaticook  
Dolbeau  
Drummondville  
East Angus  
Farnham  
Granby  
‡Grindstone  
(Magdalen Islands)  
Hull  
Joliette  
Jonquiere

## QUEBEC—*con.*

Lachine  
Lachute  
La Malbaie  
La Tuque  
Levis  
Longueuil  
Louiseville  
Magog  
Matane  
Megantic  
Mont Laurier  
Montmagny  
Montmorency  
\*Montreal  
Plessisville  
Pointe-aux-Trembles  
Port Alfred  
Quebec  
Richmond  
Rimouski  
Riviere du Loup  
Rouyn  
Ste. Agathe  
Ste. Anne de Bellevue  
St. Georges de Beauce  
St. Hyacinthe  
St. Jean  
St. Jerome  
St. Joseph d'Alma  
Ste. Therese  
Shawinigan Falls  
Sherbrooke  
Sorel  
Thetford Mines  
Three Rivers  
Val d'Or  
Valleyfield  
Verdun  
Victoriaville

## ONTARIO

Arnprior  
Barrie  
Belleville  
Bracebridge  
Brampton  
Brantford  
Brockville  
Carleton Place  
Chatham  
Cobourg  
Collingwood  
Cornwall  
Dunnville  
Fort Frances  
Fort William

## ONTARIO—*con.*

Galt  
Gananoque  
Goderich  
Guelph  
Hamilton  
Hawkesbury  
Ingersoll  
Kapusking  
Kenora  
Kingston  
Kirkland Lake  
Kitchener  
Leamington  
Lindsay  
Listowel  
London  
Midland  
Napanee  
Newmarket  
New Toronto  
Niagara Falls  
North Bay  
Orillia  
Oshawa  
Ottawa  
Owen Sound  
Parry Sound  
Pembroke  
Perth  
Peterborough  
Picton  
Port Arthur  
Port Colborne  
Port Hope  
Prescott  
Renfrew  
St. Catharines  
St. Thomas  
Sarnia  
Sault Ste. Marie  
Simcoe  
Smiths Falls  
Stratford  
Sturgeon Falls  
Sudbury  
Tillsonburg  
Timmins  
\*Toronto  
Trenton  
Walkerton  
Wallaceburg  
Welland  
Weston  
West Toronto  
Windsor  
Woodstock

## MANITOBA

Brandon  
Dauphin  
Flin Flon  
Portage la Prairie  
St. Boniface  
Selkirk  
The Pas  
\*Winnipeg

## SASKATCHEWAN

Estevan  
Moose Jaw  
North Battleford  
Prince Albert  
Regina  
Saskatoon  
Swift Current  
Weyburn  
Yorkton

## ALBERTA

Blairmore  
Calgary  
Drumheller  
Edmonton  
Edson  
Lethbridge  
Medicine Hat  
Red Deer

## BRITISH COLUMBIA

Chilliwack  
Courtenay  
Cranbrook  
Dawson Creek  
Duncan  
Kamloops  
Kelowna  
Nanaimo  
Nelson  
New Westminster  
North Vancouver  
Penticton  
Port Alberni  
Prince George  
Prince Rupert  
Princeton  
Trail  
\*Vancouver  
Vernon  
Victoria

## YUKON TERRITORY

‡Dawson City  
Whitehorse  
(Administered from  
Vancouver Regional  
Office)

## N. W. TERRITORIES

\*\*Yellowknife

\*Both Regional and Local Offices at these centres.

‡Agency established at these centres.

\*\*Grade One Office under Supervision of Regional Office at Winnipeg.



CANADA

DEPARTMENT OF LABOUR  
RESEARCH AND STATISTICS BRANCH

# WAGE RATES AND HOURS OF LABOUR IN CANADA 1947



REPORT No. 30

Issued as a Supplement to THE LABOUR GAZETTE, October, 1948

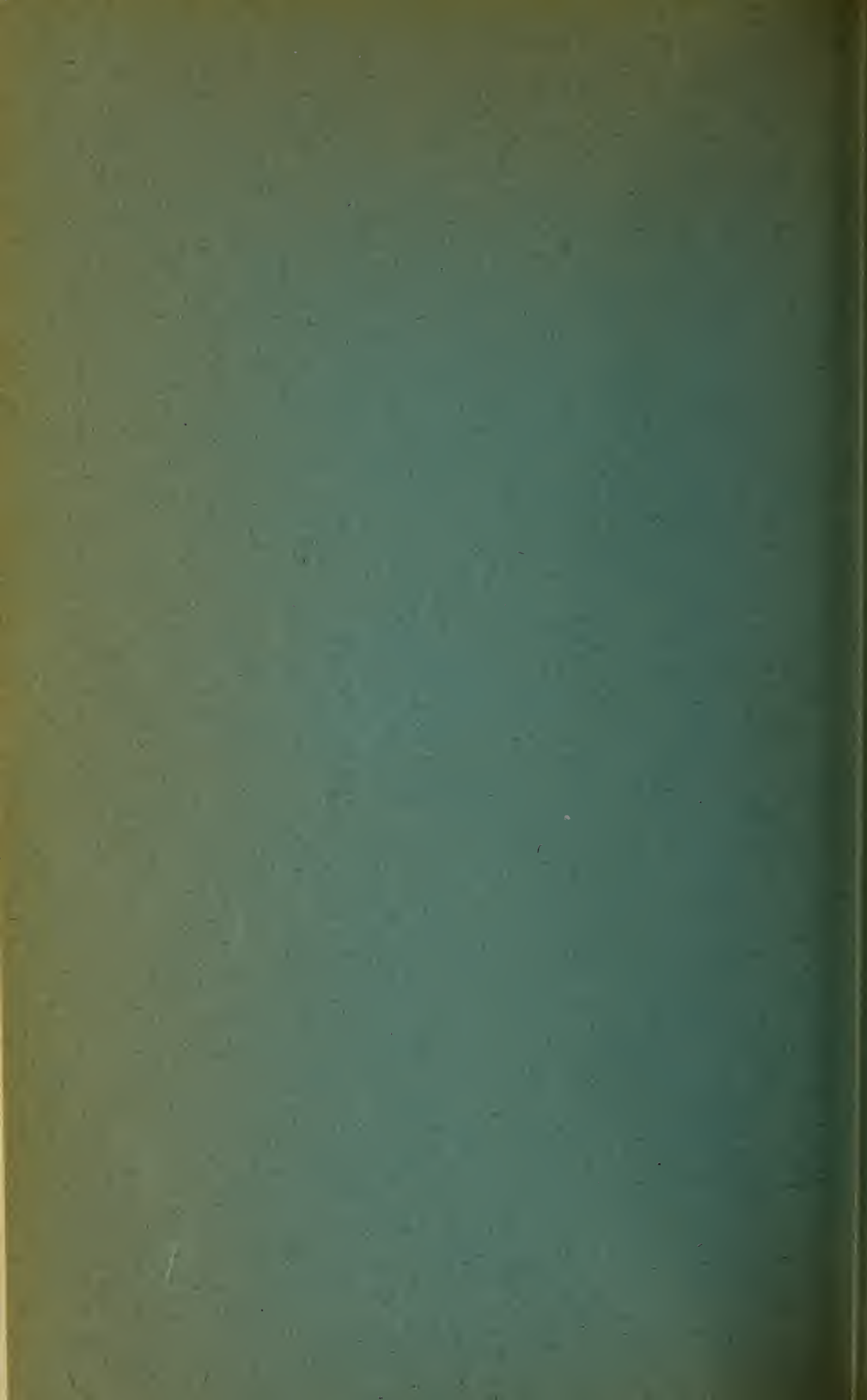


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Deputy Minister—ARTHUR MacNAMARA, C.M.G., LL.D.

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EDMOND CLOUTIER, C.M.G., B.A., L.Ph.,  
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY  
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1948





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## WAGE RATES AND HOURS OF LABOUR IN CANADA, 1947

**W**AGE rates in 1947 averaged 11·9 per cent higher than in 1946, according to the latest annual survey of wages and hours in Canada by the Research and Statistics Branch of the Department of Labour. This was the largest annual percentage increase in any year since the start of World War II. The increase since 1939 was 73·7 per cent.

In the main industrial groups the largest percentage increase in 1947 over 1946 was 16·5 per cent in the Logging Industry. In the same comparison, the index for Service (Laundries) was higher by 15·6 per cent, the Mining index increased 15·0 per cent, Manufacturing 13·5 per cent, Construction 7·7 per cent, and Transportation and Communication 4·0 per cent.

The index numbers indicate changes in wage rates in the various industries, but they do not permit any comparison of the actual money rates or wage levels in these industries.

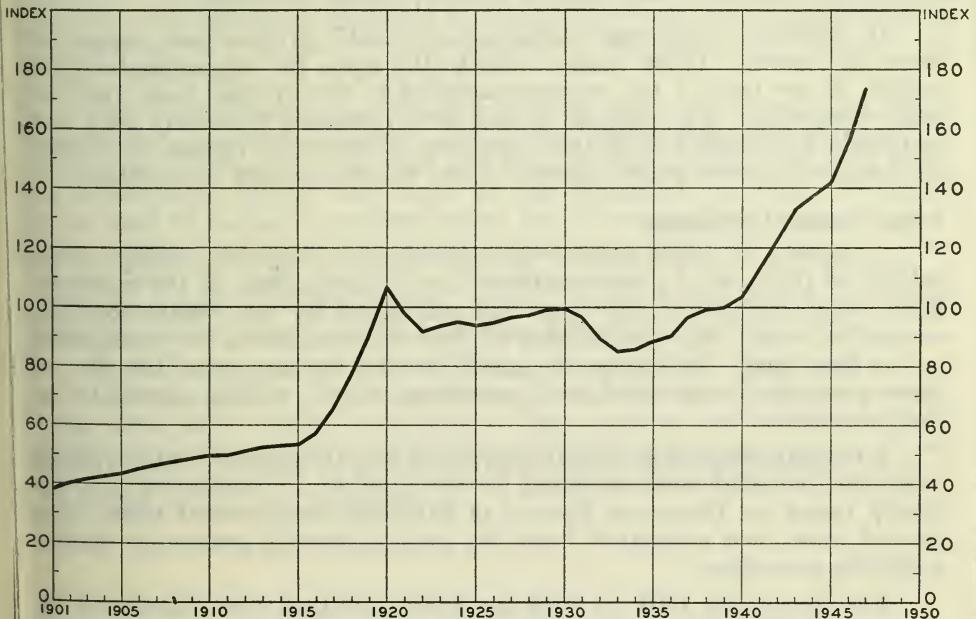
### INTRODUCTORY NOTES

#### *Survey Coverage*

The average wage rates shown are compiled from statistics collected by the Department of Labour from about 15,000 business establishments and supplemented in some cases by information from trade union returns

### INDEX OF WAGE RATES IN CANADA

1901 - 1947  
(BASE: 1939 = 100)



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and from collective agreements. Most of the establishments with 15 or more employees were included in the survey with a representative number of smaller firms in certain industries, such as garages, machine shops, sawmills, in wholesale and retail trade, and in construction.

### *Wage Rates*

In all industries except construction and logging, Eastern Canada, the wage data apply to the pay period preceding October 1. In the construction industry, the pay period was prior to July 1 and in logging, Eastern Canada, prior to February 1.

Employers were asked to report their straight-time wage or salary rates as well as their straight-time piece-work earnings in each occupation, excluding executive personnel. For convenience, the averages calculated from these figures are referred to as average wage rates although average straight-time earnings is a more precise designation. In most cases the information is expressed on an hourly basis but in some cases, weekly or monthly. These averages are shown for selected representative occupations in a large number of industries, for Canada, by province or region, and in some cases by city. The rates do not include the value of any allowances to employees, such as free transportation, uniforms, reporting times, group insurance, sick benefits, etc. All wage rates shown are for males unless otherwise designated.

The index numbers of wage rates shown in the first tables of this report reflect therefore, the changes in average straight-time earnings. These earnings may be affected by changes in the number of workers at each rate as well as by changes in actual rates or earnings. Changes in rates reflect not only general wage rate and piece rate changes but also changes in rates for individuals and small groups of employees as well as those caused by up or down grading within an occupational rate range. The rates shown are for day work only; they are not affected by changes in shift differentials or in overtime or other premium payments.

In addition to average wage rates for 1947, predominant ranges of rates are shown. These ranges include the rates for approximately the middle 80 per cent of the workers included in the average wage rate for each occupation. The purpose of this is to eliminate extremely high and extremely low rates, but at the same time to show the ranges, the limits of which include the great majority of the workers in each occupation.

### *Index Number Calculation*

To obtain an index number for an industry, weighted averages were calculated for each of a representative list of occupations in the industry. Each such average for any year was multiplied by the weight for that occupation which was the number of workers reported in the occupation in the base year. To obtain the index number for any year, the sum of these products is expressed as a percentage of the similar aggregate for the base year.

To obtain each main industrial group index, the indices for the various industries included were weighted by the number of workers in each industry based on Dominion Bureau of Statistics employment data. The general index was computed from the main industrial groups by similar weighting procedure.

For the period 1901 to 1938 the index numbers were calculated by the use of link relatives. For this period the percentage change from year to year for each occupation was calculated. The simple arithmetic average of these percentages was obtained and the average increase or decrease



applied to the index for the industry for the preceding year. To obtain the general index the main group indices were weighted in proportion to the number of workers in each group based on data from the decennial census.

### *Tables*

Table I contains index numbers of wage rates by industries and by main groups of industries for the period 1939 to 1947, the indices being based on rates in 1939 as 100. This is a continuation of the series first shown in Report No. 26. For the period 1901 to 1947 indices are also shown for the main industrial groups on the base of the average rates in 1935 to 1939 as 100.

The following industries, for which wage rates and hours of work are shown in the report, are not included in the index number calculations: agriculture, stevedoring, motor transport, grain elevators, dairies, fruit and vegetable canning, fish canning (West Coast), railway rolling stock, machine tools, baskets and wooden boxes, chemicals, trade, garages, and civic employees.

Statistics of wage rates and hours of work by industry are shown in Tables III to XI inclusive, while Table XII contains a summary of straight time or standard hours of work for all industry.

An appendix to the report gives data regarding wages paid to farm labour in 1945, 1946, and 1947, as published by the Dominion Bureau of Statistics.

### *History of Survey*

Statistics of wage rates and hours of labour have been collected by the Department since it began to function in 1900 and were published from time to time in the *Labour Gazette*. A separate report on wages was issued in 1921 as a supplement to the *Labour Gazette*. This was the first report in the series and contained statistics for certain trades and industries in a number of Canadian cities from 1901 to 1920 with index numbers on a base of average rates in 1913 as 100.

The information was obtained mainly from employers and trade unions, but data from collective agreements and information obtained by departmental officers in the field and from correspondents were also used. In subsequent reports the scope of the statistics has been gradually broadened to include a representative list of occupations in most industries. Additional groups of industries have been added from time to time in the table of index numbers. Articles on 1947 wage rates, as well as hours and working conditions for certain industries have been published monthly in the *Labour Gazette*, beginning with the June 1948 edition.

In 1947, occupational wage reporting schedules were sent to employers in several industries. These schedules contained a list of selected occupations along with a short description. Their purpose was to provide identification of the occupations listed and facilitate standardization of job titles. It is proposed to increase the coverage of industries covered by these schedules in the 1948 survey.



TABLE I—INDEX NUMBERS OF WAGE RATES IN CANADA, BY  
INDUSTRY, 1939-1947

(Rates in 1939 = 100)

INDUSTRY	1939	1941	1942	1943	1944	1945	1946	1947
<b>Logging</b> .....	100	114.0	125.9	143.1	146.1	153.3	167.4	195.1
Logging, Eastern Canada.....	100	114.8	124.9	142.0	143.2	151.4	162.8	188.3
Logging, Western Canada.....	100	110.8	129.7	147.5	156.8	160.5	184.9	220.8
<b>Mining</b> .....	100	111.2	116.6	123.7	134.8	136.5	140.6	161.7
Coal mining.....	100	109.4	113.1	124.8	146.0	146.2	146.7	166.7
Metal mining.....	100	112.2	118.7	123.1	125.2	128.2	135.7	157.7
Metal mining, Quebec and Ontario.....	100	112.2	118.0	121.7	123.7	124.6	128.9	151.8
Metal mining, Manitoba.....	100	107.8	114.4	121.7	127.4	127.4	140.6	163.4
Metal mining, British Columbia	100	113.7	123.0	128.7	132.1	141.9	159.0	177.6
<b>Manufacturing</b> .....	100	115.2	125.5	136.8	141.4	146.5	161.5	183.3
Primary textile products.....	100	119.0	127.8	140.4	146.0	151.5	165.6	190.1
Cotton yarn and cloth.....	100	123.8	128.1	136.6	139.1	148.7	161.6	189.0
Woollen yarn and cloth.....	100	120.1	136.6	152.8	160.3	163.5	183.1	209.8
Knitting — hosiery, underwear and outerwear.....	100	112.5	123.6	138.5	146.2	150.3	162.5	184.3
Rayon yarn and fabric.....	100	122.9	129.0	141.3	147.0	148.9	164.7	186.8
Clothing.....	100	118.0	129.0	139.3	144.3	156.3	176.2	189.5
Men's and boys' suits and over- coats.....	100	117.9	129.8	146.6	151.9	164.1	182.1	203.0
Work clothing.....	100	118.2	133.3	140.8	141.0	148.0	160.3	173.0
Men's shirts.....	100	107.0	122.6	135.9	146.5	157.0	171.7	196.6
Women's and misses' suits and coats.....	100	126.9	131.8	134.5	137.5	152.7	176.2	186.2
Dresses.....	100	118.8	127.5	133.2	138.9	152.5	179.2	178.5
Rubber products.....	100	117.1	127.1	134.4	139.8	143.4	167.7	190.1
Pulp and its products.....	100	109.5	115.1	120.3	125.7	127.3	148.6	173.8
Pulp.....	100	114.4	124.0	128.6	135.3	136.3	162.8	193.5
Newsprint.....	100	107.7	109.6	115.4	119.6	120.9	137.3	158.4
Paper other than newsprint....	100	107.5	113.2	120.1	124.7	126.8	147.0	170.9
Paper boxes.....	100	115.5	123.9	128.9	133.1	138.5	151.6	175.8
Printing and publishing.....	100	105.8	110.0	113.7	116.3	118.5	127.3	138.9
Newspaper printing.....	100	105.5	108.3	112.5	116.5	119.1	125.7	136.6
Job printing.....	100	105.9	110.6	113.8	114.9	117.7	129.8	142.4
Lumber and its products.....	100	117.7	131.0	142.9	148.2	156.1	178.3	205.2
Sawmill products.....	100	115.0	130.7	143.8	148.7	157.5	184.8	215.7
Planing mills, sash, doors, etc..	100	120.0	123.7	134.9	139.4	147.2	161.2	180.2
Wooden furniture.....	100	125.0	139.0	147.6	154.8	159.5	171.7	192.6
Edible plant products.....	100	115.0	122.5	130.0	134.2	139.4	153.0	175.0
Flour.....	100	113.9	121.5	133.3	135.0	139.2	153.1	178.0
Bread and cake.....	100	115.5	123.9	128.9	134.3	139.0	152.6	174.2
Biscuits.....	100	114.4	121.8	131.9	135.8	142.0	159.2	184.1
Confectionery.....	100	114.5	118.2	130.0	131.8	139.0	148.7	167.0
Fur products.....	100	113.7	121.7	127.3	130.5	140.5	150.7	170.5
Leather and its products.....	100	122.5	134.8	142.9	145.4	153.5	167.5	198.6
Leather tanning.....	100	119.5	133.9	148.9	156.8	167.0	181.1	215.7
Boots and shoes.....	100	123.2	135.0	141.7	142.6	150.1	164.0	194.5
Edible animal products (Meat prod- ucts).....	100	112.7	119.0	135.1	137.3	141.0	165.4	189.0

TABLE I—INDEX NUMBERS OF WAGE RATES IN CANADA, BY INDUSTRY,  
1939-1947—Concluded

INDUSTRY	1939	1941	1942	1943	1944	1945	1946	1947
<b>Manufacturing—Concluded</b>								
Iron and its products.....	100	112.9	125.6	138.8	142.6	148.2	159.6	180.4
Crude, rolled and forged products.....	100	108.1	122.2	135.5	143.5	149.1	170.6	189.6
Foundry and machine shop products.....	100	116.0	120.9	137.0	140.8	149.5	161.0	189.6
Machinery, engines, boilers, tanks, etc.....	100	116.2	129.7	141.7	147.9	147.3	155.8	177.4
Aircraft and parts.....	100	109.5	122.7	134.0	138.7	148.7	154.6	162.9
Steel shipbuilding.....	100	121.2	132.2	144.4	145.3	145.9	148.8	163.7
Motor vehicles.....	100	108.6	115.8	122.7	126.3	130.3	140.4	151.1
Motor vehicle parts and accessories.....	100	110.2	127.0	145.7	147.1	148.2	162.3	191.0
Heating and cooking apparatus	100	115.6	131.0	143.5	149.5	155.4	163.5	192.0
Agricultural machinery.....	100	117.6	136.7	151.9	155.8	157.5	178.5	207.3
Tobacco products.....	100	113.0	120.4	131.5	140.3	140.5	156.9	186.4
Beverages (Brewery products).....	100	113.3	117.1	121.9	123.5	127.9	148.4	160.7
Electric current production and distribution.....	100	112.0	120.2	129.6	132.5	134.4	143.5	154.8
Electrical products.....	100	123.2	133.7	149.2	154.1	156.8	169.1	195.5
<b>Construction.....</b>	100	111.6	118.6	127.7	129.6	131.1	143.9	155.0
<b>Transportation and Communication</b>	100	109.7	116.4	127.0	128.0	128.8	143.5	149.3
Transportation.....	100	110.1	117.0	127.7	128.7	129.2	145.9	151.6
Water transportation (Inland and Coastal).....	100	113.3	125.8	138.8	142.2	144.6	162.3	183.8
Steam railways.....	100	109.4	114.8	125.5	125.5	125.5	142.3	142.3
Electric street railways.....	100	109.1	115.8	121.2	125.7	126.6	139.5	162.3
Communication—Telephone.....	100	106.4	112.0	121.9	122.4	125.6	125.2	132.2
Service—Laundries.....	100	110.5	116.5	127.3	128.9	135.4	147.5	170.5
<b>GENERAL AVERAGE.....</b>	<b>100</b>	<b>113.1</b>	<b>122.5</b>	<b>133.7</b>	<b>137.9</b>	<b>141.8</b>	<b>155.2</b>	<b>173.7</b>



Table II—INDEX NUMBERS OF WAGE RATES FOR CERTAIN MAIN GROUPS OF INDUSTRIES IN CANADA, 1901-1947

(Rates in 1939=100)

Year	Logging	Coal Mining	Metal Mining	Manufacturing	Construction	Water Transportation	Steam Railways	Electric Railways	Laundries	Telephones	General Average
1901..	51.4	47.4	61.2	.....	35.3	43.9	33.7	32.8	.....	.....	38.1
1902..	52.6	48.0	61.6	.....	37.7	44.1	35.2	34.9	.....	.....	40.0
1903..	53.9	48.9	59.5	.....	39.5	43.9	36.8	36.5	.....	.....	41.4
1904..	54.6	48.8	58.1	.....	40.9	44.5	37.6	37.5	.....	.....	42.3
1905..	57.0	49.5	58.7	.....	42.8	44.7	36.5	37.7	.....	.....	43.1
1906..	59.4	50.1	62.5	.....	45.0	45.5	38.9	39.0	.....	.....	44.9
1907..	60.3	53.6	61.7	.....	47.0	46.5	39.6	41.8	.....	.....	46.3
1908..	58.6	54.3	62.6	.....	47.7	47.6	42.2	42.0	.....	.....	47.4
1909..	61.9	54.5	63.2	.....	48.7	48.3	42.3	41.7	.....	.....	48.3
1910..	64.0	54.0	62.5	.....	50.9	48.4	44.1	44.0	.....	.....	49.9
1911..	65.6	55.9	63.1	45.0	52.9	49.1	46.9	45.2	.....	.....	49.2
1912..	67.7	56.4	66.3	45.8	56.2	50.1	47.9	47.4	.....	.....	50.8
1913..	68.7	57.3	65.3	47.2	58.6	52.0	49.0	51.3	47.0	.....	52.1
1914..	64.3	58.4	65.4	48.7	59.1	52.8	49.9	51.8	49.2	.....	52.8
1915..	61.1	58.7	66.2	50.1	59.4	54.0	49.8	50.2	47.5	.....	53.2
1916..	73.0	64.0	73.2	54.3	60.0	54.9	51.8	52.5	50.7	.....	56.9
1917..	95.8	75.0	81.1	60.4	64.4	64.5	61.0	58.8	56.8	.....	65.2
1918..	110.3	90.5	88.1	69.2	73.8	78.6	77.3	73.3	65.6	.....	76.6
1919..	127.3	97.8	88.4	85.0	86.8	86.7	90.1	83.8	75.1	.....	90.0
1920..	142.5	113.3	102.9	102.4	106.0	105.2	108.2	99.7	88.2	92.2	107.0
1921..	102.2	119.4	95.2	95.4	99.9	96.0	95.9	98.6	97.3	91.8	97.5
1922..	79.6	113.4	88.0	89.2	95.3	86.7	90.3	94.6	98.2	87.2	91.1
1923..	93.5	113.4	91.9	92.5	97.5	91.5	91.2	95.6	99.6	88.6	93.6
1924..	105.9	110.3	92.0	93.2	99.4	90.2	91.2	95.7	99.9	89.0	94.8
1925..	95.2	96.1	93.3	92.3	99.8	90.4	91.2	96.4	99.0	89.1	93.8
1926..	95.5	96.0	93.2	92.8	100.9	90.2	91.2	96.7	99.9	89.7	94.4
1927..	97.7	96.3	93.3	94.1	105.0	91.3	97.1	97.5	100.8	91.4	96.4
1928..	99.0	96.8	93.2	94.8	108.7	91.9	97.1	99.6	101.6	93.1	97.5
1929..	98.7	96.8	93.8	95.4	115.8	96.1	100.0	101.9	101.8	94.2	99.2
1930..	97.5	97.1	93.9	95.5	119.1	97.2	100.0	102.3	102.0	94.7	99.9
1931..	81.5	97.1	92.6	93.1	114.7	93.0	97.5	101.9	101.5	95.0	96.6
1932..	67.1	94.1	89.7	87.0	104.5	86.5	90.1	98.1	99.0	88.6	89.7
1933..	57.4	92.8	88.6	82.9	92.5	81.2	88.0	93.8	97.0	87.9	85.1
1934..	65.7	93.4	90.9	85.2	90.7	80.5	85.0	93.7	96.1	93.7	85.9
1935..	73.1	95.0	92.6	87.0	93.6	81.1	90.1	94.3	96.6	93.0	88.4
1936..	80.9	95.1	94.9	89.1	94.2	82.4	90.1	95.2	97.1	93.8	90.0
1937..	93.9	95.6	99.1	96.1	96.9	92.0	96.0	97.8	98.3	98.5	96.7
1938..	101.8	100.0	99.6	99.2	99.2	99.1	100.0	99.4	99.7	99.7	99.6
1939..	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1940..	104.9	102.1	102.8	104.3	104.5	105.2	100.0	103.9	105.4	101.3	103.9
1941..	114.0	109.4	112.2	115.2	111.6	113.3	109.4	109.1	110.5	106.4	113.1
1942..	125.9	113.1	118.7	125.5	118.6	125.8	114.8	115.8	116.5	112.0	122.5
1943..	143.1	124.8	123.1	136.8	127.7	138.8	125.5	121.2	127.3	121.9	133.7
1944..	146.1	146.0	125.2	141.4	129.6	142.2	125.5	125.7	128.9	122.4	137.9
1945..	153.3	146.2	128.2	146.5	131.1	144.6	125.5	126.6	135.4	125.6	141.8
1946..	167.4	146.7	135.7	161.5	143.9	162.3	142.3	139.5	147.5	125.2	155.2
1947..	195.1	166.7	157.7	183.3	155.0	183.8	142.3	162.3	170.5	132.2	173.7



**Table IIA—INDEX NUMBERS OF WAGE RATES FOR CERTAIN MAIN GROUPS OF INDUSTRIES IN CANADA, 1901-1947**

(Rates in 1935-39=100)

Year	Logging	Coal Mining	Metal Mining	Manufacturing	Construction	Water Transportation	Steam Railways	Electric Railways	Laundries	Telephones	General Average
1901..	57.1	48.8	62.9	.....	36.5	48.3	35.4	33.7	.....	.....	40.1
1902..	58.5	49.4	63.3	.....	38.9	48.5	37.0	35.8	.....	.....	42.1
1903..	59.9	50.3	61.2	.....	40.8	48.3	38.6	37.5	.....	.....	43.6
1904..	60.7	50.2	59.7	.....	42.2	48.9	39.5	38.5	.....	.....	44.5
1905..	63.4	50.9	60.3	.....	44.2	49.2	38.3	38.7	.....	.....	45.4
1906..	66.0	51.6	64.2	.....	46.5	50.0	40.8	40.0	.....	.....	47.3
1907..	67.0	55.2	63.4	.....	48.5	51.1	41.6	42.9	.....	.....	48.8
1908..	65.2	55.9	64.4	.....	49.3	52.4	44.3	43.1	.....	.....	49.9
1909..	68.8	56.1	65.0	.....	50.3	53.1	44.4	42.8	.....	.....	50.9
1910..	71.2	55.6	64.2	.....	52.6	53.2	46.3	45.2	.....	.....	52.5
1911..	72.9	57.5	64.9	47.7	54.6	54.0	49.2	46.4	.....	.....	51.8
1912..	75.3	58.0	68.2	48.6	58.1	55.1	50.3	48.7	.....	.....	53.5
1913..	76.4	59.0	67.1	50.0	60.5	57.2	51.4	52.7	47.8	.....	54.9
1914..	71.5	60.1	67.2	51.6	61.0	58.1	52.4	53.2	50.0	.....	55.6
1915..	68.0	60.4	68.1	53.1	61.4	59.4	52.3	51.6	48.3	.....	56.0
1916..	81.2	65.9	75.2	57.6	62.0	60.4	54.4	53.9	51.6	.....	59.9
1917..	106.5	77.2	83.4	64.0	66.5	71.0	64.0	60.4	57.8	.....	68.7
1918..	122.6	93.1	90.6	73.4	76.2	86.5	81.2	75.3	66.7	.....	80.7
1919..	141.5	100.6	90.9	90.1	89.7	95.4	94.6	86.1	76.4	.....	94.8
1920..	158.4	116.6	105.8	108.5	109.5	115.7	113.6	102.4	89.7	95.1	112.7
1921..	113.6	122.9	97.9	101.1	103.2	105.6	100.7	101.3	99.0	94.6	102.7
1922..	88.5	116.7	90.5	94.6	98.4	95.4	94.8	97.2	99.9	89.9	95.9
1923..	104.0	116.7	94.5	98.1	100.7	100.7	95.8	98.2	101.3	91.3	98.6
1924..	117.7	113.5	94.6	98.8	102.7	99.2	95.8	98.3	101.6	91.8	99.8
1925..	105.8	98.9	95.9	97.8	103.1	99.4	95.8	99.0	100.7	91.9	99.4
1926..	106.2	98.8	95.8	98.4	104.2	99.2	95.8	99.3	101.6	92.5	99.8
1927..	108.6	99.1	95.9	99.7	108.5	100.4	102.0	100.1	102.5	94.2	101.5
1928..	110.1	99.6	95.8	100.5	112.3	101.1	102.0	102.3	103.3	96.0	102.7
1929..	109.7	99.6	96.4	101.1	119.6	105.7	105.0	104.7	103.5	97.1	104.5
1930..	108.4	99.9	96.5	101.2	123.0	106.9	105.0	105.1	103.7	97.6	105.2
1931..	90.6	99.9	95.2	98.7	118.5	102.3	102.4	104.7	103.2	97.9	101.7
1932..	74.6	96.8	92.2	92.2	107.9	95.1	94.6	100.7	100.7	91.3	94.5
1933..	63.8	95.5	91.1	87.9	95.6	89.3	92.4	96.3	98.6	90.6	89.6
1934..	73.0	96.1	93.4	90.3	93.7	88.6	89.3	96.2	97.7	96.6	90.5
1935..	81.3	97.8	95.2	92.2	96.7	89.2	94.6	96.8	98.2	95.9	93.1
1936..	89.9	97.9	97.6	94.4	97.3	90.6	94.6	97.8	98.7	96.7	94.8
1937..	104.4	98.4	101.9	101.9	100.1	101.2	100.8	100.4	100.0	101.6	101.8
1938..	113.2	102.9	102.4	105.2	102.5	109.0	105.0	102.1	101.4	102.8	104.9
1939..	111.2	102.9	102.8	106.0	103.3	110.0	105.0	102.7	101.7	103.1	105.3
1940..	116.6	105.1	105.7	110.6	107.9	115.7	105.0	106.7	107.2	104.4	109.4
1941..	126.8	112.6	115.3	122.1	115.3	124.6	114.9	112.1	112.4	109.7	119.1
1942..	140.0	116.4	122.0	133.0	122.5	138.4	120.5	119.0	118.5	115.5	129.0
1943..	159.1	128.4	126.5	145.1	131.9	152.7	131.8	124.5	129.5	125.7	140.8
1944..	162.4	150.3	128.8	150.0	133.9	156.4	131.8	129.1	131.1	126.2	145.2
1945..	170.4	150.5	131.8	155.4	135.5	159.0	131.8	130.1	137.7	129.5	149.4
1946..	186.1	151.0	139.6	171.3	148.7	178.5	149.4	143.3	150.0	129.1	163.5
1947..	216.9	171.6	162.2	194.4	160.2	202.2	149.4	166.7	173.4	136.3	183.0

Table III—WAGE RATES AND HOURS OF LABOUR IN THE LOGGING INDUSTRY, 1947

## EASTERN CANADA

NOTE.—Board and lodging are supplied in addition to rates shown except in the case of pulpwood cutters to whom lodging only is supplied. Where board supplied the average value is 65 cents per day.

Standard hours per week: 48-60 with most firms reporting 60 hours (60 per cent of workers).

Occupation and Locality	Average Wage Rate per Day	Range of Rates per Day
	\$	\$
<i>Blacksmiths</i>		
Eastern Canada.....	5.51	.....
New Brunswick.....	4.76	4.75 — 5.00
Quebec.....	5.60	4.50 — 6.73
Ontario.....	5.55	4.81 — 6.50
<i>Choppers, Cutters, and Sawyers</i>		
Eastern Canada.....	4.19	.....
Nova Scotia.....	4.27	4.05 — 4.25
New Brunswick.....	4.53	3.85 — 5.00
Quebec.....	4.06	3.46 — 4.80
Ontario.....	3.87	3.08 — 4.75
<i>Cooks</i>		
Eastern Canada.....	5.45	.....
Nova Scotia.....	4.78	4.50 — 5.00
New Brunswick.....	5.68	5.50 — 6.00
Quebec.....	5.47	4.17 — 6.00
Ontario.....	5.03	4.17 — 6.43
<i>Cookees</i>		
Eastern Canada.....	3.66	.....
Nova Scotia.....	3.99	3.83 — 4.00
New Brunswick.....	3.60	3.25 — 3.83
Quebec.....	3.79	3.00 — 4.50
Ontario.....	2.92	2.50 — 3.50
<i>Loaders</i>		
Eastern Canada.....	3.93	.....
Nova Scotia.....	4.00	.....
New Brunswick.....	4.21	4.00 — 4.25
Quebec.....	3.97	3.50 — 4.00
Ontario.....	3.73	2.89 — 5.00
<i>River Drivers</i>		
Eastern Canada.....	4.46	.....
New Brunswick.....	4.53	4.00 — 5.50
Quebec.....	4.42	4.00 — 4.50
Ontario.....	5.03	4.50 — 6.00

Table III—WAGE RATES AND HOURS OF LABOUR IN THE LOGGING INDUSTRY—  
Continued

Occupation and Locality	Average Wage Rate per Day	Range of Rates per day
	\$	\$
<i>Road Cutters</i>		
Eastern Canada.....	3.86	.....
Nova Scotia.....	4.00	.....
New Brunswick.....	3.97	3.85 — 4.00
Quebec.....	4.18	3.46 — 5.39
Ontario.....	3.17	2.69 — 3.85
<i>Teamsters</i>		
Eastern Canada.....	4.85	.....
Nova Scotia.....	4.20	4.00 — 4.25
New Brunswick.....	4.42	4.00 — 4.50
Quebec.....	5.00	4.00 — 6.05
Ontario.....	3.93	3.08 — 5.00
<i>Pulpwood Cutters<sup>1</sup></i>		
Eastern Canada.....	7.15	.....
New Brunswick.....	6.01	5.50 — 7.40
Quebec.....	7.17	6.11 — 8.00
Ontario.....	7.67	6.30 — 8.85

<sup>1</sup> Piece-workers—without board.



Table III—WAGE RATES AND HOURS OF LABOUR IN THE LOGGING INDUSTRY—  
Continued

## PRAIRIE PROVINCES

NOTE.—Board value in Manitoba is reported as \$1.00 per day; in Alberta \$1.20 per day.  
Standard hours per week; 48-60 with most firms reporting 54 hours.

Occupation and Locality	With Board and Lodging		Without Board	
	Average Wage Rate per Day	Range of Rates per Day	Average Wage Rate per Day	Range of Rates per Day
	\$	\$	\$	\$
<i>Blacksmiths</i>				
Saskatchewan.....				
Alberta.....	5.52	5.40 — 6.00	6.41	5.96 — 6.30
<i>Choppers, Cutters, Sawyers</i>				
Saskatchewan.....			6.22 <sup>1</sup>	
Alberta.....	4.03	3.46 — 6.15	6.50 <sup>1</sup>	4.79 — 9.00
<i>Cooks</i>				
Manitoba.....				6.50 — 7.50
Saskatchewan.....			6.11	5.00 — 7.80
Alberta.....	5.06	4.33 — 5.83	6.54	6.10 — 6.83
<i>Cookees, Bullcooks, Flunkies</i>				
Manitoba.....				
Saskatchewan.....			4.55	4.50 — 5.00
Alberta.....	3.02	2.33 — 3.33	3.96	3.50 — 5.00
<i>Teamsters</i>				
Manitoba.....				
Saskatchewan.....			5.63	5.00 — 5.75
Alberta.....	3.61	3.46 — 3.85	4.92	4.00 — 6.00
<i>Tractor or Cat Operators</i>				
Manitoba.....				
Saskatchewan.....			7.06	6.75 — 8.10
Alberta.....	4.68	4.05 — 5.77	7.06	5.00 — 8.50

<sup>1</sup> Mostly piece-work earnings.

Table III—WAGE RATES AND HOURS OF LABOUR IN THE LOGGING INDUSTRY—  
Concluded

## BRITISH COLUMBIA

NOTE.—Lodging, but not board except for cooks, is supplied in addition to rates shown.

Standard hours per week: 40.

Occupation	Average Wage Rate per Day	Range of Rates per Day
	\$	\$
Boomenmen.....	9.43	9.08 — 10.11
Bulldozers and Flunkies.....	7.63	7.60 — 7.64
Chasers.....	9.28	9.24 — 9.31
Chokermen.....	8.84 <sup>1</sup>	—
Cooks.....	9.94 <sup>2</sup>	7.86 — 10.86
Donkey Engineers.....	10.95	10.44 — 11.91
Fallers and Buckers.....	17.29 <sup>3</sup>	10.36 — 22.80
Loaders.....	9.40	9.28 — 9.55
Locomotive Engineers.....	9.93	9.80 — 10.04
Locomotive Firemen and Brakemen.....	8.04	7.86 — 8.80
Logging Slingers.....	9.96 <sup>1</sup>	—
Loadmen and Swampers.....	8.56	7.96 — 9.06
Sectionmen.....	8.12	7.80 — 8.60
Signalmen.....	8.29 <sup>1</sup>	—

<sup>1</sup> Predominant rate.<sup>2</sup> With board.<sup>3</sup> Mostly piece-work.

Table IV—WAGE RATES AND HOURS OF LABOUR IN THE  
MINING INDUSTRY, 1947

## (1) COAL MINING

Occupation and Locality		Average Wage Rate per Day	Range of Rates per Day
		\$	\$
<b>STANDARD HOURS</b>			
	<i>Per Day</i>	<i>Per Week</i>	
Nova Scotia.....	8 (Sat. 7 and 8)	47 and 48	
New Brunswick.....	8	48	
Saskatchewan.....	8	40 and 48	
Alberta.....	8	40 and 48	
British Columbia....	8 (Sat. 0, 4 and 8)	40 and 44	
<i>Blacksmiths</i>			
Canada.....		8.37	
Nova Scotia.....		7.80	7.39 — 8.86
Saskatchewan.....		8.76	8.36 — 9.16
Alberta.....		8.94 <sup>1</sup>	
British Columbia.....		9.05 <sup>1</sup>	
<i>Bratticemen</i>			
Canada.....		8.09	
Nova Scotia.....		6.94 <sup>1</sup>	
Alberta.....		8.95 <sup>1</sup>	
British Columbia.....		8.95 <sup>1</sup>	
<i>Carpenters</i>			
Canada.....		8.17	
Nova Scotia.....		7.34 <sup>1</sup>	
Saskatchewan.....		8.53	8.36 — 9.20
Alberta.....		9.05 <sup>1</sup>	
British Columbia.....		9.05 <sup>1</sup>	
<i>Drivers</i>			
Canada.....		8.17	
Nova Scotia.....		6.84 <sup>1</sup>	
Saskatchewan.....		7.76 <sup>1</sup>	
Alberta.....		8.68 <sup>1</sup>	
British Columbia.....		8.56	
<i>Hoisting Engineers</i>			
Canada.....		8.75	
Nova Scotia.....		8.07	7.65 — 8.45
New Brunswick.....		6.34	5.76 — 6.77
Alberta.....		9.11 <sup>1</sup>	
British Columbia.....		9.00	8.56 — 9.49
<i>Labourers</i>			
Canada.....		7.46	
Nova Scotia.....		6.84 <sup>1</sup>	
New Brunswick.....		6.09	5.19 — 6.11
Saskatchewan.....		7.36 <sup>1</sup>	
Alberta.....		8.03	7.79 — 8.07
British Columbia.....		8.07 <sup>1</sup>	

<sup>1</sup> Predominant rate in this province.



Table IV—(1) COAL MINING—Concluded

Occupation and Locality	Average Wage Rate per Day	Range of Rates per day
	\$	\$
<i>Machinists</i>		
Canada.....	8.93	.....
Nova Scotia.....	8.86 <sup>1</sup>	.....
Alberta.....	8.99	8.52 — 9.40
British Columbia.....	9.05 <sup>1</sup>	.....
<i>Miners, Contract<sup>2</sup></i>		
Canada.....	10.87	.....
Nova Scotia.....	10.14	8.76 — 11.31
New Brunswick.....	7.48	6.97 — 9.00
Saskatchewan.....	8.09	5.95 — 9.52
Alberta.....	12.22	10.00 — 14.25
British Columbia.....	12.57	11.32 — 12.96
<i>Miners, Datal</i>		
Canada.....	8.67	.....
Nova Scotia.....	6.94 <sup>1</sup>	.....
Alberta.....	8.74 <sup>1</sup>	.....
British Columbia.....	9.28	8.95 — 9.35
<i>Miners, Machine</i>		
Canada.....	9.92	.....
Saskatchewan.....	8.56 <sup>1</sup>	.....
Alberta.....	10.17 <sup>1</sup>	.....
British Columbia.....	9.91	9.43 — 10.47
<i>Pumpmen</i>		
Canada.....	7.58	.....
Nova Scotia.....	7.40 <sup>1</sup>	.....
Saskatchewan.....	7.76 <sup>1</sup>	.....
Alberta.....	8.07 <sup>1</sup>	.....

<sup>1</sup> Predominant rate in this province.

<sup>2</sup> Piece-workers—Rates shown are average daily earnings.

Table IV—(2) METAL MINING

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
STANDARD HOURS PER WEEK:		
Underground 48, Surface and Mill 48-56, British Columbia 44		
<b>Underground</b>		
<i>Cage and Skiptenders</i>		
Canada.....	.94	.....
Quebec.....	.89	.85 — .98
Ontario.....	.94	.85 — 1.11
Manitoba.....	1.05	.90 — 1.17
British Columbia.....	.94	.88 — 1.06

Table IV—(2) METAL MINING—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Underground—Continued</b>		
<i>Chute Blasters and Scalers</i>		
Canada.....	.93	.....
Quebec.....	.88	.85 — .98
Ontario.....	.95	.85 — 1.11
Manitoba.....	1.00	.85 — 1.04
<i>Deckmen</i>		
Canada.....	.85	.....
Quebec.....	.83	.73 — .95
Ontario.....	.85	.78 — .98
Manitoba.....	.97	.95 — .99
<i>Hoistmen</i>		
Canada.....	1.01	.....
Quebec.....	.95	.90 — .99
Ontario.....	.99	.90 — 1.19
Manitoba.....	1.08	1.05 — 1.17
British Columbia.....	.98	.92 — 1.08
<i>Miners</i>		
Canada.....	.95	.....
Quebec.....	.88	.85 — .98
Ontario.....	.91	.85 — 1.05
Manitoba.....	1.03	.99 — 1.05
British Columbia.....	1.13	.89 — 1.48
<i>Miner's Helpers</i>		
Canada.....	.82	.....
Quebec.....	.84	.75 — .91
Ontario.....	.81	.78 — .90
Manitoba.....	.94	.....
British Columbia.....	.84	.83 — .92
<i>Motormen</i>		
Canada.....	.93	.....
Quebec.....	.87	.85 — .98
Ontario.....	.93	.85 — 1.05
Manitoba.....	1.04	.....
British Columbia.....	.93	.89 — 1.02
<i>Muckers and Trammers</i>		
Canada.....	.87	.....
Quebec.....	.83	.75 — .93
Ontario.....	.86	.78 — .97
Manitoba.....	.94	.....
British Columbia.....	.88	.83 — .94
<i>Nippers</i>		
Canada.....	.94	.....
Quebec.....	.87	.84 — .94
Ontario.....	.95	.85 — .97
British Columbia.....	.94	.83 — 1.00
<i>Pipefitters</i>		
Canada.....	.94	.....
Quebec.....	.88	.85 — .94
Ontario.....	.93	.85 — 1.00
Manitoba.....	1.06	1.04 — 1.11
British Columbia.....	1.03	.91 — 1.00

Table IV—(2) METAL MINING—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Underground—Concluded</b>		
<i>Timbermen</i>		
Canada.....	.99	.....
Quebec.....	.89	.85 — .98
Ontario.....	.95	.85 — 1.05
Manitoba.....	1.04	.....
British Columbia.....	1.24	.91 — 1.48
<i>Timberman's Helpers</i>		
Canada.....	.92	.....
Ontario.....	.92	.78 — .97
British Columbia.....	.93	.83 — .95
<i>Trackmen</i>		
Canada.....	.91	.....
Quebec.....	.85	.78 — .85
Ontario.....	.90	.85 — 1.05
Manitoba.....	1.02	.....
British Columbia.....	1.01	.89 — 1.06
<b>Surface and Mill</b>		
<i>Crushermen</i>		
Canada.....	.92	.....
Quebec.....	.82	.73 — .92
Ontario.....	.90	.78 — 1.05
Manitoba.....	1.05	1.04 — 1.08
British Columbia.....	.97	.85 — 1.09
<i>Blacksmiths</i>		
Canada.....	1.02	.....
Quebec.....	.94	.85 — 1.00
Ontario.....	1.01	.87 — 1.19
Manitoba.....	1.07	.90 — 1.22
British Columbia.....	1.13	.97 — 1.23
<i>Carpenters</i>		
Canada.....	1.01	.....
Quebec.....	.88	.79 — 1.00
Ontario.....	1.03	.87 — 1.15
Manitoba.....	1.04	.91 — 1.17
British Columbia.....	1.03	.91 — 1.23
<i>Compressormen</i>		
Canada.....	.94	.....
Quebec.....	.92	.76 — 1.08
Ontario.....	.92	.80 — 1.14
Manitoba.....	.98	.90 — 1.04
British Columbia.....	.99	.89 — 1.16



Table IV—(2) METAL MINING—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Surface and Mill—Concluded</b>		
<i>Electricians</i>		
Canada.....	1.06	.....
Quebec.....	.95	.80 — 1.10
Ontario.....	1.06	.87 — 1.19
Manitoba.....	1.16	.95 — 1.27
British Columbia.....	1.05	.92 — 1.23
<i>Hoistmen</i>		
Canada.....	.99	.....
Quebec.....	.98	.88 — 1.08
Ontario.....	.99	.93 — 1.19
British Columbia.....	1.13	.95 — 1.16
<i>Labourers</i>		
Canada.....	.81	.....
Quebec.....	.71	.65 — .77
Ontario.....	.82	.72 — .89
Manitoba.....	.82	.70 — .89
British Columbia.....	.87	.76 — .92
<i>Machinists</i>		
Canada.....	1.06	.....
Quebec.....	.95	.85 — 1.10
Ontario.....	1.04	.87 — 1.19
Manitoba.....	1.20	.....
British Columbia.....	1.16	.95 — 1.23
<i>Steel Sharpeners</i>		
Canada.....	.96	.....
Quebec.....	.90	.80 — .98
Ontario.....	.96	.85 — 1.05
Manitoba.....	1.06	.87 — 1.15
British Columbia.....	.96	.89 — 1.13
<i>Millmen</i>		
Canada.....	.94	.....
Quebec.....	.86	.78 — .95
Ontario.....	.91	.81 — 1.08
Manitoba.....	1.05	1.01 — 1.22
British Columbia.....	.95	.85 — 1.06

Table V—WAGE RATES IN THE MANUFACTURING INDUSTRIES, 1947

(1) PRIMARY TEXTILE PRODUCTS

NOTE.—The rates shown are average straight-time wages or earnings per hour. Most of the employees in this industry are on piece-work. For more detailed information, see report "Wages and Hours in the Primary Textiles Industry in Canada, 1947".

Cotton Yarn and Cloth

Occupation	STANDARD HOURS PER WEEK			QUEBEC			ONTARIO		
	CANADA	NOVA SCOTIA AND NEW BRUNSWICK		Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour
		Average Wage Rate per Hour	Average						
Picker tenders, male.....	\$.65	\$.66	\$.63—\$.71	\$.62	\$.56—\$.71	\$.68	\$.63—\$.73	\$.68	\$.63—\$.73
Card tenders, male.....	\$.65	\$.66	\$.63—\$.71	\$.63	\$.56—\$.69	\$.69	\$.64—\$.77	\$.69	\$.64—\$.77
Fly frame tenders, female.....	\$.61	\$.57	\$.45—\$.68	\$.60	\$.45—\$.71	\$.63	\$.51—\$.76	\$.63	\$.51—\$.76
Spinners (ring), male.....	\$.77	.....	.....	\$.66	\$.53—\$.79	\$.89	\$.65—1.10	\$.89	\$.65—1.10
Spinners (ring), female.....	\$.58	\$.55	\$.44—\$.61	\$.58	\$.45—\$.70	\$.59	\$.50—\$.68	\$.59	\$.50—\$.68
Spooler tenders, female.....	\$.59	\$.55	\$.39—\$.60	\$.61	\$.49—\$.77	\$.60	\$.50—\$.70	\$.60	\$.50—\$.70
Twister tenders, female.....	\$.59	\$.55	\$.48—\$.60	\$.61	\$.49—\$.79	\$.59	\$.52—\$.66	\$.59	\$.52—\$.66
Weavers, male.....	\$.76	\$.75	\$.65—\$.86	\$.71	\$.57—\$.84	\$.83	\$.68—\$.97	\$.83	\$.68—\$.97
Weavers, female.....	\$.67	\$.64	\$.56—\$.76	\$.66	\$.53—\$.77	\$.70	\$.57—\$.87	\$.70	\$.57—\$.87
Battery hands, female.....	\$.52	\$.54	\$.50—\$.62	\$.52	\$.44—\$.61	\$.50	\$.40—\$.56	\$.50	\$.40—\$.56
Loom fixers, male.....	\$.87	\$.91	\$.84—\$.95	\$.83	\$.75—\$.89	\$.90	\$.81—1.01	\$.90	\$.81—1.01
Winder tenders, female.....	\$.60	\$.66	\$.49—\$.92	\$.66	\$.47—\$.72	\$.62	\$.48—\$.83	\$.62	\$.48—\$.83
Cloth inspectors, female.....	\$.56	\$.54	\$.50—\$.60	\$.55	\$.48—\$.60	\$.61	\$.51—\$.81	\$.61	\$.51—\$.81
Skilled tradesmen (Maintenance).....	\$.86	\$.90	\$.75—1.04	\$.86	\$.72—1.06	\$.86	\$.75—\$.99	\$.86	\$.75—\$.99

Table V—(1) PRIMARY TEXTILE PRODUCTS—Continued  
 Woollen Yarn and Cloth

Occupation	STANDARD HOURS PER WEEK							
	CANADA			RANGE				
	Average Wage Rate per Hour	Range of Rates per Hour	Average	Average Wage Rate per Hour	Range of Rates per Hour	Range		
Canada.....			47.9			44—50		
Nova Scotia and New Brunswick.....			49.2			48—55		
Quebec.....			49.7			45—48		
Ontario.....			47.0			40—48		
Manitoba, Alberta, and British Columbia.....			43.5					
	NOVA SCOTIA AND NEW BRUNSWICK		QUEBEC		ONTARIO		MANITOBA, ALBERTA, AND BRITISH COLUMBIA	
	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour
Garnet and wool pickers, male.....	.61	.48— .63	.55	.45— .66	.67	.55— .82	.55	.51— .60
Card tenders and finishers, male.....	.67	.48— .63	.64	.48— .80	.71	.55— .86	.62	.50— .78
Mixing gill, draw box, and draw frame operators, female.....	.57	.....	.54	.42— .63	.58	.43— .72	.....	.....
Worsted spinners (frame), female.....	.57	.....	.56	.42— .68	.58	.44— .70	.....	.....
Woollen spinners (mule and frame), male.....	.72	.55— .85	.70	.55— .86	.76	.55— 1.01	.58	.51— .66
Woollen spinners (mule and frame), female.....	.52	.....	.52	.35— .66	.53	.34— .69	.50	.44— .60
Twisters, female.....	.53	.44— .66	.51	.42— .62	.55	.42— .69	.....	.....
Winders, spoolers and reelers, female.....	.52	.30— .51	.46	.32— .62	.55	.40— .73	.43	.36— .53
Weavers, male.....	.77	.....	.71	.45— .93	.84	.60— 1.12	.....	.....
Weavers, female.....	.60	.36— .53	.52	.25— .73	.64	.46— .84	.59	.45— .70
Burlers and menders, female.....	.53	.....	.49	.32— .68	.58	.40— .86	.....	.....
Loom fixers, male.....	.88	.....	.89	.66— 1.16	.90	.71— 1.09	.....	.....
Wet and dry operators, male.....	.68	.50— .66	.64	.45— .78	.72	.56— .94	.60	.45— .75
Wet and dry operators, female.....	.47	.....	.48	.32— .62	.48	.33— .63	.....	.....
Dye machine operators, male.....	.69	.....	.62	.48— .74	.72	.57— .89	.....	.....



Table V—(1) PRIMARY TEXTILE PRODUCTS—Continued  
Knitting—Hosiery, Underwear and Outerwear

	STANDARD HOURS PER WEEK		Average	Range
	Average	Range		
Canada.....	47.1	44 — 50		
Nova Scotia and New Brunswick.....	46.8	40 — 55		
Quebec.....	48.9	40 — 50		
Ontario.....	45.3	40 — 45		
Manitoba, Alberta, and British Columbia.....	41.5	40 — 45		

Occupation	CANADA		NOVA SCOTIA AND NEW BRUNSWICK		QUEBEC		ONTARIO		MANITOBA, ALBERTA, AND BRITISH COLUMBIA	
	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour
<i>Hosiery</i>	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Full-fashioned footers, male.....	1.10		1.08	.77—1.50	1.21	.90—1.44	1.11	.84—1.42		
Full-fashioned leggers, male.....	1.07		1.05	.83—1.29						
Full-fashioned toppers, female.....	.58		.53	.40—.64	.68	.56—.82				
Loopers, female.....	.51	.31—.70	.45	.30—.62	.60	.44—.81				
Sewing machine operators, female.....	.53		.48	.32—.67	.63	.44—.86				
Hand operators, female.....	.52	.30—.53	.47	.30—.70	.61	.42—.83				
Boarders, male.....	.80		.75	.45—1.09	.84	.56—1.07				
Boarders, female.....	.70		.67	.43—.86	.74	.53—.96				
Circular knitters, female.....	.50	.31—.63	.42	.30—.56	.56	.39—.78				
Twisters, reelers, winders, female <sup>1</sup> .....	.53	.35—.63	.46	.32—.65	.58	.39—.77			.45	.38—.50
Fixers, circular, male.....	.90		.75	.56—1.11	.95	.70—1.20				

<sup>1</sup> Includes twisters, reelers and winders in the underwear and outerwear department.

Table V—(1) PRIMARY TEXTILE PRODUCTS—Continued  
Knitting—Hosiery, Underwear and Outerwear—Concluded

Occupation	CANADA		NOVA SCOTIA AND NEW BRUNSWICK		QUEBEC		ONTARIO		MANITOBA, ALBERTA, AND BRITISH COLUMBIA	
	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
<i>Underwear and Outerwear</i>										
Circular knitters, male.....	.70	.46— .80	.62	.41— .89	.75	.56— .96	.95	.60— 1.25		
Circular knitters, female.....	.52	.35— .57	.44	.35— .53	.59	.43— .83	.49	.40— .59		
Sewing machine operators, female..	.52	.30— .59	.49	.33— .66	.55	.42— .74	.49	.40— .62		
Dye-house operators, male.....	.65	.....	.54	.40— .80	.71	.55— .85	.....	.....		
Hand operators, male.....	.68	.....	.65	.43— .90	.73	.51— .93	.....	.....		
Hand operators, female.....	.48	.30— .55	.43	.30— .56	.52	.40— .70	.49	.35— .71		
Cutters, male.....	.76	.48— .83	.82	.55— 1.03	.75	.53— .95	.....	.....		
Cutters, female.....	.58	.31— .59	.52	.39— .72	.60	.44— .83	.....	.....		
Fixers, knitting, male.....	.80	.....	.68	.52— .94	.89	.67— 1.15	.....	.....		

Table V—(1) PRIMARY TEXTILE PRODUCTS—Concluded

## Rayon Yarn and Fabric

Occupation	CANADA	QUEBEC		ONTARIO	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$	\$	\$
<b>STANDARD HOURS PER WEEK</b>					
	<i>Average</i>	<i>Range</i>			
Canada.....	47.9	44 — 55			
Quebec.....	48.1	40 — 50			
Ontario.....	45.4				
Spinners, female.....	.57	.51	.43 — .60	.63	.52 — .81
Throwers, female.....	.52	.51	.38 — .58	.59	.50 — .73
Winders, female.....	.52	.48	.35 — .58	.59	.46 — .73
Warpers, male.....	.71	.69	.48 — .94		
Warpers, female.....	.58	.56	.45 — .66		
Slasher tenders, male.....	.69	.64	.50 — .81		
Weavers, male.....	.70	.68	.53 — .83	.80	.60—1.08
Weavers, female.....	.62	.61	.45 — .71	.72	.47 — .94
Loom fixers, male.....	.86	.85	.72—1.00	.88	.70—1.05
Graders (Cloth Room), female.....	.48	.47	.40 — .55	.52	.40 — .63

Table V—(2) Clothing

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Men's and Boys' Suits and Overcoats<sup>1</sup></b>		
<b>STANDARD HOURS PER WEEK</b>		
	<i>Average</i>	<i>Range</i>
Canada.....	41.2	40 — 44
Quebec.....	41.4	40 — 44
Ontario.....	40.5	40 — 44
<b>Basters, Male</b>		
Canada.....	1.21	
Quebec (Montreal only).....	1.27	.92—1.60
Ontario (Toronto only).....	1.20	.86—1.58
<b>Basters, Female</b>		
Canada.....	.73	
Quebec.....	.70	.43—1.04
Montreal.....	.87	.69—1.17
Ontario (Toronto only).....	.83	.59—1.11
<b>Button Sewers, Female</b>		
Canada.....	.66	
Quebec.....	.60	.40— .79
Montreal.....	.73	.59— .80
Ontario (Toronto only).....	.79	.65— .96
<b>Cutters</b>		
Canada.....	1.18	
Quebec.....	1.14	.88—1.36
Montreal.....	1.26	1.04—1.46
Ontario (Toronto only).....	1.23	.99—1.33

<sup>1</sup>Wide variation in earnings due to prevalence of piece-work.



Table V—(2) CLOTHING—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Men's and Boys' Suits and Overcoats<sup>1</sup>—Concluded</b>		
<i>Finishers, Female</i>		
Canada.....	.67	.....
Quebec.....	.60	.35—.88
Montreal.....	.71	.48—.88
Ontario (Toronto only).....	.79	.59—1.00
<i>Hand Sewers, General, Female</i>		
Canada.....	.57	.....
Quebec.....	.56	.36—.82
Montreal.....	.64	.43—.82
Ontario.....	.61	.41—.79
<i>Pocket Makers</i>		
Canada.....	1.34	.....
Quebec (Montreal only).....	1.42	.94—1.83
Ontario (Toronto only).....	1.36	.98—1.70
<i>Pressers</i>		
Canada.....	1.10	.....
Quebec.....	.99	.66—1.49
Montreal.....	1.03	.73—1.39
Ontario (Toronto only).....	1.49	1.21—1.70
<i>Sewing Machine Operators, Male</i>		
Canada.....	1.15	.....
Quebec.....	1.13	.63—1.62
Montreal.....	1.19	.73—1.65
Ontario (Toronto only).....	1.22	.83—1.63
<i>Sewing Machine Operators, Female</i>		
Canada.....	.71	.....
Quebec.....	.70	.43—.98
Montreal.....	.77	.50—1.00
Ontario.....	.76	.41—1.00
Toronto.....	.87	.67—1.06
<i>Tailors</i>		
Canada.....	1.19	.....
Quebec (Montreal only).....	1.31	1.05—1.81
Ontario (Toronto only).....	1.13	.98—1.31
<i>Trimmers</i>		
Canada.....	1.05	.....
Quebec (Montreal only).....	1.14	.91—1.30
Ontario (Toronto only).....	1.05	.98—1.23
<i>Underpressers</i>		
Canada.....	1.00	.....
Quebec.....	.89	.50—1.30
Montreal.....	1.10	.73—1.50
Ontario (Toronto only).....	1.15	.83—1.44

<sup>1</sup> Wide variation in earnings due to prevalence of piece-work.

Table V—(2) CLOTHING—Continued

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
		\$	\$
<b>Work Clothing<sup>1</sup></b>			
STANDARD HOURS PER WEEK			
	<i>Average</i>	<i>Range</i>	
Canada.....	43.5		
Maritime Provinces.....	43.6	40—46.5	
Quebec.....	45.7	37.5—50	
Ontario.....	42.5	40—48	
Manitoba.....	40.9	40—48.5	
Alberta.....	40.3	40—48	
British Columbia.....	40.7	37.5—44	
<i>Cutters, Male</i>			
Canada.....			.90
Maritime Provinces.....			.82
Quebec.....			.77
Montreal.....			.86
Ontario.....			.95
Toronto.....			1.08
Manitoba.....			.94
Alberta.....			1.16
<i>Examiners, Female</i>			
Canada.....			.45
Maritime Provinces.....			.43
Quebec.....			.33
Montreal.....			.33
Ontario.....			.57
Manitoba.....			.47
Alberta.....			.56
<i>Pressers, Male</i>			
Canada.....			.77
Quebec.....			.63
Ontario.....			1.04
Toronto.....			1.11
Manitoba.....			.86
<i>Sewing Machine Operators, Female</i>			
Canada.....			.50
Maritime Provinces.....			.35
Quebec.....			.44
Montreal.....			.50
Ontario.....			.59
Toronto.....			.65
Manitoba.....			.51
Alberta.....			.56
British Columbia.....			.56
<b>Men's Shirts<sup>1</sup></b>			
STANDARD HOURS PER WEEK			
	<i>Average</i>	<i>Range</i>	
Canada.....	44.0		
Quebec.....	44.5	40—50	
Ontario.....	43.3	40—50	
<i>Cutters</i>			
Canada.....			.96
Quebec.....			.86
Montreal.....			.96
Ontario.....			1.06

<sup>1</sup> Wide variation in earnings due to prevalence of piece-work.

Table V—(2) CLOTHING—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Men's Shirts<sup>1</sup>—Concluded</b>		
<i>Examiners, Female</i>		
Canada.....	.52	
Quebec.....	.36	.31— .44
Montreal.....	.42	.40— .44
Ontario.....	.66	.58— .76
<i>Pressers, Female</i>		
Canada.....	.62	
Quebec.....	.52	.36— .58
Montreal.....	.56	.49— .58
Ontario.....	.79	.59—1.03
<i>Sewing Machine Operators, Female</i>		
Canada.....	.52	
Quebec.....	.44	.35— .55
Montreal.....	.46	.41— .50
Ontario.....	.64	.48— .75
<b>Women's and Misses' Suits and Coats</b>		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	40.1	
Montreal.....	40.0	
Toronto.....	40.0	
Winnipeg.....	40.0	
Vancouver.....	42.2	40—44
<i>Cutters, Male</i>		
Canada.....	1.27	
Montreal.....	1.29	.88—1.65
Toronto.....	1.45	1.23—1.60
Winnipeg.....	.91	.63—1.13
Vancouver.....	1.16	1.00—1.25
<i>Finishers, Female</i>		
Canada.....	.86	
Montreal.....	.85	.55—1.20
Toronto.....	.98	.57—1.29
Winnipeg.....	.83	.65—1.10
Vancouver.....	.62	.50— .82
<i>Lining Makers, Female</i>		
Canada.....	.84	
Montreal.....	.88	.65—1.30
Toronto.....	.96	.63—1.15
Winnipeg.....	.70	.50— .90
Vancouver.....	.58	.50— .58
<i>Pressers, Male</i>		
Canada.....	1.42	
Montreal.....	1.51	.95—2.13
Toronto.....	1.47	.93—1.32
Winnipeg.....	.97	.75—1.13
Vancouver.....	1.02	.81—1.38
<i>Sewing Machine Operators, Male</i>		
Canada.....	1.60	
Montreal.....	1.64	1.00—2.30
Toronto.....	1.64	1.24—2.10
Winnipeg.....	1.19	.90—1.60

<sup>1</sup> Wide variation in earnings due to prevalence of piece-work.



Table V—(2) CLOTHING—Concluded

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
<b>Dresses<sup>1</sup></b>		\$	\$
STANDARD HOURS PER WEEK			
	<i>Average</i> <i>Range</i>		
Canada .....	41.5    40—44		
Montreal.....	41.9    40—44		
Toronto.....	40.4    40—44		
<b>Cutters</b>			
Canada .....		1.25	
Montreal.....		1.25	.89—1.50
Toronto.....		1.25	.79—1.52
<b>Finishers, Female</b>			
Canada .....		.64	
Montreal.....		.62	.42— .88
Toronto.....		.84	.55— .97
<b>Pressers, Male</b>			
Canada .....		1.59	
Montreal.....		1.60	1.12—2.00
Toronto.....		1.54	1.06—1.86
<b>Pressers, Female</b>			
Canada (Montreal only).....		.83	.53—1.41
<b>Sewing Machine Operators, Female</b>			
Canada .....		.81	
Montreal.....		.80	.55—1.12
Toronto.....		.88	.57—1.20

Table V-(3) RUBBER PRODUCTS

STANDARD HOURS PER WEEK			
	<i>Average</i> <i>Range</i>		
Canada .....	46.3    45—55		
Quebec.....	48.9    45—55		
Ontario.....	45.6    40—48		
<b>Calendermen</b>			
Canada .....		1.06	
Quebec.....		.83	.76— .97
Ontario.....		1.20	.91—1.39
Toronto.....		1.29	1.10—1.50
<b>Compounders</b>			
Canada .....		1.00	
Quebec.....		.75	.60— .87
Montreal.....		.78	
Ontario.....		1.10	.92—1.23
Toronto.....		1.18	1.02—1.23
<b>Curers</b>			
Canada .....		1.19	
Ontario.....		1.19	1.06—1.29
Toronto.....		1.20	.97—1.30

<sup>1</sup> Wide variation in earnings due to prevalence of piece-work.

Table V—(3) RUBBER PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Cutters</i>		
Canada.....	1.03	
Quebec.....	.86	.65— .97
Montreal.....	.87	.73— .95
Ontario.....	1.14	.98—1.34
Toronto.....	1.22	1.04—1.37
<i>Inspectors</i>		
Canada.....	1.05	
Quebec.....	.74	.63— .85
Ontario.....	1.08	.92—1.21
Toronto.....	1.12	1.01—1.25
<i>Labourers</i>		
Canada.....	.67	
Quebec.....	.53	.45— .65
Montreal.....	.67	.65— .73
Ontario.....	.82	.75— .93
Toronto.....	.80	.69— .88
<i>Millmen</i>		
Canada.....	1.07	
Quebec.....	.84	.79—1.00
Montreal.....	.89	.83—1.00
Ontario.....	1.11	.93—1.22
Toronto.....	1.14	.92—1.27
<i>Packers, Male</i>		
Canada.....	.82	
Quebec.....	.71	.57— .74
Montreal.....	.75	.68— .96
Ontario.....	.91	.85—1.01
Toronto.....	.88	.85— .93
<i>Packers, Female</i>		
Canada.....	.58	
Quebec.....	.47	.35— .56
Ontario.....	.62	.47— .72
Toronto.....	.62	.47— .72
<i>Press Operators</i>		
Canada.....	1.01	
Quebec.....	.82	.52—1.00
Ontario.....	1.06	.82—1.21
Toronto.....	1.11	.95—1.21
<i>Shippers</i>		
Canada.....	.82	
Quebec.....	.66	.50— .77
Ontario.....	.84	.74— .90
Toronto.....	.85	.75— .89
<i>Shoemakers, Male</i>		
Canada.....	.88	
Quebec.....	.81	.77— .98
Ontario.....	.97	.95—1.04
Toronto.....	1.03	1.02—1.04
<i>Shoemakers, Female</i>		
Canada.....	.66	
Quebec.....	.53	.39— .69
Ontario.....	.76	.71— .82

Table V—(3) RUBBER PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Tire Builders</i>		
Canada.....	1.23	.....
Ontario.....	1.23	1.19—1.33
Toronto.....	1.28	1.11—1.37
<i>Tube Makers</i>		
Canada.....	1.10	.....
Ontario.....	1.11	.86—1.29
Toronto.....	1.16	.90—1.28
<i>Varnishers</i>		
Canada.....	.88	.....
Quebec.....	.75	.63—.82
Ontario.....	1.00	.93—1.05

Table V—(4) PULP AND ITS PRODUCTS

STANDARD HOURS PER WEEK		
	<i>Average</i>	
Canada.....	47.9	
Nova Scotia.....	48.0	
New Brunswick.....	48.0	
Quebec.....	48.0	
Ontario.....	48.0	
British Columbia.....	44.0	
<b>Pulp</b>		
<i>Wood Handlers<sup>1</sup></i>		
Canada.....	.83	.....
Nova Scotia.....	.85	.67—.88
New Brunswick.....	.87	.80—.88
Quebec.....	.86	.83—.88
Ontario.....	.90	.88—.93
British Columbia.....	.97	.94—1.07
<i>Grindermen</i>		
Canada.....	.94	.....
Nova Scotia.....	.79	.....
New Brunswick.....	.93	.91—.93
Quebec.....	.88	.84—.93
Ontario.....	.96	.93—1.01
British Columbia.....	1.03	1.02—1.04
<i>Chippermen</i>		
Canada.....	.90	.....
New Brunswick.....	.88	.....
Quebec.....	.88	.85—.90
Ontario.....	.92	.88—.96
British Columbia.....	.97	.94—1.10
<i>Acid Makers</i>		
Canada.....	1.14	.....
New Brunswick.....	1.11	.93—1.22
Quebec.....	1.13	.99—1.17
Ontario.....	1.13	.98—1.24
British Columbia.....	1.19	1.09—1.26

<sup>1</sup> Includes boom men, pond men, conveyor men, sorters, loaders, etc.



Table V—(4) PULP AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Pulp—Concluded</b>		
<i>Digester Cooks</i>		
Canada.....	1.26	.....
New Brunswick.....	1.23	1.06—1.35
Quebec.....	1.26	1.14—1.35
Ontario.....	1.24	1.11—1.38
British Columbia.....	1.28	1.17—1.37
<i>Blow-Pit Men</i>		
Canada.....	.91	.....
New Brunswick.....	.90	.87— .91
Quebec.....	.90	.85— .94
Ontario.....	.91	.87— .98
British Columbia.....	.96	.....
<i>Screenmen</i>		
Canada.....	.94	.....
New Brunswick.....	.89	.88— .91
Quebec.....	.91	.84— .97
Ontario.....	.95	.90—1.01
British Columbia.....	1.03	.98—1.09
<i>Wet Machine Men</i>		
Canada.....	.81	.....
New Brunswick.....	.89	.88— .89
Quebec.....	.77	.56— .89
Ontario.....	.85	.72— .93
British Columbia.....	.97	.96— .99
<b>Newsprint</b>		
<i>Beatermen</i>		
Canada.....	.91	.....
Quebec.....	.88	.85— .90
Ontario.....	.96	.92— .99
British Columbia.....	1.01	.94—1.11
<i>Machine Tenders</i>		
Canada.....	1.99	.....
Maritime Provinces.....	2.20	.....
Quebec.....	1.98	1.71—2.20
Ontario.....	1.93	1.65—2.21
British Columbia.....	2.15	2.08—2.22
<i>Backtenders</i>		
Canada.....	1.80	.....
Maritime Provinces.....	2.00	.....
Quebec.....	1.80	1.54—2.00
Ontario.....	1.72	1.47—2.01
British Columbia.....	1.94	1.87—2.00
<i>Third Hands</i>		
Canada.....	1.47	.....
Maritime Provinces.....	1.61	.....
Quebec.....	1.46	1.29—1.64
Ontario.....	1.43	1.25—1.62
British Columbia.....	1.51	1.48—1.56
<i>Fourth Hands</i>		
Canada.....	1.14	.....
Maritime Provinces.....	1.22	.....
Quebec.....	1.13	1.01—1.22
Ontario.....	1.13	1.03—1.24
British Columbia.....	1.21	1.13—1.25

Table V—(4) PULP AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Newsprint—Concluded</b>		
<i>Fifth Hands</i>		
Canada.....	1.07	.....
Maritime Provinces.....	1.12	.....
Quebec.....	1.06	.96—1.13
Ontario.....	1.08	.97—1.14
British Columbia.....	1.09	1.08—1.11
<i>Machine Oilers</i>		
Canada.....	1.01	.....
Maritime Provinces.....	.99	.....
Quebec.....	1.00	.94—1.09
Ontario.....	1.04	.97—1.11
British Columbia.....	1.02	.....
<i>Roll Finishers</i>		
Canada.....	.92	.....
Maritime Provinces.....	.90	.....
Quebec.....	.92	.90— .96
Ontario.....	.93	.90— .98
British Columbia.....	.98	.96—1.02
<b>Paper Other Than Newsprint</b>		
<i>Beatermen</i>		
Canada.....	.87	.....
New Brunswick.....	.89	.88— .90
Quebec.....	.86	.81— .94
Ontario.....	.86	.84— .90
British Columbia.....	1.03	.94—1.07
<i>Machine Tenders</i>		
Canada.....	1.29	.....
New Brunswick.....	1.47	1.29—1.65
Quebec.....	1.23	1.09—1.39
Ontario.....	1.24	1.09—1.42
British Columbia.....	1.60	1.46—1.71
<i>Backtenders</i>		
Canada.....	1.12	.....
New Brunswick.....	1.28	1.10—1.47
Quebec.....	1.05	.94—1.19
Ontario.....	1.08	.89—1.32
British Columbia.....	1.39	1.24—1.51
<i>Third Hands</i>		
Canada.....	.99	.....
New Brunswick.....	1.12	1.03—1.25
Quebec.....	.94	.86—1.05
Ontario.....	.97	.86—1.13
British Columbia.....	1.18	1.06—1.28
<i>Finishers</i>		
Canada.....	.86	.....
New Brunswick.....	.89	.....
Quebec.....	.83	.79— .94
Ontario.....	.86	.82— .90
British Columbia.....	.96	.....

Table V—(4) PULP AND ITS PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Maintenance</b>		
<i>Machinists</i>		
Canada.....	1.14	.....
New Brunswick.....	1.08	1.01—1.20
Quebec.....	1.09	.99—1.20
Ontario.....	1.17	1.09—1.29
British Columbia.....	1.30	1.21—1.32
<i>Millwrights</i>		
Canada.....	1.10	.....
New Brunswick.....	1.09	.98—1.16
Quebec.....	1.06	.96—1.19
Ontario.....	1.17	1.02—1.30
British Columbia.....	1.27	1.21—1.32
<i>Electricians</i>		
Canada.....	1.15	.....
Nova Scotia.....	1.13	.98—1.18
New Brunswick.....	1.12	1.00—1.21
Quebec.....	1.09	.97—1.20
Ontario.....	1.19	1.05—1.38
British Columbia.....	1.29	1.21—1.32
<i>Pipefitters</i>		
Canada.....	1.11	.....
New Brunswick.....	1.09	1.01—1.16
Quebec.....	1.06	.96—1.17
Ontario.....	1.14	.98—1.24
British Columbia.....	1.29	1.21—1.32
<i>Firemen</i>		
Canada.....	1.01	.....
New Brunswick.....	.99	.89—1.16
Quebec.....	.99	.90—1.08
Ontario.....	1.02	.91—1.16
British Columbia.....	1.04	.99—1.09
<i>Labourers</i>		
Canada.....	.85	.....
Nova Scotia.....	.63	.60—.66
New Brunswick.....	.86	.80—.87
Quebec.....	.83	.79—.87
Ontario.....	.87	.79—.90
British Columbia.....	.93	.....

Table V—(5) PAPER BOXES

STANDARD HOURS PER WEEK	Average Range	
	Average	Range
Canada.....	45.9	.....
Nova Scotia.....	47.0	44—48
New Brunswick.....	44.3	44—45
Quebec.....	48.2	44—53
Ontario.....	45.1	40—48
Manitoba.....	44.1	42.5—45
British Columbia.....	44.0	.....
<i>Adjusters</i>		
Canada.....	.95	.....
Quebec.....	.90	.78—1.20
Montreal.....	.96	.78—1.20
Ontario.....	.96	.78—1.10
Toronto.....	.94	.78—1.11



Table V—(5) PAPER BOXES—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Boxmakers, Female</i>		
Canada.....	.45	.....
Nova Scotia.....	.35	.31— .38
Quebec.....	.42	.28— .60
Montreal.....	.44	.34— .60
Ontario.....	.46	.32— .60
Toronto.....	.56	.50— .64
Manitoba.....	.47	.41— .48
British Columbia.....	.60	.42— .79
<i>Bundlers, Female</i>		
Canada.....	.48	.....
Quebec.....	.41	.33— .55
Montreal.....	.42	.35— .55
Ontario.....	.52	.45— .61
Toronto.....	.52	.49— .55
Manitoba.....	.47	.39— .53
British Columbia.....	.63	.40— .70
<i>Handworkers, Female</i>		
Canada.....	.51	.....
Quebec.....	.41	.36— .45
Montreal.....	.41	.37— .45
Ontario.....	.55	.47— .63
Toronto.....	.53	.47— .58
Manitoba.....	.54	.39— .57
British Columbia.....	.64	.50— .70
<i>Machine Operators, Male</i>		
Canada.....	.75	.....
Nova Scotia.....	.59	.57— .63
Quebec.....	.60	.49— .76
Montreal.....	.61	.49— .76
Ontario.....	.82	.65—1.01
Toronto.....	.83	.70—1.00
Manitoba.....	.74	.57— .93
British Columbia.....	.82	.55— .99
<i>Machine Operators, Female</i>		
Canada.....	.50	.....
New Brunswick.....	.39	.28— .49
Quebec.....	.43	.36— .52
Montreal.....	.44	.38— .53
Ontario.....	.55	.40— .64
Toronto.....	.57	.50— .64
Manitoba.....	.51	.42— .57
British Columbia.....	.65	.40— .80
<i>Paper Cutters</i>		
Canada.....	.77	.....
Quebec.....	.66	.50— .83
Montreal.....	.74	.64— .83
Ontario.....	.80	.60—1.01
Toronto.....	.80	.65— .94
Manitoba.....	.89	.57—1.10
<i>Press Feeders</i>		
Canada.....	.69	.....
Quebec (Montreal only).....	.57	.50— .65
Ontario.....	.76	.60— .85
Toronto.....	.77	.65— .85
Manitoba.....	.68	.57— .80

TABLE V—(5) PAPER BOXES—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
<i>Scorers</i>	\$	\$
Canada.....	.79	
Quebec.....	.74	.67— .85
Montreal.....	.74	.66— .85
Ontario.....	.84	.70— .92
Toronto.....	.86	.78— .92
Manitoba.....	.76	.50— .97

Table V—(6) PRINTING AND PUBLISHING  
Newspaper Printing

Locality	COMPOSITORS MACHINE AND HAND		PRESSMEN	
	Average Wage Rate per Hour	Standard Hours per Week	Average Wage Rate per Hour	Standard Hours per Week
	\$		\$	
Nova Scotia				
Halifax.....	1.08	40	1.10	40
New Brunswick				
Saint John.....	1.08	40	1.03	40
Quebec				
Montreal.....	1.30	40	1.27	40 — 44
Quebec.....	.96	40 — 45	.89	40 — 45
Ontario				
Hamilton.....	1.20	44	1.20	44
London.....	1.30	40	1.25	40
Ottawa.....	1.25	40 — 45	1.23	40
Toronto.....	1.60	40	1.60	40
Windsor.....	1.35	40	1.35	40
Manitoba				
Winnipeg.....	1.15	46	1.18	48
Saskatchewan				
Regina.....	1.12	44	1.08	44
Saskatoon.....	1.23	40	1.23	40
Alberta				
Calgary.....	1.15	45	1.15	45
Edmonton.....	1.15	40	1.15	40
British Columbia				
Vancouver.....	1.37	37½	1.40	37½
Victoria.....	1.32	37½	1.32	37½

## Job Printing

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Locality	COMPOSITORS MACHINE AND HAND		PRESSMEN		BOOKBINDERS		BINDERY GIRLS	
	Average Wage Rate per Hour	Standard Hours per Week	Average Wage Rate per Hour	Standard Hours per Week	Average Wage Rate per Hour	Standard Hours per Week	Average Wage Rate per Hour	Standard Hours per Week
	\$		\$		\$		\$	
Nova Scotia								
Halifax.....	.95	40 — 44	.92	40 — 44	.84	40 — 44	.37	40 — 44
New Brunswick								
Saint John.....	.94	40 — 44	.91	40 — 44	.85	44	.36	44
Quebec								
Montreal.....	1.17	40 — 42	1.11	40 — 42	1.09	40 — 42	.53	40 — 42
Quebec.....	.90	45	.87	45	.79	45	.29	45
Ontario								
Hamilton.....	1.06	44	1.00	44	1.04	40 — 44	.58	40 — 44
London.....	.96	43 — 44	1.01	43 — 44	.91	43 — 44	.44	43 — 44
Ottawa.....	1.03	44 — 47	.92	44 — 48	.92	44 — 48	.45	44 — 48
Toronto.....	1.12	40 — 44	1.06	40 — 44	1.04	40 — 44	.56	40 — 44
Windsor.....	1.21	40 — 44	1.09	40 — 44	.95	40 — 44	.54	40 — 44
Manitoba								
Winnipeg.....	1.10	40 — 44	1.07	40 — 44	1.03	40 — 44	.50	40 — 44
Saskatchewan								
Regina.....	1.16	40	1.14	40	1.07	40	.50	40
Saskatoon.....	1.22	40	1.15	40	1.13	40	.52	40
Alberta								
Calgary.....	1.17	40	1.15	40	1.00	40	.59	40
Edmonton.....	1.18	40	1.21	40	1.15	40	.58	40
British Columbia								
Vancouver.....	1.28	40	1.27	40	1.26	40	.69	40
Victoria.....	1.30	40	1.30	40	1.31	40	.72	40



Table V—(7) LUMBER AND ITS PRODUCTS

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
		\$	\$
<b>Sawmill Products</b>			
STANDARD HOURS PER WEEK			
	<i>Average</i>	<i>Range</i>	
Canada .....	46.5	.....	
Nova Scotia .....	54.1	53-56.5	
New Brunswick .....	56.8	45-60	
Quebec .....	58.9	54-60	
Ontario .....	51.8	48-60	
Manitoba .....	52.6	48-54	
Alberta .....	52.1	48-60	
British Columbia .....	40.6	37.5-48	
<i>Edgemen</i>			
Canada .....			.94
Nova Scotia .....			.69
New Brunswick .....			.71
Quebec .....			.66
Ontario .....			.75
Manitoba .....			.83
Alberta .....			.75
British Columbia .....			1.15
<i>Filers</i>			
Canada .....			1.23
New Brunswick .....			.77
Quebec .....			.77
Ontario .....			1.20
British Columbia .....			1.42
<i>Firemen</i>			
Canada .....			.90
Nova Scotia .....			.62
New Brunswick .....			.57
Quebec .....			.62
Ontario .....			.72
Manitoba .....			.74
British Columbia .....			1.01
<i>Labourers</i>			
Canada .....			.74
Nova Scotia .....			.48
New Brunswick .....			.51
Quebec .....			.53
Ontario .....			.61
Manitoba .....			.67
Alberta .....			.63
British Columbia .....			.96
<i>Millwrights</i>			
Canada .....			1.13
New Brunswick .....			.71
Quebec .....			.78
Ontario .....			.85
British Columbia .....			1.22

Table V—(7) LUMBER AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Sawmill Products—Concluded</b>		
<i>Pilers</i>		
Canada.....	.81	.....
Nova Scotia.....	.46	.40— .56
New Brunswick.....	.52	.50— .52
Quebec.....	.66	.50— .90
Ontario.....	.66	.53— .83
Manitoba.....	.70	.....
Alberta.....	.70	.60— .80
British Columbia.....	1.02	.93—1.05
<i>Sawyers</i>		
Canada.....	1.27	.....
Nova Scotia.....	.95	.89—1.01
New Brunswick.....	.79	.58—1.00
Quebec.....	.74	.55—1.00
Ontario.....	1.04	.70—1.25
Manitoba.....	1.05	.85—1.30
Alberta.....	1.02	.90—1.11
British Columbia.....	1.48	1.16—1.75
<i>Stationary Engineers</i>		
Canada.....	1.16	.....
New Brunswick.....	.67	.58— .73
Quebec.....	.67	.47— .88
Ontario.....	.83	.70—1.00
Manitoba.....	.77	.73— .80
Alberta.....	.81	.75— .80
British Columbia.....	1.29	1.17—1.38
<b>Planing Mills, Sash, Doors, etc.</b>		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	47.8	.....
Nova Scotia.....	47.7	44—54
New Brunswick.....	50.2	44—54
Quebec.....	53.1	44—60
Ontario.....	46.8	44—54
Manitoba.....	44.4	44—49
Saskatchewan.....	52.7	44—60
Alberta.....	44.8	43—54
British Columbia.....	40.4	40—44
<i>Bench Hands</i>		
Canada.....	.80	.....
Nova Scotia.....	.73	.57— .88
New Brunswick.....	.67	.58— .77
Quebec.....	.64	.50— .75
Montreal.....	.69	.64— .75
Ontario.....	.75	.65— .96
Toronto.....	.88	.75—1.00
Manitoba.....	.95	.75—1.15
Saskatchewan.....	.83	.65—1.05
Alberta.....	.88	.70—1.15
British Columbia.....	1.07	.92—1.20

Table V—(7) LUMBER AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Planing Mills, Sash, Doors, etc.—Concluded</b>		
<i>Labourers and Yardmen</i>		
Canada.....	.63	.....
Nova Scotia.....	.53	.40—.62
New Brunswick.....	.52	.50—.56
Quebec.....	.55	.42—.67
Montreal.....	.58	.50—.70
Ontario.....	.65	.53—.84
Toronto.....	.72	.65—.80
Manitoba.....	.65	.60—.70
Saskatchewan.....	.65	.60—.70
Alberta.....	.64	.55—.75
British Columbia.....	.94	.90—.95
<i>Machine Hands</i>		
Canada.....	.76	.....
Nova Scotia.....	.64	.50—.80
New Brunswick.....	.62	.55—.73
Quebec.....	.63	.48—.75
Montreal.....	.68	.58—.80
Ontario.....	.73	.58—.87
Toronto.....	.84	.72—1.00
Manitoba.....	.84	.70—1.00
Saskatchewan.....	.76	.65—.87
Alberta.....	.80	.68—.95
British Columbia.....	1.05	.92—1.17
<i>Sawyers</i>		
Canada.....	.78	.....
Nova Scotia.....	.72	.57—.80
New Brunswick.....	.58	.50—.63
Quebec.....	.60	.50—.72
Montreal.....	.66	.55—.75
Ontario.....	.72	.46—.88
Toronto.....	.80	.75—.87
Manitoba.....	.79	.75—.85
Alberta.....	.70	.60—.83
British Columbia.....	1.00	.93—1.05
<i>Shippers</i>		
Canada.....	.76	.....
Nova Scotia.....	.73	.60—.93
New Brunswick.....	.61	.53—.72
Quebec.....	.69	.60—.76
Montreal.....	.70	.60—.76
Ontario.....	.76	.62—.85
Toronto.....	.78	.73—.85
Manitoba.....	.84	.75—.97
Alberta.....	.76	.70—.81
British Columbia.....	1.07	.92—1.18
<i>Truck Drivers</i>		
Canada.....	.66	.....
Nova Scotia.....	.60	.48—.70
New Brunswick.....	.59	.55—.66
Quebec.....	.58	.48—.67
Montreal.....	.60	.53—.68
Ontario.....	.68	.58—.78
Toronto.....	.75	.70—.80
Manitoba.....	.67	.65—.70
Alberta.....	.73	.70—.79
British Columbia.....	.95	.90—1.03



Table V—(7) LUMBER AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Wooden Furniture</b>		
<b>STANDARD HOURS PER WEEK</b>		
	<i>Average</i>	<i>Range</i>
Canada.....	45.7	
Nova Scotia.....	48.5	44—50
Quebec.....	48.6	40—55
Ontario.....	44.9	40—48
Manitoba.....	44.9	44—47.5
British Columbia.....	40.7	40—44
<i>Assemblers and Cabinetmakers</i>		
Canada.....	.78	
Quebec.....	.73	.50— .90
Montreal.....	.84	.79— .90
Ontario.....	.79	.70— .95
Toronto.....	.92	.70—1.15
Manitoba.....	.88	.70—1.00
British Columbia.....	.94	.75—1.17
<i>Craters and Packers</i>		
Canada.....	.68	
Quebec.....	.60	.49— .70
Ontario.....	.71	.62— .83
Toronto.....	.70	
<i>Finishers and Polishers</i>		
Canada.....	.75	
Quebec.....	.66	.50— .78
Montreal.....	.78	.65— .90
Ontario.....	.76	.63— .90
Toronto.....	.91	.73—1.10
British Columbia.....	.92	.87— .96
<i>Machine Hands</i>		
Canada.....	.75	
Nova Scotia.....	.55	
Quebec.....	.65	.50— .80
Montreal.....	.80	.60—1.00
Ontario.....	.78	.65— .93
Toronto.....	.81	.65—1.05
Manitoba.....	.73	.65— .83
British Columbia.....	.92	.80—1.00
<i>Sanders</i>		
Canada.....	.69	
Quebec.....	.60	.45— .77
Montreal.....	.66	.55— .79
Ontario.....	.71	.55— .85
Toronto.....	.67	.60— .80
<i>Sawyers</i>		
Canada.....	.77	
Quebec.....	.70	.53— .84
Montreal.....	.81	
Ontario.....	.78	.66— .88
Toronto.....	.80	.70— .90
British Columbia.....	.91	.77—1.01

Table V—(7) LUMBER AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Wooden Furniture—Concluded</b>		
<i>Upholsterers</i>		
Canada.....	1.03	.....
Quebec.....	1.13	.80—1.50
Montreal.....	1.14	.....
Ontario.....	.97	.71—1.18
Toronto.....	1.00	.85—1.10
Manitoba.....	.84	.65—1.09
British Columbia.....	1.22	1.12—1.30
<i>Yardmen and Labourers</i>		
Canada.....	.64	.....
Nova Scotia.....	.44	.39— .60
Quebec.....	.55	.41— .68
Montreal.....	.56	.50— .60
Ontario.....	.67	.60— .77
Manitoba.....	.51	.50— .55
British Columbia.....	.88	.87— .92
<b>Baskets and Wooden Boxes</b>		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	48.7	.....
Nova Scotia.....	52.6	50—56.5
New Brunswick.....	55.0	.....
Quebec.....	54.5	44—60
Ontario.....	48.3	44—54
Manitoba.....	45.3	45—46.5
Saskatchewan.....	44.0	.....
Alberta.....	46.7	44—48
British Columbia.....	40.4	40—44
<i>Basket Makers, Male</i>		
Canada.....	.66	.....
Quebec.....	.56	.....
Ontario.....	.68	.55— .83
<i>Basket Makers, Female</i>		
Canada.....	.54	.....
Ontario.....	.55	.40— .74
<i>Labourers and Yardmen</i>		
Canada.....	.61	.....
Maritime Provinces.....	.39	.31— .47
Quebec.....	.50	.35— .57
Montreal.....	.57	.45— .75
Ontario.....	.62	.52— .73
Toronto.....	.65	.....
Manitoba.....	.59	.50— .60
Saskatchewan.....	.65	.63— .68
Alberta.....	.65	.62— .70
British Columbia.....	.90	.82— .95

Table V—(7) LUMBER AND ITS PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Baskets and Wooden Boxes—Concluded</b>		
<i>Nailing Machine Operators</i>		
Canada.....	.71	.....
Quebec.....	.57	.43— .75
Montreal.....	.59	.40— .78
Ontario.....	.77	.60— .83
Toronto.....	.72	.70— .75
Manitoba.....	.70	.65— .73
Saskatchewan.....	.67	.65— .71
Alberta.....	.75	.65— .84
British Columbia.....	1.02	.....
<i>Planer Operators</i>		
Canada.....	.72	.....
Nova Scotia.....	.45	.40— .50
Quebec.....	.60	.51— .70
Montreal.....	.69	.55— .84
Ontario.....	.66	.50— .56
Manitoba.....	.66	.60— .70
Alberta.....	.76	.70— .84
British Columbia.....	1.02	1.00—1.13
<i>Rip-Saw Operators</i>		
Canada.....	.79	.....
Quebec (Montreal only).....	.67	.60— .70
Ontario.....	.70	.56— .83
Toronto.....	.79	.75— .83
Manitoba.....	.69	.60— .73
Alberta.....	.89	.73—1.16
British Columbia.....	.98	.93—1.00
<i>Stationary Engineers and Firemen</i>		
Canada.....	.71	.....
Maritime Provinces.....	.51	.45— .56
Quebec.....	.64	.55— .80
Montreal.....	.69	.56— .90
Ontario.....	.74	.60— .89
Toronto.....	.91	.86—1.00
Prairie Provinces.....	.66	.62— .70
British Columbia.....	1.18	1.05—1.35
<i>Truck Drivers</i>		
Canada.....	.63	.....
Maritime Provinces.....	.47	.45— .50
Quebec.....	.59	.55— .62
Ontario.....	.66	.60— .75
Prairie Provinces.....	.68	.65— .70
British Columbia.....	.96	.....



Table V—(8) EDIBLE PLANT PRODUCTS

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
		\$	\$
<b>Flour</b>			
STANDARD HOURS PER WEEK			
	<i>Average</i>		<i>Range</i>
Canada.....	47.9		40-60
<b>Canada</b>			
Bolters.....		.96	.90-1.05
Grinders.....		.98	.88-1.05
Labourers.....		.74	.60-.86
Millers.....		.96	.79-1.04
Millwrights.....		.97	.79-1.12
Oilers.....		.79	.73-.84
Packers.....		.80	.80-.86
Purifiers.....		.86	.72-.96
Shippers.....		.78	.74-.86
Sweepers.....		.74	.67-.80
<b>Bread and Cake</b>			
STANDARD HOURS PER WEEK			
	<i>Average</i>		<i>Range</i>
Canada.....	46.4		
Nova Scotia.....	44.5		44-48
New Brunswick.....	47.4		40-48
Quebec.....	48.3		44-60
Ontario.....	47.4		38-60
Manitoba.....	44.6		44-48
Saskatchewan.....	44.0		
Alberta.....	46.9		42-48
British Columbia.....	40.5		40-44
<b>Bakers<sup>1</sup></b>			
Canada.....		.78	
Nova Scotia.....		.66	.52-.75
New Brunswick.....		.67	.55-.78
Quebec.....		.65	.48-.74
Montreal.....		.68	.59-.74
Ontario.....		.76	.63-.94
Toronto.....		.75	.63-.90
Manitoba.....		.89	.80-1.00
Saskatchewan.....		.75	.59-.81
Alberta.....		.79	.56-.85
British Columbia.....		.99	.75-1.09
<b>Bench Workers</b>			
Canada.....		.81	
Nova Scotia.....		.63	.59-.74
Ontario.....		.71	.60-.75
Toronto.....		.73	.70-.75
Manitoba.....		.78	.67-.82
Saskatchewan.....		.72	.69-.75
Alberta.....		.85	.74-.91
British Columbia.....		.99	.91-1.09

<sup>1</sup> Not otherwise classified as Mixers, Oven Tenders, etc.

Table V—(8) EDIBLE PLANT PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Bread and Cake—Continued</b>		
<i>Helpers, Male</i>		
Canada.....	.60	.....
Nova Scotia.....	.53	.45— .58
New Brunswick.....	.46	.31— .63
Quebec.....	.59	.46— .69
Montreal.....	.60	.50— .69
Ontario.....	.60	.46— .74
Toronto.....	.65	.55— .77
Manitoba.....	.58	.46— .72
Saskatchewan.....	.58	.46— .69
Alberta.....	.62	.48— .74
British Columbia.....	.83	.71— .99
<i>Helpers, Female</i>		
Canada.....	.48	.....
Nova Scotia.....	.33	.24— .40
New Brunswick.....	.32	.30— .38
Ontario.....	.47	.40— .60
Toronto.....	.50	.45— .60
Manitoba.....	.56	.46— .64
Saskatchewan.....	.45	.42— .48
Alberta.....	.47	.42— .57
British Columbia.....	.68	.48— .84
<i>Mixers</i>		
Canada.....	.85	.....
New Brunswick.....	.70	.65— .82
Quebec (Montreal only).....	.77	.74— .81
Ontario.....	.80	.70— .94
Toronto.....	.83	.75— .94
Manitoba.....	.80	.73— .90
Saskatchewan.....	.78	.66— .90
Alberta.....	.87	.71— 1.00
British Columbia.....	1.08	.89— 1.19
<i>Overtenders</i>		
Canada.....	.81	.....
Nova Scotia.....	.52	.....
New Brunswick.....	.64	.59— .67
Quebec (Montreal only).....	.72	.65— .81
Ontario.....	.75	.65— .85
Toronto.....	.78	.70— .85
Manitoba.....	.80	.70— .87
Saskatchewan.....	.71	.57— .81
Alberta.....	.84	.71— 1.00
British Columbia.....	1.05	.87— 1.18
<i>Packers and Wrappers, Male</i>		
Canada.....	.67	.....
Nova Scotia.....	.55	.50— .57
Quebec (Montreal only).....	.66	.60— .74
Ontario.....	.68	.54— .83
Toronto.....	.73	.60— .83
Manitoba.....	.61	.46— .74
Saskatchewan.....	.57	.53— .64
Alberta.....	.59	.52— .64
British Columbia.....	.87	.79— .97

Table V—(8) EDIBLE PLANT PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Bread and Cake—Concluded</b>		
<i>Packers and Wrappers, Female</i>		
Canada.....	.47	.....
Nova Scotia.....	.33	.28—.35
New Brunswick.....	.36	.24—.37
Quebec (Montreal only).....	.42	.33—.50
Ontario.....	.48	.40—.60
Toronto.....	.51	.40—.60
Manitoba.....	.52	.46—.61
Saskatchewan.....	.49	.42—.53
Alberta.....	.45	.38—.54
British Columbia.....	.70	.62—.82
<i>Route Salesmen<sup>2</sup></i>		
	Per Week	Per Week
Canada.....	44.38	.....
Nova Scotia.....	41.12	33.95—50.00
New Brunswick.....	46.26	31.00—65.00
Quebec.....	46.49	41.90—60.00
Montreal.....	46.19	41.90—60.00
Ontario.....	43.59	35.49—55.00
Toronto.....	42.93	40.73—43.80
Manitoba.....	46.17	45.74—48.45
Saskatchewan.....	37.23	32.00—40.19
Alberta.....	36.62	28.50—42.10
British Columbia.....	50.22	40.00—75.00
<b>Biscuits</b>		
STANDARD HOURS PER WEEK		
	Average	Range
Canada.....	48.0	.....
New Brunswick.....	49.6	49—50
Quebec.....	51.4	45—55
Ontario.....	46.3	44—48
Manitoba.....	45.0	.....
British Columbia.....	43.8	40—44
<i>General Helpers, Male</i>		
Canada.....	.54	.....
New Brunswick.....	.53	.41—.60
Quebec.....	.45	.35—.61
Montreal.....	.46	.35—.61
Ontario.....	.67	.63—.75
Toronto.....	.67	.63—.75
Manitoba.....	.77	.72—.82
Alberta.....	.62	.60—.70
British Columbia.....	.71	.64—.76
<i>Machine Operators</i>		
Canada.....	.71	.....
Quebec.....	.60	.48—.73
Montreal.....	.61	.50—.73
Ontario.....	.76	.60—.83
Toronto.....	.79	.75—.83

<sup>2</sup> Rates shown include commission on sales.



Table V—(8) EDIBLE PLANT PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Biscuits—Concluded</b>		
<i>Mixers</i>		
Canada.....	.75	.....
Quebec.....	.56	.45— .68
Montreal.....	.58	.45— .68
Ontario.....	.83	.78— .92
Toronto.....	.86	.80— .92
<i>Oven Tenders</i>		
Canada.....	.72	.....
Quebec.....	.57	.43— .72
Montreal.....	.60	.48— .72
Ontario.....	.79	.68— .92
Toronto.....	.82	.75— .92
<i>Packers, Female</i>		
Canada.....	.46	.....
New Brunswick.....	.36	.31— .37
Quebec.....	.39	.32— .42
Montreal.....	.39	.33— .42
Ontario.....	.51	.44— .55
Toronto.....	.50	.44— .54
Manitoba.....	.62	.55— .72
Alberta.....	.55	.45— .78
British Columbia.....	.49	.40— .62
<i>Shippers</i>		
Canada.....	.74	.....
New Brunswick.....	.61	.48— .70
Quebec.....	.69	.54— .80
Montreal.....	.69	.54— .80
Ontario.....	.77	.70— .88
Toronto.....	.78	.70— .88
<b>Confectionery</b>		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	46.3	.....
Maritime Provinces.....	44.3	44—45
Quebec.....	47.2	40—54
Ontario.....	46.2	40—48
Manitoba.....	45.4	42.5—48
British Columbia.....	40.0	—
<i>Candy Makers, Male</i>		
Canada.....	.72	.....
Maritime Provinces.....	.61	.55— .71
Quebec.....	.67	.55— .80
Montreal.....	.68	.55— .80
Ontario.....	.76	.65— .90
Toronto.....	.76	.65— .90

Table V—(8) EDIBLE PLANT PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Confectionery—Concluded</b>		
<i>Chocolate Dippers, Female</i>		
Canada.....	.48	.....
Maritime Provinces.....	.40	.40— .49
Quebec.....	.45	.39— .53
Montreal.....	.45	.39— .53
Ontario.....	.53	.42— .63
Toronto.....	.52	.42— .63
Manitoba.....	.48	.46— .55
British Columbia.....	.56	.53— .62
<i>Helpers, Female</i>		
Canada.....	.43	.....
Maritime Provinces.....	.32	.31— .38
Quebec.....	.39	.33— .42
Montreal.....	.39	.33— .42
Ontario.....	.45	.40— .50
Toronto.....	.45	.40— .50
<i>Labourers and Helpers, Male</i>		
Canada.....	.55	.....
Maritime Provinces.....	.49	.40— .56
Quebec.....	.41	.30— .50
Montreal.....	.43	.35— .50
Ontario.....	.62	.50— .72
Toronto.....	.61	.50— .73
<i>Packers, Female</i>		
Canada.....	.46	.....
Maritime Provinces.....	.40	.38— .44
Quebec.....	.46	.35— .61
Montreal.....	.46	.35— .61
Ontario.....	.49	.40— .66
Toronto.....	.49	.40— .59
Manitoba.....	.47	.42— .50
<i>Shippers, Male</i>		
Canada.....	.64	.....
Quebec.....	.59	.48— .71
Montreal.....	.59	.48— .71
Ontario.....	.66	.60— .79
Toronto.....	.67	.60— .79
<b>Fruit and Vegetable Canning</b>		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	49.2	.....
Nova Scotia.....	58.9	57-60
Quebec.....	54.9	44-60
Ontario.....	47.4	40-60
British Columbia.....	51.0	44-54
<i>Cooks and Processors</i>		
Canada.....	.66	.....
Nova Scotia.....	.46	.40— .47
Quebec.....	.58	.40— .70
Ontario.....	.70	.53— .91
British Columbia.....	.80	.72— .92

Table V—(8) EDIBLE PLANT PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Fruit and Vegetable Canning—Continued</b>		
<i>Engineers, Stationary</i>		
Canada.....	.85	.....
Ontario.....	.82	.60—1.01
British Columbia.....	.94	.80—1.03
<i>Firemen, Stationary</i>		
Canada.....	.69	.....
Quebec.....	.66	.59— .77
Ontario.....	.68	.55— .83
British Columbia.....	.80	.75— .85
<i>Inspectors and Checkers, Female</i>		
Canada.....	.44	.....
Quebec.....	.38	.30— .40
Ontario.....	.44	.40— .50
British Columbia.....	.61	.....
<i>Labourers</i>		
Canada.....	.61	.....
Nova Scotia.....	.44	.37— .45
Quebec.....	.51	.40— .60
Ontario.....	.59	.50— .70
British Columbia.....	.72	.70— .75
<i>Machine Operators, Male</i>		
Canada.....	.64	.....
Quebec.....	.52	.43— .60
Ontario.....	.63	.50— .80
British Columbia.....	.76	.70— .80
<i>Machine Operators, Female</i>		
Canada.....	.53	.....
Quebec.....	.41	.35— .50
Ontario.....	.51	.40— .65
British Columbia.....	.60	.51— .79
<i>Mechanics</i>		
Canada.....	.81	.....
Nova Scotia.....	.60	.50— .67
Quebec.....	.73	.60— .90
Ontario.....	.82	.60—1.02
British Columbia.....	.81	.78— .85
<i>Packers, Male</i>		
Canada.....	.55	.....
Quebec.....	.48	.30— .50
Ontario.....	.58	.55— .63
British Columbia.....	.74	.72— .75
<i>Packers, Female</i>		
Canada.....	.50	.....
Nova Scotia.....	.31	.30— .35
Quebec.....	.40	.36— .44
Ontario.....	.54	.45— .62
British Columbia.....	.55	.48— .61
<i>Peelers, Female</i>		
Canada.....	.58	.....
Quebec.....	.38	.30— .40
Ontario.....	.61	.45— .79
British Columbia.....	.57	.51— .66



Table V—(8) EDIBLE PLANT PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Fruit and Vegetable Canning—Concluded</b>		
<i>Shippers</i>		
Canada.....	.72	.....
Quebec.....	.62	.55— .93
Ontario.....	.72	.55— .88
British Columbia.....	.85	.....
<i>Truck Drivers</i>		
Canada.....	.69	.....
Quebec.....	.58	.50— .60
Ontario.....	.67	.50— .93
British Columbia.....	.81	.75— .90

Table V—(9) FUR PRODUCTS

STANDARD HOURS PER WEEK	Average	Range
Canada.....	42.3	.....
Quebec.....	43.5	40—50
Ontario.....	41.1	40—48
Manitoba.....	40.1	40—47
Saskatchewan.....	42.5	40—44
<i>Blockers</i>		
Canada.....	.88	.....
Quebec.....	.85	.58—1.08
Montreal.....	.87	.63—1.08
Ontario.....	1.09	.89—1.38
Toronto.....	1.11	.75—1.38
Manitoba.....	.59	.40— .78
<i>Cutters</i>		
Canada.....	1.34	.....
Quebec.....	1.32	.95—1.63
Montreal.....	1.37	1.00—2.00
Ontario.....	1.50	1.00—1.88
Toronto.....	1.55	1.08—1.88
Manitoba.....	1.16	.80—1.50
Saskatchewan.....	1.41	1.03—1.74
<i>Finishers, Female</i>		
Canada.....	.72	.....
Quebec.....	.74	.65— .93
Montreal.....	.80	.70— .93
Ontario.....	.76	.45—1.10
Toronto.....	.88	.68—1.22
Manitoba.....	.66	.50— .90
Saskatchewan.....	.67	.55— .81
<i>Machine Operators, Male</i>		
Canada.....	1.26	.....
Quebec (Montreal only).....	1.22	.88—1.50
Ontario.....	1.38	1.00—1.63
Toronto.....	1.42	1.00—1.63
Manitoba.....	.84	.60—1.10

Table V—(9) FUR PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Machine Operators, Female</i>		
Canada.....	.82	
Quebec.....	.86	.50—1.00
Montreal.....	.90	.68—1.03
Ontario.....	.84	.48—1.16
Toronto.....	.99	.75—1.20
Manitoba.....	.74	.55—.93

Table V—(10) LEATHER AND ITS PRODUCTS

<b>Leather Tanning</b>		
STANDARD HOURS PER WEEK	Average	Range
Canada.....	46.2	
Quebec.....	52.9	42.5—55
Ontario.....	45.1	40—48
<i>Beam House Men</i>		
Canada.....	.87	
Quebec.....	.64	.54—.78
Ontario.....	.90	.75—1.05
<i>Buffers</i>		
Canada.....	.88	
Quebec.....	.76	.62—.92
Ontario.....	.90	.74—1.17
<i>Finishers</i>		
Canada.....	.80	
Quebec.....	.72	.61—.87
Ontario.....	.82	.68—1.05
<i>Fleshers</i>		
Canada.....	.91	
Quebec.....	.73	.61—.82
Ontario.....	.93	.75—1.14
<i>Labourers</i>		
Canada.....	.72	
Quebec.....	.65	.50—.69
Ontario.....	.73	.60—.83
<i>Setters</i>		
Canada.....	.86	
Quebec.....	.69	.54—.87
Ontario.....	.90	.72—1.09
<i>Sorters and Shippers</i>		
Canada.....	.81	
Quebec.....	.69	.65—1.00
Ontario.....	.84	
<i>Stakers and Softeners</i>		
Canada.....	.94	
Quebec.....	.88	.75—1.26
Ontario.....	.94	.78—1.14

Table V—(10) LEATHER AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Leather Tanning—Concluded</b>		
<i>Tackers</i>		
Canada.....	.90	
Quebec.....	.74	.54—.91
Ontario.....	.95	.81—1.13
<i>Tanners</i>		
Canada.....	.84	
Quebec.....	.75	.61—.82
Ontario.....	.87	.70—1.03
<b>Boots and Shoes<sup>1</sup></b>		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	45.1	
Nova Scotia.....	48.0	
New Brunswick.....	44.0	
Quebec.....	46.1	40—50
Ontario.....	43.7	40—48
Manitoba.....	46.5	
British Columbia.....	40.5	40—44
<i>Buffers and Polishers</i>		
Canada.....	.82	
Quebec.....	.81	.55—1.11
Montreal.....	.84	.55—1.15
Ontario.....	.87	.64—1.14
Toronto.....	.91	.65—1.15
<i>Lasters</i>		
Canada.....	.95	
Maritime Provinces.....	.65	.42—.94
Quebec.....	.96	.72—1.25
Montreal.....	1.02	.72—1.25
Ontario.....	.93	.70—1.24
Toronto.....	1.02	.75—1.25
British Columbia.....	.94	.77—1.13
<i>Machine Operators (Miscellaneous)</i>		
Canada.....	.87	
Maritime Provinces.....	.70	.55—.85
Quebec.....	.87	.53—1.22
Montreal.....	.91	.66—1.25
Ontario.....	.88	.60—1.17
Toronto.....	.93	.68—1.15
British Columbia.....	.80	.61—.99
<i>Nailing Machine Operators</i>		
Canada.....	.85	
Quebec.....	.84	.41—1.10
Montreal.....	.90	.40—1.25
Ontario.....	.86	.55—1.21
Toronto.....	.96	.65—1.30

<sup>1</sup> Wide variation in earnings due to prevalence of piece-work.



Table V—(10) LEATHER AND ITS PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Boots and Shoes—Concluded</b>		
<i>Sole Layers</i>		
Canada.....	.86	.....
Quebec.....	.85	.70—1.00
Montreal.....	.86	.64—1.00
Ontario.....	.86	.65—1.03
Toronto.....	.97	.65—1.47
<i>Sole Leather Cutters</i>		
Canada.....	.83	.....
Quebec.....	.83	.60—1.08
Montreal.....	.92	.76—1.10
Ontario.....	.86	.70—1.02
Toronto.....	.94	.70—1.26
<i>Stitchers, Male</i>		
Canada.....	.87	.....
New Brunswick.....	.69	.64— .88
Quebec.....	.91	.63—1.18
Montreal.....	.97	.68—1.35
Ontario.....	.92	.70—1.18
Toronto.....	.99	.70—1.26
<i>Stitchers, Female</i>		
Canada.....	.56	.....
New Brunswick.....	.45	.39— .50
Quebec.....	.54	.37— .80
Montreal.....	.61	.44— .80
Ontario.....	.60	.43— .79
Toronto.....	.62	.46— .78
British Columbia.....	.61	.49— .72
<i>Triers</i>		
Canada.....	.92	.....
Quebec.....	.92	.69—1.22
Montreal.....	.93	.63—1.22
Ontario.....	.94	.81—1.09
Toronto.....	.97	.87—1.11
<i>Upper Leather Cutters</i>		
Canada.....	.92	.....
New Brunswick.....	.86	.65—1.25
Quebec.....	.93	.70—1.15
Montreal.....	.98	.75—1.15
Ontario.....	.92	.65—1.17
Toronto.....	.98	.72—1.24
British Columbia.....	1.04	.99—1.11

Table V—(11) EDIBLE ANIMAL PRODUCTS

Occupation and Locality		Average Wage Rate per Week	Range of Rates per Week
		\$	\$
<b>Dairy Products</b>			
STANDARD HOURS PER WEEK			
	<i>Average</i>		<i>Range</i>
Canada.....	48.2		
Nova Scotia.....	52.3	48-54	
New Brunswick.....	47.9	42-48.5	
Quebec.....	52.6	48-60	
Ontario.....	47.6	42-54	
Manitoba.....	48.6	44-54	
Saskatchewan.....	45.1	44-48	
Alberta.....	47.1	44-48	
British Columbia.....	44.0	44-48	
<i>Bottle Fillers</i>			
Canada.....		32.72	
Nova Scotia.....		28.86	26.00-32.38
New Brunswick.....		29.22	28.00-32.00
Quebec.....		30.34	27.00-34.02
Montreal.....		31.31	28.00-34.02
Ontario.....		35.71	30.00-39.60
Toronto.....		36.24	35.00-38.50
Manitoba.....		34.15	33.00-35.50
Saskatchewan.....		32.58	30.93-34.75
Alberta.....		30.26	27.69-31.16
British Columbia.....		33.83	31.16-34.62
<i>Ice Cream Makers</i>			
Canada.....		34.59	
Nova Scotia.....		32.06	30.00-34.00
New Brunswick.....		31.92	28.00-35.00
Quebec.....		35.49	28.62-43.41
Montreal.....		37.32	32.00-45.00
Ontario.....		35.57	30.24-41.20
Manitoba.....		36.82	33.00-40.00
Saskatchewan.....		34.04	31.16-36.72
Alberta.....		31.94	30.00-33.00
British Columbia.....		34.80	28.84-39.00
<i>Pasteurizers</i>			
Canada.....		35.31	
Nova Scotia.....		31.95	27.00-35.00
New Brunswick.....		33.38	32.00-34.51
Quebec.....		34.04	28.60-38.00
Montreal.....		34.96	28.60-39.15
Ontario.....		36.97	30.00-43.20
Toronto.....		38.53	36.00-41.50
Manitoba.....		36.08	28.85-37.50
Saskatchewan.....		33.70	30.00-34.75
Alberta.....		31.12	28.85-33.46
British Columbia.....		37.58	34.62-41.54
<i>Route Salesmen<sup>1</sup></i>			
Canada.....		40.99	
Nova Scotia.....		35.26	31.09-37.00
New Brunswick.....		31.41	28.00-33.00
Quebec.....		40.99	32.00-54.86
Montreal.....		42.74	35.00-54.86
Ontario.....		44.63	38.00-50.16
Toronto.....		45.44	38.00-50.16
Manitoba.....		37.34	36.00-41.15
Saskatchewan.....		35.17	31.41-38.67
Alberta.....		34.02	32.36-41.28
British Columbia.....		40.81	38.08-45.22

<sup>1</sup> Includes commission on sales.

Table V—(11) EDIBLE ANIMAL PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Week	Range of Rates per Week
	\$	\$
<b>Dairy Products—Continued</b>		
<i>Bottle Washers</i>		
Canada.....	31.71	.....
Nova Scotia.....	25.92	19.62—30.11
New Brunswick.....	27.50	27.00—28.00
Quebec.....	29.56	24.30—34.02
Montreal.....	30.56	24.30—34.02
Ontario.....	34.94	30.24—38.50
Toronto.....	35.79	35.00—38.50
Manitoba.....	34.49	33.00—35.50
Saskatchewan.....	29.95	24.00—34.62
Alberta.....	29.70	27.69—31.16
British Columbia.....	33.04	30.00—34.62
<i>Buttermakers</i>		
Canada.....	34.09	.....
Nova Scotia.....	32.37	27.69—35.95
Quebec.....	32.07	27.00—36.00
Montreal.....	32.99	31.00—36.00
Ontario.....	35.22	31.16—42.72
Manitoba.....	37.00	33.00—38.50
Saskatchewan.....	34.50	30.00—38.75
Alberta.....	32.81	30.00—35.12
British Columbia.....	34.85	30.95—40.39
<i>Can Washers</i>		
Canada.....	30.28	.....
Nova Scotia.....	25.88	19.62—32.00
New Brunswick.....	27.00	25.00—28.00
Quebec.....	29.71	23.00—34.02
Montreal.....	31.07	27.23—34.02
Ontario.....	32.04	25.00—36.00
Toronto.....	34.35	33.50—35.55
Manitoba.....	33.05	31.00—34.50
Saskatchewan.....	29.30	25.50—33.00
Alberta.....	27.77	25.39—31.16
British Columbia.....	30.40	20.77—34.62
<i>Shippers</i>		
Canada.....	34.25	.....
Nova Scotia.....	31.49	23.08—37.00
Quebec.....	31.02	28.00—35.00
Montreal.....	30.63	28.00—34.02
Ontario.....	36.73	29.00—39.00
Toronto.....	36.28	29.00—40.00
Manitoba.....	36.18	31.00—39.65
Saskatchewan.....	32.95	27.69—34.13
Alberta.....	31.33	27.69—34.13
British Columbia.....	37.29	32.31—41.54
<i>Stablemen</i>		
Canada.....	29.78	.....
Nova Scotia.....	25.02	25.00—27.00
Quebec.....	27.52	21.60—31.50
Montreal.....	27.74	21.60—31.50
Ontario.....	31.86	26.84—37.00
Toronto.....	32.39	29.00—36.50
Manitoba.....	32.17	32.00—32.50
Saskatchewan.....	29.20	26.40—31.16
Alberta.....	27.93	27.50—30.00
British Columbia.....	28.79	26.54—31.16



Table V—(11) EDIBLE ANIMAL PRODUCTS—Continued

Occupation and Locality		Average Wage Rate per Week	Range of Rates per Week
		\$	\$
<b>Dairy Products—Concluded</b>			
<i>Truck Drivers</i>			
Canada.....		30.98	
Nova Scotia.....		27.79	24.00—31.16
New Brunswick.....		31.09	28.00—33.00
Quebec.....		29.91	25.00—34.00
Montreal.....		30.49	27.00—34.00
Ontario.....		32.80	24.23—38.00
Toronto.....		37.27	33.50—40.00
Manitoba.....		34.09	32.30—37.95
Saskatchewan.....		28.71	24.00—33.75
Alberta.....		29.95	26.54—34.62
British Columbia.....		37.76	34.63—41.66
<b>Meat Products</b>			
STANDARD HOURS PER WEEK			
	<i>Average</i>	<i>Range</i>	
Canada.....	45.4	45—50	
Quebec.....	48.0	45—50	
Ontario.....	45.4	45—50	
Manitoba.....	44.8	40—45	
Saskatchewan.....	44.2	44—45	
Alberta.....	44.6	43—50	
British Columbia.....	43.9	40—44	
<i>Boners</i>			
		Per Hour	Per Hour
Canada.....		.95	
Quebec.....		.94	.83—1.03
Montreal.....		.93	.82— .95
Ontario.....		.95	.85—1.06
Toronto.....		.97	.85—1.07
Manitoba.....		.98	.77—1.08
Saskatchewan.....		.98	.94—1.00
Alberta.....		.92	.85—1.00
British Columbia.....		.93	.85—1.00
<i>Casing Makers</i>			
Canada.....		.90	
Quebec.....		.94	.88— .97
Montreal.....		.94	.85— .97
Ontario.....		.88	.76— .96
Toronto.....		.93	.87— .99
Manitoba.....		.89	.80— .94
Saskatchewan.....		.90	.87— .93
Alberta.....		.89	.83— .94
British Columbia.....		.92	.89— .98
<i>Coolers and Freezers</i>			
Canada.....		.89	
Quebec.....		.94	.84—1.05
Montreal.....		.95	.88—1.06
Ontario.....		.91	.85— .97
Toronto.....		.92	.90— .98
Manitoba.....		.86	.70— .98
Saskatchewan.....		.90	.87— .97
Alberta.....		.88	.85— .94
British Columbia.....		.89	.86— .92

Table V—(11) EDIBLE ANIMAL PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Meat Products—Continued</b>		
<i>Curers and Cellarmen</i>		
Canada .....	.90	.....
Quebec .....	.88	.77— .96
Montreal .....	.87	.77— .97
Ontario .....	.90	.77— .96
Toronto .....	.96	.85—1.02
Manitoba .....	.90	.80— .96
Saskatchewan .....	.90	.85— .97
Alberta .....	.90	.85— .96
British Columbia .....	.91	.79— .98
<i>General Butchers (including Slaughterers)</i>		
Canada .....	.95	.....
Quebec .....	.94	.82—1.08
Montreal .....	.94	.82—1.08
Ontario .....	.93	.79—1.03
Toronto .....	1.00	.90—1.17
Manitoba .....	.97	.85—1.12
Saskatchewan .....	.94	.87—1.03
Alberta .....	.95	.85—1.00
British Columbia .....	1.00	.90—1.15
<i>Motor Truck Drivers</i>		
Canada .....	.94	.....
Quebec .....	.91	.80— .96
Montreal .....	.92	.80— .96
Ontario .....	.89	.76—1.06
Toronto .....	.93	.80—1.12
Manitoba .....	.99	.92—1.08
Saskatchewan .....	.91	.75— .99
Alberta .....	.98	.91—1.09
British Columbia .....	.96	.90—1.00
<i>Packers</i>		
Canada .....	.87	.....
Quebec .....	.93	.91— .96
Montreal .....	.92	.91— .95
Ontario .....	.85	.72— .95
Manitoba .....	.89	.85— .93
Saskatchewan .....	.86	.85— .87
Alberta .....	.87	.85— .92
British Columbia .....	.90	.86— .92
<i>Sausage Makers, Male</i>		
Canada .....	.88	.....
Quebec .....	.83	.70— .97
Montreal .....	.84	.70— .96
Ontario .....	.86	.70— .99
Toronto .....	.90	.85— .99
Manitoba .....	.89	.75— .98
Saskatchewan .....	.90	.87— .93
Alberta .....	.89	.85— .94
British Columbia .....	.91	.84— .97
<i>Sausage Makers, Female</i>		
Canada .....	.70	.....
Quebec .....	.64	.48— .73
Montreal .....	.62	.42— .73
Ontario .....	.67	.50— .76
Toronto .....	.72	.66— .76
Manitoba .....	.71	.55— .78
Saskatchewan .....	.76	.74— .79
Alberta .....	.74	.62— .79
British Columbia .....	.64	.55— .69

Table V—(11) EDIBLE ANIMAL PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
<b>Meat Products—Concluded</b>		
<i>Shippers</i>		
Canada.....	.88	
Quebec.....	.88	.82— .95
Montreal.....	.88	.82— .95
Ontario.....	.83	.60— .96
Toronto.....	.89	.85— .97
Manitoba.....	.93	.90— .96
Saskatchewan.....	.92	.88— .98
Alberta.....	.87	.74— .96
British Columbia.....	.94	.85—1.00
<i>Trimmers</i>		
Canada.....	.90	
Quebec (Montreal only).....	.95	.85—1.01
Ontario.....	.92	.82— .98
Toronto.....	.94	.90— .99
Manitoba.....	.94	.91—1.00
Saskatchewan.....	.87	.85— .91
Alberta.....	.85	.84— .91
British Columbia.....	1.00	
<i>Lard Makers</i>		
Canada.....	.91	
Quebec.....	.93	.87— .97
Montreal.....	.93	.87— .97
Ontario.....	.88	.70—1.03
Toronto.....	.96	.90—1.03
Manitoba.....	.94	.89—1.01
Saskatchewan.....	.95	.88—1.03
Alberta.....	.93	.88— .97
British Columbia.....	.92	.88— .95
<b>Fish Canning—West Coast</b>		
STANDARD HOURS PER WEEK		
	<i>Average</i>	
British Columbia.....	44.0	
British Columbia		
Cooks.....	188	Per Month 180 — 200
Engineers, Stationary.....	225	
Firemen, Stationary.....	171	165 — 175
Filling Machine Operators, Male.....	215	
Iron Chink Men.....	215	
Linemen.....	225	
Retort Men.....	180	
Watchmen.....	140	121 — 160
	Per Hour	Per Hour
Labourers.....	.76	.75— .79
Unloaders.....	.83	.78— .86
Filling Machine Operators, Female.....	.66	.58— .80
Fish Washers, Female.....	.65	



Table V—(12) IRON AND ITS PRODUCTS

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
		\$	\$
<b>Crude, Rolled and Forged Products</b>			
STANDARD HOURS PER WEEK			
	<i>Average</i>	<i>Range</i>	
Canada.....	47.8	40-55	
Canada			
Blacksmiths.....			1.02 .93-1.16
Carpenters.....			.98 .85-1.02
Drill and Punch Press Operators.....			.95 .83-1.01
Electricians.....			1.06 .99-1.11
Grinder Operators.....			1.02 .65-1.17
Labourers.....			.80 .70- .83
Machinists.....			1.04 .94-1.16
Mill Roughers.....			1.54 1.13-2.03
Millwrights.....			1.06 .95-1.16
Oilers.....			.92 .84- .96
Pipefitters.....			1.05 .96-1.16
Welders.....			1.01 .90-1.09
Blast Furnace Keepers <sup>1</sup> .....			1.00 .99-1.02
Blast Furnace Stove Tenders <sup>1</sup> .....			.99 .96-1.04
Bloom Mill Bottom Makers <sup>1</sup> .....			1.24 .94-1.45
Coke Oven Pushermen <sup>1</sup> .....			1.00 .86-1.06
Open Hearth Second Ladlemen <sup>1</sup> .....			1.07 1.01-1.10
<b>Foundry and Machine Shop Products</b>			
STANDARD HOURS PER WEEK			
	<i>Average</i>	<i>Range</i>	
Canada.....	44.9		
Nova Scotia.....	44.2	44-48	
New Brunswick.....	48.9	44-50	
Quebec.....	47.4	44-55	
Ontario.....	44.4	44-48	
Manitoba.....	45.1	44-46.5	
Saskatchewan.....	44.0		
Alberta.....	42.4	40-44	
British Columbia.....	40.7	40-44	
<i>Blacksmiths</i>			
Canada.....			.95
Nova Scotia.....			.99 .91-1.05
Quebec.....			.99 .82-1.18
Montreal.....			1.03 .90-1.18
Ontario.....			.91 .72-1.05
Toronto.....			1.03
Alberta.....			.91 .80- .99
British Columbia.....			1.10 1.05-1.15
<i>Chippers and Grinders</i>			
Canada.....			.89
Quebec.....			.87 .61-1.04
Montreal.....			1.00 .80-1.11
Ontario.....			.90 .70-1.19
Toronto.....			.93 .75-1.15
Manitoba.....			.74 .68- .78
Alberta.....			.76 .70- .82
British Columbia.....			1.01 .92-1.10

<sup>1</sup> Reported by the basic steel plants only.

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Foundry and Machine Shop Products—Continued</b>		
<i>Coremakers</i>		
Canada.....	1.02	.....
Nova Scotia.....	.88	.80— .92
Quebec.....	.98	.75—1.28
Montreal.....	1.18	1.09—1.28
Ontario.....	1.03	.80—1.28
Toronto.....	1.12	.90—1.28
Manitoba.....	.92	.68— .86
Alberta.....	.87	.82— .95
British Columbia.....	1.16	1.15—1.25
<i>Labourers</i>		
Canada.....	.76	.....
Nova Scotia.....	.69	.61— .76
Quebec.....	.62	.55— .77
Montreal.....	.62	.60— .65
Ontario.....	.79	.65— .95
Toronto.....	.81	.75— .93
Manitoba.....	.80	.66— .86
Alberta.....	.73	.71— .82
British Columbia.....	.92	.85— .95
<i>Machinists</i>		
Canada.....	.96	.....
Nova Scotia.....	.99	.90—1.10
New Brunswick.....	.79	.68— .95
Quebec.....	.91	.75—1.08
Montreal.....	.94	.80—1.08
Ontario.....	.89	.75—1.05
Toronto.....	.97	.85—1.08
Manitoba.....	.94	.85—1.02
Saskatchewan.....	.81	.70— .87
Alberta.....	.96	.84—1.02
British Columbia.....	1.21	1.15—1.28
<i>Machinist's Helpers</i>		
Canada.....	.71	.....
Nova Scotia.....	.71	.61— .80
Quebec.....	.63	.55— .70
Montreal.....	.63	.52— .75
Ontario.....	.69	.60— .75
Toronto.....	.80	.75— .85
Manitoba.....	.85	.74— .92
British Columbia.....	.99	.92—1.02
<i>Moulders</i>		
Canada.....	1.07	.....
Nova Scotia.....	1.04	.92—1.37
New Brunswick.....	.74	.67— .82
Quebec.....	.95	.70—1.16
Montreal.....	1.18	1.09—1.16
Ontario.....	1.10	.82—1.36
Toronto.....	1.23	1.05—1.54
Manitoba.....	1.12	.86—1.39
Saskatchewan.....	.88	.82— .90
Alberta.....	.98	.95—1.05
British Columbia.....	1.15	1.00—1.25

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
		\$	\$
<b>Foundry and Machine Shop Products—Concluded</b>			
<i>Moulder's Helpers</i>			
Canada.....		.75	.....
Nova Scotia.....		.68	.67— .72
Quebec.....		.62	.51— .60
Ontario.....		.80	.70— .82
British Columbia.....		.93	.92— .95
<i>Patternmakers</i>			
Canada.....		1.07	.....
Quebec.....		1.04	.86—1.20
Montreal.....		1.15	1.03—1.23
Ontario.....		1.08	.89—1.25
Toronto.....		1.05	.....
Alberta.....		.98	.90—1.06
British Columbia.....		1.28	1.20—1.30
<b>Machine Tools</b>			
STANDARD HOURS PER WEEK		<i>Average</i>	<i>Range</i>
Canada (Ontario only).....		46.1	40—50
Canada (Ontario only)			
Electricians.....		.99	.84—1.09
Grinders.....		1.13	.83—1.36
Labourers.....		.71	.60— .79
Inspectors.....		1.03	.85—1.31
Lathe Operators.....		1.03	.80—1.26
Machinists and Machinist's Fitters.....		.92	.70—1.10
Milling Machine Operators.....		.86	.65—1.26
Tool and Die Makers.....		1.17	1.00—1.30
<b>Machinery</b>			
STANDARD HOURS PER WEEK		<i>Average</i>	<i>Range</i>
Canada.....		45.5	.....
Quebec.....		46.7	44—50
Ontario.....		45.3	40—54
Manitoba.....		45.9	44—49.5
Saskatchewan.....		44.0	.....
Alberta.....		43.1	40—48
British Columbia.....		40.0	.....
<i>Assemblers</i>			
Canada.....		.89	.....
Quebec.....		.73	.50— .95
Montreal.....		.70	.50— .93
Ontario.....		.93	.72—1.17
Toronto.....		1.02	.80—1.17
Manitoba.....		.72	.70— .77
British Columbia.....		1.02	.95—1.10
<i>Blacksmiths</i>			
Canada.....		.93	.....
Quebec.....		.84	.70—1.05
Montreal.....		.92	.78—1.08
Ontario.....		.92	.77—1.10
Toronto.....		.98	.90—1.10
British Columbia.....		1.24	1.06—1.35



Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Machinery—Continued</b>		
<i>Labourers</i>		
Canada.....	.69	
Quebec.....	.65	.56— .76
Montreal.....	.68	.63— .76
Ontario.....	.72	.61— .85
Toronto.....	.75	.66— .85
Alberta.....	.67	.60— .72
British Columbia.....	.93	.82— .95
<i>Machine Operators</i>		
Canada.....	.89	
Quebec.....	.84	.65—1.05
Montreal.....	.96	.75—1.16
Ontario.....	.90	.72—1.09
Toronto.....	.97	.83—1.10
Manitoba.....	.73	.68— .80
British Columbia.....	1.08	.90—1.25
<i>Machinists</i>		
Canada.....	.98	
Quebec.....	.94	.76—1.11
Montreal.....	.96	.80—1.14
Ontario.....	.94	.78—1.10
Toronto.....	1.00	.89—1.15
Manitoba.....	.94	.75—1.05
Saskatchewan.....	.97	.75—1.07
Alberta.....	.95	.85—1.02
British Columbia.....	1.24	1.15—1.28
<i>Moulders</i>		
Canada.....	.98	
Quebec.....	.96	.75—1.11
Montreal.....	1.02	.81—1.18
Ontario.....	.97	.80—1.14
British Columbia.....	1.21	1.15—1.26
<i>Patternmakers</i>		
Canada.....	1.12	
Quebec.....	1.14	.90—1.35
Montreal.....	1.28	1.25—1.35
Ontario.....	1.05	.90—1.21
Toronto.....	1.13	1.00—1.21
British Columbia.....	1.40	1.35—1.40
<i>Sheet Metal Workers</i>		
Canada.....	.88	
Quebec.....	.78	.70— .90
Ontario.....	.90	.75—1.08
Toronto.....	.94	.77—1.20
Manitoba.....	.87	.75— .97
<i>Toolmakers</i>		
Canada.....	1.10	
Quebec.....	1.04	.86—1.23
Ontario.....	1.10	.95—1.25
Toronto.....	1.17	1.05—1.30
British Columbia.....	1.28	1.25—1.40

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Machinery—Concluded</b>		
<i>Welders</i>		
Canada.....	.96	
Maritime Provinces.....	.85	.75—.90
Quebec.....	.92	.72—1.11
Montreal.....	1.04	.90—1.11
Ontario.....	.93	.77—1.11
Toronto.....	1.03	.89—1.14
Manitoba.....	.88	.75—.95
Alberta.....	.94	.85—1.02
British Columbia.....	1.22	1.15—1.28
<b>Engines, Boilers, Tanks, Etc.</b>		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	45.3	40-55
Canada		
Assemblers.....	.97	.87—1.07
Blacksmiths.....	1.00	.77—1.10
Boilermakers.....	1.04	.80—1.08
Welders.....	1.01	.85—1.13
Labourers.....	.69	.62—.80
Machine Operators.....	.90	.78—1.03
Machinists.....	1.01	.85—1.15
Moulders.....	.97	.84—1.15
Patternmakers.....	1.14	.80—1.28
Toolmakers.....	1.18	.90—1.36
<b>Aircraft and Parts</b>		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	44.7	40-48
Canada		
Assemblers.....	.94	.83—1.03
Carpenters.....	1.00	.90—1.08
Electricians.....	.95	.83—1.08
Grinders.....	.98	.90—1.10
Lathe Operators.....	.92	.83—1.05
Milling Machine Operators.....	.95	.83—.99
Machinists.....	1.00	.83—1.15
Mechanics.....	.97	.78—1.13
Patternmakers.....	1.13	1.05—1.30
Sheet Metal Workers.....	.96	.83—1.08
Toolmakers.....	1.17	1.08—1.30
<b>Steel Shipbuilding</b>		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	45.3	
Nova Scotia.....	44.8	44-48
Quebec.....	47.7	44-48
Ontario.....	44.4	44-47
British Columbia.....	40.0	

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Steel Shipbuilding—Continued</b>		
<i>Blacksmiths</i>		
Canada.....	1.08	
Nova Scotia.....	1.04	
Quebec.....	1.01	1.00—1.05
Ontario.....	1.01	.97—1.09
British Columbia.....	1.30	1.28—1.38
<i>Boilermakers</i>		
Canada.....	1.09	
Nova Scotia.....	1.03	.90—1.05
Quebec.....	1.01	1.00—1.05
Ontario.....	1.05	1.02—1.09
British Columbia.....	1.28	
<i>Chippers and Caulkers</i>		
Canada.....	1.08	
Nova Scotia.....	1.05	
Quebec.....	1.01	1.00—1.05
Ontario.....	1.02	.97—1.09
British Columbia.....	1.28	1.28—1.31
<i>Electricians</i>		
Canada.....	1.13	
Nova Scotia.....	1.05	
Quebec.....	1.02	1.00—1.05
Ontario.....	1.02	.97—1.09
British Columbia.....	1.37	
<i>Heaters</i>		
Canada.....	.88	
Nova Scotia.....	.80	
Quebec.....	.85	.80— .90
Ontario.....	.87	.81— .92
British Columbia.....	1.08	
<i> HOLDERS-ON</i>		
Canada.....	.93	
Nova Scotia.....	.95	
Quebec.....	.90	.85— .96
Ontario.....	.92	.86— .98
British Columbia.....	1.14	
<i>Labourers</i>		
Canada.....	.68	
Nova Scotia.....	.68	.65— .70
Quebec.....	.65	.60— .72
Ontario.....	.67	.59— .72
British Columbia.....	.90	.88— .98
<i>Machinists</i>		
Canada.....	1.08	
Nova Scotia.....	1.05	
Quebec.....	1.01	.95—1.05
Ontario.....	1.02	.97—1.09
British Columbia.....	1.27	
<i>Patternmakers</i>		
Canada.....	1.13	
Nova Scotia.....	1.05	
Quebec.....	1.07	1.00—1.10
Ontario.....	1.08	1.02—1.14
British Columbia.....	1.38	



Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Steel Shipbuilding—Concluded</b>		
<i>Plumbers, Steam and Pipefitters</i>		
Canada.....	1.08	.....
Nova Scotia.....	1.05	.....
Quebec.....	1.01	1.00—1.05
Ontario.....	1.02	.97—1.09
British Columbia.....	1.28	.....
<i>Riggers</i>		
Canada.....	1.04	.....
Nova Scotia.....	1.05	.....
Quebec.....	.92	.85— .95
Ontario.....	.93	.86— .98
British Columbia.....	1.22	1.13—1.28
<i>Riveters</i>		
Canada.....	1.04	.....
Nova Scotia.....	1.04	.....
Quebec.....	1.00	.....
Ontario.....	1.02	.97—1.09
British Columbia.....	1.28	.....
<i>Shipfitters and Platers</i>		
Canada.....	1.03	.....
Nova Scotia.....	1.05	.....
Quebec.....	1.01	1.00—1.05
Ontario.....	1.03	.97—1.09
British Columbia.....	1.28	.....
<i>Shipwrights, Carpenters and Joiners</i>		
Canada.....	1.10	.....
Nova Scotia.....	1.05	.....
Quebec.....	1.01	1.00—1.05
Ontario.....	1.02	.97—1.09
British Columbia.....	1.28	.....
<i>Welders and Burners</i>		
Canada.....	1.04	.....
Nova Scotia.....	1.02	.95—1.05
Quebec.....	.98	.90—1.05
Ontario.....	1.00	.93—1.09
British Columbia.....	1.28	.....
<b>Railway Rolling Stock</b>		
STANDARD HOURS PER WEEK	<i>Average</i>	<i>Range</i>
Canada.....	46.7	44—48
Canada <sup>1</sup>		
Assemblers and Bench Hands.....	1.13 <sup>2</sup>	.85—1.17
Blacksmiths.....	1.13	.90—1.35
Carpenters.....	1.24 <sup>2</sup>	.83—1.40
Coremakers.....	.99	.86—1.05
Crane Operators.....	.92	.80— .99
Electricians.....	1.03	.94—1.09
Helpers.....	.98 <sup>2</sup>	.83—1.12
Labourers.....	.76	.70— .82
Machinists.....	1.00 <sup>2</sup>	.90—1.13
Millwrights.....	1.01	.87—1.09
Moulders.....	1.08 <sup>2</sup>	.95—1.18
Painters.....	1.21 <sup>2</sup>	.95—1.35
Patternmakers.....	1.11	.95—1.30
Punch and Shear Operators.....	1.17 <sup>2</sup>	.99—1.40
Sheet Metal Workers.....	.97 <sup>2</sup>	.93—1.04
Welders and Burners.....	1.36 <sup>2</sup>	1.10—1.51

<sup>1</sup> Industry mainly in Ontario.<sup>2</sup> Average rate based largely on piece-work earnings.

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Motor Vehicles</b>		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada (Ontario only).....	41.3	40-45
Canada (Ontario only)		
Assemblers.....	1.15	.95-1.26
Electricians.....	1.26	1.04-1.38
Inspectors.....	1.19	1.10-1.24
Machine Operators.....	1.20	1.13-1.28
Machinists.....	1.17	.97-1.29
Millwrights.....	1.26	1.22-1.28
Painters and Enamellers.....	1.19	1.14-1.28
Platers.....	1.24	1.17-1.27
Sheet Metal Workers.....	1.24	1.14-1.33
Toolmakers.....	1.44	1.27-1.48
Trimmers.....	1.21	1.18-1.27
<b>Motor Vehicle Parts and Accessories</b>		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada (Ontario only).....	45.1	40-50
Canada (Ontario only)		
Assemblers, Male.....	.97	.80-1.06
Assemblers, Female.....	.76	.60-.92
Grinders.....	1.01	.89-1.17
Inspectors, Male.....	.95	.87-1.08
Inspectors, Female.....	.68	.55-.84
Labourers.....	.87	.78-.94
Machine Operators, Male.....	1.01	.82-1.18
Machine Operators, Female.....	.77	.60-.96
Machinists.....	1.10	.95-1.20
Millwrights.....	1.02	.82-1.17
Toolmakers.....	1.23	.98-1.37
Welders.....	1.09	.96-1.21
<b>Heating and Cooking Apparatus</b>		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	46.0	
New Brunswick.....	44.6	44-48
Quebec.....	48.0	45-55
Ontario.....	45.3	40-45
<b>Coremakers</b>		
Canada.....	.96	
Quebec.....	.86	.65-1.05
Ontario.....	1.02	.70-1.38
<b>Packers, Craters and Shippers</b>		
Canada.....	.79	
New Brunswick.....	.81	.72-.93
Quebec.....	.78	.56-.99
Ontario.....	.79	.65-.97

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Heating and Cooking Apparatus—Concluded</b>		
<i>Enamellers</i>		
Canada.....	.85	
New Brunswick.....	.89	.65—1.11
Quebec.....	.78	.62—.90
Ontario.....	.89	.65—1.22
<i>Labourers</i>		
Canada.....	.68	
New Brunswick.....	.60	.55—.64
Quebec.....	.61	.52—.80
Ontario.....	.72	.60—.80
<i>Machinists</i>		
Canada.....	.91	
Quebec.....	.85	.63—1.00
Ontario.....	.93	.81—1.10
<i>Moulders</i>		
Canada.....	1.06	
New Brunswick.....	1.19	.90—1.50
Quebec.....	.90	.65—1.12
Ontario.....	1.11	.84—1.41
<i>Mounters or Assemblers</i>		
Canada.....	.84	
New Brunswick.....	.79	.59—1.07
Quebec.....	.72	.50—.98
Ontario.....	.88	.68—1.08
<i>Patternmakers</i>		
Canada.....	.97	
Quebec.....	.97	.84—1.08
Ontario.....	1.00	.89—1.10
<i>Polishers</i>		
Canada.....	.86	
New Brunswick.....	.87	.65—1.10
Quebec.....	.81	.60—1.31
Ontario.....	.87	.65—1.12
<i>Sheet Metal Workers</i>		
Canada.....	.89	
New Brunswick.....	1.01	.65—1.30
Quebec.....	.76	.55—1.04
Ontario.....	.85	.70—1.05
<b>Agricultural Machinery</b>		
STANDARD HOURS PER WEEK		
Canada <sup>1</sup> .....	Average 45.3	Range 40-60
Canada <sup>1</sup>		
Blacksmiths.....	.82	.55—1.17
Inspectors.....	.98	.87—1.13
Labourers.....	.76	.75—.82
Machine Operators (Metal).....	1.03 <sup>2</sup>	.81—1.25
Machinists.....	.90	.70—1.03
Moulders.....	1.12 <sup>2</sup>	.82—1.30
Painters.....	.88	.65—1.07
Patternmakers.....	1.12	.96—1.25
Sheet Metal Workers.....	.87	.60—1.18
Shippers and Packers.....	.95	.78—1.09
Woodworking Machine Operators.....	.90 <sup>2</sup>	.62—1.18

<sup>1</sup> Mostly Ontario.<sup>2</sup> Piece-work earnings predominant.



Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
		\$	\$
<b>Sheet Metal Products</b>			
STANDARD HOURS PER WEEK			
	<i>Average</i>	<i>Range</i>	
Canada.....	44.1		
Quebec.....	44.9	44-55	
Ontario.....	44.4	40-48	
Manitoba.....	44.0		
Saskatchewan.....	44.0		
Alberta.....	41.5	40-44	
British Columbia.....	40.2	40-44	
<i>Labourers</i>			
Canada.....		.69	
Quebec (Montreal only).....		.68	.62-.70
Ontario.....		.70	.60-.79
Toronto.....		.70	.60-.80
Manitoba.....		.68	.65-.72
British Columbia.....		.76	.75-.77
<i>Machine Operators</i>			
Canada.....		.87	
Quebec.....		.86	.73-1.01
Montreal.....		.87	.76-1.01
Ontario.....		.88	.72-1.01
Toronto.....		.90	.75-.99
Manitoba.....		.85	.80-.90
British Columbia.....		.88	.80-.96
<i>Machinists</i>			
Canada.....		.98	
Quebec.....		.99	.75-1.05
Montreal.....		1.04	.90-1.05
Ontario.....		.99	.89-1.14
Toronto.....		1.02	.80-1.17
<i>Sheet Metal Workers</i>			
Canada.....		1.13	
New Brunswick.....		.94	.90-1.00
Quebec (Montreal only).....		1.06	1.05-1.08
Ontario.....		1.07	.80-1.46
Toronto.....		1.07	.80-1.46
Manitoba.....		.91	.70-1.03
Alberta.....		1.19	.80-1.30
British Columbia.....		1.42	1.33-1.48
<i>Sheet Metal Worker's Helpers</i>			
Canada.....		.70	
Quebec (Montreal only).....		.67	.62-.75
Ontario.....		.75	.60-.90
Toronto.....		.73	.65-.80
Manitoba.....		.66	.45-.75
Alberta.....		.69	.65-.70
British Columbia.....		.82	.71-1.00
<i>Shippers</i>			
Canada.....		.81	
Quebec (Montreal only).....		.83	.75-.98
Ontario.....		.79	.69-.90
Toronto.....		.83	.74-.92
Manitoba.....		.85	.80-.90
British Columbia.....		.93	.83-1.00

Table V—(12) IRON AND ITS PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Sheet Metal Products—Concluded</b>		
<i>Welders</i>		
Canada.....	1.00	.....
Quebec (Montreal only).....	1.06	1.01—1.12
Ontario.....	1.00	.81—1.14
Toronto.....	1.03	.88—1.14
Manitoba.....	.90	.83—1.00
Saskatchewan.....	.85	.75— .92
Alberta.....	.99	.90—1.00
British Columbia.....	1.12	.95—1.28

Table V—(13) TOBACCO PRODUCTS

Tobacco, Cigars and Cigarettes		
STANDARD HOURS PER WEEK	Average	Range
Canada (Quebec and Ontario).....	45.2	40-55
Canada (Quebec and Ontario)		
Cigar Banders and Wrappers, Female.....	.50	.41— .58
Cigar Makers, Male.....	.58	.40— .81
Cigar Makers, Female.....	.56	.41— .70
Cigarette Makers, Female.....	.51	.38— .64
Packers, Cigarette, Female.....	.48	.40— .60
Packers, Cigar, Female.....	.51	.40— .61
Packers, Tobacco, Female.....	.48	.41— .51
Strippers, Cigar, Female.....	.50	.41— .58
Tobacco Processors, Male.....	.63	.48— .78
Tobacco Processors, Female.....	.56	.45— .71

Table V—(14) BEVERAGES

Brewery Products		
STANDARD HOURS PER WEEK	Average	Range
Canada.....	44.1	.....
Nova Scotia.....	44.0	.....
New Brunswick.....	48.3	44-50
Quebec.....	48.0	40-48
Ontario.....	40.9	40-48
Manitoba.....	44.0	.....
Saskatchewan.....	44.0	.....
Alberta.....	40.0	.....
British Columbia.....	40.5	40-44
<i>Bottlers</i>		
Canada.....	.83	.....
New Brunswick.....	.62	.60— .70
Quebec.....	.75	.70— .79
Montreal.....	.76	.73— .79
Ontario.....	.94	.91— .98
Toronto.....	.97	.93—1.03
Manitoba.....	.76	.70— .80
Saskatchewan.....	.75	.70— .80
Alberta.....	.86	.80— .94
British Columbia.....	1.05	.98—1.06

Table V—(14) BEVERAGES—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Brewery Products—Concluded</b>		
<i>Cellarmen</i>		
Canada.....	.92	.....
New Brunswick.....	.65	.60—.65
Quebec.....	.76	.....
Montreal.....	.77	.....
Ontario.....	.93	.76—.98
Toronto.....	1.01	.98—1.06
Manitoba.....	.83	.78—.87
Saskatchewan.....	.84	.83—.88
Alberta.....	.92	.89—.99
British Columbia.....	1.06	.93—1.13
<i>Coopers</i>		
Canada.....	.97	.....
Quebec (Montreal only).....	1.07	1.05—1.10
Ontario.....	1.09	1.05—1.18
Manitoba.....	.90	.87—.91
Saskatchewan.....	.75	.60—.83
Alberta.....	.96	.94—.98
British Columbia.....	1.04	.92—1.13
<i>Kettlemen</i>		
Canada.....	.90	.....
Quebec.....	.77	.73—.82
Montreal.....	.79	.73—.82
Ontario.....	.98	.95—1.03
Toronto.....	1.01	.98—1.08
Manitoba.....	.83	.75—.99
Saskatchewan.....	.83	.77—.88
Alberta.....	.96	.90—.99
British Columbia.....	1.08	.94—1.13
<i>Motor Truck Drivers</i>		
Canada.....	.91	.....
Quebec.....	.88	.84—.93
Montreal.....	.89	.88—.93
Ontario.....	.95	.68—1.14
Manitoba.....	.86	.77—.80
Saskatchewan.....	.74	.65—.81
British Columbia.....	1.07	.....
<i>Stationary Engineers</i>		
Canada.....	1.06	.....
Quebec.....	1.13	.92—1.24
Montreal.....	1.17	1.15—1.24
Ontario.....	1.08	.82—1.19
Toronto.....	1.14	1.09—1.19
Manitoba.....	.99	.90—1.05
Saskatchewan.....	.95	.88—1.07
Alberta.....	1.02	1.00—1.04
British Columbia.....	1.17	.76—1.33
<i>Stationary Firemen</i>		
Canada.....	.86	.....
Quebec.....	.86	.77—.84
Montreal.....	.87	.77—.84
Ontario.....	.92	.85—1.00
Manitoba.....	.83	.80—.90
Saskatchewan.....	.77	.72—.80
British Columbia.....	1.00	.94—1.06



Table V—(15) ELECTRIC CURRENT PRODUCTION AND DISTRIBUTION

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
STANDARD HOURS PER WEEK		\$	\$
	<i>Average Range</i>		
Canada.....	46.8		
Nova Scotia.....	49.5	48-54	
New Brunswick.....	47.9	44-48	
Quebec.....	46.9	44-60	
Ontario.....	47.3	40-50	
Manitoba.....	45.0	44-54	
Saskatchewan.....	45.5	44-48	
Alberta.....	44.5	40-48	
British Columbia.....	41.9	40-48	
<i>Electricians</i>			
Canada.....		1.04	
Nova Scotia.....		.96	.71-1.12
Quebec.....		.92	.75-1.11
Ontario.....		1.05	.80-1.30
Manitoba.....		1.11	.99-1.25
Saskatchewan.....		1.09	.90-1.31
Alberta.....		1.19	1.17-1.25
British Columbia.....		1.26	1.13-1.31
<i>Groundmen</i>			
Canada.....		.72	
Nova Scotia.....		.74	.55-.83
New Brunswick.....		.66	
Quebec.....		.65	.48-.74
Ontario.....		.79	.61-.93
Manitoba.....		.73	.72-.74
Alberta.....		.74	.65-.79
British Columbia.....		.92	.78-.96
<i>Linemen</i>			
Canada.....		.89	
Nova Scotia.....		.80	.63-1.03
New Brunswick.....		.82	.75-.90
Quebec.....		.78	.54-.96
Ontario.....		.95	.72-1.17
Manitoba.....		1.03	.99-1.15
Saskatchewan.....		1.08	.89-1.24
Alberta.....		1.07	.75-1.20
British Columbia.....		1.23	1.01-1.28
<i>Metermen</i>			
Canada.....		.95	
Nova Scotia.....		.94	.85-1.01
Quebec.....		.86	.60-1.04
Ontario.....		.96	.76-1.13
Manitoba.....		.95	.89-1.08
Saskatchewan.....		.97	.94-1.04
British Columbia.....		1.08	
<i>Meter Readers</i>			
Canada.....		.80	
Nova Scotia.....		.61	.55-.68
New Brunswick.....		.74	.57-.86
Quebec.....		.74	.55-.88
Ontario.....		.90	.72-1.05
Manitoba.....		.95	.77-1.00
Saskatchewan.....		.88	.71-.96
Alberta.....		.94	.72-.98
British Columbia.....		.85	.73-.94

Table V—(15) ELECTRIC CURRENT PRODUCTION AND DISTRIBUTION—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Operators</i>		
Canada.....	.98	
Nova Scotia.....	.72	.55—.95
New Brunswick.....	.85	.72—.93
Quebec.....	.93	.68—1.13
Ontario.....	1.03	.86—1.25
Manitoba.....	.93	.87—1.02
Saskatchewan.....	1.09	.84—1.49
Alberta.....	1.00	.80—1.16
British Columbia.....	1.10	.79—1.25

Table V—(16) ELECTRICAL PRODUCTS

Electrical Machinery and Apparatus		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	44.3	
Quebec.....	43.2	40—46.5
Ontario.....	44.4	40—48
<i>Assemblers, Male</i>		
Canada.....	.95	
Quebec (Montreal only).....	.92	.70—1.19
Ontario.....	.96	.73—1.19
Toronto.....	.91	.60—1.20
<i>Assemblers, Female</i>		
Canada.....	.70	
Quebec (Montreal only).....	.74	.59—.94
Ontario.....	.69	.50—.80
Toronto.....	.73	.60—.84
<i>Coil Winders, Male</i>		
Canada.....	.97	
Quebec (Montreal only).....	.97	.72—1.15
Ontario.....	.97	.75—1.20
Toronto.....	.91	.75—1.09
<i>Coil Winders, Female</i>		
Canada.....	.74	
Quebec (Montreal only).....	.77	.54—1.01
Ontario.....	.72	.56—.96
Toronto.....	.80	.66—1.04
<i>Inspectors</i>		
Canada.....	.97	
Quebec (Montreal only).....	.95	.73—1.16
Ontario.....	.98	.84—1.15
Toronto.....	.97	.82—1.20
<i>Labourers</i>		
Canada.....	.74	
Quebec (Montreal only).....	.70	.55—.80
Ontario.....	.78	.65—.87
Toronto.....	.77	.65—.88

Table V—(16) ELECTRICAL PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Electrical Machinery and Apparatus—Concluded</b>		
<i>Machine Operators, Male</i>		
Canada.....	.99	
Quebec (Montreal only).....	.95	.68—1.25
Ontario.....	1.03	.83—1.22
Toronto.....	.96	.80—1.15
<i>Machinists</i>		
Canada.....	1.04	
Quebec (Montreal only).....	1.03	.75—1.15
Ontario.....	1.04	.85—1.23
Toronto.....	1.02	.85—1.20
<i>Packers and Shippers</i>		
Canada.....	.86	
Quebec (Montreal only).....	.87	.71— .99
Ontario.....	.86	.75— .95
Toronto.....	.87	.75— .95
<i>Platers</i>		
Canada.....	.92	
Quebec (Montreal only).....	.85	.70—1.05
Ontario.....	.95	.74—1.20
Toronto.....	.91	.75—1.18
<i>Sheet Metal Workers</i>		
Canada.....	.96	
Quebec (Montreal only).....	1.02	.87—1.10
Ontario.....	.96	.70—1.20
Toronto.....	.97	.85—1.09
<i>Toolmakers</i>		
Canada.....	1.21	
Quebec (Montreal only).....	1.20	.90—1.49
Ontario.....	1.21	1.03—1.40
Toronto.....	1.24	1.05—1.40
<b>Radio Sets and Parts</b>		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	44.3	
Quebec.....	45.0	
Ontario.....	43.7	40-46
<i>Assemblers, Male</i>		
Canada.....	.82	
Quebec (Montreal only).....	.88	.76— .98
Ontario.....	.79	.60— .97
Toronto.....	.80	.64— .98
<i>Assemblers, Female</i>		
Canada.....	.67	
Quebec (Montreal only).....	.74	.50— .89
Ontario.....	.65	.50— .78
Toronto.....	.69	.53— .78



Table V—(16) ELECTRICAL PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
<b>Radio Sets and Parts—Concluded</b>		
<i>Inspectors, Male</i>		
Canada.....	.84	.....
Quebec (Montreal only).....	.86	.72—1.03
Ontario.....	.82	.65—.96
Toronto.....	.83	.65—.99
<i>Inspectors, Female</i>		
Canada.....	.69	.....
Quebec (Montreal only).....	.76	.72—.79
Ontario.....	.68	.56—.80
Toronto.....	.71	.60—.80
<i>Machinists</i>		
Canada.....	1.11	.....
Quebec (Montreal only).....	1.12	.93—1.23
Ontario.....	1.09	.85—1.23
Toronto.....	1.15	1.00—1.23
<i>Shippers and Packers</i>		
Canada.....	.85	.....
Quebec (Montreal only).....	.87	.75—.96
Ontario.....	.82	.65—1.00
Toronto.....	.87	.74—1.04
<i>Testers, Male</i>		
Canada.....	.83	.....
Quebec (Montreal only).....	.97	.78—1.11
Ontario.....	.80	.70—.94
Toronto.....	.90	.90—.98
<i>Toolmakers</i>		
Canada.....	1.32	.....
Quebec (Montreal only).....	1.36	1.17—1.53
Ontario.....	1.29	1.06—1.48
Toronto.....	1.30	1.09—1.48

Table V—(17) CHEMICAL PRODUCTS

<b>Acids, Alkalis and Salts</b>		
STANDARD HOURS PER WEEK	Average	Range
Canada.....	46.9	.....
Quebec.....	48.0	.....
Ontario.....	45.4	44—48
<i>Carpenters</i>		
Canada.....	1.02	.....
Quebec.....	.96	.93—.98
Ontario.....	1.08	1.04—1.13
<i>Electricians</i>		
Canada.....	1.03	.....
Quebec.....	.98	.91—1.02
Ontario.....	1.12	1.09—1.18

Table V—(16) CHEMICAL PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<b>Acids, Alkalis and Salts—Concluded</b>		
<i>Helpers, All Trades</i>		
Canada.....	.86	
Quebec.....	.80	.76— .86
Ontario.....	.92	.86— .97
<i>Labourers</i>		
Canada.....	.77	
Quebec.....	.76	.74— .80
Ontario.....	.84	.77— .88
<i>Machinists</i>		
Canada.....	1.05	
Quebec.....	1.00	.94—1.07
Ontario.....	1.14	1.01—1.19
<i>Operators, Production</i>		
Canada.....	.89	
Quebec.....	.85	.83— .90
Ontario.....	.99	.93—1.08
<i>Painters</i>		
Canada.....	.91	
Quebec.....	.88	.81— .90
Ontario.....	.95	.89— .98
<i>Pipefitters</i>		
Canada.....	.99	
Quebec.....	.95	.86—1.04
Ontario.....	1.08	1.01—1.13
<i>Technicians, Laboratory</i>		
Canada.....	.89	
Quebec.....	.88	.80— .95
Ontario.....	1.04	.79—1.21
<i>Welders</i>		
Canada.....	1.06	
Quebec.....	1.01	.95—1.05
Ontario.....	1.10	1.06—1.13

Table VI—WAGE RATES FOR UNSKILLED FACTORY LABOUR,  
MALE, 1947

Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Canada .....	.73	.....
Nova Scotia .....	.65	.....
Halifax .....	.69	.50— .82
New Glasgow .....	.59	.58— .64
Sydney .....	.76	.65— .79
New Brunswick .....	.64	.....
Fredericton .....	.56	.....
Moncton .....	.56	.44— .65
Saint John .....	.60	.55— .70
Quebec .....	.67	.....
Hull .....	.75	.63— .79
Joliette .....	.59	.51— .63
Montreal .....	.69	.60— .79
Quebec .....	.65	.48— .87
St. Jerome .....	.67	.60— .74
Shawinigan Falls .....	.77	.60— .87
Sherbrooke .....	.56	.45— .64
Trois Rivières .....	.75	.65— .87
Victoriaville .....	.52	.50— .55
Ontario .....	.75	.....
Belleville .....	.72	.65— .77
Brantford .....	.78	.72— .88
Chatham .....	.78	.70— .84
Cornwall .....	.75	.55— .81
Fort William .....	.82	.72— .90
Galt .....	.71	.60— .80
Guelph .....	.73	.68— .78
Hamilton .....	.81	.75— .85
Kingston .....	.67	.64— .73
Kitchener .....	.74	.62— .81
London .....	.73	.63— .80
Niagara Falls .....	.83	.70— .91
Orillia .....	.63	.59— .65
Oshawa .....	.79	.65— .89
Ottawa .....	.63	.50— .79
Peterborough .....	.81	.74— .91
Port Arthur .....	.80	.65— .90
St. Catharines .....	.85	.75— .89
St. Thomas .....	.75	.63— .80
Sarnia .....	.79	.72— .80
Sault Ste. Marie .....	.83	.81— .85
Sudbury .....	.65	.60— .65
Thorold .....	.91	.90— .93
Toronto .....	.79	.68— .90
Welland .....	.85	.75— .85
Windsor .....	.88	.79— .96
Woodstock .....	.67	.60— .75
Manitoba .....	.69	.....
Winnipeg .....	.70	.63— .75



Table VI—WAGE RATES FOR UNSKILLED FACTORY LABOUR, MALE—Concluded

Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Saskatchewan.....	.70	
Regina.....	.78	.60— .87
Saskatoon.....	.72	.65— .82
Alberta.....	.74	
Calgary.....	.73	.70— .87
Edmonton.....	.77	.65— .80
British Columbia.....	.93	
New Westminster.....	.95	.93—1.00
Vancouver.....	.93	.78—1.00
Victoria.....	.89	.78— .95

Table VII—WAGE RATES IN THE CONSTRUCTION INDUSTRY, 1947

Locality	AVERAGE WAGE RATE PER HOUR								LABOURERS \$
	BRICKLAYERS AND MASONS \$	CARPENTERS \$	ELECTRICIANS \$	PAINTERS \$	PLASTERERS \$	PLUMBERS \$	SHEET METAL WORKERS \$		
PRINCE EDWARD ISLAND— Charlottetown.....	1.25	.80	.80	.70	.90	.85	.75	.50	
NOVA SCOTIA— Halifax.....	1.33	1.11	1.23	.95	1.21	1.19	1.00	.64	
Sydney.....	1.25	1.06	.95	.95	1.05	.95	.85	.68	
NEW BRUNSWICK— Moncton.....	1.20	.90—1.00	.95	.75	1.05	1.00	.80	.58	
Saint John.....	1.35	.90—1.00	.95	.87	1.35	.94	.85	.56	
QUEBEC— Montreal.....	1.40	1.06	1.11	.95	1.17	1.15	1.06	.67	
Quebec.....	1.25	.90	.90	.81	1.15	.95	.95	.65	
ONTARIO— Belleville.....	1.35	1.00	.90	.75	1.10	1.05	1.05	.65 — .70	
Brantford.....	1.35—1.45	1.15	.90	.85	1.05	1.15—1.25	.77	.70 — .75	
Fort William and Port Arthur.....	1.30	1.20	1.15	.85	1.25	1.25	1.15	.75 — .85	
Guelph.....	1.35	1.10	.85	.90	1	1	.85	.70	
Hamilton.....	1.45	1.25	1.20	1.00	1.35	1.25	1.25	.70 — .75	
Kingston.....	1.35	1.18	1.15	1.05	1.35	1.20	.65 — .70	.70 — .75	
Kitchener.....	1.31	1.00—1.10	1.10	.80—	1.25	1.25	1.00	.70 — .75	
London.....	1.50	1.25	1.15	.85	1.50	1.30	.85	.68	
Ottawa.....	1.40	1.18	1.05	.96	1.28	1.25	1.25	.65 — .70	
Peterborough.....	1.35	1.00	.95	.70	1.25	1.05	1.00	.75	
St. Catharines.....	1.35	1.25	1.00	1.15	1.50	1.25	1.25	.75 — .80	
Toronto.....	1.60	1.35	1.45	1.15	1.50	1.48	1.46	.80 — .90	
Windsor.....	1.50	1.35	1.50	1.10	1.40	1.50	1.35—1.40	.80 — .90	
MANITOBA— Brandon.....	1.30	1.10	1.10	1.05	1.30	1.15	.90	.65	
Winnipeg.....	1.45	1.25	1.25	1.10	1.50	1.35	.95	.70	
SASKATCHEWAN— Regina.....	1.50	1.20	1.25	.95	1.49	1.35	1.05	.70	
Saskatoon.....	1.25	1.20	1.10	.83	1.25	1.35	.98	.60 — .70	
ALBERTA— Calgary.....	1.45	1.25	1.15	1.00	1.26	1.30	1.16	.65 — .75	
Edmonton.....	1.60	1.25	1.15	1.00	1.60	1.35	1.30	.80	
BRITISH COLUMBIA— Vancouver.....	1.60	1.40	1.50	1.20	1.47½	1.50	1.48	.90	
Victoria.....	1.45	1.40	1.35	1.10	1.47½	1.35	1.33	.80	

i Insufficient data.

## Table VIII—WAGE RATES AND HOURS OF LABOUR IN TRANSPORTATION AND STORAGE, 1947

### (1) WATER TRANSPORTATION (INLAND AND COASTAL)

NOTE.—Rates include board and lodging and vary to a great extent according to size or type of vessel.

STANDARD HOURS.—Hours on duty at sea were eight per day (3 watches of 8 hours). Regular hours on both Atlantic and Pacific Coasts and on the Great Lakes and St. Lawrence varied; usually only necessary operational work was done on Sundays and holidays, as well as on Saturday afternoon in some cases. One day off in seven, or five days per month, was the usual rule.

Occupation and Locality	Average Wage Rate per Month	Range of Rates per Month
	\$	\$
<b>FREIGHT AND PASSENGER</b>		
<i>First Officers or Mates</i>		
Canada.....	240.04	
Atlantic Coast and Lower St. Lawrence.....	227.17	180.00—260.00
Great Lakes and Upper St. Lawrence.....	241.31	219.10—267.00
Pacific Coast.....	238.86	223.21—260.00
<i>Second Officers or Mates</i>		
Canada.....	196.86	
Atlantic Coast and Lower St. Lawrence.....	193.32	150.00—230.00
Great Lakes and Upper St. Lawrence.....	194.41	179.60—210.00
Pacific Coast.....	212.99	198.21—238.00
<i>Second Engineers</i>		
Canada.....	233.51	
Atlantic Coast and Lower St. Lawrence.....	227.35	180.00—260.00
Great Lakes and Upper St. Lawrence.....	232.60	220.00—262.00
Pacific Coast.....	240.12	229.00—251.00
<i>Third Engineers</i>		
Canada.....	191.44	
Atlantic Coast and Lower St. Lawrence.....	192.55	150.00—230.00
Great Lakes and Upper St. Lawrence.....	186.35	172.00—202.00
Pacific Coast.....	217.10	207.00—224.00
<i>Boatswains</i>		
Canada.....	150.92	
Atlantic Coast and Lower St. Lawrence.....	139.17	100.00—160.00
Great Lakes and Upper St. Lawrence.....	163.81	133.23—180.00
Pacific Coast.....	189.00	
<i>Seamen and Deckhands</i>		
Canada.....	116.52	
Atlantic Coast and Lower St. Lawrence.....	126.26	90.00—150.00
Great Lakes and Upper St. Lawrence.....	112.76	107.50—117.50
Pacific Coast.....	126.51	114.86—134.00
<i>Firemen</i>		
Canada.....	134.22	
Atlantic Coast and Lower St. Lawrence.....	139.50	100.00—150.00
Great Lakes and Upper St. Lawrence.....	133.87	128.50—138.50
Pacific Coast.....	132.68	120.78—164.00
<i>Oilers</i>		
Canada.....	139.64	
Atlantic Coast and Lower St. Lawrence.....	134.89	100.00—155.00
Great Lakes and Upper St. Lawrence.....	139.91	134.50—144.50
Pacific Coast.....	139.83	132.62—149.00



## (1) WATER TRANSPORTATION (INLAND AND COASTAL)—Concluded

Occupation and Locality	Average Wage Rate per Month	Range of Rates per Month
	\$	\$
<b>FREIGHT AND PASSENGER—Concluded</b>		
<i>Quartermasters and Wheelmen</i>		
Canada.....	138.91	
Atlantic Coast and Lower St. Lawrence.....	108.44	95.00—134.50
Great Lakes and Upper St. Lawrence.....	139.74	134.50—144.50
Pacific Coast.....	140.33	126.70—169.00
<i>Watchmen</i>		
Canada.....	121.77	
Atlantic Coast and Lower St. Lawrence.....	123.90	116.50—135.00
Great Lakes and Upper St. Lawrence.....	121.20	116.50—126.50
Pacific Coast.....	127.58	120.78—139.00
<i>Chief Cooks</i>		
Canada.....	181.82	
Atlantic Coast and Lower St. Lawrence.....	180.04	175.00—185.00
Great Lakes and Upper St. Lawrence.....	185.79	173.50—195.50
Pacific Coast.....	166.32	154.00—179.00
<i>Cooks</i>		
Canada.....	131.34	
Atlantic Coast and Lower St. Lawrence.....	137.19	120.00—150.00
Great Lakes and Upper St. Lawrence.....	129.99	110.50—150.00
Pacific Coast.....	134.26	123.21—144.00
<i>Chief Stewards</i>		
Canada.....	198.79	
Atlantic Coast and Lower St. Lawrence.....	181.93	160.00—195.00
Great Lakes and Upper St. Lawrence.....	217.37	150.00—290.73
Pacific Coast.....	198.72	174.00—223.21
<b>OIL TANKERS</b>		
Great Lakes and Upper St. Lawrence—		
First Officers or Mates.....	247.22	230.00—260.00
Second Officers or Mates.....	206.82	190.00—220.00
Second Engineers.....	245.50	225.00—260.00
Third Engineers.....	205.74	175.00—220.00
Seamen and Deckhands.....	119.70	107.50—128.00
Firemen.....	149.27	136.00—160.00
Oilers.....	149.77	134.50—165.00
Wheelmen.....	151.80	134.50—165.00
Watchmen.....	130.75	116.50—142.50
Chief Cooks.....	193.11	183.50—202.00
Second Cooks.....	126.57	110.50—139.00

Table VIII—(2) STEVEDORING

NOTE.—No standard hours, work periods depending on arrival and departure of vessels and time required to load and unload.

## Ocean Navigation

Occupation and Locality	Rate per Hour <sup>1</sup>
	\$
Longshoremen (General Cargo)—	
Halifax.....	1.10 <sup>2</sup>
Saint John.....	1.12 <sup>3</sup>
Quebec.....	1.05
Montreal.....	1.13
Vancouver, New Westminster, Victoria and Port Alberni.....	1.43
Prince Rupert.....	1.20

<sup>1</sup> Deep sea vessels only, rates for coastwise vessels being lower. Higher rates are paid for handling of certain commodities and for evening and night work.

<sup>2</sup> \$1.20 after December 1, 1947.

<sup>3</sup> \$1.25 after December 1, 1947.

Table III—(2) STEVEDORING—Concluded

## Inland Navigation

Occupation and Locality	Rate per Hour
	\$
Longshorem and Freight Handlers— Great Lakes and Upper St. Lawrence—	
Sorel.....	.85
Trois Rivières.....	.85 and .90
Other Ports.....	.78 <sup>1</sup>

<sup>1</sup> Predominant rate in following ports: Quebec, Montreal, Toronto, Hamilton and Windsor, Point Edward, Port McNicholl, Fort William and Port Arthur. Higher rates paid for evening and night work.

Table VIII—(3) STEAM RAILWAYS

NOTE.—Differentials above the basic rates shown in this table exist on certain railway lines or divisions. The rates shown became effective June 1, 1946.

STANDARD HOURS.—Nearly all classes are on the basic 8-hour day (with time and one-half for overtime) and 48-hour week except Locomotive Shops with 44 hours.

Occupation	Per Mile or Per Hour	Per Day	Per Month
		\$	\$
<i>Conductors</i>			
Passenger.....	<i>Per Mile</i> 6.01	9.13	268.81—276.06
Freight, Through.....	8.14		
<i>Brakemen</i>			
Passenger.....	4.47	6.82	199.31
Freight, Through.....	6.80		
<i>Baggagemen, Train.....</i>			
	4.58	6.99	204.61—209.73
<i>Yardmen</i>			
Foremen.....		8.79	
Helpers.....		8.30	
Switch Tenders.....		6.84	
<i>Locomotive Engineers</i>			
Passenger.....	7.66—8.66		
Freight, Through.....	8.70—10.62		
Yard.....		8.72—10.04	
<i>Locomotive Firemen</i>			
Passenger.....	6.06—7.26		
Freight, Through.....	6.86—8.37		
Yard.....		7.28—8.64	
Hostlers.....		7.50—8.00	
Hostlers, Helpers.....		6.90	
<i>Telegraph Service</i>			
Train Despatchers.....			278.21—305.21
Telegraph Operators.....			175.21—187.21
Agents.....			182.21—199.21
Relief Agents.....			192.21—201.21
Assistant Agents.....			123.21—128.21
Linemen.....			193.21—201.21

Table VIII—(3) STEAM RAILWAYS—Concluded

Occupation	Per Mile or Per Hour	Per Day	Per Month
		\$	\$
<i>Maintenance of Way</i>			
Extra Gang Foremen.....		7.30— 7.80	
Section Foremen, First Class Yards.....		7.20	
Section Foremen, on Line.....		6.75	
	<i>Per Hour</i>		
	\$		
Sectionmen, Classified Yards.....	.70— .74		
Sectionmen, Other.....	.64— .69		
<i>Bridge and Building</i>			
Foremen.....		7.80	
Foremen, Painter.....		7.55	
Masons, Bricklayers and Plasterers.....	.91		
Carpenters.....	.87— .91		
Plumbers, Pipefitters, Tinsmiths, Blacksmiths, Electricians.....	.86— 1.03		
Painters.....	.84— .87		
Bridgemen or Rough Carpenters.....	.74— .87		
Mechanic's Helpers.....	.74		
Pumpmen.....			149.21—155.21
Engineers, Pile Driver, Hoist.....		7.20	
<i>Signalmen</i>			
Non-Interlocked Crossings.....	.66		
Half-Interlocked Crossings.....	.68		
<i>Locomotive and Car Shops<sup>1</sup></i>			
Mechanics <sup>1</sup> .....	1.05		
Other Carmen <sup>1</sup> .....	.98		
Helpers.....	.82		
Electrical Workers, Electricians.....	1.05		
Electrical Workers, Linemen.....	1.01		
Electrical Workers, Groundmen.....	.95		
Electrical Workers, Operators.....	.88		
Coach Cleaners.....	.70		
Shop Labourers.....	.66— .68		

<sup>1</sup> These employees are allowed approximately one cent per hour extra for checking in and out

<sup>1</sup> Machinists, boilermakers, blacksmiths, plumbers, etc., sheet metal workers, cabinet makers, carpenters—coach, locomotive and bench, welders, etc.

<sup>1</sup> Freight car carpenters, freight car painters, car inspectors, car repairers, etc.



Table VIII—(4) ELECTRIC STREET RAILWAYS<sup>1</sup>

Locality	Standard Hours per Week	MAXIMUM WAGE RATE PER HOUR <sup>2</sup>		AVERAGE WAGE RATE PER HOUR								
		Conductors and Motormen		Linemen <sup>3</sup>	Shop and Bar-men <sup>4</sup>	Electricians	Trackmen and Labourers					
		One Man Car <sup>5</sup>	Two Man Car					\$	\$	\$	\$	
<b>NOVA SCOTIA—</b>												
Halifax.....	44	.93	.....	1.05	.74 — 1.07	1.02½	.70 — .83					
<b>NEW BRUNSWICK—</b>												
Saint John.....	48 — 63	.70	.....	.90½	.58 — .80	.81	.58					
<b>QUEBEC—</b>												
Montreal.....	50	1.00	.90	.96	.70 — 1.09	1.05	.70 — .86					
Quebec.....	51 — 63	.82	.....	.85	.58 — .87	.87	.46 — .60					
<b>ONTARIO—</b>												
Cornwall.....	48	.86	.....	.91	.78 — .93	.91	.60 — .77					
Fort William.....	48	.94	.....	1.09½	.78 — 1.03	.....	.78					
Hamilton.....	48	.93	.....	1.02	.78 — .96	.95	.81					
Kitchener.....	45	.95	.....	1.04½	.88 — 1.10	1.00½	.77					
Ottawa.....	48	.80	.....	.77	.60 — .85	.78½	.63½ — .69½					
Port Arthur.....	48	.94	.....	1.16½	.81 — .97½	.92½	.76 — .82					
St. Catharines.....	44 — 56	.90	.....	.91	.67 — 1.00	1.00	.64 — .70					
Toronto.....	44 — 48	1.07	1.02	1.22½	.81 — 1.15	1.18	.81 — .92					
<b>MANTOBA—</b>												
Winnipeg.....	44 — 48	.89	.84	1.14½	.64 — 1.01	.99	.69 — .79					
<b>SASKATCHEWAN—</b>												
Regina.....	44	1.03	.....	1.12	.82 — 1.09	1.01½	.82					
Saskatoon.....	44	.98	.....	1.24	.80 — 1.04	1.10	.72 — .80					

Table VIII—(4) ELECTRIC STREET RAILWAYS<sup>1</sup>—Concluded

Locality	Standard Hours per Week	MAXIMUM WAGE RATE PER HOUR <sup>2</sup>		AVERAGE WAGE RATE PER HOUR					
		Conductors and Motormen		Linemens <sup>3</sup>	Shop and Barrenmen <sup>4</sup>	Electricians	Trackmen and Labourers		
		One Man Car <sup>5</sup>	Two Man Car						
		\$	\$	\$	\$	\$	\$	\$	
ALBERTA—									
Calgary.....	40 — 44	.97½	.....	1.09	.84 — 1.21	1.09	.65 — .87½		
Edmonton.....	40	1.06	.....	1.18½	.80½ — 1.17	1.11	.80½ — .85		
BRITISH COLUMBIA—									
Vancouver.....	44 — 46	1.05	.94½	1.37½	.78 — 1.09½	1.14½	.78 — .83½		
Victoria.....	40 — 44	.95	.....	1.27½	.78 — 1.04½	1.00	.83½		

<sup>1</sup> Wage rates shown are straight time hourly rates only and do not include the value of various allowances to employees such as free transportation, uniforms, reporting times, group insurance, sick benefits, etc. These vary from city to city.

<sup>2</sup> Maximum rates based on length of service.

<sup>3</sup> In some localities line maintenance work is performed by employees of light, heat and power distribution utilities, rates for which are included here.

<sup>4</sup> Including shedmen, pitmen, cleaners, blacksmiths, carpenters, painters, etc.

<sup>5</sup> Rate applies also to street railway company bus operators.

Table VIII—(5) MOTOR TRANSPORT (LOCAL)

Locality	Average Wage Rate per Hour	Range of Rates per Hour	Average Standard Hours per Week
	\$	\$	
<i>Truck Drivers</i>			
Quebec—			
Montreal.....	.62	.50 — .70	54.4
Ontario—			
Hamilton.....	.81	.70 — .89	48.6
London.....	.69	.55 — .80	52.7
Ottawa.....	.59	.54 — .66	50.2
Toronto.....	.81	.65 — .95	48.4
Windsor.....	.83	.80 — .85	48.8
Manitoba—			
Winnipeg.....	.73	.70 — .89	48.4
Saskatchewan—			
Regina.....	.81	.70 — .87	42.7
Saskatoon.....	.66	.60 — .71	44.0
Alberta—			
Calgary.....	.72	.64 — .76	46.0
Edmonton.....	.79	.73 — .80	47.6
British Columbia—			
Vancouver.....	.99	.92 — 1.05	47.0
Victoria.....	.96	.90 — 1.05	46.6

Table VIII—(6) GRAIN ELEVATORS

Occupation and Locality	Average Wage Rate per Month	Range of Rates per Month
	\$	\$
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	47.4	.....
New Brunswick and Quebec.....	51.9	48-60
Ontario.....	47.8	40-50
Saskatchewan and Alberta.....	50.3	44-60
British Columbia.....	44.2	44-48
<i>Electricians</i>		
Canada.....	229.24	.....
New Brunswick and Quebec.....	244.02	216.65—251.30
Ontario.....	227.08	199.67—250.80
Saskatchewan and Alberta.....	218.75	195.00—230.00
British Columbia.....	223.33	195.00—235.00
<i>Millwrights</i>		
Canada.....	215.32	.....
New Brunswick and Quebec.....	215.14	214.45—216.65
Ontario.....	222.49	192.39—250.80
Saskatchewan and Alberta.....	197.50	190.00—200.00
British Columbia.....	215.40	195.00—235.00



Table VIII—(6) GRAIN ELEVATORS—Concluded

Occupation and Locality	Average Wage Rate per Month	Range of Rates per Month
	\$	\$
<i>Weighman</i>		
Canada .....	209.84	
New Brunswick and Quebec .....	198.89	190.00—219.45
Ontario .....	216.10	190.00—240.00
Saskatchewan and Alberta .....	185.80	177.00—190.00
British Columbia .....	213.78	190.52—230.00
	per Hour	per Hour
	\$	\$
<i>Labourers</i>		
Canada .....	.79	
New Brunswick and Quebec .....	.70	.65 — .83
Ontario .....	.81	.69 — .88
Saskatchewan and Alberta .....	.64	.60 — .66
British Columbia .....	.94	.78 — 1.00
<i>Oilers</i>		
Canada .....	.79	
Quebec .....	.68	.64 — .70
Ontario .....	.79	.70 — .88

Table IX—WAGE RATES AND HOURS OF LABOUR IN TELEPHONE COMMUNICATION, 1947

Locality and Occupation	Average Ranges of Rates <sup>1</sup> per Week	
	\$	
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada .....	41.7	
Maritime Provinces .....	44.0	
Quebec .....	42.2	40—48
Ontario .....	41.0	40—48
Manitoba .....	44.0	
Saskatchewan .....	40.0	
Alberta .....	40.0	
British Columbia .....	40.2	40—44
Canada—		
Cablemen and Splicers .....		41.09—56.80
Central Office Repairmen .....		38.22—56.11
Linemen .....		29.96—54.16
Operators, Female .....		16.13—24.71
P.B.X. Installers .....		42.68—55.85
P.B.X. Repairmen .....		44.94—55.85
Station Installers .....		39.44—55.55
Station Repairmen .....		37.78—55.03
Supervisors, Female .....		24.99—34.63

<sup>1</sup> Ranges of provincial average rates shown to avoid disclosing confidential information.

Table X—WAGE RATES AND HOURS OF LABOUR IN TRADE, 1947

## (1) Wholesale

Locality	Average Standard Hours per Week		AVERAGE WAGE RATE PER WEEK			
	Male	Female	Book-keepers, Female	General Office Clerks, Male	General Office Clerks, Female	Office Appliance Operators, Female
			\$	\$	\$	\$
Nova Scotia—						
Halifax.....	42.0	40.5	28.17	33.39	26.32	26.19
Sydney.....	43.8	41.8	.....	31.11	23.88	.....
New Brunswick—						
Moncton.....	43.7	39.6	24.55	.....	22.76	28.48
Saint John.....	42.8	40.5	22.60	34.49	23.66	25.40
Quebec—						
Montreal.....	43.8	38.9	30.96	37.10	27.21	29.28
Quebec.....	44.4	42.2	27.77	32.70	.....	.....
Ontario—						
Hamilton.....	43.2	39.7	27.75	36.56	25.46	25.42
London.....	43.7	41.0	24.24	32.18	23.05	24.76
Ottawa.....	44.0	40.2	27.72	34.28	24.98	25.78
Toronto.....	41.7	39.2	29.56	37.84	27.39	28.83
Windsor.....	43.4	40.8	.....	36.12	24.27	28.48
Manitoba—						
Winnipeg.....	42.2	39.7	28.00	35.98	22.83	25.00
Alberta—						
Regina.....	42.8	40.8	28.24	39.43	24.38	29.13
Saskatoon.....	42.9	41.1	24.87	32.90	23.32	23.88
British Columbia—						
Vancouver.....	41.7	40.3	28.21	39.56	24.95	28.04
Victoria.....	42.0	42.3	28.52	40.98	28.36	.....

Table X—(1) WHOLESALE—Concluded

Locality	AVERAGE WAGE RATE PER WEEK				
	Shippers and Receivers, Male	Stenographers, Female	Typists, Female	Truck Drivers, Male	Ware- housemen
	\$	\$	\$	\$	\$
Nova Scotia—					
Halifax.....	31.36	26.84	23.73	31.08	31.45
Sydney.....				32.11	33.55
New Brunswick—					
Moncton.....	33.66	24.44		29.70	28.18
Saint John.....	31.92	23.75	21.56	31.68	31.79
Quebec—					
Montreal.....	32.39	29.95	23.96	33.50	29.34
Quebec.....	31.49		20.90	31.91	
Ontario—					
Hamilton.....	34.37	26.28	23.14	33.66	31.32
London.....	33.08	24.20	19.81	31.50	29.49
Ottawa.....	29.62	27.65	23.75	30.30	24.95
Toronto.....	34.16	29.85	24.88	34.87	31.55
Windsor.....	36.96	26.39	24.64	34.57	32.19
Manitoba—					
Winnipeg.....	32.34	25.99	23.37	31.60	29.16
Saskatchewan—					
Regina.....	31.75	26.93	24.26	33.60	31.82
Saskatoon.....	31.57	24.62	22.87	32.70	29.11
Alberta—					
Calgary.....	33.27	25.38	21.39	31.69	31.35
Edmonton.....	33.21	24.00	20.70	32.04	28.59
British Columbia—					
Vancouver.....	35.63	27.39	24.45	40.20	31.13
Victoria.....	30.55	25.92	25.04	42.16	30.00



Table X—WAGE RATES AND HOURS OF LABOUR IN TRADE, 1947—Continued  
(2) Retail

Locality	Average Standard Hours per Week		AVERAGE WAGE RATE PER WEEK				
	Male	Female	Bookkeepers, Female	Cashiers, Female	General Office Clerks, Female	Janitors	Office Appliance Operators, Female
			\$	\$	\$	\$	\$
Nova Scotia— Halifax.....	43.6	41.0	23.92	19.21	20.24	25.98	22.70
New Brunswick— Moncton.....	43.3	41.9	26.60	20.10	19.53	31.77	20.67
Saint John.....	46.6	43.8	20.76	19.35	17.25	28.49	16.71
Quebec— Montreal.....	46.0	43.5	27.79	21.82	21.22	29.11	25.44
Quebec.....	46.8	44.9	24.83	19.96	17.98	.....	.....
Sherbrooke.....	49.3	47.0	25.12	22.09	20.31	.....	.....
Ontario— Hamilton.....	44.4	42.1	30.34	24.00	23.80	32.48	25.00
London.....	43.5	41.9	.....	23.78	22.22	26.79	.....
Ottawa.....	44.9	42.8	24.92	21.12	20.56	28.99	21.13
Toronto.....	42.9	41.1	28.57	23.69	22.63	32.59	26.58
Windsor.....	43.6	40.9	31.66	24.04	23.10	29.76	.....
Manitoba— Winnipeg.....	43.1	40.4	25.91	21.66	22.35	29.86	25.21
Saskatchewan— Moose Jaw.....	41.7	40.7	22.57	23.23	24.74	.....	.....
Regina.....	40.5	39.5	24.91	22.57	.....	.....	.....
Saskatoon.....	42.2	40.9	24.33	23.47	25.71	.....	25.23
Alberta— Calgary.....	42.3	40.5	26.31	21.54	23.44	28.00	22.52
Edmonton.....	42.3	40.5	26.36	22.49	23.73	32.87	23.73
Lethbridge.....	44.1	41.7	25.81	22.63	25.58	.....	.....
British Columbia— New Westminster.....	42.6	42.3	29.17	22.83	23.80	.....	29.17
Vancouver.....	40.7	39.8	28.74	23.66	23.57	34.15	25.62
Victoria.....	42.3	40.5	24.52	20.59	22.46	29.08	23.39

Table X—WAGE RATES AND HOURS OF LABOUR IN TRADE, 1947—Concluded  
(2) Retail—Concluded

Locality	AVERAGE WAGE RATE PER WEEK						Warehousemen
	Sales Clerks, Male	Sales Clerks, Female	Shippers and Receivers	Stenographers, Female	Telephone Operators, Female	Truck Drivers	
Nova Scotia— Halifax.....	\$ 26.36	\$ 17.50	\$ 33.51	\$ 22.48	\$ 17.33	\$ 27.51	\$ 22.75
New Brunswick— Moncton.....	31.05	18.42	31.78	22.62	20.00	29.38	30.40
Saint John.....	29.26	17.61	27.55	19.63	17.00	28.32	23.29
Quebec— Montreal.....	31.91	20.76	31.58	29.70	23.00	31.79	29.74
Quebec.....	28.81	15.61	26.72	21.39	21.00	27.08	26.74
Sherbrooke.....	22.94	18.33					
Ontario— Hamilton.....	34.45	20.83	33.17	25.76	21.80	35.45	33.06
London.....	33.31	20.69	31.84	24.30		30.00	
Ottawa.....	30.52	19.30	28.75	25.35	21.02	29.59	
Toronto.....	32.85	21.49	33.13	27.35	23.41	36.47	34.25
Windsor.....	33.73	22.30		25.62		37.72	
Manitoba— Winnipeg.....	35.46	21.71	34.95	26.40	22.16	35.71	
Saskatchewan— Moose Jaw.....	34.54	21.14		23.13		31.82	
Regina.....	32.52	21.17	34.40	22.79			
Saskatoon.....	30.93	22.05	30.44	24.00		30.97	
Alberta— Calgary.....	33.42	21.44	32.49	24.08	22.07	32.88	31.82
Edmonton.....	33.98	22.03	32.37	24.40	22.63	36.93	33.56
Lethbridge.....	32.52	20.09	33.36	24.11		30.28	
British Columbia— New Westminster.....	31.22	20.00	37.82	23.02		41.57	31.51
Vancouver.....	36.24	22.84	34.73	26.15	23.74	40.88	31.90
Victoria.....	31.87	20.96	33.25	22.16	23.50	37.48	28.62

Table XI—WAGE RATES AND HOURS OF LABOUR IN SERVICE, 1947

(1) Civic Employees

Locality	Police Constables		Firefighters		Labourers	
	Maximum Basic Salary per Year	Standard Hours per Week	Maximum Basic Salary per Year	Standard Hours per Week <sup>1</sup>	Wage Rate per Hour	Standard Hours per Week
Prince Edward Island— Charlottetown.....	\$ 1577	48	\$ .....	.....	.38 — .60	48
Nova Scotia— Glace Bay.....	2088	48	.....	.....	.72	48
Halifax.....	1888 and 1960 <sup>2</sup>	48	1996 and 2140 <sup>2</sup>	72	.60 — .65	48
Sydney.....	1848	48	1752	72	.72	48
New Brunswick— Fredericton.....	1800	48	1800 <sup>3</sup>	60	.60	48
Moncton.....	2149	48	2155	48	.55 — .64½	44
Saint John.....	1920	48	.....	.....	.62½	48
Quebec— Cap de la Madeleine <sup>4</sup> .....	2080	72	2080	72	.55 and .68	48
Hull.....	1694	48	1644	72	.55 and .60	48
Joliette <sup>4</sup> .....	1820	60	1820	72	.53 — .60½	48
Magog.....	1820	60	.....	.....	.50 — .60	48
Montreal.....	2300	48	2600	72	.55 — .65	44 — 54
Quebec.....	1846	72	1846	84	.54 — .55	44 — 48
St. Hyacinthe <sup>4</sup> .....	2060	72	2060	72	.55 — .60	44
St. Johns.....	1768	60	.....	.....	.57 — .67	54
Shawinigan Falls <sup>4</sup> .....	1975	56	1975	56	.63	48
Sherbrooke.....	1976	72	2184	.....	.....	.....
Sorel <sup>4</sup> .....	2080	63	2080	63	.45 — .70	48
Trois Rivières <sup>4</sup> .....	1794	60	1794	60	.50 — .60½	48
Verdun.....	2200	48	2300	72	.65 — .68	44
Westmount.....	2150	48	2250	72	.60	50
Ontario— Belleville.....	2035	48	2190	72	.60 — .65	44
Brantford.....	2274	48	2274	72	.71½ — .80	44



Table XI—(1) CIVIC EMPLOYEES—Continued

Locality	Police Constables		Firefighters		Labourers	
	Maximum Basic Salary per Year	Standard Hours per Week	Maximum Basic Salary per Year	Standard Hours per Week <sup>1</sup>	Wage Rate per Hour	Standard Hours per Week
	\$		\$		\$	
Ontario—Concluded						
Brockville.....	1800	48	1800	72	.60	50
Chatham.....	1870	48	1870	72	.63	44 — 48
Cornwall.....	1980	48	1980	60	.60	44
Fort William.....	2280	48	2040	48	.70	44
Galt.....	1900	54	1700	72	.66	44
Guelph.....	1900	48	1900	72	.65	44
Hamilton.....	2411	48	2411	48	.79½	44
Kirkland Lake.....	2220	48	2220	72	.70	44
Kitchener.....	2170	48	2200	72	.75	44
London.....	2233	48	2235	72	.63	45
Niagara Falls.....	2279	48	2219	60	.71	48
North Bay.....	1980	48	2040	72	.65	44
Oshawa.....	2050	48	2100	56	.70	44
Ottawa.....	2530	48	2321	48	.60½	44
Owen Sound.....	1979	48	1737	72	.61	47
Peterborough.....	2131	48	2100	72	.65	44
Port Arthur.....	2250	48	2124	48	.78	44
St. Catharines.....	2237	48	2183	72	.70	48
St. Thomas.....	2220	48	2178	56	.67	48
Sarnia.....	2171	48	2105	72	.70	48
Sault Ste. Marie.....	2222	48	2284	48	.74½	48
Stratford.....	1850	48	1850	60	.67	44
Sudbury.....	2259	48	2199	56	.72	48
Timmins.....	2220	48	2220	48	.72	44
Toronto.....	2637	48	2817	56	.80	40
Windsor.....	2481	48	2350	72	.82½	44
Woodstock.....	1700	45	1700	72		
Manitoba—						
Brandon.....	1855	48	1777	72	.55	44
St. Boniface.....	2232	48	2172	72	.60	44
Winnipeg.....	2400	48	2400	48	.70	44

Saskatchewan—							
Moose Jaw.....	2197	44	2062	72	.62	44	
Prince Albert.....	1980	48	1938 <sup>5</sup>	72	.56	48	
Regina.....	2274 <sup>6</sup>	42	2160	48	.60	44	
Saskatoon.....	2250 <sup>7</sup>	42	2160	48	.63 — .73	44	
Alberta—							
Calgary.....	2274 <sup>8</sup>	48	2214 <sup>8</sup>	48	.65 — .80	40	
Edmonton.....	2170	40	2170	48	.79 — .85	40	
Lethbridge.....	2160	54	2040	48	.....	.....	
Medicine Hat.....	1980	48	1980	48	.....	.....	
British Columbia—							
Nanaimo.....	.....	.....	1810	48	.79	44	
Nelson.....	2100	48	1920	48	.80	44	
New Westminster.....	2304	48	2304	48	.85	44	
Prince Rupert.....	.....	.....	2112	72	.....	.....	
Vancouver.....	2400	44	2340	48	.86	40	
Victoria.....	2280	44	2304	48	.87	40	

<sup>1</sup> Most firefighters work under the two-platoon system, 10-hour day shift and 14-hour night shift, averaging 72 hours per week, with one day off in seven. A number of municipalities have adopted the three-platoon system, three 8-hour shifts and 48-hour week.

<sup>2</sup> The higher rate for married men.

<sup>3</sup> Drivers of apparatus only; others on call.

<sup>4</sup> Both police and firefighting duties performed by the same men.

<sup>5</sup> Work on certain eight listed statutory holidays to be paid for at regular rate.

<sup>6</sup> Free uniforms.

<sup>7</sup> Uniforms supplied, boot allowance of \$20 per year and free street car transportation to and from work.

<sup>8</sup> Paid also for work on statutory holidays.

Table XI—(2) LAUNDRIES

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
		\$	\$
STANDARD HOURS PER WEEK			
	<i>Average</i>	<i>Range</i>	
Canada.....	47.5	.....	
Nova Scotia.....	46.8	46.5-54	
New Brunswick.....	46.2	45-50	
Quebec.....	50.4	45-54	
Ontario.....	45.8	44-49	
Manitoba.....	47.4	44-48	
Saskatchewan.....	44.0	.....	
Alberta.....	46.2	44-48	
British Columbia.....	44.2	40-48	
<i>Extractor Operators, Male</i>			
Canada.....		.68	.....
Quebec.....		.54	.50 — .60
Montreal.....		.56	.50 — .60
Ontario.....		.70	.55 — .82
Toronto.....		.75	.60 — .84
Prairie Provinces.....		.61	.51 — .63
British Columbia.....		.80	.66 — .84
<i>Sorters, Female</i>			
Canada.....		.45	.....
Maritime Provinces.....		.33	.29 — .40
Quebec.....		.48	.35 — .62
Montreal.....		.49	.35 — .62
Ontario.....		.46	.38 — .50
Toronto.....		.47	.40 — .51
Manitoba.....		.40	.34 — .55
Alberta.....		.45	.41 — .53
British Columbia.....		.48	.45 — .50
<i>Starchers, Female</i>			
Canada.....		.45	.....
Quebec.....		.40	.38 — .40
Montreal.....		.41	.38 — .42
Ontario.....		.46	.38 — .55
Toronto.....		.43	.38 — .50
Prairie Provinces.....		.42	.39 — .46
British Columbia.....		.50	.43 — .56
<i>Washers, Male</i>			
Canada.....		.70	.....
Maritime Provinces.....		.68	.62 — .78
Quebec.....		.63	.50 — .70
Montreal.....		.64	.52 — .70
Ontario.....		.73	.57 — .87
Toronto.....		.82	.65 — .89
Manitoba.....		.63	.55 — .74
Saskatchewan.....		.70	.65 — .77
Alberta.....		.71	.60 — .83
British Columbia.....		.87	.71 — .96



Table XI—(2) LAUNDRIES—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Laundry Operators, Female</i>		
Canada.....	.44	.....
Nova Scotia.....	.35	.32 — .40
New Brunswick.....	.31	.25 — .44
Quebec.....	.42	.25 — .62
Montreal.....	.45	.35 — .62
Ontario.....	.45	.35 — .55
Toronto.....	.49	.40 — .66
Manitoba.....	.38	.30 — .50
Saskatchewan.....	.43	.42 — .48
Alberta.....	.41	.34 — .49
British Columbia.....	.54	.45 — .63
	per Week	per Week
<i>Drivers<sup>1</sup></i>		
Canada.....	41.51	.....
Nova Scotia.....	33.73	28.36—38.08
New Brunswick.....	40.39	38.00—48.41
Quebec.....	40.42	30.00—51.73
Montreal.....	40.65	30.00—51.80
Ontario.....	44.54	33.55—56.85
Toronto.....	46.63	36.00—56.85
Prairie Provinces.....	36.85	26.95—64.24
British Columbia.....	44.51	31.00—60.00

<sup>1</sup> Rates include commission.

Table XI—(3) HOTELS

## STANDARD HOURS PER WEEK:

48 for nearly all hotels covered by table except in Saskatchewan and British Columbia where most employees are on the 44-hour week.

NOTE.—In several cases the rates shown for an occupation are higher with three meals than without meals. This is due to the relatively high rates paid by some of the large hotels in which meals are supplied.

Occupation and Locality	NO MEALS		THREE MEALS	
	Average Wage Rate per Month	Range of Rates per Month	Average Wage Rate per Month	Range of Rates per Month
	\$	\$	\$	\$
<i>Chambermaids</i>				
Maritime Provinces.....			56	45—73
Quebec.....	69	53—83	63 <sup>4</sup>	45—78
Ontario <sup>1</sup> .....	91	72—110	77	49—107
Western Provinces.....	98	80—110	81 <sup>4</sup>	68—106
<i>Cooks, Male</i>				
Maritime Provinces.....			139	85—170
Quebec.....	149	142—165	146	110—168
Ontario <sup>1</sup> .....	157	132—183	162	125—195
Western Provinces.....	166	131—173	166	123—181
<i>Dishwashers, Male</i>				
Maritime Provinces.....			82	65—103
Quebec.....	85	70—91	92	70—103
Ontario <sup>1</sup> .....	102	100—104	90	60—110
Western Provinces.....	107	80—118	106	98—123

Table XI—(3) HOTELS—Concluded

Occupation and Locality	NO MEALS		THREE MEALS	
	Average Wage Rate per Month	Range of Rates per Month	Average Wage Rate per Month	Range of Rates per Month
	\$	\$	\$	\$
<i>Dishwashers, Female</i>				
Maritime Provinces.....			67	40—89
Quebec.....	78	70—84		
Ontario <sup>1</sup> .....	80	70—90	77	58—82
Western Provinces.....	99	85—110	87	78—90
<i>Elevator Operators, Male</i>				
Quebec.....	98	65—113	73	60—75
Ontario.....	107	92—130		
Western Provinces.....	99	90—119		
<i>Elevator Operators, Female</i>				
Ontario.....	102	72—127		
Western Provinces.....	98	81—106		
<i>Room Clerks, Male</i>				
Maritime Provinces.....			113	83—143
Quebec.....	170	150—203		
Ontario <sup>1</sup> .....	160	125—193		
Western Provinces.....	154	125—178		
<i>Stenographers and Typists, Female</i>				
Quebec.....	120	119—140	109	108—114
Ontario.....	125	91—153		
Western Provinces.....	126	110—146		
<i>Telephone Operators, Female</i>				
Maritime Provinces.....	99	70—110	73	66—89
Quebec.....	97	83—100		
Ontario.....	107	83—123		
Western Provinces.....	110	88—122		
<i>Dining Room Waiters</i>				
Maritime Provinces.....			74	51—93
Quebec.....			70	55—92
Ontario.....	112	108—112	91	74—95
Western Provinces.....	110	95—114	103	93—144
<i>Dining Room Waitresses</i>				
Maritime Provinces.....			52	33—77
Quebec <sup>2</sup> .....	56	49—62	64	53—71
Ontario <sup>1</sup> .....	77	65—93	70	51—85
Western Provinces <sup>3</sup> .....	88	78—98	89	80—104
<i>Laundry Workers, Female</i>				
	per Hour	per Hour	per Hour	per Hour
Quebec.....	.43	.34—.48	.31 <sup>4</sup>	.29—.32
Ontario.....	.48	.38—.58		
Western Provinces.....	.56	.48—.63		

<sup>1</sup> The following average rates applied in Ontario for an appreciable number who were supplied with 2 meals: Cooks, \$165; Dishwashers, Male, \$95; Dishwashers, Female, \$84; Dining Room Waitresses, \$63. With 1 meal: Chambermaids, \$85; Room Clerks, Male, \$144.

<sup>2</sup> A substantial number with both room and meals averaged \$53.

<sup>3</sup> An important group with 2 meals averaged \$96.

<sup>4</sup> Room supplied in addition to 3 meals per day.

Table XI—(4) GARAGES (AUTOMOBILE MECHANICS)

Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
	\$	\$	
Canada.....	.90		
Nova Scotia.....	.76		
Halifax.....	.75	.60 — .85	49 — 50
New Glasgow.....	.72	.65 — .75	54
Sydney.....	.84	.75 — .90	44
Truro.....	.72	.65 — .80	53 — 54
New Brunswick.....	.75		
Fredericton.....	.67	.55 — .75	53 — 54
Moncton.....	.76	.65 — .89	49
Saint John.....	.86	.75 — 1.17	50
Quebec.....	.84		
Hull.....	.78	.70 — .85	49
Montreal.....	.88	.70 — 1.00	49 — 60
Quebec.....	.79	.68 — .90	49
Sherbrooke.....	.74	.60 — .90	49
Trois Rivières.....	.74	.67 — .85	49 — 54
Ontario.....	.90		
Brantford.....	.95	.85 — 1.00	48
Belleville.....	.73	.60 — .80	48
Cornwall.....	.81	.70 — .95	49
Fort William and Port Arthur.....	1.02	.95 — 1.05	48
Galt.....	.77	.70 — .82	49
Hamilton.....	.83	.75 — .95	48 — 49
Kingston.....	.90	.80 — .93	48
Kirkland Lake.....	.91	.75 — 1.00	48
Kitchener.....	.86	.75 — .95	45 — 49
London.....	.90	.80 — 1.01	44 — 48
Niagara Falls.....	.92	.85 — 1.00	48 — 49
Oshawa.....	.92	.88 — .95	48
Ottawa.....	.84	.65 — 1.14	48
Peterborough.....	.85	.80 — .90	48
Sarnia.....	.87	.75 — .94	48
St. Catharines.....	.93	.80 — 1.00	48 — 49
Sudbury.....	.94	.80 — 1.01	48
Timmins.....	.92	.90 — 1.00	48
Toronto.....	.92	.75 — 1.05	44 — 48
Windsor.....	.92	.65 — 1.13	44 — 48
Manitoba.....	.86		
Brandon.....	.82	.80 — .85	49
Winnipeg.....	.86	.77 — .98	45 — 50
Saskatchewan.....	.83		
Moose Jaw.....	.87	.80 — .95	48
Regina.....	.81	.60 — .92	44 — 48
Saskatoon.....	.85	.75 — .90	48 — 49
Alberta.....	.96		
Calgary.....	.98	.80 — 1.10	43½ — 46½
Edmonton.....	.95	.73 — 1.10	43½ — 46½
Lethbridge.....	.92	.85 — 1.00	44 — 49
Medicine Hat.....	.84	.80 — .90	48
British Columbia.....	1.01		
New Westminster.....	1.03	1.00 — 1.05	44
Prince Rupert.....	1.01	.85 — 1.10	44
Vancouver.....	1.03	.85 — 1.15	44
Victoria.....	.96	.80 — 1.00	44



Table XII—STANDARD OR NORMAL HOURS OF WORK PER WEEK FOR MALE WORKERS,  
BY INDUSTRY, 1947

NOTE.—Figures shown for Manufacturing, Construction, Trade and Service are weighted averages while those for Logging, Mining and Transportation are predominant hours. Office employees are not included.

Industry	Canada	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
<b>Logging—</b>									
Eastern Canada.....					48—60 with 60 per cent of the workers reported at 60 hours.				
Western Canada									
Prairie Provinces.....					48—60 with 52 per cent of the workers reported at 48 hours.				
British Columbia (Coastal).....	40								
<b>Mining—</b>									
Coal Mining.....	44.7	47.9	48.3	48.0	48.1	48.0	46.5	40.5	40.1
Metal Mining.....	47.8								46.3
<b>Manufacturing—</b>									
Primary Textile Products.....	47.4	47.4	46.7	48.1	46.3	43.6		44.7	42.1
Cotton Yarn and Cloth.....	47.0	48.0	46.4	47.1	49.5				
Woolen Yarn and Cloth.....	47.9	48.5	49.5	49.7	47.0	43.6			43.2
Knitting—Hosiery, Underwear and Outerwear.....	47.1	46.6	48.0	48.9	45.3	44.0		44.7	40.2
Rayon Yarn and Fabric.....	47.9			48.1	45.4				
Clothing.....	41.5	45.1	41.2	41.9	40.9	40.5		40.4	41.5
Men's and Boys' Suits and Overcoats.....	41.2			41.4	40.5				
Work Clothing.....	43.5	45.1	40.6	45.7	42.5	40.9		40.3	40.7
Men's Shirts.....	44.0			44.5	43.3				
Women's and Misses' Suits and Coats.....	40.1		45.0	40.0	40.0	40.0			42.2
Dresses.....	41.5			41.9	40.4	40.0		42.0	40.0
Rubber Products.....	46.3			48.9	45.6				41.3
Pulp and Its Products.....	47.6	48.0	48.0	48.0	48.0				44.0
Paper Boxes.....	45.9	47.0	44.3	48.2	45.1	44.1		44.0	44.0
Printing and Publishing.....	41.2	41.3	42.6	40.7	41.5	41.3	41.5	43.4	39.0
Newspaper Printing.....	41.1	40.9	42.7	40.4	41.5	44.3	42.4	44.8	37.9
Job Printing.....	41.2	42.8	42.5	41.1	41.5	40.1	40.3	40.2	40.5

Lumber and Its Products.....	46.8	50.2	54.1	54.3	47.0	46.3	49.6	47.9	40.6
Sawmill Products.....	46.5	54.1	56.8	58.9	51.8	52.6	52.7	52.1	40.6
Planing Mills, Sash, Doors, etc.....	47.8	47.7	50.2	48.3	46.8	44.4	52.7	44.8	40.4
Wooden Furniture.....	45.7	48.5	48.5	48.6	44.9	44.9	44.0	41.5	40.7
Baskets and Wooden Boxes.....	48.7	52.6	55.0	54.5	48.3	45.3	44.0	46.7	40.4
Edible Plant Products.....	47.8	51.1	49.7	50.0	47.2	46.0	45.0	48.7	47.9
Flour.....	47.9	44.5	47.4	49.7	47.9	48.0	46.3	47.6	40.5
Bread and Cake.....	46.4	48.0	46.4	48.3	47.4	44.6	44.0	46.9	43.8
Biscuits.....	48.0	49.0	49.6	51.4	46.3	45.0	44.0	42.8	40.0
Confectionery.....	46.3	44.3	47.2	47.2	46.2	45.4	44.0	40.0	40.0
Fruit and Vegetable Canning.....	49.3	59.0	54.0	54.9	47.3	43.8	44.0	68.8	50.9
Fur Products.....	42.3	41.5	41.5	43.5	41.1	40.1	42.5	40.1	40.0
Leather and Its Products.....	45.5	48.0	44.0	46.8	44.5	47.3	44.0	40.0	40.5
Leather Tanning.....	46.2	48.0	44.0	52.9	45.1	48.0	44.0	40.0	40.5
Boots and Shoes.....	45.1	48.0	44.0	46.1	43.7	46.5	46.5	40.5	40.5
Edible Animal Products.....	46.7	50.9	52.3	50.2	46.6	45.5	44.5	45.3	44.0
Meat Products.....	45.4	48.2	44.0	48.0	45.4	44.8	44.2	44.6	43.9
Dairy Products.....	48.2	52.3	47.9	52.6	47.6	48.6	45.1	47.1	44.0
Fish Canning.....	47.3	50.0	55.5	54.0	54.0	49.2	49.2	44.0	44.0
Iron and Its Products.....	45.2	47.1	44.7	47.0	44.7	45.5	44.0	42.5	40.2
Crude, Rolled and Forged Products.....	47.8	48.1	48.9	48.0	47.7	47.5	47.5	41.1	41.1
Foundry and Machine Shop Products.....	44.9	44.2	48.9	47.4	44.4	45.1	44.0	42.4	40.7
Machine Tools.....	45.8	45.5	49.3	44.8	46.1	44.0	44.0	41.2	41.2
Machinery.....	45.5	47.0	44.0	46.7	45.3	45.9	44.0	43.1	40.5
Engines, Boilers, Tanks, etc.....	45.3	47.0	44.0	47.3	45.0	45.0	44.0	44.0	40.5
Aircraft and Parts.....	44.7	44.8	44.0	45.2	43.3	44.0	44.0	44.0	40.0
Steel Shipbuilding.....	45.3	44.8	44.0	47.7	44.4	44.0	44.0	44.0	40.0
Railway Rolling Stock.....	46.7	48.0	44.0	45.0	47.5	45.0	45.0	45.0	40.0
Motor Vehicles.....	41.5	45.1	49.6	49.6	41.3	47.1	44.0	44.0	40.0
Motor Vehicle Parts and Accessories.....	45.1	45.1	49.3	49.3	45.1	44.0	44.0	41.3	41.3
Agricultural Machinery.....	45.3	48.0	55.8	55.8	45.1	44.0	44.0	40.0	40.0
Heating and Cooking Apparatus.....	46.0	48.0	44.6	48.0	45.3	44.0	44.0	41.5	40.0
Sheet Metal Products.....	44.1	44.1	44.0	44.9	44.4	44.0	44.0	40.2	40.2
Tobacco Products.....	45.2	45.2	45.3	45.3	45.2	44.0	44.0	40.0	40.0
Beverages (Brewery Products).....	44.1	44.0	48.3	48.0	40.9	44.0	44.0	44.5	41.9
Electric Current Production and Distribution.....	46.8	49.5	47.9	46.9	47.3	45.0	45.5	44.5	40.4
Electrical Products.....	43.2	43.1	41.8	41.8	43.9	42.7	42.7	40.4	40.4
Electrical Machinery and Apparatus.....	43.1	41.1	41.1	41.1	43.9	42.7	42.7	40.4	40.4
Radio Sets and Parts.....	44.3	44.3	45.0	45.0	43.7	42.7	42.7	40.4	40.4

Table XII—STANDARD OR NORMAL HOURS OF WORK PER WEEK FOR MALE WORKERS, BY INDUSTRY, 1947—Concluded

Industry	Canada	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
<b>Construction</b> .....	44.4	44.3	49.2	46.8	43.5	44.8	41.0	43.2	40.5
<b>Transportation, Storage and Communication—</b>									
Water Transportation (Inland and Coastal).....									
Hours on duty at sea were 8 per day (3 watches). Regular hours on both Atlantic and Pacific coasts and on the Great Lakes and St. Lawrence varied; usually only necessary operational work was done on Sundays and holidays, as well as on Saturday afternoon in some cases. One day off in seven, or five days per month, was the usual rule.									
Steam Railways.....									
48 (44 in Locomotive shops).									
Electric Street Railways.....	46.6	44.0	48.0	49.9	45.1	46.5	44.0	40.0	45.4
Motor Transport (Local).....	48.4	48.0	44.8	54.7	47.9	48.6	43.4	46.5	47.4
Grain Elevators.....	47.4	.....	48.0	52.9	47.8	44.6	50.5	48.0	44.2
Telephone.....	41.7	44.0	44.0	42.2	41.0	44.0	40.0	40.0	40.2
<b>Trade—</b>									
Wholesale.....	43.7	41.9	44.0	45.0	43.4	44.0	44.1	44.0	41.9
Retail.....	44.7	47.3	44.9	47.5	44.5	43.7	44.0	43.3	42.2
<b>Service—</b>									
Laundries.....	47.5	48.6	46.2	50.4	45.8	47.4	44.0	46.2	44.2
Garages (Automobile Mechanics).....	47.8	50.3	51.3	50.6	47.8	47.9	47.9	46.5	44.0



APPENDIX

WAGES IN AGRICULTURE, 1947

SOURCE OF DATA: Quarterly Bulletin of Agricultural Statistics—figures compiled from reports made by farm correspondents in all provinces.

Province	January 15				May 15				August 15			
	DAILY		MONTHLY		DAILY		MONTHLY		DAILY		MONTHLY	
	With Board	Without Board	With Board	Without Board	With Board	Without Board	With Board	Without Board	With Board	Without Board	With Board	Without Board
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Canada.....	3.23	4.15	63.29	89.25	3.59	4.55	77.01	103.96	4.13	5.17	82.75	109.03
Prince Edward Island.....	2.59	3.30	52.55	74.24	2.70	3.50	57.31	80.00	2.67	3.54	55.50	75.16
Nova Scotia.....	3.34	4.18	71.16	97.30	3.41	4.43	69.65	101.05	3.57	4.36	72.44	101.00
New Brunswick.....	3.59	4.53	83.08	103.27	3.59	4.43	82.86	108.44	3.77	4.69	86.88	107.63
Quebec.....	3.32	4.23	72.31	94.92	3.42	4.36	76.34	102.15	4.03	4.90	84.02	109.58
Ontario.....	3.36	4.28	63.92	90.48	3.59	4.54	70.66	95.84	3.70	4.96	74.29	99.48
Manitoba.....	2.82	3.77	55.40	82.29	3.65	4.74	75.00	101.38	4.54	5.46	80.55	102.59
Saskatchewan.....	2.69	3.71	54.04	81.47	3.71	4.68	81.98	109.16	4.83	5.99	89.23	116.06
Alberta.....	3.09	4.02	63.31	89.67	3.82	4.85	82.21	109.66	4.45	5.60	84.69	113.57
British Columbia.....	3.79	4.73	78.02	103.25	4.14	5.17	79.13	112.31	4.73	5.75	86.25	117.81

## APPENDIX—WAGES IN AGRICULTURE, 1947—Continued

The information given below has been reproduced from the Quarterly Bulletin issued by the Agricultural Branch of the Dominion Bureau of Statistics. The figures were compiled from reports made by farm correspondents in all provinces.

## Farm Wage Rates — 1945, 1946 and 1947

Average wage rates paid to farm help in Canada are higher than at any time since comparable statistics became available in 1940. Scarcity of labour and the maintenance of a high level of farm income have been important factors contributing towards the continuing rise in farm wage rates. Except in the case of monthly wages with board, Saskatchewan wage rates were the highest among the provinces. On the other hand wage rates in Prince Edward Island were the lowest. The average rates for Canada as reported at August 15, 1947, were \$4.13 per day and \$82.75 per month when the employer provided the board as compared with rates of \$4.04 and \$75.28, respectively, at the same date a year ago. Where the employee provided his own board, the average rates were \$5.17 per day and \$109.03 per month as against \$4.95 and \$100.62, respectively, as reported at August 15, 1946.

Table 1 gives a summary of wage rates for Canada as at August 15 from 1940 to date and Table 2 and 3 give comparative data on a provincial basis for the last three years.

Table 1.—AVERAGE WAGES OF MALE FARM HELP IN CANADA PER DAY AND PER MONTH AS AT AUGUST 15, 1940-47

Year	Average Wages per Day		Average Wages per Month	
	With Board	Without Board	With Board	Without Board
	\$	\$	\$	\$
1940.....	1.48	1.99	27.92	41.76
1941.....	2.02	2.57	35.40	51.15
1942.....	2.51	3.23	47.36	66.41
1943.....	3.38	4.42	61.81	84.76
1944.....	3.53	4.36	65.99	88.31
1945.....	3.55	4.50	71.68	97.22
1946.....	4.04	4.95	75.28	100.62
1947.....	4.13	5.17	82.75	109.03

Table 2.—AVERAGE WAGES OF MALE FARM HELP PER DAY AS AT AUGUST 15, 1946 AND 1947

Province	With Board			Without Board		
	1945	1946	1947	1945	1946	1947
	\$	\$	\$	\$	\$	\$
Prince Edward Island.....	2.55	2.62	2.67	3.36	3.38	3.54
Nova Scotia.....	3.43	3.24	3.57	4.21	4.11	4.30
New Brunswick.....	3.52	3.56	3.77	4.32	4.44	4.69
Quebec.....	3.22	3.46	4.03	4.12	4.36	4.90
Ontario.....	3.46	3.62	3.70	4.36	4.55	4.90
Manitoba.....	3.97	4.71	4.54	4.98	5.66	5.40
Saskatchewan.....	4.00	4.71	4.83	4.85	5.69	5.90
Alberta.....	4.04	4.37	4.45	4.94	5.17	5.60
British Columbia.....	3.85	4.42	4.73	4.64	5.26	5.70
Canada.....	3.55	4.04	4.13	4.50	4.95	5.17

Table 3.—AVERAGE WAGES OF MALE FARM HELP PER MONTH AS AT AUGUST 15, 1945, 1946 AND 1947

Province	With Board			Without Board		
	1945	1946	1947	1945	1946	1947
	\$	\$	\$	\$	\$	\$
Prince Edward Island.....	52.59	55.76	55.50	76.25	77.96	75.16
Nova Scotia.....	69.15	67.45	72.44	91.44	91.57	101.00
New Brunswick.....	80.63	78.61	86.88	103.46	103.17	107.63
Quebec.....	68.83	74.48	84.02	92.36	98.41	109.58
Ontario.....	64.34	68.40	74.29	87.39	92.40	99.48
Manitoba.....	74.84	77.50	80.55	97.76	102.81	102.59
Saskatchewan.....	77.31	82.99	89.23	101.92	111.13	116.06
Alberta.....	77.19	80.02	84.69	111.00	106.66	113.57
British Columbia.....	76.56	82.63	86.25	102.92	105.56	117.81
Canada.....	71.68	75.28	82.75	97.22	100.62	109.03





# THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

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## The Labour Month in Brief

More workers were employed during September than ever before in the history of Canada. The upswing in employment was accompanied by a steady rise in wages. Labour-management negotiations were for the most part conducted without work stoppages.

### Employment

All statistical indicators reflected the high level of employment. The latest Labour Force Survey of the Dominion Bureau of Statistics, showed that at September 4, 1948, total employment in all industries in Canada was 5,042,000. This was the highest figure yet registered, and compared with 5,008,000 on August 16, 1947, the previous record.

Unemployment, which had been 73,000 a year ago, was only 67,000 in the first week of September. This figure constituted only 1.3 per cent of the total labour force.

A seasonal increase in unemployment was anticipated, however, for the closing months of the year, when employment in

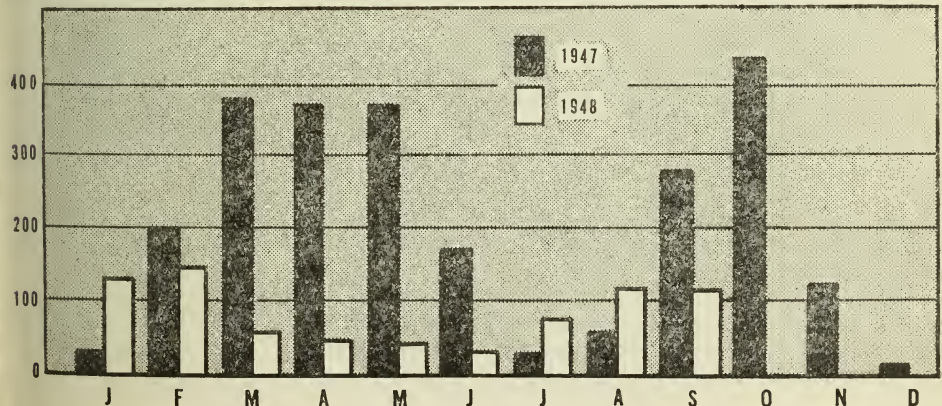
agriculture and subsidiary industries and in construction would decline, although logging would absorb many of the displaced workers.

The beginning of this annual downtrend in employment became evident late in September when the number of unplaced job applicants registered at offices of the National Employment Service began to increase. From a low of 86,080 at September 16, the total rose to 87,332 at October 1, and 98,602 at October 21. At October 1, 1947, the total had been 87,321.

During the month of September, 1948, 49,372 persons received unemployment insurance benefit, as compared with 39,541 during September, 1947. The higher number of persons drawing benefit—at a time when the number of unemployed was not higher—reflected an improvement in unemployment insurance protection of the working population. Among the important causes of this were the raising of the "ceiling" to \$3,120 last January 1, and the extension of coverage to several industries not previously included.

## WORKING DAYS LOST THROUGH STRIKES AND LOCKOUTS By month, 1947 and 1948

Thousands



The Dominion Bureau of Statistics employment index (based on reports from firms employing 15 or more employees) advanced to double the level of the base year, 1926, standing at 200·8 at August 1, and 201·2 at September 1, 1948.

### Industrial Relations

Collective agreements in the first nine months of 1948 were negotiated with less strike action than in 1947 (see chart on p. 1203). Nevertheless they resulted in wage increases comparable with those agreed upon during the previous year, while in addition the non-wage clauses of many industries were revised.

During the month of September, 1948, the number of strikes and lockouts in Canada and the resulting time loss were little changed from the previous month. Some increase was shown in the number of workers involved. As compared with September, 1947, the figures for the current month showed substantial decreases, the time loss being down about 60 per cent.

The most important strikes during September had started during July; these were of furniture factory workers in six centres in the Province of Quebec, and of automotive parts factory workers at St. Catharines, Ontario.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in September, 1948, was ·15 per cent of the estimated working time, as compared with ·16 per cent in August, 1948; ·35 per cent in September, 1947; ·11 per cent for the first nine months of 1948; and ·27 per cent for the first nine months of 1947.

The first administrative steps under the new Industrial Relations and Disputes Investigation Act were taken during September. Settlements were achieved during the month in disputes affecting terminal grain elevators at the Lakehead, various railways, and the telephone communications industry in Central Canada.

### Cost of Living

The Dominion Bureau of Statistics cost-of-living index advanced from 158·9 to 159·6 between September 1 and October 1, 1948. Group indexes for foods, clothing, home furnishings and services, and fuel and light recorded increases. A rise from 203·9 to 205·4 for foods was due mainly to higher prices for eggs, meats, and citrus fruits. The only appreciable declines were for vegetables. A few advances for coal and coke caused the fuel and light series to move from 128·5 to 128·8. Clothing moved from 179·9 to 181·0, and home

furnishings and services from 164·2 to 165·1. Many price averages for items in these groups recorded small advances, tapering off earlier increases in new autumn lines of merchandise. The rent index remained at 121·0 and miscellaneous items at 124·4.

### Earnings

Average hourly earnings of wage-earners in manufacturing continued to rise, according to the Bureau of Statistics. At August 1, average earnings were 92·8 cents an hour, as compared with 92·3 cents a month earlier, and 81·3 cents at August 1, 1947.

Average weekly earnings at August 1 amounted to \$39·07. When this figure is adjusted to take into consideration the cost-of-living index, the index of real earnings is found to have risen slightly. At the August date, the preliminary index of real earnings in manufacturing stood at 101·5 (base 1946=100), compared with 101·1 at July 1, and 103·4 at August 1, 1947.

### Labour Income

Canadian labour income reached a total of \$596 million for the month of July, increasing \$11 million over the corresponding total for June, and \$64 million over that for July of last year.

Estimates of labour income include all wages, salaries and supplementary remuneration for employees' services, in all industries.

The Bureau of Statistics reports that the increased total in July reflected greater aggregates of earnings in construction, transportation and agriculture.

### Foreign Trade

Canada's adverse trade balance with the United States showed a further decline in August, dropping to \$20,300,000 as compared with \$28,600,000 in July and \$71,600,000 in August last year, according to trade figures for the month released by the Dominion Bureau of Statistics. The month's deficit was the smallest since December, 1945. For the eight months ending August, the deficit in trade with the United States totalled \$277,100,000, down sharply from \$644,500,000 for the like 1947 period.

The reduced adverse balance in August was the combined result of a further decline in imports and the expansion of exports to the United States over last year. Imports fell off to \$136,100,000 compared with \$155,300,000 in August last year, while exports as reported earlier rose to \$114,000,000 as against \$81,400,000.



# NOTES OF CURRENT INTEREST

## **Displaced Persons are fulfilling employment obligations**

Almost 100 per cent of the initial group of immigrants brought to Canada about a year ago under the Displaced Persons movement, have faithfully fulfilled their agreement with the Canadian Government to remain in the field of employment for which they were selected, for periods of 10 months to a year, Arthur MacNamara, Deputy Minister of Labour, stated on October 1.

Mr. MacNamara made this fact known in announcing that, in recognition of fulfillment of their obligations, certificates are being issued to all Displaced Persons upon completion of their periods of agreed employment.

Possession of this certificate will leave the owner free to engage in any occupation he may wish. However, a large percentage of these workers have found conditions so much to their liking in the industries in which they have been employed that they have signified their intentions of continuing in the same lines of endeavour.

In the case of all Displaced Persons whose address is known, certificates are being mailed direct, upon confirmation from the employer that the period of employment has been completed. Co-operation between the field staff of the Department of Labour and local offices of the National Employment Service will be maintained in securing confirmation from employers.

Any Displaced Person who does not receive his certificate within a short time of the completion of his undertaking, may write to the Deputy Minister, Department of Labour, Confederation Building, Ottawa, Canada, giving information as to his present address and place of employment. If, on receipt of this information, it is established that he is entitled to a certificate, it will be mailed from the Deputy Minister's office.

## **Large order for potato harvesters in Maine**

The largest single order for workers filed with the National Employment Service since its inception over seven years ago was received in September, it was announced recently by Mr. Arthur MacNamara, Deputy Minister of Labour.

The order was for 7,000 workers for harvesting the potato crop in Aroostook County and Southern Maine and came from the Aroostook Farm Bureau Labour Association, Presque Isle, Maine, through the Em-

ployment Service of the Maine Unemployment Compensation Commission.

Of the total number of workers recruited, about 4,800 were from the rural areas of Quebec bordering the State of Maine, 1,600 from the urban areas of Quebec and 600 from various points in New Brunswick.

A schedule of recruiting meetings was planned under the organization of the National Employment Service, the Quebec Department of Labour, the Maine Unemployment Compensation Commission and the United States Immigration and Naturalization Department. The terms of the agreement required the workers to enter Maine through four entry points between September 17 and September 25. The recruitment and despatch of such a large movement of workers was a task requiring a considerable effort on the part of National Employment Service and recruiting officers in the areas concerned. The approximate duration of the employment was to be from September 17 to October 31.

It was estimated that these 7,000 workers would earn approximately \$1,700,000 in United States funds during the harvest period. The American dollars thus earned will be of some assistance in reducing the current American dollar shortage.

This large scale movement was planned by the officials of the United States Employment Service, Washington, D.C., and of the Department of Labour and National Employment Service, Ottawa, with the co-operation of the Maine Unemployment Compensation Commission, the United States Immigration and Naturalization Department, the Quebec Department of Agriculture which functions through the Local Parish Committees of the Province of Quebec.

## **Adequacy of Unemployment Insurance Fund**

The Unemployment Insurance Advisory Committee, in its annual report to the Governor in Council on the financial condition of the Unemployment Insurance Fund, expressed gratification that favourable employment conditions existing since the Unemployment Insurance Act went into effect in the year 1941 had made possible the growth of the Fund to an amount of nearly \$450,000,000, at the close of the fiscal year, 1947-48.

The Committee, composed of three members chosen after consultation with organizations representative of employed persons

and an equal number of members chosen after consultation with organizations representative of employers, met under the Chairmanship of Dr. W. A. Mackintosh, Vice-Principal, Queen's University, Kingston.

The Committee noted that, in the seven-year history of the Fund, the impact of depression has not yet been felt, and that it was, therefore, impossible to judge of the adequacy of the Fund in the face of a severe depression. Attention was drawn to the surprisingly high level of benefit payments (some \$34,900,000) in the fiscal year 1947-48, a year of high employment.

The Committee was agreed that, in view of the heavy burden which the Fund might be called upon to bear if less prosperous years are encountered, the present level of the reserve was by no means excessive.

#### **Stevedores and unemployment benefit**

Special reference is made to stevedores in the amendments to the Unemployment Insurance Act passed by Parliament in 1948, effective October 4. It is provided that on any day for which a contribution is required, an insured person (stevedore) is not entitled to draw benefit.

This is necessary because of the method under which contributions are made on behalf of stevedores who work spasmodically and for very long hours without interruption. A stevedore may work 60 or 70 hours a week and earn as much as \$100.00, while the next week he is unemployed. It was felt to be unreasonable to pay benefit for the second week in view of earnings in the previous week, and accordingly a special technique was adopted, whereby the number of contributions is determined by a cash divisor, based on the hourly rates of pay received by stevedores. The use of this divisor may mean that additional contributions are credited to a stevedore in the week following the week in which he is actually employed. The amendment provides that as regards a day where a contribution is properly payable in this way the employee is not deemed to be unemployed on that day, even though he may actually have done no work therein.

#### **UIC issues seventh annual report**

The seventh Annual Report of the Unemployment Insurance Commission for the fiscal year ending March 31, 1948, was issued in printed form early in September.

It is an attractive, illustrated brochure of 46 pages and provides a brief, general survey of the work carried on during the fiscal

year by the head office, the five regional offices and the 280 local offices of the Commission. Graphic charts and statistical tables give a breakdown of employment operations, contributions to the Fund, claims received, and benefit paid to unemployed insured workers.

Dealing with the work of the National Employment Service, the Report points out that compulsory manpower controls, which had been in effect during the war, were revoked at the end of the previous fiscal year.

As a result, there was some curtailment in operations due to the fact that both employers and workers were first inclined to take advantage of their new-found freedom. Many employers endeavoured to fill their vacancies and many workers endeavoured to find their own jobs without reference to the Employment Service. However, there has been a growing realization by a large number of both these groups that the Service has much to offer them and can be utilized to their advantage. The trend has now reversed itself and generally, employers and workers are taking advantage of the Service in increasing numbers.

Advances were made during the year in the work of the Special Placements Division, which is concerned primarily with counselling and placing in employment handicapped persons and "first-jobbers". Reflecting the emphasis on specialized attention to young workers, a youth employment centre was opened during the year in Montreal. A similar centre, which has been operating in the City of Toronto during the past two years, attracts over one thousand young people to its doors every month. In both cities, representatives of many different organizations interested in problems of young people make valuable contributions to the success of the projects by participating in advisory guidance and placement councils. In the placement of handicapped persons, particularly veterans, much of the progress has also been due to the co-operation of advisory councils in particular communities.

The section in the Report on the work of the Women's Division emphasizes the serious shortage of women workers in the service occupations throughout Canada; and the attempt to meet the need for domestic workers through immigration.

Turning to the work of the Insurance Branch, the Report states that 2,280,610 were "actually in the insured working force at April 1, 1947". Insurance books were issued to 3,407,737 persons who were "actually employed in insurable employment at any time during the period April 1, 1947 to March 31, 1948." The number of employers registered in the same period was 201,356. There



were 1,596,662 applications for employment; 1,371,124 vacancies recorded at local (National Employment) offices and 722,484 placements effected.

It is stated that 44.6 per cent (\$37,406,392.17) of the employer and employee contributions to the unemployment insurance fund was received from employers and 55.4 per cent (\$46,464,442.30) was received from employees. More than three-quarters of these contributions (77.5 per cent) was derived from, or on behalf, of workers earning \$26 weekly or more (Class 7). However, 74.1 per cent of the insured workers were in this class.

Including 89,850 revised claims, which had been adjudicated one or more times, 637,432 claims for benefit were received. Of these, 429,922 were allowed; 88,894 were disqualified; 71,029 had not established benefit years; 3,522 were revised claims containing requests for antedating, extension of the two-year period and dependency, which were not granted; 16,161 were appeal cases and 27,904 were pending at the close of the fiscal year. The total amount paid to claimants was \$35,208,263. Appeals to the Umpire numbered 118, of which 48 were upheld and 70 were not upheld. The total amount of the Fund at the end of March, 1948, is given as \$448,509,312.92.

**New series of monthly tables on immigration**

Immigration continued at a high level during July and August, about 10,000 persons entering Canada in each month. Over half the immigrants planned to settle in

Ontario, according to the Immigration Branch of the Department of Mines and Resources.

With this issue the *LABOUR GAZETTE* inaugurates the publication of monthly statistical tables on immigration, furnished by the Immigration Branch.

These tables (which may be found on pages 1306-7 of the Labour Statistics section of this issue) give monthly totals for this year and 1947, and yearly averages for earlier periods. They also give the distribution of immigrants by province of destination, and by occupation.

**Report on taxation statistics, 1948**

Information concerning the taxes collected by the Dominion Government from corporations and individuals from 1917 to 1948 is contained in a 185 page publication,

*Taxation Statistics, 1948*, issued by the Department of National Revenue and available from the King's Printer, at a cost of 50 cents.

The publication contains a large number of tables concerning collections under the Income War Tax Act, 1947, the Excess Profits Tax Act, 1940, and the Dominion Succession Duty Act, 1941.

From a table classifying taxpayers by occupation for the year 1946, the medical profession is shown as having been the most remunerative, 6,343 medical doctors and surgeons receiving an average income of \$7,466. Among the groups classified are the following.

Occupation	Number	Average Income
Medical doctors and surgeons .....	6,343	\$7,466
Lawyers .....	3,792	6,528
Engineers and architects .....	1,125	5,984
Dentists .....	2,993	5,289
Investors .....	52,607	3,887
Business partners .....	38,369	3,625
Other professions .....	1,751	3,542
Salesmen .....	21,090	3,467
Sole business proprietors .....	92,605	3,205
Farmers .....	40,387	2,118
Employees .....	2,069,092	1,868
Nurses .....	2,760	1,173

It might be noted that the large "employee" class received 80 per cent of the total income, and contributed \$437,300,000 in taxes, or 68 per cent of the total.

Collections during the fiscal year ended March 31, 1947, totalled \$1,436 million, of which \$963 million was income tax (\$692 million from individuals, \$197 million from corporations, and the balance collected under other sections of the Act), \$449 million was excess profits tax, and \$24 million succession duties.

In the following year \$1,318 million was collected of which \$1,060 million was income tax (including \$657 million from individuals and \$352 million from corporations), \$227 million was excess profits tax, and \$31 million succession duties.

A vast quantity of statistics on taxes collected under the various Acts is supplied, broken down by industry and occupation, area, income classes, marital status, etc.

**Progress of housing in Canada, 1948**

Completion of at least 80,000 new dwelling units is now anticipated in Canada for the year 1948, according to the Dominion Bureau of Statistics. Conversions will add to this total. In 1947, 79,000 units were completed (of which, however, only 72,000 were new dwelling units, the remaining 7,000 being conversions), and the corresponding figure for 1946 was 67,000 (including 60,000 new units and 7,000 conversions).



The Bureau is now maintaining housing statistics on an improved basis, and is issuing information at regular intervals resulting from a complete nation-wide survey, undertaken monthly, of all metropolitan areas and urban centres with a population of 5,000 or over, and a sample survey of about 400 smaller areas.

The number of dwelling units actually completed during the first eight months of 1948 is estimated at 43,600. The rate of completions is expected to increase during the remainder of the year, however, reflecting the high level of construction activity which began in the spring of this year.

An increasing number of the completions are those which were commenced in 1948, and completions over the next few months should reflect the large numbers of dwellings started in April, May and June. Of the almost 7,000 dwelling units completed during August, 65 per cent were started within the last six months. The high rate of starts is continuing with construction commencing during August on more than 11,000 units.

The average length of time required to complete the dwelling units finished in August was 6.2 months, showing almost no change over the last two months. About one-quarter of the dwellings took more than nine months to complete.

At the end of August almost 60,000 houses were under construction.

It is estimated from the types of dwellings being constructed that 28 per cent of the dwelling units completed in the first eight months of 1948 are for rental purposes and that the remainder will be owner-occupied. The proportion of rental units has fallen from 30 per cent for the first seven months and 32 per cent for the first six months, indicating that a much larger proportion of the completions in the last two months are for owner-occupancy.

More detailed information on the monthly surveys may be obtained from the Bureau's monthly *Housing Bulletin* published at an annual price of \$1. It is proposed to publish monthly housing totals in Summary Table I of the Labour Statistics section of the *LABOUR GAZETTE* (see page 1305 of this issue).

#### **Payment to Ontario under health program**

Initiating the national health program approved by Parliament at its last session (L.G., July, 1948, p. 711), Hon. Paul Martin, Minister of National Health and Welfare announced in September that the first payment from grants of more than \$30,000,000 voted to assist the Provinces in

the field of health was being made to the Province of Ontario.

The payment of \$29,485.50 constituted fifteen per cent of a sum of \$196,570 allocated to Ontario under the health survey grants embraced in the over-all program.

Ontario's application for an initial payment on the health survey grant was the first received from a province under the scheme, but requests were reported to be coming in from other provinces as they complete preparations to make the surveys, for which the funds have been provided.

#### **P.E.I. Trade Union Act to be amended**

Modifications in Prince Edward Island's Trade Union Act will be introduced at the next session of the Legislature, it was indicated recently by Premier J. Walter Jones, in an address to a Canadian Legion gathering, according to a press report.

The Act, which was passed at the 1948 session, had aroused considerable opposition on the part of organized labour (L.G., July, 1948, p. 695; Aug., p. 895).

The Premier suggested that the requirements for licensing of labour organizations would be modified and that the prohibition, regarding non-residents would be repealed.

He said that it had not been the intention to prevent local labour groups from affiliating with national or international organizations but he stressed that such affiliations should stop short of controlling local groups.

#### **Treatment program for blind pensioners**

Hon. Paul Martin, Minister of National Health and Welfare, announced on October 5, that blind pensioners in the province of Quebec whose eyesight might be restored or improved by medical treatment will receive this aid free of charge under an agreement just reached between Quebec's Ministry of Social Welfare and of Youth and the Department of National Health and Welfare.

The federal government pays 75 per cent of the cost, with the province paying the remainder. Similar agreements are already in effect with New Brunswick and Nova Scotia. Treatment costs are split on the same basis as pension payments.

In making the announcement Mr. Martin said that the scheme is a temporary one being conducted to show the value of treatment and preventive services in controlling blindness.

The provinces have all been advised that the public health grants within the new

national health plan could be used to set up and finance blindness control work on a permanent basis under provincial control.

In New Brunswick, which was the first province to enter the treatment scheme, "a considerable number" have applied for operative treatment, and some cataract surgery has been done with good results.

It is estimated that between 15 and 20 per cent of persons receiving pensions for blindness could have some useful vision restored and others could be benefited by preventive treatment.

**Bulletin on provincial labour standards** A new section relating to weekly rest-day legislation in seven provinces has been added to the 1948 edition of *Provincial Labour Standards*, which was issued recently by the Department of Labour.

This bulletin sets out in tabular form the legislative standards governing child labour, holidays, hours of work, minimum wages, weekly rest day and workmen's compensation benefits.

Important changes since August, 1947, include new weekly minimum rates in New Brunswick for women in shops, hotels and restaurants, and a general increase in all minimum wage orders in Nova Scotia, where three zones have been established to replace the two previous ones which comprised places of over 17,000 and those with a smaller population. The minimum age for employment underground in coal mines in British Columbia has been lowered from 18 to 17. Higher benefits effected by 1948 amendments in Workmen's Compensation laws are indicated.

Copies of this mimeographed pamphlet may be obtained from the Legislation Branch, Department of Labour, Ottawa.

**Changes in workmen's compensation laws** The annual mimeographed publication of the Department of Labour, *Workmen's Compensation in Canada, a Comparison of Provincial Laws*, which was issued recently, indicates changes made in workmen's compensation laws in seven provinces at the legislative sessions of 1948. These include a reduction of the waiting period in Alberta from fourteen to six days, and in New Brunswick from seven to four days. Five provinces—Alberta, British Columbia, Manitoba, Nova Scotia and Saskatchewan—raised to \$50 the monthly benefit to a surviving consort. Higher payments in respect to dependent children were provided for in Alberta,

British Columbia and Manitoba, and in respect to orphans in Alberta, Manitoba, New Brunswick and Saskatchewan.

In non-fatal cases, New Brunswick fixed the minimum compensation for temporary total disability at \$12.50 per week instead of \$8, and Alberta increased the minimum payment for permanent total disablement from \$12.50 to \$15, or, in either case, average earnings, if less.

A large number of businesses not previously included were brought within the scope of the British Columbia Act. Additions to the list of occupational diseases compensatable were made in British Columbia and Manitoba. The New Brunswick Workmen's Compensation Board is now authorized to order medical examinations to determine whether a workman has an industrial disease.

Copies of the above publication may be obtained on application to the Legislation Branch, Department of Labour, Ottawa.

**Farm wages in Canada highest on record** August wage rates for farm workers in Canada in 1948 were the highest recorded, according to the Dominion Bureau of Statistics. With board provided by the employers, the average farm wage rate per day for all Canada at August 15 was \$4.40 as compared with \$4.13 at the same date in 1947. When no board was provided, the daily rate was \$5.44 as against \$5.17 a year earlier. The average monthly wage rate with board for all Canada was \$86.79 as compared with \$82.75 a year ago, the only decline being shown for Nova Scotia. When workers provided their own board, the average rate for men hired by the month rose from \$109.03 in August last year to \$116.67 in August, 1948.

**McGill establishes Industrial Relations Centre** McGill University, at Montreal, has established an Industrial Relations Centre in connection with the University's School of Commerce. Its purpose is "to bring the industrial community and its human relations' problems into direct contact with the university, and the facilities it has, and is developing, for the study and understanding of these problems." Professor H. D. Woods, who is Director of the School of Commerce and associate professor of Industrial Relations, is the Director and Chairman of an executive committee that will administer the new centre.

Already, several Montreal firms have become members and it is expected that the membership will reach 100. It is planned



to provide a wide range of services to members, including lectures, seminars, discussions, personnel appraisal and selection training and other activities designed to aid in the solution of problems in the industrial relations field.

**Progress of  
Toronto  
Industrial  
Relations  
Institute**

"Considerable progress has been made towards the fuller realization of the objectives of the Institute" it is stated in the Second Annual Report of the Institute of Industrial Relations of the University of Toronto, issued in June.

The Institute, which is affiliated with the University of Toronto, has for its objectives (1) to promote the study of industrial relations in the Graduate School of the University; (2) to promote research in industrial relations; (3) to develop more intimate contacts between University teachers and research workers on the one hand, and business and trade union executives on the other. As pointed out in the report, however, it would be misleading to think of these objectives as three separate lines of activity. They could be given a generic designation, such as "human relations in industry".

In conjunction with University teaching, the Institute directed several in-plant research projects and conducted a number of group conferences on "human problems in industrial relations". Representatives of management and of organized labour shared in these conferences and several professors from leading American universities gave addresses.

Another activity of special interest to labour was the "winter school" in which the Institute co-operated with the Canadian Congress of Labour (L.G., April, 1948, p. 294). About 130 students, drawn from unions affiliated with the CCL in all parts of Canada, spent six days in intensive study at the Ajax campus of the University. In almost all cases the union, or the local, paid the expenses of the student, including his "lost time". Six courses were arranged (one course only being taken by each student): (1) economics; (2) time study; (3) job evaluation; (4) consumers' co-operation; (5) local union publicity; and (6) psychology.

In his appraisal of the object and the results obtained by the winter school, Professor V. W. Bladen, Director of the Institute, asserted: "We had done a good deal in the past two years to communicate useful knowledge to management groups . . . We had not done much for union groups

(as) it was harder to find appropriate opportunities and methods . . . We hope to have the opportunity to co-operate with other groups, with individual unions and with the other Congress."

**Winnipeg  
Labour  
Council  
conducts  
short course**

A labour institute, the first of its kind in the Prairie Provinces, was held at the University of Manitoba, Winnipeg, on September 25 and 26. The institute was sponsored and organized by the Winnipeg Labour Council and the Canadian Congress of Labour. Over 200 members of the Council attended.

Four courses were featured: (1) making a local union more valuable to its members; (2) grievance procedure; (3) labour's aims and objectives; and (4) co-operatives and credit unions. The speakers included, Ralph Helstein, Chicago, President, United Packinghouse Workers of America; W. J. Waines, Dean of Arts and Science, University of Manitoba; Howard Conquergood, Toronto, Educational Director, United Steel Workers of America; Fred J. White, Regional Director, Unemployment Insurance Commission, Winnipeg; Mrs. Robert McQueen, Executive Secretary, Council of Social Agencies; Eugene Forsey, Research Director, Canadian Congress of Labour; and J. T. Hull, Secretary, Canadian Co-operative Wheat Producers, Limited.

**Operating  
Engineers  
Executive  
meets in  
Ottawa**

Following a custom initiated some years ago, of occasionally holding one of its quarterly meetings in a Canadian city, the Executive Board of the International Union of Operating Engineers (AFL) met in the Chateau Laurier, Ottawa, September 13 to 18.

During the intervals between the general quadrennial conventions of the union, the executive acts as the governing body. The latter holds its quarterly meetings in different cities throughout the United States and Canada to implement the policies laid down at the general conventions and to direct the work of its administrative officials at Washington.

The twenty-third convention of the union was held in Chicago last April, with an attendance of 400 delegates, representing a membership of approximately 150,000 (of whom some 6,000 are Canadians), in 600 local unions in the two countries.

Most of the business transacted by the executive at its Ottawa meeting had to do with United States affiliates. However, preliminary discussions took place concerning



the problems of the Canadian locals. These were mainly of a jurisdictional nature and will be considered in more detail at the next quarterly meeting of the executive, which will follow the convention of the Canadian affiliates, to be held in Hamilton, Ontario, later in the autumn.

The executive members who attended the meeting in Ottawa were:

William E. Maloney, General President; W. M. Welsh, A. J. Imhahn, J. J. McDonald, J. J. Delaney, Frank B. Convers, C. B. Gramling, and V. S. Swanson, Vice Presidents; F. A. Fitzgerald, General Secretary-Treasurer; W. J. Stuhr, H. H. Herbolsheimer and O. B. Souice, Trustees. The Canadian representatives were Edmund Wark of Vancouver and J. M. Wedge of Toronto.

The Minister of Labour, Hon. Humphrey Mitchell, still retains his membership obtained more than forty years ago in the Hamilton, Ontario, local of this international union. As he was in Europe on urgent government business during September he was unable to be present at any of the sessions of the executive. He was represented at a dinner meeting on September 15 by Messrs. George Greene and J. H. Currie of the Department of Labour. The latter presented the engrossed certificates to the executive members elected at the April convention.

#### **Conference considers farm labour problems**

13. Over 350 members attended, including 15 Canadians who belong to the affiliated Canadian Agricultural Economics Association. Among those present was Mr. George V. Haythorne, Acting Director of the Research and Statistics Branch of the Federal Department of Labour. The research studies being made of the farm labour situation in the United States and analogous problems in Canada were under review.

#### **Family allowance payments in August**

During August of this year, 1,696,322 Canadian families received family allowance payments in respect of 3,811,161 children. Compared with August, 1947, these figures show an increase of 62,647 in the number of families registered, and 106,539 in the number of children on whose account payments were made. Payments totalled \$22,565,497—an increase over the same period last year of \$529,744—and averaged

\$13.30 per family and \$5.92 per child. In August, 1947, the averages were \$13.49 and \$5.95 respectively.

The average of the number of children per family decreased from 2.27 in August, 1947, to 2.25 in August, 1948.

#### **Credit unions expand in Ontario**

Credit unions in Ontario showed an increase in membership of over 19 per cent in 1947, according to a report of the Co-operation and Markets Branch of the Ontario Department of Agriculture.

Over 76,000 people in the Province were accumulating savings through the facilities of credit unions, as compared with some 63,800 in 1946. The total assets of 293 credit unions (out of 302) reporting were given as \$12,253,284, a gain for the year of nearly \$3,000,000. Total savings increased from \$8,482,600 to \$11,043,800. Loans increased by nearly \$3,000,000, to \$9,372,634. Of this amount, only \$3,344 had to be written off. The number of credit unions in Ontario at the end of 1947 was 333, an increase of 35 chartered unions for the year.

#### **Employment of elderly persons in Great Britain**

Analyzing the results of a survey of the employment of elderly persons in Great Britain, the *Ministry of Labour Gazette* stated in a recent issue that "in all manufacturing industries taken together, men aged 65 and over, represented 3.3 per cent of the total number of male employees, and women aged 60 and over, represented 2.2 per cent of the total number of female employees".

The highest group percentages for men were those in the leather (5.6 per cent) and textile and clothing groups (5.3 per cent in each group). There were relatively high percentages in the lace, cotton, weaving, linen, jute and the underclothing and hat and cap industries. It is pointed out that "a high percentage does not necessarily indicate an abnormally high rate of retention of elderly workers; it may well be due to a serious shortage of workers in the younger age groups".

On the other hand, "the proportion of men aged 65 and over was well below the average in the motor, cycle and aircraft industries, (1.9 per cent); the electric apparatus and cable industry, (1.0 per cent); heating and ventilating apparatus manufacture, (1.9 per cent); the explosives industry, (1.2 per cent); and the tobacco industry, (1.0 per cent)."

It is noted too, that "the textile, leather and clothing industries also had the highest

proportions of women aged 60 and over, namely 2.8 per cent in the leather group; 3.0 per cent in the textile group; and 2.6 per cent in the clothing group". As in the case of men, the percentage of elderly women in the lace, jute and hat and cap industries was relatively high.

While the estimates of the numbers of elderly men in the non-manufacturing industries were made from samples of employees only, the figures given for the hotels, catering, etc., industry, show that 6.1 per cent of the number employed were in the 65 years or over class; in the entertainments and sports field, 5.5 per cent; in the distributive trades, 3.5 per cent; in laundries and cleaning, 3.8 per cent, in mining and quarrying (about) 3.0 per cent; and in the tramway and omnibus service, and sea-going employment, about 0.9 per cent. Similar estimates of the numbers of women over 60 in these industries and services were not included in the survey.

Attention is drawn to the fact that at the time the survey was made in the spring, men 65 and over, and women 60 and over were not insured against unemployment. Instead, upon the attainment of these ages, men and women became eligible for contributory pensions. As the employers' insurance contributions were continued for elderly persons in their employ however, the resulting records were used in compiling the analysis, although they were not so complete as were kept for persons in the younger age groups.

**U.S. program to reduce industrial accidents** On the request of President Truman a preliminary conference of representatives of State governments, labour and management, and the organized safety movement met in Washington, September 27-29, to plan wider and more effective safety programs. A more comprehensive conference is to be held next March, when recommendations will be submitted to the White House.

In preparation for the conference, seven committees, as follows, were appointed to draw up an action program: Accident Records, Analysis and Use; Laws and Standards; Education; Labour-Management Cooperation for Safety; Programs and Services; Research; Engineering.

The President, in a message to the conference, stressed the seriousness of the problem. Every year 16,000 to 18,000 workers lose their lives in job accidents; another 90,000 are permanently crippled. "This great national tragedy must stop," he said.

There has been no reduction in the overall industrial accident rate for many years, it was stated by officials, injuries having run close to 2,000,000 a year since 1932.

The conference closed with the announcement of an accident-prevention program, on which 400 experts will work until the general conference to be held in March.

### **U.S. coal miners receive pensions**

Social security for coal miners in the United States reached a culminating point in mid-September, when over-age miners in both the soft and hard coal fields received their first pension cheques from the United Mine Workers' welfare fund. The payment of the first cheque—at the rate of \$100 a month—was marked with due ceremony in the office of John L. Lewis, President of the United Mine Workers. At that time, some 450 applications for pensions had been received from soft coal miners. The average age of the applicants was 66.3 years and they had averaged more than 39 years in the mines.

The health and welfare fund was set up in 1946 following prolonged negotiations between the union and the operators. It is derived from a tonnage royalty on the coal the miners produce. At first, the royalty amounted to five cents per ton mined, but this was increased to ten cents in 1947. Payments from the fund were delayed as a result of failure of the board of trustees to agree on a program that would be adequate from the union's point of view and actuarially sound from that of the employers. Following a strike in March, 1948, and resumption of negotiations later in the year, the operators agreed to raise the royalty to twenty cents per ton of coal mined, and payments from the fund were commenced shortly thereafter (L.G., May, 1948, p. 421; June, p. 555; Aug., p. 829).

### **Progress in treatment of silicosis under UMW health grant**

According to the *New York Times*, a grant of \$575,000 from the health and welfare fund of the United Mine Workers is being used for a five-year silicosis research and treatment project. A report on the first year's findings was issued in September by Thomas Kennedy, vice-president of the union.

While most of the work so far has been research, a "most satisfying stride" has been taken in bringing relief to men in the Pennsylvania anthracite region, according to Dr. Burgess L. Gordon, Jefferson Medical College Hospital, Philadelphia, medical director of the project.



Credit for the relief was given by Dr. Gordon to Dr. Hurley L. Motley, director of the hospital's Barton Memorial Laboratory. Dr. Motley, for the first time, combined use of a nebulizer with an intermittent positive pressure cycling valve.

A nebulizer is an appliance, used in treatment of several ailments, that introduces drugs into the respiratory tracts in the form of a fine mist. The patient must inhale deeply. Use of nebulizers had been found ineffective in many silicosis cases because the silica dust inhaled by miners had caused loss of lung resiliency, making deep breathing impossible.

To overcome this difficulty, Dr. Motley combined the nebulizer with a valve that had been originally developed for the Air Forces for treatment of fliers suffering from lack of oxygen. The valve consists of two rubber diaphragms of different sizes that open and close automatically as a constant pressure of air is run through them.

For the silicosis treatment the valve was installed in a mask and oxygen was fed from a pressure tank. In effect, the valve did the miner's breathing for him, pumping oxygen into his lungs and sucking out carbon dioxide. In this way, combined with the nebulizer, it made possible the spread of the prescribed drugs through the respiratory system.

The report said Dr. Motley's discovery had "so far brought relief in various degrees to more than 500 miners who agreed to submit themselves as 'guinea pigs' for the research project's experiments."

Each treatment takes fifteen minutes and the patient receives four treatments daily over a period averaging two weeks. A series of tests, both in the laboratory and at the hospital's sanatorium at White Haven, Pa., yields multiple data about each patient to the researchers.

In a current phase of the study, patients are put on a motorized steel treadmill that took eight months to build, to test their breathing. The treadmill is geared to various speeds and inclined or declined to duplicate physical conditions in mine corridors.

Dr. Gordon said newly developed tests showed that X-rays, previously the only determinant, did not always give a true picture of the progress of the disease.

"The tragedy here lies in the fact that in hundreds of instances silicotic miners were unable to prove by use of X-rays to the satisfaction of state authorities that their disability was total and that they should receive occupational disease benefits," the report said.

It added that silicosis accounted for 20 to 25 per cent of the "natural" deaths of anthracite miners. Expressing the belief of the researchers that the current project might, in addition to giving immediate relief to sufferers, find an eventual cure, the report declared:

"The importance of the research now in progress lies not only in the benefits to anthracite coal miners but also in future benefits anticipated for the workers of other great industries (iron, lead, zinc, granite, etc.) where silicosis is a major problem."

### **U.S. strikers barred from bargaining election**

Employees who strike for "economic" reasons and not because of unfair labour practices by the employer may not vote in collective bargaining elections held during the walkout if they have been replaced, according to a ruling made in September by the U.S. National Labour Relations Board.

On the other hand those who have replaced the strikers may vote in such elections, according to the ruling made under the Taft-Hartley Act.

### **Control of wages and working conditions in Netherlands**

Since the liberation, wages and other conditions of employment in The Netherlands have been under Government control, according to information received from The Netherlands Embassy at Ottawa.

The carrying out of the Government's wages policy is entrusted to a Board of Government Conciliators, the members of which are appointed by the Minister of Social Affairs. The Board may at the request of associations of employers or workers as well as by virtue of its office lay down binding rules concerning wages and other conditions of employment. Further the Board has power to fix terms of collective agreements bindingly or to annul them. New collective agreements and alterations in existing agreements require the approval of the Board. The Board is also qualified—within the framework of general instructions from the Minister of Social Affairs—to issue directives concerning the regulation of wages and other conditions of employment.

In order to guarantee the essential contact with industrial life itself, the Board of Government Conciliators, before making any decisions as mentioned above, has always to ask the advice of the Foundation of Labour, which is the central organization



for voluntary social co-operation between associations of employers and workers.

The employer is not allowed to pay wages or fix conditions of employment other than those prescribed by the Board of Government Conciliators, unless the Board has given him permission to do so. Contravention of this prohibition renders the employer liable to prosecution.

In fixing the wage-rates, the Board on the one side aims at guaranteeing socially justified minimum earnings to the workers whilst on the other hand it endeavours to maintain wages at an internationally justified level.

Since the liberation, the Board of Government Conciliators, availing itself of the powers bestowed on it, has for most sectors of industrial life either fixed binding wage regulations for each branch of industry or approved collective agreements.

The standard working week in The Netherlands after the liberation, was legally fixed at a minimum of 48 hours. Exceptions to this rule can only be made with the approval of the authorities. Commenting on this control over hours, the report from the Embassy states: "The difficult economic situation in which this country finds itself, as a result of the war does not allow of the working hours, for the time being, to be fixed at less than 48 a week".

During the period immediately after the close of the war a considerable adjustment of wages was necessary. The index of wage rates for 24 branches of industry (base 1938-39=100) was 135.4 at June 30, 1945, and rose to 164.8 by the end of December, 1946. Factors in this increase included the rise in the cost of living (about 96 per cent over the pre-war level), the fall of the exchange rate of the guilder, and the rise of wage levels abroad.

Since that date, moderate increases have taken place in the wage rate index, which stood at 174.7 in mid-1948; while the cost-of-living index has also remained comparatively stable, standing at about 202.

**Rehabilitation of ex-service personnel in New Zealand** The report of the Rehabilitation Board of New Zealand for the year ended March 31, 1948, provides a concise account of the year's activities by that Dominion in reinstating in civil life discharged members of its Armed Forces.

It is stated that of the total of 202,265 ex-servicemen and ex-servicewomen demobilized as at March 31, 1948, 139,328 had served overseas and 62,937 had served in New Zealand only. The Labour and Employment Department was able to place in

employment every fit man and all but one partly fit ex-serviceman that registered with the Department as seeking employment, out of a total of 194,121 demobilized male personnel.

The volume of work in connection with trade training still remained "at a high level" throughout the year. In spite of the fact that the majority of ex-servicemen had established themselves in civilian occupations, a large number of new applications for training assistance was received. The numbers applying for full-time intensive training under the Board's own instructors (Class "A") increased during the year from 2,575 in March, 1947, to 2,998 in March, 1948. The number completing training during the same period increased from 1,390 to 2,450. All of these were absorbed into industry. Class "A" trainees assisted in the erection of State houses to relieve the housing shortage, as well as in the work of the State Forest Service and other Government projects. Because of the shortage of skilled tradesmen, private contractors were quick to secure the services of trainees, in some instances prior to the completion of the two-year training term.

Trade training for British Commonwealth ex-servicemen, was provided for in legislation passed by the Parliament of New Zealand in 1947. Facilities for training were extended to ex-servicemen of the British Empire who served prior to March 31, 1946. As a result, Commonwealth ex-servicemen who were not assisted immigrants were considered for trade training in any of the New Zealand Board's training centres, provided no New Zealand ex-serviceman was thereby excluded; and could obtain related benefits, such as trade educational assistance and tools-of-trade loans. As at March 31, 1948, 20 ex-servicemen had applied for training under this provision and ten had been accepted.

Subsidized training with private employers (Class "B") included "a very wide coverage of trades". During the year ending March 31, 1948, 2,537 trainees were in training in this Class and 1,315 had completed their courses.

Subsidized renewed apprenticeships (Class "C") decreased during the year, as the most of those ex-servicemen whose apprenticeships were suspended by military service had resumed their pre-war occupations.

A plan had been developed for dealing with educational assistance and career training for the children of deceased and totally disabled ex-servicemen. Some 2,500 children were eligible for this assistance, as at March 31, 1948.

This is the third of a series of articles on seasonal fluctuations of employment in various industries, prepared by the Research and Statistics Branch, Department of Labour. Earlier articles, dealing with the automobile industry and the agricultural implements industry, appeared in the *LABOUR GAZETTE* for March, 1947, and for January-February, 1948, and were reprinted as separate bulletins.

## SEASONAL VARIATIONS OF EMPLOYMENT IN THE MEAT PRODUCTS INDUSTRY

*The period of peak activity in the meat products industry comes in the late fall and early winter. At this time, additional workers are hired; and since 1939, especially in the Prairies, the proportion of such seasonally employed workers has increased, in comparison with regularly employed staff. The following article analyses the pattern of seasonality, describes its causes, and discusses the prospects of stabilization, including the questions involved in the possible application to meat packing plants of a guaranteed annual wage plan.*

Seasonal variations of employment in the meat products industry are not nearly as great nowadays as they were in the early years of the industry's development. Prior to the 20th century, the slaughtering of livestock and the curing and packing of meat for merchandising purposes was a highly seasonal and local activity. Local butchers and farmers generally killed livestock and prepared meat during the cold weather when there was less danger of spoilage. Any meat which was not for local needs or immediate use had to be cured or salted.

The growing urbanization of the Canadian population, however, greatly extended the market for meat and centralized slaughter was a natural development which, with the development of refrigeration and transportation facilities, permitted year-round operations in a growing industry. Not only cured and salted meats, but an increasing variety of fresh meats were being processed and handled through merchandise channels. The meat packing industry expanded and the original small firms were gradually replaced by large centralized packinghouses. Simultaneously, a growing demand for packinghouse workers arose.

In 1871, the earliest date for which employment data are available, there were 800 workers employed in the meat packing industry. In 1901, the number of workers totalled 2,400. By 1921, employment had reached the 10,000 mark. Following this period, employment remained fairly stable

until World War II when a record number of 24,000 workers were engaged in meat packing activities. During the post-war years, employment has remained high and still hovers around the wartime peak.

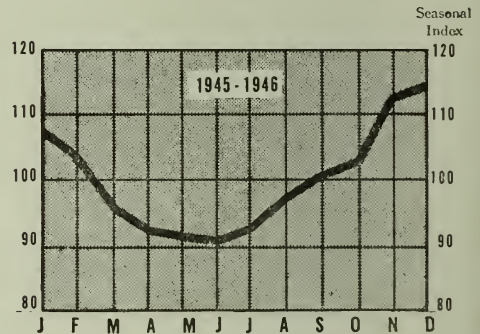
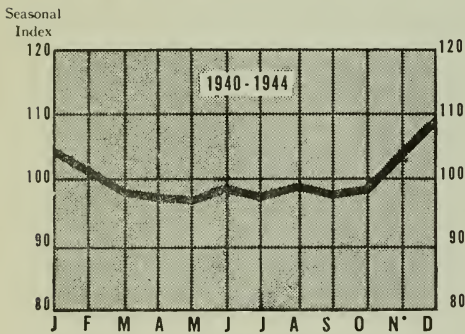
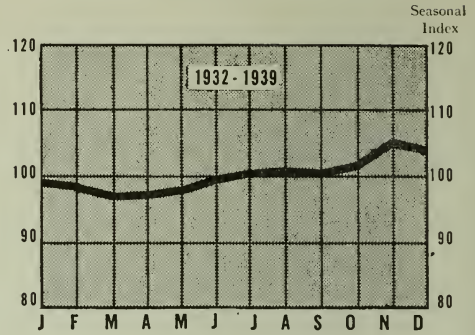
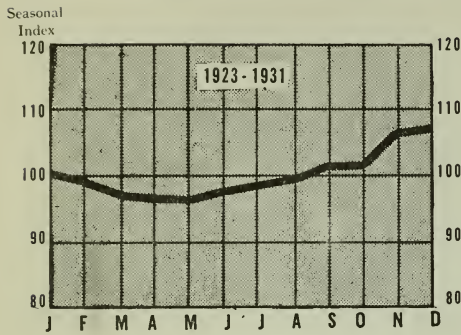
Although employment has risen steadily since before 1900, unionism in the Canadian industry did not become important until the United Packinghouse Workers of America (CIO-CCL) appeared in 1940 under the name of the Packinghouse Organizing Committee. Within five years over 70 per cent of the wage-earners in the industry had been organized. According to statistics, membership grew from 221 in 1940 to 17,000 in 1947.

Although seasonal fluctuations in employment have been less acute since the introduction of refrigeration and mass production techniques, seasonal lay-offs do remain a problem for many workers in the industry. For certain employees, such as the farmers who enter the packing plants for the rush season, the seasonal problem is not very serious since they can return to their farms when laid off. It is very serious, however, for the workers who have no alternative job in view. Some workers, it is true, enter the logging camps for the winter months and obtain construction work in the summertime. Many, however, have no other work in view. Some may not find any work at all.

Since it takes time to train new employees, casual workers, as well as posing a seasonal unemployment problem,



# SEASONAL VARIATIONS OF EMPLOYMENT, MEAT PRODUCTS INDUSTRY, CANADA, 1923-1946



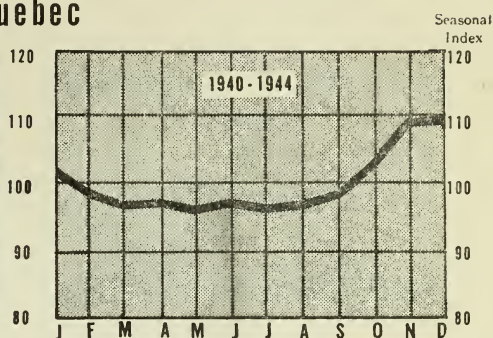
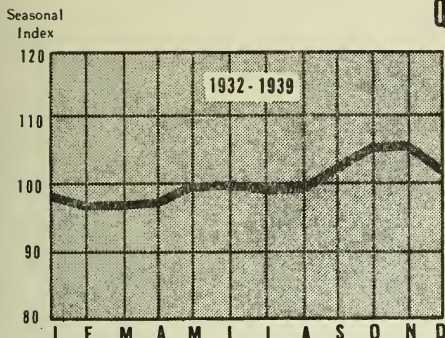
*The charts on this page illustrate seasonal variations in employment in the meat products industry in Canada during four periods since 1923. It will be noted that in each period a rise in employment occurs towards the end of the year, the time of peak activity in the industry. But the war and post-war periods, especially the latter, reveal much sharper variations in employment than the earlier periods.*

*On the opposite page is shown the seasonal pattern in the various regions of Canada. These charts reveal much more pronounced seasonal variations of employment in the Prairies than in the other regions. Possible reasons for this are referred to in the text of the accompanying article. The period 1945-46 is not shown, since sufficient data are not yet available to establish a pattern for this period. Data are also unavailable for the earlier period, 1923-31.*

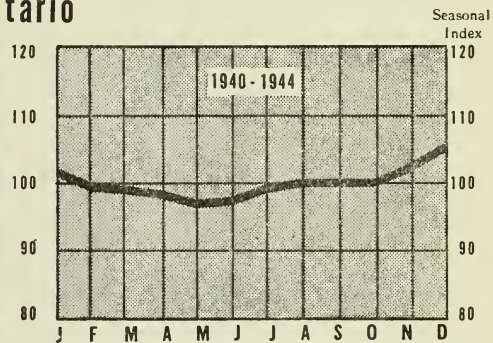
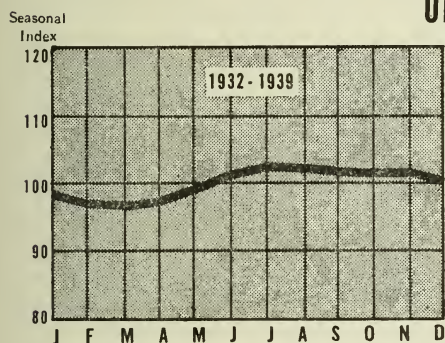


# SEASONAL VARIATIONS OF EMPLOYMENT, MEAT PRODUCTS INDUSTRY, BY REGION, 1932-1944

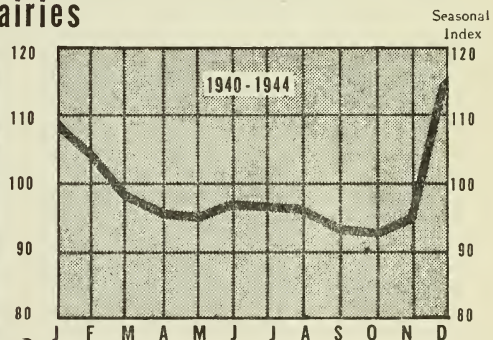
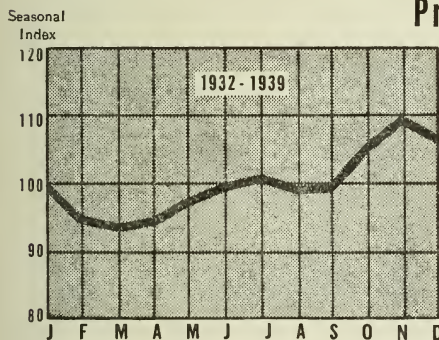
## Quebec



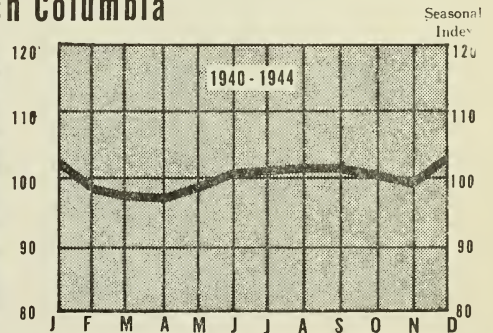
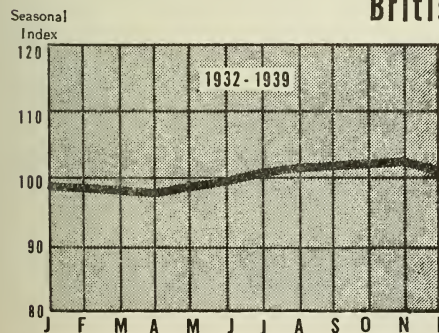
## Ontario



## Prairies



## British Columbia



prove costly to the packing plants. Output per worker, for instance, may drop as a result of the hiring of inexperienced help.

### Degree of Seasonality

Since the volume of packinghouse operations varies in different regions, the seasonal indices of employment, as well as being computed for the industry as a whole, have been computed on a regional basis. Two seasonal patterns, covering the pre-war and wartime periods, were computed for each region. Three seasonal patterns were computed for the industry as a whole—the 'twenties, 'thirties, and the war years.<sup>1</sup>

What has been the extent of seasonality in the industry as a whole? The seasonal index for the first period, 1923 to 1931, shows a total range of variation of 11 per cent about the average level of employment. This range was composed of a maximum rise of 7 per cent and a maximum decline of 4 per cent.

The second period, 1932 to 1939, witnessed a slight decrease in the range of variation when it fell to 8 per cent, a maximum increase of 5 per cent and a maximum decrease of 3 per cent.

During the war years, there was a slight increase in the degree of seasonality. At this time, 1940 to 1944, the range of variation about the average was 11 per cent—a maximum increase of 8 per cent and a maximum decline of 3 per cent.

The degree of seasonality during 1945 and 1946 was even greater than in any of the preceding years. At this time, the range of variation amounted to 24 per cent—the increase reaching 14 per cent and the greatest decline amounting to 10 per cent.

The effects of seasonal fluctuations on employment are clearer if the extent of seasonality is measured by the difference between employment at the trough and at the peak.

During the years, 1923 to 1931, there were an average of about 1,000 more workers

employed during the busiest period than the 8,000 who were at work when activity was slackest. From 1932 to 1939, the average difference between employment at the peak and at the lowest point of 10,000 was 900. From 1940 to 1944, the difference between the peak and the trough of 18,000 was 2,000 workers. From 1945 to 1946, approximately 6,000 fewer workers were employed in the period of lowest activity, when 19,000 had jobs, than at the peak period.

**Table I—Average Seasonal Indices of Employment in the Meat Products Industry—Canada<sup>2</sup>**

(Source of Original Data: Employment and Payrolls Branch, D.B.S.)

	1923-1931	1932-1939	1940-1944	1945-1946 <sup>3</sup>
Jan. 1.....	101.1	99.5	104.0	107.5
Feb. 1.....	99.3	98.2	100.7	103.6
Mar. 1.....	97.0	96.6	98.0	95.3
Apr. 1.....	96.4	96.8	97.0	92.1
May 1.....	96.3	97.3	96.7	91.4
June 1.....	97.7	99.5	98.6	90.6
July 1.....	98.2	100.4	97.6	92.3
Aug. 1.....	99.2	100.8	98.7	97.2
Sept. 1.....	101.4	100.4	98.0	100.2
Oct. 1.....	101.7	101.5	98.3	102.5
Nov. 1.....	105.6	105.0	104.0	112.7
Dec. 1.....	107.1	104.0	108.4	114.6

<sup>2</sup> In studying seasonal fluctuations of employment in any industry, the first step must be to calculate seasonal indices. In Tables I-V, "normal" or average seasonal indices have been calculated from the employment data of the Employment and Payrolls Branch and Census of Industry Branch, Dominion Bureau of Statistics. The method adopted was as follows: First, a 12-month moving average was computed. It was essential, or course, that the moving average fall at the same date as the original figure with which it was to be compared. The original employment indices in this instance related to the beginning of each month. The average of the 12 monthly items, however, fell at the middle of each month. Therefore, in order to secure a figure comparable to the original data, the second step was to compute a 2-month moving total of the 12-month moving average. When divided by 2, this gave a centered 12-month moving average. The original data were then expressed as percentages of the corresponding centered 12-month moving average figures. These percentage deviations were plotted. Two or three different periods, as the case may be, within each of which the seasonal pattern was fairly consistent were observed. For each of these periods, the percentage deviations were arrayed by months. The next step was to calculate a modified mean of the percentage deviations in each period. A modified mean is an average of the items by months excluding the extreme values. These monthly averages for each period were then adjusted proportionately so that they averaged 100 in order to arrive at the final normal or average seasonal indices.

<sup>3</sup> Not an accurate pattern. A period of two years is not sufficient to establish a reliable seasonal pattern. Irregular movements, as well as those which are seasonal, are reflected in these percentages, although in this case such non-seasonal movements are negligible.

<sup>1</sup> Employment data from the Employment and Payrolls Branch, Dominion Bureau of Statistics, are not available on a regional basis and thus the regional seasonal patterns were computed from data of the Census of Industry Branch, D. B. S. These data include wage-earners only, whereas statistics from the former source cover all employees. It was assumed that Census of Industry data were adequate for regional analyses since the overall seasonal patterns from both sources were almost identical. It was impossible to establish seasonal patterns for the regions during the twenties and during 1945-46 as sufficient data were not available.



From region to region,<sup>4</sup> the extent of seasonality in employment in meat packing shows considerable variation.

During the period, 1932 to 1939, the range of variation about the average level of employment was greater on the Prairies than in any other region. The range of variation was slightly greater in Quebec than in Ontario. In the British Columbia region, the total range of variation was less than in any other region.

The war period, 1940 to 1944, witnessed an increase in the extent of seasonality in all four regions. Here again, the greatest increase in the range of variation about the average level of employment occurred in the Prairie region. The range of variation in Quebec exceeded that in Ontario by a small amount. The smallest increase in range of variation took place in British Columbia.

It is evident that seasonal fluctuations of employment in the meat packing industry are greater on the Prairies than in any

<sup>4</sup> The Maritime region has been excluded from the following discussion because employment in the meat packing industry in that region is relatively small.

other region. This may partially be explained in terms of livestock breeding and feeding practices, discussed later in this study. It must be remembered, however, that considerable numbers of packinghouse workers on the Prairies in the fall and winter are often farm help hired in the rush season following the fall harvest. Thus, although they are affected by a seasonal lay-off, they are generally able to find farm work again.

### Effect of Seasonality on Different Jobs

A discussion of the extent of seasonal fluctuations in employment necessarily involves a brief analysis of the degree of seasonal fluctuations among different occupations.

Workers employed on the killing floor are directly affected by seasonal variations since livestock has to be slaughtered shortly after marketing in order to avoid loss of weight and quality. Killing floor workers are probably affected more than other workers by variations in the marketing of cattle since most of the work is done on the floor. Wool pullers are also affected

**Table II—Average Seasonal Indices of Employment in the Meat Products Industry—Ontario**

(Source of Original Data: Census of Industry Branch, D.B.S.)

	1932-39	1940-44
Jan. 1.....	98.6	101.3
Feb. 1.....	97.1	99.4
Mar. 1.....	96.7	99.1
Apr. 1.....	97.1	98.4
May 1.....	99.0	97.5
June 1.....	101.1	97.7
July 1.....	102.5	99.2
Aug. 1.....	102.1	100.0
Sept. 1.....	101.9	100.0
Oct. 1.....	101.8	100.0
Nov. 1.....	101.8	102.0
Dec. 1.....	100.3	105.4

**Table III—Average Seasonal Indices of Employment in the Meat Products Industry—Quebec**

(Source of Original Data: Census of Industry Branch, D.B.S.)

	1932-39	1940-44
Jan. 1.....	98.2	101.0
Feb. 1.....	96.8	98.2
Mar. 1.....	96.8	97.1
Apr. 1.....	97.0	97.3
May 1.....	99.4	96.4
June 1.....	99.6	97.3
July 1.....	98.9	96.3
Aug. 1.....	99.0	97.1
Sept. 1.....	101.5	98.4
Oct. 1.....	105.0	102.6
Nov. 1.....	105.8	109.0
Dec. 1.....	102.0	109.3

**Table IV—Average Seasonal Indices of Employment in the Meat Products Industry—Prairies**

(Source of Original Data: Census of Industry Branch, D.B.S.)

	1932-39	1940-44
Jan. 1.....	99.7	109.8
Feb. 1.....	94.6	104.1
Mar. 1.....	93.5	98.0
Apr. 1.....	94.5	95.7
May 1.....	97.6	95.5
June 1.....	99.7	97.1
July 1.....	100.3	96.7
Aug. 1.....	99.1	96.5
Sept. 1.....	99.2	93.5
Oct. 1.....	105.5	92.7
Nov. 1.....	109.8	104.8
Dec. 1.....	106.5	115.6

**Table V—Average Seasonal Indices of Employment in the Meat Products Industry—British Columbia**

(Source of Original Data: Census of Industry Branch, D.B.S.)

	1932-39	1940-44
Jan. 1.....	98.6	102.6
Feb. 1.....	98.5	98.3
Mar. 1.....	98.2	97.3
Apr. 1.....	97.9	97.1
May 1.....	98.5	98.4
June 1.....	99.5	100.3
July 1.....	100.4	100.9
Aug. 1.....	101.5	101.4
Sept. 1.....	101.8	101.4
Oct. 1.....	102.0	100.1
Nov. 1.....	102.2	99.8
Dec. 1.....	101.0	102.4



by seasonal variations to a considerable extent since almost all sheep and lambs are marketed in the fall. Some packers, however, import Australian wool in the summer and so keep some wool pullers employed for longer periods. Employees in the sausage and cooked meats departments, mainly women, are likewise affected somewhat by irregular marketings. With a certain type of meat, however, such as ham, cookrooms often use frozen stocks from storage. It is not usual, though, to process other types of meats on a large scale from storage stocks. Similarly, employment of workers in the canned meats department is governed by the numbers of livestock marketed since the most economical practice is to can the meat at the time of slaughter. Workers engaged in the grading and packing of eggs are affected by seasonal fluctuations in supply. On the other hand a considerable number of workers, including maintenance men, office staff, and other non-production workers, are usually employed throughout the year.

A comparison of the seasonal patterns of employment in the meat products industry and the automobile industry reveals a fundamental difference. Close examination shows that a greater proportion of the automobile workers are laid off in the slack season. The period of unemployment, however, is actually shorter than in the meat packing industry where some workers are employed only for the rush period in the fall.

With reference to the seasonal patterns of employment, it is evident from the tables that the seasonal index of employment in the meat packing industry usually remains below the average of 100 for 6 or 7 months. In the automobile industry, the index is below average about 5 months out of the year.

### Pattern Seasonality

The seasonal pattern of total employment in the meat packing industry during the first period, 1923 to 1931, reveals that employment began to decrease seasonally at the beginning of January, and continued downward until the seasonal low point during April. Commencing in early June, a steady upward movement was maintained until the beginning of December, at which time the seasonal peak was reached.

During the second period, 1932 to 1939, the seasonal pattern of employment was similar to that of the first except that the trough was reached at the beginning of March and the peak occurred one month earlier.

In the war period, 1940 to 1944, the seasonally highest and lowest levels of employment occurred at exactly the same time as in the first period, 1923 to 1931, in late April and early December, respectively.

From 1945 to 1946, the seasonal low point was not reached until the beginning of June while the peak occurred in early December.

Examination of the seasonal pattern of employment by region reveals that, from 1932 to 1939, the seasonal peak in the Ontario region extended from early July to early November while the seasonally lowest point occurred at the beginning of March. In the Quebec region, the seasonal peak came in early November with the seasonal low occurring from early February to early March. With respect to the Prairie region, employment reached the peak in early November and the lowest point in early March. As for the British Columbia region, the seasonally highest point came at the beginning of November and the lowest point in early April.

In the next period, 1940 to 1944, the seasonal peak occurred at the beginning of December and the seasonal low at the beginning of May in the Ontario, Quebec and Prairie regions. In the British Columbia region, the seasonal peak was not reached until the end of December and the lowest point came in early April.

### Causes of Seasonality

The underlying causes of seasonal fluctuations in production and employment in the meat products industry are to be found in the variations which take place in the flow of its raw materials. Since the marketing of livestock is a highly seasonal occurrence and since the animals cannot be stored for any appreciable time after they reach the market without incurring very high costs, seasonality of slaughter and, inevitably, of employment is a direct result.

The highly seasonal pattern which occurs in the marketing of livestock can be explained primarily by fluctuations in the availability of pasture land and in the volume and price of feed grains. Fluctuating feed supplies, in turn, are attributable to the recurring wide variations in climatic conditions. Grain crops are planted in the spring for the fall harvest.

Obviously, the most economical and general practice is to pasture cattle and lambs when good pasture land is available, i.e. from spring until early fall. As a result, the marketing of cattle and lambs

reaches its height in the fall. More specifically, the marketing of cattle reaches a peak in early November on the Prairies and slightly later in Ontario and Quebec. The peak month in the marketing of sheep and lambs is early November in all regions.

Considerable numbers of cattle are stalled for slaughter after the close of the pasturing season and through the winter and early summer, after which marketings are predominantly of grass-fed cattle. Western Ontario farmers make fairly large purchases from stockyards and direct from the Western provinces of feeder cattle which they winter on full feed for late winter, spring and summer delivery. Prairie farmers, also, do considerable winter feeding, the volume as in the East depending on the available feed and roughage supply, cattle market prospects, the cost of feeders and the volume for sale. In the Prairies, too, considerable numbers of cattle are winter-fed in large feed lots adjacent to the stockyards. Eastern Ontario and Quebec farmers are mostly concerned with dairying, carrying their stock through winter, either bred or for breeding, to replenish or increase their herds.

With regard to hogs, different breeding and feeding practices have resulted in different seasonal patterns of marketings. As a rule, farmers in the Prairie region breed their sows for spring farrow and thus for market in the fall. Hogs are grown and finished on grain throughout the region and marketed during November, December, and January. Farmers in Ontario and Quebec usually raise two litters of hogs each year—one for market in the fall and winter, and the other for the market in spring and summer. As a result, there are two seasonal peaks in hog marketings, October to December and April to early June. Prairie farmers do not raise hogs to any large extent for winter feeding because of the higher cost involved. Not only is the cost of feeding relatively high in the winter but also the relatively cold winter months mean that well insulated and heated piggeries are necessary.

Since the marketing of all classes of livestock is at a peak in the fall and early winter months, employment in the meat packing industry is also at its seasonally highest point during the same period.

In the spring, the volume of marketing tapers off when the bulk of the hogs farrowed the previous spring have been sold. Employment, too, begins to decline. In Ontario and Quebec, however, the practice of raising two litters of hogs per

year has helped to sustain both marketings and employment at higher levels than in the Prairie region.

The slaughtering of spring calves reaches a peak during May. This practice gives employment to some of the workers at a time when the marketing of other livestock may be moderate.

The relatively low level of employment during the summer arises from the fact that livestock supplies are at or near their minimum. Hogs and lambs born in the spring are not marketed in large quantities until about the first of October. This affects the flow of livestock, and necessarily employment, most severely in the Prairie Provinces which produce on the average only about one litter of hogs per year.

The increase in the degree of seasonality in most regions during the war years and from 1945 to 1946 was partly a result of the greater volume of marketings which occurred. The unlimited demand arising out of the war for almost all types of food resulted in a greater production of livestock by Canadian farmers. Since marketing periods remained the same, this meant that a greater proportion of extra workers had to be hired during the rush season.

The greater production of livestock during the war years, however, resulted in two distinct marketing peaks taking place. Since a period of about 10 months is required to raise hogs to market weights, it was possible for farmers to increase the marketings of these animals within about a year. A much longer period is needed to increase marketings of lambs as the ewe lambs must be retained and bred as yearlings. This requires a period of about two and one-half years. It was possible, nevertheless, to market increased numbers of all of these animals as the war years developed, thus increasing the seasonality of employment in the meat packing industry.

With respect to beef cattle, however, the animal must be from 2 to 3 years of age before it is ready for marketing purposes. New heifers are not bred until between 1½ and 2 years of age so that the increase in this case requires a period of nearly 4 or 5 years. Thus, although Canadian farmers began to produce additional beef cattle during the war years, it was not until 1945 and 1946 that marketings rose to their peak. For this reason, also, both total employment and seasonality of employment during these two years showed definite gains.

The increase in seasonality of employment in meat packing plants after 1939, however, was also a reflection of a number



of other developments which occurred during the war years. The first of these was price control.<sup>5</sup>

Although no price ceilings were established for livestock, the controls that were applied to the retail prices of meats were almost as effective in stabilizing the prices of livestock. It is obvious that the packer, with the prices at which he could sell his final product stabilized, would be forced to stabilize the prices which he offered to farmers for their livestock.

A general ceiling on the retail prices of most meats was first established on March 24, 1942. Shortly afterwards, however, the price control regulations were changed so that a fixed ceiling throughout the whole year was replaced by a ceiling which varied seasonally each month. Prices were lowered from July to November and raised from December to June. This new regulation came into effect on June 1, 1942, and remained in force until August 30, 1943. By that time, however, it had been found that, among other things, the cost of administering such a complicated price control system was almost prohibitive. Accordingly, on August 30, 1943, a fixed ceiling price was established for certain types of meats as well as for various cuts. It was hoped that in practice prices would vary seasonally underneath this ceiling. As a matter of fact, however, the prices of most meats moved up to the ceiling and remained there. This lasted until October 22, 1947.

During the years from 1943 to 1946, therefore, the prices which farmers were receiving for their livestock tended to remain fairly constant throughout the whole year. It was inevitable, under these conditions, that farmers would tend to market larger and larger proportions of their livestock during the autumn months since the costs involved in raising and marketing the livestock were lowest if the animals were pastured in the summer months and marketed in the fall. The concentration of marketing in the autumn months became more and more evident in 1944 and 1945 since by this time the farmer had had an opportunity to observe the effect of price controls on the prices being paid for livestock. This development, of course, was reflected in the greater seasonal fluctuations in employment in the packing plants.

The shortening of the standard work week (that is, the number of hours which were worked before overtime rates of pay

came into effect) was another development which occurred during war years and which was reflected in greater seasonal variations in employment. Prior to 1939, and even during the first three years of the war, the standard work week in most meat packing plants ranged from 48 to 54 hours. After 1943, however, the work week was steadily shortened until in 1947 it ranged from 44 to 48 hours.

This reduction in the number of hours worked each week before overtime rates of pay came into effect almost immediately posed a problem for the manufacturers in industry. During the busy months of the year, they could either work their regular staff for longer hours, or merely have them work the standard number of hours and hire a larger number of seasonal workers. If the former alternative was adopted, unit labour costs were increased since overtime rates of pay would apply in every case where a regular employee worked more than 44 to 48 hours each week. Accordingly, the manufacturers adopted the second alternative. This meant, however, that a greater number of seasonal employees had to be hired and thus seasonal variations of employment throughout the whole year were increased.

### Prospects of Stabilization

Since employment and production in this industry are dependent on the marketings of livestock and the marketings of livestock are governed by economic conditions which vary from season to season and from year to year, complete elimination of seasonal fluctuations by the meat packing industry itself is virtually impossible. Certain developments in the industry, however, have tended to spread employment more evenly throughout the year for most of the production workers.

Just how far the development of refrigeration has had an affect on maintaining more uniform employment is not known but it has long been considerable. Refrigeration has permitted year-round operations in the meat packing industry, although employment is still dependent on the volume of livestock marketed at different times of the year. For example, refrigeration has made it possible to freeze fresh hams in the autumn and early winter when hogs are in good supply and to remove them for curing and smoking during the summer. Since this meat cannot be economically held for long after curing, there is no alternative but to freeze and to store before the curing is done. This would have some influence on more regular employment, but without an

<sup>5</sup> The relationship between price and the volume of marketings has not been investigated as this would be a study in itself.



adequate breakdown of employment data, it would be difficult to say just how great it is.

It is not usual for the packing companies to use frozen meats for canning and processing operations. In the first place, this practice may add materially to the cost of production. In the second place, there is usually a greater amount of loss or shrinkage in the processing of frozen meats than in the processing of fresh meats. The production of prepared and canned meats from stocks in storage, however, would no doubt function towards evening out seasonal fluctuations in employment to some extent. Canned meats, in particular, might be manufactured from storage stocks when slaughtering is slack as well as from fresh meat in the busy season. Naturally, this practice would not benefit all the workers but it would be helpful to a certain number of them. It is not economical, however, for the packers to carry on production in this manner.

One might be led to believe that the manufacture of by-products should have decreased the extent of seasonality in employment. "Waste materials", however, must be processed into by-products as soon as the animals are slaughtered. This means that all the more workers have to be taken on in the rush season in order to handle the manufacture of these products.

The practice of winter feeding cattle for sale in spring and summer has no doubt helped to smooth out seasonal fluctuations.

Assuming that fluctuations in employment cannot be eliminated altogether, what measures might be adopted to provide greater income security for the workers in the industry?

The establishment of an annual wage plan, presently advocated by the United Packinghouse Workers of America, would not appreciably reduce seasonal fluctuations in employment but it would reduce income insecurity considerably. Although hours of work would continue to fluctuate in direct relation to the delivery of livestock, the workers would be assured of regular earnings throughout the year.

The Hormel plant in the United States has had several years' experience with a form of annual wage<sup>6</sup> whereby each employee, regardless of the number of hours worked in any specific week, receives 52 equal pay cheques calculated on the basis of a 40-hour week. Under this plan, the

employees are overpaid in the slack season but they repay the "loan" by working extra hours during the busy season.

The success of the Hormel annual wage plan, however, has been primarily due to a number of special circumstances which are not general to the meat packing industry by any means. The Hormel plant concentrates on the production of specialty types of canned meats for which the market is relatively constant throughout the year and which, in any case, can be economically stored for reasonable periods. In addition, this company is a relatively small one and thus is in a position to make arrangements with a number of small livestock suppliers in the surrounding district to provide a uniform supply of livestock. The larger packers in the industry are directly affected by seasonal marketings since they undertake to buy all the livestock offered from week to week.

In Ontario, there is a small meat packing firm which has a guaranteed employment plan under which its employees are assured of a specific number of working hours during the year. In order to qualify, a worker must be a regular fulltime employee who has completed three months unbroken service with the company. Weekly earnings, no doubt, continue to fluctuate with hours of work, but for the year as a whole, every regular worker is guaranteed a minimum amount of work and thereby a minimum is also established for his annual income.

As can be seen, the conditions under which employees can participate in this plan are such as to automatically exclude most seasonal workers. The plan, therefore, largely applies to regular workers where seasonality of employment, although still a problem, is not nearly as serious as it may be for the more casual employees. In addition, this is again a small plant and thus it is able to avoid the problems arising from seasonal marketings since it buys only a small portion of the total amount of livestock that is marketed.

There is another plant in Ontario which is a good example of a relatively small firm providing regular employment throughout the year. Livestock buyers for this plant keep in contact with a small number of farms who supply it with choice quality livestock. These farmers are encouraged to raise their stock throughout the year since they are always assured of a regular market with reasonable prices.

It is evident from the above, therefore, that the difficulties which are inherent in the adoption of an annual wage plan in this industry are not nearly so great for

<sup>6</sup> For further details of this plan refer to "Economic Effects of Steady Employment and Earnings," a case study of the Annual Wage System of G. A. Hormel & Co., by Jack Chernick, University of Minnesota Press, 1942.

the small plants as they are for the large packing plants. The small firm can make its own arrangements with a few farmers, or if it buys at a stockyard has no obligation to purchase all of the livestock which is marketed each day. In addition, many small firms specialize in the production of choice quality meats or canned meats for which the demand is fairly regular. Large packing plants, however, require thousands of head of livestock weekly and have to draw from a relatively wide area. In these cases seasonality in marketings presents a very real problem to the packing houses, especially in view of the fact that such large plants are obligated to buy almost all of the livestock that is marketed every day.

For these large packing plants, the success of an annual wage plan covering all employees would be dependent on a regular flow of livestock from the farms since if marketings were too seasonal it would be virtually impossible to keep the staff which was needed during the rush period fully occupied in the slack months. It must be remembered, however, that in Canada there are natural seasons of production which are dictated by climatic conditions. Since farmers can most readily pasture their cattle in the summer and receive a reasonable price for them in the fall, it may not be any more profitable to feed them throughout the winter for slightly higher prices in the spring. As for a more regular production of hogs, farmers come up against the problem of the supply and price of feed. Feed grain supplies are at a maximum in the fall and winter months, whereas the supply is low during the growing season. The raising of hogs during the winter months, therefore, would depend upon the relative prices which can be secured from the grain itself in comparison with those which can be obtained by feeding it to hogs and marketing the latter. Thus, the greatest single factor controlling hog production is the relative hog-grain price ratio.

Before the war, Denmark had developed a system whereby many of its farmers were able to market hogs more consistently throughout the year. Denmark exported a large amount of bacon to Great Britain and, since the British market absorbed regular amounts of bacon at all times of the year Danish farmers were assured of the regular outlet for their hogs. At the same time, Danish farmers were assured of a regular supply of feed grain by the government. This was possible since almost all of the feed had to be imported and the Danish Government was able to pur-

chase the amounts required in both the summer and the winter from either northern or southern hemisphere export countries. The availability of grain from all world markets combined with a rigorous control of breeding and quality enforced by the licensing of hog raising for export contributed to the continuity of supply.

An annual wage plan would also involve the shifting of workers from department to department in slack periods similar to the system now in effect under the guaranteed weekly hour plan.<sup>7</sup> This is possible in that most jobs in a packinghouse are interchangeable. For example, beef killers can be shifted to boning or some other type of work when there are no cattle to be slaughtered. Many of the regular workers can engage in cleaning, painting and repairing the plant when there is little else to do. Specialized workers, however, such as butchers, are proud of their skill and are not particularly enthusiastic about being shifted to a different type of job. It should be remembered, also, that there are limitations to what can be done in this respect.

As far as Canada is concerned, the annual wage plan is still in the discussion stage. As pointed out before there are a number of important problems which have to be solved before such a plan could be adopted. It should be remembered that the plan has so far been successful in only one or two instances where rather unique circumstances applied. There is little doubt but that a great deal of intensive research would be necessary before the plan could gain general acceptance in the meat packing industry.

All lay-offs and re-hirings in the meat packing plants take place on the basis of a seniority system whereby employees with the longest service are the last to be laid off. The seniority system is no doubt advantageous to the regular workers in the

<sup>7</sup> The guaranteed weekly hour plan adopted by most meat packing plants in Canada has had no effect on seasonal fluctuations in employment since it is on a weekly basis only. Workers who are hired at the beginning of the week for a week's work can be laid off at the end of the same week but they are guaranteed 36½-37½ hours work (hours vary between plants) or pay in lieu of work. The personnel manager interviewed at one plant, however, thought that this plan had regularized employment for the regular workers at their plant. A certain number of workers are required to keep the plant in operation regardless of the number of livestock slaughtered. Under the plan, these regular workers are guaranteed 38 hours per week. Prior to the existence of the plan, workers were occasionally called in for only a few hours work each day and often not at all during the slack period. As it is now, very few of their regular workers have to be laid off.

industry. There is little to gain, however, for the group of workers who are taken on for the rush season only. As a rule, these workers are not on the payroll long enough to gain seniority rights.

At present, the system is a combination of both departmental and plant-wide seniority which is desirable in any industry with seasonal fluctuations. If the system was departmental only, it would interfere with the worker's right to accept a transfer instead of a lay-off.

For approximately 3 months after being hired, the new employees are regarded as probationers and have no seniority. After the probationary period, they become regular employees and receive credit for seniority from the date of their employment. Departmental seniority then prevails for from 3 to 9 months, after which plant seniority is obtained.

When it becomes necessary to reduce the working force, probationary employees, in order of merit, are the first to be laid off. In cases where merit is equal, the length of service governs. The next group to be laid off are the departmental employees attached to the department of which the staff is being reduced on the basis of seniority and merit. Where merit is equal, seniority governs. Departmental employees in other departments are laid off on the same basis. Plant employees, in order of seniority, are the last to be laid off. An employee with plant seniority, who is laid off in his own department, has the right to accept transfer to another department.

When the working force is being increased, employees with plant seniority are re-hired in order of seniority, regardless of the departments in which they were

previously employed. The next to be re-hired are employees with seniority in the department in which the staff is being increased. They are re-hired in the reverse order to that in which they were laid off. The last group to be taken on are those possessing departmental seniority in other departments as vacancies occur.

## Conclusion

In summary, since seasonal variations of employment in this industry originate from the fluctuating supply of livestock which reaches the market throughout the year, complete elimination of these fluctuations is almost impossible. According to the seasonal patterns of packinghouse employment, the problem is greater numerically on the Prairies than it is in any other region although its seriousness there is reduced at present by the fact that many of the workers concerned are farmers looking for off-season jobs. Certain technological developments within the industry, however, such as refrigeration have helped to provide steadier employment throughout the year. The practice of winter feeding cattle for sale in spring and summer has helped to even out fluctuations in supply, and necessarily, in employment. The guaranteed weekly hour plan has been useful in offsetting weekly fluctuations but it was not designed to eliminate seasonal variations. If the difficulties in the way of introducing a guaranteed annual wage plan could be overcome, such a scheme would help to offset seasonal fluctuations in employment for those covered by the plan by providing greater income security.



# INCREASE IN TRADE UNION MEMBERSHIP IN CANADA

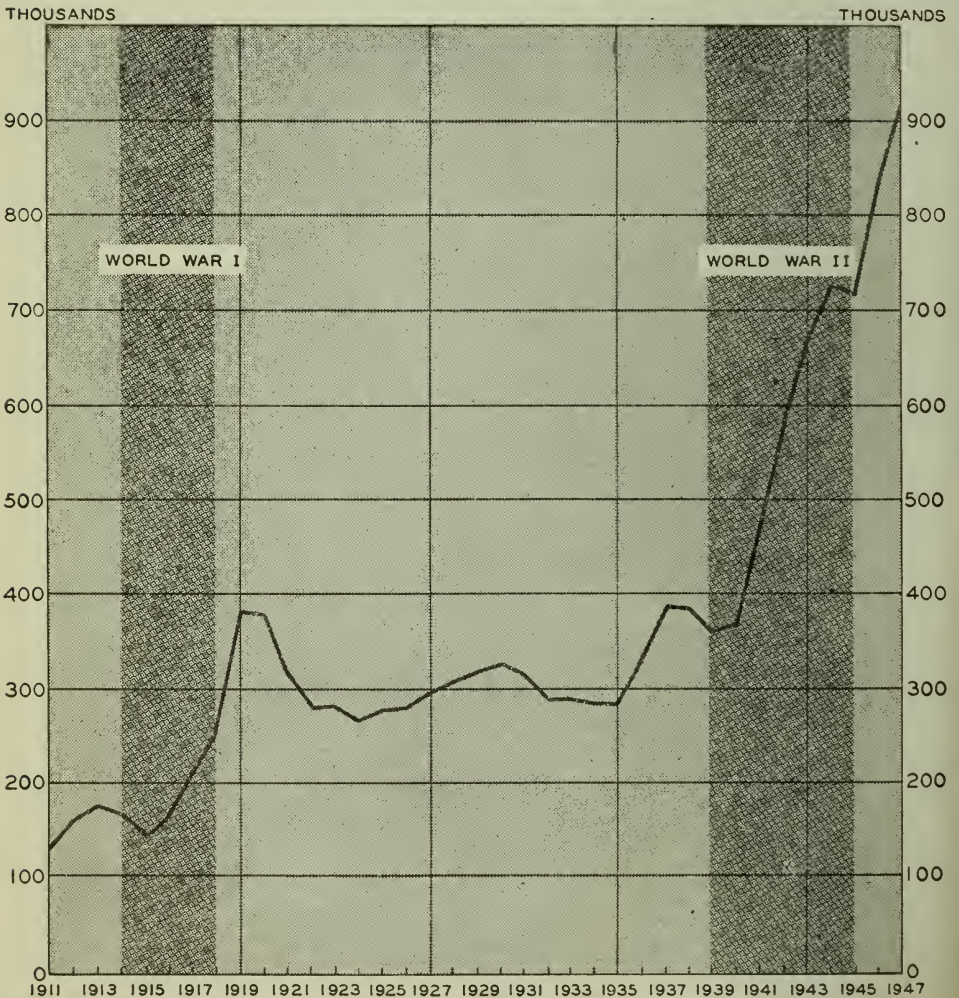
*Trade unions in Canada had a record membership in 1947. The major central organizations all increased their totals, and membership increased in all but one of the industrial groups.*

Trade union membership in Canada at the end of 1947, was nearly 10 per cent higher than the previous record figure which was established in 1946.

According to the *Thirty-Seventh Annual Report on Labour Organization in Canada* for the year ending December 31, 1947,

which will soon be released by the Department of Labour, there were approximately 912,000 members at the year's end. This is an increase of about 80,000 or 9.7 per cent over the 831,000 recorded in 1946 and is more than two and a half times as large as the 359,000 recorded in 1939. Approximately 28

### TRADE UNION MEMBERSHIP IN CANADA, 1911-1947



per cent of an estimated 3,218,000 non-agricultural wage and salary workers, 14 years of age and over, were members of trade unions at the end of 1947.

The figures published by the Department are compiled from reports of national and international unions, independent local unions and central labour organizations. The Department also requests reports from local union branches, but as all locals do not reply, the figures obtained from this source are not as complete as those compiled from returns from union headquarters. Of a total of 4,956 local unions known to be in existence in Canada at the end of 1947, 4,221 or 85.2 per cent reported.

As shown in Table III below, labour organizations have been classified in thirteen industrial groups. For several years the largest group has been "metal industries" which in 1947 included 19.9 per cent of Canadian trade union members. In 1943 when the production of material for the prosecution of the war was at its height, this group, which includes shipbuilders and aircraft workers, numbered 199,487 but there were decreases of 6,151 and 45,427 in 1944 and 1945 respectively. During 1946 the number of members in this group increased by 16,721 and in 1947 by 16,861 reaching 181,491; while this figure is still below that for 1943 it does reflect to some extent the reconversion of some war-time plants for the production of peace-time needs.

The next largest group was "steam railway transportation" which has shown increases in membership each year since 1939 and reached a figure of just over 138,000 at the

end of 1947. "Services", a group which includes unions of employees in the fields of public and personal service and recreation, has shown increases in membership each year since the present classification was adopted in 1943, its membership at the end of that year having been, 46,556 as compared to the 1947 figure of 110,737. The increase of 18,547 members in the "services" group was the largest numerical increase recorded by any group for the year. The largest percentage increase in membership for any group in 1947 was that of 34.2 per cent which occurred in the "textiles" group whose membership was recorded as 44,811 at the year's end. The only group which showed a decline in membership during 1947 was "foods" which declined from 41,749 to 39,851 or 4.5 per cent.

All of the thirteen industrial groups showed increases in the number of locals during 1947. There were 540 new locals recorded by the Department and 219 were reported as dissolved, making a net increase of 321 locals for the year.

Changes in geographical distribution of trade union membership were comparatively small in 1947. Membership figures by province and city, being based on reports from local branches, all of which have not reported, are not complete. The information available indicates that 63.3 per cent of union membership was concentrated in the industrial provinces of Ontario and Quebec. Of the 4,956 locals known to be in existence at the end of 1947, about 58 per cent were in these two provinces. Increases in membership were recorded in all provinces and

TABLE I—LOCAL UNIONS AND UNION MEMBERSHIP IN CANADA, 1911-47

Year	Locals	Membership		Year	Locals	Membership	
		Number	Percentage change from previous year			Number	Percentage change from previous year
1911.....	1,741	133,132	.....	1930.....	2,809	322,449	+ 0.9
1912.....	1,883	160,120	+20.3	1931.....	2,772	310,544	- 3.7
1913.....	2,017	175,799	+ 9.8	1932.....	2,710	283,096	- 8.8
1914.....	2,003	166,163	- 5.5	1933.....	2,687	285,720	+ 0.9
1915.....	1,883	143,343	-13.7	1934.....	2,720	281,274	- 1.6
1916.....	1,842	160,407	+11.9	1935.....	2,717	280,648	- 0.2
1917.....	1,974	204,630	+27.6	1936.....	2,860	322,746	+15.0
1918.....	2,274	248,887	+21.6	1937.....	3,231	383,492	+19.0
1919.....	2,847	378,047	+51.9	1938.....	3,280	381,645	- 0.5
1920.....	2,918	373,842	- 1.1	1939.....	3,267	358,967	- 5.9
1921.....	2,668	313,320	-16.2	1940.....	3,221	362,223	+ 0.9
1922.....	2,512	276,621	-11.7	1941.....	3,318	461,681	+27.5
1923.....	2,487	278,092	+ 0.5	1942.....	3,426	578,380	+25.3
1924.....	2,429	260,643	- 6.3	1943.....	3,735	664,533	+14.9
1925.....	2,494	271,064	+ 4.0	1944.....	4,123	724,188	+ 9.0
1926.....	2,515	274,604	+ 1.3	1945.....	4,329	711,117	- 1.8
1927.....	2,604	290,282	+ 5.7	1946.....	4,635	831,697	+17.0
1928.....	2,653	300,602	+ 3.6	1947.....	4,956	912,124	+ 9.7
1929.....	2,778	319,476	+ 6.3				



territories except Prince Edward Island, the Yukon and the Northwest Territories in which the decreases were of negligible proportions. The largest increase was in Ontario where recorded membership rose from 236,729 to 286,981 or 21.2 per cent. In British Columbia there was an increase of 15,764 or 15.8 per cent.

In 1947 there were 53 urban centres with 20 or more local branches as compared with 49 such centres in 1946. The reported membership in these 53 centres increased from 514,590 to 573,917. Montreal and Toronto, the two leading centres of industry and

population, together had 637 or 12.9 per cent of all locals in Canada and reported memberships totalling 193,338 or 24.6 per cent of the total of the memberships of the 4,221 locals throughout the country which reported to the Department.

The Report contains a brief historical statement and shows the membership, names of the officers, and the affiliated unions of the Trades and Labour Congress of Canada, the Canadian Congress of Labour, the Canadian and Catholic Confederation of Labour and the Canadian Federation of Labour.

For each national and international union,

**TABLE II—UNION MEMBERSHIP AND LOCAL UNIONS IN CANADA CLASSIFIED BY AFFILIATION**

Affiliation	1946		1947	
	Number of Branches	Membership	Number of Branches	Membership
Trades and Labour Congress of Canada.....	2,536	356,121	2,722	403,003
American Federation of Labour <sup>(1)</sup> .....	45	9,513	48	6,274
Canadian Congress of Labour.....	1,087	314,025	1,163	329,058
Congress of Industrial Organizations <sup>(2)</sup> .....	8	1,680	18	2,174
Canadian and Catholic Confederation of Labour..	338	70,367	393	91,026
International Railway Brotherhoods (Independent).....	370	37,731	371	39,627
Canadian Federation of Labour <sup>(3)</sup> .....	6	3,332	5	3,641
Unaffiliated National and International Unions...	198	34,630	192	31,516
Unaffiliated Local Unions.....	47	4,298	44	5,805
Total.....	4,635	831,697	4,956	912,124

<sup>(1)</sup> These comprise international unions affiliated with the A.F.L. in the United States, the Canadian branches of which are not affiliated with the Trades and Labour Congress of Canada or the Canadian Congress of Labour. The 56 local or federal unions with 6,975 members which received their charters directly from the A.F.L. have been included under the Trades and Labour Congress in this table as they are affiliated with that body.

<sup>(2)</sup> These comprise international unions affiliated with the C.I.O. in the United States, the Canadian branches of which are not affiliated with the Canadian Congress of Labour.

<sup>(3)</sup> The membership shown is for the affiliated unions which reported their membership to the Department.

**TABLE III—DISTRIBUTION OF TRADE UNION MEMBERSHIP BY MAIN INDUSTRIAL GROUPS\***

Industrial Group	1946		1947		Percentage change 1947 over 1946
	Membership	Per cent of total	Membership	Per cent of total	
Mining and Quarrying.....	41,777	5.0	49,036	5.4	+17.4
Metals.....	164,630	19.8	181,491	19.9	+10.2
Construction.....	63,266	7.6	71,629	7.9	+13.2
Light, Heat and Power.....	7,816	0.9	9,276	1.0	+18.7
Wood and Wood Products.....	76,959	9.3	77,806	8.5	+1.1
Printing and Publishing.....	14,960	1.8	17,831	2.0	+19.2
Steam Railway Transportation.....	134,927	16.2	138,039	15.1	+2.3
Other Transportation.....	57,171	6.9	59,536	6.5	+4.1
Services.....	92,190	11.1	110,737	12.1	+20.1
Clothing, Footwear.....	50,533	6.1	54,769	6.0	+8.4
Textiles.....	33,382	4.0	44,811	4.9	+34.2
Foods.....	41,749	5.0	39,851	4.4	-4.5
All Other Industries.....	52,337	6.3	57,312	6.3	+9.5
Total.....	831,697	100.0	912,124	100.0	+9.7

\* It is not possible to classify membership figures by industrial groups with a high degree of accuracy since many unions have members whose employment may fall in more than one classification.



the name and address of the secretary, the membership as well as the number and location of their branches, are shown. In the case of international unions, the names and addresses of Canadian officers are also given.

In addition there are included lists of provincial federations, local labour councils, federations of unions in allied trades or industries, district union councils, and railroad brotherhood committees, with the names and addresses of their presidents and secretaries. Some notes are included concerning the nature, functions and interrela-

tionships of the constituent parts of the framework of labour organizations. A section of the Report deals with the labour press.

The Report also gives some information concerning female membership in unions; benefits paid by headquarters of national and international unions on behalf of Canadian members; teachers' associations; and other organizations of public employees, including those employed by the Dominion, provincial and municipal governments.

## Labour Organization in the United States

*Union membership in the United States has continued to grow during the three post-war years, and is estimated at approximately 15,600,000 by the United States Department of Labour.*

Organized labour in the United States has continued to grow during the three post-war years, according to the 1948 *Directory of Labour Unions in the United States*, recently published by the Bureau of Labour Statistics at Washington. (Bulletin No. 937.) At the beginning of 1948, membership in American trade unions was estimated at approximately 15,600,000. (This figure includes Canadian membership in some unions having headquarters in the United States and locals in Canada where a breakdown by countries was not available.)

The estimated number of wage and salary workers employed in non-agricultural establishments in the United States in January, 1948, was 44,600,000. Union members accounted for almost 35 per cent of this total.

The Directory lists 197 national or international unions, of which 105 are affiliated with the AFL and 37 with the CIO. The remaining 55 are independent. The number of local unions chartered by parent or national unions is estimated as between 60,000 and 70,000.

The American Federation of Labour reported per capita payments from its affiliates for about 7,200,000 members. The Congress of Industrial Organizations claimed 6,000,000 members. About two-and-a-half million workers belonged to unions not affiliated with either the AFL or the CIO. This latter group includes the International Association of Machinists and the United Mine Workers, each with a claimed membership of 600,000 or slightly higher, the four railroad train and engine service brotherhoods with an aggregate strength of approximately 450,000, and the

Communications Workers of America with over 160,000 members.

Substantial gains were reported by many of the larger unions, such as the United Automobile Workers (CIO), the International Brotherhoods of Teamsters (AFL), and the International Association of Machinists (Ind.); the Teamsters, for example, announced a record total of 1,060,000 members in January, 1948. The UAW-CIO, which experienced severe losses with the shut-down of war plants, had, by early 1948, again approached its wartime peak of about a million members. The largest of the "independent" or unaffiliated labour organizations, the Machinists, climbed to a new membership peak of approximately 625,000. Few unions, according to available reports, experienced more than temporary membership losses from 1945 to 1948.

Following are some of the significant changes in affiliations and structure of American labour unions which have occurred since the issuance of the Bureau's 1947 Directory a year ago. The United Mine Workers of America withdrew from the AFL in December, 1947, and reverted to independent or unaffiliated status after having been reaffiliated with the Federation for almost two years. The Inland-boatmen's Union of the Pacific withdrew from the CIO and joined the Seafarers' International Union (AFL). The Railroad Workers of America (CIO) affiliated with the Marine and Shipbuilding Workers of America (CIO). The American Federation of Hosiery Workers was expelled from the Textile Workers of America (CIO) in April, 1948, and is listed as an unaffiliated union.

# INCOME AND PRODUCTION IN CANADA, 1926 - 1947

*Estimates of national income and production in Canada have recently been compiled for each of the years from 1926 to 1947. The figures measure for the first time changes in the Canadian economy during these years of depression and prosperity, war and peace.*

The fluctuations in Canada's annual output of goods and services over the 22 years from 1926 to 1947 are strikingly illustrated in figures contained in the annual report *National Accounts, Income and Expenditure* issued recently by the Dominion Bureau of Statistics. The report contains for the first time balancing tables of the nation's income and expenditure back to 1926; previously published totals covered only the years back to 1938.

These estimates, the Bureau points out, "are of immense importance, for they throw essential light on the economy of the country and on problems facing various economic groups—labour, management, producers, consumers, and government".

The *LABOUR GAZETTE* publishes herewith four of the tables contained in the report; also a summary of the trends they indicate, and an explanation of the terms used.

## Economic Trends

Between 1928 and 1933 Canadian production, measured at market prices, dropped 42 per cent, from \$5,985 million to a depression low of \$3,468 million, the report shows. Apart from a slight recession in 1938, the gross national product moved steadily upward after 1933; but by 1939, the last pre-war year, it was still six per cent below the 1928 level.

During the war years, production rose enormously, reaching \$11,887 million in 1944. The following two years were marked by a slight levelling off, but in 1947 the value of goods and services produced reached an all-time high of \$13,375 million, an increase of 123 per cent over 1928, and of 139 per cent over 1939.

These figures, the Bureau points out, measure price changes as well as changes in the real volume of production, and it is essential to bear this fact in mind in interpreting the figures. For example, the value of production increased by 139 per cent between 1939 and 1947, while prices generally, as indicated by the cost-of-living index, rose approximately 33 per cent. Consequently,

part of the increase of 139 per cent is due to price increases. Nevertheless, it is clear that the real volume of goods and services produced approximately doubled between 1939 and 1947. On the other hand, between 1946 and 1947 the gross national product increased by approximately 13 per cent, while the cost-of-living index rose about 10 per cent. Consequently the increase in real goods and services produced was relatively small.

In 1947, a phenomenally high level of investment in Canada in plant, equipment, housing and inventories of \$2,884 million absorbed 22 per cent of total output. This compares with a very low level of investment spending of \$116 million during the depth of the depression in 1933 which accounted for only three per cent of total output. In 1928, during the height of pre-war prosperity, investment spending was \$1,146 million, or 19 per cent of the total.

The tremendous expansion in output during the war years was absorbed to a large extent by government spending for military purposes; in 1944 government spending of \$5,075 million accounted for 43 per cent of total output. By 1947, government spending had dropped sharply to \$1,481 million or 11 per cent of total output. This compares with expenditures of \$589 million in 1928 and \$724 million in 1939, 10 per cent and 13 per cent of total output, respectively.

Personal expenditure on consumer goods and services was at a pre-war peak of \$4,383 million in 1939. Thereafter it dropped sharply, reaching a low point of \$2,848 million in 1933—a decline of 35 per cent. Because total expenditure dropped even more sharply, by 42 per cent, the proportion of total expenditure accounted for by consumer spending increased from 74 per cent in 1929 to 82 per cent in 1933.

Between 1939 and 1944, personal expenditure rose steadily from \$3,861 million to \$6,300 million, an increase of 63 per cent. However, total expenditure rose even more sharply, and consequently consumer spending accounted for only 53 per cent of the total in 1944 as against 69 per cent in 1939.

**TABLE 1—NET NATIONAL INCOME AT FACTOR COST AND GROSS NATIONAL PRODUCT AT MARKET PRICES**

(Millions of Dollars)

Year	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Salaries, Wages and Supplementary Labour Income	Military Pay and Allowances	Investment Income	Net Income of Agriculture and Other Unincorporated Business	Net National Income at Factor Cost (1) + (2) + (3) + (4)	Indirect Taxes less Subsidies	Depreciation Allowances and Similar Business Costs	Residual Error of Estimate	Gross National Product at Market Prices (5) + (6) + (7) + (8)
1926.....	2,299	7	602	1,170	4,078	612	561	- 55	5,196
1927.....	2,465	7	663	1,156	4,291	629	593	- 66	5,447
1928.....	2,658	7	839	1,246	4,750	677	647	- 89	5,985
1929.....	2,839	8	814	1,028	4,689	674	677	- 84	5,956
1930.....	2,750	8	592	840	4,190	594	656	- 92	5,348
1931.....	2,386	8	327	540	3,261	585	587	+ 47	4,480
1932.....	1,971	8	201	402	2,582	566	522	+ 48	3,718
1933.....	1,791	8	233	355	2,387	566	500	+ 15	3,468
1934.....	1,969	8	379	464	2,820	585	502	+ 55	3,962
1935.....	2,093	9	451	564	3,117	596	502	+ 70	4,285
1936.....	2,221	9	565	651	3,446	656	526	+ 16	4,644
1937.....	2,494	9	758	756	4,017	713	557	- 8	5,279
1938.....	2,506	9	681	790	3,986	637	560	- 18	5,165
1939.....	2,583	32	783	891	4,289	737	582	- 10	5,598
1940.....	2,944	193	1,127	991	5,255	837	655	+ 25	6,772
1941.....	3,586	386	1,487	1,135	6,594	1,056	751	+ 33	8,434
1942.....	4,251	641	1,737	1,753	8,382	1,073	883	+169	10,507
1943.....	4,746	910	1,778	1,659	9,093	1,126	912	+166	11,297
1944.....	4,908	1,068	1,774	1,962	9,712	1,123	863	+189	11,887
1945.....	4,915	1,117	1,918	1,822	9,772	1,005	785	+170	11,732
1946.....	5,322	340	1,949	2,154	9,765	1,261	846	- 9	11,863
1947*.....	6,235	83	2,309	2,354	10,981	1,572	928	-106	13,375

\* Revised Preliminary.

Column 7 includes an estimate of capital outlay charged to current account which has also been included with column 4, in Table 2.

**TABLE 2—GROSS NATIONAL EXPENDITURE AT MARKET PRICES**

(Millions of Dollars)

Year	(1)	(2) Government Expenditure		(4) Gross Home Investment		(6)	(7)	(8)	(9)
	Personal Expenditure on Consumer Goods and Services	Mutual Aid, UNRRA, and Military Relief	Other	Plant, Equipment and Housing	Inventories				
1926.....	3,654		523	681	154	1,650	-1,522	+ 56	5,196
1927.....	3,885		567	774	166	1,618	-1,629	+ 66	5,447
1928.....	4,196		589	940	206	1,773	-1,808	+ 89	5,985
1929.....	4,383		686	1,107	10	1,632	-1,945	+ 83	5,956
1930.....	4,091		765	916	-177	1,286	-1,625	+ 92	5,348
1931.....	3,594		735	610	-237	967	-1,142	- 47	4,480
1932.....	3,066		640	322	-166	804	- 901	- 47	3,718
1933.....	2,848		521	221	-105	826	- 828	- 15	3,468
1934.....	3,080		572	296	49	1,018	- 948	- 55	3,962
1935.....	3,209		611	360	49	1,143	-1,017	- 70	4,285
1936.....	3,420		594	446	- 45	1,428	-1,183	- 16	4,644
1937.....	3,733		650	633	74	1,591	-1,409	+ 7	5,279
1938.....	3,770		695	576	6	1,356	-1,257	+ 19	5,165
1939.....	3,861		724	554	327	1,451	-1,328	+ 9	5,598
1940.....	4,379		1,156	713	371	1,805	-1,626	- 26	6,772
1941.....	5,014		1,750	995	217	2,458	-1,967	- 33	8,434
1942.....	5,547	1,002	2,815	931	335	2,322	-2,275	-170	10,507
1943.....	5,880	518	3,753	823	- 40	3,403	-2,853	-167	11,297
1944.....	6,300	960	4,115	756	- 82	3,566	-3,539	-189	11,887
1945.....	6,945	858	2,852	865	-300	3,576	-2,893	-171	11,732
1946.....	7,913	97	1,731	1,321	467	3,197	-2,871	+ 8	11,833
1947*.....	8,888	38	1,443	2,042	842	3,616	-3,599	+105	13,375

Column 4—See footnote, Column 7, Table 1.

Column 5—Includes grain held by the Canadian Wheat Board.

Column 6—Excludes Mutual Aid, UNRRA, and Military Relief.

\* Revised Preliminary.



**TABLE 3—PERSONAL INCOME**

(Millions of Dollars)

Year	(1) Salaries Wages and Supple- mentary Labour Income	(2) Deduct Employer and Employee Contri- butions to Social Insurance and Govern- ment Pension Funds	(3) Military Pay and Allow- ances	(4) Net Income of Agricul- ture and Other Unincor- porated Business	(5) Interest, Dividends and Net Rental Income of Persons	(6) Transfer Payments from Govern- ment to Persons	(7) Personal Income (1) + (2) + (3) + (4) + (5) + (6)
1926.....	2,299	- 16	7	1,170	486	77	4,023
1927.....	2,465	- 18	7	1,156	508	84	4,202
1928.....	2,658	- 20	7	1,246	564	92	4,547
1929.....	2,839	- 25	8	1,028	584	98	4,532
1930.....	2,750	- 26	8	840	595	121	4,288
1931.....	2,386	- 23	8	540	559	165	3,635
1932.....	1,971	- 21	8	402	460	170	2,990
1933.....	1,701	- 20	8	355	428	196	2,758
1934.....	1,909	- 21	8	464	416	230	3,066
1935.....	2,093	- 22	9	564	437	241	3,322
1936.....	2,221	- 25	9	651	435	248	3,539
1937.....	2,494	- 29	9	756	489	281	4,000
1938.....	2,506	-32	9	790	525	262	4,060
1939.....	2,583	- 34	32	891	570	249	4,291
1940.....	2,944	- 37	193	991	611	224	4,926
1941.....	3,586	- 68	386	1,135	637	197	5,873
1942.....	4,251	-110	641	1,753	715	226	7,476
1943.....	4,746	-124	910	1,659	757	216	8,164
1944.....	4,908	-132	1,068	1,962	806	263	8,875
1945.....	4,915	-135	1,117	1,822	847	552	9,118
1946.....	5,322	-147	340	2,154	888	1,113	9,670
1947*.....	6,235	-166	83	2,354	949	824	10,279

Column 5—Includes charitable donations of corporations.

Column 6—Excludes interest on government debt not incurred to finance existing real assets, since this is included in column 5 above.

\* Revised Preliminary.

**TABLE 4—DISPOSITION OF PERSONAL INCOME**

(Millions of Dollars)

Year	(1) (2) (3) (4) Personal Direct Taxes				(5) Personal Expendi- ture on Con- sumer Goods and Services	(6) (7) (8) Personal Saving			(9) Personal Income (4) + (5) + (8)
	Income Taxes	Success- ion Duties	Miscel- laneous	Total (1) + (2) + (3)		Net Change in Farm Invento- ries	Other	Total Personal Saving (6) + (7)	
1926.....	23	16	15	54	3,654	66	249	315	4,023
1927.....	29	17	15	61	3,885	51	205	256	4,202
1928.....	30	12	18	60	4,196	5	286	291	4,547
1929.....	33	16	19	68	4,383	-144	225	81	4,532
1930.....	33	21	17	71	4,091	66	60	126	4,288
1931.....	32	15	16	63	3,594	- 1	21	- 22	3,635
1932.....	35	11	17	63	3,066	-20	-159	-139	2,990
1933.....	38	13	16	67	2,848	-29	-128	-157	2,758
1934.....	34	12	17	63	3,030	- 12	- 15	- 27	3,066
1935.....	42	20	18	80	3,209	- 13	20	33	3,322
1936.....	49	24	20	93	3,420	- 45	71	26	3,539
1937.....	55	36	21	112	3,733	- 22	177	155	4,000
1938.....	62	33	17	112	3,770	36	142	178	4,060
1939.....	61	28	21	110	3,361	60	260	320	4,291
1940.....	91	22	23	136	4,379	80	331	411	4,926
1941.....	239	30	21	290	5,014	- 58	627	569	5,873
1942.....	433	37	24	494	5,547	- 368	1,067	1,435	7,476
1943.....	631	38	28	697	5,560	- 62	1,669	1,607	8,164
1944.....	772	40	25	837	6,300	-124	1,862	1,738	8,875
1945.....	733	47	25	805	6,945	-238	1,606	1,368	9,118
1946.....	711	54	31	796	7,913	- 41	1,002	961	9,670
1947*.....	694	61	31	786	8,888	-100	705	605	10,279

Column 8—Personal saving is estimated residually by deducting personal direct taxes and personal expenditure on goods and services from total personal income in Table 3.

\* Revised Preliminary.

Personal expenditure continued to increase after 1933, and in 1947 reached \$8,888 million, or 66 per cent of total expenditure.

## Personal Income

Personal income received by Canadians from all sources—earned or unearned, and including income received in kind as well as in cash—was at its highest pre-war levels in 1928 and 1929, when it totalled \$4,547 million and \$4,532 million, respectively. Thereafter, it dropped rapidly to a low of \$2,758 million in 1933, a decline of approximately 39 per cent. Between 1933 and 1939 personal income rose steadily, reaching \$4,291 million in the latter year. Personal income increased rapidly during the war, and in 1947 reached an all-time high of \$10,279 million, an increase of approximately 140 per cent over 1939. The Bureau points out, however, that these figures must be interpreted in the light of rising or falling prices, which affect the purchasing power of the dollar.

Personal direct taxes absorbed only one per cent of personal income in 1928. This proportion increased during the thirties, and reached a high of nine per cent during the war years 1943 to 1945. In 1946 and 1947, the proportion declined to approximately eight per cent.

In the years 1931 to 1934, during the depth of the depression, people had to supplement their current incomes by the liquidation of assets or by borrowing. This process, which is called "negative saving," reached its height in 1933 when consumer expenditure plus payment of direct taxes exceeded personal income by approximately six per cent. In 1935, saving again became positive, but it was not until 1939 that it exceeded the 1928 level. During the war, as a result of a shortage of goods coupled with intensive government campaigns for saving, the percentage of current income saved rose rapidly to a high of 20 per cent in the years 1943 and 1944. Thereafter it dropped sharply, and in 1947 the percentage of personal income saved was approximately six per cent, the same as in 1928.

An interesting sidelight is thrown upon the condition of agricultural industry during these years. Between 1928 and 1933 net income of farm operators fell by 86 per cent from \$693 million to \$98 million, a reflection of drought in western Canada coupled with drastic declines in the price of agricultural products. After 1933, the trend was slowly upward. By 1939 net income from farming operations was \$461 million, still 33 per cent below the 1928 level. Favourable crop conditions during the war and post-war period, together with heavy demand for agricultural

produce, brought about very large increases in net income from farm production. Between 1941 and 1942 this figure virtually doubled, rising from \$548 million to \$1,089 million. In general net income of farm operators from farm production continued at a high level after 1942, and in 1947 reached the record figure of \$1,235 million, more than 2½ times the total for 1939.

## Meaning of the Terms

The following explanation of the terms used in the national accounts tables is taken from the *Canadian Statistical Review*, published monthly by the Dominion Bureau of Statistics.

The *national income* is the total of all incomes earned by Canadians in the production of goods and services during the calendar year. These incomes may be earned by work or from the investment of capital, or from the combination of both, such as those of the owner-manager of a business. They do not include incomes that are not earned in the production of goods and services, that is, "transfer payments" such as family allowances, unemployment insurance benefits, or interest on government debt unless it was issued to finance existing real assets.

The *gross national product* is the market value of all goods and services produced by Canadians. It is obtained by adding to the national income two items which are not "income" but which are part of the final cost of all goods and services—namely, allowances for depreciation of plant and equipment, and indirect taxes less subsidies. Subsidies are deducted from the taxes because they represent a deduction from rather than an addition to production costs.

The difference between the national income and the gross national product is emphasized by their full technical names. The former is known as the "net national income at factor cost" whereas the latter is the "gross national product at market prices". "Factor cost" is the price received by the "factors of production"—be they worker or capital—and "market prices" are those paid by the consumer, which of course include indirect taxes. "Net", in relation to the national income, indicates that provision for depreciation of plant, equipment, and housing has been deducted whereas "gross", in relation to the national product, indicates that no such deduction has been made.

The *gross national expenditure* is another method of calculating the national production. Since any income or other cost of production (i.e. depreciation and indirect

taxes) is caused by a corresponding expenditure, one can calculate the gross national product by computing either the incomes earned and costs incurred in creating the product or the expenditure made to obtain the product.

Theoretically, of course, calculations of the gross national product and the gross national expenditure should produce identical totals, but since precise and comparable figures are not available for all items, there is usually some difference between the two results. This difference is shown in the tables under the heading "residual error of estimate", and considering the magnitude of the sums involved it is small.

*Personal income* measures all income received by individuals irrespective of whether or not it is earned. Accordingly it includes "transfer payments" as well as the national income other than such things as undistributed profits, corporate profit taxes, and profits of government enterprises. *Disposable income* is obtained by deducting personal direct tax payments from "personal income", and this is available either for personal expenditure or personal saving.

The composition and significance of these main items can be more easily appreciated by looking at the component parts from which they are built. Briefly, the components are as follows:—

(1) *National Income*

- (a) *Salaries, Wages and Supplementary Labour Income* are estimated before the payment of personal income taxes and employee contributions to pensions and social insurance funds. It does not include goods and services which are both produced and consumed within the household, such as the services of housewives. Supplementary labour income comprises board and living allowances, employer contributions to pension and social insurance funds, and also the estimated value of board and living allowances received "in kind".
- (b) *Military Pay and Allowances* in addition to cash payments include estimates for food and clothing received "in kind".
- (c) *Investment Income*: money received as interest on bank deposits, bonds or mortgages, dividends on stocks, rent from real estate, and the profits of corporations including government enterprises. Investment income, like

personal income, is calculated before the payment of direct taxes. Corporation profits are included irrespective of whether they are distributed to the shareholders as dividends or retained in the reserves of the company but, since the national income is confined to the earnings of Canadian residents, investment income remitted abroad is deducted. Investment income received from abroad, on the other hand, is added.

- (d) *Net Income of Agriculture and Other Unincorporated Business*: income in this category is partly remuneration for the work of the individual in question and partly return on the capital that he has invested in his business or his farm, but it is impossible to separate the two items. Agricultural income is limited to income from farm operations and does not include other income received by farmers; allowance is made in it for food produced and consumed on the farm.

(2) *Gross National Product*

As explained above, this is obtained by adding to the national income (a) *depreciation allowances*, and (b) *indirect taxes less subsidies*.

(3) *Gross National Expenditure*

- (a) *Personal Expenditures on Consumer Goods and Services* include all consumer expenditure on new goods and services except residential construction, which is included in (c).
- (b) *Government Expenditure* includes all expenditure on goods and services by the Federal, Provincial and Municipal Governments, but does not include "transfer payments" such as family allowances and veterans' gratuities.
- (c) *Gross Home Investment* is divided into "Plant, Equipment and Housing" and "Inventories". Investment by government-owned business enterprises is included in this category. The inventory figure records the net change during the year and a reduction of inventory, or disinvestment, is represented by a negative figure.
- (d) *Exports and Imports of Goods and Services*: exports are included in the gross national expenditure because they represent a portion of Canada's total production and give rise to Canadian incomes, but imports are deducted from the total because they represent expenditure by Canadian residents on non-Canadian production and therefore are not matched by Canadian incomes. The result of adding exports and deducting imports is to include only the net balance in calculating gross national expenditures.



# THE GUARANTEED WEEK IN BRITAIN

*Since the war, systems of guaranteed payments have been set up in the United Kingdom in more than fifty industry groups, according to a report published in "Labour and Industry in Britain", the text of which is partially reproduced below.*

In the negotiation of union contracts since the war, there has been a trend in Britain toward the principle of the guaranteed week, although, as yet, no uniform conditions have been laid down.

A strong impulse in this direction arose during the war through the Essential Work Orders. These Orders, which virtually "froze" workers to their jobs in essential occupations, made it a condition of the "freezing" that the worker was to receive a minimum weekly wage (equal to the normal full-time weekly average), in so far as he was available for work (he had to be willing to do any "reasonable" task set him), even if work was not available for him. Since the war, the unions have urged that some of the changes introduced during the war should be maintained, singling out the guaranteed week as the most important by far . . .

## The Guarantee in Certain Industries

Collective bargaining since that time has resulted in the institution of a guaranteed week or a guaranteed minimum number of hours over a wide range of industry. The actual provisions of the guarantee vary considerably with different industries. For instance, the agreement between the National Coal Board and the National Union of Mineworkers, continues the guarantee arrangements of the Essential Work (Coal Mining) Order of 1943, despite the fact that that Order is now terminated. These provisions include a wages guarantee equal to the amount that would be earned during a normal working week in the particular grade of the individual worker. In the engineering industry, on the other hand, all hourly rated manual workers who have been continuously employed for not less than four weeks are guaranteed wages equivalent to their inclusive hourly plain time rate for 34 hours in any pay week (the normal working week is 44 hours), provided that they are capable of and available for, and willing to perform, satisfactorily, during working hours, the work associated with their usual occupations, or reasonable alternative work where their usual work is not available.

Sometimes the agreements contain a "security" clause, such as in the flour milling industry, the effect of which is to guarantee a full week's wage when stoppages occur owing to slackness of trade, the operation of short time, etc. The guarantee does not operate in the event of absences of employees through illness, or absence due to their own act, or the closing of the mill for large-scale alterations to plant or machinery or by reason of a strike or lock-out or other unforeseen circumstances not within the control of the mill owner.

Workers are not always guaranteed payment equal to a full working week. Engineering workers, as mentioned above, have a 34-hour-week guarantee. In the building industry, an operative who is available for work but is prevented from working by reason of inclement weather is paid at half his hourly rate for time lost subject to a minimum payment during the week of not less than 32 times the hourly wage rate. The normal working week, however, is 44 hours in the winter and 46½ hours in the summer. In the pottery industry, operatives who have been continuously employed for not less than four weeks are, subject to certain conditions and qualifications, guaranteed wages equivalent to those payable for 34 hours compared with an average working week of 47 or 48 hours.

Sometimes the workers are awarded not only a guaranteed week but also a guaranteed day. In the road passenger transport industry, for example, in addition to a guaranteed payment for a full week in the case of certain employees, no schedule of their daily duty is to carry less than seven hours' pay at the rate prevailing on that day.

In other industries, the minimum payment is calculated on a percentage basis of average earnings. This is frequent in occupations where there are piece rates. In boot and shoe manufacture, provision is made for a guaranteed weekly payment, subject to certain specified conditions and qualifications, of 75 per cent of the contract weekly wage rate for day workers and of 75 per cent of the basic weekly wage for piece

workers, the latter being assessed on the basis of four full weeks of normal productive work.

### Dock Workers

The guaranteed week for the dock workers was intimately tied up with the scheme for the permanent decasualization of their labour. Before the war, dock workers were employed on a day-to-day basis, and there was inevitably considerable uncertainty in employment. There was general agreement to maintain after the war the guaranteed week that dock workers enjoyed for the first time under the Essential Work Order, but there was vigorous debate as to the form and amount of guaranteed payments they should get. The issue was finally resolved through a special committee (appointed by the Minister of Labour) whose recommendations were accepted by both sides. Registered dockers all now receive a guaranteed weekly income, under a complicated system. A weekly payment of £4. 8s. 0d. is guaranteed to dock workers under 65 years of age, a weekly payment of

£3. 6s. 0d. to dock workers 65 to 70 years of age if required to report for work for 11 "turns" in the week, and £1. 16s. 0d. if required to report for six "turns" in the week. A dock worker who is over 70 years of age is not entitled to any guaranteed weekly payment, although of course he has at that age the right of retirement and the receipt of an old-age pension. Within this weekly guarantee, there has been instituted the payment of attendance money of five shillings per "turn" of a half-day in respect of each of the normal "turns" in the week for which a worker reports and is available for work, but is not allocated to work.

### Summary

Since the war, systems of guaranteed payments have been set up in more than 50 industry groups. The majority of workers in British industry now have that increased sense of security which is derived from the elimination of undue fluctuations in earnings. A summary of some of the more important agreements (up to September, 1947) follows: —

	Guarantee*	Normal Work Week
Coal Mining .....	Full time	Five shifts of 7½ hours plus one winding time
Heavy chemicals .....	Full time	44 hours
Cement .....	34 hours	48 hours
Pottery .....	34 hours	47 hours
Brick .....	Two-thirds	48 hours (kiln firemen and boiler firemen 56 hours)
Engineering .....	34 hours	44 hours
Cotton .....	About 80 per cent	45 hours
Wool .....	75 per cent	45 hours
Boots and shoes .....	75 per cent	45 hours
Laundering .....	40 hours	45 hours
Flour milling .....	Full time	44 hours
Baking .....	Full time	48 hours
Building .....	32 hours	44 hours (winter)
		46½ hours (summer)
Industrial canteens .....	44 hours	47 hours
Road passenger transport .....	Full time	44 hours
Docks .....	Set payment	44 hours

\* The guarantee is either on the basis of a percentage of normal weekly earnings, or on the basis of a number of hours a week (sometimes the full number) paid at plain time.

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 first administrative steps under the new Industrial Relations and Disputes Investigation Act were taken during September. Settlements were achieved during the month in disputes affecting terminal grain elevators at the Lakehead, various railways, and the telephone communications industry in Central Canada.*

### Introduction

Following the proclamation of the Industrial Relations and Disputes Investigation Act on September 1, the month witnessed the first administrative acts under the provisions of a number of its sections by the Minister of Labour and the Canada Labour Relations Board. The Minister of Labour appointed Conciliation Officers under Section 16 of the Act to investigate three labour disputes. He also received four complaints under Section 43 of the Act, alleging that certain inland shipping companies had failed to bargain collectively, and referred them to the Canada Labour Relations Board for consideration. Reports of these cases will be found below in articles under appropriate headings. The Canada Labour Relations Board gave attention to a number of applications for certification which had been referred to it by the Wartime Labour Relations Board (National), and received five new applications of that kind. It also gave preliminary consideration to the four complaints under Section 43 of the Act, which were referred to it by the Minister, and set them down for hearings at its October sessions.

A unanimous report was received during the month from the Conciliation Board under the chairmanship of the Hon. Mr. Justice J. T. Beaubien, of Winnipeg, which was appointed to deal with a dispute affecting fifteen terminal grain elevator companies at Fort William and Port Arthur, represented by the Lakehead Terminal Elevators Association, and some 1,500 of their employees represented by the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. The report stated that a satisfactory settlement of the dispute had been secured and that, effective January 1, 1948, hourly-rated employees of the companies would receive

an increase of 12½ cents per hour and monthly-rated workers would receive an increase of \$20 per month. The increased rates of remuneration are to continue until December 31, 1949, and the terms of settlement are to be embodied in collective agreements with effect from January 1, 1948, to December 31, 1949.

An Industrial Relations Officer who had been appointed by the Minister of Labour as Conciliation Officer in a dispute between The Bell Telephone Company of Canada and a group of its employees represented by the Commercial Employees' Organization reported that a mutually satisfactory settlement had been reached through mediation. The dispute arose during the negotiation of a revision of the collective agreement previously in effect between the parties and the terms of settlement will be incorporated in a new agreement.

The Industrial Relations Branch also received word during September of the negotiation of collective agreements in settlement of two other industrial disputes which had been investigated earlier by Conciliation Boards, the reports of which have appeared in previous issues of the *LABOUR GAZETTE*. One of these affected the Canadian National Railways and the employees of its Sleeping, Dining and Parlour Car Department represented by the Canadian Brotherhood of Railway Employees and Other Transport Workers. The second settlement involved the same Brotherhood and various classifications of clerical and other employees of the Canadian National Railways and Canadian Pacific Railway Company, certain of their jointly owned and/or operated properties, and the Ontario Northland Railway.

Negotiations were reported to be still in progress in respect of the dispute between



the Trans-Canada Air Lines and its employees represented by the Canadian Air Line Pilots' Association, in connection with

which the report of a Conciliation Board was published in the October issue of the *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 under 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, and Fredericton. The territory of the officer resident in Vancouver comprises British Columbia and Alberta; an officer stationed in Winnipeg covers the provinces of Saskatchewan and Manitoba and Northwestern Ontario; two officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the Province of Quebec and the officer resident in Fredericton, represents the Department in the Maritime Provinces. 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 September. During the month, the Board received six applications, held four hearings, issued two certificates designating bargaining representatives, rejected two applications and ordered two representation votes.

### **Applications for Certification Granted**

1. Transport Drivers', Warehousemen's and Helpers' Union, Local 106, Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America for a unit of employees of Kingsway Transports, Limited,

comprising employees in the garage of the company at Montreal, P.Q., engaged in auto maintenance and repair and allied occupations, classified as mechanics, mechanics' helpers, servicemen, metal workers, welders, bodymen, washers, painters, electricians and labourers. The foremen, clerks and store-keeper were excluded from the bargaining unit.

2. Canadian Navigators' Federation for a unit of employees of The Prescott and Ogdensburg Ferry Company, Limited, Prescott, Ontario, comprising mates, mate-purser, engineers and pursers employed on the ss. *Joseph Dubrule* and ss. *Levis*. Masters and the chief engineer were excluded from the bargaining unit.

### **Applications for Certification Rejected**

1. Canadian Association of Automobile Workers and Kingsway Transports, Limited, Montreal, P.Q. (L.G., Aug., 1948, p. 853). Following an investigation of the application, a public hearing and a representation vote, the Board rejected the application for the reason that it was not supported by a majority of the employees affected.

2. Marconi System Division, No. 59, Commercial Telegraphers' Union and Canadian Marconi Company, Montreal, P.Q. (L.G., Oct., 1948, p. 1103). Following an investigation of the application, the Board rejected the application for the reason that it was premature and in conflict with subsection 4 of Section 7 of the Regulations, having been filed prior to the expiry of ten months of the term of the collective agreement in existence between the applicant trade union and the company.

### **Representation Votes Ordered**

1. Transport Drivers', Warehousemen's and Helpers' Local 106, Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and Smith Transport Limited, Montreal, P.Q. (L.G., September, 1948, p. 983). Following an investigation of the application and a public hearing, the Board ordered a representation vote of employees of Smith Transport Limited.

The eligible voters' list will comprise employees of the company, resident in the province of Quebec and employed as city pick-up and transport drivers, dockmen, warehousemen and helpers.

Mr. Raoul Trepanier, Industrial Relations Officer, Dominion Department of Labour, Montreal, Quebec, has been appointed by the Board to conduct the vote.

2. Canadian Brotherhood of Railway Employees, and Other Transport Workers and Hull City Transport, Limited, Hull, P.Q. (L.G., Oct., 1948, p. 1103). Following an investigation of the application and a public hearing, the Board ordered a representation vote of bus chauffeurs and garage employees in the employ of the company.

The Hull City Transport Employees' Syndicate, the presently certified bargaining agent for employees of the company, intervened to oppose the application.

The names of both the applicant organization and the intervening organization will appear on the ballot.

Mr. D. J. Sutherland and Mr. E. H. Ménard, Department of Labour, Ottawa, have been appointed by the Board to conduct the vote of employees.

### **Applications for Certification Received During the Month of September, 1948**

1. Canadian Seamen's Union on behalf of the unlicensed personnel on the ss. *Dubrule* and the ss. *Levis* of the Prescott and Ogdensburg Ferry Company, Prescott, Ontario.

2. National Association of Marine Engineers of Canada, Inc. on behalf of engineer officers on board the D.E.V. *Beaverbrae* of the Canadian Pacific Steamships, Limited, Montreal, P.Q.

3. International Longshoremen's Association, Local 1739, on behalf of longshoremen employed by Albert G. Baker, Alcoa Steamship Company, Canadian Import Company, Canadian National Steamships, Canadian Pacific Steamships, Limited, County Line, Limited, Cunard White Star Limited, Furness Withy and Company, Robert Reford Company, Limited, W. McCauley and Anglo-Canadian Pulp and Paper Mills, all of Quebec, P.Q.

4. Canadian Brotherhood of Railway Employees and Other Transport Workers on behalf of pursers, assistant pursers and wireless operators on ships owned and operated by the Canadian National Steamships (Pacific) Limited, Vancouver, B.C.

5. Pembroke Electric Employees' Union on behalf of employees of the Pembroke Electric Light Company, Limited, Pembroke, Ont., in the classification of electrician, electrician's helper, stockkeeper, Diesel engine mechanic, meterman, lineman, groundman, powerhouse operator and sub-station operator, located at Pembroke, Ontario and Waltham, Quebec.



## **Complaints Referred to the Board by the Minister of Labour**

During the month, the Board gave preliminary consideration to four complaints made to the Minister of Labour by the Canadian Seamen's Union and referred to the Board by the Minister pursuant to Section 43 of the Act. The companies named in the complaints were: Canada Steamship Lines Limited, Northwest Steamships Limited, Sarnia Steamships Limited, Colonial Steamships Limited.

The complaints alleged that the lake shipping companies had failed to comply with paragraph (a) of Section 15 of the

Act by refusing to enter into negotiations, following notice, with the union for the renewal of collective agreements which expired on December 31, 1947.

The Board ordered that the complaints be set down for hearing on October 20 so that the parties might argue and the Board decide the question of the Board's authority to deal with complaints involving matters which had arisen prior to the coming into force of the Industrial Relations and Disputes Investigation Act. The Board decided that it was necessary to determine the point before the merits of the complaints could receive consideration.

## **Conciliation and other Proceedings Under the Minister of Labour**

### **1. Appointment of Conciliation Officers**

During September, 1948, the Minister of Labour appointed Conciliation Officers under Section 16 of the Industrial Relations and Disputes Investigation Act to confer with parties to industrial disputes, as follows:—

The Canadian Seamen's Union, applicant, and various towboat companies represented by Stuart Research Service, Ltd., Vancouver, B.C., respondents.

The Canadian Seamen's Union, applicant, and various deepsea dry cargo shipping companies, East and West Coasts, respondents.

The Canadian Seamen's Union, applicant, and Canadian National Steamships and Canadian Pacific Steamships, Limited, respondents.

### **2. Complaints under Section 43 that a Party has Failed to Bargain Collectively**

During the month the Canadian Seamen's Union filed four complaints with the Minister of Labour under Section 43 of the Industrial Relations and Disputes Investigation Act, alleging failure to bargain collectively on the part of Canada Steamship Lines, Limited, Northwest Steamships, Limited, Sarnia Steamships, Limited, and Colonial Steamships, Limited. The Minister referred the complaints to the Canada Labour Relations Board for investigation. For further details, see above.

### **3. Agreement Facilitated by Conciliation Officer**

On September 11, 1948, the Minister of Labour received a report from F. J.

Ainsborough, Conciliation Officer, indicating the settlement of matters in dispute between The Bell Telephone Company of Canada and its employees who are represented by the Commercial Employees' Organization (L.G., Oct., 1948, p. 1103).

### **4. Board Report Received**

On September 27, 1948, the Minister of Labour received the report of the Conciliation Board established to deal with a dispute between various grain elevator companies, represented by the Lakehead Terminal Elevator Association and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., July, 1948, p. 736). The text of the Board's report is reproduced below.

### **5. Settlements Following Board Procedure**

During September, advice was received that matters in dispute between the following parties had been settled as a result of further negotiations following receipt by the parties of reports of Conciliation Boards:—

Canadian National Railways and Canadian Pacific Railway Co., certain of their jointly owned and/or operated properties, and Ontario Northland Railway, on the one hand, and the Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL). (L.G., June, 1948, pp. 580-595.)

Canadian National Railways (sleeping, dining and parlour car department) and Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL). (L.G., Nov., 1947, pp. 1622-1628.)



## REPORT OF BOARD in dispute between

### Various Grain Elevator Companies

and

### Lakehead Terminal Elevators Association and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC).

On September 27, 1948, the report of the Conciliation Board, established to deal with matters in dispute between various grain elevator companies represented by the Lakehead Terminal Elevators Association and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, was received in the Department. The personnel of the Board was as follows: Mr. Justice J. T. Beaubien, Winnipeg, Chairman, appointed on the joint recommendation of the other two members of the Board, W. A. Johnstone, K.C., Winnipeg, and A. J. Wickens, K.C., Moose Jaw, who had been appointed on the recommendation of the employers and employees, respectively (L.G., July, 1948, p. 736).

#### Report of Board

M. M. MACLEAN, Esq.,  
Director of Industrial Relations,  
Department of Labour,  
Ottawa, Ontario.

Dear Mr. MACLEAN:

The Conciliation Board appointed in respect of the above matter has now completed its work and begs to report as follows:—

After its appointment the Board held several meetings at the City of Winnipeg, in Manitoba, and arranged with the representatives of the Employers and Employees to hold formal sittings at Port Arthur which were held there on the 18th and 19th of June, 1948, at which lengthy written and verbal submissions were made by both parties.

At the request of the employees' representative the hearing was adjourned *sine die* and a further sitting of the Board was held at Winnipeg on the 25th of August, 1948, and further adjourned until the 13th of September, 1948, due to the fact that Mr. Frank H. Hall, the employees' representative was unable to attend.

The Board sat at Winnipeg on the 13th and 14th insts. and a satisfactory settlement of the dispute was effected on the basis of the agreement submitted by Harris S. Johnstone, Industrial Relations Officer, with the following alterations:—

- (1) The duration of the agreement is to be from the 1st day of January, 1948, to the 31st day of December, 1949.
- (2) The wages to be paid to the men employed are to be increased as of January 1, 1948, by 12½ cents per hour for hourly employees, and \$20 per month for monthly employees; such rates to continue until December 31, 1949.

The members of the Board wish to express their appreciation of the friendly, reasonable attitude of both parties to this dispute.

Respectfully submitted.

(Sgd.) J. T. BEAUBIEN,  
Chairman.

(Sgd.) W. A. JOHNSTONE,  
Member.

(Sgd.) A. J. WICKENS,  
Member.

Winnipeg, Man.,  
September 15, 1948.

# COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

## Recent Collective Agreements

A file of collective agreements is maintained in the Research and Statistics 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.

### **Manufacturing: Tobacco and Liquors**

MONTREAL, P.Q.—W. C. MACDONALD INCORPORATED AND THE TOBACCO WORKERS' INTERNATIONAL UNION, LOCAL 235.

Agreement to be in effect from May 5, 1948, to May 5, 1949, and thereafter from year to year subject to notice. This agreement is similar to the one previously in effect (L.G., Sept., 1947, p. 1304), with the following changes:—

*Statutory holidays with pay* are increased from 6 to 8 provided 3 of those specified fall on a full working day. *Vacation*: 2 weeks with pay is now granted employees after 3 years' continuous service (instead of after 5 years) and an additional week with pay after 20 years continuous service instead of 25 years. *Wage rates*: all existing rates shall be increased by 6 cents per hour, and the arrangement is continued by which wages are increased or decreased by 25 cents per week for each full point rise or fall in the cost of living index number, but not below the index figure as at April 6, 1947.

### **Manufacturing: Rubber Products**

HAMILTON, ONT.—FIRESTONE TIRE AND RUBBER CO. OF CANADA, LTD. AND UNITED RUBBER, CORK, LINOLEUM AND PLASTIC WORKERS' OF AMERICA, LOCAL 113.

Agreement to be in effect from July 1, 1948, to June 30, 1949, and thereafter from year to year subject to notice. This agreement is similar to the one previously in effect (L.G., April, 1946, p. 495), with the following changes:—

*Paid holidays*: the 8 statutory holidays observed are now paid holidays for employees regularly scheduled to work and who work the shifts immediately preceding and following the holiday. *Vacation*: a second week with pay is now granted employees with 5 or more years' service with the company, while employees with less than one year of service but more than 3 months shall receive 2 per cent of their earnings during the previous year. *Wage rates* are increased by 10 cents per hour to day workers and time cycle workers and by 9 cents per hour to be incorporated in the piece work rates of piece workers, to be applied on the basis of the

The agreements summarized this month illustrate the increasing tendency to provide for statutory holidays with pay for employees who do not work on these days, usually with the stipulation that the employee has worked the working days immediately preceding and following the holiday. In some cases, where previously only two or three of these holidays were paid for when not worked, the number has been increased to include more or all of these holidays.

average hourly earnings of each occupational classification, by a supplementary wage agreement effective as of July 1, 1948.

### **Manufacturing: Textiles and Clothing**

CORNWALL, ONT.—COURTAULDS (CANADA) LIMITED AND TEXTILE WORKERS' UNION OF AMERICA, LOCAL 779.

Agreement to be in effect from July 1, 1948, to July 1, 1949, and thereafter from year to year subject to notice. This agreement is similar to the one previously in effect (L.G., March, 1948, p. 188), with the following changes:—

*Union shop* conditions now replace the maintenance of membership formerly in effect. All employees of the company, as a condition of continued employment, shall be and remain members of the union in good standing throughout the period of the agreement. The probationary period for new employees has been increased from 30 to 60 days after which they must join the union and remain members in good standing as a condition of employment.

*Wage rates* are increased by 5 cents per hour effective July 1, 1948, for all employees covered by the agreement and an additional 3 cents per hour for cooks, watchmen and gatemen.

*Paid holidays* are increased from 3 to 5.

GUELPH, ONT.—THE GUELPH CARPET AND WORSTED SPINNING MILLS LIMITED AND THE TEXTILE WORKERS' UNION OF AMERICA, LOCAL 741.

Agreement to be in effect from February 1, 1948 to February 1, 1949, and thereafter from year to year subject to notice. This agreement is similar to the one previously in effect (L.G., Nov., 1947, p. 1658), with the following changes and additions:—

*Vacation plan* has been changed somewhat providing for vacation pay of 2½ per cent of earnings during the previous year for employees with 2 years' service, 3 per cent of earnings during previous year for employees with 3 years' service, 3½ per cent for employees with 4 years' service and 4 per cent for employees with 5 or more years' service.

*Off-shift premium* for organized shifts is now 5 cents per hour for work during second shift and 10 cents per hour for work during night shift (that is one finishing after 12 midnight).

An "open end" wage clause has been added providing that if there is a rise in the cost of living index of 4 or more points on or after August 1, 1948, either party may open negotiations on 15 days' notice on the basis of  $\frac{1}{2}$  cent per point per hour, using the index for January 1, 1948.

*Hourly wage rates* for certain classes effective February 1, 1948, agreed to by both parties to the agreement: Worsteds spinning mill—boys 54 cents to a maximum of 63 cents for day work; females (drawing, spinning, twisting, reeling, winding, etc.) 54 cents to a maximum of 63 to 69 cents; males (dye-house) 73 cents to a maximum of 81-85 cents; Carpet mill—females (wool mule spinners, wool twisters, winders, reelers, cutters, burlers, etc.) 54 cents to maximum 64-71 cents; males (wool blender, card operator, mule spinner, etc.) 71 cents to a maximum of 81-94 cents. Maintenance staff—shippers 73 to maximum of 83 cents, labourers 73 to 81 cents, welders 87 to 99 cents, maintenance—electrician 87 cents to \$1.04, mechanics, carpenters, pipefitters, etc. grade 4, 85 to 95 cents, grade 3, 96 cents to \$1.01, grade 2, \$1.02 to \$1.06, grade 1, \$1.07 to \$1.10. Engineers and firemen, fourth class 87 to 92 cents, third class 93 to 97 cents, second class, 98 cents to \$1.06 (the engineer designated in charge of 3 shifts shall be paid 5 cents per hour additional).

### **Manufacturing: Pulp and Paper**

KAPUSKASING, ONT.—SPRUCE FALLS POWER AND PAPER COMPANY LTD. AND INTERNATIONAL BROTHERHOOD OF PAPER MAKERS (LOCAL 256) INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (LOCAL 89). AND INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (LOCAL 1149).

Agreement to be in effect from May 1, 1948, to April 30, 1949, and thereafter from year to year subject to notice.

*Union security:* any employee who is now or later becomes a member shall, as a condition of continued employment, maintain such membership in good standing. New employees, who are eligible for membership in one of the unions, party to the agreement, must also join such union after 30 days.

*Hours of work:* 8 per day or shift, 6 days per week. *Overtime:* time and one-half for work in excess of 8 hours except as mutually agreed upon for day workers and for tour workers when engaged on other than tour work. Time and one-half for all work on Sundays or seventh day and 4 specified holidays, which are paid holidays.

*Vacation with pay:* one week after one year's service with the company and 2 weeks after 5 years' continuous service.

*Hourly wage rates* for certain classes: rossing plant—saw filer \$1.25-\$1.38, sawyers \$1.14, sawyer's helpers \$1.07; wood room—chippermen \$1.05; sulphite—acid makers \$1.45, cooks \$1.53, helpers \$1.05-\$1.21, stock-runners \$1.47, dry machine tenders \$1.55, back tenders \$1.28, third hands \$1.10, fourth hands \$1.02; paper mill—machine tenders

\$2.33-\$2.36, back tenders \$2.13-\$2.16, third hands \$1.74-\$1.75, fourth hands \$1.35-\$1.36, fifth hands \$1.25-\$1.26, sixth hands \$1.08; finishing room—finishers \$1.03, weighers and stencillers \$1.06, truck operators \$1.16; maintenance—machinists \$1.18-\$1.42, blacksmiths, moulders, welders, tinsmiths, pipefitters, carpenters, millwrights \$1.25-\$1.38, helpers \$1.08-\$1.16; electrical—electricians \$1.16-\$1.38, helpers \$1-\$1.16, armature winders \$1.25-\$1.38, operators and assistant operators \$1-\$1.43; all labourers \$1.

Provision is made for an apprenticeship plan and grievance procedure.

### **Manufacturing: Metal Products**

SYDNEY, N.S.—THE SYDNEY STEEL PLANT DIVISION OF THE DOMINION STEEL AND COAL CORPORATION LIMITED AND LOCAL 1064, UNITED STEELWORKERS OF AMERICA.

Agreement to be in effect from May 1, 1948, to April 1, 1949, and thereafter from year to year subject to 30 days' notice. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, April, 1947, p. 541, with the following changes:—

The "open-end" wage clause is now omitted. The 6 statutory holidays observed are now paid holidays, when they fall on a normal work day for those employees working their regular turns immediately preceding and following the holiday or if they work on any of these holidays they will be paid double time instead of time and one-half as formerly. Wage rates are to be those in effect immediately prior to the signing of the agreement plus an increase of  $11\frac{1}{2}$  cents per hour for time worked by all employees covered by the agreement and is retroactive to April 1, 1948.

MONTREAL, P.Q.—AMERICAN CAN COMPANY AND FEDERAL LABOUR UNION, LOCAL 23864 (A.F. of L.)

Agreement to be in effect from June 1, 1948, to May 31, 1949, 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 that it will not intimidate or coerce employees into 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 during the term of the agreement.

*Hours of work:* the standard work day shall be 9 hours and the standard work week 45 hours. *Overtime* shall be paid at time and one-half for work in excess of these hours and for all work on Saturdays; double time for work in excess of 12 hours per shift and for all work on Sundays and 8 specified holidays, 6 of which are paid holidays if they fall on a regularly scheduled work day for employees fulfilling certain conditions.

*Vacation with pay:* one week to employees with one year's (1,800 hours) service with the company. Additional vacation with pay shall be granted employees on the basis of one week after 5 years, 2 weeks after 15 years and 3 weeks after 25 years providing they have worked 1,800 hours during the previous year. Vacations are shortened proportionally for employees working less than 1,800 hours during the previous year.



*Hourly wage rates:* "the rate increases agreed to under the provisions of the agreement shall be considered to include any increases subsequently authorized or permitted by the government during the term of the agreement as a result of any changes in the cost of living index". Males—hiring rate 76½ cents, automatically increased to 79½ cents for group 1 and to \$1.02 for group 10 after 13 weeks; merit range is 87-92 cents for group 5 up to \$1.22-\$1.32 for group 10. Females—hiring rate 66 cents automatically increased after 13 weeks to 69 cents for group 1 up to 79 cents for group 6; merit range is 79-84 cents for group 5 and 84-89 cents for group 6. *Night shift bonus:* a premium of 5 per cent shall be paid for all work performed on regularly scheduled afternoon shifts which begin on or after 1 p.m. and end on or before midnight and one of 10 per cent for all work performed on regularly scheduled night shifts extending past midnight.

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 March 22, 1948, to March 22, 1949, and thereafter until notice. The company recognizes the union as the sole representative of all employees in such unit for the purpose of collective bargaining.

*Check-off:* the company agrees to deduct union dues monthly from the pay of employees who so authorize and remit same to the union during the period of the agreement if and as long as fifty per cent of employees eligible for union membership authorize such check-off.

*Hours of work:* employees will not be regularly scheduled to work in excess of 9 hours in any one day or 45 hours in any one week. *Overtime* at time and one-half will be paid for all work in excess of these regular hours and for all work on Sundays (except to Power House employees and those on continuous operations). Double time will be paid for work on 8 specified holidays which are paid holidays for employees with 3 or more months' service with the company and who work their regularly scheduled shifts immediately preceding and following the holiday.

## Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec\*, include the extension of 3 new agreements and the correction of one of them, the correction of 2 other agreements and the amendment

\* 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 pub-

*Vacation with pay:* one week to employees with one year of service who have worked 225 days during the working year, 2 weeks to employees with 5 years' service and 3 weeks for employees with 25 years' service. Employees with less than one year of service shall receive vacation pay equal to 2 per cent of their total earnings during the previous year. Employees with 15 years' or more service who have not worked 225 days during previous year due to illness or injury will be paid for 2 weeks if qualified for 2 weeks vacation and for 3 weeks if qualified for 3 weeks vacation.

*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.

*Night shift bonus:* a premium of 5 cents per hour will be paid employees covered by the agreement for all work performed between 5 p.m. and 7.30 a.m., except when such hours are overtime hours in connection with a regular day shift.

Provision is made for an *apprenticeship plan*, *seniority rights* and *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 February 1, 1948, to January 31, 1949, and thereafter subject to notice. This agreement is similar to the one previously in effect. (L.G., Aug., 1947, p. 1173), with the following major changes:—

*Vacation:* a second week with pay is now granted employees after 2 years' (instead of 3) continuous service, while employees with 25 or more years' continuous service shall receive an additional week's vacation with pay.

*Wage rates:* basic rates are increased by 17 cents per hour for most classes, those rates shall also be increased by 3 cents per hour each time the cost of living index of the Dominion Bureau of Statistics advances 4 points starting from the January 1, 1948, figure as the base.

of 20 other agreements. These include the amendment of the agreements for the fine glove industry for the province, for clock makers in the counties of Drummond, Arthabaska, Richmond, Nicolet, Bagot,

lished and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, p. 86. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE*, monthly since June, 1934.

Beauce, Levis, Dorchester, Lotbinière and Megantic, for the wholesale fur industry at Montreal, for barbers and hairdressers at St. Johns and Iberville and for garages and service stations at Sherbrooke in the *Quebec Official Gazette* of August 21, and the correction of the agreement for wholesale food stores at Quebec in the issue of September 4. The other Orders in Council are summarized below.

A request for the amendment of the agreement for barbers and hairdressers at Sherbrooke was gazetted August 21. Requests for the amendment of the agreements for barbers and hairdressers at Quebec, for building trades at St. Johns and Iberville and for the wholesale fur industry at Montreal and for a new agreement for retail stores at Granby were all gazetted August 28.

Orders in Council were also published approving or correcting 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: Vegetable Foods**

BAKERS AND DELIVERYMEN, THREE RIVERS.

An Order in Council, dated September 1, and gazetted September 11, amends the previous Orders in Council for this industry (L.G., July, 1946, p. 930; June, 1947, p. 826; Jan.-Feb., 1948, p. 51, and previous issues).

*Minimum weekly wage rates* for journeymen are increased by \$3 per week, making the new wage rates as follows: first baker, first pastry-cook \$39 per week, second baker, second pastry-cook \$35, third baker and the other journeymen, third pastry-cook and the other journeymen \$32. Apprentices are paid the same rates as formerly—from \$18 per week in first year to \$24 in third year. The minimum weekly guarantee for distributors and salesmen is unchanged.

*Apprentices:* one apprentice is allowed for every four journeymen or fraction thereof.

### **Manufacturing: Fur and Leather Products**

SHOE INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated September 1, and gazetted September 11, extends the term of the previous Orders in Council for this industry (L.G., Sept., 1946, p. 1247; Oct., 1947, p. 1473, Dec., p. 1802; Jan.-Feb., 1948, p. 51, April, p. 331) to November 1, 1948.

### **Manufacturing: Pulp, Paper and Paper Products**

UNCORRUGATED PAPER BOX INDUSTRY, QUEBEC DISTRICT.

An Order in Council, dated September 1, and gazetted September 11 and 18, makes

obligatory the terms of a new agreement between "L'Association patronale du Commerce de Québec, inc." (Paper Box Section) and "Le Syndicat Catholique des Employés de l'Industrie de la Boîte de Carton de Québec, inc." This agreement, within the limits of its territorial jurisdiction, repeals and replaces the agreement governing the uncorrugated paper box industry for the whole province (L.G., Dec., 1947, p. 1802, Aug., 1948, p. 871). Agreement to be in effect from September 11, 1948, to April 1, 1949, and thereafter from year to year, subject to notice. It applies only to the employees mentioned in the minimum wage rates section and to the employees of the printing trades working in the paper box industry.

*Territorial jurisdiction* comprises the judicial districts of Kamouraska, Montmagny, Beauce, Arthabaska, St. François, Nicolet, Quebec, Three Rivers, Roberval, Chicoutimi and Saguenay.

*Hours:* stationary enginemen and firemen 60 hours per week; all other employees 50 hours.

*Overtime* is payable at time and one-half. Night shift employees are to be paid 20 per cent higher than the day rate and overtime is computed on the 20 per cent higher rate.

*Minimum hourly wage rates:* female employees—foreladies 52 cents, specialized hand workers 50 cents, top-piece machine operators, covering machine operators, staying machine operators, stitchers 43 cents, Stokes and Smith machine operators, Redington machine operators 45 cents, ordinary hand workers, hand-fed table gummers, automatic glueing machine operators, operators of any other machine not mentioned, packers 41 cents, assemblers, strippers, folders 35 cents, other help 29 cents, apprentices 20 per cent less than the regular classification in the first 6 months and 10 per cent less in the second 6 months; male employees—foremen 98 cents, assistant-foremen, automatic glueing machine operators 81 cents, scorers, machinists 77 cents, machinists (foremen), die makers 87 cents, end piece operators (single and double) 66 cents, slitter operators, assistant die makers, circular saw operators 61 cents, bale press operators 59 cents, punch operators 53 cents, cylinder box press operators 74 cents, cylinder box press feeders, colt press feeders 60 cents, colt press operators, truck drivers 69 cents, Brightwood operators, four-corner machine operators, cutters on knife (first class) 73 cents, Brightwood feeders, four-corner machine feeders 52 cents, cutters on knife (second class) 63 cents, shippers 72 cents, general helpers 64 cents, truck drivers' helpers 40 cents, apprentices 20 per cent less than regular classification in first 6 months and 10 per cent less in second 6 months; stationary enginemen—second class 84 cents, third class 73 cents, fourth class 69 cents; firemen 56 cents, other help 38 cents.

*Vacation:* one week with pay annually after one year's continuous service, one half-day with pay for each calendar month of service for employees with less than one year's service.

Provision is made for apprenticeship regulations.

Wages, labour and apprenticeship conditions of employees of the printing trades working in establishments governed by this agreement are governed by the agreement relating to the printing trades in the Quebec



district (L.G., April, 1948, p. 332), with the exception of the duration of working hours which shall be 48 hours per week. It is agreed, however, that the employers shall pay the new wage rates mentioned herein with retroactive effect to June 1, 1948.

### **Manufacturing: Metal Products**

#### **RAILWAY CAR AND BUS MANUFACTURING, MONTREAL.**

An Order in Council, dated August 4, and gazetted August 21, amends the previous Order in Council for this industry (L.G., Sept., 1947, p. 1307) by providing that all hourly rates of 95 cents and under be increased by 7 cents per hour and all hourly rates of 96 cents and over be increased by 9 cents per hour.

#### **CLOCKMAKERS, MONTREAL.**

An Order in Council, dated August 4, and gazetted August 21, amends the previous Order in Council for this industry (L.G., April, 1948, p. 333) by the addition of the municipalities of Saint-Eustache and Saint-Eustache-sur-le-lac to the territorial jurisdiction.

*Minimum wage rates* are increased from \$35 to \$45 per week for senior-clockmakers and from \$25 to \$35 per week for junior-clockmakers. Apprentice-clockmakers receive a minimum of from \$10.50 per week during first year to \$31.50 per week in tenth 6 months.

#### **GARAGES AND SERVICE STATIONS, MONTREAL.**

An Order in Council, dated September 1, gazetted September 11, and corrected September 18, makes obligatory the terms of a new agreement between The Montreal Automobile Trade Association Limited; The Automobile Section of the Retail Merchants Association of Canada, Inc.; The Canadian Automotive Wholesale Association, Eastern Division, Montreal; "L'Association canadienne des Distributeurs d'Essence, inc.," and The Canadian Automobile Workers' Association. Agreement to be in effect in the Islands of Montreal and Jesus from September 11, 1948, to September 10, 1949, and thereafter from year to year, subject to notice.

The agreement governs employers, professional 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.

*Hours:* for day journeymen and apprentices, 9 per day, 4 on Saturday, 49 per week; time and one-half for all work in excess of 49 hours per week and after 7 p.m. from Monday to Friday inclusively and after 12 o'clock noon on Saturday, double time between 11 p.m. and 7 a.m. from Monday to Saturday morning exclusively and after 5 p.m. on Saturday. For night journeymen and apprentices, 9 per night, 49 per week; 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. from Monday

to Saturday inclusively. For garage day service men 54 hours per week with an additional 5 cents per hour for work in excess of 54 hours until the sixtieth hour, all other overtime at time and one-half. For garage night service men 60 hours per week with an additional 5 cents per hour for work in excess of 60 hours until the seventy-second hour, all other overtime at time and one-half. For service men in gasoline stations, and service stations 54 hours per week. 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.

Journeymen 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. All journeymen and apprentices called to work less than the regular day are entitled to 4 hours' pay per call at the regular rate.

*Minimum wage rates:* blacksmiths, bodymen, carpenters, electricians, glaziers, lettering-painters, machinists, mechanics, painters, radiator repairers, sheet metal workers, testers, upholstery cleaners and dyers, upholstery makers, vulcanizers, welders, wheelwrights (day journeymen)—first class \$1 per hour, second class 85 cents (90 cents effective March 11, 1949), all others 65 cents per hour; night journeymen—first class \$1.15 per hour, second class 95 cents (\$1 effective March 11, 1949), all others 75 cents; apprentices (day) from 40 cents per hour in first 6 months to 65 cents in third year, apprentices (night) from 45 cents per hour in first 6 months to 75 cents in third year; demolishers 80 cents per hour (50 cents for those with less than 4 months' experience); garage day service men 55 cents; garage night service men 60 cents; service men in gasoline stations and service stations—class "A" 60 cents per hour between 7 a.m. and 7 p.m., 90 cents between 7 p.m. and 10 p.m. and \$1.20 thereafter, class "B" 55 cents per hour between 7 a.m. and 7 p.m. and 83 cents thereafter, class "C" 45 cents between 7 a.m. and 7 p.m. and 68 cents thereafter.

*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.

Provision is made for apprenticeship regulations and uniforms.

### **Manufacturing: Non-Metallic Minerals, Chemicals, Etc.**

#### **BUILDING MATERIALS INDUSTRY, PROVINCE OF QUEBEC**

An Order in Council, dated September 9, and gazetted September 18, amends the previous Orders in Council for this industry (L.G., Sept., 1944, p. 1141; July, 1946, p. 930, Dec., p. 1772; Nov., 1947, p. 1660) by providing that between October 15 and January 15, outdoor workers may be permitted to work an additional 3 hours on Saturday to complete their 50-hour week if mutually agreed between the employer and the majority of his employees and after notifying the Parity Committee.



## Construction

### BUILDING TRADES, QUEBEC

An Order in Council, dated August 4, and gazetted August 21, amends the previous Orders in Council for this industry (L.G., Dec., 1947, p. 1803; July, 1948, p. 741) by providing that this agreement does not apply to maintenance employees of industrial establishments who are governed by a private collective agreement or by another decree determining their minimum wage rates and other working conditions.

### MECHANICAL CONSTRUCTION AND REPAIR INDUSTRY, QUEBEC DISTRICT

An Order in Council, dated June 30, and gazetted July 10, makes obligatory the terms of a new agreement between "L'Association professionnelle des Industriels Régionale de Québec" and "Le Syndicat national catholique de la Métallurgie de Québec, inc." Agreement to be in effect from July 10, 1948, to July 9, 1949, and thereafter from year to year, subject to notice.

*Territorial jurisdiction* comprises that portion of the judicial districts of Quebec and Beauce within a radius of 50 miles from the limits of Quebec City, and is divided as follows: zone I, the cities of Quebec and Sillery and specified neighbouring towns; zone II, the municipalities of 10,000 souls or more not comprised in zone I; zone III, the entire territorial jurisdiction with the exception of zones I and II.

*Industrial jurisdiction* comprises any operations pertaining to mechanical engineering including the fabrication, installation, transformation and repair of boilers, mechanical parts, tanks, engines, machines or parts of all kinds, and other mechanical equipment, whether inside or outside a mechanical engineering establishment. It also applies and extends exclusively, within the limits of its territorial jurisdiction, to any construction, installation, transformation and repair of boilers and tanks not carried out in the mechanical engineering establishments. However, this agreement does not apply to office managers and clerks, foremen and superintendents, technical staff, elevator operators, messengers, maintenance employees, employees engaged in shipbuilding and repairing, students under 16 years of age in charitable institutions governed by the Public Charities Act, employees specifically employed at the construction or repair of elevators who are governed by the agreement for the elevator construction industry for the province, nor to employees in an establishment not principally engaged in mechanical engineering operations and who are covered by a private collective agreement stipulating better working conditions and higher wages than those of the present agreement.

*Hours:* in zone I, 49 hours per week for day work, 50 hours for night work; in zones II and III, 55 hours per week for both day and night work.

*Overtime* is payable at time and one-half; double time on Sundays and 9 specified holidays and after 10 p.m. for day shifts and between 6 p.m. Saturday and 7 a.m. Monday for night shifts.

*Minimum wage rates:* in zone I, tool-maker \$1 per hour; machine mechanic, pattern-maker 80 cents; erecting-fitting mechanic, marine mechanic, lathe worker, other machine operators, boiler-maker, tinsmith, welder 75

cents; machine shop joiner, blacksmith 70 cents; helper 60 cents; labourer 55 cents. (These rates are 5 cents per hour higher than those paid in zone II and 15 cents per hour higher than in zone III). Truck drivers are paid a minimum of \$30 per week in zone I, \$27 in zone II and \$24 in zone III. Boiler-makers, erectors and welders are paid a minimum of \$1.15 per hour, helpers 85 cents; however, the installation of portable tanks and boilers under 2 tons in weight is remunerated at the rates shown above. Gang foremen are paid an additional 10 cents per hour, night shift employees an additional 5 cents per hour. An employee who is called back to work after leaving the establishment is entitled to at least 2 hours' pay.

*Minimum wage rates for apprentices:* pattern-maker and other trades from 32 cents per hour in first year to 58 cents in fourth year in zone I, from 30 cents to 54 cents in zone II and from 28 cents to 44 cents in zone III: blacksmith and joiner from 30 cents per hour in first year to 56 cents in fourth year in zone I, from 28 cents to 50 cents in zone II and from 28 cents to 40 cents in zone III.

*Vacation:* after one year's service, employees who have worked an average of at least 44 hours per week are entitled to the equivalent of one week with pay; those who have worked an average of less than 44 hours per week are granted proportionately less vacation pay.

Provision is made for apprenticeship regulations.

### BUILDING TRADES, MONTREAL

A correction of an Order in Council relating to this industry (L.G., Sept., 1948, p. 993) was published in the *Quebec Official Gazette* of August 28. This correction provides that the minimum wage rate for structural steel erector and welder (all categories) should be \$1.35 per hour instead of \$1.30, as previously indicated in the wage schedule.

An Order in Council, dated September 9, and gazetted September 18, amends the previous Order in Council for this industry by providing that the minimum wage rate of \$1 per hour for surfacers, finishers, cleaners and waxers is to be paid except when these employees are engaged on maintenance operations.

### BUILDING TRADES, ST. JOHNS AND IBERVILLE

An Order in Council, dated August 4, and gazetted August 21, amends the previous Orders in Council for this industry (L.G., April, 1947, p. 544; Jan.-Feb., 1948, p. 51, June, p. 621) by the addition of "L'Association des Entrepreneurs en Construction de Saint-Jean" as co-contracting party to the agreement.

### BUILDING TRADES, HULL

An Order in Council, dated September 1, and gazetted September 11, amends the previous Orders in Council for this industry (L.G., Feb., 1947, p. 186, Nov., p. 1662; April, 1948, p. 334, July, p. 741, Sept., p. 995, and previous issues) by increasing the minimum wage rate for painter, decorator in zone I from 95 cents to \$1.06 per hour.

### PLUMBERS, HULL

An Order in Council, dated August 4, and gazetted August 21, amends the previous Order in Council for this industry (L.G., Aug., 1948, p. 874).

*Territorial jurisdiction* comprises the counties of Hull, Gatineau, Papineau, Pontiac, Labelle, and Temiscamingue and is divided as follows: zone I, the City of Hull and within a radius of 25 miles from its limits; zone II, the remainder of the territorial jurisdiction.

*Minimum hourly wage rates:* master plumber (personal services) \$2.40 per hour in zone I, \$2 in zone II; senior journeyman \$1.45 in zone I, \$1.05 in zone II; junior journeyman—first six months 85 cents in zone I, 75 cents in zone II, second 6 months \$1 in zone I, 85 cents in zone II; welding mechanic \$1.45 in zone I, \$1.05 in zone II; welder \$1.10 in zone I, 90 cents in zone II; apprentices from 35 cents per hour in first year to 65 cents in fourth year in both zones.

### **Trade**

#### **TRADE AND OFFICE EMPLOYEES, ARVIDA, JONQUIERE AND ST. JOSEPH D'ALMA**

An Order in Council, dated August 4, and gazetted August 21, 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).

*Minimum wage rates in retail commercial establishments:* superintendent \$57.50 per week; manager \$52.90; departmental manager, assistant manager \$40 (male), \$26 (female); accountants, bookkeepers, collectors \$30 (male), \$20 (female); assistant-accountant, assistant bookkeeper, typist from \$12 per week, in first year to \$20 in third year; stenographer from \$13 per week in first year (\$12 for female) to \$25 in fourth year (\$18 for female); supervisor \$40 (male), \$25 (female); cashier \$20 (male), \$18 (female); clerk from \$12 per week in first 6 months (\$10 for female) to \$35 per week (\$19 for female) in eighth year; butcher from \$12 per week in first 6 months to \$35 in eighth year; delivery man with vehicle or truck from \$15 per week in first year to \$30 in fourth year; delivery man's helper, delivery man with bicycle \$12; commission agents from \$15 per week in first 6 months to \$30 in third year.

*Minimum wage rates in commercial establishments other than retail:* superintendent \$57.50 per week; manager \$52.90; assistant-manager \$45; accountant, bookkeeper \$35; assistant accountant, assistant-bookkeeper \$25; clerks from \$15 per week in first year to \$25 in fourth year; delivery man with vehicle or truck \$30; delivery man's helper \$15; travelling salesman, commission agent and collector \$35 (male), \$22 (female).

*Supernumerary employees* are to be paid a minimum of 35 cents per hour for women and 50 cents per hour for men.

*Minimum wages in financial and industrial establishments, municipal or school corporations:* manager, chief-accountant, treasurer, head-clerk \$52.90, assistant \$45; accountant, cashier \$42; bookkeeper, collector, meter-reader \$38; clerk, typist \$30; secretary-treasurer of rural municipalities \$25; stenographer \$25 (male), \$20 (female); junior clerk, typist from \$15 per week in first year to \$21 in third year for females and to \$30 per week in fifth year for males.

*Professional offices:* office employees are paid a minimum of from \$12 per week in first year to \$20 in third year.

Every employee governed by this agreement who had no wage increase since Novem-

ber 1, 1947, shall benefit by a 10 per cent increase on the wages actually paid. Should the increase received by an employee since November 1, 1947, be less than 10 per cent of the wages then paid, he shall benefit by an increase equal to the difference between the increase already received and that mentioned above. This 10 per cent increase does not apply to employees hired since June 12, 1948, and receiving wages higher than the minimum ones established by the present amendment.

*Vacation:* one week with pay after one year's service, an additional week with pay after 5 years' service. Employees with less than one year's service, one half-day for each calendar month of service.

### **RETAIL STORES, CHICOUTIMI**

An Order in Council, dated August 4, and gazetted August 21, amends the previous Orders in Council for this industry (L.G., Sept., 1946, p. 1254; Sept., 1947, p. 1308).

*Minimum wage rates:* employees, men and women from \$10.50 per week during first 6 months to \$29 for men and \$25 for women during eighth year; floor walker \$30 for men, \$24 for women; departmental manager, assistant-manager or chief-clerk \$40 (men), \$27 (women); manager or superintendent \$50; delivery man with truck, automobile or horse-drawn vehicle \$35, helper \$25; deliverers (under 21 years) from \$17 to \$27, helpers \$2 per week less than deliverer; delivery boy with bicycle (furnished by employer) \$10; seamstresses receive same rate as employees up to the third year and then from \$20 per week in fourth year to \$27 in eighth year; supernumerary employees—male 55 cents per hour, female 45 cents.

All employees already receiving a rate of pay equal to or higher than that provided for above, but who had no wage increase during the 3 months prior to June 1, 1948, shall receive a 5 per cent increase on their actual rate of pay; those who had no increase for 6 months shall receive a 10 per cent increase on their actual rate of pay; those who had no increase for 12 months shall receive a 15 per cent increase on their actual rate of pay, these increases to apply for this year only. If the increases received during the 3, 6 or 12 months prior to June 1, are less than 5, 10 or 15 per cent as the case may be, of the wages then paid, the employees shall benefit by an increase equal to the difference between the increase already received and that mentioned above.

### **HARDWARE AND PAINT STORES, QUEBEC**

An Order in Council, dated September 9, and gazetted September 18, amends the previous Orders in Council for this industry (L.G., July, 1946, p. 931; Jan., 1947, p. 50, September, p. 1308; April, 1948, p. 335, and previous issues).

*Hours* are reduced from 54 to 51 per week. Employees who are late for work shall have their wages reduced, proportionately, at the rate of time and one-half.

*Minimum wage rates:* chief-accountant, head sales clerk \$42 per week; head receiving and shipping clerk, head order clerk \$39; head warehouse clerk \$36; bookkeeper from \$15 per week during first year to \$39 during ninth year (if employed by building materials dealers, they are not entitled to the wage rate of the ninth year and half of such employees shall be paid the wage rate of the



eighth year); clerk (selling and taking orders) from \$14 per week during first year to \$30 during ninth year; receiving and shipping clerk from \$15 per week during first year to \$33 during ninth year; warehouse clerk—under 20 years of age \$21 per week, 20 years and over with less than 5 years' experience \$25, with 5 or more years' experience \$28; order clerk from \$15 per week during first year to \$35 during ninth year. Half the employees in each of the above categories must receive the maximum wage rate; the other employees, after 8 years of service shall receive the wage rate set for the eighth year of service until a vacancy occurs in that half of the employees receiving the maximum wage rate. As soon as there is a vacancy, the employee with 8 years' experience or more shall automatically receive the wage rate set for the ninth year, by order of seniority. Delivery-man to be paid a minimum of \$33 per week; deliveryman's helper (under 21 years) \$20, (21 years and over) \$24; messenger \$10; extra clerk 75 cents per hour; supernumerary clerk 50 cents per hour; female office clerk from \$15 per week during first year to \$25 during fourth year; skilled tradesman \$34; unskilled tradesman \$32; general employees (repairing, assembling and installing merchandise) \$30 and \$33 for senior employee, \$14 for junior employee; night watchman \$28; an employee classified as clerk and doing delivery work for not more than half the regular weekly working hours shall be paid \$30 per week when his years of experience as clerk do not entail the payment of a higher wage rate, in which case he shall be paid such higher rate based on his years of service; trade apprentice from 30 cents per hour during first year to 45 cents in fourth year.

## Industrial Standards Acts, Etc.

### Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in Ontario and Alberta

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 the zones designated by the Minister. The

### Transportation: Water Transport

#### LONGSHOREMEN (INLAND NAVIGATION), MONTREAL

An Order in Council, dated September 1, and gazetted September 11, amends the previous Orders in Council for this industry (L.G., April, 1943, p. 490; June, 1943, p. 621) by increasing the minimum wage rates by 10 cents per hour to 94½ cents per hour for day work and to 99½ cents per hour for night work.

### Service: Business and Personal

#### TAVERN EMPLOYEES, QUEBEC

An Order in Council, dated September 1, and gazetted September 11, amends the previous Orders in Council for this industry (L.G., May, 1942, p. 631; Dec., 1946, p. 1774, and previous issues). Present agreement to remain in effect until May 1, 1949, and thereafter from year to year, subject to notice.

*Hours:* 56 per week. All work in excess of 56 hours per week is payable at time and one-half.

*Minimum wage rates:* employees paid by the week—barman \$30, waiter \$24, apprentice or beginner \$18; employees paid by the hour—barman 55 cents, waiter 44 cents, apprentice or beginner 33 cents, occasional employee 45 cents per hour with a minimum of 2 hours' pay per call.

*Vacation:* 7 continuous days with pay annually after one year's continuous service, one half-day with pay annually for each calendar month of continuous service for employees with less than one year's service.

Provision is made for uniforms, tips and room and board for employees.

Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the *LABOUR GAZETTE*, October, 1940, page 1077.

Schedules of wages and hours recently made binding by Orders in Council under these Acts include new schedules for the barbering industry at Port Hope and at Cobourg which were published in *The Ontario Gazette* of August 28. Other schedules made binding are summarized below.

#### Ontario

##### Construction

#### CARPENTERS, CORNWALL

An Order in Council, dated August 12, and gazetted August 28, makes binding the terms of a new schedule for carpenters at Cornwall, to be in effect from September 7, 1948, during pleasure. This schedule is similar to the one previously in effect (L.G., Oct., 1947, p. 1475), with the following change:

*Minimum wage rate* is increased from \$1.10 to \$1.22 per hour.



## CARPENTERS, KINGSTON

An Order in Council, dated August 12, and gazetted August 28, makes binding the terms of a new schedule for carpenters at Kingston, to be in effect from September 7, 1948, during pleasure.

This schedule is similar to the one previously in effect and summarized in the LABOUR GAZETTE, April, 1948, p. 336, with the following changes:

*Minimum wage rate* is increased from \$1.18 to \$1.33 per hour. Four hours' overtime at the end of any regular working-day and work on Saturday between 8 a.m. and 12 noon are payable at \$2 per hour.

## SHEET METAL WORKERS, WINDSOR

An Order in Council, dated August 12, and gazetted August 28, makes binding the terms of a new schedule for sheet metal workers at Windsor, to be in effect from September 7, 1948, during pleasure.

*Hours:* 8 per day, Monday to Friday, a 40-hour week.

*Overtime* and all work on Saturdays, Sundays and 6 specified holidays is payable at double time.

*Minimum wage rate:* \$1.50 per hour. Night-shift employees receive 8 hours' pay for 7 hours work.

The Advisory Committee may fix a lower minimum rate for handicapped workers.

## Alberta

### *Manufacturing: Metal Products*

#### GARAGES AND SERVICE STATIONS, MEDICINE HAT

An Order in Council, dated July 26, and gazetted August 14, amends the previous Order in Council for this industry (L.G., Sept., 1946, p. 1257).

*Hours:* 48-hour week of 5½ days.

*Overtime* is payable at time and one-half. Time and one-half on Sundays and statutory holidays, except Christmas and New Year's Day which are at double time.

*Minimum wage rates:* mechanics from 80 cents to 90 cents per hour, washmen and greasemen 55 cents per hour, non-mechanical service station employees permitted to do washing and greasing provided such duties do not exceed 50 per cent of their total time, night watchmen and storage attendants shall receive not less than the minimum wage established by an Order pursuant to Part 2 of The Alberta Labour Act, 1947.

## Trade

### DAIRY INDUSTRY, CALGARY

An Order in Council, dated July 26, and gazetted August 14, amends the previous Order in Council for this industry (L.G., Oct., 1943, p. 1382).

*Hours* for male employees are reduced from 54 to 48 per week (for female employees hours remain at 48 per week).

*Overtime* is payable at time and one-half the ordinary rate paid (for salesmen, one and one-half times the basic wage paid). Employees working on any of 8 specified statutory holidays may have their annual vacation increased by one day for each statutory holiday worked or accumulated time may be taken at such time as relief is available or they may be paid at double time, but in the case of route drivers, double time shall be determined at double the basic rate of pay.

*Minimum wage rates:* plant (male)—special dairy help \$130 per month, experienced dairy help \$125, inexperienced dairy help \$110 per month for the first 90 days, \$117.50 per month for second 90 days; plant (female)—experienced \$80; retail drivers \$115 per month plus commission, spare drivers \$140 per month plus commission, route helpers (experienced) \$120 per month, wholesale route drivers \$119.06 per month plus commission.

*Vacation:* after one year's service 6 working days with pay, after 2 years' service 12 working days with pay, employees with less than one year's service one day's vacation with pay for each 50 days worked.

# 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 August

### (1) *Works of Construction, Remodelling, Repair or Demolition*

During the month of August the Department of Labour prepared 134 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 75 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 8 per day and 44 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 44 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 from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation".

### (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. . . . .	6,230	\$4,671,947.00
Post Office. . . . .	16	87,289.70
R.C.M.P. . . . .	1	3,600.00

**CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING AUGUST**

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
			\$ c.	
Waterloo, Ont.	Construction of an Advanced Registry piggy.	Dunker Construction Ltd., Kitchener, Ont.	44,075 00	July 14, 1948
<b>DEPARTMENT OF AGRICULTURE</b>				
<b>CANADIAN COMMERCIAL CORPORATION</b>				
Halifax, N.S.	Alterations to Electrical and Signals Building No. 37 (electrical work), H.M.C.S. <i>Stadacona</i> .	Canadian Comstock Co., Ltd., Montreal 2, P.Q.	28,092 00	July 16, 1948
Windsor, N.S.	Removal of existing flooring, joists, etc., and the construction of a reinforced concrete floor in the Main Drill Hall of the Armouries.	Ralph & Arthur Parsons Ltd., Windsor, N.S.	6,450 00	May 6, 1948
Camp Borden, Ont.	Re-roofing of Buildings Nos. 0-20, 0-21, 0-22A, 0-26, 0-27, 0-28 and 29, and 0-25 (9 Wings) in Areas 02, 03 and 04.	W. A. Moffatt Co., Toronto, Ont.	5,710 90	May 6, 1948
Camp Borden, Ont.	Re-roofing of Buildings Nos. E-81, E-82, E-87, E-90, E-97, E-98, E-100, E-101, E-106, E-107, E-108, E-110 and E-136 in the R.C.A.F. School Area.	Carter Roofing Co., Toronto, Ont.	6,920 00	May 6, 1948
Kingston, Ont.	Renovation of the sewage disposal system at Fort Frontenac.	Holdcroft Construction Co., Ltd., Kingston, Ont.	6,928 00	April 6, 1948
Petawawa, Ont.	Construction of 220 houses for permanent married quarters at Petawawa Military Camp.	J. L. E. Price & Co., Ltd., Montreal, P.Q.	1,788,715 00	May 17, 1948
Trenton, Ont.	Construction of railway loading platform at No. 6 Repair Depot, R.C.A.F. Station.	Penny & Casson Ltd., Toronto, Ont.	4,775 00	May 29, 1948
Camp Shilo, Man.	Installation only of storm and sanitary sewers and water mains for permanent married quarters area.	Mid West Engineering Co., Ltd., Winnipeg, Man.	84,526 21	April 9, 1948
Camp Shilo, Man.	Provision of 100 houses for permanent married quarters.	North American Buildings Ltd., Winnipeg, Man.	869,831 50	May 20, 1948
Camp Shilo, Man.	Installation of plumbing and heating for 48 double housing units (96 quarters).	Cotter Bros., Ltd., Winnipeg, Man.	91,427 00	June 8, 1948
Camp Shilo, Man.	Complete inside electrical installation on 48 double housing units (96 quarters).	Kummen-Shupman Electric Ltd., Winnipeg, Man.	79,400 00	June 9, 1948
Camp Shilo, Man.	Application of asbestos cedar-grain white shingles (approx. 500 squares) on 24 double housing units (48 quarters).	Western Asbestos Co. Ltd., Winnipeg, Man.	9,475 00	June 9, 1948
Esquimalt, B.C.	Installation of additional locker accommodation, Naval College Building No. 24.	Parfitt Construction Co. Ltd., Victoria, B.C.	4,200 00	May 7, 1948
<b>CENTRAL MORTGAGE AND HOUSING CORPORATION</b>				
Stellarton, N.S.	Moving houses from Pictou, N.S. and re-erecting. (35 units)	Cambey Ltd., New Glasgow, N.S.	99,750 00	Sept. 16, 1948
Trenton, N.S.	Moving houses from Pictou, N.S. and re-erecting. (65 units)	Cambey Ltd., New Glasgow, N.S.	189,900 00	Sept. 16, 1948
Aylmer, P.Q.	Construction of houses (100 units)	E. R. Tremblay, Kirkland Lake, Ont.	326,025 00	May 28, 1948
Arnprior, Ont.	Construction of houses (25 units)	A. S. Peterson, Ottawa, Ont.	81,590 00	Aug. 23, 1948
Cobourg, Ont.	Construction of houses (50 units)	Russell Construction Co. Ltd., Toronto, Ont.	194,766 00	Sept. 3, 1948
Fergus, Ont.	Construction of houses (50 units)	D. McQuiston, Stratford, Ont.	166,736 00	June 16, 1948
Hespeler, Ont.	Construction of houses (25 units)	Johnson Brothers Co. Ltd., Brantford, Ont.	108,696 00	Aug. 23, 1948
Newmarket, Ont.	Construction of houses (25 units)	Carter Construction Co., Toronto, Ont.	194,530 00	May 28, 1948



Niagara Falls, Ont., and Stamford, Ont.	(Construction of houses (51 units))	R. F. Booth Construction Co. Ltd., Niagara Falls, Ont.	237,476 00	Aug. 23, 1948
Niagara Falls, Ont., and Stamford, Ont.	(Construction of houses (21 units))			Aug. 24, 1948
St. Vital, Man.	(To install plumbing and bathrooms only)	C. S. Fox, Welland, Ont.	12,384 00	Aug. 23, 1948
Regina, Sask.	Construction of houses (96 units)	Claydon Co. Ltd., Winnipeg, Man.	356,757 00	Aug. 24, 1948
Swift Current, Sask.	Construction of houses (297 units)	Bird Construction Co. Ltd., Regina, Sask.	999,405 00	July 14, 1948
Calgary, Alta.	Construction of houses (75 units)	Bird Construction Co. Ltd., Regina, Sask.	249,223 00	July 27, 1948
Calgary, Alta.	Construction of houses (275 units)	Bird Construction Co. Ltd., Regina, Sask.	850,249 00	July 26, 1948
Leduc, Alta.	Construction of houses (25 units)	M. A. Guggs, Calgary, Alta.	140,809 00	July 26, 1948
Trail, B.C.	Construction of houses (25 units)	Bennett & White, Edmonton, Alta.	92,925 00	July 14, 1948
Vancouver, B.C.	Construction of houses (175 units)	Marwell Construction Co. Ltd., Vancouver, B.C.	985,445 00	July 2, 1948
Vancouver, B.C.	Construction of houses (7 units)	Biltmore Construction Ltd., Vancouver, B.C.	35,000 00	Feb. 19, 1948
Vancouver, B.C.	Construction of houses (38 units)	Orr & Walach Ltd., Vancouver, B.C.	197,600 00	Feb. 19, 1948

### DEPARTMENT OF MINES AND RESOURCES

Fort Beausejour National Park, N.B.	Addition to Museum	Ambrose Wheeler, Moncton, N.B.	37,544 65	Jan. 27, 1948
Point Pelee National Park, Ont.	Paving of Highway	Municipal Spraying & Oiling Co. Ltd., Toronto, Ont.	64,220 00	Mar. 10, 1948

### DEPARTMENT OF PUBLIC WORKS

Cheticamp Point, N.S.	Construction of breakwater	Lloyd G. Smith and Murray H. Smith, Port Hood Island, N.S.	13,281 00	June 4, 1948
Falls Point, N.S.	Construction of wharf extension (Woods Harbour)	Mosher & Rawding, Liverpool, N.S.	107,385 07	June 23, 1948
Ingonish Ferry, N.S.	Wharf repairs and improvements (Victoria Co.)	Lloyd G. Smith and Murray H. Smith, Port Hood Island, N.S.	26,148 00	May 31, 1948
Saint John, N.B.	Construction of pump house, Lancaester Hospital	John Flood & Sons Ltd., Saint John, N.B.	79,756 00	July 13, 1948
Baie Comeau, P.Q.	Wharf improvements	McNamara Construction Co., Ltd., Toronto, Ont.	791,156 83	April 29, 1948
La Tabatiere, P.Q.	Wharf extension	North Shore Construction Co., Ltd., Montreal, P.Q.	44,330 00	June 4, 1948
Les Eboulements, P.Q.	Construction of a breakwater (Charlevoix Co.)	Les Chantiers Maritimes de Charlevoix Limitee, St. Joseph de la Rive, P.Q.	21,565 00	June 16, 1948
Montreal, P.Q.	Erecting new shaft, penthouse and elevator, Canadian Contractors' Building	Alphonse Gratton, Inc., Montreal, P.Q.	31,400 00	July 27, 1948
Petite Riviere Est, P.Q.	Harbour improvements	Grant-Mills Ltd., Montreal, P.Q.	49,898 80	May 7, 1948
Rimouski, P.Q.	Wharf reconstruction	Royalmont Construction Ltd., Montreal, P.Q.	627,255 00	June 1, 1948
Cockburn Island, Ont.	Reconstruction of harbour works (commercial wharf)	L. B. Brown & Co. Ltd., Sault Ste. Marie, Ont.	30,637 00	June 28, 1948
Ottawa, Ont.	Rehabilitation of East Block	Doran Construction Co. Ltd., Ottawa, Ont.	11,300 00	June 12, 1948
Ottawa, Ont.	Alterations to Rideau Cottage—Government House	H. Dagenais, Ottawa, Ont.	10,457 00	Aug. 4, 1948
Ottawa, Ont.	Repairs to roof at Victoria Memorial Museum	J. R. Douglas Ltd., Ottawa, Ont.	6,137 00	July 12, 1948
Whitby, Ont.	Repairs to harbour works (East Harbour wall—centre section)	McNamara Construction Co., Ltd., Toronto, Ont.	65,699 60	June 9, 1948
Nanaimo, B.C.	Improvements and additions to the electric wiring system in the Inchtan Health Hospital	Hume & Rumble Ltd., Vancouver, B.C.	17,720 00	July 8, 1948
Roberts Creek, B.C.	Wharf repairs	B. & M. Logging Ltd., Squamish, B.C.	22,487 00	Mar. 25, 1948

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING AUGUST—Concluded

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
<b>DEPARTMENT OF PUBLIC WORKS—Concluded</b>				
Pictou, N.S.	Construction and delivery of one 8-cubic yard dipper for Dredge P.W.D. No. 115.	Pictou Foundry & Machine Co. Ltd., Pictou, N.S.	\$ c.	
Pugwash, N.S.	Dredging.	J. P. Porter Co., Ltd., Montreal, P.Q.	7,080 00	*
Sydney, N.S.	Pontoon discharge pipes required for Dredge P.W.D. No. 5.	The Sydney Engineering & Dry Dock Co. Ltd., Sydney, N.S.	103,224 00	*
West Dublin, N.S.	Dredging.	J. P. Porter Co., Ltd., Montreal, P.Q.	7,490 00	*
Point Stasin, N.B.	Dredging.	Denis LeBlanc, Buctouche, N.B.	34,309 08	*
Papineauville, P.Q.	Dredging.	Cummins Construction Co., Ltd., Montebello, P.Q.	10,376 33	*
Cobourg, Ont.	Dredging.	McNamara Construction Co. Ltd., Toronto, Ont.	30,508 10	*
South Baymouth, Ont.	Dredging.	Canadian Dredge & Dock Co., Ltd., Toronto, Ont.	21,192 50	*
South Baymouth, Ont.	Dredging.	Canadian Dredge & Dock Co., Ltd., Toronto, Ont.	60,088 00	*
Toronto, Ont.	Dredging Eastern Channel.	McNamara Construction Co., Ltd., Toronto, Ont.	34,722 50	*
Winnipegosis, Man.	Construction and delivery afloat of one steel coal scow for Dredge "Winnipegosis".	The Standard Iron Works Ltd., Edmonton, Alta.	37,462 50	*
New Westminster, B.C.	Construction and delivery of 10-50 ft. lengths of pontoon discharge pipe and 20-23 ft. 5 <sup>1</sup> / <sub>2</sub> inch lengths of land discharge pipe for Dredge P.W.D. No. 305.	Dominion Bridge Co. Ltd., Vancouver, B.C.	7,985 00	*

DEPARTMENT OF TRANSPORT

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
<b>DEPARTMENT OF TRANSPORT</b>				
Fredericton, N.B.	Development of Fredericton Airport.	Warren Bituminous Paving Co. Ltd., Toronto, Ont.	\$ c.	
Long Eddy Point, N.B.	Construction of single dwelling.	D. C. Dagggett and W. C. Hius, Seal Cove, N. B.	185,550 00	June 4, 1948
Bagotville, P.Q.	Additional airport development.	Dubuc Construction & Paving Ltd., Montreal, P.Q.	13,500 00	April 16, 1948
Carderville, P.Q.	Additional airport development.	Lakeshore Construction Co. Ltd., Pointe Claire, P.Q.	9,828 00	April 24, 1948
Fort William, Ont.	Construction of Instrument Landing Facilities.	Fracquot's, Fort William, Ont.	23,800 00	May 26, 1948
Fort William, Ont.	Additional development of Mount Hope Airport.	Johnson Brothers Co., Ltd., Brantford, Ont.	23,800 00	May 28, 1948
Hamilton, Ont.	Construction of sewer and water mains, Kapuskasing Airport.	The Y. W. Construction Co., Kapuskasing, Ont.	258,800 00	June 17, 1948
Kapuskasing, Ont.	Construction of taxi strip and parking apron.	King Paving Co. Ltd., Oakville, Ont.	6,628 40	June 10, 1948
Malton, Ont.	Runway extensions at Brandon Aerodrome.	Maple Leaf Construction Ltd., Winnipeg, Man.	168,925 00	April 23, 1948
Brandon, Man.	Construction of extension to Power Vault.	Dutton Brothers & Co., Calgary, Alta.	94,620 00	June 12, 1948
Calgary, Alta.	Conversion of building into living quarters, relocation of Radiosonde building, and extension to apron and taxiway.	Alberta Construction Co., Edmonton, Alta.	12,675 00	Dec. 3, 1947
Whitehorse, Y.T.			79,360 00	Aug. 23, 1948

\* 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 Enacted by the Parliament of Canada and by the Nova Scotia and Quebec Legislatures, 1948

*Among the important labour legislation enacted by the Dominion Parliament was the Industrial Relations and Disputes Investigation Act, which replaces the Wartime Labour Relations Regulations. Amendments were made in the Canada Shipping Act, the Unemployment Insurance Act, and laws relating to vocational training, income tax and housing.*

*Nova Scotia passed labour relations legislation and increased workmen's compensation benefits.*

*Quebec amended the Trade Disputes and Professional Syndicates Acts, and passed legislation permitting companies to establish pension plans.*

### DOMINION

The Parliament of Canada, which met on December 5, 1947, and prorogued on June 30, 1948, passed an Act to provide for the investigation, conciliation and settlement of industrial disputes in undertakings and businesses which come within federal jurisdiction. This Act repeals the Industrial Disputes Investigation Act which was first enacted in 1907 and replaces the Wartime Labour Relations Regulations.

The Canada Shipping Act was revised in a number of important particulars. Provision was made for giving legislative effect to four International Labour Conventions concerning seamen which were adopted at the Seattle Conference in 1946. The Act also implemented an International Labour Convention which was revised in 1936, by raising the minimum age for employment at sea from 14 to 15 years.

Changes in the Unemployment Insurance Act include provision for higher unemployment insurance benefits. Amendments were made, too, in laws relating to vocational training, income tax and housing.

### Industrial Relations

The Industrial Relations and Disputes Investigation Act which was proclaimed in force on September 1, 1948, applies only to employees employed in industries which are within the legislative authority of the Parliament of Canada, including

(a) navigation and shipping;

- (b) railways, canals, telegraphs, and other works and undertakings connecting provinces or extending beyond the limits of a province;
- (c) lines of ships connecting provinces or extending beyond the limits of a province;
- (d) interprovincial ferries or ferries between a province and any other country;
- (e) aerodromes and air transportation;
- (f) radio broadcasting stations;
- (g) works or undertakings which, although wholly within a province, have been declared for the general advantage of Canada or for the advantage of two or more provinces;
- (h) any work, undertaking or business outside the exclusive legislative authority of the legislature of any province

and to the employers of all such employees in their relations with such employees and to trade unions and employers' organizations composed of such employees or employers.

The Act is also to apply to Crown corporations, except where they are excluded by the Governor in Council, but not to employees of His Majesty in right of Canada. The Governor in Council may by regulation exclude an employer or employee or a class of employers or employees from all or any of the provisions of Part I of the Act.



### *Arrangements with Provinces*

Provision is made, too, for arrangements with any province or provinces in relation to the administration of provincial legislation similar to the Dominion Act. The Minister of Labour, who administers the Act, is empowered, with the approval of the Governor in Council, to enter into an agreement with a province which has enacted legislation substantially uniform with Part I of the Act whereby the Dominion authorities may administer the legislation with respect to any particular undertaking or business within the jurisdiction of the province.

The Industrial Relations and Disputes Investigation Act was given first reading in the House of Commons as Bill 338 on June 17, 1947. A summary of its provisions appeared in the *LABOUR GAZETTE* in July, 1947, (pp. 923-940). It was decided, however, to hold the measure over till the next session of Parliament to give the Standing Committee on Industrial Relations which had held hearings on the Bill from June 30 to July 17 (L.G., 1947, pp. 1102-07) sufficient time to study the evidence. Re-introduced with minor changes in 1948 (L.G., pp. 425-8) the Bill (No. 195) was again considered by the Industrial Relations Committee and reported to the House with several amendments (L.G., 1948, p. 695). Changes proposed by the Committee and those made by the House on third reading are noted below. No amendments were made in the Senate.

The new legislation replaces the Wartime Labour Relations Regulations (P.C. 1003 of February 17, 1944) which in turn succeeded the Industrial Disputes Investigation Act, 1907, the operation of which was suspended when the Wartime Labour Relations Regulations went into effect. Both the Wartime Labour Relations Regulations and the I.D.I. Act are now repealed. During the war and after, the Wartime Labour Relations Regulations (P.C. 1003) governed labour relations in transport and communication, in war industries, and by virtue of provincial enactments in certain provinces, in all industries within their scope in the province. From 1947, however, when the provinces resumed full jurisdiction in labour matters, the Regulations applied only to transport and communication and to other industries where a Provincial Legislature had declared them to apply.

In introducing the legislation in 1947, the Minister of Labour stated that it contained "the best features" of P.C. 1003 with modifications based on the experience gained in its administration, and considered advisable in the light of representations of provincial

authorities, labour and employer organizations. It continues the basic principle of P.C. 1003 of compelling employers to negotiate with a trade union acting for a majority of their employees and of providing machinery for the settlement of industrial disputes, and also the provision, first contained in the I.D.I. Act, prohibiting a strike or lockout until conciliation has been tried, and, if it fails, until after inquiry and the receipt of a report by the Minister of Labour.

Part I defines and prohibits unfair labour practices on the part of employers, unions and other persons; provides for the certification of trade unions as bargaining agents of employees; establishes procedures for the negotiation of collective agreements and provides for conciliation in connection therewith; makes collective agreements binding on the employer, on the bargaining agent and on every employee in the bargaining unit; requires an agreement to provide means of settling disputes arising out of it, by arbitration or otherwise, without stoppage of work; prohibits work stoppages or strike votes and changes in terms of employment until collective bargaining and conciliation procedure has been complied with; forbids strikes and lockouts while an agreement is in effect; and provides penalties for infractions of the Act.

Part II specifies the industries to which the Act applies; establishes a Canada Labour Relations Board to replace the Wartime Labour Relations Board under P.C. 1003; enables the Minister to appoint Industrial Inquiry Commissions to investigate disputes or complaints concerning violations of the Act; and provides for co-operation with provinces which enact similar legislation.

The term "employee" under the Act means 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 Industrial Relations Committee struck out the words "in matters relating to labour relations", thus excluding all classes of confidential employees, but the amendment was rejected by the House of Commons. Under P.C. 1003 persons employed in a confidential capacity or having authority to hire or discharge employees were excluded.

Also outside the Act are members of the medical, dental, architectural, legal and engineering professions. Members of the

engineering profession were not excluded in the 1947 Bill but were added to the list of exclusions in 1948. Much discussion centered on this point in the Industrial Relations Committee and a motion to bring engineers under the Act was defeated by a majority of 16 to 5. A similar motion in the House was lost by a vote of 54 to 14.

"Employer" includes any person employing one or more employees.

The Act does not differentiate between "trade union" and "employees' organization," as did P.C. 1003. "Trade union" is defined as

any organization of employees formed for the purpose of regulating relations between employers and employees but shall not include an employer-dominated organization.

The clause "but shall not include an employer-dominated organization" was approved by the Committee and added by the House on third reading.

#### *Changes from 1947 Bill*

The principal changes in Bill 195 (1948) as compared with the 1947 Bill were the reduction from 14 to seven days in the waiting time after a Conciliation Board's report before strike action is permitted, and the power given to a court to order the reinstatement of a worker who had been illegally discharged. Professional engineers were excluded from the Bill, and a provision was added which prohibited persons with a pecuniary interest in the matters at issue or who had within six months served as counsel to either of the parties from acting as a member of a Conciliation Board.

"Strike" was defined as

a cessation of work, or refusal to work or to continue to work, by employees, in combination or in concert or in accordance with a common understanding

the words, "for the purpose of compelling the employer of the employees who so cease, or refuse to agree to terms or conditions of employment or to aid other employees in compelling their employer to agree to terms or conditions of employment," having been struck out.

#### *Differences between Act and P.C. 1003*

As compared with P.C. 1003 the main differences are noted below. New features of the Act are: the certification of trade unions as bargaining agents rather than of bargaining representatives as under P.C. 1003; provision for revocation of certification; the change from 14 to seven days in the "cooling-off period"; the restriction of strike votes until conciliation procedure has been tried; nullity of agreements with

employer-dominated unions; right of an employee to present a grievance to his employer; and the recommendations of a Conciliation Board to be binding on the parties by mutual consent.

#### *Rights of Employers and Employees*

The Act declares the right of employees to join and participate in the activities of a trade union. Similarly, every employer has the right to be a member of an employers' organization and to participate in its activities.

#### *Unfair Labour Practices*

An employer or employers' organization or person acting on behalf of either is prohibited from participating in or interfering with the formation or administration of a trade union or from contributing to its support, provided that an employer may permit an employee or trade union representative to confer with him or to attend to the business of the organization during working hours without any deduction of wages or may furnish free transportation to trade union representatives for purposes of collective bargaining or permit the use of his premises for the purposes of a trade union.

No employer or person acting for him may refuse to employ or to continue to employ or discriminate against any person in regard to employment or any condition of employment because of membership in a trade union; or seek by intimidation, threat of dismissal or other threat, by imposing a penalty or by any other means to compel an employee to refrain from becoming or to cease to be a member, officer or representative of a trade union. Coercion or intimidation by other persons to compel an employee to become or refrain from becoming or to cease to be a member of a trade union is also forbidden. The employer's right to suspend, transfer, lay off or discharge an employee for proper cause is, however, not to be affected.

No employer or person acting on behalf of an employer may impose any condition in a contract of employment seeking to restrain an employee from exercising his rights under the Act, and by an amendment inserted on final reading, no employer may deny to any employee any pension rights or benefits to which he would otherwise be entitled by reason only of his ceasing to work after the commencement of the Act as a result of a lockout or while taking part in a stoppage of work which takes place after the procedure for the settlement of disputes has been complied with, or by reason only of dismissal contrary to the Act.



Without the employer's consent, no trade union or person acting on behalf of a trade union may, on the employer's premises during working hours, attempt to persuade an employee to become or refrain from becoming or continuing to be a member of a trade union.

The Act does not preclude parties to a collective agreement inserting in the agreement a provision requiring, as a condition of employment, membership in a specified trade union or granting a preference of employment to members of a specified union, but declares invalid any provision in an agreement which requires an employer to dismiss an employee because of activities on behalf of a union other than a specified union. The latter clause is new.

By a vote of 11 to nine, the Industrial Relations Committee inserted a clause making the check-off of union dues mandatory on employers at the request of an employee and of the union, but the amendment was struck out by the House by a vote of 71 to 35.

#### *Certification*

As regards certification, the Act differs from P.C. 1003 under which individuals could be certified as bargaining representatives for employees. This has been changed to allow certification only to a trade union as the exclusive bargaining agent of the employees, if it satisfies the Labour Relations Board that its membership represents a majority of the employees in the bargaining unit. In P.C. 1003 a written request by an employee to a union to elect bargaining representatives on his behalf was counted as a trade union membership for purpose of certification. Such written authorizations are not recognized in the new legislation.

If no collective agreement is in effect, and if no bargaining agent has ever been certified, an application for certification may be made at any time; or if a bargaining agent has been certified, after 12 months from the date of certification, unless the Board consents to entertain an earlier application. Where there is a collective agreement, application may be made if 10 months of its term have expired.

Two or more trade unions claiming to have as members in good standing a majority of employees in an appropriate unit may make a joint application to be certified as bargaining agent. Where an application is made by a union representing a majority of the employees in a unit which includes employees of two or more employers, the union may be certified only if all the employers consent and if the Board is satis-

fied that the union might be certified as the bargaining agent for the employees of each employer if separate applications were made.

In determining whether a unit in respect of which application is made is appropriate for collective bargaining, the Board may include additional employees in, or exclude employees from, the unit, and must take appropriate steps to determine the wishes of the employees as to the selection of a bargaining agent to act for them. The latter clause was an addition made to the 1947 Bill. If the Board finds it necessary to order a vote, it may certify the union obtaining the votes of the majority of employees in the bargaining unit.

To determine whether the majority of the employees in a unit are members in good standing of a union or whether a majority have selected the trade union as their bargaining agent, the Board may make any examination of records and any inquiries it deems necessary, including the holding of hearings or the taking of votes, and may prescribe the nature of the evidence to be furnished.

Where the majority of a craft or technical group are members of a union pertaining to such craft or technical skills, the union is entitled to be certified as the bargaining agent for the group if the group is otherwise an appropriate unit. A similar provision but applying only to craft groups appeared in P.C. 1003.

No trade union may be certified, the administration, management or policy of which is, in the Board's opinion, dominated by an employer or influenced by an employer so that its fitness to represent employees for collective bargaining is impaired, and any agreement made between an employer and such a union is not to be recognized as a collective agreement for the purposes of the Act. This provision is new.

On certification, the trade union is to replace immediately any other bargaining agent of employees in the unit and is to have exclusive authority to bind them by a collective agreement. The certification of any previously-certified bargaining agent is deemed to be revoked. If a collective agreement is in force, the newly-certified trade union is to be substituted as a party to the agreement for the former bargaining agent and may, upon two months' notice to the employer, terminate the agreement in so far as it applies to those employees.

The Board may revoke certification granted to a union when it is satisfied that it no longer represents a majority of employees in the unit for which it was certified. This provision was not included in P.C. 1003.



Certifications granted under P.C. 1003 are protected under the new Act. Where bargaining representatives were certified under P.C. 1003 on the application of a trade union for a unit of employees, that trade union is for the purposes of the Act considered to have been certified under the Act for the same unit of employees.

### *Negotiation of Collective Agreement*

Upon certification of a trade union as bargaining agent for a unit of employees, either the union or the employer or employer's organization may by notice require the other to enter upon negotiations for the conclusion of a collective agreement. Where there is a collective agreement, either party may within two months before its expiry give notice to the other to begin negotiations for its renewal or revision or for the conclusion of a new agreement. In either case, negotiations must begin within 20 clear days after notice is given, or within such further time as the parties may agree upon.

The employer is forbidden, except with the consent of the employees affected, to reduce wage rates or alter any term or condition of employment until a renewal or revision of the agreement or a new agreement has been concluded, or, if negotiations break down, until a Conciliation Board appointed to assist in bringing about agreement has reported to the Minister and seven days have elapsed, whichever is earlier, or until the Minister has advised the employer that he has decided not to appoint a Board. A somewhat similar provision was contained in the I.D.I. Act but not in P.C. 1003 until amended in January, 1947.

### *Conciliation*

In the event of lack of progress in reaching an agreement, the Minister, on the request of either party or if he thinks it advisable, may instruct one or more Conciliation Officers to confer with the parties. A Conciliation Officer must, within 14 days or any longer time allowed by the Minister, report to the Minister setting out the matters on which the parties agree, and those, if any, on which there is disagreement, and, if the parties cannot agree, stating whether or not he considers it advisable to appoint a Conciliation Board. Such a Board may be appointed by the Minister on the recommendation of a Conciliation Officer or on his own initiative. These provisions follow the general pattern of P.C. 1003 except that conciliation services, if required, may now be obtained at an earlier date than under P.C. 1003.

Two members of the Board must be nominated by the parties to the dispute within seven days after receipt of notice from the Minister, and the chairman by the two representative members within five days of the appointment of the second member. Where the various parties fail to make their nominations within the time prescribed, the Minister may make the appointments.

Powers and duties of Boards of Conciliation and Investigation are very similar to those of Conciliation Boards under P.C. 1003, and except for time-limits, to those provided for under the I.D.I. Act.

A Conciliation Board is given 14 days, or such longer time as may be agreed upon by the parties or allowed by the Minister, to report its findings and recommendations to the Minister. A Board's report is to be sent to the parties and may be published as the Minister sees fit. No report of a Conciliation Board and no testimony or proceedings before a Board shall be receivable in evidence in any court in Canada except in the case of a prosecution for perjury.

As in the I.D.I. Act, if, before or after a Board's report, the parties so agree in writing, the recommendations of a Conciliation Board are to be binding on the parties and they must give effect thereto.

A provision which appeared in the I.D.I. Act and in P.C. 1003 but was omitted in the Bill as introduced was later added. It stipulates that no person who has any pecuniary interest in the matters at issue or who has within six months acted as legal adviser or paid agent of either of the parties may act as a member of a Conciliation Board.

An amendment proposed by the Committee and approved by the House was the deletion of a clause restricting the appearance of barristers, solicitors or advocates before a Conciliation Board, except with the consent of the parties. This clause formed part of the I.D.I. Act.

Members of a Conciliation Board, other than the chairman, are to be paid \$25 a day, and the chairman is to receive a daily allowance of \$30. Under P.C. 1003 the remuneration allowed to all members, including the chairman, was \$20 a day.

### *Strikes and Lockouts*

Where a trade union on behalf of a unit of employees is entitled to require their employer to commence collective bargaining, employees are prohibited from striking; the trade union is prohibited from declaring or authorizing a strike, from taking a strike vote or authorizing or participating in the taking of a strike vote; and the employer is

prohibited from causing a lockout until the parties have bargained collectively and failed to conclude a collective agreement; and either a Conciliation Board has been appointed and seven days have elapsed from the date on which the report of the Board was received by the Minister or, 15 days have elapsed following application of either party for the appointment of a Conciliation Board, and the Minister has not notified the parties to appoint their representatives or advises that he does not intend to appoint a Board. Under the Bill as introduced in 1947, the waiting time after receipt of a Conciliation Board's report during which strikes and lockouts were prohibited was the same as that in P.C. 1003, 14 days. In Bill 195, however, this was shortened to seven days. The prohibition of a strike vote until conciliation procedures have been exhausted is an addition to P.C. 1003.

Lockouts and strikes are also forbidden during the time a collective agreement is in effect, except where the parties have agreed to renegotiate a provision of the agreement during the life of the agreement. In such case the provisions applicable to the negotiation of an agreement in the first instance apply, and strike action is forbidden until the termination of the seven-day period following a Conciliation Board's report.

A section of the 1947 Bill providing that, where a Conciliation Board had been appointed to deal with a dispute "otherwise than during the term of a collective agreement or in the course of collective bargaining," strikes and lockouts were prohibited until 14 days after receipt of the Board's report was revised. It now prohibits an employee from striking until a bargaining agent has become entitled to require the employer to commence collective bargaining and conciliation procedures have been complied with, and prohibits an employer from declaring a lockout while an application for certification is pending before the Labour Relations Board.

A trade union that is not entitled to bargain on behalf of a unit of employees is prohibited from declaring or authorizing a strike of those employees.

As in P.C. 1003 nothing in the Act is to be interpreted as prohibiting the suspension or discontinuance of operations in an employer's establishment not constituting a lockout or strike. Notwithstanding anything contained in the Act, an employee may present a personal grievance to his employer at any time.

### *Collective Agreements*

Once entered into, a collective agreement is binding for a term of one year, unless the Labour Relations Board consents to an earlier termination by the parties, on the bargaining agent and every employee in the unit and on the employer.

Every agreement must contain an appropriate provision for final settlement, by arbitration or otherwise, without stoppage of work, of disputes which arise concerning the interpretation or violation of the agreement. Where an agreement does not contain such provision, the Labour Relations Board is authorized, on application, to write it into the agreement. The parties bound by the agreement are required to comply with the provision for final settlement in the agreement and give effect thereto. The words "and give effect thereto" were added to the 1947 Bill.

### *Enforcement and Penalties*

Offences under the Act are punishable by fines on summary conviction. No prosecution may be instituted in the courts except with the Minister's written consent. Under P.C. 1003, it was necessary to obtain the consent of the Board. By a vote of 56 to 9, the House turned down an amendment that would have placed responsibility for the enforcement of the Act with the Labour Relations Board.

A provision not contained in P.C. 1003 gives a court which finds an employer guilty of having suspended, transferred, laid off or discharged a worker contrary to the Act authority to order the employer to pay compensation for loss of employment to the worker not exceeding a sum equivalent to the wages that would have accrued up to the date of conviction and to order the reinstatement of the worker at such time as the Court deems proper. The words "compensation for loss of employment to the employee not exceeding" and the clause requiring reinstatement did not appear in Bill 338. A maximum fine of \$50 a day may be imposed on summary conviction on trade unions, employers' organizations or on individuals for refusal or neglect to comply with such a Court order or any lawful order of the Board.

For lowering a wage rate or altering conditions of employment, without the consent of the employees, during the period of negotiations an employer or person acting on behalf of an employer is liable to a daily fine not exceeding \$5 for each employee affected or \$250, whichever is the lesser.



## *Labour Relations Board*

Individuals found guilty of committing an unfair labour practice are subject to a maximum fine of \$100, and corporations, trade unions or employers' organizations to a maximum fine of \$1,000. These fines were recommended by the Committee instead of the fines of \$200 for individuals and \$500 for unions or employers' organizations which were originally in the Bill.

For causing a lockout contrary to the Act, an employer may be fined up to \$250 for each day that the lockout exists, and a person acting on behalf of an employer up to \$300. For authorizing or calling a strike contrary to the Act, maximum fines for trade unions are \$150 for each day of the strike, and for trade union officers or representatives, \$300. The same penalty, a fine not exceeding \$300, is laid down for trade union officers or representatives who authorize or participate in the taking of a strike vote contrary to the Act. The addition of this penalty was one of the revisions made in the 1947 Bill.

The Act further declares that any person, trade union or employers' organization who does anything prohibited by the Act or who neglects or refuses to do anything required by the Act, is guilty of an offence and except where some other penalty is provided, is liable on summary conviction to a maximum fine of \$100 in the case of individuals and of \$500 in the case of corporations, trade unions or employers' organizations.

Complaints from either party that the other has failed to comply with the provisions for collective bargaining may be referred by the Minister to the Labour Relations Board. If the Board upon investigation finds the complaint justified, it may make an order requiring compliance with the Act.

By a further provision, the Minister may appoint an Industrial Inquiry Commission or Conciliation Officer to investigate and report concerning any alleged contravention of the Act. The Minister must take into consideration any such report or any action taken by the Labour Relations Board upon a complaint referred to it in determining whether consent to prosecute may be given.

A new provision stipulates that a trade union or employers' organization may be prosecuted in its own name, and for the purpose of such prosecution the union or organization is deemed to be a person. A union or employers' organization is to be liable for any thing done or omitted by an officer or agent of such union or organization acting within the scope of his authority. An information or complaint may be for one or more offences.

To deal with applications of trade unions to represent employees in collective bargaining and to carry out other administrative duties assigned to it, the Act authorizes the appointment by the Governor in Council of the Canada Labour Relations Board consisting of a chairman and not more than eight other members, equally representative of employers and employees, who are to hold office during pleasure. The Board's constitution and powers follow closely those of the Wartime Labour Relations Board as laid down in P.C. 1003. The Board may, with the approval of the Governor in Council, make rules governing its procedure, including the fixing of a quorum of the Board, and, where an application for certification has been refused, the time when a further application may be made in respect of the same unit by the same applicant. Rules of the Board must be published in the *Canada Gazette*. Decisions and orders of the Board are final and conclusive and not open to question or review.

## *Industrial Inquiry Commissions*

To make inquiry into any actual or threatened dispute and to assist parties in composing their differences, the Minister may, on application or on his own initiative, appoint an Industrial Inquiry Commission of one or more persons. The Commission must report within 14 days or such longer time as the Minister may allow and a copy of the report is to be sent to the parties. This provision was not originally part of P.C. 1003, but similar authority to appoint commissioners was given to the Minister during the wartime period by P.C. 4020 of June 6, 1941, (L.G., 1941, pp. 613 and 1210), and the provisions of the latter Order were incorporated in P.C. 1003 on January 30, 1947. Industrial Inquiry Commissions have powers similar to those of Conciliation Boards to summon witnesses and to enter and inspect premises, and are to be paid remuneration and expenses at the same rate as members of Conciliation Boards.

## *Regulations*

Provision is made for regulations by the Governor in Council as to the time within which anything authorized by the Act must be done, and generally for carrying out any of the purposes of the Act. Such regulations are to become effective on publication in the *Canada Gazette* and must be laid before Parliament, if it is in session, within 15 days after such publication, or if not in session within 15 days after Parliament reassembles.



## Canada Shipping Act

The Canada Shipping Act, 1934, was the subject of a number of amendments, dealing with the certification of ships' cooks, desertion, fatal accidents, the relief and repatriation of distressed seamen, the raising of the minimum age for employment on board ship, and with the implementation of certain International Labour Conventions.

The Act empowers the Governor in Council to make regulations to give effect to four International Labour Conventions which were adopted at the 28th (Maritime) Session of the International Labour Conference held at Seattle in 1946. These Conventions are the Medical Examination (Seafarers) Convention, 1946; Certification of Able Seamen Convention, 1946; Food and Catering (Ships' Crews) Convention, 1946; and the Certification of Ships' Cooks Convention, 1946. For violation of any such regulation, penalties which may be prescribed by the Governor in Council may be a fine not exceeding \$500 or imprisonment for not more than six months or both fine and imprisonment.

Requirements of the four International Labour Conventions have not heretofore been provided for in the Canada Shipping Act. The Convention (No. 73) concerning the medical examination of seafarers provides that no person shall be engaged for employment in a seagoing vessel unless he holds a medical certificate attesting to his fitness for the work for which he is employed.

The Certification of Able Seamen Convention (No. 74) provides that no person shall be engaged on any vessel as an able seaman unless he holds a certificate of qualification stating that he is competent to perform any duty which may be required of a member of a crew serving in the deck department. No person may be granted a certificate unless he has reached the age of 18, has served at sea for a prescribed length of time, and has passed an examination of proficiency. The minimum period of service at sea may not be less than three years. The Canada Shipping Act does not require certification of able seamen but merely provides that a seaman may not be entitled to the rating of able-bodied seaman unless he has served three years at sea. The provisions of the Certification of Able Seamen Convention, 1946, will replace this section which is to be repealed on Proclamation.

The third Convention (No. 68) concerning food and catering for crews on board ship provides for the promotion of a proper standard of food supply and catering service for the crews of seagoing vessels that are

engaged in the transport of cargo and passengers for the purpose of trade, and for the inspection by the competent authority of food and water supplies. Training courses for employment in the catering department are also required.

The Certification of Ships' Cooks Convention (No. 69) prohibits the employment of any person as ship's cook on a seagoing vessel unless he holds a certificate of qualification, and requires each government to make arrangements for the holding of examinations and for the granting of certificates.

These Conventions will not come into force until ratified by the required number of countries. With respect to the Certification of Ships' Cooks Convention, it was considered advisable that there should be no delay in requiring certain Canadian ships to carry certified cooks. A section was therefore added to the Act independently of the Convention requiring every foreign-going ship registered in Canada of 1,000 tons or over to carry a certified cook who has had one month's service in any capacity on a seagoing ship. A cook is not to be deemed certified unless he holds a certificate of competency in cooking granted by the Minister, or a certificate of discharge showing at least two years' service as cook before the coming into force of these amendments. The master or owner of a ship in which this requirement is not complied with is liable to a maximum fine of \$100. An exemption may be made, however, when, in the Minister's opinion, there is an inadequate supply of certified ships' cooks. Regulations for the conduct of examinations for certificates of competency, for the appointment of examiners, for the qualifications of applicants and for the payment of fees may be made by the Minister.

The Act also implements a Convention revised in 1936 by raising the minimum age for employment at sea from 14 to 15.

A further amendment abolishes the penalty of imprisonment for desertion or for absence without leave in Canada. Desertions occurring outside of Canada, however, are still punishable by both forfeiture of effects and wages and by imprisonment.

A new subsection makes it clear that a seaman who is on strike is not deemed to be a deserter. The new clause states that a seaman is not guilty of desertion by reason only of his taking part in a lawful strike after his ship and cargo have been placed in security to the satisfaction of the harbour master at the terminal port in Canada of the voyage in which the ship is engaged. The Bill as introduced provided that a legal strike could be called after the ship alone had been secured at any Canadian port.

The Bill as introduced would have deleted the section making it an offence to persuade a seaman to desert his ship or absent himself from duty, but the Senate Committee voted to retain this clause stipulating that it applied only when the man was persuaded to neglect his duty "unlawfully." It is now provided that, for persuading or attempting to persuade a seaman unlawfully to neglect or refuse to join or proceed to sea in or to desert from his ship, the penalty for a first offence is a \$50 fine or imprisonment for not more than six months, and for any subsequent offence, \$100 or nine months' imprisonment.

A new part was added to the Act dealing with fatal accidents. It provides that where a seaman is killed as a result of an injury caused by a ship his dependants may sue the ship for damages in the Court of Admiralty in any case where the deceased person would have had the right to maintain an action if death had not ensued. The Minister of Transport, in introducing the Bill, stated that this section would entitle the dependants of a deceased seaman to institute such an action or to elect to take compensation.

Distressed seamen who have been shipwrecked, discharged or left behind from a ship of any registry, rather than from a ship registered in Canada, as previously, must, if they have been residents of Canada for at least 12 months before the commencement of a voyage, be clothed and maintained until departure and returned to a proper return port in Canada at the expense of the Government. A further amendment makes the Government liable for burial expenses in case of death. Distressed seamen in Canada shipwrecked from a ship registered in Canada must be provided with necessary clothing and maintenance by the owner who must also pay the expenses of returning them to the port where they were engaged.

Other amendments provide for the disposition of the property of deceased seamen, steamship inspection, and the appointment of shipping masters. The owner or master of a ship is required to pay the seaman's fees for signing on or off the agreement with the crew.

## Unemployment Insurance

Major changes in the Unemployment Insurance Act, 1940, proclaimed in effect October 4, 1948, extend unemployment insurance to workers in higher paid categories, provide higher unemployment insurance benefits to workers and increase the con-

tributions to the Unemployment Insurance Fund by employers.

The increase in earnings since the Act was passed resulted in excluding many persons originally covered, because their earnings passed the ceiling of \$2,400. An Order in Council (P.C. 4854) of December 3, 1947, raising the ceiling for monthly and yearly rated persons to \$3,120, effective January 1, 1948, is now incorporated into the Act. As before, no ceiling exists for workers employed at a daily, hourly, piece or mileage rate.

Maximum benefits for married persons are increased from \$14.40 to \$18.30 a week, or from \$2.40 to \$3.05 a day and for unmarried persons from \$12.30 to \$14.40 a week, or from \$2.05 to \$2.40 a day. The increase is less in the lower earning brackets where the benefits have always been based on 80 to 90 per cent of earnings. Any increase in the lower brackets would endanger the principle that weekly insurance benefits should not be as great as weekly earnings.

There has been an upward adjustment in employer contributions to the Unemployment Insurance Fund but no increase in employee rates. The employer's weekly contribution for workers in Class 7, formerly the highest category, has been increased from 27 cents to 36 cents, the same as the employees' contributions, and a new class, No. 8, has been added, for persons earning \$34 a week and more, in which employers and employees pay 42 cents a week each. The provision has been repealed which required employers to pay a contribution of 24 cents a week for each person holding a certificate of exemption. As formerly, the Dominion Government will add a grant of one-fifth of the aggregate contributions made by workers and employers.

Provisions are also included for speeding up the payment of benefits. The local insurance officer may now pay a claimant a maximum of thirty-six days' benefit upon the production of an unemployment insurance book showing 180 consecutive contributions, pending the calculation of the exact number of days that may be paid.

## Vocational Training

The scope of the training provisions under the Vocational Training Co-ordination Act, 1942, has been extended to permit training for employment to be provided to unemployed persons in suitable cases. Previously, the training was limited to unemployed persons who had applied for benefits under the Unemployment Insurance Act and who were referred for training by the Unemployment Insurance Commission.



## Emergency Powers

The Continuation of Transitional Measures Act, 1947, has been maintained in force for another year. The Act will now expire either on the sixtieth day after Parliament first meets in 1949 or on March 31, 1949, whichever date is earlier. The operation of the Act may be extended for not more than a year on address of the Senate and the House of Commons and an Order of the Governor in Council.

## Housing

The National Housing Act, 1944, was amended to authorize approved lending institutions to purchase mortgages from Central Mortgage and Housing Corporation and to make loans to owners of rental housing projects not exceeding 85 per cent of the estimated cost. Central Mortgage and Housing Corporation is to guarantee an annual return, in such amount as it may determine, of rentals from rental housing projects for a period not exceeding 30 years and to make loans to owners of rental housing projects if such loans are not being made available by approved lending institutions. Provision is also made for the winding up of Wartime Housing Limited and for the transfer of its property to, and the continuing of its operations by, Central Mortgage and Housing Corporation.

## The Lord's Day Act

An amendment to the Lord's Day Act repeals two pre-Confederation statutes in force in Ontario, a British Lord's Day Act of 1781 and an Upper Canada Act of 1859. All the important prohibitions of the repealed statutes are contained in the Lord's Day Act. The Deputy Attorney-General, as well as the Attorney-General, is now authorized to grant leave to prosecute for violation of the Act.

## Income Tax

The Income Tax Act, as revised and amended, provides, as formerly, for exemption of the income of labour organizations and for deduction of income tax from wages and salaries at the source. Workmen's compensation benefits are exempt from taxation as heretofore and a new clause exempts benefits received under the Unemployment Insurance Act, 1940. Employers' and employees' contributions to an approved superannuation or pension fund are still allowable deductions from income up to an amount of \$900 in each case. Where an employer makes a special payment into a pension fund, certified by an actuary as necessary to

maintain the fund and approved by the Minister of Finance, he may deduct from income the lesser of the following amounts: One tenth of the whole amount, or the amount by which the aggregate of such payments over a period not exceeding 10 years ending with the taxation year exceeds the aggregate of the amounts deductible in respect of them for the previous years.

## NOVA SCOTIA

During the 1948 session of the Nova Scotia Legislature, which lasted from March 11 to April 24, changes were made in the Trade Union Act to make it conform with the Dominion Industrial Relations and Disputes Investigation Act. Higher workmen's compensation benefits were provided for widows and invalid widowers. Minor amendments were made in coal mines and apprenticeship legislation. The Act prohibiting employment of non-residents in the Province except where competent workers are not available was again renewed.

## Trade Union Act

Changes in the Trade Union Act, 1947, bring it into line with the Dominion Industrial Relations and Disputes Investigation Act. Chief among these is the provision reducing from 14 to 7 days the time which must elapse in a dispute after a conciliation board's report has been received by the Minister before a strike vote may be taken or a lockout or strike may legally take place. Similarly, changes in wages or other conditions without the employees' consent are prohibited until 7 days, formerly 14, have elapsed after the report of a conciliation board or until the Minister has decided not to appoint a board. Other amendments require an employer to re-instate an employee who has been illegally discharged or suspended, and exempt employees of Government commissions and boards from the Act.

Omitted from the Act is the section which permitted an employer to explain his side of a dispute to his employees directly, through a meeting, by mail or by means of a bulletin board.

With respect to certification, the Board is now empowered to take appropriate steps to determine the wishes of the employees in the unit as to the selection of a bargaining agent to act on their behalf. The section dealing with the Board's power to examine records or make inquiries to determine whether the majority of the employees in a unit are members in good standing of a union, whether a majority have selected



a union as their bargaining agent, or whether a bargaining agent no longer represents a majority of employees in the unit for which it was certified is permissive rather than mandatory, as formerly. The Board may in writing delegate its authority to make inquiries including the supervising as well as the taking of votes.

It is now stipulated that the certification of a bargaining agent must have been in effect at least 10 months before it may be revoked by the Board.

As previously, if at the time of certification a collective agreement is in force, the newly certified trade union must be substituted as a party to the agreement in place of the former bargaining agent, but the clause providing for the termination of the agreement on two months' notice to the employer is struck out.

The Court may order an employer who has been convicted of suspending, transferring, laying off or discharging worker contrary to the Act to pay compensation for loss of employment not exceeding a sum equivalent to the wages which would have accrued up to the date of conviction and to reinstate the worker in his employment at such date as the Court deems just and proper. Refusal or neglect to comply with such an order of the Court is an offence and subject to a maximum penalty of \$50 a day.

In granting consent to prosecute the Minister must take into account any action taken by the Labour Relations Board as well as any report of an Industrial Inquiry Commission or a conciliation officer appointed to investigate a complaint of an alleged violation of the Act. Information in respect of a contravention of the Act may be for one or more offences.

A new section which was added by the Legislature stipulates that in any prosecution against an employer or employers' organization, the acts or omissions of a manager, superintendent, or other person who exercises management functions or who is employed in a confidential capacity in matters of labour relations are deemed the acts or omissions of the employer or employers' organization until proved otherwise.

The Act is declared not to apply to any board, commission or similar body of which any of the employees are subject to the Civil Service Act or the Public Service Superannuation Act or to the employees of such board, commission or body.

### **Workmen's Compensation**

Provision for higher benefits for widows and invalid widowers is made by amendments in the Workmen's Compensation

Act. The lump sum payment of \$100 provided by the Acts of other Provinces may now be paid, and the monthly benefit is increased from \$40 to \$50. Compensation in respect of each child remains \$10 a month but the maximum total benefit for consort and children is \$90 a month, instead of \$80. These amendments apply to compensation for accidents happening before or after April 24, 1948, but not so as to increase compensation payable in respect of any period before May 1, 1948.

Another amendment fixes a minimum of \$12.50 per week for permanent total disability, and for permanent partial cases determined by the Board to be 25 per cent or more a corresponding amount in proportion to the degree of disability. Formerly, the minimum weekly compensation in total cases was \$12.50 or average earnings and in partial cases a proportionate amount.

The section dealing with accidents occurring outside the Province was revised, omitting any reference to the place of residence of the workman. When a workman whose usual employment is in Nova Scotia in an industry under Part I suffers an accident while employed out of Nova Scotia for some purpose connected with his employment in the Province, he is eligible for compensation if his employment out of the Province has lasted less than six months. It is now provided, however, that compensation is only payable if the workman or his dependants are not entitled to compensation under the law of the place where the accident happened. In any such case, if the employer has not fully reported all wages of the workman to the Board, he will be liable for the full amount of compensation except insofar as he may be relieved by the Board.

Sharesmen in the fishing industry are now deemed to earn \$1,200 a year, instead of \$780. Another amendment reduces the interest rate on periodical payments of compensation from three and one-half to three per cent.

### **Coal Mines**

A few changes were made in the Coal Mines Regulation Act.

A new subsection requires a booster fan in operation to be under the continuous supervision of a person appointed for that purpose by the mine manager and a daily report to be written in a book kept at the mine for the purpose.

The section which required an employee of 18 or over accompanying the mine examiner in his duties to use a locked-flame

safety-lamp was amended by adding the words "unless the Deputy Inspector otherwise permits".

As regards candidates for a fireman's licence, the required year's experience as fireman at a steam boiler no longer has to be at a coal mine. The words "at a coal mine" were added in 1942.

The section setting out the qualifications required for electrical machine operators is repealed.

### **Employment of Non-Residents**

The Nova Scotia Labour Act, first passed in 1933 and renewed annually, is to be in force until May 1, 1949.

To ensure Nova Scotians preference in provincial jobs, the Act forbids persons or corporations employing twenty-five or more persons to hire a worker who has not resided in the Province for at least a year, unless the latter produces a certificate from the Government employment agent or clerk of the city, town or municipality, stating that there are no unemployed residents available who are competent and willing to do such work. A fine of not more than \$500 may be imposed for violation of the Act.

### **Apprenticeship**

Amendments in the Apprenticeship Act, 1937, change the membership of the Provincial Apprenticeship Committee from five members to not less than five nor more than seven and permit the Minister of Labour to appoint Local Apprenticeship Committees instead of recommending their appointment to the Governor in Council.

### **Industrial Assistance**

The Industrial Assistance Act empowers the Minister of Industry and Publicity, subject to the approval of the Governor in Council, to make loans to any person for the purpose of acquiring land, buildings, machinery or equipment to be used for establishing or developing industries within the Province. All loans are to be made out of the Industrial Assistance Fund which is to be set up for the purpose.

An Industrial Assistance Advisory Board is to be appointed consisting of such number of persons as the Governor in Council determines. Members of the Board who are to hold office for three years are to study applications for loans or guarantees and make recommendations to the Minister.

### **Miscellaneous**

An Act to Enable Cities, Towns and Municipalities to Enter into Agreements in Respect of Housing Accommodation makes

provision for agreements relating to construction of houses, slum clearance or town planning with the Central Mortgage and Housing Corporation or with any other incorporated body having similar objects.

A new Co-operative Associations Act, amending and consolidating a 1935 statute and amendments, will come into force on Proclamation. As before, the Act provides for the incorporation of co-operative associations consisting of five or more persons. Objects or powers of such associations are now considerably widened. The Inspector of Co-operative Associations is required to examine the memorandum of association and by-laws of all groups desiring to be incorporated, to inquire into the business of any association when ordered by the Minister or on the written request of 10 members or 10 per cent of the members of the association, whichever is greater, to file returns and reports, to prepare a yearly report for the Minister showing the number of associations and the financial standing of each, and to perform other duties as the Minister directs.

Penalties imposed on individuals guilty of an offence against the Act for which no specific penalty has been provided are not to exceed \$500 or in default of payment, 250 days' imprisonment. In the case of an association, penalties are not to exceed \$1,000.

The Trade Schools Regulations Act was amended to strike out references to the Director of Technical Education and to substitute the word "Minister".

## **QUEBEC**

The Quebec Legislature which met on January 14 and prorogued on April 1 amended its laws dealing with labour disputes and professional syndicates. A new Act permits companies to establish pension plans for their employees. Four housing Acts were passed.

### **Labour Disputes**

Amendments in the Trade Disputes Act are designed to cut down the time required to settle an industrial dispute. The Act now provides for a six-day limit for the appointment of conciliators by one side in a dispute after receiving notice that conciliators have been named by the other party. Vacancies in a council of conciliation must be filled within six days. A time-limit of ten days is now set for forwarding to each party the report of a council of conciliation stating that it has failed to effect a settlement.



With regard to a council of arbitration, an amendment stipulates that, in addition to being Canadian citizens, as formerly, members must be of full age. The Minister must, within 10 days in each case, appoint the member of a council of arbitration recommended by the employees and employer, respectively, and of his own accord may appoint a member when the interested party has not made a recommendation. The recommendation of the two arbitrators as to the third member and president of the council must be made within five days following their appointment, or if appointed at different times, within five days following the date of the last appointment, instead of within 10 days, as before. A council of arbitration is required to render its decision within three months from the date of the appointment of the president, except where, on application, the Minister has granted an extension. The time formerly allowed was one month. The decision is to be written and signed by the majority of the members and sent to the Minister who must deposit it in his department.

### Professional Syndicates

Minor changes were made in the Professional Syndicates' Act. The maximum number of first directors of a syndicate to be recorded in its memorandum of association is increased from 9 to 15. By-laws must provide for between 3 and 25 elected directors, unless the Provincial Secretary deems it in the interest of a syndicate to provide for a number above 25.

The Provincial Secretary may terminate the corporate life of a syndicate, union, federation or confederation if he is satisfied that, in the case of a syndicate, the members in good standing who are Canadian citizens number less than 20, or in the case of a union, federation or confederation, less than three; or if he has ascertained that more than one-third of the members of a syndicate are not Canadian citizens. The public curator appointed under the Public Curatorship Act is made an *ex officio* liquidator of a syndicate whose corporate existence is terminated.

### Employees' Pensions

An Act authorizing the payment of pensions to employees of companies enables any company, with the exception of municipal or school corporations, to establish a contributory pension system for its workers or their dependants. By-laws setting up a pension system must be approved by the Superintendent of Insurance who has general supervision of the

administration of pension funds. Before approving a pension plan, he must ascertain that a majority of the employees concerned agree to participate.

Subject to the provision that company contributions are in the aggregate to equal employees' contributions, by-laws are to determine contributions of each, pensions payable, duration of service and other conditions required to be entitled to a pension, superannuation of employees and the mode of administration of the pension fund. The company may enter into an agreement with a life insurance or trust company or with a Government or corporation issuing annuities for the administration of its pension plan. Administrators must report to the Superintendent of Insurance before March 1 of each year regarding the state of the fund.

If a worker leaves the service of the company before being entitled to superannuation, his contributions are to be returned, and he must receive any other benefit to which he is entitled by by-law.

A revised section of the Cities and Towns Act stipulates that a municipal by-law setting up a retirement pension fund must be approved by a majority of the officers and employees benefiting, as well as by the Quebec Municipal Commission and by the Superintendent of Insurance, as formerly. The provision is now omitted which required a by-law providing for a loan to be submitted for the approval of the electors who are property-owners and of the Lieutenant-Governor in Council.

### Housing

Four housing Acts were passed at this session. One of these authorizes the appointment of a commission of from three to five persons to inquire into the housing problem in the Province.

Another grants to municipalities special powers to remedy the housing shortage including authority to cede land at \$1 per unit to co-operative building societies or individuals and to reduce the valuation of any new dwelling for taxation purposes to 50 per cent of its real value for a period of 30 years.

A third permits the Government to bear interest charges over two per cent on loans made by credit unions or loan societies to individuals, syndicates or co-operative building societies for the construction of homes. The Government is empowered to spend \$3,500,000 for this purpose. Such loans, for a period of not over 30 years, are not to exceed \$6,000 for a self-contained

(Continued on page 1300)



# 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 shown just cause for having voluntarily left his employment. CU-B 250 (May 29, 1947).**

### MATERIAL FACTS OF CASE

The claimant, a married man, aged 53 years, registered for work as a maintenance mechanic, was last employed as such by a food manufacturing company from October 2, 1946, to January 10, 1947, at a wage of 92 cents an hour. He made claim for benefit on January 30, 1947, reporting that he had voluntarily left his employment because his employer had refused to give him an increase in wages which had been promised to him. The employer stated that the foreman, under the impression that the claimant was receiving 82 cents an hour, had promised to obtain an increase to 92 cents an hour.

The Insurance Officer disqualified the claimant from receipt of benefit for a period of six weeks under Section 41(1) of the Act, as from January 11, 1947, on the ground that he had voluntarily left his employment without just cause.

From this decision the claimant appealed to a Court of Referees before which he appeared and the Court unanimously allowed the claim.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees.

### DECISION

The Umpire's decision was that the claim should be allowed and gave as his reasons:

The claimant alleged that when he was hired by the company, he was promised an increase of pay if he could prove that he was capable of doing the work. He was with the company in question for three months and could not get a higher salary. The employer admits that there was some misunderstanding as to the wages paid to the claimant and further states that the latter displayed the qualities of a good and capable worker when in their employ.

This is a factual case; there is no point of law involved. The Court of Referees

heard the claimant and came to the unanimous conclusion that under the circumstances, the claimant had just cause to leave his employment.

The Insurance Officer has not submitted any evidence which would warrant my interfering with this unanimous decision of the Court.

**Held that the claimant had not shown just cause for having voluntarily left his employment. CU-B 291 (September 22, 1947).**

### MATERIAL FACTS OF CASE

The claimant, a married man, aged 41 years, registered for work as a stock clerk, was last employed in that capacity by a wholesale grocer from June, 1946 to May 13, 1947, at a salary of \$32 a week.

On May 30, 1947, he made claim for benefit, stating that he had voluntarily left his employment because the cost of living was too high for the wages he was paid.

The insurance officer disqualified the claimant from receipt of benefit for a period of six weeks under Section 41(1) of the Act, on the ground that he had voluntarily left his employment without just cause.

From this decision the claimant appealed to a court of referees, before which he appeared and the court unanimously reversed the decision of the insurance officer and allowed the claim deciding that unusual circumstances existed.

The insurance officer appealed to the Umpire from the decision of the court of referees.

### DECISION

The Umpire's decision was that the claimant should be disqualified for a period of six weeks as from the date on which this decision is communicated to him and gave as his reasons:

The question to decide is whether the claimant had just cause for voluntarily leaving his employment.

From the facts and submissions, the claimant, in June, 1946, accepted work as a clerk at a salary of \$25 a week. Two months later, he was given an increase in salary of \$7 per week. Then, in May, 1947, he voluntarily left his employment.

The claimant's employment was permanent in nature and at the prevailing rate of pay in the district. He had agreed to work under certain conditions and the evidence indicates that not only were they observed

by the employer, but, in fact, the latter gave him an increase in salary.

Under such circumstances, he should not have left his work without having previously the assurance of securing other employment.

The claimant has failed to show good cause for having voluntarily left his employment. The decision of the court of referees is therefore reversed and the appeal of the insurance officer is allowed.

## Revision of Unemployment Insurance Regulations

To conform with the recent amendments to the Unemployment Insurance Act, 1940, the Regulations of the Unemployment Insurance Commission have been revised and consolidated. The new Regulations were approved by Order in Council P.C. 4060, dated September 15, 1948, to have effect from October 4, 1948 (the date on which the amendments to the Act also came into force), under the general designation, "The Unemployment Insurance Commission Regulations, 1948."

Of approximately twenty changes that have been made in the Unemployment Insurance Regulations, the greater number are designed to clarify provisions in the old regulations that could have been variously interpreted and applied. Other changes and additions were necessary to conform with the amendments in the Act, and a few were made necessary by extensions in the scope of unemployment insurance.

### Coverage Regulations

One of the changes in the Coverage Regulations simplifies the method of pre-determining whether or not the annual earnings of an employed person (whose rate or remuneration is other than hourly, daily, or piece rate, including mileage rates, or any such rates in combination with other rates) may be reasonably expected to exceed \$3,120, and whether, therefore, such a person shall be excepted or insured by reason of the "ceiling" of earnings under the Act.

Provision is made for an employed person who is dissatisfied with such predetermination, to apply to the Commission for a decision as to whether such pre-determination is reasonable.

### Contribution Regulations

An amendment in the Contribution Regulations modifies the rules respecting the contributions of stevedores in designated ports. The Commission may, by

special order, direct that the standard method of computing contributions for stevedores shall apply to stevedores who work regularly and continuously for one employer only.

In deciding the rate of contributions for stevedores in designated ports, it is provided that where the divisor used in calculating the amount is less than five dollars and fifty cents (\$5.50) per day the rate of contributions shall be that of Class 7 of the Second Schedule of the Act, and where the divisor is five dollars and fifty cents or more per day, the rate of contribution shall be that of Class 8 of the Second Schedule.

To stabilize contributions for persons who are paid by commission or by profit-sharing methods, whose earnings vary considerably from one pay period to another, in future the average earnings of the preceding four pay periods will be used for computing the rate for the subsequent four pay periods.

Other amendments to the Contribution Regulations specify more fully than heretofore the manner in which an inspector may determine, from a reconciliation of unemployment insurance stamp or meter purchases, whether an employer had fulfilled his obligations and, if he has not done so, may establish the amount of the employer's liability.

### Benefit Regulations

Several important amendments have been made in the Benefit Regulations to clarify the interpretation of "deemed to be unemployed" as regards recognized plant holidays and cases where a claimant receives pay in lieu of holidays. They are in substance as follows:—

If a day of the week other than a statutory holiday becomes a recognized holiday for a claimant by reason of his working week, and he is prevented by industrial causes beyond his control from working on one or more working days or

shifts in that week and loses at least eight hours on that day, he will nevertheless be deemed to be unemployed on that recognized holiday if he has not worked for the full number of hours of his working week, and of course, if he has not worked on that day.

If an employer declares a general holiday which is to last for more than two weeks, and the claimant is not paid for that holiday, he will nevertheless be deemed to be unemployed on the days of that general holiday which are in excess of the two weeks.

When a claimant separates from employment but continues to receive pay in lieu of holidays, or remuneration or compensation for the loss of remuneration he would have received, he will nevertheless be deemed to be unemployed for the days for which such pay or remuneration is received except in the case where such days coincide

with a general holiday at his former place of occupation, which lasts more than six days and has commenced within four days after he left his employment.

The Benefit Regulations have been modified for hearings before the Courts of Referees and the Umpire on claims for benefit. The claimant has a right to a personal hearing of his case, but he is not entitled to be paid for travelling or other allowances for the purpose of attending the hearing unless he is requested to attend by the Chairman of the Court of Referees or the Umpire.

In defining "a self contained domestic establishment," the former benefit regulations set the minimum accommodation at two rooms. The new regulations broaden the definition to include any "one-room" domicile in which a claimant and the dependent for whom he claims have their legal abode.

## Unemployment Insurance Statistics,\* August, 1948

According to the monthly report compiled by the Dominion Bureau of Statistics a total of 32,182 claims for unemployment insurance benefit was received at local offices of the Unemployment Insurance Commission during August compared with 38,790 in July and 22,378 in August last year. These totals include revised claims numbering 7,210 in August, 8,303 in July and 5,097 in August, 1947. Revised claims arise from re-consideration of existing claims, thus, new initial and renewal claims, representing mainly new cases of recorded unemployment among insured persons, totalled 24,972 during August as against 30,487 during July and 17,281 during August a year ago.

A count of live unemployment insurance claims on any day yields the number of cases of recorded unemployment among insured persons at that time. On August 31, ordinary claims on the live unemployment register numbered 44,273 (28,114 male and 16,159 female) compared with 48,546 (31,008 male and 17,538 female) at July 31 and 37,350 (23,817 male and 13,533 female) on August 31, 1947. Ordinary claims are those in which the claimant has been separated from his former employment, has been laid off for a period or is not at work for a time because of bad weather or other cause (the cause may determine whether or not he is considered entitled to benefit, but he has the right to register a claim in any

case and the claim remains live at least until his entitlement or non-entitlement has been determined). In addition there were, at August 31, 3,088 (2,561 male and 527 female) other claims on the live register as against 4,477 (3,583 male and 894 female) at July 31 and 1,720 (1,368 male and 352 female) at August 31, last year. "Other claims" are largely short-time claims, that is, those filed by claimants who have been put on short time at their places of employment.

During August, a total of 33,804 claims was disposed of at adjudicating centres. This includes 966 claims referred to courts of referees by the claimants for further consideration and 193 special requests not granted (which includes requests for ante-dating, extension of the two-year period and dependency rate of benefit). Of the remaining 32,645 claims (in which the main consideration was entitlement to benefit) 22,333 were considered entitled to benefit and 10,312 not entitled to benefit.

Chief reasons given by insurance officers for considering claimants not entitled to benefit were: "not unemployed" 2,545 cases, "voluntarily left employment without just cause" 2,512 cases, "insufficient contributions while in insurable employment" 1,876 cases and "refused an offer of work or neglected an opportunity to work" 1,612 cases.

A total of 55,035 beneficiaries was paid \$1,835,846 for 944,430 compensated unemployed days in August compared with 64,432

\* See Tables E-1 to E-7.



persons paid \$2,082,267 for 1,070,339 compensated days in July and 42,756 persons paid \$1,515,868 for 791,850 days during August last year. Thus, the average duration of the unemployment compensated was 17.2 days in August, 16.6 days in July and 18.5 days in August last year. The average amount of benefit paid per beneficiary was \$33.36 in August, \$33.32 in July and \$35.45 in August 1947. The average amount of benefit paid per compensated day of unemployment was \$1.94 in August, \$1.95 in July and \$1.91 in August last year.

## Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending August 31, 1948, showed 3,249,985 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1948, an increase of 96,169 since July 31, 1948.

As at August 31, 1948, 209,330 employers were registered as having insurable employees representing an increase of 1,800 since July 31, 1948.

# WAGES, HOURS AND WORKING CONDITIONS IN THE PRIMARY TEXTILE INDUSTRY OCTOBER, 1947\*

*There were 63,400 mill workers and over 5,000 office employees in the 322 mills whose returns for 1947 were used in this analysis. Collective agreements were reported by 118 of the mills, affecting 62 per cent of the workers. The most common weekly hours worked were 48, and 204 of the mills reported a five-day week. Overtime was mainly paid at the rate of time and one-half. Although a one-week paid vacation was reported by all giving information on vacations, a second week after a service requirement ranging from three months to 25 years was reported by nearly half the mills, employing 54 per cent of the workers.*

The fifth annual report on wages and hours in the Primary Textile Industry was published in August of this year. Wage and hour information for the industry can also be found in Report No. 30, "Wage Rates and Hours of Labour in Canada, 1947," issued as a supplement to the October, 1948, LABOUR GAZETTE. This present article deals in detail with certain working conditions in

the industry as well as making short reference to wage rates and their indices.

The industry is divided into four sections which will be dealt with separately and includes the manufacture of cotton, rayon and woollen yarn and cloth as well as knitted goods, including hosiery, outerwear and underwear.

Average wage rates in 1947 in the industry had increased 90.1 per cent over comparable rates in 1939 and were 14.8 per cent higher than in 1946, which on the basis of annual percentage increases, was the largest change in the past eight years.

\*The information in this article was prepared from data obtained in the general annual survey of wage rates and hours of labour for 1947 made by the Research and Statistics 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 wage or salary rates or the average straight-time earnings of employees on piecework during the last pay period preceding October 1, 1947.

For a summary of provincial legislation on working conditions, see *Provincial Labour Standards Concerning Child Labour, Annual Holidays, Hours of Work, Minimum Wages and Workmen's Compensation*, an annual publication of the Legislation Branch of the Department of Labour.

Information on 1947 material by industry has been published monthly in the LABOUR GAZETTE since the June 1948 issue; comparable data for 1946 on a number of other industries have been published monthly from July, 1947, in the LABOUR GAZETTE.

Year	Index	Annual Percentage Change
1939.....	100.0	—
1940.....	107.5	7.5
1941.....	119.0	10.7
1942.....	127.8	7.4
1943.....	140.4	9.9
1944.....	146.0	4.0
1945.....	151.5	3.8
1946.....	165.6	9.3
1947.....	190.1	14.8

**TABLE I.—TOTAL DISTRIBUTION OF MILLS AND MILL WORKERS IN THE PRIMARY TEXTILE INDUSTRY, 1947**

	Canada	Maritime Provinces	Quebec	Ontario	Western Provinces
Total Mills.....	322	15	119	174	14
Mill Workers:					
Male.....	32,745	1,594	19,097	11,804	250
Female.....	30,644	1,813	13,823	14,562	446
Total.....	63,389	3,407	32,920	26,366	696

**TABLE II.—STANDARD OR NORMAL WORKING HOURS IN THE PRIMARY TEXTILE INDUSTRY, BY NUMBER OF MILLS AND MILL WORKERS, 1947**

Standard Hours	NO. OF WORKERS		NO. OF MILLS					
	Canada Total		Canada	Maritime Provinces	Quebec	Ontario	Western Provinces	
	Male	Female						
<b>WEEKLY</b>								
35.....	1	23	1			1		
40.....	2,512	2,730	30	1	11	14	4	
Over 40 and under 44.....	277	1,380	9		4	3	2	
44.....	1,085	1,806	29	2	9	14	4	
45.....	4,599	7,463	65		8	55	2	
Over 45 and under 47½.....	52	286	5		1	4		
47½.....	2,953	3,582	37		5	32		
48.....	13,656	8,484	94	4	42	47	1	
Over 48 and under 50.....	279	335	8	3	3	1	1	
50.....	4,578	3,337	26	4	19	3		
Over 50.....	2,753	1,218	18	1	17			
Total.....	32,745	30,644	322 <sup>(1)</sup>	15	119	174	14	
<b>DAILY</b>								
Mills on a Five-Day Week								
7.....	1	23	1			1		
8.....	2,645	2,761	30		11	15	4	
8½.....	23	183	6		3	2	1	
8¾.....	188	402	3			3		
8-8.....	58	97	1			1		
9.....	3,835	6,526	61		10	50	1	
9½.....	6	84	1		1			
9½.....	3,109	3,889	44		8	36		
9-6.....	1,747	1,134	21		10	11		
10.....	8,026	5,298	36		25	11		
Total.....	19,638	20,397	204		68	130	6	
Mills on a Six-Day Week								
Monday to Friday 7 and 7½	Saturday 5½ and 7	27	1,004	3		2		1
8	4 and 5	1,708	2,376	29	3	6	15	5
8	8	6,320	2,617	15	2	6	6	1
8½	4 to 5½	450	564	9		1	8	
8-6	5	543	419	3	1	1	1	
8¾	4¾	56	164	2			2	
8¾	4¼ and 4¾	282	616	9	3	4	2	
9	3 to 5	949	1,440	27	5	13	8	1
9	9	6	7	1	1			
9½	4½	22	40	1		1		
10	4 and 5	2,718	971	17		17		
10	8 and 10	26	29	2			2	
Total.....		13,107	10,247	118 <sup>(1)</sup>	15	51	44	8

(<sup>1</sup>) Six of these mills reported hours on a fortnightly basis, all working a six-day week the first week and a five-day week, the second; one mill worked 42½ and 37½ hours week about, another, 45 and 35, and the remaining 4, 48 and 40.

Table I gives the distribution of both mills and mill workers which were reported in the returns received for the 1947 survey in this industry. In addition, over 5,000 office workers were reported working in the industry as covered by the survey. More than half the mills were located in Ontario but there were 6,600 more workers in Quebec mills. Forty-eight per cent of the total number of mill workers reported in the returns received were females and in each area other than Quebec there were more female than male workers.

Collective agreements in writing were reported by 118 of the 322 mills, covering 39,100 workers, or 62 per cent of the total number of mill workers. Twenty-nine per cent of the workers under agreement were in 31 mills reporting agreements with the National Catholic Federation of Textile Workers; 24 per cent were in 32 mills reporting agreements with the Textile Workers Union of America (CCL); 22 per cent were in 24 mills reporting agreements with the United Textile Workers of America (TLC) and the remainder were under agreement with independent unions or associations of employees.

Table II shows the weekly and daily hours worked by the industry as a whole, giving a regional breakdown by mills and a Canada total for the number of workers. It should be noted that in many cases hours vary between departments in a textile mill and in the tables on hours throughout this article, the hours worked by what has been considered the largest department have been used to represent the mill as a whole. Also, although no details are given in any of the tables, daily hours often varied in a mill, in which case the most common daily hours in the week were used for that particular mill.

The 47½ or 48-hour week was reported by 131 mills, employing 45 per cent of the total number of workers. There were 13,400 female workers on a 45-hour week or less, in contrast to 8,500 male workers on a similar schedule. The five-day week, with daily hours varying between seven and ten, was reported by 204 of the 322 mills, covering 40,000 workers.

As shown in Table III, time and one-half was the usual rate for overtime. Time and one-quarter was reported in several in-

**TABLE III.—OVERTIME RATES OF PAY IN THE PRIMARY TEXTILE INDUSTRY BY NUMBER OF MILLS AND MILL WORKERS, 1947**

Overtime Rates of Pay	After Daily Hours				Only After Weekly Hours		Sunday		Holidays	
	Mon. to Fri.		Saturday		No. of Mills	No. of Workers	No. of Mills	No. of Workers	No. of Mills	No. of Workers
	No. of Mills	No. of Workers	No. of Mills	No. of Workers						
Total Mills and Mill Workers.	217(1)	35,839	217(1)	35,839	105(1)	27,550	322	63,389	322	63,389
<i>Straight Time</i>										
Canada.....	54	4,104	49	3,945	.....	.....	25	2,753	27	2,920
Maritime Provinces.....	3	849	3	849	.....	.....	3	849	3	849
Quebec.....	6	239	5	174	.....	.....	1	31	2	86
Ontario.....	43	2,742	40	2,813	.....	.....	21	1,873	21	1,876
Western Provinces.....	2	274	1	109	.....	.....	.....	.....	1	109
<i>Time and One-Quarter</i>										
Canada.....	17	2,457	15	2,143	12	953	9	1,559	9	1,311
Quebec.....	.....	.....	.....	.....	1	55	.....	.....	.....	.....
Ontario.....	16	2,371	14	2,057	10	878	9	1,569	8	1,225
Western Provinces.....	1	86	1	86	1	20	.....	.....	1	86
<i>Time and One-Half</i>										
Canada.....	97	22,428	89	21,239	92	26,480	87	32,173	81	29,922
Maritime Provinces.....	6	1,991	7	2,051	3	473	7	2,051	6	1,991
Quebec.....	36	6,992	34	6,923	59	20,460	23	17,820	29	16,235
Ontario.....	49	13,213	42	12,033	29	5,518	47	11,855	44	11,529
Western Provinces.....	6	232	6	232	1	29	5	447	2	167
<i>Double Time</i>										
Canada.....	.....	.....	.....	.....	.....	.....	15	2,959	24	5,034
Quebec.....	.....	.....	.....	.....	.....	.....	8	993	10	1,845
Ontario.....	.....	.....	.....	.....	.....	.....	6	1,947	12	3,164
Western Provisions.....	.....	.....	.....	.....	.....	.....	1	19	2	25
<i>No Information</i>										
Canada.....	48	3,148	63	4,810	.....	.....	186	23,935	181	24,202

(1) Includes one mill paying straight time plus five per cent.



**TABLE IV.—VACATIONS WITH PAY FOR PLANT EMPLOYEES IN THE PRIMARY TEXTILE INDUSTRY, BY NUMBER OF MILLS AND MILL WORKERS, 1947**

NOTE.—Eight mills, with 292 employees, gave no information on vacations.

Length of Service Required	Initial Vacation of One Week		Maximum Vacation			
	No. of Mills	No. of Workers	One Week		Two Weeks	
			No. of Mills	No. of Workers	No. of Mills	No. of Workers
<i>No Specified Service</i>						
Canada.....	21 <sup>(1)</sup>	4,340	3	134	.....	.....
Maritime Provinces.....	1	619	.....	.....	.....	.....
Quebec.....	3	117	.....	.....	.....	.....
Ontario.....	14	3,539	3	134	.....	.....
Western Provinces.....	3	65	.....	.....	.....	.....
<i>Three Months</i>						
Canada.....	25	3,705	8	1,137	4	2,487
Maritime Provinces.....	2	755	1	129	1	619
Quebec.....	1	164	.....	.....	.....	.....
Ontario.....	17	2,786	7	1,008	3	1,868
<i>Six Months</i>						
Canada.....	18	1,940	9	931	2	63
Maritime Provinces.....	1	549	.....	.....	.....	.....
Quebec.....	9	664	5	417	1	30
Ontario.....	6	701	4	514	1	33
Western Provinces.....	2	26	.....	.....	.....	.....
<i>One Year</i>						
Canada.....	254	52,969	142	26,770	14	1,030
Maritime Provinces.....	8	1,438	4	444	.....	.....
Quebec.....	101	31,602	63	19,827	5	230
Ontario.....	136	19,324	72	6,314	6	757
Western Provinces.....	9	605	3	185	3	43
<i>Two, Three and Four Years</i>						
Canada.....	1	143	.....	.....	20 <sup>(2)</sup>	2,388
Maritime Provinces.....	.....	.....	.....	.....	1	549
Quebec.....	1	143	.....	.....	6	1,230
Ontario.....	.....	.....	.....	.....	6	306
Western Provinces.....	.....	.....	.....	.....	7	303
<i>Five Years</i>						
Canada.....	.....	.....	.....	.....	99 <sup>(3)</sup>	24,896
Maritime Provinces.....	.....	.....	.....	.....	4	1,099
Quebec.....	.....	.....	.....	.....	31 <sup>(4)</sup>	9,465
Ontario.....	.....	.....	.....	.....	63	14,167
Western Provinces.....	.....	.....	.....	.....	1	165
<i>Ten Years and Over</i>						
Canada.....	.....	.....	.....	.....	13 <sup>(5)</sup>	3,261
Maritime Provinces.....	.....	.....	.....	.....	1	521
Quebec.....	.....	.....	.....	.....	4	1,491
Ontario.....	.....	.....	.....	.....	8	1,249
Total.....	314	63,097	162	28,972	152	34,125

(1) Twelve mills reported an initial vacation of two weeks—after 3 months in 4 mills, after 6 months in 2 mills and after one year in 6 others.

(2) One mill gave 3 weeks after 5 years.

(3) One mill gave 3 weeks after 15 years, 5 after 25 years and one after 30 years.

(4) Includes one establishment requiring 4½ years of service.

(5) Eight mills required ten years of service and the remaining five specified either 15, 20 or 25 years.

**TABLE V.—STATUTORY HOLIDAYS FOR MILL WORKERS IN THE PRIMARY TEXTILE INDUSTRY, 1947**

NOTE.—Seven mills, employing 1,288 workers, observed no statutory holidays.

	Number of Holidays Observed, by Mills										Total Mills	Total Workers Affected	
	Days												
	2	4	5	6	7	8	9	10	11	12			14
Mills Paying for:													
1 Holiday.....	1			2	5	5	1	6				20	2,393
2 Holidays.....			2	1	3	13	1	2	1		1	24	3,295
3 ".....		1		1	3	1	1			1		8	1,663
4 ".....		1			1	8	1	2				13	2,552
5 ".....			2			1		1				4	377
6 ".....				25	2	5	2	1				35	10,847
7 ".....					12	2					1	15	980
8 ".....						27						27	4,849
10 ".....								2				2	128
14 ".....											3	3	764
Total mills paying for one or more holidays.....	1	2	4	29	26	62	6	14	1	1	5	151	27,848
Total mills not paying for holidays.....	1	2	5	20	37	43	18	29	7		2	164	34,253
Total mills observing holidays	2	4	9	49	63	105	24	43	8	1	7	315	62,101

stances and double time for Sunday work was indicated by 15 mills and for holiday work, by 24 mills.

Table IV reveals the fact that the great majority of workers were given a paid vacation of one week after one year of service. A two-week vacation was provided in 152 of the 322 mills, affecting 54 per cent of the workers, with almost three-quarters of these workers in mills requiring five years of service.

As shown in Table V, 315 mills employing about 62,000 mill workers reported observing from 2 to 14 statutory holidays; in 217 of these mills, either 6, 7 or 8 holidays were observed. One or more of the holidays observed were paid for in the case of 151 mills, employing nearly 28,000 workers.

### The Knitting Industry

By 1947, average wage rates in this industry had increased 84.3 per cent over comparable rates in 1939 and the largest annual percentage increase in average rates in the eight years since 1939 was recorded in 1947.

Year	Index	Annual Percentage Change
1939.....	100.0	—
1940.....	105.8	5.8
1941.....	112.5	6.3
1942.....	123.6	9.9
1943.....	138.5	12.1
1944.....	146.2	5.6
1945.....	150.3	2.8
1946.....	162.5	8.1
1947.....	184.3	13.4

As shown in Table VI, returns from 167 mills, employing 20,600 plant workers were used in making this analysis. More than half the workers and 95 of the 167 mills were located in Ontario. There were more female than male workers in each of the provinces and two-thirds of the Canadian total were female workers.

All but 55 of the 167 mills employed less than 100 workers each and averaged 43 workers per mill. Sixty-two per cent of the workers were in 153 mills employing up to 300 workers each and three mills of over 900 workers each accounted for another 14 per cent of the workers.

**Collective Agreements.**—Thirty-three mills and 36 per cent of the workers were reported under collective agreement. Five mills and 1,200 workers were reported covered by agreement with the United Textile Workers of America and seven mills and 1,600 workers with the Textile Workers Union of America. The National Catholic Federation of Textile Workers included 14 mills and 4,000 workers and those in the remaining seven mills were represented either by employee associations or were connected with clothing unions or, in one case, with the United Rubber, Cork, Linoleum and Plastic Workers of America.

**Wage Rates.**—Tabular data showing 1947 wage rates by occupation in this industry may be found in Report No. 30, "Wage Rates and Hours of Labour in Canada, 1947", issued as a supplement to the October LABOUR GAZETTE. Rates for 1947 in the industry indicated average increases of 5 to 14

**TABLE VI.—DISTRIBUTION OF MILLS AND MILL WORKERS IN THE KNITTING INDUSTRY, BY REGION, 1947**

	Canada	Maritime Provinces	Quebec	Ontario	Western Provinces
Total Mills.....	167	4	61	95	7
Mill Workers:					
Male.....	6,903	384	2,930	3,541	48
Female.....	13,711	863	4,924	7,695	229
Total.....	20,614	1,247	7,854	11,236	277

**TABLE VII.—STANDARD OR NORMAL WORKING HOURS IN THE KNITTING INDUSTRY, BY MILLS, 1947**

NOTE.—Where hours vary for male and female workers, the hours worked by the majority have been used.

Standard Hours	Canada	Maritime Provinces	Quebec	Ontario	Western Provinces
WEEKLY					
35.....	1			1	
40.....	19	1	3	13	2
Over 40 and under 44.....	7		3	3	1
44.....	22		7	12	3
45.....	40		6	33	1
Over 45 and under 47½.....	5		1	4	
47½.....	16		4	12	
48.....	38	1	21	16	
Over 48 and under 50.....	4	1	3		
50.....	10	1	8	1	
Over 50.....	5		5		
Total.....	167	4	61	95	7
DAILY Mills on a Five-Day Week					
7.....	1			1	
8.....	18		3	13	2
8½.....	6		3	2	1
8¾.....	3			3	
9.....	44		10	34	
9¼.....	1		1		
9½.....	21		6	15	
9-6.....	9		6	3	
10.....	12		8	4	
Total.....	115		37	75	3
Mills on a Six-Day Week					
Monday to Friday.....		Saturday			
8.....	17	4 and 5	1	3	9
8.....	1	8		1	
8½.....	6	4 and 4½			6
8¾.....	1	4¾			1
8¾.....	8	4¼ and 4¾	2	4	2
9.....	14	3 to 5	1	11	2
9½.....	1	4½		1	
10.....	4	5		4	
Total.....	52		4	24	20



cents per hour over 1946. Male footers in hosiery knitting were earning an average of \$1.10 per hour straight time and the average rate for female boarders was 70 cents.

**Standard Hours of Work, Tables VII and VIII.**—The 45-hour week was most common in this industry with 40 mills and 30 per cent of the workers on this schedule. Another 29 per cent of the workers were in the 54 mills which worked either 47½ or 48 hours per week and the ten mills on a 50-hour week accounted for 16 per cent of the workers.

The five-day week was in effect in more than two-thirds of the mills, employing 16,000 plant workers or 78 per cent of the total number of workers. Hours worked

on Saturday varied from three to five and only in the case of male workers in two mills was an eight-hour schedule maintained on Saturday.

**Overtime Rates of Pay, Table IX.**—Time and one-half was reported for overtime during the week, after either daily or weekly hours had been worked, in the case of 76 mills, employing 13,500 workers. The only other overtime rate providing premium payment during the week was time and one-quarter in 14 mills.

Only in the case of one-third of the workers was information given on Sunday and holiday overtime and in 19 of the mills giving information, straight time rates were reported. Time and one-half was the overtime rate paid for Sunday work in 16 mills

**TABLE VIII.—STANDARD OR NORMAL WORKING HOURS IN THE KNITTING INDUSTRY, BY NUMBER OF MILL WORKERS, 1947**

Standard Hours	Male					Female				
	Canada	Maritime Provinces	Quebec	Ontario	Western Provinces	Canada	Maritime Provinces	Quebec	Ontario	Western Provinces
<b>WEEKLY</b>										
35.....	1			1		23			23	
40.....	489		40	413	36	1,392		83	1,168	141
Over 40 and under 44.....	186		21	163	2	561		64	482	15
44.....	369	160	69	132	8	1,159	289	454	270	46
45.....	1,744		376	1,366	2	4,418		959	3,432	27
Over 45 and under 47½.....	52		6	46		286		84	202	
47½.....	1,013		345	668		1,779		416	1,363	
48.....	1,302	66	606	630		1,865	229	896	740	
Over 48 and under 50.....	168	86	72	10		236	85	151		
50.....	1,424	72	1,240	112		1,805	160	1,630	15	
Over 50.....	155		155			187		187		
<b>Total.....</b>	<b>6,903</b>	<b>384</b>	<b>2,930</b>	<b>3,541</b>	<b>48</b>	<b>13,711</b>	<b>863</b>	<b>4,924</b>	<b>7,695</b>	<b>229</b>
<b>DAILY</b>										
<b>Workers on a Five-Day Week</b>										
7.....	1			1		23			23	
8.....	489		40	413	36	1,392		83	1,168	141
8½.....	23		21		2	183		64	104	15
8¾.....	188			188		402			402	
9.....	1,792		407	1,385		4,493		1,039	3,454	
9¼.....	6		6			84		84		
9½.....	1,125		381	744		1,884		504	1,380	
9-6.....	536		366	170		588		434	154	
10.....	1,266		981 <sup>(1)</sup>	285		1,599		1,377	222	
<b>Total.....</b>	<b>5,426</b>		<b>2,202</b>	<b>3,186</b>	<b>38</b>	<b>10,648</b>		<b>3,585</b>	<b>6,907</b>	<b>156</b>
<b>Workers on a Six-Day Week</b>										
<b>Monday to Saturday</b>										
8 4 and 5.....	307	160	49	88	10	1,060	389	374	224	73
8 4 and 4½.....	161		70	91						
8½ 4 and 4½.....	82			82		312			312	
8¾ 4½.....	11			11		14			14	
8¾ 4½ and 4¾.....	250	152	50	48		578	314	169	95	
9 3 to 5.....	518	72	411	35		912	160	609	143	
9¼ 4½.....	22		22 <sup>(2)</sup>			40			40	
10 5.....	126		126			147		147		
<b>Total.....</b>	<b>1,477</b>	<b>384</b>	<b>728</b>	<b>355</b>	<b>10</b>	<b>3,063</b>	<b>863</b>	<b>1,339</b>	<b>788</b>	<b>73</b>

(1) Includes seven employees working 11 hours per day, five days per week.  
 (2) These employees worked four hours on Saturday.

and 18 gave this rate for work on observed statutory holidays. Double time was paid for Sunday work in five mills, employing 1,600 workers, and in seven mills, affecting 1,700 workers, for holiday overtime.

Overtime rates for Saturday work in mills operating on a five-day week were time and one-quarter in 9 mills and time and one-half in 45 mills, 25 of these paying the overtime rate only after weekly hours had been worked.

**Vacations with Pay, Table X.**—The reporting mills all gave one week's vacation with pay after a year or less of service, except in one case where a two-year service requirement was in effect.

In 80 of the mills, employing 71 per cent of the workers, a two-week vacation was reported after a service of from six months in two mills to 20 years in another. Eighty per cent of those employed in mills giving a two-week vacation were in mills requiring a five-year period of service.

**Statutory Holidays, Table XI.**—All but five mills observed from 2 to 14 statutory holidays and 74 mills, employing 39 per cent of the total number of workers, paid for some or all of the holidays observed. Of the 8,100 workers receiving pay for some

holidays, 38 per cent received pay for one or two holidays and 26 per cent, for six; another 22 per cent were paid for 7 to 14.

## The Woollen Yarn and Cloth Industry

The wage rate index for this industry in 1947 was 109·8 per cent higher than in 1939 and 14·6 per cent higher than in 1946. Relatively large annual increases took place in all but 1944 and 1945, with the largest percentage change occurring in 1947.

Year	Index	Annual Percentage Change
1939.....	100·0	—
1940.....	107·6	7·6
1941.....	120·1	11·6
1942.....	136·6	13·7
1943.....	152·8	11·9
1944.....	160·3	4·9
1945.....	163·5	2·0
1946.....	183·1	12·0
1947.....	209·8	14·6

In this industry, 94 mills across Canada, employing more than 14,000 plant workers, were covered in the survey. Approximately 60 per cent of both mills and workers were

**TABLE IX.—OVERTIME RATES OF PAY IN THE KNITTING INDUSTRY, BY NUMBER OF MILLS AND MILL WORKERS, 1947**

Overtime Rates of Pay	After Daily Hours				Only After Weekly Hours		Sunday		Holidays	
	Mon. to Fri.		Saturday		No. of Mills	No. of Workers	No. of Mills	No. of Workers	No. of Mills	No. of Workers
	No. of Mills	No. of Workers	No. of Mills	No. of Workers						
<b>Total Mills and Mill Workers.</b>	122	12,381	122	12,381	45	8,233	167	20,614	167	20,614
<i>Straight Time</i>										
Canada.....	40	3,259	37	3,084			19	2,312	19	2,329
Maritime Provinces.....	2	844	2	844			2	844	2	844
Quebec.....	3	125	3	125					1	55
Ontario.....	35	2,290	32	2,115			17	1,468	16	1,430
<i>Time and One-Quarter</i>										
Canada.....	7	788	7	788	7	635	3	459	4	545
Quebec.....					1	55				
Ontario.....	6	702	6	702	5	560	3	459	3	459
Western Provinces.....	1	86	1	86	1	20			1	86
<i>Time and One-Half</i>										
Canada.....	38	5,962	31	5,237	38	7,598	16	2,698	18	2,917
Maritime Provinces.....					2	403				
Quebec.....	15	1,438	12	1,304	27	4,881	4	806	6	966
Ontario.....	20	4,393	16	3,802	9	2,314	11	1,741	11	1,860
Western Provinces.....	3	131	3	131			1	91	1	91
<i>Double Time</i>										
Canada.....							5	1,567	7	1,742
Quebec.....							1	22	1	22
Ontario.....							4	1,545	6	1,720
<i>No Information</i>										
Canada.....	37	2,372	47	3,272			124	13,578	119	13,081

located in Ontario. Forty-two per cent of the workers were female and about 40 per cent of the mills employed more female than male workers during the survey period.

More than half the plants reported less than 100 workers in their employ at the time of the survey and another 39 mills, ac-

counting for 50 per cent of the workers, reported between 200 and 300 workers each.

**Collective Agreements.**—Slightly less than half the mills reported 64 per cent of the workers covered in the survey under collective agreement. Fifty per cent of the workers under agreement were represented

**TABLE X.—VACATIONS WITH PAY IN THE KNITTING INDUSTRY, BY NUMBER OF MILLS AND MILL WORKERS, 1947**

NOTE.—Two mills did not report any information on vacations with pay.

Length of Service Required	Initial Vacation of One Week		Maximum Vacation Provided			
	No. of Mills	No. of Workers	One Week		Two Weeks	
			No. of Mills	No. of Workers	No. of Mills	No. of Workers
<i>No Specified Service</i>						
Canada.....	10 <sup>(1)</sup>	338	3	134		
Quebec.....	3	117				
Ontario.....	6	204	3	134		
Western Provinces.....	1	17				
<i>Three Months</i>						
Canada (Ontario only).....	8	1,007	3	76		
<i>Six Months</i>						
Canada.....	7	914	3	246	2	63
Maritime Provinces.....	1	549				
Quebec.....	4	266	3	246	1	30
Ontario.....	1	88			1	33
Western Provinces.....	1	11				
<i>One Year</i>						
Canada.....	139	18,174	76	5,465	8	260
Maritime Provinces.....	3	698	1	295		
Quebec.....	51	7,290	29	2,070	3	107
Ontario.....	80	9,937	44	2,991	3	125
Western Provinces.....	5	249	2	109	2	28
<i>Two, Three and Four Years</i>						
Canada.....	1	143			12	1,753
Maritime Provinces.....					1	549
Quebec.....	1	143			3	842
Ontario.....					5	222
Western Provinces.....					3	140
<i>Five Years</i>						
Canada.....					54	11,747 <sup>(2)</sup>
Maritime Provinces.....					2	403
Quebec.....					18	4,009
Ontario.....					34	7,335
<i>Ten Years and Over</i>						
Canada.....					4	832 <sup>(3)</sup>
Quebec.....					2	512
Ontario.....					2	320
Total.....	165	20,576	85	5,921	80	14,655

(1) Two mills gave an initial vacation of two weeks after six months of service and five gave an initial vacation of two weeks after one year.

(2) One mill gave an additional week's vacation after 15 years, five mills after 25 years and another one after 30 years' service.

(3) One mill required a service of 20 years.



by employees' associations or independent unions, 36 per cent by either the United Textile Workers of America or the Textile Workers Union of America and the remainder were under agreement with the National Catholic Federation of Textile Workers in the province of Quebec.

**Wage Rates.**—Tabular data showing 1947 wage rates by occupation in this industry may be found in Report No. 30, "Wage Rates and Hours of Labour in Canada, 1947," issued as supplement to the October LABOUR GAZETTE. Average wage rates in 1947 were 6 to 12 cents per hour higher than in 1946. The 1947 average for male loom fixers was 88 cents per hour while the highest average rate for women was for spinners and draw frame operators at 57 cents per hour.

**Standard Hours of Work, Tables XIII and XIV.**—More than half the mills, employing 56 per cent of the plant workers, reported working either a 47½ or 48-hour week. The 14 mills on a 45-hour week accounted for 25 per cent of the workers and the 16 mills which reported working longer than 48 hours per week accounted for 14 per cent of the workers.

The five-day week was reported by 55 of the 94 mills and they employed nearly two-thirds of the plant workers reported in the

survey. Most of the mills reporting a six-day week, worked from 3 to 5½ hours on Saturday; the 12 mills, working from 8 to 10 hours on Saturday, accounted for 14 per cent of the total number of plant workers.

**Overtime Rates of Pay, Table XV.**—

Time and one-half was the most common rate for overtime in the reporting mills. Sixty of the mills, employing 11,300 of the workers, gave this rate for overtime during the week after either daily or weekly hours had been worked. Time and one-quarter was reported by several mills as the overtime rate after daily or weekly hours and for Sunday and holiday overtime.

Although time and one-half was the most common overtime rate for Sunday and holiday work, seven mills gave double time for Sunday work and 12 gave this same rate for work on holidays.

Of the mills on a five-day week, most of those giving overtime information reported time and one-half for all Saturday work, 18 paying the rate after weekly hours had been worked; two of these on a standard week of 50 hours reported time and one-half after 48 hours. Four mills paid regular rates and ten, time and one-quarter, four of the latter group requiring standard weekly hours to be worked before the overtime rate was paid.

**TABLE XI.—STATUTORY HOLIDAYS FOR MILL WORKERS IN THE KNITTING INDUSTRY, 1947**

NOTE.—Five mills, employing 1,238 workers, observed no statutory holidays.

	Number of Holidays Observed, by Mills										Total Mills	Total Workers Affected
	Days											
	2	4	5	6	7	8	9	10	11	14		
Mills Paying for												
1 Holiday.....	1			(1) 1	5	3	1	3			14	1,606
2 ".....			2	1	2	8	1	1	1	1	17	1,499
3 ".....					2						2	111
4 ".....			1		1	2		1			5	825
5 ".....			1					1			2	153
6 ".....				7	1	1	2	1			12	2,119
7 ".....					9	1				1	11	487
8 ".....						8					8	489
10 ".....								(2) 1			1	73
14 ".....										2	2	699
Total Mills Paying for 1 or more Holidays.....	1	1	3	9	20	23	4	8	1	4	74	8,061
Total Mills not Paying for Observed Holidays.....	1	1	3	11	18	29	6	14	3	2	88	11,315
Total Mills Observing Holidays.....	2	2	6	20	38	52	10	22	4	6	162	19,376

(1) This mill reported paying for 1 holiday after a service of 1 to 5 years, increasing the number paid for until after 15 years, workers received pay for all 6.

(2) This mill reported payment to straight-time workers only.

**TABLE XII.—DISTRIBUTION OF MILLS AND MILL WORKERS IN THE WOOLLEN YARN AND CLOTH INDUSTRY, BY REGION, 1917**

	Canada	Maritime Provinces	Quebec	Ontario	Western Provinces
Total Mills.....	94	7	24	56	7
Mill Workers:					
Male.....	8,170	131	3,071	4,766	202
Female.....	5,909	134	1,690	3,868	217
Total.....	14,079	265	4,761	8,634	419

**TABLE XIII.—STANDARD OR NORMAL WORKING HOURS FOR PLANT EMPLOYEES IN THE WOOLLEN YARN AND CLOTH INDUSTRY, BY MILLS, 1917**

NOTE—Where hours vary for male and female workers, the hours used by the majority have been used.

Standard Hours	Canada	Maritime Provinces	Quebec	Ontario	Western Canada
<b>WEEKLY</b>					
40.....	4		1	1	2
42 and 44.....	4	1		1	2
45.....	14		1	12	1
47½.....	17		1	16	
48.....	39	1	13	24	1
48½ and 49.....	4	2		1	1
50.....	7	2	4	1	
54.....	2	1	1		
55.....	3		3		
Total.....	94	7	24	56	7
<b>DAILY</b>					
Mills on a Five-Day Week					
8.....	5		1	2	2
9.....	10			9	1
9½.....	18		2	16	
9-6.....	10		3	7	
10.....	12		5	7	
Total.....	55		11	41	3
Mills on a Six-Day Week					
Monday to Friday		Saturday			
7½.....	1	5½			1
8.....	3	4		1	1
8.....	3	5		2	
8.....	9	8	1	4	3
8½.....	2	5 and 5½		1	
8½.....	1	4¾	1		
8¾.....	1	4¾		1	
9.....	4	3		3	
9.....	4	4	1	1	1
9.....	3	4½ and 5	2	1	
9.....	1	9	1		
10.....	5	4 and 5		5	
	2	8 and 10		2	
Total.....	39	7	13	15	4

**TABLE XIV.—STANDARD OR NORMAL WORKING HOURS IN MILLS IN THE WOOLLEN YARN AND CLOTH INDUSTRY, BY NUMBER OF MILL WORKERS, 1947**

Standard Hours	Male Workers					Female Workers				
	Canada	Maritime Provinces	Quebec	Ontario	Western Provinces	Canada	Maritime Provinces	Quebec	Ontario	Prairie Provinces
<b>WEEKLY</b>										
40.....	282		123	152	7	176		51	98	27
42 and 44.....	127	7		2	118	140	14		3	123
45.....	1,717		17	1,642	58	1,716		52	1,613	51
47½.....	1,273		301	972		1,184		264	920	
48.....	3,387	5	1,428	1,948	6	2,057	7	843	1,207	
48½ and 49.....	111	66		32	13	99	64		19	16
50.....	584	47	519	18		180	42	130	8	
54.....	121	6	115			58	7	51		
55.....	568		568			299		299		
<b>Total.....</b>	<b>8,170</b>	<b>131</b>	<b>3,071</b>	<b>4,766</b>	<b>202</b>	<b>5,909</b>	<b>134</b>	<b>1,690</b>	<b>3,868</b>	<b>217</b>
<b>DAILY</b>										
<b>Mills on a Five-Day Week</b>										
8.....	415		123	285	7	207		51	129	27
9.....	1,324			1,266	58	1,446			1,395	51
9½.....	1,217		323	894		1,184		313	871	
9-6.....	974		319	655		446		82	364	
10.....	1,208		558	650		687		176	511	
<b>Total.....</b>	<b>5,138</b>		<b>1,323</b>	<b>3,750</b>	<b>65</b>	<b>3,970</b>		<b>622</b>	<b>3,270</b>	<b>78</b>
<b>Mills on a Six-Day Week</b>										
<b>Monday to Friday</b>										
7½.....	27				27	49				49
8.....	100	7		2	91	91			3	74
8.....	260		17	243		239	14	52	187	
8.....	1,305	5	874	420	6	635	7	554	74	
8.....	229		133	96		155		83	72	
8½.....	45		45	45		120			120	
8½.....	32	32				38	38			
9.....	165		31	134		102		8	94	
9.....	89	34	10	32	13	82	26	21	19	16
9.....	65	47		18		242	42	200		
9.....	9	6				7	7			
10.....	683		683			150		150		
10.....	26			26		29			29	
<b>Total.....</b>	<b>3,032</b>	<b>131</b>	<b>1,748</b>	<b>1,016</b>	<b>137</b>	<b>1,939</b>	<b>134</b>	<b>1,068</b>	<b>598</b>	<b>139</b>
<b>Mills on a Six-Day Week</b>										
<b>Saturday</b>										
7½.....										
8.....										
8.....										
8.....										
8.....										
8½.....										
8½.....										
9.....										
9.....										
9.....										
10.....										
10.....										

**TABLE XV.—OVERTIME RATES OF PAY IN THE WOOLLEN YARN AND CLOTH INDUSTRY, BY NUMBER OF MILLS AND MILL WORKERS, 1947**

Overtime Rates of Pay	After Daily Hours				Only After Weekly Hours		Sunday		Holidays	
	Monday to Friday		Saturday		No. of Mills	No. of Workers	No. of Mills	No. of Workers	No. of Mills	No. of Workers
	No. of Mills	No. of Workers	No. of Mills	No. of Workers						
<b>Total Mills and Workers.....</b>	<b>62</b>	<b>8,802</b>	<b>62</b>	<b>8,802</b>	<b>32</b>	<b>5,277</b>	<b>94</b>	<b>14,079</b>	<b>94</b>	<b>14,079</b>
<i>Straight Time</i>										
Canada.....	13	780	10	547			4	127	6	277
Maritime Provinces.....	1	5	1	5			1	5	1	5
Quebec.....	2	49	2	49			1	31	1	31
Ontario.....	8	452	6	384			2	91	3	132
Western Provinces.....	2	274	1	109					1	109
<i>Time and One-Quarter (1)</i>										
Canada (Ontario only).....	7	1,275	7	1,275	5	318	6	1,110	5	766
<i>Time and One-Half</i>										
Canada.....	33	6,304	30	5,527	27	4,959	30	6,867	22	5,012
Maritime Provinces.....	2	96	3	156	1	70	3	156	2	96
Quebec.....	11	2,032	11	2,032	11	2,680	4	1,991	2	673
Ontario.....	17	4,075	13	3,238	14	2,180	19	4,364	17	4,167
Western Provinces.....	3	101	3	101	1	29	4	356	1	76
<i>Double Time</i>										
Canada.....							7	974	12	1,839
Quebec.....							5	675	6	740
Ontario.....							1	280	4	1,074
Western Provinces.....							1	19	2	25
<i>No Overtime Information</i>										
Canada.....	9	443	15	1,453			47	5,001	49	6,185

(1) Two mills, employing 509 workers, gave time and one-half after the first two hours of overtime during the week and on Sundays.



**Vacations with Pay, Table XVI.**—All of the mills giving information on this subject reported one week's paid vacation after a year or less of service.

A vacation of two weeks was reported by 43 mills employing about 8,500 plant workers after a service of from one to five years, mainly after five years. In three cases, a three-week vacation was reported after 5 or 25 years of service.

**Statutory Holidays, Table XVII.**—All but two mills reported observing between 4 and 14 holidays, 53 of the mills paying for 1 to 14 of the holidays observed. Of the 10,200 employees receiving pay for one or more of the holidays observed, 39 per cent were paid for either 2, 3 or 4 holidays; 18 per cent were paid for 6, and 27 per cent for 8, which in this latter case was the total number of holidays observed in each mill.

**TABLE XVI.—VACATIONS WITH PAY IN THE WOOLLEN YARN AND CLOTH INDUSTRY, BY NUMBER OF MILLS AND MILL WORKERS, 1947**

NOTE.—Of the 94 mills covered in the survey, five, employing 228 workers, gave no information on vacations.

Length of Service Required	Minimum Vacation in of One Week		Maximum Vacation			
	No. of Mills	No. of Workers	One Week		Two Weeks	
			No. of Mills	No. of Workers	No. of Mills	No. of Workers
<i>No Specified Time</i>						
Canada.....	6	1,042				
Ontario.....	4	994				
Western Provinces.....	2	48				
<i>Three Months</i>						
Canada.....	6	934	2	193		
Quebec.....	1	164				
Ontario.....	5	770	2	193		
<i>Six Months</i>						
Canada.....	7	699	4	514		
Quebec.....	1	71				
Ontario.....	5	613	4	514		
Western Provinces.....	1	15				
<i>One Year (1)</i>						
Canada.....	70	11,176	40	4,592	4	245
Maritime Provinces.....	4	219	3	149		
Quebec.....	21	4,360	11	1,547	1	71
Ontario.....	41	6,241	25	2,820	2	159
Western Provinces.....	4	356	1	76	1	15
<i>Two and Three Years</i>						
Canada.....					8(2)	635
Quebec.....					3	388
Ontario.....					1	84
Western Provinces.....					4	163
<i>Five Years(3)</i>						
Canada.....					31(4)	7,672
Maritime Provinces.....					1	70
Quebec.....					8	2,589
Ontario.....					21	4,848
Western Provinces.....					1	165
Total Mills and Workers.....	89	13,851	46	5,299	43	8,552

(1) Length of service was 10 months in one case.  
 (2) One mill also gave three weeks after five years.  
 (3) Length of service was 4½ years in one case.  
 (4) Two mills also gave three weeks after 25 years.

## The Cotton Yarn and Cloth Industry

Wage rates in this industry in 1947 had increased 89 per cent over those in 1939 and a 17 per cent increase in this same year over rates in 1946 was the largest annual change since 1939.

Year	Index	Annual Percentage Change
1939.....	100·0	—
1940.....	109·6	9·6
1941.....	123·8	13·0
1942.....	128·1	3·5
1943.....	136·6	6·6
1944.....	139·1	1·8
1945.....	148·7	6·9
1946.....	161·6	8·7
1947.....	189·0	17·0

As shown in Table XVIII, there were 20,000 plant workers employed during the survey period in the 35 mills whose returns were used in analyzing this industry. Women workers comprised 41 per cent of the total working force, with eight mills employing more female than male workers.

The mills ranged in size up to 2,500 workers, with eight employing over 700 workers each, accounting for 55 per cent of the total number employed.

**Collective Agreements.**—Twenty-eight mills reported approximately 17,400 workers, or 87 per cent of the total number employed

in mills covered in the survey, under collective agreement. The number of workers under agreement was divided nearly equally among the two international textile unions and the National Catholic Federation of Textile Workers, and there were also some 500 workers under agreements with associations of employees.

**Wage Rates.**—Tabular data showing 1947 wage rates by occupation in this industry may be found in Report No. 30, "Wage Rates and Hours of Labour in Canada, 1947", issued as a supplement to the October LABOUR GAZETTE. Increases in average wage rates in 1947 over 1946 in this industry ranged from 7 to 20 cents per hour with most occupations showing an increase of 8 to 12 cents per hour. Rates for highly skilled males, loom fixers, averaged 87 cents per hour and the average for female weavers was 67 cents.

**Standard Hours of Work, Tables XIX and XX.**—Fourteen of the mills, employing slightly more than one-half of the workers, reported either a 47½ or 48-hour week. The six mills on a 40-hour week included 14 per cent of the workers and the three working 50 or 55 hours accounted for another 17 per cent. Although ten mills reported a 45-hour week, they included only 11 per cent of the workers.

In 21 of the 35 mills, a five-day week of 8 to 10 hours per day was reported and six of the remaining 14 worked five days per week every second week. The former group

**TABLE XVII.—STATUTORY HOLIDAYS FOR MILL WORKERS IN THE WOOLLEN YARN AND CLOTH INDUSTRY, 1947**

NOTE.—Two mills, employing 50 workers, observed no statutory holidays.

	Number of Holidays Observed, by Mills									Total Mills	Total Workers Affected
	Days										
	4	5	6	7	8	9	10	12	14		
Mills Paying For—											
1 Holiday.....			1		2		3			6	787
2 Holidays.....				1	3		1			5	1,126
3 ".....	1			1	1	1	1			5	1,430
4 ".....					5		1			6	1,444
5 ".....		1			1					2	224
6 ".....			10	1						11	1,780
7 ".....				3	1					4	493
8 ".....					12					12	2,754
10 ".....							1			1	55
14 ".....								1		1	65
Total mills paying for one or more holidays.....	1	1	11	6	25	1	6	1	1	53	10,158
Total mills not paying for holidays observed.....	0	1	6	10	10	6	6	0	0	39	3,871
Total mills observing holidays.....	1	2	17	16	35	7	12	1	1	92	14,029

employed 63 per cent of the workers and the latter six accounted for another 20 per cent.

The only mills reporting working a full day on Saturday were the six mills mentioned above who then worked Monday to Friday only, on the following week.

**Overtime Rates of Pay, Table XXI.**—Time and one-half was the usual rate for

any overtime worked. The only other overtime rates reported providing premium payment were time and one-quarter which was the rate for overtime during the week in one case and double time, reported by two mills for Sunday overtime and by four mills for work on observed statutory holidays.

Of the 21 mills on a five-day week, 19 reported a rate of time and one-half for

**TABLE XVIII.—DISTRIBUTION OF MILLS AND MILL WORKERS IN THE COTTON YARN AND CLOTH INDUSTRY, BY REGION, 1947**

	Canada	Maritime Provinces	Quebec	Ontario
Total Mills.....	35	4	15	16
Mill Workers:				
Male.....	11,801	1,079	7,661	3,061
Female.....	8,224	816	4,919	2,489
Total.....	20,025	1,895	12,580	5,550

**TABLE XIX.—STANDARD OR NORMAL WORKING HOURS IN THE COTTON YARN AND CLOTH INDUSTRY, BY MILLS, 1947**

NOTE.—Where hours vary for male and female workers, the hours worked by the majority have been used.

	Canada	Maritime Provinces	Quebec	Ontario
<b>WEEKLY</b>				
40.....	6		6	
42½ and 44.....	2	1	1	
45.....	10		1	9
47½.....	2			2
48.....	12	2	5	5
50 and 55.....	3	1	2	
Total.....	35 <sup>(1)</sup>	4	15	16
<b>DAILY</b>				
(a) Mills on a Five-Day Week				
8.....	6		6	
9.....	6			6
9½ and 9-6.....	3			3
10.....	6 <sup>(2)</sup>		6	
Total.....	21		12	9
(b) Mills on a Six-Day Week				
Monday to Friday				Satur- day
7 and 7½.....	2		2	7½
8.....	4	1		4 and 5
8.....	4	1		8
8-6.....	2	1		5
9 and 10.....	2	1	1	5
Total.....	14 <sup>(1)</sup>	4	3	7

(<sup>1</sup>) Six of these mills reported hours on a fortnightly basis, all working a six-day week the first week and a five-day week, the second: one mill worked 42½ and 37½ hours week about, another, 45 and 35, and the remaining 4, 48 and 40.

(<sup>2</sup>) Five of these mills operated eight hours on Friday.



**TABLE XX.—STANDARD OR NORMAL WORKING HOURS IN THE COTTON YARN AND CLOTH INDUSTRY, BY NUMBER OF MILL WORKERS, 1947**

Standard Hours	Male Workers				Female Workers			
	Canada	Maritime Provinces	Quebec	Ontario	Canada	Maritime Provinces	Quebec	Ontario
<b>WEEKLY</b>								
40.....	1,637		1,637		1,159		1,159	
42½ and 44.....	333	333			1,038	293	745	
45.....	1,003			1,003	1,285		240	1,045
47½.....	588			588	485			485
48.....	5,900	689	3,741	1,470	3,172	451	1,762	959
50 and 55.....	2,340	57	2,283		1,085	72	1,013	
Total.....	(1)11,801	1,079	7,661	3,061	(1)8,224	816	4,919	2,489
<b>DAILY</b>								
<b>(a) Workers on a Five-Day Week</b>								
8.....	1,637		1,637		1,159		1,159	
9.....	584			584	543			543
9½.....	652			652	579			579
10.....	4,768		4,768		2,597		2,597	
Total.....	7,641		6,405	1,236	4,878		3,756	1,122
<b>(b) Workers on a Six-Day Week</b>								
Monday to Friday 7 and 7½.....					985		985	
Saturday 7½.....								
8.....	752	333		419	795	293		502
8.....	2,203	359	647	1,197	931	260		671
8-5 and 8-6.....	539	330		209	355	191		194
9 and 10.....	666	57	609		250	72	178	
Total.....	4,160	1,079	1,256	1,825	3,346	816	1,163	1,367

(1) Hours for 2,200 of the male and 1,900 of the female workers were reported on a fortnightly basis of one five-day and one six-day week; the workers were shown under their longer work week.

**TABLE XXI.—OVERTIME RATES OF PAY IN THE COTTON YARN AND CLOTH INDUSTRY, BY NUMBER OF MILLS AND MILL WORKERS, 1947**

Overtime Rates of Pay	After Daily Hours				Only After Weekly Hours		Sunday		Holidays	
	Monday to Friday		Saturday		No. Mills	No. Employees	No. Mills	No. Employees	No. Mills	No. Employees
	No. Mills	No. Employees	No. Mills	No. Employees						
Total Mills and Mill Workers.....	21	9,409	21	9,409	14	10,616	35	20,025	35	20,025
<i>Time and One-Quarter</i>										
Canada (Ontario only).....	1	80	1	80						
<i>Time and One-Half</i>										
Canada.....	19(1)	9,081	20(1)	9,329	14(2)	10,616	30	16,977	28	15,942
Maritime Provinces.....	4	1,895	4	1,895			4	1,895	4	1,895
Quebec.....	4	2,611	4	2,611	11	9,969	13	9,879	12	9,092
Ontario.....	11	4,575	12	4,823	3	647	13	5,203	12	4,955
<i>Double Time</i>										
Canada.....							2	314	4	1,349
Quebec.....							1	192	2	979
Ontario.....							1	122	2	370
<i>No Overtime Information</i>										
Canada.....	1	248					3	2,734	3	2,734

(1) One mill with 122 employees paid double time after the first four hours of overtime.

(2) Ten mills on a 5-day week and employing 7,460 workers reported a premium rate of ten per cent for hours over ten in any one day as well as time and one-half after weekly hours.

**TABLE XXII.—VACATIONS WITH PAY IN THE COTTON YARN AND CLOTH INDUSTRY, BY NUMBER OF MILLS AND MILL WORKERS, 1947**

Length of Service Required	Initial Vacation of One Week		Maximum Vacation			
	Number of Mills	Number of Workers	One Week		Two Weeks	
			Number of Mills	Number of Workers	Number of Mills	Number of Workers
<i>No Specified Service</i>						
Canada.....	5 <sup>(1)</sup>	2,960				
Maritime Provinces.....	1	619				
Ontario.....	4	2,341				
<i>Three Months</i>						
Canada.....	5	1,721	3	868	4	2,487
Maritime Provinces.....	2	755	1	129	1	619
Ontario.....	3	966	2	739	3	1,868
<i>One Year</i>						
Canada.....	25 <sup>(2)</sup>	15,344	12 <sup>(2)</sup>	10,217	1	473
Maritime Provinces.....	1	521				
Quebec.....	15	12,580	11	9,969		
Ontario.....	9	2,243	1	248	1	473
<i>Five Years</i>						
Canada.....					10	4,063
Maritime Provinces.....					1	626
Quebec.....					2	1,632
Ontario.....					7	1,805
<i>Ten Years</i>						
Canada (Quebec only).....					2	979
<i>Twenty and Twenty-Five Years</i>						
Canada.....					3 <sup>(3)</sup>	938
Maritime Provinces.....					1	521
Ontario.....					2	417
Totals.....	35	20,025	15	11,085	20	8,940

(1) Five mills reported only an initial vacation of two weeks—after 3 months in 4 mills, employing 2,487 workers and after 1 year in another, with 473 workers.

(2) Ten mills, with 7,460 workers, reported payment for this vacation at the rate of 2% of gross earnings, covering the 12 months prior to the vacation period.

(3) One mill, employing 80 workers, required 20 years of service and the remaining two, 25 years.

**TABLE XXIII.—STATUTORY HOLIDAYS FOR MILL WORKERS IN THE COTTON YARN AND CLOTH INDUSTRY, 1947**

	No. of Holidays Observed, by Mills							Total Mills	Total Workers Affected
	Days								
	5	6	7	8	9	10	11		
Mills Paying For—									
2 Holidays.....				2				2	670
3 ".....		1						1	122
6 ".....		7		4				11	6,902
8 ".....				5				5	1,319
Total mills paying for two or more holidays.....		8		11				19	9,013
Total mills not paying for holidays.....	1		8	1	1	1	4	16	11,012
Total mills observing holidays.....	1	8	8	12	1	1	4	35	20,025

all Saturday work, in 14 cases after weekly hours had been worked. One mill reported paying time and one-half for the first four hours of work on Saturday and double time thereafter and another mill reported a rate of time and one-quarter for Saturday work.

**Vacations with Pay, Table XXII.**—All of the mills reported giving one week of vacation after a year or less of service. In 15 mills, employing 55 per cent of the workers, one week was the longest annual vacation granted.

Twenty mills reported a two-week vacation after a length of service varying between 3 months and 25 years; approximately 8,900 workers were employed in these mills. In 10 mills, employing 4,100 workers, the service requirement was five years and in another four mills, employing 2,500 workers, three months' service was necessary.

**Statutory Holidays, Table XXIII.**—Although all of the mills reported observing from 5 to 11 holidays, no payment was made for the holidays observed in 16 mills, em-

**TABLE XXIV.—DISTRIBUTION OF MILLS AND MILL WORKERS IN THE RAYON INDUSTRY, BY REGION, 1947**

	Canada	Quebec	Ontario
Total Mills.....	26	19	7
Mill Workers:			
Male.....	5,871	5,435	436
Female.....	2,800	2,290	510
Total.....	8,671	7,725	946

**TABLE XXV.—STANDARD OR NORMAL WORKING HOURS IN THE RAYON INDUSTRY, BY MILLS, 1947**

NOTE.—Where hours vary for male and female workers, the hours worked by the majority have been used.

Standard Hours	Canada	Quebec	Ontario
<b>WEEKLY</b>			
40.....	1	1	.....
44.....	3	2	1
45.....	1	.....	1
47½.....	2	.....	2
48.....	5	3	2
50.....	7	6	1
54.....	1	1	.....
55.....	6	6	.....
Total Mills.....	26	19	7
<b>DAILY</b>			
Mills on a 5-day week			
8.....	1	1	.....
8-8.....	1	.....	1
9.....	1	.....	1
9-5.....	3	.....	3
9-6.....	1	1	.....
10.....	6	6	.....
Total Mills.....	13	8	5
Mills on a 6-day week			
Monday to Friday			Satur- day
8.....	2	2	.....
8.....	1	1	.....
8-5.....	1	.....	1
8-6.....	1	1	.....
9.....	1	.....	1
10.....	1	1	.....
10.....	6	6	.....
Total Mills.....	13	11	2



ploying 11,000 workers. From two to eight of the holidays were paid for in the remaining instances. Eleven of these, with 6,900 workers, paid for six holidays, which in the case of seven mills was the total number observed.

## The Rayon Industry

By 1947, average wage rates in this industry had shown an increase of 86.8 per cent over rates in 1939 and were 13.4 per cent higher than rates in 1946. The greatest percentage change occurred in 1941.

Year	Index	Annual Percentage Change
1939.....	100.0	—
1940.....	106.8	6.8
1941.....	122.9	15.1
1942.....	129.0	5.0
1943.....	141.3	9.5
1944.....	147.0	4.0
1945.....	148.9	1.3
1946.....	164.7	10.6
1947.....	186.8	13.4

This industry is mainly located in Quebec, as shown in Table XXIV. There were 26 mills, employing 8,700 workers, covered in the survey. Two-thirds of the workers were male and only six mills reported employing more female than male employees.

The majority of the mills employed less than 200 workers each and averaged 96 workers per mill. Four mills which employed more than 400 workers each accounted for two-thirds of the total number of workers.

**Collective Agreements.**—Twelve mills reported 5,200 workers affected by collective agreements. In one-half of these mills agreements were with employees' associations, covering 4,200 of the workers; the remaining six mills had agreements with either of the two international textile unions or the National Catholic Federation of Textile Workers.

**Wage Rates.**—Tabular data showing 1947 wage rates by occupation in this industry may be found in Report No. 30, "Wage Rates and Hours of Labour in Canada,

TABLE XXVI.—STANDARD OR NORMAL WORKING HOURS IN THE RAYON INDUSTRY, BY NUMBER OF MILL WORKERS, 1947

Standard Hours	Male Workers			Female Workers		
	Canada	Quebec	Ontario	Canada	Quebec	Ontario
<b>WEEKLY</b>						
40.....	104	104	.....	3	3	.....
44.....	347	289	58	288	191	97
45.....	135	.....	135	44	.....	44
47½.....	79	.....	79	134	.....	134
48.....	3,067	2,958	109	1,390	1,185	205
50.....	839	784	55	445	415	30
54.....	55	55	.....	34	34	.....
55.....	1,245	1,245	.....	462	462	.....
Total Workers.....	5,871	5,435	436	2,800	2,290	510
<b>DAILY</b>						
Mills on a 5-day week						
8.....	104	104	.....	3	3	.....
8.8.....	58	.....	58	97	.....	97
9.....	135	.....	135	44	.....	44
9.5.....	115	.....	115	242	.....	242
9.6.....	237	237	.....	100	100	.....
10.....	784	784	.....	415	415	.....
Total Mills.....	1,433	1,125	308	901	518	383
Mills on a 6-day week						
Monday to Saturday						
Friday						
8.....	289	289	.....	191	191	.....
8.....	2,651	2,651	.....	1,051	1,051	.....
8.5.....	73	.....	73	97	.....	97
8.6.....	70	70	.....	34	34	.....
9.....	55	.....	55	30	.....	30
10.....	55	55	.....	34	34	.....
10.....	1,245	1,245	.....	462	462	.....
Total Mills.....	4,438	4,310	128	1,899	1,772	127

1947", issued as a supplement to the October LABOUR GAZETTE. In the manufacture of rayon yarn and fabric, average wage rates in 1947 were 7 to 11 cents higher than in 1946. Male loom fixers averaged 86 cents per hour at straight time rates while female weavers were earning 62 cents per hour on the same basis.

**Standard Hours of Work, Tables XXV and XXVI.**—Over 50 per cent of the workers were on a 48-hour week. Thirteen per cent of the workers were on a weekly schedule of less than 48 hours and 36 per cent worked more than 48 hours per week.

One-half of the mills worked a five-day week of eight to ten hours per day, although they included only 27 per cent of the workers. Of the mill workers on a six-day week, 58 per cent worked a full eight-hour day on Saturday while the remainder worked four or five hours.

**Overtime Rates of Pay, Table XXVII.**—Time and one-half was the most common rate reported for overtime in this industry. This rate applied to 4,400 workers in 20 mills for overtime during the week, 3,300 of these being eligible only after full weekly hours or longer had been worked.

There were 5,600 workers in the 11 mills reporting this rate for Sunday overtime and similarly, 6,100 workers for work on observed holidays in 13 mills. The one mill reporting double time for Sunday and holiday overtime employed about 100 workers.

In the 13 mills working a five-day week, two paid regular time for Saturday work, three paid time and one-half for all work on Saturday and eight paid time and one-half after weekly hours had been worked, although in two cases an extra four and eight hours over standard weekly hours were required before the premium rate was paid.

**Vacations with Pay, Table XXVIII.**—All of the mills reporting vacations with pay gave one week after a year or less of service. Nine of the mills gave two weeks after one to fifteen years of service; nearly 2,000 workers were employed in these mills and in the case of 1,400 of the workers in four mills, the service period was five years.

**Statutory Holidays.**—All of the mills reported observing from four to ten statutory holidays, with 59 per cent of the mill workers in mills observing 4, 6 or 7 holidays. Payment was made only in the case of 620 workers for 4, 6 or 8 holidays.

**TABLE XXVII.—OVERTIME RATES OF PAY IN THE RAYON INDUSTRY, BY NUMBER OF MILLS, 1947**

Overtime Rates of Pay	After Daily Hours		Only After Weekly Hours	Sunday	Holidays
	Monday to Friday	Saturday			
Total Mills.....	12	12	14	26	26
<i>Straight Time</i>					
Canada.....	1	2			
Quebec.....	1				
Ontario.....		2		2	2
<i>Time and Five Per Cent</i>					
Canada (Quebec only).....	1	1	1		
<i>Time and One-Quarter</i>					
Canada (Ontario only).....	2				
<i>Time and One-Half</i>					
Canada.....	7	8	13	11	13
Quebec.....	6	7	10	7	9
Ontario.....	1	1	3	4	4
<i>Double Time</i>					
Canada (Quebec only).....				1	1
<i>No Overtime Information</i>					
Canada.....	1	1		12	10

**TABLE XXVIII.—VACATIONS WITH PAY FOR PLANT EMPLOYEES IN THE RAYON INDUSTRY, BY NUMBER OF MILLS AND MILL WORKERS, 1947**

NOTE.—One mill, with 26 plant employees, reported no vacations given.

Length of Service Required	Initial Vacation of One Week		Maximum Vacation			
	No. of Mills	No. of Workers	One Week		Two Weeks	
			No. of Mills	No. of Workers	No. of Mills	No. of Workers
<i>Three and Six Months</i>						
Canada.....	5	370	2	171	.....	.....
Quebec.....	4	327	2	171	.....	.....
Ontario.....	1	43	.....	.....	.....	.....
<i>One Year</i>						
Canada.....	20	8,275	14	6,496	1	52
Quebec.....	14	7,372	12	6,241	1	52
Ontario.....	6	903	2	255	.....	.....
<i>Five Years</i>						
Canada.....	.....	.....	.....	.....	4	1,414
Quebec.....	.....	.....	.....	.....	3	1,235
Ontario.....	.....	.....	.....	.....	1	179
<i>Ten Years</i>						
Canada (Ontario only).....	.....	.....	.....	.....	3	357
<i>Fifteen Years</i>						
Canada (Ontario only).....	.....	.....	.....	.....	1	155
Total Workers and Mills....	25	8,645	16	6,667	9	1,978



An analysis of the current employment situation prepared by the Research and Statistics 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.

## CURRENT EMPLOYMENT CONDITIONS

*Employment reached its peak during September with the coincidence of expansion in summer and winter-active industries. More workers were employed than ever before in the history of Canada. There was a strong demand for all types of workers during September and, consequently, unemployment was negligible. The seasonal uptrend was expected to reverse in October although employment should largely be sustained until the end of the year. The upswing in employment was accompanied by a steady increase in wages. Employers now have two direct means of obtaining workers through immigration.*

All previous records were swept aside when employment attained its yearly peak early in September. It was estimated that, at that time, 5,042,000 persons were at work throughout Canada. Virtually no unemployment existed; in contrast, there was a strong demand for workers in nearly all regions. Labour income, too, was growing not only because of the increased number of persons working, but also owing to steady increases in wage rates. Labour income even during the month of June, the latest available date, stood at \$583 million which was well above all previous records. Significantly, wage increases were granted with less time-loss because of strike action than in any similar post-war period. Industrial production, accordingly, was reaching new records, with the 1948 volume running 3 to 4 per cent higher than in 1947.

Seasonal activity, however, was expected to show declines during October, especially in agriculture, although the consequent adverse effect on the employment situation would be offset to some extent by the expansion in logging activity. If good weather prevails, construction employment may remain stable until December. Christmas activity will also help to offset seasonal slackness during December. During January, however, the number of job-seekers usually increases substantially, reaching a peak in the following month. By March, the seasonal upswing will again commence, barring, of course, any basic change in economic conditions.

There are now two direct means by which employers may obtain immigrant

workers providing conditions stipulated for either procedure can be satisfactorily met. First, orders can be cleared to the branch office of the Employment Service recently opened up in Great Britain. Second, under the Inter-Departmental Committee on Immigration, employers can place orders for workers from Displaced Persons camps. This closer integration between immigration policies and employment conditions in Canada will not only be of great value in eliminating unnecessary periods of unemployment, but also provides a more flexible means of increasing population in accordance with changing economic conditions.

### Agriculture

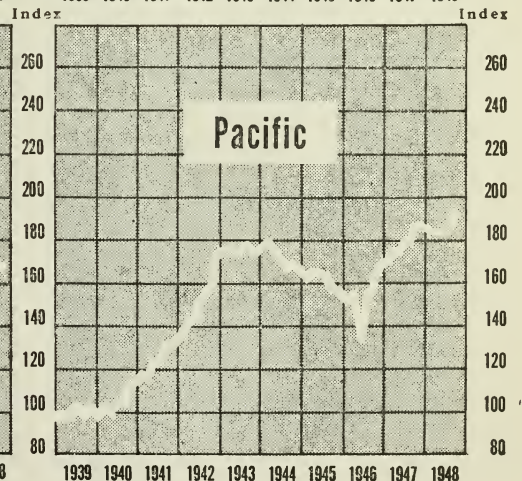
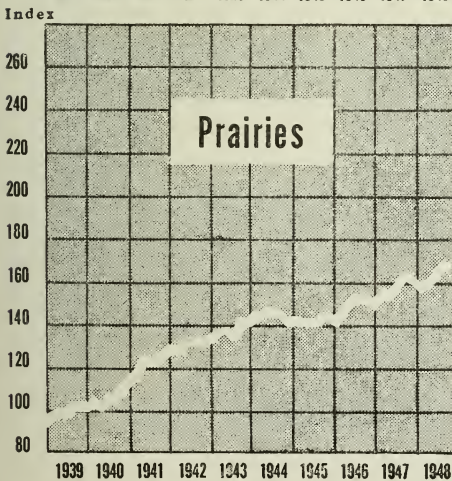
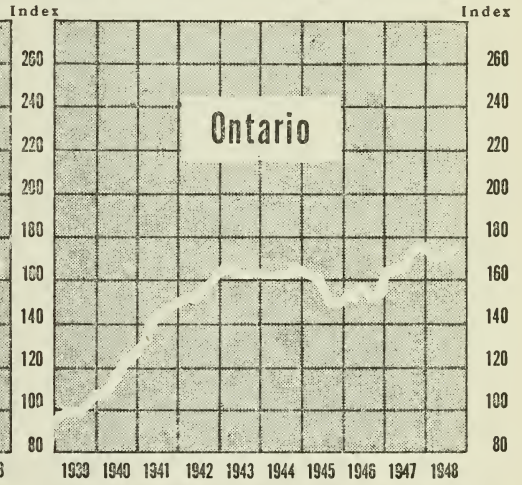
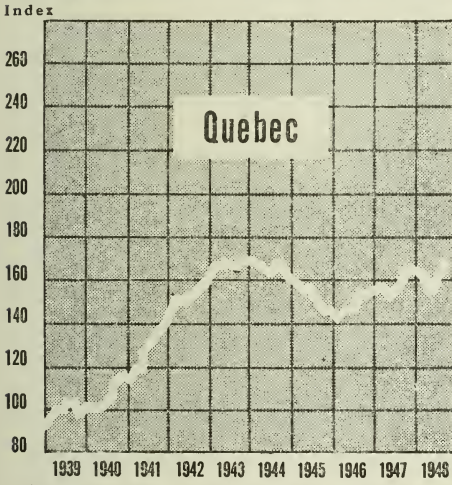
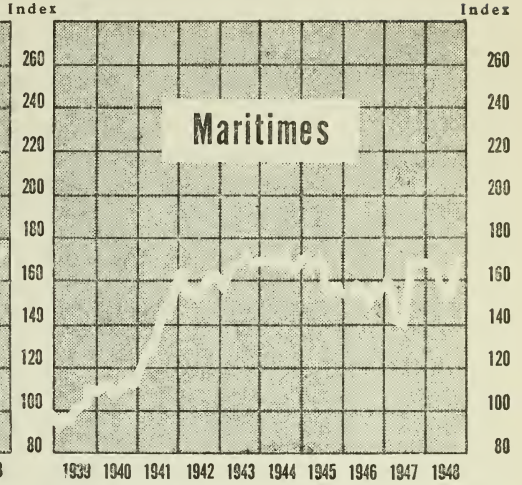
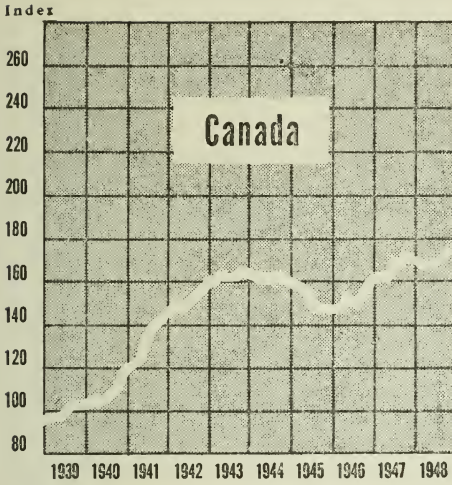
Agricultural activity dominated the employment scene during August and September when the industry alone provided jobs for an estimated 1,247,000 persons—well over one-quarter of all working people in Canada. Approximately 60,000 of these were added during July and August and remained in that work until the latter part of September. A very active recruiting campaign was necessary to secure the additional help but, despite the general labour shortage, requirements were almost entirely met. Local labour, immigration, and organized movements of farm workers (see Employment Service Activities, below) provided the chief sources of labour.

Excellent harvesting weather prevailed throughout the Prairie Provinces with the exception of northern Alberta and, by the end of September, the grain harvest had largely been completed. In Ontario, where

# REGIONAL EMPLOYMENT TRENDS

Average: 1939=100

Seasonally Adjusted





grain harvesting is finished at an earlier date, dry weather was delaying normal fall activity. Fall ploughing had been prevented in many areas and some damage may result to the 1948 fall crop. Harvesting in Quebec was virtually over while in the Maritimes operations were somewhat later. In British Columbia, which has the latest season in Canada, there was still considerable harvest work to be done; rains in some areas had delayed activity.

Wages paid to regular farm help throughout Canada at August 15 averaged \$117 per month without board and \$87 with board. This was, of course, substantially lower than the rate paid for seasonal help. For temporary workers it was reported that that wages as high as \$15 per day were being paid in some parts of the country.

### Non-Agricultural Industry

Non-agricultural employment, being less of a seasonal nature, indicated only moderate increases in aggregate during September. Nevertheless, almost all industry groups showed a slight expansion during the month while logging, which was just entering its active season, marked a somewhat greater advance in employment.

The most recent index of employment, as at the first of August, indicated employment trends evident in the earlier stages of the upswing. At that time, the index of employment for the eight leading industries (base 1926=100) stood at 200.7 which, even at that early date, had surpassed the seasonal peak for all of 1947, previously the record for both the war and peace-time periods.

Advances in employment were accompanied by steady increases in the wages being paid by employers. At the first of August, the average weekly pay of the wage-earner in manufacturing totalled \$39. When this is brought into line with the cost-of-living index it is found that over the year real wages have declined, although during the three months previous to August 1, a slight gain had occurred. At the August date, the preliminary index of real wages (base 1946=100) stood at 101.5.

In the *logging* industry, cutting in Eastern Canada was getting under way during September and a moderate demand for labour had developed. Most areas had an adequate supply of workers with requirements generally filled from local sources.

A reduction in the length of the cutting season and consequently the duration of employment has been predicted for the 1948-49 season. Last year, the logging cut was exceptionally heavy and the depleted

inventories of the larger pulp and paper companies have since been built up considerably. It was reported that mill inventories now total about 9,000,000 cords as against 3,000,000 to 4,000,000 cords in pre-war years.

In British Columbia, the employment situation in logging during September was characterized by a general labour shortage. With peak seasonal activity reached in September, labour demand was very heavy. In some instances, even unskilled labour was being accepted for jobs such as rigging and roadwork. Unusually wet weather had eliminated camp shut-downs this year because of fire hazards while in other years camps had often been forced to close down for several weeks. The possibility of strike action developing in the four major logging districts in British Columbia, where negotiations have been under way since May, appeared remote by the end of September with a successful agreement at that time almost being assured.

The yearly peak in labour demand in the *mining* industry appeared to have been reached in September. The competition for workers from agriculture and logging was an important factor contributing to this development. The shortage of help led to the placing of an order for 700 additional Displaced Persons which now brings the quota for the industry to 3,200. Important to the success of this program was the announcement of the arrival during September of the first group of dependents of these immigrants. This was expected to have a stabilizing effect on their employment.

Both production and employment were up over last year's level in all main divisions of the mining industry. Base metal mines were extremely active, buoyed by an almost unlimited market in the United States which has developed from the Government's program of stock piling of essential materials. Gold mining was less active and a few marginal mines had been forced to close down. Nevertheless, gold production during the year had consistently exceeded that of 1947. Coal production was steady, although mines in Western Canada were again hampered by the shortage of box cars. This scarcity of shipping space usually develops during the fall months with the commencement of grain shipments.

Employment operations in the *manufacturing* industry during September picked up the slack which characterized the industry during July and August. Hiring stepped up especially among the unskilled sector where



the loss of student labour was particularly felt. The general labour scarcity, however, prevented much of the demand from being met. Seasonal influences stimulated expansion in fruit and vegetable canning plants where the employment peak will have been reached by about the first of October. Meat packing plants had still only a moderate demand for help but the hiring rate was expected to accelerate shortly when the fall run of livestock began. Saw-mill operations were still seasonally active and employment was expected to remain high until freeze-up.

Earnings continued to be pushed upwards by a steady round of wage increases. The average weekly earnings of the manufacturing employee stood at \$41 per week at the beginning of August, with the high average of \$57 in the pulp and paper industry. In general, wage boosts received this year were obtained with less strike action than at any time since the end of the war.

During the week ending October 2, there were 12 strikes in manufacturing plants, of which three were settled during the week. Most of the larger strikes in progress had been going on since early in July and work stoppages in two industries accounted for 60 per cent of the total time-loss. These were the strike of some 2,600 auto parts workers in St. Catharines, Ontario, and of 1,150 furniture workers in six towns in Quebec.

The demand for both skilled and unskilled workers in the **construction** industry remained high during September. The return of students to university, the increased demand from contractors endeavouring to close in buildings before freeze-up, and the tendency for job-seekers to accept inside work rather than short-time construction jobs, brought about this strong demand for help.

Wage rates in the skilled construction trades, among the highest for skilled labour, continued to move upwards. Hourly rates paid in the larger cities across Canada during August, 1948, as given in the publication *Engineering Contracts and Awards*, showed the following ranges: bricklayers (\$1.40-\$1.75); carpenters (\$1.25-\$1.55); cement finishers (\$0.90-\$1.35); electricians (\$1.35-\$1.65); unskilled labour (\$0.70-\$0.90); skilled labour (\$0.85-\$1); painters (\$1.10-\$1.45); plasterers (\$1.45-\$1.80).

The outlook for the construction industry continued optimistic with contracts awarded still reaching new highs for the time of year. Contracts awarded during September totalled \$79.7 million bringing the nine-

month total for 1948 to \$744.2 million. Last year the comparative totals were \$76.2 million and \$548.2 million respectively.

Employment in **trade** establishments has been about five per cent above that of 1947. Larger department stores and chain groceries reported that in their advertising for help they had obtained a good response but the class of job-seeker was generally not acceptable. A similar condition exists at employment offices where a surplus of poorly qualified applicants has persisted through the post-war period. Relatively low wages, in some instances, were keeping the better qualified out of this line of work.

During September, sales dropped off in some areas with the decline in tourist trade but toward the end of the month demand for sales help increased as stores began to prepare for fall and Christmas buying. Employment in retail trade will increase steadily from the early fall, reaching a peak with the Christmas rush. Usually by December, the labour force is about 150,000 above the winter low.

The **service** industries continued to be the centre of the most severe labour shortage in the Canadian economy. The arrival of Displaced Persons for domestic work had enlivened considerable dormant demand and, consequently, employment offices were receiving orders at a higher rate than for many months. The immigration project was functioning very smoothly and employment offices, which to a great extent are responsible for settling grievances which may arise, reported that the actual redirecting of employees to new employers was still proportionately small.

Restaurants, hotels, and laundries benefited slightly during September with the closing of summer resorts but the need for help was still very strong. Low wage levels and often poor working conditions made recruiting for many of these industries extremely difficult. It was reported that the sharp advance in living costs also had an adverse effect in that many people felt that they could no longer tip to the same extent as previously. In many cases, this form of payment makes up a large proportion of total remuneration.

### Employment Service Activities

Seasonal influences further strengthened the demand for help during September so that nearly all areas could have provided jobs for more workers had they been available. Jobs were being reported at a rate of 28,000 a week during August. By mid-September, there were 71,000 on file, the

peak in unfilled vacancies for the year. Demand for unskilled and semi-skilled help predominated, although there remained the usual core of openings for skilled men.

The chief factor causing the tight labour market was the seasonal demands of agriculture and its derivative industries, superimposed upon the highly active employment market in construction, mining, and, to a lesser extent, manufacturing. Logging, too, had begun recruiting and the campaign was being directed to much the same class of workers as was being sought by agriculture and mining.

Despite this condition, labour turnover was still relatively low, at least in comparison with the first two post-war years. The normal abating of war restlessness, the financial expense of even short periods of unemployment, and the more selective hiring practices of employers were chiefly responsible for the change. Many of the women's trades, however, were still faced with the constant shift of workers from job to job. In the service industries, particularly, where labour shortages were often extreme and poor working conditions prevailed, high labour turnover persisted.

Placement figures were not yet available to show the number affected during September. During August, however, approximately 15,000 placements were received on an average each week. This level, although slightly lower than the peak attained in June, was nevertheless substantially higher than the winter low.

Full use was being made of the services available at employment offices to recruit the needed help. Clearance of orders had stepped up, both to meet seasonal and permanent requirements. Agriculture, particularly, had benefited through this means with 13 individual movements having been arranged this season. During September, five movements got under way of which four were for potato picking, and the other the migration to the Annapolis Valley for apple harvesting; Quebec and New Brunswick sent 6,000 men to Maine; 600 were moved to Prince Edward Island; 800 to New Brunswick; 700 went to the Annapolis Valley; 800 left Manitoba for North Dakota. In all cases, sufficient help was obtained and in some instances there were more workers than requested.

Applicants available were further screened and the number unplaced dropped to the yearly low of 86,000 during the month. Discrimination against the older workers prevented a further scaling down of those remaining on file. The placement of the physically handicapped often presented less of a problem because of the high degree

of employers' co-operation; approximately, 1,200 handicapped workers were directed to jobs in August.

This extreme buoyancy will, of course, disappear with the change in seasons, and a temporary surplus of workers will probably develop by January. The seasonal decline, nevertheless, will affect only a small proportion of the working population. Unemployment at its worst during the winter of 1948 totalled only 3.2 per cent of the civilian labour force and it would appear that this low proportion will not be increased in 1949.

The growing importance of married women in employment—more women are now employed than ever before in the peace-time history of Canada—brings with it a considerable number of placement problems. A steadily increasing proportion of those now applying for work are married, especially among the better class of applicant where the shortage is great. However, many orders are still received from employers completely barring the employment of married women, regardless of qualifications or merits, or the conditions which forced them into the labour market. Often this discrimination prevents a placement from being affected which, in all other respects, would be highly satisfactory.

It is not the policy of the Employment Service to take a stand on the contentious issue of the employment of married women but, because its task entails the bringing together of available workers and jobs wherever possible, this problem is constantly in the fore. It may be interesting here to note the opinion of the Advisory Committee on Reconstruction appointed by the Dominion Government, a sub-committee of which was assigned "to examine and recommend on the post-war problems of women". Speaking of the married woman, the Advisory Committee stated in its report that there was "the need for the recognition of her right to work at whatever employment she chooses, provided, of course, she is qualified for that employment". This attitude is in line with that of almost all other countries, as indicated by reports on women's employment issued by the International Labour Office.

The favourable employment conditions which existed during the summer months were reflected in the declining rate of claims for unemployment insurance. At the end of August, the number of live claims had fallen to 44,000, a figure less than one-third that of the winter volume.

An increased supply of applicants, largely the result of immigration, has enabled



**Executive and Professional** offices to sustain a much higher number of placements this year than in 1947. The increase in the placement rate over the year during the months June, July, and August has been 12, 25, and 31 per cent respectively. Placements, averaging 67 per week during August, however, were slightly lower than in July but this was a natural consequence of reduced employer relations work because of staff holidays.

The employment situation at executive and professional offices shows little over-all change from month to month. Demand for technical help remains strong with few suitably qualified to meet employer's orders. Sales help is in ample supply but a commission salary basis unsatisfactory to applicants or age discrimination on the part of employers, constantly impedes placement. Managerial applicants of a high calibre are available and employers' requests for these workers are usually filled with little difficulty. Accountants are generally in good supply and many satisfactory placements are made in this line. The limited number of women registering prevents long-standing vacancies in the nursing, dietetics, and occasionally the secretarial field, from being filled.

Applicants registered with the five offices totalled 2,470 at the end of September while available vacancies at that time numbered 1,052.

### Regional Analysis

In the **Maritime** region, the high level of employment attained earlier in the summer was sustained during September. Harvesting operations required hundreds of additional workers while construction maintained all its summer crews. Thus unemployment for the most part had temporarily disappeared but the long-run outlook for full employment was still gloomy as regards the Cape Breton area.

The grain harvest was largely completed in all districts of the Maritimes during September, and workers were in plentiful supply. The movement of men into potato growing districts was more than sufficient to supply farmers' needs in New Brunswick, Prince Edward Island and in the State of Maine. Last year 174,000 apple trees were removed from apple growing districts to be replaced with a type producing more marketable apples. This operation contributed to a reduction in the apple crop this year which was estimated at only 700,000 barrels compared to 800,000 barrels in 1947. This again was reflected in a reduced movement of workers to the

Annapolis Valley with only 700 entering this year as against 1,500 in 1947.

Severe storms during September caused a reduction in the landings of fish which in turn produced a slowdown in canning operations. The outlook of the industry however was improved during the month with the return of herring to the fishing grounds and this, together with the expected imports of herring from Newfoundland, may overcome to a considerable extent the previously anticipated shortage of winter bait.

The high level of employment activity in the **Quebec** region during September gradually levelled off as seasonal work approached its peak. The construction industry continued to supply the bulk of job openings but woods operators were now also recruiting labour. Harvesting did not create any marked demand for additional labour and by the end of September many farm workers were available for construction and logging.

The employment scene was enlivened by the influx of logging demands at this time of year. It has been predicted that the logging cut, the number of workers, and the length of the cutting season, will all be reduced by about 20 per cent this winter as compared with 1947. Recruiters from the State of Maine were hiring Quebec workers during the month; Eastern Canada had supplied 5,400 men by the end of the month and another 3,600 may be absorbed shortly. In general, it was expected that skilled loggers would be in sufficient supply for the winter's cutting operations.

Manufacturing industries continued to operate at a high level. Canning plants were very busy in the region and a shortage of workers was encountered in some cases. A usual seasonal lay-off was taking place at Sorel, as a large part of marine work was drawing to a close. The textile industry still required skilled workers and, as other applicants were difficult to obtain, Displaced Persons were being absorbed in increasing numbers.

Employment conditions in the **Ontario** region showed further improvement in September as seasonal demand for labour reached a peak. Fruit and vegetable canning, and harvest work, including tobacco picking, climbed to its yearly high during the month. Demand for construction labour was very strong while some manufacturing industries were forced to operate short-handed, especially for want of unskilled workers.

Harvest work was largely completed during the month and consequently many



farm workers will shortly be seeking winter employment in other industries. Permanent labour demand in agriculture had been well met by Displaced Persons and Dutch immigrants and reports indicated that their work has been very satisfactory. Operations in fruit and vegetable canning plants had generally slowed down by the end of September and many workers, principally women, were soon to be released. Dry weather during September hampered ploughing operations and may cause a reduction in the spring wheat crop in 1949.

Manufacturing industries showed a considerable demand for labour during the month but few workers were available. A shortage of semi-skilled and unskilled workers formed a large part of the labour shortage during September but this situation will rapidly change as farm workers and later construction help seek winter employment.

New records for employment in the *Prairie* region were established during September, following the high level of employment reached in July and August. An exceedingly active construction industry along with a heavy demand for harvesters, and continuing high employment in other industries, largely accounted for the September employment peak.

Peak farm labour demand during September was satisfactorily met by local labour and Eastern harvesters. By the end of September labour demand slumped markedly, with harvest operations near completion in both Manitoba and Saskatchewan. Harvesting in southern Alberta was drawing to a close but in the central section around 35 per cent of the harvest remained to be completed. The Prairie harvest should generally be completed by the middle of October. During September, about 800 workers were sent from southern Manitoba to North Dakota for potato picking while a further 300 workers were

expected to leave Saskatchewan shortly for the beet harvest in Montana.

Flour mills and grain companies were extremely active during September and labour demand was heavy, particularly for workers in grain elevators. A shortage of railway rolling stock hampered the movement of grain and also affected the coal mining industry which was now busy with fall orders.

In the *Pacific* region, the logging, lumbering, construction and agricultural industries were all exceedingly active during the month. The seasonal peak in agricultural employment had been reached, and while some levelling off in other industrial labour requirements had been evident, employment conditions were expected to continue favourable into October. There was, however, a dislocation of workers between urban and rural areas and between skilled and unskilled jobs. Vancouver, and to a lesser extent, other large urban centres, were confronted with a surplus of unskilled workers while labour demand was largely centred in seasonal industries, often located away from urban centres.

The peak in fruit and vegetable harvesting operations was reached in September. Labour was plentiful for these operations and no shortage was anticipated for harvesting later apple and other crops. The hop harvest was finished by the end of September, releasing many workers for other harvest operations.

The construction industry continued very active during the month. Skilled help remained in short supply while the supply of unskilled labour was reported to have greatly declined in some areas. The decreased pool of unskilled labour was not so much due to an increase in construction activity, but rather to the heavy demand for labour in the logging industry. For the first time this year, there was a notable shortage of suitable heavy labour.

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## PRICES AND THE COST OF LIVING\*

### Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index, on the base 1935-39=100, increased 1.4 points between August 2 and September 1 to reach 158.9. Foods, clothing and home furnishings accounted for the major part of this advance, but all budget groups moved upward.

The advance during August compares with a rise of 0.6 points during July and 2.6 points during June. On September 1 last year the index stood at 139.4. From August, 1939 to September, 1948, the increase in the cost-of-living index was 57.6 per cent.

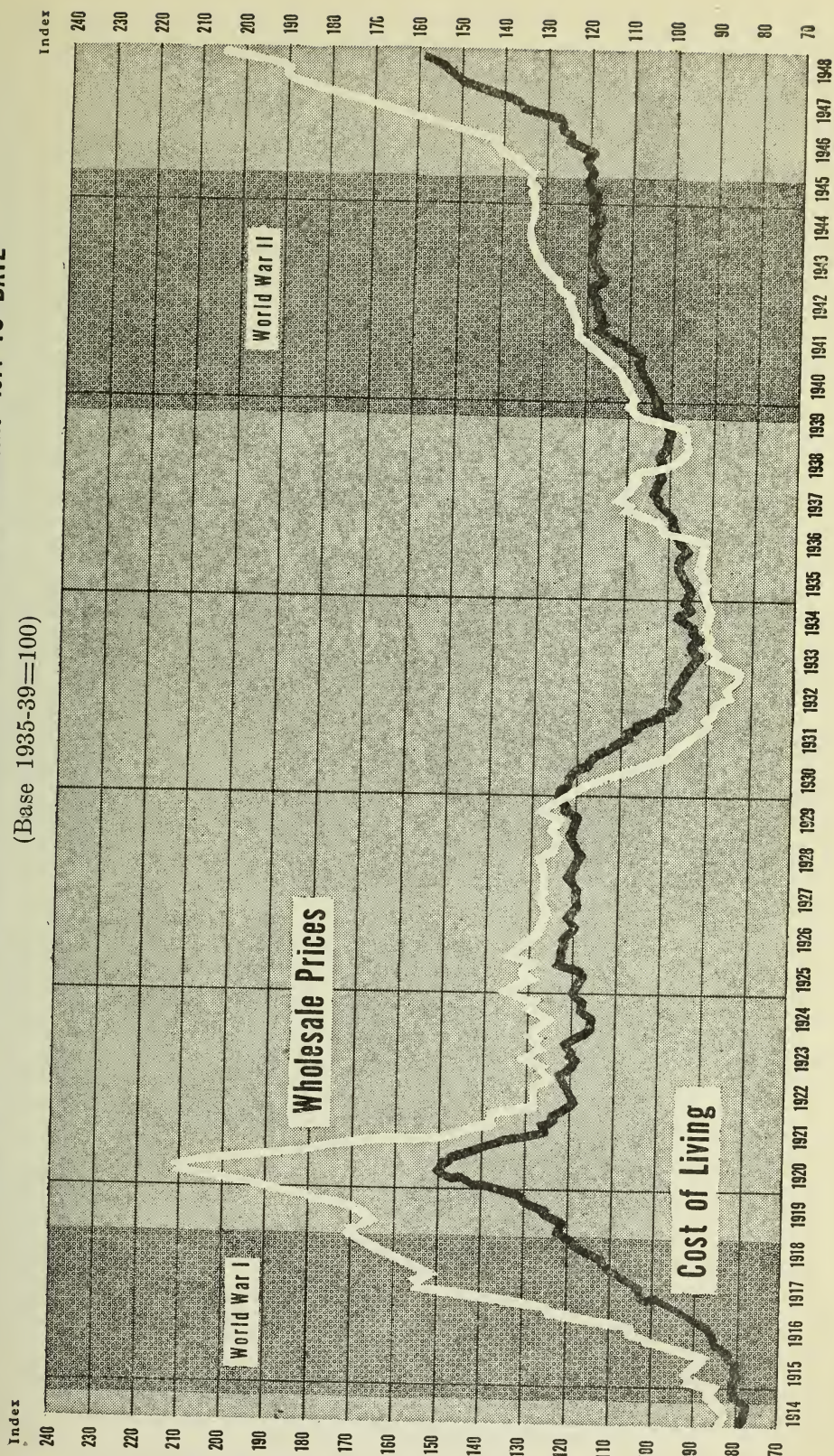
Among the sub-groups, the food index mounted from 202.6 on August 2 to 203.9, substantial increases in shortening, lard and meat prices overbalancing sharp seasonal

\* See Tables F-1 to F-6.



# COST OF LIVING AND WHOLESALE PRICES IN CANADA FROM JANUARY 1914 TO DATE

(Base 1935-39=100)





reductions in vegetables and lower quotations for eggs. Changes in coal and coke caused the fuel and light series to rise from 127.7 to 128.5. Clothing rose from 175.9 to 179.9 as fall prices for many lines of men's and women's wear came into effect. Home furnishings and services also moved up substantially from 161.4 to 164.2.

Personal care items and some changes in newspaper rates advanced the miscellaneous index from 123.4 to 124.4. The rent index moved from 120.9 to 121.0, reflecting minor adjustments between May and September. It is planned to compute this index quarterly in future on the basis of a matched sample of household records collected by personal interview.

### Cost of Living in Eight Cities

Seven of the eight regional city cost-of-living indexes registered increases between August 2 and September 1, 1948. The Saint John series alone remained unchanged at 156.0 when higher prices for fuel, clothing and home furnishings and services balanced recessions in food quotations. The Saskatoon index registered the sharpest increase, moving up 1.8 points to 161.3 followed by Montreal 1.5 points higher at 162.1, Vancouver 1.1 at 160.6, Winnipeg 1.0 at 151.6, Edmonton 0.7 at 154.2 and Halifax and Toronto 0.2 at 151.9 and 154.5 respectively. Seasonal declines in certain foods were sharper in the east than in the west. Clothing prices moved higher in all parts of the Dominion, while fuel prices were firmer in eastern cities.

### Wholesale Prices, August, 1948

The general index of wholesale prices registered a sharp advance between July and August, mounting from 152.0 to 157.8 (1926=100). The non-ferrous metals group index rose 11.5 points to 155.4 due to substantial advances in quotations for lead, zinc, nickel, copper wire and antimony,

while the chemical products series moved up 10.0 points to 126.7, reflecting increases for paint materials, soap, cyanamid and aluminium sulphate. An increase of 7.7 to 140.0 in the vegetable products group was due to higher prices for wheat, malt and vegetable oils which overbalanced weakness in oats, barley, rye, flax, potatoes and onions. Animal products rose 7.2 to 177.4 supported by strength in livestock, fresh and prepared meats, eggs, canned salmon and lard. Higher quotations for newsprint and fir lumber moved the wood, wood products and paper group up 4.5 points to 188.8, while an increase of 3.7 points to 163.3 in iron and its products reflected strength in certain rolling mill products, wire nails and wire. However, cast iron scrap prices moved lower. Firmer prices for certain kinds of coal were mainly responsible for a rise of 1.5 points in the non-metals group to 136.0, while strength in woollen fabrics overbalanced weakness in jute and burlap bags to move the textile products group up 1.4 to 156.9.

Canadian farm product wholesale prices in August offered a marked contrast to other commodity groups. An index decline of 2.4 points to 144.9 occurred for this group. Field products dropped sharply between July and August, from 126.1 to 118.4, due to weakness in potatoes, oats, barley, rye and onions. During the same interval animal product prices rose 6.6 points to 189.3, reflecting strength in livestock, fowl and eggs. Hides and skins averaged lower.

### Labour Legislation in Quebec

*(Continued from page 1267)*

dwelling and, for a multiple-unit dwelling, \$6,000 for a first tenement and \$4,000 per additional tenement. Interest rates are not to exceed five per cent per annum.

A fourth Act enables private companies to grant housing loans at not more than four per cent interest to their employees.



# STRIKES AND LOCKOUTS\*

## Canada, September, 1948

During the month of September, 1948, the number of strikes and lockouts in Canada and the resulting time loss were little changed from the previous month. Some increase was shown in the number of workers involved. As compared with September, 1947, the figures for the current month show substantial decreases, the time loss being down about 60 per cent. For the first nine months of this year, as compared with a similar period last year, decreases were recorded in all three divisions, the number of strikes being about two-thirds of last year's total, the number of workers involved and the time loss in man-working days both being down about 60 per cent.

Preliminary figures for September, 1948, show 32 strikes and lockouts in existence, involving 11,878 workers, with a time loss of 118,293 man-working days, as compared with 31 strikes in August, 1948, with 8,169 workers involved and a time loss of 119,935 days. In September, 1947, there were 42 strikes, involving 21,528 workers, with a time loss of 273,947 days.

For the first nine months of this year, preliminary figures show 121 strikes and lockouts, involving 35,115 workers, with a time loss of 776,243 man-working days. For the similar period last year there were 184 strikes, involving 83,293 workers, with a time loss of 1,855,266 days.

## 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, 1948, and in this article are taken 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 July, 1948, was 85 and 10 were still in progress from the previous month, making a total of 95 during the month. In all stoppages of work in progress in the period there were

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in September, 1948, was .15 per cent of the estimated working time, as compared with .16 per cent in August, 1948; .35 per cent in September, 1947; .11 per cent for the first nine months of 1948; and .27 per cent for the first nine months of 1947.

Of the 32 strikes recorded for September, 1948, four were settled in favour of the workers, three in favour of the employers, six were compromise settlements and six were indefinite in result, work being resumed pending final settlement. At the end of the month 13 strikes 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., Edmonton, Alta., and Vancouver, B.C., on May 30, 1946; soft drink factory workers at Edmonton, Alta., December 1, 1947; printing pressmen at Toronto, Ont., December 15, 1947; and costume jewellery factory workers at Toronto, Ont., April 29, 1948.

11,700 workers involved and a time loss of 28,000 working days was caused.

Of the 85 stoppages which began during July, 12 arose out of demands for advances in wages; 22 over other wage questions; one on questions as to working hours; eight on questions respecting the employment of particular classes or persons; 39 on other questions respecting working arrangements; and three were on questions of trade union principle.

### United States

Preliminary figures for August, 1948, show 335 strikes and lockouts beginning in the month, in which 150,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,750,000 man-days. Corresponding figures for July, 1948, are 335 strikes and lockouts, involving 225,000 workers, with a time loss of 2,200,000 days.

\* See Tables G-1 and G-2.

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# LABOUR STATISTICS

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**TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS  
IN CANADA**

	1948		1947	1946	1943	1939
	Sept.	August	August	August	August	August
<b>Labour Force—</b>						
Civilian labour force <sup>(1)</sup> .....000	5,109	5,030	5,081	4,977	†	†
Employed <sup>(1)</sup> .....000	5,042	4,948	5,008	4,860	†	†
Paid workers <sup>(1)</sup> .....000			3,233	3,229	†	†
Male <sup>(1)</sup> .....000	3,932	3,876	3,880	3,747	†	†
Female <sup>(1)</sup> .....000	1,110	1,072	1,128	1,113	†	†
Unemployed <sup>(1)</sup> .....000	67	82	73	117	†	†
Index of employment <sup>(2)</sup> .....%	201.2	200.8	192.6	172.8	185.9	117.5
Unemployment in trade unions <sup>(2)</sup> .....%		1.3	0.8	1.3	0.6	11.6
<b>Earnings and Hours—</b>						
Total labour income.....\$000,000			529	444	†	†
Per capita weekly earnings.....\$		40.66	36.53	32.64	31.06	†
Average hourly earnings.....cents.		92.8	81.3	70.0	†	†
Average hours worked per week.....		42.1	42.5	43.0	†	†
Average real weekly earnings, index <sup>(4)</sup> .....		101.5	103.4	98.0	†	†
<b>National Employment Service—</b>						
Unplaced applicants <sup>(5)</sup> .....000	86.9	96.2	98.9	160.3	†	†
Unfilled vacancies <sup>(5)</sup> .....000	68.7	50.2	90.0	106.4	†	†
Placements, weekly average.....000	16.7	15.1	15.3	17.6	†	†
<b>Unemployment Insurance—</b>						
Unemployment insurance claims.....000	44.3	48.5	41.9	68.6	19.2	†
Balance in fund.....\$000,000		481.6	397.7	333.4	143.9	†
<b>Prices—</b>						
Wholesale index <sup>(2)</sup> .....		157.8	130.8	109.3	100.4	72.3
Cost of living index <sup>(2)</sup> .....	158.9	157.5	136.6	125.6	119.2	100.8
<b>Production—</b>						
Industrial production index <sup>(6)</sup> .....		174.6	168.1	149.7	197.8	109.5
Mineral production index <sup>(6)</sup> .....		123.3	109.4	95.5	110.6	128.3
Manufacturing index <sup>(6)</sup> .....		183.5	177.8	157.8	216.8	106.2
Electric power.....000,000 k.w.h.		3,699	3,641	3,440	3,436	2,293
Construction contracts awarded.....\$000,000.		91.7	70.4	50.4	23.9	25.8
<b>Dwelling Units</b>						
Started.....000		11.0	†	†	†	†
Completed.....000		7.0	79.4 <sup>(7)</sup>	67.3 <sup>(7)</sup>	†	†
Under Construction.....000		59.7	†	†	†	†
Pig iron.....000 tons		191.4	166.9	46.5	164.9	69.5
Steel ingots and castings.....000 tons		263.1	233.8	88.7	246.8	122.0
Inspected slaughterings, cattle.....000		121.8	118.4	166.6	90.7	74.4
Hogs.....000		214.6	238.0	218.0	436.4	267.3
Flour production.....000,000 bbl.		1.62	2.41	2.16	1.89	1.38
Newsprint.....000 tons	376.1	389.1	377.9	370.7	259.6	237.0
Cement, producers' shipments.....000,000 bbl.		1.4	1.2	1.2	1.0	0.8
Automobiles and trucks.....000		17.0	15.7	12.3	15.0	3.5
Gold.....000 fine oz.		305.4	260.9	231.2	293.4	449.2
Copper.....000 tons		18.2	17.9	14.8	23.1	27.1
Lead.....000 tons		16.6	13.6	14.9	16.6	17.1
Nickel.....000 tons		9.0	10.0	7.8	10.7	10.1
Zinc.....000 tons		20.7	16.7	19.4	26.0	19.9
Coal.....000 tons		1,369	1,217	1,393	1,426	1,238
<b>Distribution—</b>						
Retail sales index, adjusted <sup>(8)</sup> .....		265.1	237.0	220.8	161.8	102.9
Wholesale sales, index, unadjusted <sup>(8)</sup> .....		296.7	272.2	260.2	173.4	115.2
Imports, excluding gold.....\$000,000		206.5	204.6	163.2	149.1	62.7
Exports, excluding gold.....\$000,000		224.1	221.3	242.7	292.9	75.6
<b>Railways—</b>						
Revenue freight.....000,000 ton miles		466.3	4,563	4,406	5,659	2,394
Car loadings, revenue freight.....000 cars		314.6	304.6	290.0	278.7	193.0
<b>Banking and Finance—</b>						
Common stocks, index <sup>(9)</sup> .....		113.6	105.5	116.9	88.9	85.8
Preferred stocks, index <sup>(9)</sup> .....		146.4	153.5	157.9	117.8	97.7
Bond yields, Dominion, index <sup>(9)</sup> .....		96.2	83.9	85.0	97.3	98.6
Cheques cashed, individual accounts.....\$000,000		5,740	5,236	4,867	4,020	2,390
Bank loans, current, public.....\$000,000		1,878	1,750	1,210	1,063	1,702
Money supply.....\$000,000		4,048	3,810	3,937	3,153 <sup>(9)</sup>	1,378 <sup>(9)</sup>
Circulating media in hands of public.....\$000,000		1,135	1,099	1,080	990 <sup>(9)</sup>	281 <sup>(9)</sup>
Deposits.....\$000,000		2,913	2,711	2,857	1,877 <sup>(9)</sup>	1,089 <sup>(9)</sup>

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 Sept. 4 and June 5, 1948, Aug. 16, 1947 and Aug. 31, 1946. (2) Base 1926=100. (3) Figures are as at end of quarter ending June 30, 1948, 1947, 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 weeks periods. (8) Year-end figures. (9) Annual figures; monthly not available.

## 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, 1930-34.....	12,695	12,145	11,117	35,957
Annual average, 1935-40.....	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	3,220	1,477	8,941
November.....	3,635	2,734	1,241	7,610
December.....	3,024	2,870	1,645	7,339
Total.....	27,281	24,787	12,059	63,927
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
Total (8 months 1948).....	35,322	27,112	16,902	79,336
Total (8 months 1947).....	12,619	13,822	6,357	32,808

**TABLE A-2.—DISTRIBUTION OF ALL IMMIGRANTS BY PROVINCE**

(SOURCE: Department of Mines and Resources, Immigration Branch)

Month	Maritimes	Quebec	Ontario	Prairies	British Columbia Yukon N.W.T.	Total
1947—						
January.....	280	399	1,184	429	468	2,760
February.....	225	367	1,166	385	434	2,577
March.....	189	387	1,194	434	468	2,672
April.....	247	468	1,244	472	485	2,916
May.....	337	724	2,084	645	798	4,588
June.....	367	658	3,196	882	797	5,900
July.....	317	637	2,916	599	640	5,109
August.....	384	767	3,541	713	881	6,286
September.....	443	700	4,585	676	825	7,229
October.....	401	978	5,540	1,087	935	8,941
November.....	280	902	4,795	735	898	7,610
December.....	295	1,285	4,098	852	1,009	7,539
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	1,861	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
Total (8 months 1948).....	2,705	14,434	40,578	13,649	7,970	79,336
Total (8 months 1947).....	2,346	4,407	16,526	4,559	4,971	32,808



**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
1947—						
January.....	85	105	282	186	151	809
February.....	124	96	292	191	128	831
March.....	147	125	320	218	137	947
April.....	161	141	384	254	172	1,112
May.....	331	173	579	296	247	1,626
June.....	648	184	544	359	254	1,989
July.....	268	976	492	314	241	2,291
August.....	413	994	926	388	293	3,014
September.....	528	1,316	1,096	503	296	3,739
October.....	545	1,456	1,394	551	318	4,264
November.....	427	1,088	1,277	540	303	3,635
December.....	497	709	960	411	447	3,024
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
Total (8 months 1948).....	11,587	8,029	8,826	2,913	3,967	35,322
Total (8 months 1947).....	2,177	2,794	3,819	2,206	1,623	12,619

## 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 (which includes Government)	Supple- mentary Labour Income	Total
1946—Average.....	37	144	25	112	94	21	433
1947—Average.....	42	174	34	131	106	24	509
1946—January.....	34	139	18	102	85	20	398
February.....	36	138	18	105	87	19	403
March.....	35	142	19	106	90	20	412
April.....	32	140	21	106	89	20	408
May.....	33	137	24	107	92	20	413
June.....	36	141	26	110	94	21	428
July.....	38	140	28	112	95	21	435
1947—January.....	39	161	23	121	100	22	466
February.....	38	163	25	123	101	22	472
March.....	37	165	25	124	102	22	475
April.....	33	166	28	124	102	22	475
May.....	36	169	31	128	103	23	490
June.....	40	171	35	131	106	23	506
July.....	42	175	39	133	108	24	521
August.....	45	177	40	133	109	25	529
September.....	45	181	41	135	109	25	536
October.....	48	185	42	137	109	26	547
November.....	50	188	40	139	110	26	553
December.....	48	187	32	140	109	25	541
1948—January.....	48	185	30	138	108	25	534
February.....	48	190	30	138	108	26	540
March.....	43	187	29	139	110	25	533
April.....	39	192	33	140	110	26	540
May.....	43	193	38	145	115	27	561
June.....	45	199	41	148	121	28	583
July.....	47	199	48	152	121	28	596

## C—Employment, Hours and Earnings

### TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision).

Geographical and Industrial Unit	Number of Employees Reported at Aug. 1, 1948	Weekly Salaries and Wages at Aug. 1, 1948	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941 as 100 p.c.					
			Average Weekly Salaries and Wages at			Employment			Payrolls		
			Aug. 1 1948	July 1 1948	Aug. 1 1947	Aug. 1 1948	July 1 1948	Aug. 1 1947	Aug. 1 1948	July 1 1948	Aug. 1 1947
<b>(a) PROVINCES</b>											
<b>Maritime Provinces.....</b>	<b>148,851</b>	<b>5,468,220</b>	<b>36.74</b>	<b>36.72</b>	<b>33.29</b>	<b>124.9</b>	<b>122.5</b>	<b>120.7</b>	<b>210.0</b>	<b>205.7</b>	<b>183.5</b>
Prince Edward Island.....	3,411	114,862	33.67	34.72	29.36	150.7	149.1	146.6	232.9	237.5	197.5
Nova Scotia.....	84,291	3,132,642	37.16	37.30	33.67	117.2	114.9	112.1	193.1	189.9	167.3
New Brunswick.....	61,149	2,220,716	36.32	36.02	32.98	136.5	133.8	133.5	238.2	231.6	210.9
<b>Quebec.....</b>	<b>623,418</b>	<b>24,161,337</b>	<b>38.76</b>	<b>38.59</b>	<b>34.79</b>	<b>130.9</b>	<b>126.3</b>	<b>124.0</b>	<b>211.9</b>	<b>203.4</b>	<b>179.8</b>
<b>Ontario.....</b>	<b>855,944</b>	<b>35,845,926</b>	<b>41.88</b>	<b>41.66</b>	<b>37.65</b>	<b>126.2</b>	<b>127.0</b>	<b>121.9</b>	<b>194.8</b>	<b>195.0</b>	<b>169.3</b>
<b>Prairie Provinces.....</b>	<b>248,015</b>	<b>10,326,994</b>	<b>41.64</b>	<b>41.16</b>	<b>36.59</b>	<b>139.3</b>	<b>137.1</b>	<b>134.1</b>	<b>219.0</b>	<b>213.0</b>	<b>185.4</b>
Manitoba.....	110,175	4,544,398	41.25	40.76	36.44	133.0	130.8	127.6	206.8	201.0	175.4
Saskatchewan.....	48,291	1,937,824	40.13	39.72	35.81	132.3	131.0	131.5	204.9	200.8	181.7
Alberta.....	89,549	3,844,772	42.93	42.45	37.20	152.4	149.6	144.8	244.5	237.2	201.5
<b>British Columbia.....</b>	<b>203,356</b>	<b>8,752,081</b>	<b>43.03</b>	<b>43.01</b>	<b>39.36</b>	<b>157.2</b>	<b>154.0</b>	<b>151.4</b>	<b>237.3</b>	<b>232.6</b>	<b>209.1</b>
<b>CANADA.....</b>	<b>2,079,614</b>	<b>84,554,558</b>	<b>40.66</b>	<b>40.48</b>	<b>36.53</b>	<b>131.4</b>	<b>129.7</b>	<b>126.1</b>	<b>207.2</b>	<b>203.5</b>	<b>178.6</b>
<b>(b) CITIES</b>											
Montreal.....	289,985	11,391,129	39.28	38.52	34.95	129.3	129.8	127.1	198.2	195.1	172.9
Quebec.....	30,835	1,047,065	33.96	33.32	31.68	122.4	122.2	119.3	196.9	192.9	179.6
Toronto.....	265,314	10,990,046	41.42	41.17	37.15	128.2	129.9	124.5	198.1	199.6	172.3
Ottawa.....	26,518	925,540	34.90	34.87	32.56	130.8	130.9	122.2	197.9	197.8	172.9
Hamilton.....	66,098	2,893,823	43.78	42.46	37.78	122.0	123.3	115.6	194.4	190.4	159.1
Windsor.....	40,228	1,909,577	47.47	47.72	43.58	123.1	122.3	120.3	157.2	157.0	139.7
Winnipeg.....	69,041	2,582,847	37.41	37.15	33.23	133.2	132.6	128.8	195.2	192.8	168.1
Vancouver.....	89,260	3,620,587	40.56	40.31	36.63	166.8	166.2	162.4	254.1	251.7	223.8
Halifax.....	22,090	758,504	34.34	33.88	32.81	122.5	121.9	118.5	185.4	182.0	171.5
Saint John.....	13,697	459,519	33.55	33.22	30.57	125.3	122.4	127.0	196.5	190.0	179.4
Sherbrooke.....	10,451	341,678	32.69	31.08	29.90	115.8	116.3	111.1	181.9	173.9	159.7
Three Rivers.....	12,038	493,845	41.02	41.05	36.58	145.1	146.1	139.1	229.4	231.1	197.4
Kitchener-Waterloo.....	20,135	783,049	38.89	39.27	36.09	131.9	134.8	133.6	226.7	233.9	212.3
London.....	26,015	1,016,962	39.09	39.17	34.40	144.9	147.0	145.0	222.5	226.3	195.3
Fort William—Port Arthur.....	13,171	580,147	44.05	43.59	40.03	90.8	87.5	87.2	150.7	143.8	130.9
Regina.....	10,921	391,955	35.89	35.33	32.40	129.3	131.0	125.8	195.8	198.1	176.4
Saskatoon.....	8,191	289,432	35.34	34.73	33.60	156.8	157.3	162.1	252.3	248.6	246.0
Calgary.....	22,822	892,848	39.12	39.09	35.15	140.9	139.5	136.1	217.0	214.8	189.5
Edmonton.....	12,935	491,415	37.99	38.11	36.23	148.2	146.8	154.0	224.6	223.2	222.8
<b>(c) INDUSTRIES</b>											
<b>Manufacturing.....</b>	<b>1,077,135</b>	<b>44,656,741</b>	<b>41.46</b>	<b>41.17</b>	<b>36.97</b>	<b>122.7</b>	<b>123.3</b>	<b>120.5</b>	<b>196.1</b>	<b>195.7</b>	<b>171.5</b>
Durable Goods <sup>1</sup> .....	500,708	22,052,205	44.04	43.89	39.26	118.5	119.9	116.6	185.0	186.7	162.6
Non-Durable Goods.....	543,845	21,127,223	38.85	38.36	34.65	125.1	125.1	123.5	207.0	204.3	181.6
Electric Light and Power.....	32,582	1,477,313	45.34	45.82	41.48	159.9	154.3	136.9	229.1	223.4	179.4
Logging.....	69,067	2,676,819	38.76	38.98	35.36	143.7	143.1	155.4	279.1	279.8	275.6
Mining.....	83,997	4,187,613	49.85	49.33	43.69	100.8	100.8	96.0	157.4	155.7	131.7
Communications.....	50,065	1,930,223	38.55	38.58	34.72	190.1	186.5	178.5	266.4	261.5	227.0
Transportation.....	187,140	9,478,752	50.65	49.79	43.98	146.4	144.5	144.4	226.6	219.9	193.7
Construction and Maintenance.....	270,923	10,325,939	38.11	38.78	35.70	149.0	133.5	126.8	246.7	224.9	196.5
Services <sup>2</sup> .....	73,611	1,908,575	25.93	25.81	23.29	155.9	153.4	151.1	244.8	239.7	214.9
Trade.....	267,676	9,399,891	35.12	34.76	31.79	140.2	140.3	131.4	206.8	204.8	176.8
<b>Eight Leading Industries.....</b>	<b>2,079,614</b>	<b>84,554,558</b>	<b>40.66</b>	<b>40.48</b>	<b>36.53</b>	<b>131.4</b>	<b>129.7</b>	<b>126.1</b>	<b>207.2</b>	<b>203.5</b>	<b>178.6</b>
Finance.....	85,829	3,403,022	39.65	39.67	37.52	140.5	139.7	132.6	191.9	190.9	172.3
<b>Nine Leading Industries.....</b>	<b>2,165,443</b>	<b>87,957,580</b>	<b>40.62</b>	<b>40.45</b>	<b>36.57</b>	<b>131.8</b>	<b>130.1</b>	<b>126.4</b>	<b>206.5</b>	<b>203.0</b>	<b>178.3</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, with the exception of electric light and power.

(2) Consisting almost entirely of hotels and restaurants, and laundries 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)

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	Av. wkly Salaries and Wages		Employment	Aggregate Weekly Payrolls	Av. wkly Salaries and Wages	
			\$				\$	
June 1, 1941.....	100.0	100.0	100.0	25.25	100.0	100.0	100.0	25.57
Aug. 1, 1945.....	114.6	143.0	127.1	32.09	121.5	152.9	128.0	32.73
Aug. 1, 1946.....	113.2	143.1	129.3	32.64	109.6	137.5	127.7	32.66
Aug. 1, 1947.....	126.1	178.6	144.7	36.53	120.5	171.5	144.6	36.97
Sept. 1, 1947.....	126.5	180.3	145.6	36.76	121.0	173.3	145.3	37.16
Oct. 1, 1947.....	127.6	184.9	148.7	37.39	121.2	177.5	148.8	38.04
Nov. 1, 1947.....	129.5	189.7	149.7	37.79	122.1	181.2	150.6	38.52
Dec. 1, 1947.....	130.7	193.9	151.6	38.28	122.1	184.6	153.5	39.25
Jan. 1, 1948.....	126.9	178.4	143.7	36.28	119.0	166.6	142.0	36.31
Feb. 1, 1948.....	124.0	185.7	153.0	38.63	119.5	181.3	154.0	39.38
Mar. 1, 1948.....	123.9	189.3	156.3	39.50	120.6	187.0	157.3	40.23
Apr. 1, 1948.....	122.2	184.8	154.6	39.04	120.1	183.3	154.9	39.60
May 1, 1948.....	122.1	188.0	157.2	39.70	120.1	188.7	159.5	40.78
June 1, 1948.....	125.9	195.4	155.7	40.02	121.2	189.6	158.9	40.63
July 1, 1948.....	129.7	203.5	160.3	40.48	123.3	195.7	161.0	41.17
Aug. 1, 1948.....	131.4	207.2	161.0	40.66	122.7	196.1	162.1	41.46

**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
Aug. 1, 1932.....	86.3	90.1				84.4	86.9	90.1				81.4
Aug. 1, 1933.....	87.1	93.0				84.8	86.6	90.5				87.3
Aug. 1, 1934.....	99.9	101.3				94.9	106.0	93.0				97.6
Aug. 1, 1935.....	101.1	106.7				97.2	102.4	98.7				106.8
Aug. 1, 1936.....	105.6	113.9				101.3	107.1	103.9				107.9
Aug. 1, 1937.....	120.0	134.3	82.5	131.5	140.8	120.8	122.2	105.6	99.0	118.8	107.1	116.9
Aug. 1, 1938.....	112.1	112.6	99.2	118.3	106.6	117.8	111.2	104.9	97.3	116.1	109.2	107.1
Aug. 1, 1939.....	117.5	115.6	111.0	124.2	105.4	126.4	114.2	109.4	99.4	123.5	115.6	117.0
Aug. 1, 1940.....	127.9	124.5	110.6	135.5	111.9	130.6	132.8	114.9	106.9	119.7	123.9	119.0
Aug. 1, 1941.....	160.6	164.2	134.6	184.5	140.7	167.6	166.3	135.6	130.9	134.2	143.8	146.6
Aug. 1, 1942.....	177.8	170.4	111.8	193.3	145.6	191.4	181.5	143.5	138.0	137.5	156.6	175.3
Aug. 1, 1943.....	185.9	194.6	120.9	224.9	160.7	200.9	184.9	145.1	140.4	138.8	156.4	195.8
Aug. 1, 1944.....	184.3	185.8	138.0	200.7	169.8	197.7	185.0	151.6	145.5	148.1	163.3	185.7
Aug. 1, 1945.....	175.0	176.4	127.9	192.9	158.2	181.6	177.9	147.5	141.3	144.4	158.9	180.1
Aug. 1, 1946.....	172.8	168.4	142.4	177.1	158.8	177.5	174.8	161.0	150.4	156.5	179.9	170.4
Aug. 1, 1947.....	192.6	183.9	157.0	188.2	180.1	195.0	196.7	172.1	159.1	167.5	194.8	204.2
Sept. 1, 1947.....	193.2	184.7	159.2	191.7	177.3	196.1	196.4	172.1	158.5	168.0	195.4	207.5
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
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
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	202.6
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
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
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
Apr. 1, 1948.....	186.6	166.1	163.7	170.7	160.3	187.3	197.7	159.6	151.1	148.8	179.8	190.8
May 1, 1948.....	186.5	167.9	143.0	170.4	166.4	186.3	196.7	159.6	152.2	147.2	179.1	196.1
June 1, 1948.....	192.3	172.5	153.7	174.6	171.0	194.4	200.0	168.9	157.8	161.0	190.9	202.0
July 1, 1948.....	198.0	186.7	159.7	192.9	180.5	198.6	204.8	175.9	163.1	166.9	201.2	207.8
Aug. 1, 1948.....	206.7	190.4	161.4	196.8	184.1	205.9	203.5	178.7	165.8	168.6	205.0	212.0
Relative Weight of Employment by Provinces and Economic Areas as at Aug. 1, 1948.....	100.0	7.2	.2	4.1	2.9	30.0	41.1	11.9	5.3	2.3	4.3	9.8

Note:—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

**TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY**

(The latest figures are subject to revision)

Industries	Number of Employees Reported at Aug. 1, 1948	Weekly Salaries and Wages at Aug. 1, 1948	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941 as 100 p.c.		
			Aug. 1, 1948	July 1, 1948	Aug. 1, 1947	Employment		
						1948	1948	1947
<b>Manufacturing.....</b>	<b>1,077,135</b>	<b>44,656,741</b>	<b>41.46</b>	<b>41.17</b>	<b>36.97</b>	<b>122.7</b>	<b>123.3</b>	<b>120.5</b>
Animal products—edible.....	46,894	1,817,793	38.76	38.99	34.45	144.8	142.7	142.6
Fur and products.....	4,227	164,915	39.01	37.12	34.82	136.0	138.9	121.3
Leather and products.....	29,957	894,627	29.86	29.15	27.86	105.2	105.2	111.6
Boots and shoes.....	19,076	542,014	28.41	27.52	26.68	104.8	104.0	108.4
Lumber and its products.....	82,902	2,947,964	35.56	35.45	33.45	127.1	129.2	127.5
Rough and dressed lumber.....	52,634	1,919,987	36.48	36.53	34.86	125.5	125.6	121.1
Furniture.....	14,170	490,045	34.58	34.46	31.85	138.9	147.5	138.6
Other lumber products.....	16,098	537,877	33.41	32.90	30.85	126.3	130.1	141.9
Plant products—edible.....	64,089	2,188,304	34.14	34.48	30.56	147.0	139.6	149.0
Pulp and paper products.....	116,944	5,634,315	48.18	47.98	43.37	145.2	145.7	140.8
Pulp and paper.....	52,927	2,992,480	56.54	56.18	51.30	145.0	144.8	141.7
Paper products.....	21,402	817,357	38.19	37.93	33.76	153.2	156.0	157.3
Printing and publishing.....	42,615	1,824,478	42.81	42.98	38.23	141.0	141.5	132.2
Rubber products.....	21,954	960,159	43.74	43.16	40.09	129.2	134.2	143.5
Textile products.....	153,603	4,847,553	31.56	30.58	27.98	109.6	111.8	106.3
Thread, yarn and cloth.....	58,742	1,985,163	33.79	32.51	28.86	110.8	112.4	104.4
Cotton yarn and cloth.....	22,514	752,742	33.43	32.32	27.72	91.6	92.1	86.3
Woolen yarn and cloth.....	15,020	490,494	32.66	31.95	29.26	109.3	110.8	107.1
Artificial silk and silk goods.....	15,856	553,159	34.89	33.19	29.80	143.5	146.7	131.8
Hosiery and knit goods.....	25,198	708,140	28.10	27.39	25.14	116.0	119.3	112.1
Garments and personal furnishings.....	53,864	1,608,719	29.87	29.03	27.67	111.1	113.6	108.8
Other textile products.....	15,799	545,531	34.53	33.86	30.16	91.8	93.6	96.4
Tobacco.....	9,651	356,023	36.89	35.88	29.87	108.5	111.4	111.0
Beverages.....	20,597	924,332	44.88	44.34	40.71	178.7	172.7	161.0
Chemicals and allied products.....	42,696	1,910,035	44.74	44.28	39.48	97.3	97.5	95.3
Clay, glass and stone products.....	22,788	958,923	42.08	41.41	37.32	148.2	148.7	143.7
Electric light and power.....	32,582	1,477,313	45.34	45.82	41.48	150.9	154.3	136.9
Electrical apparatus.....	50,800	2,195,683	43.22	43.18	38.09	162.7	164.6	161.6
Iron and steel products.....	293,093	13,599,350	46.40	46.26	41.15	109.4	110.7	107.9
Crude, rolled and forged products.....	38,806	1,931,082	49.76	48.32	43.00	145.1	146.5	128.7
Machinery (other than vehicles).....	29,614	1,300,439	43.91	43.45	39.49	114.8	115.2	113.5
Agricultural implements.....	18,764	888,053	47.33	46.21	41.87	206.8	206.4	180.5
Land vehicles and aircraft.....	109,021	5,283,195	48.46	49.23	42.25	95.9	97.7	96.3
Automobiles and parts.....	42,092	1,979,827	47.04	49.09	45.05	107.6	113.7	115.2
Steel shipbuilding and repairing.....	21,818	951,915	43.63	43.00	42.38	111.5	113.2	123.2
Heating appliances.....	7,773	313,682	40.36	41.33	36.08	144.9	142.7	133.1
Iron and steel fabrication (n.e.s.).....	12,261	555,911	45.34	46.06	41.66	104.6	104.3	95.0
Foundry and machine shop products.....	8,589	387,035	45.06	43.98	39.92	97.6	98.6	93.2
Other iron and steel products.....	46,447	1,988,038	42.80	42.13	38.17	97.8	99.1	102.2
Non-ferrous metal products.....	50,236	2,317,790	46.14	46.06	40.36	120.8	121.7	113.6
Non-metallic mineral products.....	16,064	826,404	51.44	49.13	43.16	125.6	124.2	126.7
Miscellaneous.....	18,058	635,258	35.18	35.35	31.91	135.8	137.0	130.9
<b>Logging.....</b>	<b>69,067</b>	<b>2,676,819</b>	<b>38.76</b>	<b>38.98</b>	<b>35.36</b>	<b>143.7</b>	<b>143.1</b>	<b>155.4</b>
<b>Mining.....</b>	<b>83,997</b>	<b>4,187,618</b>	<b>49.85</b>	<b>49.33</b>	<b>43.69</b>	<b>100.8</b>	<b>100.8</b>	<b>96.0</b>
Coal.....	23,861	1,195,730	50.11	48.36	42.69	94.6	97.2	97.2
Metallic ores.....	42,731	2,222,994	52.02	51.82	47.09	89.5	89.4	82.7
Non-metallic minerals (except coal).....	17,405	758,894	43.60	44.40	36.99	163.7	158.1	149.8
<b>Communications.....</b>	<b>50,065</b>	<b>1,930,223</b>	<b>38.55</b>	<b>38.58</b>	<b>34.72</b>	<b>190.1</b>	<b>186.5</b>	<b>178.5</b>
Telegraphs.....	8,708	406,881	46.72	46.22	38.24	127.9	125.0	124.2
Telephones.....	40,644	1,496,400	36.82	36.98	33.92	208.7	205.0	195.2
<b>Transportation.....</b>	<b>187,140</b>	<b>9,478,752</b>	<b>50.65</b>	<b>49.79</b>	<b>43.98</b>	<b>146.4</b>	<b>144.5</b>	<b>144.4</b>
Street railways, cartage and storage.....	59,842	2,651,051	44.30	43.32	38.87	153.7	163.4	157.4
Steam railways.....	93,722	5,397,808	57.59	56.30	49.67	136.8	134.7	134.2
Shipping and stevedoring.....	33,576	1,429,893	42.59	43.28	37.08	153.4	149.9	144.2
<b>Construction and Maintenance.....</b>	<b>270,923</b>	<b>10,325,939</b>	<b>38.11</b>	<b>38.78</b>	<b>35.70</b>	<b>149.0</b>	<b>133.5</b>	<b>126.8</b>
Building.....	108,841	4,556,296	41.86	40.84	38.44	163.3	158.5	148.8
Highway.....	117,371	3,803,909	32.41	34.05	32.50	160.8	128.9	124.2
Railway.....	44,711	1,965,734	43.97	44.08	36.25	103.3	99.2	94.5
<b>Services (as indicated below).....</b>	<b>73,611</b>	<b>1,908,575</b>	<b>25.93</b>	<b>25.81</b>	<b>23.29</b>	<b>155.9</b>	<b>153.4</b>	<b>151.1</b>
Hotels and restaurants.....	49,820	1,225,432	24.60	24.45	22.22	168.5	163.4	163.3
Personal (chiefly laundries).....	23,791	683,143	28.71	28.54	25.57	135.3	137.0	131.0
<b>Trade.....</b>	<b>267,676</b>	<b>9,399,891</b>	<b>35.12</b>	<b>34.76</b>	<b>31.79</b>	<b>140.2</b>	<b>140.3</b>	<b>131.4</b>
Retail.....	188,969	6,220,237	32.92	32.47	29.50	137.1	138.3	127.8
Wholesale.....	78,707	3,179,654	40.40	40.43	37.33	152.1	149.1	144.0
<b>Eight Leading Industries.....</b>	<b>2,079,614</b>	<b>84,554,558</b>	<b>40.66</b>	<b>40.48</b>	<b>36.53</b>	<b>131.4</b>	<b>129.7</b>	<b>126.1</b>
<b>Finance.....</b>	<b>85,829</b>	<b>3,403,022</b>	<b>39.65</b>	<b>39.67</b>	<b>37.52</b>	<b>140.5</b>	<b>139.7</b>	<b>132.6</b>
Banks and trust companies.....	48,452	1,692,035	34.92	34.86	32.97	149.2	148.2	139.0
Brokerage and stock market operations.....	3,662	172,301	47.05	48.35	44.09	159.4	158.8	165.3
Insurance.....	33,715	1,538,686	45.64	45.61	43.22	127.8	127.2	121.9
<b>Nine Leading Industries.....</b>	<b>2,165,443</b>	<b>87,957,580</b>	<b>40.62</b>	<b>40.45</b>	<b>36.57</b>	<b>131.8</b>	<b>130.1</b>	<b>126.4</b>

TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT

Industries	Aug. 1, 1948				July 1, 1948		Aug. 1, 1947	
	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>843,602</b>	<b>233,533</b>	<b>78.3</b>	<b>21.7</b>	<b>78.2</b>	<b>21.8</b>	<b>77.8</b>	<b>22.2</b>
Animal products—edible.....	37,153	9,741	79.2	20.8	80.0	20.0	81.0	19.0
Fur and products.....	2,685	1,542	63.5	36.5	63.6	36.4	64.0	36.0
Leather and products.....	18,362	11,595	61.3	38.7	62.3	37.7	62.5	37.5
Boots and shoes.....	10,989	8,087	57.6	42.4	58.8	41.2	58.9	41.1
Lumber and products.....	76,716	6,186	92.5	7.5	92.6	7.4	92.3	7.7
Rough and dressed lumber.....	50,100	2,534	95.2	4.8	95.3	4.7	95.0	5.0
Furniture.....	12,754	1,416	90.0	10.0	90.2	9.8	90.2	9.8
Other lumber products.....	13,862	2,236	86.1	13.9	86.4	13.6	86.4	13.6
Plant products—edible.....	43,090	20,999	67.2	32.8	66.3	33.7	66.5	33.5
Pulp and paper products.....	94,832	22,112	81.1	18.9	81.2	18.8	80.4	19.6
Pulp and paper products.....	50,461	2,466	95.3	4.7	95.4	4.6	94.4	5.6
Paper products.....	14,072	7,330	65.8	34.2	65.6	34.4	63.6	36.4
Printing and publishing.....	30,299	12,316	71.1	28.9	71.6	28.4	71.2	28.8
Rubber products.....	16,397	5,557	74.7	25.3	73.9	26.1	74.9	25.1
Textile products.....	71,402	82,201	46.5	53.5	45.8	54.2	45.7	54.3
Thread, yarn and cloth.....	36,520	22,222	62.2	37.8	61.7	38.3	61.7	38.3
Cotton yarn and cloth.....	13,614	8,900	60.5	39.5	60.2	39.8	60.7	39.3
Woolen yarn and cloth.....	8,598	6,422	57.2	42.8	56.4	43.6	58.6	41.4
Artificial silk and silk goods.....	10,647	5,209	67.1	32.9	66.4	33.6	65.0	35.0
Hosiery and knit goods.....	8,834	16,364	35.1	64.9	35.1	64.9	37.0	63.0
Garments and personal furnishings.....	17,340	36,524	32.2	67.8	30.8	69.2	29.9	70.1
Other textile products.....	8,708	7,091	55.1	44.9	55.0	45.0	54.9	45.1
Tobacco.....	4,053	5,598	42.0	58.0	42.9	57.1	46.1	53.9
Beverages.....	18,214	2,383	88.4	11.6	88.7	11.3	88.2	11.8
Chemical and allied products.....	32,786	9,910	76.8	23.2	77.0	23.0	74.6	25.4
Clay, glass and stone products.....	20,618	2,770	87.8	12.2	87.7	12.3	87.7	12.3
Electric light and power.....	28,817	3,765	88.4	11.6	88.2	11.8	89.4	10.6
Electrical apparatus.....	36,968	13,832	72.8	27.2	72.1	27.9	68.7	31.3
Iron and steel products.....	272,145	20,948	92.9	7.1	92.8	7.2	92.5	7.5
Crude, rolled and forged products.....	37,361	1,445	96.3	3.7	95.8	4.2	95.1	4.9
Machinery (other than vehicles).....	26,290	3,324	88.8	11.2	88.9	11.1	89.4	10.6
Agricultural implements.....	17,757	1,007	94.6	5.4	94.5	5.5	95.3	4.7
Land vehicles and aircraft.....	103,246	5,775	94.7	5.3	94.6	5.4	94.1	5.9
Automobiles and parts.....	37,718	4,374	89.6	10.4	89.8	10.2	89.3	10.7
Steel shipbuilding and repairing.....	21,186	632	97.1	2.9	97.1	2.9	97.2	2.8
Heating appliances.....	7,269	504	93.5	6.5	93.5	6.5	95.1	4.9
Iron and steel fabrication (n.e.s.).....	11,328	933	92.4	7.6	92.3	7.7	92.0	8.0
Foundry and machine shop products.....	8,187	402	95.3	4.7	95.3	4.7	94.6	5.4
Other iron and steel products.....	39,521	6,926	85.1	14.9	85.2	14.8	85.0	15.0
Non-ferrous metal products.....	43,214	7,022	86.0	14.0	86.1	13.9	85.6	14.4
Non-metallic mineral products.....	14,691	1,373	91.5	8.5	91.5	8.5	91.4	8.6
Miscellaneous.....	12,059	5,999	66.8	33.2	66.5	33.5	68.1	31.9
<b>Logging</b> .....	<b>67,858</b>	<b>1,209</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>
<b>Mining</b> .....	<b>82,134</b>	<b>1,863</b>	<b>97.8</b>	<b>2.2</b>	<b>98.0</b>	<b>2.0</b>	<b>97.7</b>	<b>2.3</b>
Coal.....	23,626	235	99.0	1.0	99.0	1.0	98.9	1.1
Metallic ores.....	41,913	818	98.1	1.9	98.1	1.9	97.9	2.1
Non-metallic minerals (except coal).....	16,595	810	95.3	4.7	96.1	3.9	95.3	4.7
<b>Communications</b> .....	<b>23,591</b>	<b>26,474</b>	<b>47.1</b>	<b>52.9</b>	<b>47.2</b>	<b>52.8</b>	<b>46.8</b>	<b>53.2</b>
Telegraphs.....	6,998	1,710	80.4	19.6	80.1	19.9	79.9	20.1
Telephones.....	16,059	24,585	39.5	60.5	39.7	60.3	39.1	60.9
<b>Transportation</b> .....	<b>175,707</b>	<b>11,433</b>	<b>93.9</b>	<b>6.1</b>	<b>93.9</b>	<b>6.1</b>	<b>93.6</b>	<b>6.4</b>
Street railways, cartage and storage.....	55,708	4,134	93.1	6.9	93.1	6.9	92.6	7.4
Steam railway operation.....	88,011	5,711	93.9	6.1	93.9	6.1	93.7	6.3
Shipping and stevedoring.....	31,988	1,588	95.3	4.7	95.4	4.6	95.3	4.7
<b>Construction and Maintenance</b> .....	<b>266,367</b>	<b>4,556</b>	<b>98.3</b>	<b>1.7</b>	<b>98.1</b>	<b>1.9</b>	<b>98.2</b>	<b>1.8</b>
Building.....	106,061	2,780	97.4	2.6	97.4	2.6	97.7	2.3
Highway.....	115,709	1,662	98.6	1.4	98.2	1.8	98.1	1.9
Railway.....	44,597	114	99.7	0.3	99.7	0.3	99.7	0.3
<b>Services</b> .....	<b>35,350</b>	<b>38,261</b>	<b>48.0</b>	<b>52.0</b>	<b>48.2</b>	<b>51.8</b>	<b>46.7</b>	<b>53.3</b>
Hotels and restaurants.....	25,057	24,763	50.3	49.7	50.6	49.4	49.7	50.3
Personal (chiefly laundries).....	10,293	13,498	43.3	56.7	43.3	56.7	40.3	59.7
<b>Trade</b> .....	<b>163,828</b>	<b>103,848</b>	<b>61.2</b>	<b>38.8</b>	<b>60.8</b>	<b>39.2</b>	<b>60.3</b>	<b>39.7</b>
Retail.....	103,860	85,109	55.0	45.0	54.0	46.0	53.6	46.4
Wholesale.....	59,968	18,739	76.2	23.8	77.3	22.7	76.6	23.4
<b>Eight Leading Industries</b> .....	<b>1,658,437</b>	<b>421,177</b>	<b>79.7</b>	<b>20.3</b>	<b>79.3</b>	<b>20.7</b>	<b>79.3</b>	<b>20.7</b>
<b>Finance</b> .....	<b>45,770</b>	<b>40,059</b>	<b>53.3</b>	<b>46.7</b>	<b>53.4</b>	<b>46.6</b>	<b>54.3</b>	<b>45.7</b>
Banks and trust companies.....	24,206	24,246	50.0	50.0	50.0	50.0	50.7	49.3
Brokerage and stock market operations.....	2,404	1,258	65.6	34.4	65.7	34.3	65.9	34.1
Insurance.....	19,160	14,555	56.8	43.2	57.0	43.0	58.1	41.9
<b>All Industries</b> .....	<b>1,704,207</b>	<b>461,236</b>	<b>78.7</b>	<b>21.3</b>	<b>78.3</b>	<b>21.7</b>	<b>78.3</b>	<b>21.7</b>



**TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING**  
(Hourly-Rated Wage-Earners)

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, 1944.....	46.3	46.9	45.5	70.5	77.9	60.4
Aug. 1, 1945.....	44.3	44.7	43.7	69.5	76.9	60.7
Aug. 1, 1946.....	43.0	43.2	42.8	70.0	75.8	64.4
Aug. 1, 1947.....	42.5	42.6	42.3	81.3	87.7	74.8
Sept. 1, 1947.....	42.3	42.5	42.2	82.2	88.8	75.7
Oct. 1, 1947.....	43.1	43.5	42.6	83.4	90.6	76.2
Nov. 1, 1947.....	42.9	43.1	42.7	84.7	91.9	77.6
Dec. 1, 1947.....	43.5	43.8	43.2	85.6	92.8	78.3
*Jan. 1, 1948.....	38.3	38.5	38.1	86.6	92.9	80.0
Feb. 1, 1948.....	42.8	42.7	42.8	86.6	93.2	80.1
Mar. 1, 1948.....	43.2	43.4	43.0	88.0	95.0	80.8
*Apr. 1, 1948.....	41.6	41.8	41.4	89.0	95.6	82.1
May 1, 1948.....	43.1	43.4	42.7	89.4	96.2	82.4
June 1, 1948.....	41.7	41.6	41.7	91.4	98.4	84.4
July 1, 1948.....	42.0	42.3	41.6	92.3	99.2	85.2
Aug. 1, 1948.....	42.1	42.0	42.1	92.8	99.9	85.6

\* The averages at these dates were affected by loss of working time at the year-end holidays in the case of Jan. 1, and by the Easter holidays in the case of Apr. 1, 1948.

**TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURING**

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
	\$	\$	\$	\$	\$	\$
Dec. 1, 1944.....	33.29	32.64	36.83	36.54	29.23	27.48
Aug. 1, 1945.....	32.65	30.79	35.67	34.37	29.33	26.53
Aug. 1, 1946.....	32.53	30.10	34.62	32.75	30.68	27.56
Aug. 1, 1947.....	36.85	34.55	39.26	37.36	34.65	31.64
Sept. 1, 1947.....	37.05	34.77	39.49	37.74	34.83	31.95
Oct. 1, 1947.....	37.94	35.95	40.94	39.41	35.21	32.46
Nov. 1, 1947.....	38.42	36.34	41.26	39.70	35.86	33.14
Dec. 1, 1947.....	39.16	37.24	42.09	40.65	36.50	33.83
*Jan. 1, 1948.....	36.15	33.17	38.31	35.77	34.14	30.48
Feb. 1, 1948.....	39.26	37.06	41.65	39.80	37.10	34.28
Mar. 1, 1948.....	40.11	38.02	42.85	41.23	37.58	34.74
*Apr. 1, 1948.....	39.46	37.02	41.87	39.96	37.19	33.99
May 1, 1948.....	40.66	38.53	43.36	41.75	38.11	35.18
June 1, 1948.....	40.49	38.11	43.03	40.93	38.12	35.19
July 1, 1948.....	41.03	38.77	43.89	41.96	38.36	35.44
Aug. 1, 1948.....	41.34	39.07	44.04	41.96	38.85	36.04

(1) 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)

	Average Hours Worked			Average Hourly Earnings		
	Aug. 1, 1948	July 1, 1948	Aug. 1, 1947	Aug. 1, 1948	July 1, 1948	Aug. 1, 1947
Nova Scotia.....	43.5	43.9	44.7	85.4	85.0	75.8
New Brunswick.....	44.5	45.4	44.4	85.2	83.8	74.3
Quebec.....	43.7	42.8	43.9	84.5	84.4	73.7
Ontario.....	41.4	41.7	41.9	97.0	96.3	85.0
Manitoba.....	42.3	42.7	41.7	91.4	90.7	80.1
Saskatchewan.....	41.5	42.0	42.9	94.0	91.1	82.0
Alberta.....	42.0	42.7	41.5	93.3	92.1	79.3
British Columbia.....	38.1	37.8	39.0	109.2	108.9	98.3
Montreal.....	42.0	41.4	41.2	88.3	88.5	77.3
Toronto.....	40.5	40.7	40.2	96.6	95.6	84.5
Hamilton.....	42.1	41.1	41.9	104.1	102.8	87.1
Winnipeg.....	42.1	42.3	41.2	90.4	90.0	79.0
Vancouver.....	37.5	37.5	38.2	107.1	106.3	95.8

**TABLE C-9—HOURS AND EARNINGS BY INDUSTRY**  
(Hourly-rated Wage-earners)

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages			Wage-Earners' Working Hours Shown in Col. 1
	Aug. 1, 1948	July 1, 1947	Aug. 1, 1947	Aug. 1, 1948	July 1, 1947	Aug. 1, 1947	Aug. 1, 1948	July 1, 1947	Aug. 1, 1947	
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$	
<b>Manufacturing</b> .....	42-1	42-0	42-5	92-8	92-3	81-3	39-07	38-77	34-55	785,687
Durable manufactured goods.....	42-0	42-3	42-6	99-9	99-2	87-7	41-96	41-96	37-36	391,752
Non-durable manufactured goods.....	42-1	41-6	42-3	85-6	85-2	74-8	36-04	35-44	31-64	393,935
Animal products—edible.....	43-4	43-7	42-8	85-1	84-7	74-3	36-93	37-01	31-80	27,701
Dairy products.....	45-2	48-1	48-0	72-1	72-6	66-2	34-75	34-92	31-78	6,191
Meat products.....	42-5	42-5	40-8	94-1	94-5	82-8	39-99	40-16	33-78	15,844
Leather Products.....	38-8	37-2	40-4	70-5	71-1	61-9	27-35	26-45	25-82	21,540
Leather boots and shoes.....	38-3	36-6	40-5	67-4	67-8	59-9	25-81	24-81	24-26	13,851
Lumber products.....	41-2	41-0	42-6	82-6	82-1	74-7	34-03	33-66	31-82	66,738
Rough and dressed lumber.....	40-8	40-5	42-7	86-1	85-7	78-2	32-13	34-71	33-39	41,481
Containers.....	43-2	42-5	42-2	73-0	73-8	71-4	31-54	31-37	30-13	6,376
Furniture.....	41-2	41-3	42-7	79-9	78-8	70-0	32-92	32-54	29-89	11,827
Musical instruments.....	44-2	43-1	45-2	78-0	77-7	65-8	34-48	33-49	29-74	793
Plant products—edible.....	41-9	41-9	41-6	71-7	72-4	64-3	30-04	30-34	26-75	45,834
Flour and other milled products.....	46-6	45-2	44-4	88-4	86-8	79-9	41-19	39-23	35-48	5,176
Fruit and vegetable preserving.....	38-1	37-3	38-9	66-5	68-3	60-4	25-34	25-48	23-50	13,067
Bread and bakery products.....	41-9	43-9	.....	73-9	72-7	.....	32-44	31-92	.....	8,577
Chocolate and cocoa products.....	41-5	40-3	40-9	62-8	64-1	56-5	26-06	25-83	23-11	6,339
Pulp and paper products.....	45-6	45-6	46-1	103-7	102-9	91-5	47-29	46-92	42-18	86,145
Pulp and paper.....	49-4	49-4	50-0	111-0	110-2	99-5	54-83	54-44	49-75	45,690
Paper products.....	42-6	42-7	42-6	81-7	80-8	70-7	34-80	34-50	30-12	16,161
Printing and publishing.....	40-5	40-5	41-0	102-3	102-2	88-1	41-43	41-39	36-12	24,294
Rubber products.....	40-8	41-1	42-0	101-5	99-8	90-0	41-41	41-02	37-80	17,488
Textile products.....	39-8	38-7	40-2	73-0	72-3	62-4	29-05	27-98	25-08	123,241
Thread, yarn and cloth.....	42-0	41-0	42-9	75-3	73-7	61-9	31-63	30-22	26-56	52,992
Cotton yarn and cloth.....	42-9	41-2	42-9	74-3	73-9	60-5	31-87	30-45	25-95	20,922
Woolen yarn and cloth.....	42-3	41-1	43-5	72-4	72-5	62-4	30-63	29-80	27-14	13,245
Silk and artificial silk goods.....	39-9	40-6	42-2	79-8	74-8	63-7	31-84	30-37	26-88	14,277
Hosiery and knit goods.....	39-5	38-3	39-7	67-9	67-7	58-1	26-82	25-93	23-07	21,227
Garments and personal furnishings.....	36-6	35-3	37-0	71-2	71-3	64-0	26-06	25-17	23-68	37,139
Tobacco.....	42-8	40-9	41-4	81-8	80-9	62-3	35-01	33-09	25-79	7,703
Beverages.....	44-3	43-5	43-0	91-9	90-8	80-8	40-71	39-50	35-60	36,366
Distilled and malt liquor.....	43-5	42-8	42-4	97-3	95-9	86-1	42-33	41-05	36-51	10,708
Chemicals and allied products.....	43-3	43-2	42-8	93-4	92-2	80-9	40-44	39-83	34-63	24,739
Drugs and medicines.....	40-4	41-1	42-0	76-6	76-6	70-6	30-95	31-48	29-65	3,629
Clay, glass and stone products.....	44-0	44-1	44-6	91-9	90-3	80-7	40-44	39-82	35-99	18,281
Glass products.....	43-7	43-0	43-8	89-3	85-6	76-7	39-02	36-81	33-59	6,018
Lime, gypsum and cement products.....	45-1	45-6	46-7	90-4	90-5	80-4	40-77	41-27	37-55	4,540
Electrical apparatus.....	39-0	40-4	40-8	98-3	99-6	85-8	38-34	40-24	35-01	36,048
Heavy electrical apparatus <sup>1</sup> .....	42-6	42-5	41-6	106-6	106-5	95-5	45-41	45-26	39-73	9,881
Iron and steel products.....	42-5	42-7	42-7	105-4	104-6	92-4	44-80	44-66	39-45	230,500
Crude, rolled and forged products.....	44-3	43-2	45-4	110-2	109-2	92-6	48-82	47-17	42-04	34,309
Primary iron and steel.....	44-9	43-0	45-9	112-5	111-6	93-9	50-51	47-99	43-10	28,870
Machinery (other than vehicles).....	43-5	43-3	43-6	95-7	95-2	85-7	41-63	41-22	37-37	21,965
Agricultural implements.....	41-7	41-6	41-5	110-6	108-9	96-2	46-12	45-30	39-92	15,526
Land vehicles and aircraft.....	41-9	43-2	41-2	111-7	110-6	98-6	46-80	47-78	40-62	80,387
Railway rolling stock.....	44-8	45-1	42-8	110-9	110-2	93-8	49-68	49-70	40-15	40,347
Automobiles and parts.....	38-1	41-1	40-8	115-4	113-5	105-2	43-97	46-65	42-92	34,041
Aeroplanes and parts.....	43-3	44-5	35-5	98-2	97-9	89-7	42-52	43-57	31-84	5,343
Steel shipbuilding and repairing.....	41-6	41-3	44-6	102-6	102-4	93-1	42-68	42-29	41-52	19,678
Iron and steel fabrication n.e.s.....	42-0	42-1	42-5	100-2	100-1	89-0	42-08	42-14	37-83	9,176
Hardware, tools and cutlery.....	41-4	41-6	42-6	92-2	90-9	80-7	38-17	37-81	34-38	9,935
Foundry and machine shop products.....	42-9	42-5	42-9	102-3	101-2	90-8	43-89	43-01	38-95	6,723
Sheet metal work.....	41-6	41-2	41-7	94-6	92-9	81-5	39-35	38-27	33-99	11,484
Non-ferrous metal products.....	42-5	43-3	42-7	102-1	100-6	88-6	43-39	43-56	37-83	39,392
Preparation of non-ferrous metallic ores.....	43-5	43-7	43-6	115-9	114-8	102-2	50-42	50-17	44-56	11,044
Aluminum and its products.....	44-3	45-2	43-9	101-6	98-3	84-8	45-01	44-43	37-23	11,232
Brass and copper mfg.....	40-1	41-7	41-7	96-3	96-5	84-4	38-62	40-24	35-19	9,405
Non-metallic mineral products.....	42-5	42-3	43-0	110-6	106-3	91-0	47-01	44-96	39-13	11,075
Petroleum and its products.....	41-4	41-0	41-6	120-0	112-8	99-5	49-68	46-25	41-39	6,963
Miscellaneous manufactured products.....	41-1	40-7	40-3	80-6	80-9	72-4	33-13	32-93	29-18	15,103
<b>Mining</b> .....	42-9	43-0	42-9	113-3	111-8	98-6	48-61	48-07	42-30	72,117
Coal.....	39-5	38-1	39-2	125-9	124-9	107-4	49-73	47-59	42-10	21,511
Metallic ores.....	44-5	45-0	44-8	113-0	111-2	101-0	50-29	50-04	45-25	37,352
Non-metallic minerals (except coal).....	43-9	45-6	44-4	95-5	94-6	78-2	41-92	43-14	34-72	13,254
<b>Local Transportation</b> (2).....	45-4	45-4	45-6	95-1	94-0	83-8	43-18	42-68	38-21	30,251
<b>Building Construction</b> .....	40-7	40-0	40-5	101-7	100-0	91-4	41-39	40-00	37-02	88,584
<b>Highway Construction</b> .....	35-5	38-0	39-1	77-3	78-8	71-7	27-44	29-94	28-03	61,672
<b>Services</b> (as indicated below).....	42-4	41-9	42-5	59-2	59-8	52-6	25-10	25-06	22-36	37,205
Hotels and restaurants.....	43-4	42-9	43-6	55-7	59-4	51-6	25-48	25-48	22-50	25,287
Personal (chiefly laundries).....	40-4	39-9	40-4	60-2	60-5	55-0	24-32	24-14	22-22	11,915

\* Industries classed in the durable manufactured 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: June 1, 1948, 201-3; July 1, 1948, 202-1; Aug. 1, 1948, 202-1; Aug. 1, 1947, the index was 181-2.

<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 Research and Statistics)

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
<b>WEEK PRECEDING:—</b>						
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	85.5	37.19	123.1	118.1	104.2
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(1).....	42.1	92.8	39.07	129.3	127.4	101.5

\* 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.

(1) Latest figures subject to revision.

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 indices having been calculated on a similar base (Average 1946=100).



## 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
October, 1945.....	113,840	39,415	153,255	95,576	33,091	128,667
October, 1946.....	95,814	45,820	141,634	111,219	31,040	142,259
October, 1947.....	73,892	35,430	109,322	58,736	28,585	87,321
November, 1947.....	65,184	27,750	92,934	64,730	31,099	95,829
December, 1947.....	35,947	22,325	58,272	82,990	33,584	116,574
January, 1948.....	23,515	17,151	40,666	111,304	31,108	142,412
February, 1948.....	18,171	16,007	34,178	142,783	43,951	186,734
March, 1948.....	16,416	15,784	32,200	155,249	45,105	200,354
April, 1948.....	20,475	17,800	38,275	150,032	43,767	193,799
May, 1948.....	28,602	21,335	49,937	123,130	42,082	165,212
June, 1948.....	37,126	23,240	60,366	92,606	38,319	130,925
July, 1948.....	34,242	22,183	56,425	80,206	38,364	118,570
August, 1948.....	30,499	19,709	50,208	63,558	32,715	96,273
September, 1948.....	39,341	24,349	63,690	58,611	29,734	88,345
October, 1948 <sup>(1)</sup> .....	41,047	22,870	63,917	56,725	30,607	87,332

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX, AS AT AUGUST, 26, 1948**  
(Source: Form UIC 751)

Industry	Male	Female	Total	Change from July 29, 1948	
				Absolute	Per-centage
<b>Agriculture, Fishing, Trapping.....</b>	<b>2,153</b>	<b>575</b>	<b>2,728</b>	+ 282	+ 11.5
<b>Logging.....</b>	<b>5,073</b>	<b>13</b>	<b>5,086</b>	+ 1,946	+ 62.0
Pulpwood.....	3,297	7	3,304	+ 954	+ 40.6
Lumber.....	1,693	5	1,698	+ 1,043	+ 159.2
Other logging.....	83	1	84	- 51	- 37.8
<b>Mining.....</b>	<b>1,892</b>	<b>28</b>	<b>1,920</b>	+ 297	+ 18.3
Coal.....	339	.....	339	+ 51	+ 17.7
Metallic ores—					
Iron.....	37	.....	37	- 19	- 33.9
Gold.....	589	6	595	+ 81	+ 15.8
Nickel.....	584	.....	584	+ 125	+ 27.2
Other metallic ores and non-metallic minerals.....	318	15	333	+ 77	+ 30.1
Prospecting and oil producing.....	25	7	32	- 18	- 36.0
<b>Manufacturing.....</b>	<b>11,115</b>	<b>9,438</b>	<b>20,553</b>	+ 7,105	+ 52.8
Food and kindred products.....	2,704	2,463	5,167	+ 3,421	+ 195.9
Textiles, apparel, etc.....	922	4,457	5,379	+ 1,006	+ 23.0
Lumber and finished lumber products.....	1,878	184	2,062	+ 601	+ 41.1
Pulp and paper products and printing.....	889	410	1,299	+ 509	+ 64.4
Chemicals and allied products.....	322	259	581	+ 211	+ 57.0
Products of petroleum and coal.....	89	14	103	+ 30	+ 41.1
Rubber products.....	64	90	154	+ 7	+ 4.8
Leather and products.....	265	692	957	+ 223	+ 30.4
Stone, clay and glass products.....	424	53	477	+ 101	+ 26.9
Iron and steel and products.....	1,020	107	1,127	+ 328	+ 41.1
Non-ferrous metals and products.....	564	168	732	+ 110	+ 17.7
Machinery.....	577	69	646	+ 167	+ 34.9
Electrical equipment and products.....	389	134	523	+ 193	+ 58.5
Transportation equipment and other manufacturing.....	1,008	338	1,346	+ 198	+ 17.2
<b>Construction.....</b>	<b>7,384</b>	<b>65</b>	<b>7,449</b>	+ 1,419	+ 23.5
<b>Transportation and Storage.....</b>	<b>1,908</b>	<b>108</b>	<b>2,016</b>	+ 134	+ 7.1
<b>Communications, and Other Public Utilities.....</b>	<b>551</b>	<b>390</b>	<b>941</b>	+ 221	+ 30.7
<b>Trade.....</b>	<b>3,703</b>	<b>3,478</b>	<b>7,181</b>	+ 1,261	+ 21.3
Wholesale.....	1,390	578	1,968	+ 439	+ 28.7
Retail.....	2,313	2,900	5,213	+ 822	+ 18.7
<b>Finance, Insurance, Real Estate.....</b>	<b>914</b>	<b>815</b>	<b>1,729</b>	+ 130	+ 8.1
<b>Service.....</b>	<b>4,644</b>	<b>9,406</b>	<b>14,050</b>	+ 662	+ 4.9
Public.....	1,161	555	1,716	- 50	- 2.8
Domestic.....	121	2,817	2,938	+ 79	+ 2.8
Personal.....	1,063	5,635	7,598	+ 525	+ 7.4
Other service.....	1,399	399	1,798	+ 108	+ 6.4
<b>All Industries.....</b>	<b>39,337</b>	<b>24,316</b>	<b>63,653</b>	+ 13,457	+ 26.8

**TABLE D-3.—UNFILLED VACANCIES AND UNPLACED APPLICANTS BY OCCUPATION AND BY SEX, AS AT AUGUST, 26, 1948**

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	930	380	1,310	3,359	770	4,129
Clerical Workers.....	1,736	3,843	5,579	4,874	9,413	14,087
Sales Workers.....	2,043	1,647	3,690	2,623	4,468	7,091
Personal and Domestic Service Workers.....	1,921	8,325	10,246	6,865	5,007	11,872
Seamen.....	133	2	135	642	3	645
Agriculture and Fishing.....	2,048	90	2,138	1,065	66	1,131
Skilled and Semiskilled Workers.....	16,520	4,838	21,358	17,693	4,580	22,273
Food and kindred products.....	294	114	408	371	296	667
Textiles, clothing, etc.....	476	3,446	3,922	475	2,199	2,674
Lumber and wood products.....	5,232	14	5,246	217	68	919
Pulp, paper and printing.....	182	102	284	217	200	417
Leather and products.....	132	427	559	625	208	833
Stone, clay and glass products.....	75	5	80	44	14	58
Metalworking.....	1,647	52	1,699	3,015	229	3,244
Electrical.....	286	45	331	427	247	674
Transportation equipment, n.e.c.....	44	2	46	230	73	303
Mining.....	574	.....	574	314	.....	314
Construction.....	3,745	1	3,746	2,820	2	2,822
Transportation (except seamen).....	924	8	932	3,024	27	3,051
Communications and public utility.....	94	.....	94	100	1	101
Trade and service.....	353	406	759	599	368	967
Other skilled and semiskilled.....	2,084	145	2,229	3,045	505	3,550
Foremen.....	86	16	102	411	82	493
Apprentices.....	292	55	347	1,125	61	1,186
Unskilled Workers.....	14,010	5,224	19,234	21,690	5,427	27,117
Food and tobacco.....	1,906	2,206	4,112	331	798	1,129
Lumber and lumber products.....	994	93	1,087	666	213	879
Metalworking.....	911	140	1,051	636	108	744
Construction.....	3,330	1	3,331	2,498	.....	2,498
Other unskilled workers.....	6,869	2,784	9,653	17,559	4,308	21,867
<b>Total.....</b>	<b>39,341</b>	<b>24,349</b>	<b>63,690</b>	<b>58,611</b>	<b>29,734</b>	<b>88,345</b>

**TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS, FOR THE MONTH OF AUGUST, 1948**

(SOURCE: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Place-ments
Agriculture, fishing, trapping.....	1,971	1,728	1,415
Logging.....	1,622	391	306
Mining.....	507	374	251
Manufacturing.....	7,944	6,261	3,874
Food and kindred products.....	1,910	1,265	746
Textiles, apparel, etc.....	1,239	799	471
Lumber and finished lumber products.....	1,047	871	586
Pulp and paper products and printing.....	576	429	274
Chemicals and allied products.....	280	242	142
Products of petroleum and coal.....	81	68	47
Rubber products.....	72	58	31
Leather and products.....	251	169	107
Stone, clay and glass products.....	284	260	168
Iron and steel products.....	643	623	363
Non-ferrous metals and products.....	305	288	186
Machinery.....	373	358	225
Electrical equipment and products.....	253	240	130
Transportation equipment and other manufacturing.....	630	591	398
Construction.....	4,582	3,917	2,844
Transportation and Storage.....	1,367	1,277	918
Communications, and Other Public Utilities.....	291	223	126
Trade.....	3,219	3,199	1,709
Finance, Insurance, Real Estate.....	440	382	194
Service.....	6,198	5,219	3,493
All industries.....	28,141	22,971	15,130

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS  
JULY 30 to AUGUST 26, 1948**

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
<b>Prince Edward Island</b>	<b>388</b>	<b>212</b>	<b>421</b>	<b>325</b>	<b>234</b>	<b>36</b>	<b>575</b>
Charlottetown.....	281	165	325	251	173	30	407
Summerside.....	107	47	96	74	61	6	168
<b>Nova Scotia</b>	<b>2,451</b>	<b>1,243</b>	<b>3,920</b>	<b>2,647</b>	<b>1,418</b>	<b>286</b>	<b>6,515</b>
Amherst.....	135	136	124	124	117	.....	127
Bridgewater.....	89	57	80	77	23	3	170
Halifax.....	1,194	776	1,620	1,207	615	125	2,098
Inverness.....	21	10	54	16	15	.....	140
Kentville.....	90	102	174	100	54	1	357
Liverpool.....	33	12	100	33	34	.....	178
New Glasgow.....	366	54	479	405	269	44	717
Springhill.....	7	.....	38	12	8	.....	123
Sydney.....	297	44	787	449	171	106	1,991
Truro.....	172	162	318	185	80	7	289
Yarmouth-Shelburne.....	47	26	134	39	32	.....	325
<b>New Brunswick</b>	<b>2,322</b>	<b>1,528</b>	<b>3,441</b>	<b>2,166</b>	<b>1,466</b>	<b>150</b>	<b>3,643</b>
Bathurst.....	46	19	96	48	47	.....	133
Campbellton.....	98	28	196	126	49	31	278
Edmundston.....	78	8	61	52	46	.....	66
Fredericton.....	233	198	218	189	142	8	126
Minto.....	119	36	136	142	102	1	120
Moncton.....	737	539	1,125	795	453	68	1,165
Newcastle.....	96	39	125	102	70	.....	120
Saint John.....	635	467	1,274	583	451	41	1,456
St. Stephen.....	48	29	75	27	26	.....	88
Sussex.....	27	49	41	30	14	1	38
Woodstock.....	205	116	94	72	66	.....	53
<b>Quebec</b>	<b>23,322</b>	<b>13,708</b>	<b>25,507</b>	<b>18,794</b>	<b>11,549</b>	<b>480</b>	<b>24,907</b>
Asbestos.....	81	61	86	52	35	.....	106
Beauharnois.....	66	29	126	55	49	.....	233
Buckingham.....	285	319	108	87	60	3	188
Causapsca.....	34	33	59	3	1	.....	93
Chandler.....	105	89	39	21	7	.....	72
Chicoutimi.....	341	210	433	301	194	3	326
Coaticook.....	.....	.....	Included with Sherbrooke.	.....	.....	.....	.....
Dolbeau.....	22	3	41	24	17	.....	68
Drummondville.....	176	72	428	216	112	.....	471
East Angus.....	.....	.....	Included with Sherbrooke.	.....	.....	.....	.....
Farnham.....	43	95	71	47	35	.....	66
Granby.....	99	23	286	139	81	.....	315
Hull.....	673	193	617	407	185	4	746
Joliette.....	147	98	236	87	48	.....	323
Jonquière.....	390	276	185	129	83	.....	168
Lachute.....	143	100	179	177	60	3	115
La Malbaie.....	103	47	61	33	48	.....	81
La Tuque.....	409	95	397	316	314	.....	140
Lévis.....	116	66	367	133	88	.....	784
Louiseville.....	.....	.....	Included with Three Rivers.	.....	.....	.....	.....
Magog.....	118	.....	96	77	46	.....	.....
Matane.....	208	171	47	20	6	.....	68
Mégantic.....	213	47	217	166	162	7	53
Mount Laurier.....	48	31	45	39	34	.....	51
Montmagny.....	31	81	132	29	30	1	184
Montreal.....	12,989	8,005	10,780	10,064	6,696	327	8,629
Plessisville.....	7	.....	16	6	2	.....	.....
Port Alfred.....	50	13	46	26	26	.....	55
Québec.....	2,025	907	3,381	2,593	1,140	13	4,508
Rimouski.....	236	243	61	40	28	.....	148
Rivière du Loup.....	49	102	75	32	17	1	170
Rouyn.....	498	243	384	367	155	.....	306
Ste. Agathe.....	160	44	126	122	78	.....	20
Ste. Anne de Bellevue.....	85	51	101	64	42	.....	78
Ste. Therese.....	170	87	111	103	76	.....	121
St. Georges de Beauce.....	78	39	96	66	49	.....	130
St. Hyacinthe.....	164	188	183	88	33	4	311
St. Jean.....	357	188	1,031	317	205	.....	286
St. Jérôme.....	147	75	972	110	99	1	548
St. Joseph d'Alma.....	183	193	72	36	23	5	110
Shawinigan Falls.....	101	41	356	183	89	.....	584
Sherbrooke.....	1,053	513	1,213	935	501	97	761
Sorel.....	75	48	206	66	34	.....	254
Thetford Mines.....	107	67	299	131	71	.....	457
Three Rivers.....	399	157	757	449	170	11	1,332
Val d'Or.....	228	172	253	136	125	.....	155
Valleyfield.....	128	67	280	148	106	.....	529
Victoriaville.....	182	126	452	154	89	.....	764



**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS  
JULY 30 to AUGUST 26, 1948**

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>48,594</b>	<b>32,044</b>	<b>39,622</b>	<b>36,600</b>	<b>20,811</b>	<b>2,784</b>	<b>25,593</b>
Arnprior.....	935	460	81	76	81	5	22
Barrie.....	217	107	196	233	139		91
Belleville.....	382	360	331	329	206		223
Bracebridge.....	222	52	209	238	143		85
Brampton.....	169	262	80	70	44		66
Brantford.....	1,085	883	675	590	412	34	367
Brockville.....	101	21	152	100	84		104
Carleton Place.....	114	27	130	141	121		55
Chatham.....	597	361	462	424	237	39	286
Cobourg.....	60	42	97	86	56	2	46
Collingwood.....	165	83	86	105	92		68
Cornwall.....	475	58	625	562	336	19	553
Fort Erie.....	170	67	118	126	90	6	56
Fort Frances.....	108	77	98	98	82	5	48
Fort William.....	530	266	487	450	283	12	269
Galt.....	412	396	177	170	124	5	85
Gananoque.....	47	15	69	34	15	13	43
Godolphin.....	94	109	107	67	41	3	87
Guelph.....	393	267	382	370	200	1	187
Hamilton.....	3,164	2,086	3,464	3,559	1,510	319	1,981
Hawkesbury.....	11	16	141	77	6	1	219
Ingersoll.....	80	62	62	77	32	12	23
Kapusking.....	94	125	51	46	32		37
Kenora.....	142	143	74	60	57		54
Kingston.....	591	185	748	749	410	27	580
Kirkland Lake.....	346	206	449	338	179	17	175
Kitchener-Waterloo.....	697	614	586	606	342	13	306
Leamington.....	245	556	223	254	169	22	34
Lindsay.....	117	45	131	114	71	5	89
Listowel.....	55	85	101	61	39	1	80
London.....	2,005	1,517	1,546	1,615	833	153	718
Midland.....	172	74	200	164	106		91
Napane.....	87	65	57	44	34		41
Newmarket.....	159	75	139	148	109		52
New Toronto.....	1,918	1,596	582	527	399	4	240
Niagara Falls.....	511	285	392	409	243	3	214
North Bay.....	446	181	357	380	279	15	188
Orillia.....	250	90	220	179	180	7	219
Oshawa.....	450	233	917	572	321	12	1,213
Ottawa.....	1,812	810	2,129	1,638	842	133	1,837
Owen Sound.....	252	110	222	228	121		146
Parry Sound.....	93	37	63	54	41		84
Pembroke.....	605	282	453	335	235		176
Perth.....	125	39	246	232	100	3	80
Peterborough.....	354	143	668	477	262		568
Picton.....	55	46	27	41	25		420
Port Arthur.....	1,767	1,161	634	491	476	28	1,219
Port Colborne.....	271	177	182	172	99	6	158
Port Hope.....	45	9	77	74	44		27
Prescott.....	68	57	73	43	12		103
Renfrew.....	190	149	166	152	156		74
St. Catharines.....	670	264	945	618	356	19	936
St. Thomas.....	684	378	514	486	348	9	298
Sarnia.....	455	246	403	388	226		238
Sault Ste-Marie.....	1,347	1,131	360	347	253		275
Simcoe.....	694	228	566	560	430	12	69
Smiths Falls.....	153	91	119	215	91		117
Stratford.....	404	152	376	414	93	229	131
Sturgeon Falls.....	38	13	93	92	20	3	78
Sudbury.....	1,731	2,193	1,050	971	538	80	670
Tillsonburg.....	454	61	415	348	323		35
Timmins.....	620	291	628	623	449	26	457
Toronto.....	14,800	9,961	10,364	10,362	5,684	1,249	6,291
Trenton.....	233	169	205	168	165	1	53
Walkerton.....	96	148	54	51	35		47
Wallaceburg.....	165	136	106	86	49	2	73
Welland.....	615	368	481	414	246		228
Weston.....	235	233	289	234	116		155
Windsor.....	1,373	560	2,445	1,789	642	226	2,585
Woodstock.....	374	249	267	249	197	3	70
<b>Manitoba</b> .....	<b>8,580</b>	<b>4,472</b>	<b>8,543</b>	<b>7,418</b>	<b>3,833</b>	<b>1,351</b>	<b>5,113</b>
Brandon.....	709	607	579	585	376		319
Dauphin.....	129	72	107	76	39	26	69
Flin Flon.....	134	149	85	79	41	6	30
Portage la Prairie.....	274	163	194	188	114	5	119
The Pas.....	97	97	87	37	90		71
Winnipeg.....	7,237	3,384	7,491	6,453	3,173	1,314	4,505

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS  
JULY 30 to AUGUST 26, 1948**

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>5,732</b>	<b>2,903</b>	<b>4,878</b>	<b>4,691</b>	<b>2,549</b>	<b>577</b>	<b>2,628</b>
Estevan.....	186	115	93	97	77	.....	22
Moose Jaw.....	632	352	496	462	276	30	311
North Battleford.....	158	95	106	99	77	3	106
Prince Albert.....	428	241	448	466	199	24	369
Regina.....	2,356	931	2,011	2,189	1,211	388	529
Saskatoon.....	1,242	664	1,264	1,001	449	119	1,090
Swift Current.....	175	98	148	128	74	1	70
Weyburn.....	260	193	116	116	117	.....	31
Yorkton.....	295	214	196	133	69	12	100
<b>Alberta</b> .....	<b>8,432</b>	<b>4,081</b>	<b>7,664</b>	<b>7,320</b>	<b>4,311</b>	<b>922</b>	<b>3,131</b>
Blairmore.....	87	204	34	23	39	.....	44
Calgary.....	3,518	1,537	3,188	2,973	1,641	458	1,303
Drumheller.....	142	84	99	101	98	.....	40
Edmonton.....	3,260	1,319	3,169	3,119	1,576	455	1,401
Edson.....	168	152	28	30	57	.....	30
Lethbridge.....	965	408	928	836	737	9	178
Medicine Hat.....	169	250	112	120	60	.....	96
Red Deer.....	173	127	106	118	103	.....	39
<b>British Columbia</b> .....	<b>12,695</b>	<b>4,400</b>	<b>15,935</b>	<b>11,924</b>	<b>6,849</b>	<b>913</b>	<b>16,257</b>
Chilliwack.....	247	87	285	272	192	9	108
Courtenay.....	59	67	92	32	17	.....	131
Cranbrook.....	102	81	70	82	73	.....	22
Dawson Creek.....	111	30	89	82	89	.....	27
Duncan.....	219	79	229	211	184	1	187
Kamloops.....	297	142	232	234	116	.....	175
Kelowna.....	178	32	192	280	135	5	95
Nanaimo.....	187	50	225	213	132	11	155
Nelson.....	253	111	207	206	162	1	106
New Westminster.....	664	220	1,157	678	314	56	1,989
North Vancouver.....	327	29	565	353	267	3	539
Penticton.....	201	82	161	164	87	14	90
Port Alberni.....	352	129	305	251	186	.....	116
Prince George.....	734	212	477	641	541	3	82
Prince Rupert.....	136	37	154	130	88	5	126
Princeton.....	91	20	103	100	77	1	55
Trail.....	148	89	210	144	106	6	180
Vancouver.....	7,304	2,361	9,639	6,803	3,458	730	9,983
Vernon.....	167	71	143	122	92	8	120
Victoria.....	826	450	1,298	849	458	58	1,929
Whitehorse.....	92	21	102	77	75	2	42
<b>Canada</b> .....	<b>112,566</b>	<b>64,591</b>	<b>109,931</b>	<b>91,885</b>	<b>53,020</b>	<b>7,499</b>	<b>88,362</b>
Males.....	78,135	40,032	78,207	64,193	40,495	3,747	58,622
Females.....	34,431	24,559	31,724	27,692	12,525	3,752	29,740

**TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY  
EMPLOYMENT OFFICES, 1938-1948**

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1938.....	584,727	197,937	782,664	275,338	106,957	382,295
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.....	1,404,533	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
1947 (34 weeks).....	770,659	285,239	1,055,898	365,433	140,055	511,488
1948 (34 weeks).....	752,042	298,384	1,050,426	323,575	137,992	461,567

## E—Unemployment Insurance

**TABLE E-1.—REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS FROM APRIL 1, 1947, TO AUGUST 31, 1947 AND FROM APRIL 1, 1948 TO AUGUST 31, 1948**

Region	1947		1948	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	13,779	214,854	15,714	232,064
Quebec.....	48,511	824,385	55,533	921,891
Ontario.....	78,104	1,173,941	75,089	1,273,922
Prairie.....	33,046	437,035	39,495	481,124
Pacific.....	19,511	298,271	23,499	340,984
Total for Canada.....	192,951	2,948,486	209,330	3,249,985

**TABLE E-2.—CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO AUGUST, 1948**

—	1942	1943	1944	1945	1946	1947	1948 (1)
January.....		4,637	11,751	20,412	71,932	63,681	109,311
February.....	663	4,822	12,284	14,990	59,098	47,141	88,016
March.....	4,124	5,046	10,667	13,307	50,706	43,675	76,248
April.....	2,925	3,953	6,463	8,430	35,781	35,859	59,265
May.....	2,799	2,027	4,654	8,825	34,777	27,603	42,257
June.....	4,629	1,772	3,226	10,857	30,646	21,365	39,644
July.....	2,668	1,087	3,106	10,886	27,576	20,034	38,790
August.....	1,855	1,370	3,241	20,557	25,115	17,281	32,182
September.....	1,118	1,013	3,715	40,473	28,555	25,847	
October.....	1,058	1,475	6,222	36,717	34,891	34,743	
November.....	1,748	2,896	11,798	53,325	37,111	47,372	
December.....	3,337	6,562	13,770	57,612	52,479	79,849	
Total.....	26,924	36,660	90,897	296,391	488,667	464,450	485,713

(1) Revised claims included. See Table E-3 for analysis of claims filed in Local Offices.

**TABLE E-3.—CLAIMS FOR BENEFIT BY PROVINCES, AUGUST, 1948**

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
Prince Edward Island.....	129	57	42	30	85	35	1	32
Nova Scotia.....	2,367	1,074	883	410	1,599	637	103	538
New Brunswick.....	1,358	609	497	252	837	402	34	331
Quebec.....	11,065	5,474	3,471	2,120	7,151	3,303	306	3,064
Ontario.....	9,887	4,117	2,842	2,928	7,586	3,780	204	2,107
Manitoba.....	1,501	705	464	332	1,020	459	50	228
Saskatchewan.....	690	308	186	196	441	241	16	193
Alberta.....	767	361	235	171	629	248	25	150
British Columbia.....	4,418	2,192	1,455	771	2,985	1,207	227	1,045
Total, Canada, August, 1948...	32,182	14,897	10,075	7,210	22,333	10,312(1)	966	7,688
Total, Canada, July, 1948.....	38,790	17,275	13,212	8,303	25,873	11,603(2)	973	9,310
Total, Canada, August, 1947...	22,378	11,386	5,895	5,097	14,759	6,589(3)	1,197	8,603

(1) In addition, there were 193 special requests not granted.

(2) In addition, there were 255 special requests not granted.

(3) Number of special requests for August, 1947, not available.



**TABLE E-4.—CLAIMANTS NOT ENTITLED TO BENEFIT**

Chief Reasons for Non-Entitlement	Month of August, 1947	Month of August, 1948	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	1,574	1,876	20,456
Not capable of and not available for work.....	479	591	3,436
Loss of work due to a labour dispute.....	25	307	800
Refused offer of work and neglected opportunity to work.....	1,644	1,612	10,105
Discharged for misconduct.....	205	422	2,581
Voluntarily left employment without just cause.....	1,852	2,512	14,687
Other reasons(1).....	810	2,992	14,466
Total.....	6,589	10,312	66,531

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

**TABLE E-5.—NUMBER OF PERSONS RECEIVING BENEFIT, AMOUNT OF BENEFIT PAID, AUGUST, 1948**

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid (in Dollars)
Prince Edward Island.....	323	111	6,904	12,203
Nova Scotia.....	5,288	1,482	87,209	173,746
New Brunswick.....	2,075	752	43,017	84,007
Quebec.....	17,635	5,894	309,264	589,964
Ontario.....	14,899	4,699	246,263	477,741
Manitoba.....	2,954	896	54,676	100,107
Saskatchewan.....	1,274	394	22,673	42,471
Alberta.....	1,947	511	26,037	52,205
British Columbia.....	8,640	3,399	148,387	303,402
Total, Canada, August, 1948.....	55,035	18,138	944,430	1,835,846
Total, Canada, July, 1948.....	64,432	20,623	1,070,339	2,082,267
Total, Canada, August, 1947.....	42,756	12,114	791,850	1,515,868

**TABLE E-6.—PERSONS SIGNING THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE, AS OF AUGUST 31, 1948**

Province and Sex	Total	6 and under	7-12	13-24	25-48	49-72	73 and over
Prince Edward Island.....	281	51	15	29	58	37	91
Male.....	200	39	9	14	38	28	72
Female.....	81	12	6	15	20	9	19
Nova Scotia.....	4,145	792	329	473	653	406	1,432
Male.....	3,249	652	261	383	506	364	1,083
Female.....	896	140	68	90	147	102	349
New Brunswick.....	2,146	438	155	198	356	286	713
Male.....	1,539	334	117	150	254	218	460
Female.....	607	104	38	48	102	68	247
Quebec.....	15,663	3,416	1,309	1,855	2,539	1,676	4,868
Male.....	10,025	2,407	828	1,147	1,589	1,050	3,004
Female.....	5,638	1,009	481	708	950	626	1,864
Ontario.....	12,443	2,943	974	1,303	1,834	1,231	4,168
Male.....	7,393	1,990	595	713	981	647	2,467
Female.....	5,050	953	379	590	853	584	1,691
Manitoba.....	2,455	449	168	285	358	239	956
Male.....	1,139	193	61	109	154	114	508
Female.....	1,316	256	107	176	204	125	448
Saskatchewan.....	1,037	179	89	123	181	101	364
Male.....	563	91	50	57	93	50	222
Female.....	474	88	39	66	88	51	142
Alberta.....	1,948	423	249	408	366	101	401
Male.....	1,517	317	219	341	289	54	297
Female.....	431	106	30	67	77	47	104
British Columbia.....	7,243	1,160	645	998	1,322	991	2,127
Male.....	5,050	743	469	717	923	751	1,447
Female.....	2,193	417	176	281	399	240	680
TOTAL.....	47,361	9,851	3,933	5,672	7,667	5,128	15,110
MALE.....	30,675	6,766	2,609	3,631	4,827	3,276	9,566
FEMALE.....	16,686	3,085	1,324	2,041	2,840	1,852	5,544

**TABLE E-7.—UNEMPLOYMENT INSURANCE FUND**

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO AUGUST 31, 1948

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	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.....	30,408,051 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	16,940,655 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	19,015,308 47	63,728,855 44	12,746,179 30	2,041 02	6,165,926 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	317,240,660 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			
April.....	4,286,002 65	1,196,877 87	3,408,845 30	8,891,725 82	2,041,373 70	90 00	878,977 04	11,812,166 56	5,398,664 76	454,148,441 01			
May.....	3,253,824 65	977,573 33	2,187,693 26	6,419,091 24	1,431,974 49	928 63	898,797 50	8,750,791 86	3,663,634 03	459,235,598 84			
June.....	3,347,889 62	1,132,569 03	2,093,466 78	6,573,925 43	1,312,161 85	558 65	918,657 92	8,805,303 85	2,596,491 30	465,444,411 39			
July.....	3,534,114 43	1,156,596 23	2,700,007 31	7,390,717 97	1,477,961 48	375 90	936,846 91	9,805,902 26	2,078,888 40	473,171,425 25			
August.....	3,515,171 81	1,114,068 84	3,076,404 19	7,705,644 84	1,541,034 77	241 00	974,027 32	10,220,947 93	1,833,817 39	481,558,555 79			
Sub Total.....	17,937,003 16	5,577,635 30	14,466,416 84	36,981,105 30	7,804,506 29	- 2,194 18	4,607,306 69	49,395,112 46	15,571,495 88	481,558,555 79			
GRAND TOTAL.....	249,907,204 15	85,389,302 25	143,456,954 86	478,753,461 26	95,752,923 98	17,643 67	40,092,528 07	614,616,556 98	133,058,001 19	481,558,555 79			

(1) The column for "Bulk" includes Contributions for Armed Service \$34,372,466.64 and Miscellaneous receipts \$2,090.75.

(2) The column "Interest on Investments and Profit on Sale of Securities" represents:—

(a) The exact amount of interest earned for each completed fiscal year and the approximate amount for each month in the current year.

(b) Profit on sale of securities taken into account at the end of each year only.

## 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- aneous	
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
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
February.....	18.9	119.9	132.5	112.3	107.1	122.7	120.1	110.9	126.2
March.....	19.1	120.1	133.1	112.3	107.2	123.1	120.4	110.9	126.7
April.....	19.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
May.....	21.0	122.0	137.7	112.6	107.2	123.7	122.1	111.5	129.5
June.....	22.6	123.6	142.1	112.6	107.2	124.3	123.4	112.1	132.1
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
August.....	24.6	125.6	144.7	112.6	107.2	127.6	127.0	113.8	135.1
September.....	24.5	125.5	143.2	112.6	107.2	129.6	128.4	113.9	135.0
October.....	25.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
November.....	26.1	127.1	146.6	113.4	108.6	131.1	129.2	114.1	137.3
December.....	26.1	127.1	146.4	113.4	109.2	131.2	129.4	114.1	137.2
1947									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
February.....	26.8	127.8	147.0	113.4	109.1	131.9	130.9	115.5	137.9
March.....	27.9	128.9	148.7	113.4	109.1	133.1	133.6	116.0	139.4
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.2
May.....	32.0	133.1	154.9	115.4	116.2	140.0	138.6	116.8	145.2
June.....	33.8	134.9	157.7	117.8	116.7	142.4	139.8	117.1	147.4
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
August.....	35.5	136.6	160.6	117.8	118.6	145.5	143.7	117.2	150.2
September.....	38.3	139.4	165.3	117.8	121.1	152.0	147.4	117.5	154.7
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	155.5
November.....	42.5	143.6	173.6	119.9	122.6	157.0	151.4	118.2	160.6
December.....	44.2	146.0	178.7	119.9	120.3	159.3	154.9	119.8	164.4
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.....	56.3	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

\*For the period 1914 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.  
† Commodities in the cost-of-living index excluding rents and services.



**TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF SEPTEMBER 1948**

(Base:—August, 1939=100)

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
Halifax.....	151.9	201.1	109.1	131.5	188.4	153.1	118.8
St. John.....	156.0	198.0	113.8	135.1	186.2	154.1	122.7
Montreal.....	162.1	212.5	117.0	126.5	173.6	168.9	121.5
Toronto.....	154.5	196.2	117.7	145.0	181.2	160.2	124.2
Winnipeg.....	151.6	197.0	114.4	120.5	169.5	169.1	119.6
Saskatoon.....	161.3	213.2	121.9	135.9	183.7	169.0	119.0
Edmonton.....	154.2	210.7	107.7	114.6	181.4	161.0	120.4
Vancouver.....	160.6	209.3	112.1	138.9	190.7	161.0	127.2

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	Jul. 1948	Aug. 1948	Sept. 1948	Price Sept. 1948
Beef, sirloin steak.....	lb.	120.7	154.8	154.8	244.1	250.5	258.8	72.2
Beef, round steak.....	lb.	125.7	167.9	167.9	270.5	275.9	286.1	67.8
Beef, rib roast.....	lb.	125.5	174.3	174.3	270.0	275.2	284.8	65.5
Beef, shoulder.....	lb.	132.7	161.6	162.3	279.2	287.4	301.3	47.9
Beef, stewing, boneless.....	lb.	136.7	168.3	168.3	300.9	308.2	329.5	45.0
Veal, front roll, boneless.....	lb.	139.3	174.0	174.0	256.2	263.9	288.8	48.8
Lamb, leg roast.....	lb.	109.9	164.4	152.8	229.9	238.7	241.2	68.5
Pork, fresh loins, centre-cut.....	lb.	125.3	143.8	143.8	223.7	231.4	243.9	66.3
Pork, fresh shoulder, hock-off.....	lb.	127.0	143.4	143.4	239.4	247.8	265.1	50.5
Bacon, side, fancy, sliced, rind-on.....	lb.	132.3	141.5	142.5	220.4	225.5	232.0	74.0
Lard, pure.....	lb.	151.3	157.9	159.6	239.5	250.9	313.2	35.7
Shortening, vegetable.....	lb.	134.7	137.5	137.5	211.1	223.6	286.1	41.2
Eggs, grade "A" large.....	doz.	156.4	155.3	181.3	182.4	219.7	209.4	65.2
Milk.....	qt.	111.0	95.4	95.4	159.6	159.6	159.6	17.4
Butter, creamery, prints.....	lb.	140.5	144.3	143.0	261.2	266.3	267.4	73.0
Cheese, plain, mild, $\frac{1}{4}$ lb.....	pkg.	174.6	164.4	165.4	218.5	220.8	223.8	29.9
Bread, plain white, wrapped.....	lb.	106.5	106.3	106.3	150.8	150.8	150.8	9.5
Flour, first grade.....	lb.	127.3	124.2	124.2	184.8	187.9	187.9	6.2
Rollod oats, package.....	lb.	112.0	114.0	114.0	150.4	150.4	152.0	9.6
Corn flakes, 8 oz.....	pkg.	101.1	100.0	100.0	158.7	159.8	160.9	14.8
Tomatoes, canned, 2 $\frac{1}{2}$ 's.....	tin	129.9	137.7	137.7	252.8	253.8	252.8	26.8
Peas, canned, 2's.....	tin	117.5	121.7	121.7	152.5	151.7	151.7	18.2
Corn, canned, 2's.....	tin	128.3	132.7	132.7	197.3	200.0	200.0	22.6
Beans, dry.....	lb.	129.4	133.3	133.3	296.1	296.1	296.1	15.1
Onions.....	lb.	108.2	142.9	126.5	255.1	210.2	146.9	7.2
Potatoes.....	10 lbs.	89.9	218.3	149.4	260.2	197.6	155.0	33.9
Prunes, bulk.....	lb.	115.8	120.2	120.2	174.6	174.6	173.7	19.8
Raisins, seedless, bulk.....	lb.	104.0	107.9	108.6	143.0	141.1	137.7	20.8
Oranges.....	doz.	132.5	154.6	154.3	122.5	116.4	115.7	33.9
Lemons.....	doz.	111.3	147.7	148.6	137.2	140.0	138.5	45.0
Jam, strawberry, 16 oz.....	jar	111.3	115.1	115.1	152.8	151.6	151.0	24.8
Peaches, 20 oz.....	tin	101.5	105.1	106.1	154.8	154.8	154.3	30.4
Marmalade, orange, 16 oz.....	jar	118.3	128.9	128.9	148.0	148.0	147.3	20.0
Corn syrup, 2 lb.....	tin	138.0	158.2	157.7	192.1	191.5	191.5	32.8
Sugar, granulated.....	lb.	132.3	132.3	132.3	149.2	149.2	149.2	9.7
Sugar, yellow.....	lb.	131.3	134.9	134.9	154.0	154.0	154.0	9.7
Coffee.....	lb.	141.6	131.4	131.7	182.8	183.7	184.6	62.4
Tea, black, $\frac{1}{4}$ lb.....	pkg.	145.2	131.6	131.6	174.1	174.1	174.5	51.3

\* Descriptions and units of sale apply to September, 1948, prices.

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, looke-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.....	69.0	67.0	61.5	45.0	48.7	.....	62.5	65.8	.....	71.2
<b>Nova Scotia—</b>										
2—Halifax.....	69.2	63.4	57.1 <sup>c</sup>	43.1	42.7	33.7	67.3	65.1	49.8	71.0
3—New Glasgow.....	75.6	69.8	68.6	47.8	41.6	.....	68.8	71.0	56.8	76.5
4—Sydney.....	85.0	74.2	67.3	54.5	48.2	.....	70.8	69.7	.....	74.3
5—Truro.....	67.8	62.2	61.7	45.5	45.0	.....	60.3	64.8	48.0	74.2
<b>New Brunswick—</b>										
6—Fredericton.....	69.2	61.7	58.5	43.8	39.4	44.0	56.7	58.9	41.7	73.6
7—Moncton.....	72.3	68.6	67.6 <sup>c</sup>	47.4	42.1	47.0	66.1	69.2	52.4	75.9
8—Saint John.....	78.1	72.1	65.4	47.7	43.9	41.0	67.5	66.3	48.2	71.1
<b>Quebec—</b>										
9—Chicoutimi.....	77.5	71.0	65.0	49.3	39.3	.....	64.3	58.8	49.8	81.7
10—Hull.....	69.0	65.2	59.6	46.0	42.3	46.5	64.3	62.7	49.3	65.5
11—Montreal.....	75.2	70.7	65.5	42.0	38.6	42.5	63.0	61.6	48.6	73.1
12—Quebec.....	76.1	71.2	65.4	42.9	39.2	53.9	64.3	57.1	49.2	67.2
13—St. Hyacinthe.....	65.4	60.5	57.3	42.0	30.7	.....	.....	58.7	46.6	71.3
14—St. Johns.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	72.4
15—Sherbrooke.....	70.6	68.0	58.7	43.2	34.3	48.5	61.0	60.4	47.9	71.3
16—Sorel.....	71.7	69.2	65.7	41.0	40.3	.....	.....	65.0	50.5	74.0
17—Thetford Mines.....	63.8	64.7	49.2	41.4	.....	.....	.....	54.4	46.6	59.0
18—Three Rivers.....	74.9	66.7	58.3 <sup>c</sup>	42.7	37.1	39.5	.....	57.8	45.3	70.8
<b>Ontario—</b>										
19—Belleville.....	73.3	68.5	67.0	52.7	48.7	.....	66.7	68.5	53.7	73.0
20—Brantford.....	72.3	67.9	66.9	51.2	44.2	54.8	70.8	69.9	47.2	70.9
21—Brockville.....	75.0	70.4	70.7	50.1	47.6	.....	67.5	71.3	54.0	75.0
22—Chatham.....	69.9	67.3	65.6	47.4	45.3	.....	70.7	69.4	53.9	73.5
23—Cornwall.....	71.0	68.1	62.7	47.7	48.9	.....	69.0	63.1	50.6	72.7
24—Fort William.....	68.9	65.5	71.7	47.6	42.1	.....	71.7	65.3	55.7	73.3
25—Galt.....	72.0	70.0	67.7	51.3	47.3	.....	71.7	68.3	54.3	72.3
26—Guelph.....	74.9	69.9	69.0	51.6	49.1	51.4	72.3	68.7	47.3	72.7
27—Hamilton.....	74.3	70.0	69.0	51.3	47.3	53.9	72.7	70.1	48.7	72.7
28—Kingston.....	70.4	66.1	63.9	45.6	41.6	.....	68.3	65.9	46.7	71.0
29—Kitchener.....	71.4	69.6	65.7	48.3	45.9	51.8	71.9	70.1	49.2	73.3
30—London.....	71.8	67.6	66.3	50.1	44.4	48.6	71.4	68.7	48.2	72.2
31—Niagara Falls.....	70.6	67.1	65.6	49.0	45.3	.....	67.4	68.9	50.7	70.7
32—North Bay.....	70.8	67.8	64.3	49.2	46.6	.....	69.3	66.0	48.0	74.6
33—Oshawa.....	73.2	68.2	64.9	47.4	45.4	52.3	67.3	67.2	48.0	71.1

COAL AND RENTALS BY CITIES, SEPTEMBER, 1948

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.
<b>P.E.I.—</b>										
1—Charlottetown.....	35-3	41-2	65-6	15-0	75-0	31-7	9-3	6-4	9-0	15-7
<b>Nova Scotia—</b>										
2—Halifax.....	35-7	41-2	69-3	17-0	74-8	31-1	9-6	6-6	11-0	15-8
3—New Glasgow.....	36-0	41-3	75-9	17-0	74-7	31-3	9-7	.....	9-5	16-4
4—Sydney.....	35-6	41-9	75-5	18-0	74-7	32-1	8-7	6-6	10-5	16-1
5—Truro.....	37-0	40-8	71-9	16-0	74-9	31-4	9-4	6-3	10-2	15-3
<b>New Brunswick—</b>										
6—Fredericton.....	36-6	41-9	71-9	17-0	75-1	31-6	10-0	6-2	8-5	15-4
7—Moncton.....	37-9	41-6	72-5	17-0	75-1	31-8	10-0	6-5	10-0	15-5
8—Saint John.....	37-1	41-5	68-3	18-0	74-9	31-8	10-0	6-4	9-4	15-0
<b>Quebec—</b>										
9—Chicoutimi.....	38-1	46-0	70-6	17-0	73-4	30-4	8-0	6-5	.....	14-7
10—Hull.....	32-7	40-4	65-0	17-0	72-6	29-1	8-7	5-8	9-8	13-8
11—Montreal.....	35-7	41-1	67-0	17-5	73-3	29-7	9-3	5-8	10-1	14-8
12—Quebec.....	35-4	41-3	67-6	17-0	73-5	30-5	8-0	6-0	10-0	14-8
13—St. Hyacinthe.....	35-1	40-8	67-6	16-0	73-1	29-7	8-0	6-1	10-6	13-9
14—St. Johns.....	33-7	39-2	71-0	16-0	74-0	29-3	8-0	6-3	10-5	15-0
15—Sherbrooke.....	34-6	41-3	69-6	17-0	73-0	29-9	9-5	6-3	10-0	14-9
16—Sorel.....	36-7	40-9	69-4	16-0	72-3	30-4	7-3	6-2	10-1	14-8
17—Thetford Mines.....	37-3	40-7	70-6	16-0	72-7	29-8	8-0	6-1	9-3	15-5
18—Three Rivers.....	33-0	40-7	68-7	17-0	71-8	29-8	8-0	6-0	9-5	15-8
<b>Ontario—</b>										
19—Belleville.....	36-6	41-1	58-0	17-0	73-9	30-2	9-3	6-3	9-4	14-1
20—Brantford.....	34-3	40-2	61-1	17-0	73-2	28-9	9-3	6-4	9-4	14-5
21—Brockville.....	35-0	41-2	63-0	17-0	73-5	29-0	8-7	6-3	9-9	14-2
22—Chatham.....	33-2	41-4	56-6	17-0	73-0	27-9	9-3	6-1	9-9	14-4
23—Cornwall.....	35-9	40-5	64-4	17-0	73-6	28-7	8-7	6-2	9-1	13-9
24—Fort William.....	35-9	40-2	70-8	18-0	71-7	30-2	9-3	6-1	9-5	14-4
25—Galt.....	34-5	41-3	59-7	17-0	73-9	28-8	9-3	6-0	9-5	14-6
26—Guelph.....	35-1	41-2	60-9	17-0	73-7	28-5	9-3	6-2	9-7	14-4
27—Hamilton.....	35-0	41-0	62-3	18-0	73-8	28-6	9-3	6-3	9-6	14-6
28—Kingston.....	35-8	40-9	63-7	17-0	73-0	29-4	8-7	6-3	9-7	14-5
29—Kitchener.....	34-3	41-0	60-1	17-0	73-7	28-4	9-3	6-2	9-5	14-2
30—London.....	35-4	41-1	60-2	17-0	73-4	29-0	9-3	6-2	9-8	14-1
31—Niagara Falls.....	35-5	41-5	66-0	17-5	73-8	29-8	8-7	6-3	9-7	14-8
32—North Bay.....	35-5	41-6	73-0	18-0	73-3	29-6	9-3	6-4	10-5	15-1
33—Oshawa.....	35-2	40-6	62-7	17-0	73-6	28-6	9-3	6-3	9-2	14-7



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-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 shoulder, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
34—Ottawa.....	71.6	66.4	66.2	47.0	43.7	44.3	69.1	66.7	50.9	74.6
35—Owen Sound.....	71.9	67.9	67.4	46.4	42.0			65.9	51.7	70.4
36—Peterborough.....	71.9	68.0	66.9	49.1	46.4		72.8	67.7	49.7	74.6
37—Port Arthur.....	72.6	67.0	64.4	47.9	47.0		67.3	61.9	50.6	77.0
38—St. Catharines.....	73.7	68.7	67.0 <sup>c</sup>	51.0	46.5			71.7	50.0	70.1
39—St. Thomas.....	71.0	66.5	62.3	47.4	43.9	51.7	67.7	69.3	53.0	72.0
40—Sarnia.....	69.7	67.3	63.6	49.8	44.3	50.0	69.6	67.1	48.1	69.6
41—Sault Ste. Marie.....	69.8	68.2	62.9	47.1	43.9	45.7	70.5	66.5	51.0	72.8
42—Stratford.....	69.0	66.7	69.5	48.5	44.0		71.0	63.8	48.0	72.3
43—Sudbury.....	71.1	70.0	62.7 <sup>c</sup>	48.2	46.4			67.5	53.3	71.7
44—Timmins.....	73.1	70.2	66.8	50.0	49.0	51.3	70.7	67.5	53.5	73.6
45—Toronto.....	74.4	69.8	70.5 <sup>c</sup>	52.3	46.6	53.5	70.2	70.1	48.7	72.8
46—Welland.....	68.8	64.8	58.5 <sup>c</sup>	45.1	40.0			65.7	49.9	68.2
47—Windsor.....	70.5	67.3	64.1	45.8	45.6		75.0	68.1	48.6	70.1
48—Woodstock.....	72.3	67.7	65.5	49.0	45.3		68.3	68.3	50.7	72.6
<b>Manitoba—</b>										
49—Brandon.....	68.0	65.3		43.0	46.7			68.3		74.9
50—Winnipeg.....	65.2	60.0	58.0 <sup>c</sup>	43.3	42.0	42.8	63.7	64.1	51.7	72.7
<b>Saskatchewan—</b>										
51—Moose Jaw.....	66.0	60.1	64.6	46.9	45.0		66.7	61.1	44.0	78.6
52—Prince Albert.....	72.2	68.6	64.7	51.4	49.4	48.7	64.3	64.0	47.0	73.3
53—Regina.....	66.3	62.7	59.2	44.3	43.3	47.3	63.3	62.3	47.6	75.5
54—Saskatoon.....	67.3	62.3	62.3	47.5	45.2	53.4	67.5	65.3	50.3	80.8
<b>Alberta—</b>										
55—Calgary.....	68.6	64.9	65.7 <sup>c</sup>	46.0	44.4	44.2	66.8	64.7	50.7	78.6
56—Drumheller.....	70.0	66.7	63.7	49.5	50.0	49.3		68.8	57.0	81.9
57—Edmonton.....	70.2	63.8	67.1	46.1	47.5	50.5	65.4	62.9	47.3	76.1
58—Lethbridge.....	75.0	69.7	68.0	50.0	49.0			64.3	48.7	79.8
<b>British Columbia—</b>										
59—Nanaimo.....	81.8	73.0	75.8	51.8	49.0		71.3	75.5	56.0	83.3
60—New Westminster.....	74.9	70.3	68.4	51.5	51.2	51.0	70.0	70.3	53.4	80.3
61—Prince Rupert.....	85.7	78.3	86.5	56.7	55.7		75.8	70.4	57.5	86.6
62—Trail.....	77.4	71.8	74.7	51.1	49.0		78.4	73.8	61.4	81.4
63—Vancouver.....	79.1	72.3	77.1	53.1	50.6	60.8	74.7	72.3	55.1	82.5
64—Victoria.....	81.4	75.6	76.0	53.9	53.1	58.0	77.0	70.9	54.7	82.3

COAL AND RENTALS BY CITIES, SEPTEMBER, 1948

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 $\frac{1}{2}$ 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.....	34.7	40.9	65.5	17.0	73.5	29.8	8.7	6.1	9.9	14.4
35—Owen Sound.....	34.4	40.5	57.5	17.0	73.8	28.5	8.7	6.3	8.8	14.1
36—Peterborough.....	35.7	40.1	58.5	17.0	73.8	28.9	9.3	6.3	9.7	13.7
37—Port Arthur.....	37.3	40.4	72.0	18.0	71.9	30.4	9.3	6.1	8.8	14.8
38—St. Catharines.....	33.2	39.5	65.0	17.5	73.0	28.9	8.7	6.1	9.5	14.1
39—St. Thomas.....	34.6	39.7	63.4	17.0	73.3	29.1	8.7	6.3	9.9	14.3
40—Sarnia.....	34.6	42.3	60.1	17.0	73.5	30.2	9.3	6.4	10.1	14.7
41—Sault Ste. Marie.....	36.9	40.1	71.8	18.0	73.2	29.9	9.3	6.1	10.3	14.7
42—Stratford.....	34.9	41.4	57.7	17.0	73.6	29.3	9.3	5.9	10.0	14.8
43—Sudbury.....	35.6	41.3	67.9	18.0	73.9	30.5	9.3	6.3	9.7	14.5
44—Timmins.....	37.1	41.1	69.1	20.0	72.7	29.9	9.7	6.2	10.2	14.4
45—Toronto.....	35.6	40.6	63.2	18.0	73.9	28.4	9.3	6.1	9.4	14.2
46—Welland.....	34.2	38.7	64.2	18.0	73.9	28.7	9.3	6.2	9.6	13.3
47—Windsor.....	35.0	40.6	60.3	18.0	73.4	28.8	9.3	6.2	9.7	14.4
48—Woodstock.....	34.8	41.7	59.0	17.0	73.7	29.4	9.3	6.1	9.2	14.8
<b>Manitoba—</b>										
49—Brandon.....	36.5	41.3	62.0	16.0	70.3	30.0	8.9	6.0	8.4	15.3
50—Winnipeg.....	37.0	39.1	66.5	17.0	70.8	30.0	9.0	5.9	9.3	14.6
<b>Saskatchewan—</b>										
51—Moose Jaw.....	35.9	39.9	60.4	17.0	69.7	29.8	9.6	6.0	8.8	15.0
52—Prince Albert.....	36.3	41.7	54.5	17.0	70.6	28.9	8.0	6.0	8.7	14.6
53—Regina.....	36.9	43.7	60.2	16.0	69.6	30.3	9.6	6.1	8.2	15.1
54—Saskatoon.....	35.4	40.9	62.1	17.0	70.1	29.0	8.8	5.8	8.3	14.7
<b>Alberta—</b>										
55—Calgary.....	34.2	40.2	60.4	17.0	71.1	26.9	9.6	6.0	8.5	15.1
56—Drumheller.....	33.1	43.2	61.3	17.0	71.9	30.6	10.4	6.4	9.8	15.6
57—Edmonton.....	35.3	41.0	58.4	17.0	71.0	29.3	9.6	6.0	8.8	14.2
58—Lethbridge.....	35.4	41.3	64.9	17.0	70.7	29.9	10.4	6.1	8.7	14.7
<b>British Columbia—</b>										
59—Nanaimo.....	40.5	43.5	64.8	19.0	73.3	30.9	12.0	6.6	9.7	15.6
60—New Westminster.....	38.8	41.8	68.3	17.0	73.0	30.0	11.0	6.2	9.6	15.1
61—Prince Rupert.....	38.0	43.7	75.1	25.0	73.3	33.1	13.0	6.9	10.5	15.7
62—Trail.....	37.7	42.7	65.7	18.0	72.7	30.4	12.0	6.5	9.1	15.2
63—Vancouver.....	36.6	39.6	63.6	17.0	72.6	30.3	11.7	6.1	9.3	14.6
64—Victoria.....	38.5	43.2	70.3	19.0	72.8	30.6	11.0	6.4	9.6	15.0

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.....	27.9	17.9	21.8	15.2	6.8	34.0	19.7	24.4	42.9	60.4	50.6
<b>Nova Scotia—</b>											
2—Halifax.....	27.8	19.3	23.8	15.2	5.9	32.3	19.9	19.6	36.5	47.1	48.9
3—New Glasgow.....		18.3	19.6	15.6	5.6	39.6			39.2	55.4	51.9
4—Sydney.....	28.6	18.5	23.4	15.8	7.3	34.7	19.5	22.0	39.7	54.4	49.6
5—Truro.....	27.0	18.0	23.0	15.0	5.8	31.1	22.0	22.1	39.0	53.4	49.8
<b>New Brunswick—</b>											
6—Fredericton.....	29.3	20.5	23.3	15.6	6.6	28.0	16.9	22.2	43.5	50.3	50.9
7—Moncton.....	26.9	19.3	23.1	14.8	6.3	30.7	18.4	22.7	34.6	48.5	51.7
8—Saint John.....	27.6	18.0	23.8	15.2	6.2	26.0	18.3	21.6	39.6	44.3	49.0
<b>Quebec—</b>											
9—Chicoutimi.....	27.7	18.0	28.0	14.9	10.8	40.5	17.0	25.0	48.5	56.3	55.3
10—Hull.....	25.9	16.1	23.3	14.6	10.1	32.1	19.0	21.2	31.2	39.6	47.6
11—Montreal.....	23.1	17.0	22.7	14.4	8.5	28.1	20.3	22.1	32.5	37.8	47.5
12—Quebec.....	24.8	18.4	24.7	14.5	9.1	26.4	20.1	22.2	31.7	39.4	49.1
13—St. Hyacinthe.....	23.0	18.5	22.0	14.3	9.7	30.9	20.0	20.4	43.9	47.5	48.2
14—St. Johns.....	21.7	19.2	20.7	13.9	7.9	31.0	20.3	21.0	44.4	44.1	47.0
15—Sherbrooke.....	23.6	17.3	23.5	14.3	9.3	29.4	22.2	22.5	35.8	42.8	48.5
16—Sorel.....	25.3	16.9	24.4	14.0	10.4	34.2	20.8	21.4	43.5	46.0	48.8
17—Thetford Mines.....	23.6	18.1	21.2	13.8	10.2	30.3	22.0	20.9	44.9	49.6	52.1
18—Three Rivers.....	23.7	16.7	24.6	14.1	9.3	27.3	20.8	23.5	40.4	41.9	48.8
<b>Ontario—</b>											
19—Belleville.....	24.9	17.8		15.2	5.6	34.7	19.5	19.6	35.3	37.7	46.2
20—Brantford.....	26.0	17.7		14.5	6.8	31.6	20.0	19.8	27.6	40.8	44.4
21—Brockville.....	28.0	18.8		15.0	7.5	38.4	20.5	20.7	32.2	39.7	49.0
22—Chatham.....	25.8	17.7		14.6	5.2	32.8	20.5	18.8	32.7	39.6	47.9
23—Cornwall.....	25.4	18.4		15.1	6.7	33.0	19.0	20.2	35.4	40.4	49.0
24—Fort William.....	26.3	18.1	21.4	15.5	6.8	34.3	20.8	22.8	33.2	46.6	50.5
25—Galt.....	26.1	17.8		15.0	6.4	32.4	19.9	19.4	25.8	38.9	44.0
26—Guelph.....	26.7	17.8		14.8	6.1	37.3	20.4	19.3	28.5	40.5	45.4
27—Hamilton.....	25.6	17.3	22.9	14.8	5.9	36.6	20.5	18.9	28.2	41.2	45.1
28—Kingston.....	25.7	17.7	24.0	15.7	7.4	36.0	19.5	19.6	36.5	41.7	45.7
29—Kitchener.....	27.7	18.8		15.2	6.2	30.4	20.5	19.4	27.7	40.2	45.9
30 London.....	26.1	18.5	20.4	14.7	6.0	31.6	20.1	18.5	29.3	42.7	43.3
31—Niagara Falls.....	26.1	18.2		13.9	5.6	33.3			39.0	40.3	47.7
32—North Bay.....	28.0	18.2	23.3	14.6	6.8	35.3	17.6	21.4	35.7	42.7	50.7
33—Oshawa.....	25.4	17.5		15.8	6.0	28.4	19.7	19.2	34.0	45.9	45.7



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	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.....	29.7	41.6	36.4	9.6	9.2	70.0	50.0	.....	15.00	26.00-30.00(b)
<b>Nova Scotia—</b>										
2—Halifax.....	31.0	42.2	35.5	9.4	9.4	68.2	49.7	.....	16.57	28.50-32.50
3—New Glasgow.....	33.0	43.1	35.9	9.8	9.8	72.0	49.9	.....	.....	16.00-20.00
4—Sydney.....	32.1	44.6	37.4	10.0	9.9	71.6	50.7	.....	10.60	20.50-24.50(b)
5—Truro.....	32.0	41.8	35.6	9.5	9.6	68.8	52.2	.....	15.00	.....
<b>New Brunswick—</b>										
6—Fredericton.....	32.3	43.5	35.7	9.7	9.6	68.5	49.7	.....	16.30	21.00-25.00(b)
7—Moncton.....	31.9	43.5	35.1	10.0	9.9	66.4	49.6	.....	15.95	27.00-31.00(b)
8—Saint John.....	29.5	42.3	35.5	9.7	9.5	66.7	50.2	.....	16.63	21.50-25.50(b)
<b>Quebec—</b>										
9—Chicoutimi.....	34.7	43.7	37.3	9.7	9.4	71.1	53.7	22.00	.....	.....
10—Hull.....	30.2	37.5	32.3	9.3	9.3	60.2	52.7	22.00	.....	.....
11—Montreal.....	30.1	40.7	32.6	9.0	9.2	65.9	52.6	23.05	.....	24.50-28.50(b)
12—Quebec.....	31.1	43.0	35.0	9.1	8.9	62.6	52.6	21.00	.....	29.00-33.00(b)
13—St. Hyacinthe.....	32.2	39.2	33.0	9.0	8.9	58.7	53.2	21.50	.....	.....
14—St. Johns.....	31.6	40.7	35.0	8.9	9.0	58.4	52.4	22.00	.....	.....
15—Sherbrooke.....	31.0	41.0	34.5	9.0	9.0	62.7	52.7	22.25	.....	21.50-25.50(b)
16—Sorel.....	33.7	41.3	35.6	9.0	8.7	65.0	52.5	21.50	.....	.....
17—Thetford Mines.....	33.0	39.9	36.9	9.1	9.0	63.4	50.9	22.00	.....	.....
18—Three Rivers.....	31.0	39.8	33.5	9.0	8.9	64.0	52.8	21.65	.....	.....
<b>Ontario—</b>										
19—Belleville.....	31.3	37.1	32.1	9.5	9.4	61.0	51.9	21.50	.....	.....
20—Brantford.....	30.2	36.4	30.1	9.2	9.2	60.6	51.2	21.50	.....	22.50-26.50
21—Brockville.....	30.5	39.7	31.3	9.5	9.4	62.3	51.3	22.00	.....	.....
22—Chatham.....	30.9	37.6	31.3	9.8	9.8	63.4	53.2	22.50	.....	23.00-27.00
23—Cornwall.....	31.2	38.2	31.7	9.1	9.1	60.9	51.3	23.00	.....	.....
24—Fort William.....	28.7	43.5	31.4	9.8	9.8	60.2	50.0	.....	21.60	29.50-33.50
25—Galt.....	29.2	34.4	30.4	9.4	9.2	62.8	52.5	22.00	.....	25.50-29.50
26—Guelph.....	30.5	36.4	30.9	9.4	9.3	61.6	52.6	21.75	.....	24.00-28.00
27—Hamilton.....	28.3	35.2	31.0	9.1	9.1	61.0	52.4	20.50	.....	29.50-33.50
28—Kingston.....	30.0	36.6	31.3	9.1	9.1	62.6	51.6	22.00	.....	33.00-37.00
29—Kitchener.....	30.6	36.5	31.1	9.6	9.5	57.2	53.0	22.00	.....	30.00-34.00
30—London.....	30.4	37.3	30.3	9.6	9.4	59.9	51.3	22.50	.....	27.50-31.50
31—Niagara Falls.....	28.0	36.3	31.5	9.7	9.7	61.7	52.5	20.50	.....	30.00-34.00
32—North Bay.....	32.6	39.7	35.0	10.2	10.1	64.2	52.5	23.50	.....	23.00-27.00
33—Oshawa.....	29.8	37.1	31.4	9.5	9.3	62.0	52.7	21.50	.....	27.50-31.50

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.....	26·0	17·7	23·8	14·7	7·8	32·0	21·5	22·3	34·0	41·2	46·0
35—Owen Sound.....	26·6	17·7	.....	14·8	6·3	31·4	19·3	19·1	29·7	38·7	48·3
36—Peterborough.....	25·6	17·6	.....	14·8	6·8	31·0	20·8	19·5	29·9	40·9	46·7
37—Port Arthur.....	27·0	19·4	21·9	15·2	7·2	34·1	21·5	23·0	29·4	50·7	49·8
38—St. Catharines.....	25·8	18·5	.....	14·8	5·7	34·4	21·0	20·4	31·4	40·2	47·3
39—St. Thomas.....	26·0	18·7	.....	14·8	6·6	30·7	20·7	20·9	28·7	42·5	47·8
40—Sarnia.....	26·3	18·9	23·3	14·5	8·3	29·2	19·0	19·8	37·7	42·0	48·5
41—Sault Ste. Marie.....	28·5	18·4	24·0	15·9	7·9	38·6	18·7	20·9	31·9	39·1	48·6
42—Stratford.....	27·6	18·1	.....	15·7	6·3	29·3	20·3	19·0	26·8	39·8	46·5
43—Sudbury.....	27·8	16·9	23·0	15·5	6·5	34·7	19·8	21·7	31·4	44·1	48·3
44—Timmins.....	28·6	17·7	25·0	16·1	7·6	38·3	20·2	21·9	29·3	40·7	50·7
45—Toronto.....	25·9	17·3	21·6	14·8	5·3	31·5	19·3	18·6	27·5	38·4	43·8
46—Welland.....	24·4	16·4	.....	14·7	5·1	34·1	19·8	19·5	30·7	38·9	46·3
47—Windsor.....	24·8	18·8	22·2	14·6	6·2	31·8	19·6	20·2	35·7	45·1	46·5
48—Woodstock.....	.....	17·7	.....	12·9	5·2	28·1	18·3	17·7	29·7	39·3	44·9
<b>Manitoba—</b>											
49—Brandon.....	31·0	18·8	.....	16·0	8·3	26·2	20·0	21·2	33·8	52·3	56·0
50—Winnipeg.....	29·2	19·1	21·4	14·0	6·7	26·0	19·2	20·7	31·9	48·7	56·9
<b>Saskatchewan—</b>											
51—Moose Jaw.....	30·3	18·4	21·7	16·4	5·9	36·3	20·3	21·2	33·2	51·4	.....
52—Prince Albert.....	30·3	18·8	21·8	16·3	10·0	43·8	18·4	21·4	32·2	54·7	.....
53—Regina.....	31·1	19·4	21·9	15·4	7·1	38·5	20·5	20·9	33·8	49·4	61·3
54—Saskatoon.....	29·7	18·8	22·8	15·9	9·0	44·4	19·2	20·5	30·9	55·8	53·0
<b>Alberta—</b>											
55—Calgary.....	27·6	17·8	20·1	14·4	8·0	37·9	20·6	20·9	32·8	53·4	53·4
56—Drumheller.....	.....	18·5	.....	15·2	9·6	41·4	20·3	22·3	31·4	52·6	60·3
57—Edmonton.....	27·8	17·8	19·9	15·3	7·1	36·1	20·6	21·9	33·4	47·2	57·8
58—Lethbridge.....	27·7	17·7	18·7	14·7	8·5	35·2	17·5	20·5	35·1	51·3	55·5
<b>British Columbia—</b>											
59—Nanaimo.....	.....	17·7	.....	16·3	7·0	41·8	19·0	20·4	31·7	43·3	51·3
60—New Westminster.....	29·7	17·5	.....	15·7	5·6	36·3	19·0	18·6	25·7	39·2	51·1
61—Prince Rupert.....	29·7	20·9	.....	17·6	8·4	47·4	20·4	20·9	41·7	49·2	54·7
62—Trail.....	.....	19·8	.....	18·7	7·4	42·1	20·8	22·3	33·0	50·3	.....
63—Vancouver.....	25·7	17·4	.....	16·1	6·2	35·8	18·8	20·9	24·9	39·9	53·7
64—Victoria.....	26·8	18·9	21·5	16·4	8·2	41·8	19·2	20·8	27·9	43·5	55·9

COAL AND RENTALS BY CITIES, SEPTEMBER, 1948—concluded

	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.....	29.5	39.1	30.7	9.3	9.3	60.4	51.6	22.00	.....	33.50-37.50
35—Owen Sound.....	29.4	38.4	31.0	9.6	9.6	63.8	52.4	21.50	.....	18.50-22.50
36—Peterborough.....	31.4	41.0	30.9	9.4	9.3	61.6	51.6	22.25	.....	27.50-31.50
37—Port Arthur.....	30.3	42.3	32.5	10.0	10.0	59.1	49.9	.....	21.60	24.50-28.50
38—St. Catharines.....	27.6	35.6	31.4	9.1	9.1	60.3	52.1	21.50	.....	28.00-32.00
39—St. Thomas.....	32.4	39.3	31.5	9.7	9.7	60.9	52.5	21.50	.....	22.00-26.00
40—Sarnia.....	33.7	40.3	31.9	10.1	10.0	62.0	52.2	21.75	.....	.....
41—Sault Ste. Marie.....	30.0	38.0	32.7	9.9	9.7	60.4	51.8	22.00	.....	25.00-29.00
42—Stratford.....	30.5	37.9	31.7	9.8	9.8	62.4	51.6	21.50	.....	.....
43—Sudbury.....	29.2	38.6	33.6	10.0	9.8	60.6	51.4	22.50	.....	31.00-35.00
44—Timmins.....	30.3	40.9	34.2	10.0	9.9	60.2	52.1	23.75	.....	31.50-35.50
45—Toronto.....	28.9	37.1	30.4	9.1	9.1	62.2	51.7	20.75	.....	34.50-38.50
46—Welland.....	28.0	36.3	30.8	9.3	9.3	56.7	51.6	21.00	.....	.....
47—Windsor.....	30.4	36.7	31.5	9.5	9.5	62.2	51.6	22.00	.....	27.00-31.00
48—Woodstock.....	30.4	36.9	30.7	9.6	9.6	62.7	51.3	22.50	.....	.....
<b>Manitoba—</b>										
49—Brandon.....	30.8	42.8	33.4	10.5	10.5	63.2	50.2	.....	15.75	23.50-27.50
50—Winnipeg.....	29.7	41.3	31.9	10.4	10.3	55.5	49.1	.....	17.30	29.00-33.00
<b>Saskatchewan—</b>										
51—Moose Jaw.....	29.0	41.2	33.3	11.0	11.0	63.0	49.0	.....	14.25	26.50-30.50
52—Prince Albert.....	29.9	45.1	33.9	11.3	11.3	62.2	50.6	.....	14.50	21.00-25.00
53—Regina.....	29.3	41.9	33.7	11.0	11.5	63.7	52.2	.....	15.25	30.00-34.00
54—Saskatoon.....	29.7	44.3	33.9	11.0	11.3	61.4	50.4	.....	14.25	24.00-28.00
<b>Alberta—</b>										
55—Calgary.....	28.7	43.1	33.1	10.5	10.9	60.3	49.3	.....	12.00	27.50-31.50
56—Drumheller.....	30.3	45.8	35.0	11.0	11.4	63.3	49.1	.....	.....	23.50-27.50
57—Edmonton.....	28.4	43.4	32.5	10.7	11.2	61.0	48.7	.....	8.20	26.00-30.00
58—Lethbridge.....	28.8	44.0	31.2	10.2	10.9	59.2	50.3	.....	8.20	25.00-29.00
<b>British Columbia—</b>										
59—Nanaimo.....	31.3	37.3	31.4	9.9	10.7	61.1	50.9	.....	.....	19.00-23.00
60—New Westminster.....	28.0	39.3	31.0	9.2	9.2	57.2	49.0	.....	16.73	21.00-25.00
61—Prince Rupert.....	30.9	42.7	33.1	10.2	10.3	62.7	49.3	.....	18.75	20.00-24.00
62—Trail.....	30.7	41.7	34.3	10.1	10.3	59.4	50.6	.....	15.37	23.00-27.00
63—Vancouver.....	28.4	37.4	29.7	9.3	9.4	59.4	48.7	.....	16.90	26.50-30.50
64—Victoria.....	28.8	40.2	30.1	9.9	9.8	59.0	49.6	.....	18.10	23.00-27.00

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with prices averages for earlier years. Changes in grading, trade practices, etc., occur from time to time.

(a) Rent figures are obtained by multiplying increases since June, 1941 by the average rental determined by the census of that date. The increases are based upon reports from real estate agents and *periodic sample surveys* which are now being conducted by direct interview.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

(c) 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	1946	1947	Aug. 1947	June 1948	July 1948	Aug. 1948
<b>All commodities</b> .....	64.0	127.4	155.9	97.3	95.6	67.1	75.4	90.0	103.6	108.7	129.1	130.8	151.9	152.0	157.8
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	97.8	115.1	115.0	134.7	132.3	140.0
II. Animal and Their Products.....	70.9	127.1	145.1	90.7	100.0	59.4	74.6	92.1	107.9	114.5	131.8	131.5	187.8	170.2	177.4
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	91.3	69.7	70.9	91.0	91.8	97.0	123.8	133.6	185.4	155.5	156.9
IV. Wood, Wood Products and Paper.....	63.9	189.1	184.4	106.3	93.9	82.8	79.2	96.0	120.0	132.3	162.4	163.6	184.0	184.3	188.8
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	93.7	85.4	98.5	111.3	117.1	126.1	137.9	136.6	199.1	189.6	168.3
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	155.7	97.3	99.2	64.3	71.3	77.7	79.8	88.0	124.4	132.7	143.8	143.9	136.4
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	103.1	114.5	118.8	131.6	134.5	136.0
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	95.4	81.3	79.8	98.9	99.4	95.2	107.9	110.0	115.9	116.7	126.7
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	101.1	117.3	119.0	140.7	141.0	143.1
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	63.8	73.9	89.5	103.4	107.5	122.4	121.6	154.7	154.4	155.6
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	91.1	76.0	77.2	92.2	94.6	96.8	113.9	117.3	131.4	132.0	134.7
II. Producers' Goods.....	67.7	133.3	164.8	98.8	96.1	63.1	70.4	83.6	100.7	105.7	129.3	131.6	150.4	151.1	160.9
Producers' Equipment.....	55.1	81.9	108.6	104.1	94.6	86.0	95.4	105.7	119.1	121.2	133.1	139.2	149.5	156.9	160.1
Producers' Materials.....	69.1	139.0	171.0	98.2	96.3	60.5	67.6	81.1	98.7	104.0	129.9	130.8	150.5	150.4	161.0
Building and Construction Materials.....	67.0	100.7	144.0	108.7	99.0	78.3	89.7	107.3	127.3	134.8	166.4	167.6	194.7	195.4	199.3
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	95.9	57.5	63.9	76.6	93.8	98.8	122.5	124.6	143.0	142.8	154.5
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	109.5	130.7	133.2	155.9	154.7	162.6
II. All Manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	98.8	117.4	117.2	137.6	138.5	143.2
Canadian Farm Products—															
Field.....	56.4	132.0	166.5	81.4	93.8	45.8	54.2	59.0	105.9	111.0	115.9	116.3	129.3	126.1	118.4
Animal.....	77.0	133.6	150.8	99.0	112.5	59.7	81.2	95.9	123.0	130.1	143.9	142.8	180.1	182.7	189.3
TOTAL.....	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	112.3	118.1	126.4	126.2	148.3	147.3	144.9

The indexes for 1948 are subject to revision.

**TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES**

(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Whole-sale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Whole-sale, Bureau of Labour Statistics	Consum-ers' Price Index, Bureau of Labour Statistics	Whole-sale, Board of Trade	Interim Index of Retail Prices, Ministry of Labour	Whole-sale, Federal Labour Department	Cost of Living, Federal Labour Department	Whole-sale, Census Statistics Office	Cost of Living, Census Statistics Office	Whole-sale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Whole-sale, Government Statistician	Retail Price Index, Government Statistician
No. of Commodities:	508	1935-1939	889	1935-1939	200	June 17, 1947	78	July, 1914	188	1910	180	1920-1930=1000	180	Dec. 1942=1000
Base Period:	1926	1935-1939	1926	1935-1939	1930	June 17, 1947	July, 1914	June, 1914	1910	1933	1936-1939=1000	1920-1930=1000	1936-1939=1000	Dec. 1942=1000
1913.....	64.0	(a) 79.1	69.8	(b) 70.7	.....	(g) 100	(h) 100	(c) 100	112.5	81.4	.....	(d) 748	.....	(e) 628
1914.....	65.5	79.7	68.1	71.5	.....	(g) 123	.....	.....	120.4	85.5	.....	748	.....	(e) 805
1915.....	70.4	80.7	69.5	72.5	.....	(g) 146	.....	.....	109.0	90.8	.....	882	.....	(e) 724
1916.....	84.3	87.0	86.5	87.9	.....	(g) 176	.....	204	137.9	99.6	.....	1024	.....	(e) 786
1917.....	114.3	102.4	117.5	91.6	.....	(g) 203	.....	.....	158.3	106.4	.....	1225	.....	(e) 850
1918.....	127.4	115.6	131.3	107.5	.....	(g) 215	.....	.....	172.3	117.7	.....	1282	.....	(e) 912
1919.....	134.0	126.5	138.6	123.8	.....	(g) 249	.....	.....	251.2	145.8	.....	1536	.....	(e) 1019
1920.....	155.9	145.4	154.4	143.0	.....	(g) 226	.....	.....	180.5	132.0	.....	1428	.....	(e) 1084
1921.....	110.0	129.9	97.6	119.7	.....	(g) 183	.....	.....	144.5	110.1	.....	1194	.....	(e) 952
1922.....	97.3	120.8	100.0	126.4	.....	(g) 172	.....	.....	135.8	106.3	.....	1053	.....	(e) 1010
1923.....	96.4	120.5	96.7	122.6	.....	(g) 166	.....	.....	130.5	106.6	.....	994	.....	(e) 1006
1924.....	95.6	121.7	95.3	122.5	.....	(g) 164	.....	.....	130.5	106.6	.....	988	.....	(e) 1004
1925.....	67.1	94.4	65.9	92.4	.....	.....	.....	.....	104.7	93.2	.....	904	.....	(e) 795
1926.....	78.6	102.2	78.6	100.8	.....	(g) 140	.....	.....	117.4	100.0	.....	1036	.....	(e) 951
1927.....	75.4	101.5	77.1	99.4	.....	(g) 158	.....	.....	114.6	99.4	.....	1071	.....	(e) 990
1928.....	82.9	105.6	78.6	100.2	.....	(g) 184	.....	.....	127.3	103.9	.....	1051	.....	(e) 1035
1929.....	90.0	111.7	87.3	105.2	.....	(g) 199	.....	.....	139.8	108.2	.....	1111	.....	(e) 1073
1930.....	100.0	118.4	103.1	123.6	.....	(g) 201	.....	.....	170.6	124.4	.....	1513	.....	(e) 1002
1931.....	102.5	118.9	104.0	125.5	.....	(g) 202	.....	.....	179.6	128.8	.....	1373	.....	(e) 1003
1932.....	103.6	119.5	105.8	128.4	.....	(g) 203	.....	.....	176.2	132.2	.....	1270	.....	(e) 1004
1933.....	108.7	123.6	121.1	128.4	.....	(g) 202	.....	.....	183.4	134.1	.....	1584	.....	(e) 1008
1934.....	129.1	135.5	129.1	152.1	.....	(g) 175	.....	.....	192.3	139.7	.....	1278	.....	(e) 1039
1935.....	129.1	135.5	129.1	152.1	.....	(g) 191	.....	.....	192.9	140.8	.....	1309	.....	.....
1936.....	129.1	135.5	129.1	152.1	.....	(g) 152	.....	.....	192.9	140.8	.....	1623	.....	.....
1937.....	129.1	135.5	129.1	152.1	.....	(g) 193	.....	.....	194.5	140.5	.....	1627	.....	.....
1938.....	130.8	136.6	153.7	160.3	.....	.....	.....	.....	194.5	140.5	.....	1692	.....	.....
1939.....	134.0	139.4	157.4	163.8	.....	.....	.....	.....	197.3	140.9	.....	1688	.....	.....
1940.....	139.3	142.2	158.5	163.8	.....	.....	.....	.....	196.1	140.9	.....	1733	.....	.....
1941.....	142.5	143.6	169.6	164.9	.....	.....	.....	.....	198.0	140.6	.....	1774	.....	.....
1942.....	143.5	143.6	169.6	167.0	.....	.....	.....	.....	198.0	141.8	.....	1806	.....	.....
1943.....	146.9	148.3	165.7	168.8	.....	.....	.....	.....	198.0	142.4	.....	1828	.....	.....
1944.....	147.3	150.1	161.4	167.5	.....	.....	.....	.....	198.0	144.5	.....	1834	.....	.....
1945.....	146.9	150.1	161.4	166.9	.....	.....	.....	.....	198.0	145.1	.....	1865	.....	.....
1946.....	148.5	151.6	169.3	169.3	.....	.....	.....	.....	198.0	145.1	.....	1833	.....	.....
1947.....	150.0	153.3	166.2	170.5	.....	.....	.....	.....	198.0	145.1	.....	1860	.....	.....
1948.....	151.9	154.3	166.2	171.7	.....	(g) 222.1	.....	.....	198.0	145.1	.....	1866	.....	.....
1949.....	152.0	156.9	168.6	173.7	.....	(g) 221.8	.....	.....	198.0	145.1	.....	1441	.....	.....
1950.....	157.8	157.5	168.6	174.5	.....	(g) 221.1	.....	.....	198.0	145.1	.....	1441	.....	.....

(a) First 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) Old series on base July, 1914=100. 1947 average is for first half of year. (j) Revised.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JAN.-SEPT., 1947-1948†**

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>1948*</b>						
January.....	19‡	19	12,595‡	12,595	135,780	.17
February.....	8	15	1,863	11,082	140,945	.18
March.....	8	14	1,235	3,725	56,808	.07
April.....	11	16	2,090	4,491	49,396	.06
May.....	13	22	1,167	3,214	40,164	.05
June.....	14	27	2,009	3,765	35,055	.04
July.....	14	25	6,581	8,513	79,867	.10
August.....	17	31	1,843	8,169	119,935	.16
September.....	17	32	5,732	11,878	118,293	.15
Cumulative totals.....	121		35,115		776,243	.11
<b>1947</b>						
January.....	14‡	14	3,293‡	3,293	28,504	.04
February.....	13	21	29,449	32,552	198,214	.25
March.....	13	21	1,012	17,070	378,580	.49
April.....	23	29	3,113	17,988	365,687	.47
May.....	33	47	19,350	35,893	366,070	.47
June.....	20	33	3,077	19,101	168,737	.22
July.....	19	29	1,767	3,105	23,769	.03
August.....	22	38	5,737	7,255	51,758	.07
September.....	27	42	16,495	21,528	273,947	.35
Cumulative totals.....	184		83,293		1,855,266	.27

\* Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.



**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA DURING  
SEPTEMBER, 1948<sup>(1)</sup>**

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars <sup>(2)</sup>
	Establish- ments	Workers		
<b>Strikes and Lockouts in Progress Prior to September, 1948</b>				
<b>MINING—</b>				
Coal miners, Edmonton District, Alta.	3	51	500	Commenced January 13; for a new agreement providing for increased wages and other changes; untermi- nated.
Gold miners, Premier and Sheep Creek, B.C.	2	360	5,000	Commenced July 16; for new agreements providing for increased wages retro- active to December 6, 1947; informa- tion indicates that one mine has shut down for an unstated period and the other on development work only; indefinite.
<b>MANUFACTURING—</b>				
<i>Vegetable Foods, etc.—</i>				
Bakery workers, Chatham, Ont.	1	21	250	Commenced August 22; for a union agreement providing for increased wages; terminated September 15; con- ciliation, provincial, and return of workers pending further negotiations; indefinite.
<i>Textiles, Clothing, etc.—</i>				
Textile factory workers, St. Johns, P.Q.	3	400	8,000	Commenced July 12; alleged discrimina- tion in dismissal of workers; untermi- nated.
Rayon spinning factory workers, St. Georges de Beauce, P.Q.	1	330	6,400	Commenced July 20; for implementation of award of arbitration board pro- viding for increased wages; terminated September 25; conciliation, provincial, and negotiations; compromise.
Woolen factory workers, Sherbrooke, P.Q.	1	454	9,000	Commenced August 16; protesting intro- duction of new bonus system; untermi- nated.
<i>Miscellaneous Wood Products—</i>				
Furniture factory workers, Hanover, Ont.	1	30	300	Commenced June 15; for implementation of award of conciliation board for a union agreement providing for increased wages, payment for statutory holi- days, two weeks' vacations with pay, check-off, etc.; terminated September 21; negotiations; in favour of workers.
Furniture factory workers, Arthabaska, Beauharnois, Coaticook, St. Hyacinthe, Victoriaville, Waterloo, P.Q.	8	1,150	20,000	Commenced July 9; for a new agreement providing for increased wages, two weeks' vacations with pay, etc., fol- lowing refusal of union to accept award of arbitration board; untermi- nated; work resumed at St. Hyacinthe on September 13, and at Waterloo, Sep- tember 20.
<i>Metal Products—</i>				
Automotive parts factory workers, St. Catharines, Ont.	1	2,589	50,000	Commenced July 14; for increased wages; untermi- nated.
Foundry workers, Joliette, P.Q.	1	120	400	Commenced August 11; for implementa- tion of award of arbitration board for a union agreement providing for increased wages, etc.; terminated September 4; conciliation, provincial; in favour of workers.
Farm implement factory workers, Plessisville, P.Q.	1	(3) 290	3,900	Commenced August 18; protesting refusal of arbitration board to approve demands for reduced hours, union shop, etc.; terminated September 18; con- ciliation, provincial and civic; compro- mise.

**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA DURING  
SEPTEMBER, 1948<sup>(1)</sup>—Con.**

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(?)
	Establish- ments	Workers		
<b>Strikes and Lockouts in Progress Prior to September, 1948—Con.</b>				
<b>MANUFACTURING—Con.</b> <i>Metal Products—Con.</i> Metal factory workers, Fort Erie, Ont.	1	61	540	Commenced August 24; for increased wages and extension of vacations with pay, and against proposed incentive plan for piece work; terminated September 14; negotiations; compromise.
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Clay products factory workers, St. Thomas, Ont.	.....	.....	.....	Commenced August 30; for a union agreement providing for increased wages, and against present incentive bonus system; terminated August 31 (no time lost in September, termination not reported in time for the August table); return of workers pending provincial conciliation; indefinite.
<b>TRANSPORTATION—</b> <i>Water—</i> Seamen, Great Lakes and St. Lawrence River.	(4) 34	(4) 225	(4) 3,000	Commenced June 6; for a union agreement; unterminated.
Seamen, Cardinal, Ont.	1	15	15	Commenced August 29; against dismissal of the cook; terminated September 1; negotiations; in favour of employer.
<b>SERVICE—</b> <i>Business and Personal—</i> Garage workers, Joliette, P.Q.	6	50	150	Commenced August 20; for a union agreement providing for increased wages retroactive to April 16, 1948, reduced hours and other changes as recommended by arbitration board; terminated September 3; conciliation, provincial; compromise.
<b>Strikes and Lockouts Commencing During September, 1948</b>				
<b>MINING—</b> Coal miners, New Waterford, N.S.	3	2,408	2,800	Commenced September 9; protesting retirement of one miner, dismissal of others for absenteeism, infraction of safety regulations and quitting work before end of shift; terminated September 10; return of workers; in favour of employer.
<b>MANUFACTURING—</b> <i>Textiles, Clothing, etc.—</i> Knitting factory workers, St. Jerome, P.Q.	1	941	350	Commenced September 9; for a new agreement providing for increased wages and other changes; terminated September 9; return of workers pending further negotiations; indefinite.
Corset factory workers, Quebec, P.Q.	1	84	570	Commenced September 21; for implementation of award of arbitration board for a union agreement providing for increased wages and other changes; unterminated; partial return of workers.
Cotton factory workers, knot tying machine helpers, Welland, Ont.	1	(5) 5	18	Commenced September 24; for increased wages; terminated September 29; negotiations; compromise.

**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA DURING  
SEPTEMBER, 1948<sup>(1)</sup>—Con.**

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars <sup>(2)</sup>
	Establish- ments	Workers		
<b>Strikes and Lockouts Commencing During September, 1948—Con.</b>				
<b>MANUFACTURING—Con.</b>				
<i>Miscellaneous Wood Products—</i>				
Furniture factory workers, St. Charles de Bellechasse, P.Q.	1	10	110	Commenced September 18; for increased wages; untermiated.
Furniture factory workers, Montreal, P.Q.	1	38	110	Commenced September 28; for implementation of award of arbitration board for a new agreement providing for increased wages, reduced hours, payment for statutory holidays, etc.; untermiated.
<i>Metal Products—</i>				
Metal factory workers, Montreal, P.Q.	1	125	900	Commenced September 22; for implementation of award of arbitration board for a union agreement with increased wages and other changes; untermiated.
Freight car factory workers, Trenton, N.S.	1	1,000	1,000	Commenced September 29; because train schedule conflicted with hours of work following change to standard time; terminated September 29; negotiations; in favour of workers, train schedule changed.
<b>CONSTRUCTION—</b>				
<i>Buildings and Structures—</i>				
Labourers, Windsor, Ont.	9	400	1,800	Commenced September 2; for a union agreement providing for increased wages and other changes; terminated September 9; return of workers pending further negotiations; indefinite.
Carpenters and labourers, Petawawa, Ont.	1	120	135	Commenced September 7; for increased wages; terminated September 8; negotiations; compromise (further increase to be negotiated).
<b>TRANSPORTATION—</b>				
<i>Other Local and Highway—</i>				
Taxi drivers, Toronto, Ont.	1	35	35	Commenced September 14; against dismissal of three drivers; terminated September 14; return of workers pending further reference to conciliation board; indefinite.
Bus drivers and garage workers, New Brunswick.	2	200	800	Commenced September 27; for a new agreement providing for increased wages; untermiated.
<b>TRADE—</b>				
Wholesale grocery warehouse workers, Saskatoon, Sask.	1	12	30	Commenced September 16; for increased wages; terminated September 18; negotiations; in favour of workers.
<b>SERVICE—</b>				
<i>Public Administration—</i>				
Civic labourers, Bridgewater, N.S.	1	15	35	Commenced September 22; for increased wages; terminated September 24; return of workers and replacement; in favour of employer.



**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA DURING  
SEPTEMBER, 1948 (1)—Con.**

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Establish- ments	Workers		
<b>Strikes and Lockouts Commencing During September, 1948—Con.</b>				
<i>SERVICE—Con.</i>				
<i>Business and Personal—</i> Burglar and fire alarm protection workers, Montreal, P.Q., Hamilton, London and Toronto, Ont.	4	169	1,950	Commenced September 15; for a greater increase in wages than recommended by conciliation board, reduced hours, closed shop, etc., in new agreement under negotiations; unterminated; work resumed at Montreal, September 26; Hamilton September 29; London, September 25.
Laundry and dry cleaning plant workers, Windsor, Ont.	1	20	120	Commenced September 23; alleged discrimination in dismissal of two union workers; unterminated.
Laundry and dry cleaning plant workers, Montreal, P.Q.	1	150	75	Commenced September 30; for union recognition; terminated September 30; return of workers pending further negotiations; indefinite.

(1) Preliminary data based where possible on direct reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 45 indirectly affected; (4) 200 indirectly affected.

(4) Estimated only—owing to the nature of the dispute it is extremely difficult to arrive at any satisfactory estimate.

# THE LABOUR GAZETTE

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Hon. Humphrey Mitchell, Minister

Arthur MacNamara, C.M.G., LL.D., Deputy Minister

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## The Labour Month in Brief

In October the annual seasonal down-trend in employment was in progress. Time loss through strike activity was comparatively low: Merchandise exports reached a new peacetime record. The first check in almost two years occurred in the rise of the cost-of-living index.

### Employment

The seasonal shifts in employment which each year involve about 200,000 workers in the late fall and winter were in progress during October, according to reports from offices of the National Employment Service. Employment was beginning to recede slightly from the record levels attained during September.

Exceptionally fine weather during October had prolonged seasonal activity, however, and employment in construction and transportation was still high. Agricultural work, too, did not terminate as quickly as usual. Workers were moving from farms, food processing plants, hotels and other summer-active industries into woods employment, meatpacking firms, and other winter jobs.

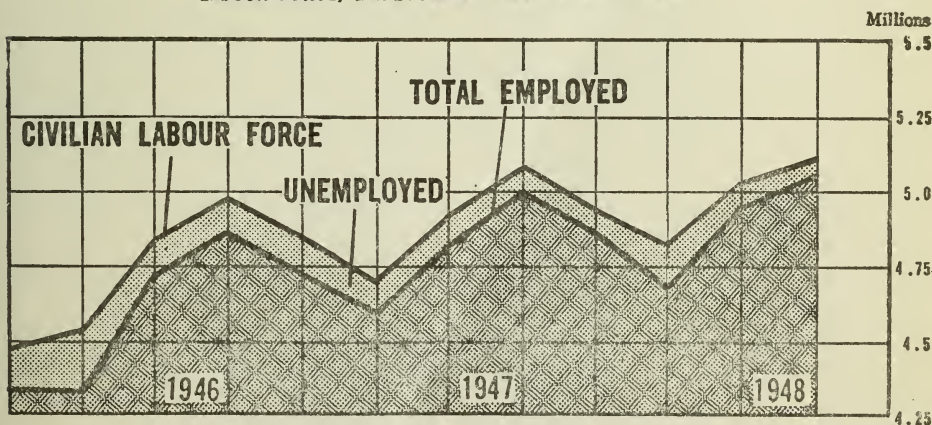
However by the end of the month the demand for labour had largely been depleted. Logging production was expected to be somewhat smaller than the record high reached in the winter of 1947-48; while hydro-electric power shortages and reduced steel supplies had made manufacturing employers cautious of extensive hiring. Accordingly, the number of unplaced applicants registered at employment offices was showing a somewhat sharper rise than over the corresponding period in 1947.

From a low of 86,080 at September 16, the number of registered job applicants rose to 120,543 at November 18, about 10,000 higher than at the corresponding date in 1947.

The Dominion Bureau of Statistics employment index (which applies to the eight leading non-agricultural industries, and is based on returns from firms employing 15 or more employees) continued to rise, reaching a record level of 202.6 at October 1 (base 1926=100).

Immigration continued at a high level, almost 12,000 persons entering the country during September, including 4,383 adult males.

LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT



Nov. 17 Feb. 23 June 1 Aug. 31 Nov. 9 Mar. 1 June 1 Aug. 16 Nov. 9 Feb. 21 June 5 Sept. 4

## Industrial Relations

There was a reduction in time loss due to strikes and lockouts in October. A strike of automotive parts factory workers at St. Catherines, which had caused considerable time loss since mid-July, was settled on October 31. About 2,500 workers had been involved, while 4,000 motor vehicle factory workers at Oshawa were indirectly affected.

Preliminary figures for October, 1948, show 23 strikes and lockouts in existence, involving 7,310 workers, with a time loss of 87,223 man-working days, as compared with 32 strikes in September, 1948, with 11,878 workers involved and a time loss of 118,293 days. In October, 1947, there were 48 strikes, involving 26,759 workers, with a time loss of 400,114 days.

For the first ten months of this year the figures are substantially below those for the same period last year, the number of strikes being about three-fifths of last year's total, the number of workers involved and the time loss in man-working days both being down about 60 per cent.

Within the field of federal jurisdiction, the most important development during the month was the establishment of a Conciliation Board on October 25 to deal with a dispute between 27 deepsea dry cargo shipping companies on the East and West Coasts (members of the Shipping Federation of Canada, Inc., Montreal, and the Shipowners' Association (Deep Sea) of British Columbia) and the Canadian Seamen's Union, as bargaining agent for the unlicensed employees aboard their ships. The dispute arose out of requests made by the union for wage increases, varying from \$10 to \$25 per month for different classifications, and for other concessions (see p. 1413).

## Cost of Living

The Dominion Bureau of Statistics cost-of-living index remained unchanged between October 1 and November 1, 1948 at 159.6. This break came after a series of 21 consecutive increases dating from January, 1947. The food index fell from 205.4 on October 1 to 204.7 on November 1 as declines in meats and vegetables overbalanced further increases in egg prices; other food groups showed no appreciable changes. The decline in foods exactly balanced small advances in four other budget groups. Home furnishings and services moved up from 165.1 to 166.0, clothing from 181.0 to 181.5, fuel and light from 128.8 to 129.0, and miscellaneous items from 124.4 to 124.6. The rent series is computed at approximately quarterly

intervals and the next reckoning of the rent index will be for December 1; the latest figure is 121.0.

## Earnings

Continuing an upward movement that has been uninterrupted since March, 1946, average hourly earnings in manufacturing reached a new maximum of 93.4 cents in the week of September 1, according to the Dominion Bureau of Statistics. The new peak, largely a result of increases in wage rates, compares with 92.7 cents at the first of August and 82.2 cents in the first week of September last year.

However, when considered in relation to the cost of living, "real" earnings had shown little change in recent months. The preliminary index of real earnings in manufacturing stood at 100.5 at September 1, the average of the year 1946 being equal to 100.

## Foreign Trade

Canada had a favourable trade balance with the United States in September of \$11,400,000—the first credit balance since August, 1945, when shipments were still heavy for the war in the Pacific and the first substantial peacetime credit balance since the middle thirties, according to the Dominion Bureau of Statistics. The credit balance in September together with successive decreases in the adverse balances in earlier months of this year, brought the cumulative debit balance for the nine months to \$265,700,000 compared with \$718,300,000 in the similar period of 1947.

Boosted by heavy shipments of beef cattle and fresh beef, exports to the United States reached an all-time record value of \$162,000,000 (excluding re-exports), showing an increase of \$48,000,000 over the August total and a rise of \$74,000,000 over that for September last year. Imports from the United States were down over \$10,000,000 from September last year.

September's commodity trade balance with the United Kingdom was favourable to Canada to the extent of \$24,100,000 as compared with \$27,900,000 in August and \$39,400,000 in the corresponding month last year. During the first nine months of this year, the balance in favour of Canada amounted to \$300,100,000 compared with \$411,500,000 a year ago.

Foreign trade of Canada in September was valued at \$507,700,000 as compared with \$429,700,000 in the corresponding month last year. The month's imports were valued at \$221,700,000 compared with \$208,100,000, domestic exports \$283,000,000 compared with \$218,600,000, and re-exports \$3,010,000 compared with \$2,982,000.



# NOTES OF CURRENT INTEREST

## **Minister of Labour reports on movement of Displaced Persons**

Upon his return from a tour of Displaced Persons' camps in Europe, Hon. Humphrey Mitchell, Minister of Labour, expressed himself as being favourably impressed with the manner in which Displaced Persons being brought to Canada are selected.

Reports which have been circulating in Canada to the effect that many of the DP's were communistically inclined were branded as untrue by the Minister. "These people," he said, "don't want Communism; they have seen too much. They want no part of it. In the main, they should be a great bulwark against Communism spreading in this country."

All Displaced Persons, before being allowed to enter the country are screened by the RCMP and by trained Canadian immigration teams in Europe.

Of the 600,000 persons in European camps, Canada has agreed to take 100,000. Already, 40,000 have landed on Canadian shores and, with the arrival of their families, the number will reach 65,000. Arrivals would shortly be suspended until the spring, the Minister stated.

The Minister found conditions good in the Displaced Persons' camps. They were self-contained communities, with churches and schools and other amenities.

## **Rules and regulations issued under labour Act**

By Order in Council P.C. 4682 (October 22, 1948), two sets of rules and regulations have been issued under the authority of the Industrial Relations and Disputes Investigation Act. These are: (1) the Industrial Relations and Disputes Investigation Regulations; and (2) the Rules of Procedure of the Canada Labour Relations Board.

The Regulations set forth procedures to be followed in complying with sections of the Act dealing in the main with conciliation, and including: notice to commence collective bargaining; request for appointment of a Conciliation Officer or Conciliation Board; complaint alleging violation of a provision of the Act; and application to the Minister for consent to prosecute.

Among the matters covered in the Rules of Procedure of the Canada Labour Relations Board are: application for certification of bargaining agent; application to prescribe a final and binding stage

in grievance procedure; complaints alleging failure to negotiate; votes of employees; and criteria for determining a union member in good standing.

The texts of the Regulations and of the Rules of Procedure have been printed and distributed to trade unions and employers. They will also be printed in next month's **LABOUR GAZETTE**.

## **Minister praises veterans' rehabilitation**

On the eve of Remembrance Day, the Hon. Humphrey Mitchell, Minister of Labour, paid tribute to "the thousands who, through the ultimate sacrifice of their comrades, had been spared to return to Canada and pick up again the threads of civilian life." He also gave an analysis of the employment situation among veterans, indicating the success with which many veterans had embarked on civilian careers.

"The manner in which Canadian veterans of World War II have proceeded through their own initiative to re-establish themselves in three short years among the first citizens of Canada, as producers, homemakers, and community leaders, is a credit to their generation," Mr. Mitchell said.

The Minister stated that while generous assistance had been given to the returned man by a grateful nation, it was significant to note that the majority of veterans had asked for minimum assistance and had proceeded to carve out their careers with enthusiasm, energy and courage.

"Their war service years subtracted from their normal period of civilian training and experience, rather than being a handicap, seems to have been to many veterans a great stimulant in their drive to successful civilian careers," the Minister said.

Mr. Mitchell made these observations in issuing an analysis of the veterans employment picture. A total of 108,900 jobs were found for veterans by the National Employment Service during the first nine months of 1948.

Examination of the records of the Veterans Placements Section of the National Employment Service revealed that a considerable reduction of the percentage of unplaced veterans to all registered as unplaced had taken place during the past year. In September, 1947, 35 per cent of all males registered as unplaced were veterans, whereas the figures for the same time this year showed that only 26 per cent of the total were veterans. At the

end of September, 15,449 veterans were registered as unplaced as compared with 21,548 at the same time in 1947.

Mr. Mitchell pointed out that many of the veterans registered as unplaced were not unemployed, or were not unemployed for more than a few days, but were changing their jobs in an effort to better themselves. Many veterans on discharge could not find the type of work they planned to do or jobs suitable to their experience and capabilities, but rather than drift unemployed they had taken what they considered temporary employment. For some time to come, these veterans would continue to appear on the open employment market, seeking jobs which would offer them the opportunity to climb to the occupational level they were capable of reaching.

Included in the total veterans placement figure were 14,689 for older veterans—those who served in World War I, or in both wars. Placement of so many veterans in the higher age brackets was particularly encouraging in view of the difficulties encountered in the post-war years in placing older workers, due to widespread preference of employers for the younger worker, the Minister pointed out.

A decrease in the percentage of older veterans to all unplaced males indicated that some headway had been made in solving the problem through the efforts of the National Employment Service in co-operation with the Department of Veterans Affairs, Mr. Mitchell stated. Unplaced older veterans constituted 6.8 per cent of the total unplaced males in Canada at September 30, 1948, as compared with 8.7 per cent at September 30, 1947.

Included in the total placement figures for all veterans in the first nine months of this year were 4,767 jobs for physically handicapped ex-servicemen and 77 for ex-servicewomen. These placements were made by the Special Placements Division of the National Employment Service.

**NES helps  
ex-convicts  
to useful  
citizenship**

Careful placement in employment is the means of bringing about successful rehabilitation of hundreds of men and women discharged from Canada's penal institutions annually, Hon. Humphrey Mitchell, Minister of Labour, stated on November 5, in discussing the role the National Employment Service is playing in this work.

The finding of suitable employment for parolees and those who have completed

sentences in provincial jails and reformatories has become one of the major efforts of the Special Placements Division of the Employment Service, the Minister said. Special placement officers have been appointed for this purpose in all provinces.

While some ex-convicts have failed to measure up to the confidence placed in them by their employers and the employment officials concerned, the great majority, amounting to several hundred annually, have made good, the Minister said.

An experiment is now being conducted in Ontario, in co-operation with the Penitentiary Commission, in expanding the services for the placement of persons discharged from Federal penitentiaries. The Minister stated that the Employment Service had received excellent co-operation from the Justice Department, penal institutions and the welfare associations, including the John Howard Society, but that the problem called for further organization.

It was not the intention or purpose of the plan to convert the Special Placements Section of the Employment Service into a welfare agency, but it was felt that the conservation of human resources was of prime importance to the Dominion, and these men and women, in spite of their record, must be given a chance to regain their status as ordinary citizens, the Minister said.

The methods used in placement of these men and women required that a full history of the applicant's case be made available to the employer, Mr. Mitchell pointed out. Although other methods of referral might not endanger an employer's interests there was always the possibility that the man might be considered by the employer for transfer to a job that might include such a danger. Another reason for describing the man's record to his prospective employer was to remove the basis for constant fear that eventually his past would catch up with him and he would be fired.

(An account of training methods recently introduced in penal institutions appears elsewhere in this issue, on p. 1391).

Elsewhere in this issue **Saskatchewan Trade Union Act held valid** (p. 1441) is a summary of the Privy Council decision upholding the constitutionality of the Saskatchewan Trade Union

Act. The decision confirms the power of the Saskatchewan Labour Relations Board to order an employer to reinstate and reimburse a worker discharged contrary to the Act.



**Report on  
DP workers  
in Manitoba  
sugar beet  
camps**

The Minister of Labour, Hon. Humphrey Mitchell, issued a statement on October 23 in regard to sugar beet camps in which Displaced Persons had been housed in the Province of

Manitoba. An investigation of these camps had been made by Employment Service officers following newspaper disclosures that the men were living in squalor. The Minister said the worst feature of the whole affair, in his opinion, was a most unwarranted letter implying that men who failed to carry out instructions might be sent back to Germany. Not only was the letter unwarranted but it was contrary to the well publicized instructions of the Labour Department that threats of such a nature were not to be even hinted at. The Minister condemned this act most emphatically and said that were it not for the fact that the work was about finished and the temporary services of the author of the letter would automatically cease it is probable that the man would have been dismissed.

"Indeed," the Minister said, "so anxious are we to make these new arrivals feel that they are welcome in Canada, we give them a letter signed by my Deputy and myself and written in three different languages at the time they leave Germany stating that they are welcome and encouraging them to report difficulties to the National Employment Service."

The Minister explained that the camp work in Manitoba had been carried out under the Dominion-Provincial Agreement between his Department and the Manitoba Department of Agriculture and could be said to be a partnership plan. Both Departments do look to the Manitoba Health Department to make inspections of camps and direct that necessary improvements be carried out. The operators of camps have an obligation of course to comply with the Manitoba Regulations applying to camps and the direct responsibility for violation of the law would be that of the Manitoba Sugar Company. Nevertheless, the Dominion Department of Labour, as a partner with the Provincial Agricultural Department, does assume a share of the responsibility. The conditions under which displaced persons are working, as an added precaution, are inspected by Dominion Labour Department men although such inspection is not expected to lessen the regular local inspection. In Manitoba, two regularly employed men visited places where displaced persons are working and

every effort is made to visit such places, even in remote areas, once every six months. The camps in question had been re-opened in September and the Dominion Department of Labour men had not been to the Emerson this fall.

In my opinion, the Minister said, the main difficulties in the camps are due to insufficient camp help and some carelessness on the part of the men themselves.

Then too, some facilities which should have been provided, had not been arranged for, such as a good supply of hot water for bathing, washing of clothes and general use. A good supply of hot water and soap, he said, was a very desirable thing for such camps.

There was evidence that the management of the camps was not under the supervision of an experienced foreman who would have established a more rigid routine as to disposal of garbage, use of disinfectants, storage of food and provision of facilities which would encourage the men to wash their clothing and air their blankets. Such experienced foremen are not easy to find for a temporary camp of this kind.

Finally, the Minister said he was very surprised and seriously concerned, over the fact that a number of men were sick and have been sick on previous occasions and no doctor called. There was no excuse for this neglect, in his view, especially when Emerson doctors were within easy reach.

Ways and means would have been found to pay for medical attention and it should have been called in.

The Minister stated that as a result of the contents of the first report and of the sickness of the men, arrangements were made to reinspect the Emerson Camp.

This reinspection was carried out by a group from Winnipeg representing the Dominion and the Province, and according to telephone advice received late last night, the most serious unsanitary conditions have been remedied; the sick men were better, and the situation already had been materially improved.

The Manitoba Sugar Company and the Sugar Beet Growers' Association, before men are assigned to this work next year, will be required to provide:—

1. Better maintenance of premises;
2. A good supply of hot water for washing;
3. Adequate and safe food storage;
4. An increase of the toilet facilities;
5. Efficient camp management;
6. Provision for prompt medical attention;



7. A room where men will have an opportunity to read, study, and relax, and where classes in English can be arranged.

The Minister explained that he would have required improvements be made immediately were it not for the fact that the sugar beet harvest is about over. The men presently are harvesting sunflower seed. The entire work will be cleaned up in a few days.

The men will be moved to lumbering and logging operations of the Minnesota and Ontario Company at Fort Francis.

The Minister also issued two reports he had received from Winnipeg-Dominion Labour Department officials who had actually inspected the camps.

The Minister concluded with the remark that one had to be continually on the watch to see that camps of this nature were kept in first class condition; that when men were doing hard work with little interest outside their work there was a tendency to permit slackness to develop. In dealing with camps for displaced persons and prisoners of war his Department had always kept the importance of good sanitary conditions in the forefront and he wished to assure the public and displaced persons that no effort would be spared to keep camps on a high standard.

The Minister hoped that there would be no disposition to believe that the men coming from displaced persons camps were agitators or were trouble makers. The experience of the Department had been just the reverse, and with very few exceptions the men appreciated what was being done for them and showed a readiness to do a good job for their employers.

#### **Study of LMPC at shirt and overall company**

Another in the series of booklets issued by the Labour-Management Co-operation Service of the Department of Labour was released recently. Entitled *A Stitch in Time*, it describes the results obtained by the Kitchen Overall and Shirt Company of Brantford and Simcoe, Ontario, and its employees, members of the United Garment Workers of America (TLC-AFL), from a labour-management production committee organized in its plants in March, 1945. During the two years following that date the Committee helped in the successful introduction of a continuous flow line production scheme. Absenteeism, and accident incidence were greatly reduced

and an all-around improvement in relationships was brought about.

During the third quarter of 1948, thirteen committees were added to the list maintained by the Labour-Management Co-operation Service at Ottawa, and seven were deleted, giving a total as of September 30 of 582.

#### **Employment conditions on Pacific Coast**

“Unless you are convinced that you have something to offer to the development of one of the newer parts of Canada, stay away from British Columbia for the time being,” was the warning given to Canadians by Arthur MacNamara, Deputy Minister of Labour, on October 14, when issuing a report on employment conditions on the Pacific coast.

The Deputy Minister said that it would be doing a real injustice to the Canadian pioneering spirit (which was far from dead) and one of the most enterprising provinces in the Dominion if he were to presume to warn against migration to B.C. all who were considering such a move. However, a general warning was necessary since the number of job seekers exceeded the number of job openings in this region, and it was not the place today for the worker with no particular enterprise, skill or ability, or willingness to work in outlying districts.

According to a report of the Unemployment Insurance Commission, the unemployment index was higher in the Pacific Region than in any other region in Canada. Analysis of the situation revealed that this was not due to a depressed state of industry in B.C., but rather to the inability of industry at its present level to absorb the large number of persons seeking employment.

While only four per cent of the labour force was seeking employment on the Pacific Coast, there was an unduly high proportion of unskilled workers and older workers among the unplaced applicants, Mr. MacNamara explained.

Many people were attracted to British Columbia by the reports of delightful climate and by the relatively high wage levels. Unskilled workers were more ready to seek new pastures, and these had difficulty in finding employment there. Many older people, too, had moved to the Pacific Coast to live after retirement on fixed incomes, and had been forced by rising living costs to find work.

Mr. MacNamara urged that those contemplating a move to the Coast should assess their abilities before committing themselves to such a step. The labour

market there might be considered to be temporarily saturated as far as unskilled labour was concerned, or even for skilled labour in many occupations. However, the province had a pressing need for further pioneers—men who could establish new small businesses which would provide employment for others, or men who were willing to work in outlying districts at the jobs which were available in mining or lumbering.

**Meeting of National Employment Committee** The National Employment Committee held a meeting in Ottawa on October 28 and 29, under the chairmanship of Judge W. J. Lindal of Winnipeg. The Committee, which operates in an advisory capacity to the Unemployment Insurance Commission and the National Employment Service, consists of representatives of labour, industry and other interests.

Members of the Committee in attendance were: J. G. G. Herwig, General Secretary of the Canadian Legion; Aubrey L. Lott, Manager, Industrial Relations, Steel Company of Canada, Ltd., Hamilton; 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, General Manager, Canadian Retail Federation, Toronto; Mrs. G. D. Finlayson, Correspondence Secretary, National Council of Women, Ottawa; R. Davis, Executive Director, Canadian Welfare Council, Ottawa; A. R. Mosher, President, Canadian Congress of Labour; Carl Berg, Vice-President of the Canadian Trades and Labour Congress, Edmonton. E. N. Mitchell, Unemployment Insurance Commission, acted as secretary.

The Committee heard reports on the employment situation, indicating that Canada reached a new peak of prosperity in 1948, and on the work of the Special Placements Division in dealing with the particular problems of physically handicapped workers and others in need of special assistance.

**Estimate of monthly rental costs in Canada**

The Dominion Bureau of Statistics has issued information on rental costs in Canada, collected in February, 1948, in the course of its regular quarterly labour force survey.

On the basis of the survey the Bureau estimates that 1,091,000 households were occupying non-farm rental accommodation at the date indicated.

The Bureau found that of this total some 56,000 were occupying dwelling space renting at less than \$10 a month; while another 299,000 households were paying between \$10 and \$20; and 338,000 between \$20 and \$30.

The following table shows the number of non-farm households paying rents in various price ranges:—

Monthly rent	Number of households (000)	Percentage of total
0—\$ 9.99	56	5
\$ 10.00—\$19.99	299	28
\$ 20.00—\$29.99	338	31
\$ 30.00—\$39.99	211	19
\$ 40.00—\$49.99	99	9
\$ 50.00—\$59.99	42	4
\$ 60.00—\$69.99	27	2
\$ 70.00—\$99.99	15	1
\$100.00 or more	4	1
<b>Total</b>	<b>1,091</b>	<b>100</b>

The above figures refer to cash rent only, and do not include any adjustment for services provided by the landlord. They apply to all non-farm areas.

Units in the lowest rental categories were generally of such a type that they are not advertised when they fall vacant, nor are they commonly handled by real estate agents.

The Bureau found that newer dwelling units were renting for a considerably higher figure than those constructed before 1941. This was particularly true of apartments. However the newer, higher-rental units constituted a comparatively small proportion of the total rental accommodation in Canada. For example, some 79,000 new dwelling units were completed in 1947, of which 27 per cent, or about 21,000 were for rental purposes, the remainder being for owner occupancy. This constituted an addition of about two per cent to the existing number of dwelling units for rent. A somewhat higher number of units is expected to be completed in 1948; but the higher rent paid for these new units will only gradually increase the national average.

The Bureau estimates that the average monthly rent for all types of non-farm dwelling unit in February, 1948, was \$27.43. The average rent for dwelling units constructed in 1941 or earlier was \$27.06. The average for units constructed during the years 1942 and 1943 is estimated at \$29.01, rising to \$30.81 for dwelling units built in 1944 and 1945, and more sharply to \$36.17 for 1946 and 1947 construction.

The sharpest advance in rents for dwellings of recent construction were for apartments and flats, the average for those built in 1946 and 1947 being \$52.43 as



compared with \$29.90 for units built in 1941 and earlier. Next in degree of advance were rows or terraces with an average of \$42.52 against \$25.09, followed by one-family detached dwellings at \$33.40 compared with \$23.45, and two-family detached units at \$34.29 compared with \$26.22.

The U.S. Bureau of the Census has estimated that in April, 1947, the median rent for tenant occupied non-farm dwellings was \$29.33.

**New pension plan for T. Eaton Co. employees** On October 15, the T. Eaton Company, Limited, inaugurated a contributory retirement income plan which will eventually include all of the 38,000 persons employed in the Company's stores, branches and factories from coast to coast. The plan supersedes the former policy of the Company in granting annuities to its employees, wholly at its own expense. That policy will be discontinued, except as to annuities granted to retired employees prior to October 15, 1948, of whom there were almost 1,000 at that date.

In order that present long-service employees may not be at a disadvantage under the new plan, the Company will pay the entire cost of the "past service" benefits.

"Future service" benefits will be supplied on a co-operative basis in order to build up the substantial fund required. The employees will contribute approximately five per cent of their earnings, while the Company's contributions are expected to be in excess of the total of employee contributions at present interest rates. The Company will pay the total cost of administration.

Employees who have completed at least five years of continuous full-time service with the Company and have reached their thirtieth birthday are eligible for membership. The normal retirement age has been set at 65 years for male and 60 years for female employees. Provision has been made for variations from these ages of retirement under special circumstances.

The amount of an employee's annuity at the normal retirement date will depend on the length of time he has been a member and his earnings during that period. It is calculated at one and three-quarters per cent of the employee's "total adjusted earnings" during the period which he contributed to the plan as set out in a table of "earnings classes" included in the Trust Indenture and Regulations.

For example, an employee who receives wages or salary of \$47.50 to \$52.49 a week would receive from \$2,470 to \$2,729

annually. The average, or "adjusted" earnings of an employee in this earnings class would be \$2,600. The annual annuity credit at normal retirement date for each year in that earnings class would be one and three-quarters per cent of \$2,600 or \$45.50. Thus an employee of that class, after 35 years of service, would be entitled to an annual pension of \$1,592.50 ( $35 \times \$45.50$ ), or \$132.70 monthly, during the remainder of his life. If he dies before the pensionable age, his beneficiary or his estate will receive the total amount he has paid into the plan with interest. If he dies within five years after commencing his pension, his beneficiary will receive the pension for the portion of the five years remaining.

The plan is described as a co-operative savings scheme for one purpose only—the establishment of old-age incomes. After an employee joins the plan, he may not withdraw from it as long as he is employed by the Company and has not reached retirement age. Nor is it permissible for him to assign any benefit, other than to name a beneficiary. However, if a member desires to leave the service of the Company before normal retirement date, he may withdraw in cash his total contributions to the plan with accumulated interest. The Company anticipates that "to provide the benefits in respect of 'past service' and 'future service' in terms of the plan will require an expenditure by the Company of over fifty million dollars during the early years of the plan".

**Reinstatement of mine union** In a joint statement issued on November 1, Messrs. A. R. Mosher and Pat Conroy, President, and Secretary-Treasurer of the Canadian Congress of Labour, announced the reinstatement in the Congress of the International Union of Mine, Mill and Smelter Workers.

The union had been suspended by the Executive Committee of the CCL in August, following the publication in its official organ of an article attacking Congress leaders.

An appeal by the union against the suspension was made to the annual convention of the CCL in October (see p. 1358), but this appeal was rejected. The convention agreed, however, that the appeal could be reconsidered by the Executive Committee following the publication of a suitable retraction.

This retraction has now appeared, and the Executive Committee has voted to reinstate the union. The two Congress



officers stated that the article constituted "a full apology and retraction of the previous attacks," and that it stated plainly that the entire membership of the union intended to work in harmony with the Congress and its affiliates.

#### **Fortieth anniversary of CBRE**

On October 12, 1948, the Canadian Brotherhood of Railway Employees and Other Transport Workers celebrated its fortieth anniversary. The anniversary, which occurred during the course of the eighth annual convention of the Canadian Congress of Labour (see p. 1354) was marked by a banquet at the Royal York Hotel, Toronto.

Mr. J. E. McGuire, National Secretary-Treasurer of the Brotherhood, presided as chairman at the banquet. The principal speaker was Mr. A. R. Mosher, President of the Brotherhood and also of the CCL, who has held both offices since the inception of the two organizations. Among those present was Mr. M. M. Maclean, Director of Industrial Relations, Department of Labour, who with Mr. Mosher was one of the founders of the Brotherhood, and who for many years held office as Secretary-Treasurer.

A survey by A. Andras, entitled "The Rise of the Brotherhood," appearing in the fortieth anniversary issue of the *Canadian Railway Employees' Monthly*, describes the formation of the Brotherhood as follows:—

Forty years ago, what is now the Canadian Brotherhood of Railway Employees and Other Transport Workers came into being. The decision to form the Brotherhood came at a small meeting of delegates in Moncton on October 11 and 12, 1908. The delegates—twenty in all—represented some 400 employees of the old Intercolonial Railway from various points in Nova Scotia, New Brunswick and Quebec. . . .

Starting out with a dozen divisions, the Brotherhood conducted a vigorous organizing campaign, and within a year had doubled its membership and chartered eight new divisions. What was equally, if not more important, was the fact that it had concluded an agreement with the railway. . . . By 1911, only three years after its founding, there were divisions from coast to coast.

With a membership of over 30,000, the Brotherhood has grown to be the largest transport union in Canada. In addition to railroad workers, its membership extends to other fields of the transport industry to include automotive workers, tramway employees, and employees of railway-owned hotels.

It is affiliated with the Canadian Congress of Labour, and also since 1923, with the International Transport Workers Federation, having been for almost twenty-five years the only North American affiliate of this organization.

An interesting aspect of the Brotherhood's work has been the emphasis it has placed on education. At its 1946 convention, the constitution was amended to require each local division to have an educational and recreational committee.

#### **Growth in membership of Canadian Manufacturers' Association**

A steady growth in membership was reported at the September meeting of the Executive Council of the Canadian Manufacturers' Association, a gain of 131 members being shown during the four months ended August 30, 1948. Total membership in the Association at August 30, 1948, stood as 6,324, the Committee reported, a net gain of 56 members since May 1, 1948.

Figures showing membership growth were presented as follows: 1943—4,557 members; 1944—4,932; 1945—5,242; 1946—5,604; 1947—5,975; 1948—6,268.

#### **CCL to hold second winter school at Ajax**

The second annual Union Winter School of the Canadian Congress of Labour is to be held in co-operation with the Institute of Industrial Relations of the University of Toronto on the Ajax campus of the University from January 30 to February 5, 1949. It is designed to provide a week of intensive training for stewards, officers, committeemen, and other union leaders.

An account of the first such School appeared in the April, 1948, issue of the *LABOUR GAZETTE* (p. 294).

The courses, which will be given in some cases by union officials and in others by university professors, are as follows:—

*Major Courses.*—Job Evaluation, Time Study, The Union Contract and its Observance, Human Problems in Industrial Organization, Economic and Political Trends, The Union in Modern Society, Co-ops and Credit Unions, Corporation Finance, Union Publicity.

*Minor Courses.*—Government of Canada, Public Speaking and Meeting Procedures, The Work of a Local Education Committee, Labour Law, Developing Local Activities, Current Canadian Economic Problems, Philosophy for the Worker, The Job of a Steward.

A student may register for one major and one minor course.

The Director of the School is Howard Conquergood, Director of Education and Welfare, United Steelworkers of America (CIO-CCL); while the Associate Director is Professor Farrell Toombs, Research Associate, Industrial Relations Institute.

**Conference on labour-management co-operation** Under the title *Formes de Collaboration Patronale-Ouvrière*, the proceedings of the third Industrial Relations Conference of Laval University, held in April, 1948, have recently been published.

During the Conference the main sessions dealt with Collective Agreements, Vocational Training, Production Committees, and Industrial Hygiene. About 400 persons attended.

**Operations of Canadian coal mines in 1947** A statement issued by the Dominion Coal Board indicates that Canadian coal mine operations, generally, in 1947 showed an improvement over the previous year.

All areas, except Nova Scotia and the Alberta sub-bituminous group, operated at a profit, the Board reports, and, with the exception of the Alberta bituminous and sub-bituminous mines, there was a marked improvement in per man-day production.

The industry, as a whole, earned a profit of one cent per net ton, as compared with a loss of 43 cents in 1946.

Cost of production per net ton averaged \$5.15, the main item of which was labour, which exceeded 60 per cent.

The average number of net tons produced per man-day was 3.23, as compared with 2.67 in 1946. The total production for the year was 15,275,780 net tons.

Variations in costs and production occurred as between the different areas. Costs per net ton ranged from \$1.59 in Saskatchewan, where 88 per cent of the tonnage is produced by stripping, to \$7.95 in Nova Scotia. In the Alberta bituminous mines the cost was \$4.31. Labour costs were 43, 60 and 64 per cent, respectively, of the total cost. Net tons produced per man-day were 14.80 in Saskatchewan, 4.02 in Alberta bituminous mines, and 2.07 in Nova Scotia. Compared with 1946, the Nova Scotia mines showed an increase in per man-day production of 26 per cent, and a resultant decrease in labour cost of two cents per net ton.

(A recent report from the Dominion Bureau of Statistics indicates that coal production for the first 10 months of 1948

was 18 per cent higher than for the corresponding period in 1947.)

**Role of labour in European Recovery Program** Labour is to play a "vital part" in the European Recovery Program, according to the *Labour Information Bulletin* of the United States Department of Labour.

Mr. Paul G. Hoffman, Administrator of the Program, has announced the appointment of a number of labour advisers, and has stated that he plans to have at least one labour adviser in each country mission.

The labour advisers, according to the article, will be responsible for seeing that labour policies set forth in the Economic Co-operation Act are carried out in the participating countries: "They will have a voice in determining these policies through information and recommendations to the labour advisers' offices both in Paris and in Washington. They will act as advisers on all labour matters to the mission chiefs. The ECA outlines their chief responsibility as follows:—

"(a) Establish and maintain contacts with non-Communist European trade-union leaders. (This is particularly vital because non-Communist labour groups constitute a well-organized and influential political, social, and democratic spiritual force in each participating country.)

"(b) Serve as links between such trade-union leaders and the chiefs of the country missions, and channel pertinent information obtained from these trade-union leaders, together with their advice on matters affecting the recovery program, through to the country mission chiefs, to the United States Special Representative in the Paris headquarters, and to the labour advisers in the Washington ECA headquarters.

The two top labour advisers, at the Washington headquarters of the Economic Co-operation Administration, are Clinton S. Golden, former Vice-President of the United Steelworkers of America (CIO), and Bert M. Hewell, former President of the Railway Employees Department (AFL).

Also on duty at Washington are Ted F. Silvey, Secretary-Treasurer, Telephone Workers' Organizing Committee (CIO), and Marion H. Hedges, former Director of the International Brotherhood of Electrical Workers (AFL).

In Paris, assisting Special Representative W. Averell Harriman, are Boris Shishkin, former Chief Economist (AFL), Harry L. Martin, former President, American Newspaper Guild (CIO), Michael S. Harris,



United Steelworkers of America (CIO), Richard N. Kelly, United Automobile Workers of America (CIO), John M. Hutchison, American Newspaper Guild (CIO).

Labour advisers to missions to various countries are as follows:—

*Italy.*—Tom Lane, Bricklayers', Masons' and Plasterers' International Union of America (AFL); James H. Toughill, United Automobile Workers of America (CIO);

*Greece.*—Alan Strachan, United Automobile Workers of America (CIO);

*Sweden.*—V. J. Sjaholm, Order of Railway Conductors of America;

*Norway and Denmark.*—John Gross, International Brotherhood of Plumbers and Steamfitters (AFL);

*Belgium and Luxembourg.*—Al Wegener, International Brotherhood of Electrical Workers (AFL);

*Holland.*—L. R. Smith, Brotherhood of Railroad Signalmen.

**Two unions  
barred from  
U.S. atomic  
plants**

The U.S. Atomic Energy Commission instructed two of its contractors late in September not to recognize as bargaining agents for employees engaged on secret work two unions whose officers have failed to swear that they have no "Communist affiliation or association" in compliance with the Taft-Hartley Act. The two unions are the United Electrical Workers, and the United Public Workers, both CIO affiliates, which have members respectively at the General Electric Company, Schenectady, and the University of Chicago's Argonne Laboratory.

At the same time the Commission indicated that contractors were free to deal with other unions whose loyalty was not in question.

While the UE has a contract covering all General Electric employees, the Commission's instructions, issued by Chairman David Lilienthal, applied only to certain atomic installations.

In a letter to Charles E. Wilson, president of the General Electric Company, Mr. Lilienthal noted that the officers of the United Electrical Union had failed to file non-Communist affidavits.

"In addition," he said, "information is available, much of it a matter of open public record, of alleged Communist affiliation or association of various officers of UE. It appears that some of these UE officers are in a position within this union whereby they exercise administrative, nego-

tiating or disciplinary authority over General Electric Company employees engaged in atomic energy work at Schenectady.

"The failure to file non-Communist affidavits and the information concerning alleged Communist affiliation of these officers of UE, when taken together, present a very serious question as to whether representation of atomic energy workers at Schenectady by a union in which such officers occupy important positions is consistent with that full and unqualified adherence and loyalty to the interests of the United States that the security of the nation and the policy of the Atomic Energy Act of 1946 require."

The company was then directed, in the interest of national security, to withdraw recognition of the UE at the Knolls power laboratory.

Mr. Lilienthal criticized the company for failing to act on its own initiative in this matter. But the company took the position that as a matter of law it could not refuse to recognize the union, unless so directed by the Commission, in view of its contract with the union which extends until 1950.

On October 26 the union brought suit against the General Electric Company and individual members of the Commission, asking \$1,000,000 damages and an injunction against the "blacklisting" of the union in atomic plants.

A few days later the Commission sent a second letter to the company, extending its order to terminate the union's bargaining rights at other installations.

Mr. Lilienthal's letter said in part:—

"We wish to emphasize that this action, while made necessary by this refusal of these particular union officers to accept obligations as to loyalty investigations (which their own members engaged in classified atomic energy work have all accepted), is in no wise a reflection on the membership of this union, employees of your company, who have been investigated and cleared."

Further, Mr. Lilienthal wrote, "we take this opportunity again to make it clear that the Commission does not object to the General Electric Company extending recognition as bargaining agent for atomic energy workers to any labour organization whose officers have met the requisite standards in respect to full and unqualified adherence and loyalty to the interests of the United States."

The union immediately wrote to the company stating its view that the union



contract is "in no way affected" by the Commission's order and adding: "UE expects the company fully to abide by this contract and will take all necessary steps in order to protect the rights of UE workers under this contract."

On November 8 the Congress of Industrial Organizations announced that it was joining in the UE suit against the Commission. President Philip Murray said that the Commission's order "goes beyond the requirements of security and is a dangerous precedent."

**President Truman plans labour-industry conference**

Following his re-election on November 2, President Truman announced his intention of calling together labour and industry representatives to consider changes in U.S. labour relations legislation. One of Mr. Truman's campaign pledges had been repeal of the Taft-Hartley Act.

**Certain mass picketing activities barred by U.S. board**

A recent unanimous decision of the U.S. National Labour Relations Board declared certain picketing activities illegal under the Taft-Hartley Act.

The Board ruled that the law had been violated by the following acts of union pickets and officers: (1) the pursuit by automobiles of a car carrying non-strikers to their homes; (2) blocking of the driveway to the plant parking lot with a line of pickets; (3) the blocking of the exit from the plant by a large number of pickets; and (4) the pursuing of a non-striker by car and threatening him with physical punishment. The Board did not find the pickets guilty of coercive conduct by calling strikebreakers "scabs"; such conduct is not viewed as an unfair labour practice since it contains no threat of reprisal or force or promise of benefit.

The Board's decision was made under the section of the Act which forbids coercion of employees in their right to join or not to join a union. The case involved the Sunset Line and Twine Company, California, and the International Longshoremen's Union (CIO).

A significant part of the decision was the finding that the international union, as well as the local was responsible for the illegal strike activities.

Discussing two incidents in which the pickets lined up across a driveway to the plant and refused to move aside to let the cars of non-strikers pass, the Board said:—

"The car drivers were faced with the

choice of running down the pickets, at the risk of inflicting serious injury, or driving away. This interposition of passive force to prevent employees from going to work is, we believe, a form of restraint prescribed by Section 8 (B) (1) (A)."

As to the incidents in which picket and union officials followed the cars of non-strikers, the Board said:—

"The conduct of the strikers and their companions, quite apart from the words they used, in trailing the greatly outnumbered little group of strikebreakers for a considerable distance through the town was clearly intimidatory. This pursuit away from the plant by an inimical superior force clearly conveyed the unspoken threat that the strikebreakers might well be subjected to bodily harm."

The Board said further:—

"It is immaterial that this conduct failed to deter the non-striking employees from returning to work. It was reasonably calculated to accomplish that end, and its inefficacy in this particular instance is no defence to the charge that it was violative of the act."

The "mass picketing"—in which a crowd of 200 or 300 composed of strikers, fellow union members and other apparent sympathizers gathered around the main plant entrance in an effort to shut the plant down completely—"patiently involved restraint and coercion of employees attempting to go to work, and we so find," the Board said.

The Board found, on the other hand, that pickets were not engaging in intimidatory conduct under the law when they "vilified and verbally abused as scabs" those employees who deserted the strikers' ranks. In making this ruling, the Board unanimously stated:—

"In so far as the abuse of the strikebreakers amounted only to name-calling and vocally vented resentment, we do not find that it was within the purview of Section 8 (B) (i) (A)."

On the question of responsibility of the international union, the Board divided 3 to 2. The majority held that the international evidenced its joint responsibility for the illegal acts by (1) its admissions, in pleadings before the Board, that the strike and picketing were a joint enterprise of it and the local; (2) presence of one of its officials at "the most aggravated single incident of violence" in the case; (3) failure to disavow the illegal activities of the local union or its officials.

The minority thought that clear proof of agency was lacking.

The CIO announced its intention of appealing the decision.

In another recent case involving picketing, a trial examiner for the Board held that mass picketing was illegal. The case involved was the United Electrical Workers (CIO) and the Cory Corporation, Chicago.

Referring to a picket line which at one time had 1,500 to 2,000 persons marching in front of the plant, the examiner said: "Its necessary effect was to prevent ingress and egress at the plant by sheer force of numbers." He held that force of numbers alone, even where picketing is conducted peacefully, has an intimidatory and coercive effect on employees otherwise willing to cross a picket line, that such picketing "exceeds the bounds of peaceful persuasion" and is not "protected as free speech."

In an earlier case, described in the October issue of the *LABOUR GAZETTE* (p. 1086) the Board ruled that an employer was legally justified in discharging employees who participated in peaceful picketing that had amounted to a "show of force".

**Employers in U.S.A. must bargain on "merit increases"**

An employer in the United States must bargain with his union before giving individual employees increases for "merit", according to a recent Supreme Court ruling, in which the

Court refused to review a lower court decision (L.G., April, 1948, p. 270) to the effect that such increases were a matter for collective bargaining.

The case involved the J. H. Allisen and Company, meat packers of Chattanooga, and an AFL meat cutters' union. The company had argued that it is a management prerogative to give voluntary pay boosts to individual employees whenever they are justified; whereas the union's contention was that granting wage increases to some favoured employees, and not to others, might undermine the prestige and plant status of a union.

**Employer required to give union wage data**

The U.S. National Labour Relations Board in a recent decision interpreted "bargaining in good faith" to mean that an employer must give a union the wage data it needs for adequate representation of the employees in collective bargaining.

In a case involving the Dixie Manufacturing Company, Columbia, Tenn., the Amalgamated Clothing Workers (CIO) had contended that the employer withheld facts

relating to "production requirements on government orders and methods used to calculate individual earnings, pay rates and incentive bonuses," which the union needed for "rational bargaining." The company had argued that the information sought by the union was "management's business—not the union's." The Board ruled the company guilty of an unfair labour practice, since the union actually required the requested data to represent its members properly in wage negotiations.

**60 years of peace in U.S. glass industry**

A record of 60 years of industrial peace in the U.S. hand-made glass industry was maintained this fall by the signing of a new industry-wide contract providing for a 10-cent hourly wage increase and more liberal paid-vacation clauses, according to the October 16 issue of *Business Week*.

The union, the American Flint Glass Workers' Union (AFL), and the National Association of Manufacturers of Pressed and Blown Glassware hold a joint conference annually, at which bargaining takes place, and which considers any dispute that cannot be settled locally. This is done under the terms of what is known as the Star Island Agreement, drawn up in 1903 and still in effect, which provides that:—

If a dispute arises in any factory and said dispute cannot be settled locally, it shall be referred to the joint conference for final adjustment and, pending the settlement of the matter, there shall be no change in the working conditions; that is, work shall be continued just as if no cause for a controversy or dispute had arisen and, pending a final settlement of the matter, there shall be no strike, lock-out, or cessation of work by either the employer or employees, and the decision of the joint conference shall be final and binding on each party. The AFGWU agrees to assist the manufacturers in procuring competent workmen to fill the place of any employee who violates or refuses to abide by this rule.

Membership in the union was restricted to highly skilled craftsmen until 1933, when jurisdiction was extended to semi-skilled and unskilled workers. The union has 263 locals and 36,604 members, stated to be approximately 90 per cent of the eligible workers in the flint glass industry.

A recent instance of labour-management co-operation was the establishment this year of the Glass Crafts of U.S.A., an organization intended to publicize and create a greater demand for American hand-made glassware.



# ANNUAL CONVENTIONS OF LABOUR ORGANIZATIONS

*In what were probably the two largest gatherings of labour representatives ever to be held in Canada, the Trades and Labour Congress of Canada, meeting in Victoria, and the Canadian Congress of Labour, meeting in Toronto, held their annual Conventions during October.*

*The issue of Communism was prominent at both Conventions. Both adopted anti-Communist resolutions, but whereas the CCL held to an unmistakably firm line against Communist influence at every stage of its proceedings, the TLC took a middle-of-the-road position.*

*On most domestic issues, however, the two Conventions took similar stands, calling for the reimposition of price controls, subsidized housing, a broad*

*social security program, and improved legislation on hours, vacations, and other working conditions.*

*Among the important features of the annual Convention of the Canadian and Catholic Confederation of Labour were the decision to set up a strike fund, and the recommendation that the federal and provincial governments set up prices arbitration boards.*

*Accounts of the annual meeting of the British Trades Union Congress and of the New Brunswick Federation of Labour are also printed below. A forthcoming issue of the Labour Gazette will contain articles dealing with the Conventions of the American Federation of Labour and of the Congress of Industrial Organizations.*

## Canadian Congress of Labour

The dominant issue in the eighth Convention of the Canadian Congress of Labour was that of Communism. The division of opinion between administration forces and the Communist element in the Congress was in evidence in most of the debates. At no time did the former group, headed by the Congress Executive, fail to secure a substantial majority. The majority was estimated to run as high as 10 to 1 on some of the more important divisions; but no roll-call votes were taken, and in the only test of strength in which the votes were actually counted, the secret ballot election of officers, leading members of the Executive were returned with about 80 per cent of the votes cast.

The split between the two groups was apparent in the debates on foreign policy and political action, and on several matters of internal policy. One debate ended in the adoption of a resolution specifically attacking Communist activity in the trade union movement, and calling on unions affiliated with the Congress to devote their full strength and activity to the preservation of a movement which would be free from Communist and Fascist philosophy.

The split extended to certain non-political issues. For example the resolution re-affirming the desire of the Congress for price control did not carry without a bitter attack on the Executive by Communist

supporters who claimed that Congress leaders had not pressed the campaign for the retention or reinstitution of controls with sufficient vigour.

The Congress did, however, achieve unanimity on a considerable number of resolutions and on such matters as hours of work, vacations with pay, social security, housing, rent control, the older worker, union security, the guaranteed wage, labour relations legislation, equal pay, immigration, income tax, bill of rights, discrimination, and education.

The Convention opened in the Royal York Hotel, Toronto, on Monday, October 11, and lasted for five days. Accredited delegates in attendance numbered 848, representing a reported membership of approximately 375,000. Two delegates from Newfoundland attended as guests of the Convention.

### President's Address

Mr. A. R. Mosher, President of the Congress, devoted an important part of his presidential address to an attack on Communism.

Prefacing this section of his address with a statement of his faith in democratic procedures, he said: "We all realize, I am sure that our democratic institutions are far from perfect, but we believe that they



are the best that have been attained so far in human history, and that they provide for the greatest possible measure of human freedom and well-being. They have been built upon respect for the human personality as such, and have regarded the interests of the individual as paramount, in sharp contrast to the whole philosophy of a police state and totalitarian dictatorship. . . .

"The denial of fundamental human freedoms by Communist nations, the ruthless and brutal use of police power, the deliberate lying which appears to be an element of the state philosophy, the unscrupulous seizure of power in neighbouring countries, and the maintenance of a huge network of spies and traitors in almost every country in the world, have everywhere aroused fear and suspicion and ill-will. . . .

"Nothing that can be done in Canada and in the other democratic countries to awaken the people to the menace of Communism should be overlooked, and the labour unions particularly should free themselves from Communist leadership, realizing that Communists are loyal in the first instance to Russia rather than to their own countries, and that in the case of war they will form centres of treason and sabotage.

"It is with respect to Communism and to foreign relations generally that there is the greatest need at the present time for education among the workers and the people as a whole. The schools do nothing to inculcate in the minds of their pupils the facts with respect to the Communist threat to the peace and well-being of the world, and there has been a great deal too much timidity in dealing with this subject."

Mr. Mosher stressed the need of the workers for "the highest possible standard of living and the utmost measure of economic security consistent with economic justice and freedom. . . .

"It is becoming increasingly obvious," he continued, "that labour cannot exert sufficient influence upon the determination of national and international policies of vital concern to it, if it concentrates its attention exclusively upon the negotiation of agreements with employers. Not only must it carry on organizing, research, and educational activities, but it must participate to the fullest possible extent in political activity." Mr. Mosher then re-affirmed the support of the Congress for the CCF Party, as the "political instrument" which the workers "believe is most likely to bring about the social and economic reforms they desire."

Throughout his speech Mr. Mosher emphasized the extension of the interests and activities of labour beyond the economic sphere. "It is quite true," he admitted, "that there is still considerable room for progress in the industrial field, and labour is now seeking such measures of economic security as a guaranteed weekly wage or annual income, adequate provisions for superannuation, and similar benefits, but it is noteworthy that labour, both in Canada and the United States, is taking a far greater interest and displaying greater activity in the fields of economic research, of education and of politics, than ever before, with the result that the organized workers are becoming a more vital and effective factor in bringing about social changes and transforming the nature of modern society.

"Many people have noted with a certain amount of apprehension," he continued, "the growing power of labour, and are afraid that its power will not be used wisely or in the public interest. Perhaps the best reassurance that can be given in this regard is that the workers and their families make up by far the largest proportion of the population, and that the policies which they adopt and advocate are likely to be in the interest of all the people."

He defined the "fourfold task" of the labour movement as embracing "organization, research, education and political activity."

A vast amount of organization was still necessary if the movement was to include all who could benefit from organization and whose co-operation was necessary to achieve labour's objectives. Union organization had been restricted to industrial workers in the manufacturing, construction and transportation industries. Even in these fields organization was by no means complete and such groups as distribution, agriculture and domestic service remained practically untouched.

"In this connection, it is necessary to emphasize again the desirability of attaining the utmost unity in the labour movement," Mr. Mosher said. "This does not mean that all workers should be organized on a uniform basis, or that there should be complete unanimity with respect to any political or other policies which the movement may adopt. It does, however, necessitate substantial agreement between the various organized groups with respect to basic policies, such as belief in democracy, justice and freedom, as well as a willingness to work together for the common good and

to show sincerity and good faith in their dealings with one another.

“... Labour is not different from any other institution. Its discipline must not be so strict as to prevent a certain amount of freedom among its component parts, but the members in general must accept certain fundamental principles, and they must be loyal not only to their own organization, but to the other affiliated organizations, and, broadly speaking, to the labour movement as a whole.

“They must accept the premise that the welfare of the workers is the greatest good they can achieve and that all other secular loyalties must take a subordinate place. There can be no conflict between loyalty to one’s own nation and loyalty to labour; furthermore there can be no conflict between loyalty to the working class and the moral and ethical principles upon which our civilization has been established.”

### Report of Executive Council

A review of the work of the Congress Executive during the preceding year was contained in the Report of the Executive Council, presented to the Convention by Secretary-Treasurer Pat Conroy.

The Report described the efforts to carry out Congress policy and implement the objectives laid down at the 1947 Convention, including the interview with members of the Dominion Government in March (L.G., April, 1948, p. 281).

Dealing with organization, the Report stated that during the year 33 charters were granted to local unions, while national and international affiliations increased the number of locals in Canada from 784 to 932. On August 1, 1948, the Congress comprised five provincial Federations of Labour, 34 Labour Councils, 31 national and international unions, with 932 units, and 225 local chartered unions. The membership of the Congress was stated to be approximately 375,000.

The Report also outlined the circumstances leading up to the suspension of the International Union of Mine, Mill and Smelter Workers, following the publication in its official journal of an article alleged to be “false, misleading and obviously malicious”; and the barring for two years of Harvey Murphy, of the mine union, and Harold Pritchett, International Woodworkers of America, from attending Congress meetings as a delegate, following “slanderous” remarks regarding the officers of the Congress made by the former at a banquet in Victoria at which Mr. Pritchett was chairman.

Appended as supplements to the Report were the reports of the Congress Research and Public Relations departments, the Committee on Education, and a report on the World Federation of Trade Unions.

### World Federation of Trade Unions

Reporting as Congress delegate to the meeting of the Executive Committee of the World Federation of Trade Unions, held in Rome in May, 1948, Mr. Conroy said that an attitude of suspicion and distrust had pervaded almost all groups at the meeting, “resulting in the projection of antagonisms into most discussions, and leaving unattended many items affecting the workers of the world.”

He continued: “The basic trouble in the WFTU, in my opinion, is that it comprises representatives of two fundamentally opposed political philosophies. One philosophy approves of absolute state control in all its ramifications, whereas while the other philosophy approves of comparative state control, it insists that such state control should at all times be subject to challenge—not only by trade union bodies, but by the people at large. From these two different philosophies are projected the theses of arguments on almost every question that may arise. The delegates from countries behind the so-called ‘Iron Curtain’ continually took the position that a comparative Utopia had been established in their countries, and that all other people, regardless of their own experience and their own practices and customs, should not only accept these statements, but that they should also be prepared to follow the policies which those countries have adopted.

“I frankly expressed the opinion, at the Executive Committee meeting, that this continuous repetition by the Eastern Communists of assertions that Utopia had been reached in their homelands was nothing short of sheer nonsense, just as it would be nonsense for me to say that all our problems in Canada had been solved. If such comparative Utopias were already in existence, it would naturally follow that the existence of trade unions of any kind in such countries would be meaningless, and their presence would not be required in the WFTU.

“Fundamental to all of these things is the struggle for control that is going on within the WFTU itself. The Federation has been condemned by many individuals as being nothing but a sounding-board for Soviet Russia. This is a half-truth that blurs the actualities of the situation. It is



quite true that there are many Communists in trade union centres affiliated with the WFTU. It is equally true that these Communist trade union centres reflect, in large part, the establishment of Communist governments in a number of countries. They believe in their philosophy and in their form of government, and, despite the fact that we entirely disagree with both, it is the most natural thing in the world that the delegates from these countries should attempt to propound and project the philosophy they believe in, and, if possible, to impose it on the whole Federation.

"Perhaps this state of affairs is to be expected because of the very nature of Communism itself. Personally, I regard such methods as stupid rather than evil, since they at once create a source of enmity in the Federation, and completely set aside what should be the function of the WFTU—the development of a factual approach toward the solution of the immediate problems that face the workers of all countries.

"One would be extremely foolish to refuse to recognize that such a factual and impartial approach cannot be obtained under present conditions. It is most unlikely that the method of solving these problems which I regard as desirable will be used, and for a very good reason. That reason is that one group of unions tells the Federation that it has virtually solved every problem, thereby cutting the Federation in half, and leaving the remaining half of the trade union centres as representative of the capitalistic nations, in which alone, according to the Soviet groups, any workers' problems still remain to be solved. All of this leads to one conclusion—that the WFTU, if it is to continue and function as a world-body, must immediately define the function and structure of trade unions in all countries, whether they be capitalistic or communistic.

"Trade unions should be free in all nations; they should be neither appendages to nor prisoners of the state. Trade union delegates should be free to go to world-gatherings, and tell the facts of the trade union situation—the story about wages, working conditions, and other related matters in their countries. . . .

"If the Congress desires me to continue as its representative on the WFTU, I propose to fight for the immediate freedom of trade unions in all nations, so that trade unionists can come from Russia, Canada, Britain, Czechoslovakia, the United States or Poland, and criticize their governments to their heart's content—even if such

criticism may not, in some instances, be fully justified."

## **Department of Research**

The report of the Director of Research, Dr. Eugene Forsey, described the work of his department in drafting briefs for the Congress and affiliated unions, providing information, issuing a regular monthly bulletin, *Labour Research*, maintaining a file of collective agreements and a library, and carrying on a variety of other activities.

Meetings had taken place with the directors of the research departments of the various affiliated unions in Canada, which now numbered about a dozen, and it was intended to work out further plans for co-ordinated activities.

## **Public Relations Department**

According to the report of the Director of Public Relations, Jack Williams, the Congress public relations program included considerable progress in the use of radio, the issuance of information to newspapermen, and the bi-monthly publication of a news bulletin.

## **Committee on Education**

The report of the Committee on Education, whose chairman is A. Andras, set forth a program which included: the organization of short-term schools and institutes; the preparation and publication of study material; and the establishment of district educational committees.

Part of the program is already being realized, the report stated. Under the direction of Howard Conquergood, a union winter school was held at the Ajax campus of the University of Toronto, a successor to which has been planned for 1949, week-end institutes were held at London and Winnipeg, and four short-term political action courses were conducted, two in the Toronto area and one each in Galt and in Kingston.

Stating that "tens of thousands of workers must be reached before any educational program may be considered successful," the report indicated the major objectives of such a program as follows:—

(a) To assimilate new members and to train both new and old members in the principles and methods of the labour movement;

(b) To provide special training for union officers in the various techniques of collective bargaining, union administration and the like;

(c) To develop broader community interests and participation, as in the co-operative movement, municipal affairs, etc.



The report urged the establishment of a budget for educational work, and the appointment of an educational director for the Congress.

## Financial Statement

The financial statement of the Congress, presented by Secretary-Treasurer Conroy, indicated total receipts for the year of \$322,091.13, made up largely of dues from the affiliates and organizing receipts, and expenditures of \$309,892.43, of which over half consisted of organizing expenses, the other major items being head office and administrative expenses. The surplus for the year ended June 30, 1948, was thus \$12,198.70.

## Appeal by Mine, Mill and Smelter Workers

One of the first acts of the Convention was to consider an appeal from the International Union of Mine, Mill and Smelter Workers against their suspension by the Executive on August 24.

The appeal was presented by Mr. John Clark, International President of the union. The issue, he said, concerned an article printed in the union's official journal, *The Union*, published in Chicago. Describing the article as "false and malicious" he deplored its publication. The article had been printed while the editor was away on business, and the Canadian employee of the union responsible for sending in the article had been dismissed.

The union had submitted a retraction to the Executive of the Congress, and on this being considered unsatisfactory had submitted a second and a third. Urging the need for solidarity in the labour movement, he asked the Convention to support the union's appeal against suspension, on the basis of a further retraction, which was to be printed in *The Union*, and which he read to the delegates.

Speaking in reply, Mr. Pat Conroy described the article as a "slandrous, vicious, lying attack on two important unions" and noted that in the three months since it had appeared no apology had been printed in the official organ. He described it as the climax of a series of similar incidents in which union leaders had been attacked during periods of crisis, with the object of discrediting the leadership so that the underminers could take over. He named the writer of the article as a member of the Labour-Progressive Party and a correspondent of the *Tribune*.

When a retraction was published in the official organ, the incoming executive of the Congress could give every consideration to the reinstatement of the union, Mr. Conroy said. He asked the delegates to sustain the decision of the Executive Council.

By a show of hands the Executive's decision was sustained. A request for a roll-call vote failed to secure the necessary support from one-third of the delegates present.\*

## Foreign Policy

An entire afternoon was occupied in debate on a resolution on foreign policy brought in by the Resolutions Committee as a substitute for seven resolutions submitted in advance of the Convention by various Congress affiliates.

An important feature of the resolution was its endorsement of Canadian participation in an Atlantic Defence Conference. It began by reaffirming the views on foreign policy adopted by the Congress in 1947—opposing imperialism, whether communist or capitalist, supporting the Marshall plan, favouring military co-operation with the U.S.A., urging friendship and treaties with all nations on the basis of a mutual respect for dignities and rights, and demanding freedom for all peoples from military domination "whether by Soviet Russia, or other countries." The resolution then asserted that events during the past year led to the conclusion that Russia might very rightfully be charged with sponsoring and fanning world-wide war, and proceeded to condemn various aspects of Soviet policy, including the Berlin blockade. It also urged Canada's participation in an Atlantic Defence Conference, and called for strengthening of the United Nations.

The resolution evoked vigorous protest from several Communist supporters. Robert Haddow, of the International Fur and Leather Workers' Union expressed amazement at what he termed the "extravagance of language" in the resolution and its "whitewashing of U.S. and Canadian imperialism." He charged that the Marshall Plan was a "war plan", that its supporters on the North American continent were the "sworn enemies of labour", and that it would lead to the smashing of the trade union movement in Europe. Other delegates who spoke against the resolution, including Mel Shipman and Clarence Jackson of the United Electrical Workers, similarly opposed the Marshall

\* Since the Convention the union has been reinstated by the Executive (see p. 1343).

Plan, and stressed the danger of Canada becoming a battleground in the event of war between the United States and Russia.

Supporters of the resolution generally emphasized the value of the Marshall Plan, Clarence Gillis, M.P., of the Cape Breton Labour Council, terming it the "most generous gesture ever made in history" and declaring that no alternative to it had been put forward for feeding the people of Europe. Eamon Park, M.P., of the Steelworkers, said, "We have to make it so abundantly clear that we support democracy that there will be an end to aggression." George Burt, United Automobile Workers, said that although he had taken a left-wing position at previous conventions, the events of the past year had caused him to change his mind, like many other people, and that he now supported the resolution. Pat Conroy said he was "amazed to find a single Canadian not standing behind this Canadian policy. Are the delegates here Canadian or Russian I should like to know?" He urged the need for halting aggression.

The resolution was passed by an overwhelming majority. Apart from the sections which repeated the previous year's provisions, it read as follows:—

Whereas, during the past year, events have continued to follow the pattern foreseen by this Congress, particularly on the part of Soviet Russia, which is the only nation which has grabbed territory since the end of the war, amounting to some 270,000 square miles, and has subjugated people and States within an area of approximately 600,000 square miles; the most recent instance being the ultimatum to Yugoslavia that it must fashion its policies to conform to that of Soviet Russia, and we must inevitably form the conclusion that, because of this imperialistic expansion, Soviet Russia may very rightfully be charged with sponsoring and fanning world-wide war;

Therefore be it resolved that

1. We condemn the totalitarian activities in Soviet Russia and its satellite nations. We protest most vigorously the incarceration in Buchenwald and other concentration camps of leading European trade unionists and democrats because they will not submit to Communist destruction of the free labour movement.
2. We condemn most vigorously the inhuman and aggressive blockade of Berlin the only purpose of which can be the systematic starvation of its citizens in the interests of Russian military expansion.
3. We greet the formation of the Western Europe democratic defence alliance and we urge that Canada should indicate its readiness to participate in an Atlantic Defence Conference against spreading totalitarianism.

4. We re-affirm our formerly expressed policy on the matter, and again, in strong and urgent language, call upon the United Nations to put its house in order and become an effective and militant enforcement agency for the peace of the world, as against those whose activities constitute a menace to it.

## Communism in Unions

The opposition of the Congress to Communism was again made apparent in a hotly-debated resolution denouncing the "persistent, unscrupulous, unprincipled, and malicious attacks that the Communists have carried on" against those who do not agree with them, and calling on unions to free themselves from "any totalitarian philosophy".

Opponents of the resolution, such as George Harris of the UE, and E. E. Leary of the Fur and Leather Workers, charged that "red-baiting will not solve our problems in dealing with the bosses," and claimed that Communists had done much of the basic organization in industry "in the early days when it was tough and dangerous." They called for labour unity.

William Mahoney of the Steelworkers, said that the labour movement needed the abilities of some of the men who were opposing the resolution and said that they would again be welcomed to the Congress "the day they put trade union objectives ahead of those of Soviet Russia. . . . They call for unity," he continued, "provided you accept Russian ideas."

Pat Conroy declared: "The job of this Congress is to clean out Communism. . . . Until we do that we can't fight for trade-union objectives. . . . We can't fight the boss with one hand and the Communists with the other. . . . This Convention and every union local must clean out Communism if it wants to live, and to preserve a free trade-union movement so as to bring freedom and security to the workers." He told the delegates: "When you go back home, see that the job well started is completed."

The text of the resolution was as follows:—

Whereas the Canadian Congress of Labour has previously pointed out that the continuous function of the Communist movement is a persistent denunciation and baiting of all individuals who do not agree with the objectives of the Communists, and inasmuch as this traditional activity has recently become even more pronounced, as is indicated by the persistent, unscrupulous, unprincipled, and malicious attacks that the Communists have carried on for the purpose of slandering and injuring responsible trade union officers and organizations who desire to preserve a free trade



union movement for Canada, and as a result do not agree with Communist philosophy; and

Whereas the Communists, at the same time, in an effort to cover up their own slanderous activity, resort to the tactic of labelling all who disagree with them as "red baiters" or of indulging in divisive practices, while striving themselves to either enslave or divide the trade union movement of this country:

Therefore be it resolved that this Convention re-affirm its position on this question by calling on all Congress unions to devote their full strength and activity to the preservation of a free trade union movement which aims at a better society, economic security, political freedom and the maintenance of the dignity and decency of all human beings, and which will be free from any totalitarian philosophy, whether it be Communist, Fascist or a reflection of either one, the end result of which would be to take away the freedom of the trade unions and of the masses of the people in general.

## Union Jurisdiction

Following the adoption of this motion, the Congress considered a resolution in which Communists were accused of attempting to "drive the Textile Workers' Union of America out of Canada."

Speaking to this resolution, Sam Baron, Canadian Director of the TWUA, charged Communist union officials within the CCL with supporting a "politically sympathetic" union within the American Federation of Labour, namely the United Textile Workers of America.

The resolution set forth that

Communist factions or cells have been set up in various TWUA locals to disrupt, ridicule, and sabotage the accomplishments of TWUA. The Communist press has consistently criticized and sneered at the efforts and accomplishments of TWUA, its Canadian Director, as well as others of the TWUA staff, by use of distortions, half-truths, and irrelevant statements, and, last but not least, by the use of various politically sympathetic leaders of the Trade Union Movement, both in the CIO-CCL and the AFL-TLC.

It pledged the "full support" of the Congress to "the drive of TWUA to organize the Canadian Textile workers."

Following the adoption of this resolution, C. S. Jackson of the United Electrical Workers stated, on a point of privilege: "We support the Textile Workers' Union, but we oppose the way this resolution was put."

A further resolution, the debate on which brought to light jurisdictional difficulties between the UE and the Steelworkers, urged all affiliated unions to abide by the decisions of the Congress Standing Jurisdictional Committee "in order to eliminate

the controversies and frictions between the affiliates of the CCL."

Speaking in support of this motion, J. Mackenzie, United Rubber Workers, pointed out that cases of overlapping jurisdiction were almost impossible to avoid, and urged the peaceful settlement of such differences.

## Price Control

The Convention dealt next with the subject of price control, and considered a resolution brought in by the Resolutions Committee as a substitute for nineteen other resolutions. In the discussion of this subject, C. S. Jackson accused the Congress of failing to give "a fighting lead" on the question. Several speakers strongly opposed this view. The resolution, which was carried unanimously, was as follows:—

Whereas the Canadian Congress of Labour continues to view with increasing alarm the constantly rising prices on all essential commodities, which are having a devastating effect upon the living standards of the great mass of our people; and

Whereas since the end of the war, the Congress has repeatedly endeavoured to impress upon the Government the damaging effect which uncontrolled price-rises would have upon the economy of the nation, in general, and the living standards of the workers, in particular; and

Whereas this Congress, in its submissions to the Government, has proposed plans for the control of this situation, at the same time warning the Government as to what would occur if adequate price-controls were not maintained, in all of which this Congress has been wilfully ignored, and time has proven that what the Congress prophesied has occurred:

Therefore be it resolved that this Convention, in the most emphatic terms possible re-affirm its demand for the immediate implementation of an adequate and effective system of price-controls, and subsidies where necessary, on all essential commodities, and further, that the Congress Executive redouble its efforts to re-impress this need upon the Government, and, at the same time, take every possible step to organize public opinion behind this necessitous demand.

A further resolution instructed the Executive Council to "adopt appropriate means to organize and lead a concerted drive" against the continuing rise in the cost of living, and to endeavour to obtain co-operation with other major labour bodies in this matter.

The incoming executive was also asked to undertake a campaign of publicity "to expose the fallacy propagated by the Canadian corporations that wage increases necessitate price increases."

Dealing further with the question of prices, the Convention adopted resolutions instructing the incoming executive to ask



the Government to make a survey which would arrive at "a worker's budget, measuring a modest but adequate standard of living," and to revise the cost-of-living index "so that it will provide a true picture of the past and present cost of living in Canada."

It further went on record as urging the Federal Government to retain rent control.

## Political Action

Considerable debate took place on the subject of political action. The preamble to the proposed resolution criticized the Government for failing to stabilize the cost of living, for adopting a "labour act which is unsatisfactory to labour in many respects" in spite of Congress representations, and for failing to disallow "the notorious anti-labour legislation adopted by the Government of Prince Edward Island" in spite of joint representations by labour bodies.

The resolution then continued:—

Be it resolved that this Convention endorse the promotion of an effective program of political action throughout the Dominion, immediately following the Convention, with a view to implementing the Congress policy of supporting the CCF and electing the largest possible number of CCF members to the next Parliament of Canada; and

Be it further resolved that this same program be instituted on a provincial level for the purpose of electing CCF members at each future provincial election.

An amendment was moved by George Harris, which would have included "other labour and farmer candidates who are pledged to support a CCF Government" as equally worthy of election. Mr. Harris and other speakers argued that to endorse the CCF only was a narrow approach, and that a wider appeal to the electorate could be made by endorsing independent candidates in certain constituencies.

Following Mr. Harris' remarks, President Mosher formally asked permission to address the Convention, and urged unanimity in support of the Congress political action program. He said he "subscribed one hundred per cent" to Pat Conroy's earlier statement urging the Congress to "clean out Communists", and invited George Harris to "take his LPP's out of this Congress." (On several other occasions during the proceedings Mr. Mosher made similar declarations to Communist supporters, stating at one point: "Unless you change your tactics and change them soon you'll be thrown out.")

Opponents of the amendment said that past experience had proven that in certain instances "independent" labour candidates

turned out to be "stooges of the LPP." Murray Cotteril, President of the Toronto Labour Council, said that the amendment would make it impossible for the resolution to work, adding, "any attempt to elect individuals defeats itself in advance; we have to elect a political party."

The amendment was defeated and the main motion carried, but not unanimously.

## Social Security

In a resolution substituting for a number of others, the Congress decided to continue to press for the adoption of "a national social security program covering the whole field of health, invalidity, old age pensions, etc., in accordance with the British system of social security."

Stressing the importance of this resolution, one of the delegates suggested that it be referred back for rewording, to provide for a joint approach to the Government with the Trades and Labour Congress. The Chairman of the Resolutions Committee, H. A. Chappell, pointed out, however, that the principle of co-operation with the TLC was covered in another resolution.

The concern of the delegates with the subject of social security was evidenced in the considerable debate that took place earlier in the Convention over a resolution calling for a system of industrial pensions. This was characterized as a "stop-gap" measure until an over-all program came into effect.

Dealing with government old age pensions, the Congress favoured a sum of "at least \$60 a month at age 60, without a means test, and subject to adjustment should living costs continue to increase.

The Congress also asked for an immediate increase for pensioners of all classes to provide an adequate standard and to compensate for increases in the cost of living.

Concern was shown for the plight of the older worker in a resolution "deploring and protesting the ever-increasing practice of corporations . . . wherein they consider a workman of over forty years of age to be of no further use in employment", and urging legislation "protecting the right of these people to earn their living".

## Labour Unity

An interesting feature of a number of resolutions and of some speeches on matters felt to be of common interest to the entire labour movement, was the expressed desire to seek co-operation with other labour bodies. This was apparent, for example, in

regard to price control, social security, and labour legislation in Prince Edward Island and Quebec.

In addition, the Convention unanimously adopted the following resolution advocating joint action with the Trades and Labour Congress of Canada on national questions:—

Be it resolved that this Convention of the Canadian Congress of Labour instruct the Executive Committee of the Congress to continue to seek the co-operation of the Trades and Labour Congress so that joint action on all national matters which will affect Canadian workers will be obtained; and which will consequently result in progress being made in the attainment of a strong and unified labour movement.

## Immigration

Following its policy of recent years, the Congress again favoured a "generous federal immigration program" to help in the solution of the Displaced Persons problem in Europe, "with due regard for the needs of the Canadian economy as a whole."

Other points in the immigration resolution were as follows:—

Be it further resolved that (1) the standards of employment, conditions of work, wages and hours for those admitted as immigrants shall not be less than those in effect for other Canadians and shall be in keeping with recognized union rates and conditions; (2) the immigration policy of the Federal Government be placed under the authority of one department; (3) organized labour be adequately represented on the Federal bodies having jurisdiction over the choice and placement of prospective immigrants.

The Resolutions Committee dealt with a number of resolutions protesting the action of U.S. immigration authorities in refusing to permit the entry of unionists on official union business, and also the Canadian policy of closing its border to known Communists.

As a substitute, the Committee introduced the following resolution, which was adopted:—

Resolved that the Canadian Congress of Labour calls for the immediate free entry of persons on legitimate trade union business to all countries, including the United States and the Soviet Union.

We do not condone the actions of those who use the name of the trade union movement to cloak anti-democratic activities.

## Labour Relations Legislation

In endorsing the report of the Legislation Committee, which was presented by Murray Cotteril, the Convention reaffirmed criticisms of the new federal labour relations legislation which had previously been expressed by the Congress. Particularly mentioned in the report was the desire of

the Congress for bringing under federal jurisdiction all industries operating on an interprovincial scale "in order to permit national standardization of wages and working conditions through collective bargaining."

Provision for a method of establishing union security as automatic upon recognition of the union was also sought.

A further objective of the CCL in regard to labour relations legislation was contained in a substitute resolution drafted by the Resolutions Committee, which was not dealt with by the Convention because of lack of time. This resolution called on both the federal and provincial governments to enforce regulations relative to collective bargaining and union security.

The Convention urged the disallowance of the Prince Edward Island Labour Act, which it characterized as an "undemocratic and un-Canadian example of vicious legislation," and called for improvements in the Alberta legislation.

Another substitute resolution brought in by the Resolutions Committee, which was not dealt with owing to lack of time, expressed concern at "the apparent inconsistent application and interpretation of the Quebec Labour Relations Act." It called for co-operation of the AFL and the Canadian and Catholic Confederation of Labour in making joint representations to the Government of Quebec requesting amendment of the Act, protesting "apparent discrimination against *bona fide* trade unions in its application," and asking that it be administered by a representative and impartial board.

## Criminal Code

The need for amending the Criminal Code with regard to industrial disputes was expressed by the Convention in adopting the report of its Legislation Committee, which stated in part:—

The present interpretation of the law in effect protects employers who seek to evade the spirit of mandatory collective bargaining by giving police and court protection to strikebreakers. The Committee believes that the labour movement more than any other section of the community, wishes to avoid discord and clashes between workers and police on picket lines. But, until such time as the law prohibits employers from avoiding collective bargaining by the use of strikebreakers or tactics designed to destroy the legally certified bargaining agency we feel that union members should not be treated as common criminals because they use the only means left to their disposal to protect their jobs and insist upon adherence to the spirit of mandatory collective bargaining laws. The Committee also agrees that the courts



deserve censure for the unreasonable bail and other unmistakable signs of prejudice shown against union members facing charges arising out of industrial disputes.

The report also called for a removal of the Code's restrictions on the right to strike of organized labour in power plants serving municipalities.

### Dollar-Saving Plan

Intimating that the "Abbott Plan" of import restrictions had resulted in "unnecessary hardships to Canadian workers," the Convention, in accepting the report of its Legislation Committee, favoured an "absolute ban on all luxury imports" as preferable to restrictions upon necessary food products.

"Payment of an excise tax to discourage purchases of luxury commodities," the report continued,

merely means that the rich can buy as before but those in lower income brackets are denied the necessities they can afford. The Committee also points out that restrictions on parts imports have resulted in widespread layoffs in important Canadian industries and states that the dependency of Canadian industry upon American parts imports is a chronic, not an emergency situation. It can be altered only by long-range economic planning designed to make Canadian industry as self-sufficient as possible rather than a mere supplier of raw materials and a mechanical assembly line.

### Recognition of Israel

By a unanimous standing vote the Convention went on record as urging the Federal Government to give official recognition to the State of Israel and to establish full diplomatic and trade relations; and as supporting the Israeli Labour Federation, Histadrut, through the National Committee for Labour Palestine.

### Housing

A resolution on housing, which was carried unanimously following discussion, called on the Federal Government to "take immediate steps" to "initiate the formulating and adopting of a comprehensive subsidized housing plan" to "provide proper housing for low-paid workers."

### Strike Fund

A number of resolutions calling for the establishment of a national strike fund were referred to the incoming executive, the Convention going on record as supporting such action in principle.

### Organization

Satisfaction was expressed in the report of the Convention Committee on Organization, presented by Alex McAuslane, first vice-president, at the work done in organizing the unorganized during the preceding year.

It was recommended that special attention be given to extending the organization of Congress affiliates in Newfoundland; that activity be intensified in the Province of Quebec, with consideration to be given to the establishment of a Quebec Federation of Labour; and that an organization fund be established.

A proposal that an attempt be made to organize the unorganized in the automotive trades on a national basis was referred to the incoming executive.

### Support for IWA

An emergency resolution, introduced during the course of the Convention by consent of the delegates, condemned as "traitors to the cause of labour" former officers of the B.C. District Council of the International Woodworkers of America, who were attempting "to destroy this *bona fide* union by establishing the Woodworkers Industrial Union of Canada." The resolution pledged organizational and financial support to the IWA.

There was considerable discussion of this resolution, which was opposed by several Communist supporters. Speakers from the administration side charged that the move to form the Woodworkers' Industrial Union was made when Harold Pritchett, Ernie Dalskog and others realized they were "losing control" of the IWA, and that auditors had found that large sums had been spent from the union funds that were not supported by vouchers. It was reported that some of the locals, in large membership meetings, had voted to return to the IWA.

### Constitution

Alterations made in the constitution included an increase from two to three in the number of Congress vice-presidents, and an increase from five to seven in the number of Executive Committee members to be elected by the Convention.

A proposal regarding the manner of voting at Conventions was warmly debated. Similar to proposals that have been introduced at previous Conventions, the amendment sought to have delegates from each local union vote on the basis of one vote



for each one hundred members in the local, instead of voting as individuals as at present. Although the proposal was rejected, as in previous years, the Convention decided that the section of the constitution dealing with representation and voting at Conventions should be reviewed by the incoming executive, that the affiliated unions should be consulted, and that resulting proposals should be brought before next year's Convention.

A proposal to bar Communists from holding any office in the Congress was rejected unanimously. Sam Baron, Canadian director of the TWUA, said that the amendment had been submitted by a local of his organization "whose heart was in the right place, but which didn't show too much judgment."

## Other Resolutions

Other resolutions adopted by the Convention put the Congress on record as follows:—

Calling for a guaranteed minimum annual wage of \$2,000 in industry throughout the Dominion;

Urging collaboration of farmer, labour, teacher and co-operative groups, through conferences and other means;

Urging the Federal Government to seek the co-operation of the provinces in enacting Dominion-wide legislation to provide a maximum 8-hour day and 40-hour week; a direct approach to be made to the provinces also by affiliated unions and federations to seek their co-operation in enacting such legislation;

Calling for legislation to provide a minimum of two weeks' annual vacation with pay;

Calling on unions to demand provision in their collective agreements for equal pay for male and female workers;

Endorsing the principle of teaching more labour history in schools, the matter to be taken up by the various CCL provincial federations with their respective provincial departments of education;

Favouring federal aid to the provinces for the purpose of providing "adequate and uniform" educational services; and favouring governmental aid for worthwhile and deserving students who need financial assistance to continue their education to the highest level;

Asking that income tax exemptions be set at \$1,500 for single men and \$2,500 for "harried breadwinners", with an additional exemption of \$500 for children. (It was stated that income taxes and profit taxes are the fairest form of taxation, but that loss of revenue through reduction in income tax should be made up by increased taxes on corporations);

That the incoming executive formulate a policy for submission to all governments,

municipal, provincial and federal, concerning contracts for supplies, under which contracts will not necessarily go to the lowest bidder, but only to employers on a "fair list" who pay union rates of pay and operate under union working conditions;

Endorsing the need of a Bill of Rights in order that "every person and every class of persons shall enjoy the right to freedom of conscience, opinion and belief, and freedom of religious association, teaching practice and worship";

Calling upon the Federal Government to declare as a criminal offence, any discrimination practised against any individual because of his race, creed or colour;

That Canadian shipyards and dry docks enjoying subsidies and other forms of financial assistance, such as that provided in the Dry Dock Act of 1919, be obliged to give continuous employment to a reasonable number of key workers in the interests of the industry;

That the Canadian Maritime Commission establish a trade school for work aboard vessels and in shipyards; and that it prevent the practice of allowing Canadian shipping interests to purchase obsolete vessels from the United States and other competitive countries;

Urging the peace-time expansion of Canada's shipbuilding industry and that such a program be encouraged by Government policies of allowance of credit to be applied against the cost of a replacement vessel when it is built in Canadian yards and the preference to Canadian registered and built vessels in subsidies, mail contracts, etc.;

Supporting the demand of the Ontario Federation of Labour that a special session of the Ontario Legislature be held immediately to deal with such problems as housing, old-age pensions, labour legislation and the Ontario Hydro;

Asking the Federal Government to "take immediate and positive steps to expand the industrialization of the Maritimes and Western Canada, with a view to establishing a balanced economy in the nation";

Urging the Federal Government to do everything in its power to have the operations of the steel industry in Sydney and Trenton extended;

Urging the use by the Congress and its affiliates wherever possible of lithography bearing the label of the Amalgamated Lithographers of America, CIO-CCL.

## Matters Referred to Incoming Executive

Owing to the large number of resolutions that had been submitted, and to the lengthy debates that took place on some of them, it was not found possible for the Convention to pass formally on all the matters before it. The resolutions which remained were referred to the incoming executive.

Among these was a substitute resolution submitted by the Resolutions Committee dealing with the lifting of the embargo on shipments of cattle to the United States.

Stating that this policy had greatly increased the price of beef, the resolution said that it had also drastically reduced hours of work for workers in the Canadian meat packing industry and had caused unprecedented lay-offs. The resolution called for consultation between the CCL and the Canadian Federation of Agriculture with a view to requesting: (1) that the Government establish a National Meat Board to market meat exports to the greatest advantage of Canadian farmers and consumers; (2) that beef shipments to the United States, as to Britain, be in the processed state; and (3) that meat prices to the consumer be rolled back to the January 1, 1948, level, the difference between this and the established parity price to be made up by subsidy.

The Resolutions Committee also issued a resolution favouring a freight rate structure that would eliminate discrimination against any part of the country, permit managements to pay a reasonable living wage to their employees, and be fair and equitable to all forms of transport.

Among the other resolutions referred to the incoming executive were a number dealing with unemployment insurance; several dealing with the shipping industry; and a series of resolutions, some of which repeated requests made in former years, calling for re-organization of the coal and steel industries in the national interest (particularly as regards the Maritimes); a permanent crossing at the Strait of Canso, and other public works in the Maritimes; raising of the ban on margarine; lowering of the eligible voting age to 18; two hours off work, with pay, on election days; labour representation on the boards of crown corporations; establishment by the Dominion Government of a Department of Standards; the privilege to be accorded civil servants of joining a legal political party; elimination of speculation on essential foods; and encouragement of the co-operative movement.

## Speakers

Among the speakers to address the Convention was Mr. Bert Savage, of the Co-operative Union of Canada, who described the work of the Co-operative School held last winter. "Sufficient capital and efficient management" were, he said, the essential basis for the establishment of co-operatives.

Mr. Michael Rubinstein, National Chairman, Jewish Labour Committee of Canada, spoke in favour of Fair Employment Practices legislation on both federal and provincial levels and called for a Bill of Rights to guarantee civil liberties. He urged Canada to press for an international treaty on human rights at the United Nations. Outlining the work of the Jewish Labour Committee, Mr. Rubinstein said that the Committee supports many displaced persons in German camps who three years after the war still have no place to go to.

Mr. Herbert A. Mowatt, Toronto Branch, United Nations Association in Canada, and Mr. David Lewis, National Secretary of the CCF, also addressed the Convention.

The Hon. Humphrey Mitchell, Minister of Labour, who was returning from Europe at the time of the Convention, sent a message of regret that he was unable to accept an invitation to attend the Congress banquet.

The President of the United Automobile Workers of America, Mr. Walter Reuther, also sent a message of regret that owing to daily hospital treatment he was unable to accept an invitation to attend the banquet.

The Convention heard appeals on behalf of the organizing campaign at the T. Eaton Company of the Retail, Wholesale, and Department Store Union, and on behalf of strikes of locals of the UAW and the TWUA.

## Election of Officers

In the election of officers on the final afternoon of the Convention, A. R. Mosher was returned as President, defeating C. S. Jackson by a vote of 564 to 154. Pat Conroy was returned as Secretary-Treasurer over George Harris by 597 votes to 139. Alex McAuslane and Sol Spivak were returned as first and second vice-presidents, while C. H. Millard was elected to the newly-created position of third vice-president, all three by similar majorities over their opponents. George Burt and Freeman Jenkins headed the poll of officers elected to the Executive Committee; while Silby Barrett, J. E. McGuire and T. Prezeau were returned to office, and Sam Baron and Fred Dowling were also elected, by a substantial voting margin.



# Trades and Labour Congress of Canada

The 63rd annual Convention of the Trades and Labour Congress, meeting at Victoria from October 11 to 16, developed into a rift over: (1) a challenge to Executive authority; (2) dual unionism; (3) constitutional differences; (4) Communism.

The Communist issue—although rejected by some Congress spokesmen as being an issue—flared into the open in several sessions. It definitely became an issue when the substitute resolution “deploring” Communist activity—brought in by the Resolutions Committee—touched off a heated and prolonged controversy.

Dominated by internal issues, the Convention had little opportunity to debate those important matters in the purely labour-social-economic sphere which were included among the approximately 275 resolutions on the agenda.

While the actual numerical strength of the Communists could not be assessed in the one roll-call vote—on the sustaining of Executive action in the suspension of the Brotherhood of Railway and Steamship clerks\*—there was no doubt as to Communist impact on this and other major issues.

On that vote, many non-Communist delegates supported the Executive in the conviction that thereby they were voting in favour of unity and against partition on the matter of dual unionism.

(It was these middle-of-the-road delegates who, anxious not to widen the cleavage, were the decisive factor in maintaining the Executive on major issues.)

However, the Communists—fishing in troubled waters—also supported the Executive in this and other decisions.

Constituting a hard core of resistance were the opposition forces composed chiefly of delegates of international affiliates. This group (1) protested the Executive's suspension of the Brotherhood of Railway and Steamship Clerks and its vice-president, Mr. Frank Hall; (2) forced to a roll-call vote the adoption of the report of the Committee on Officers' Reports on this matter (with the “censuring” of Frank Hall);

\*The Executive Council had, in a special meeting on September 10, suspended the Brotherhood of Railway and Steamship Clerks for “not repudiating the action of their vice-president, Frank Hall” (who had negotiated the merger of the Canadian Lake Seamen's Union with the Seafarers' International Union (AFL) which the 1947 Hamilton Convention had declared as dual in jurisdiction to the Canadian Seamen's Union, an affiliate of the Trades and Labour Congress. (see L.G., Oct., 1948, p. 1082)

(3) opposed a constitutional amendment making the affiliation of international American Federation of Labour unions permissive rather than obligatory; and (4) supported the resolution “deploring” Communism which, however, was castigated as of “milk and water” substance.

In summary, the decisions of the Convention on these bitterly contested issues were:—

(1) the Executive's action in suspending the Brotherhood of Railway and Steamship Clerks a month prior to the Convention was endorsed (this after a roll-call vote of 545 to 198 with 181 abstentions);

(2) the suspension of the Brotherhood was then lifted;

(3) F. H. Hall, Canadian Vice-President of the Brotherhood of Railway and Steamship Clerks was censured “because of his unwarranted activities detrimental to the Canadian Seamen's Union” and this decision was to be conveyed to the Grand President of the Brotherhood.

(4) The dual union situation was referred to the Co-ordinating Committee of the American Federation of Labour and the Trades and Labour Congress. That Committee is “to be asked to discuss this matter with a view to arriving at an understanding whereby the sovereignty and prestige of this Trades and Labour Congress will continue unchanged.” (However, the Convention also voted “complete and unreserved support to the Canadian Seamen's Union” as “the only permanent union of Canadian seamen affiliated with this Congress.” There was no debate on this motion.)

(5) “The activities of those Communists within the trade union movement” were “deplored” as “detrimental to the welfare of organized labour”. This was adopted by a ballot vote of 308 to 264.

(6) The constitution was amended relative to applications for affiliation as already indicated.

In the field of foreign affairs, under the heading of “Peace”, a substitute for six resolutions was adopted recommending, *inter alia*, that economic aid to Europe and Asia “be given through agencies of the United Nations and not as now independently of the United Nations”.

It had already been adopted when the clause was challenged by Mr. R. Hewitt, General Vice-President of the Brotherhood of Railway Carmen, as containing a possible repudiation of the Marshall Plan.



This was denied by Mr. R. K. Gervin, chairman of the Resolutions Committee. (This resolution will be dealt with later in this report.)

In domestic affairs, the Convention adopted rapidly in the last two days a wide range of resolutions, urging, in their objective scope, many amendments to existing labour legislation, federal and provincial.

Among the prominent subjects dealt with in the resolutions, or in reports, were: cost of living and price control; immigration; social security; Canada Shipping Act; housing; labour relations legislation; income tax; workmen's compensation, and unemployment insurance.

Judging by the figures announced on the one roll-call vote there were approximately 900 delegates in attendance, and the membership of the Congress had reached the record total of 400,000.

Mr. A. P. Rayment, president of the Victoria Trades and Labour Council, conducted the formal opening session and welcomed the delegates to Victoria. The Convention had last met in that city in 1906, when the membership was only 27,000. The felicitations of the Province and the City were conveyed by Hon. Gordon S. Wismer, British Columbia Minister of Labour, and His Worship, Mayor Percy George, of Victoria.

### President Bengough's Keynote Speech

Following the opening formalities came the keynote speech of Mr. Percy Bengough, C.B.E., President of the Trades and Labour Congress. Outlining the progress of the organization since its last meeting in Victoria the President declared: "In spite of divisions and imitators and the many false prophets who have foretold of our liquidation since our predecessors met in Victoria, the Trades and Labour Congress of Canada has continued to grow and has kept in step with the development of this great country of which we are so proud to be citizens."

In reference to the Labour Code, he indicated Executive action in securing the re-insertion of a clause defining a confidential employee as one who is consulted on labour policies, and observed: "Without this many of our members would have had little or no protection under this Act. As the Act now stands, and providing it is administered fairly, it does, with all its limitations, represent a statute establishing the right of the workers to organize in a union of their choice and bargain collectively through their own chosen repre-

sentatives. We can accept Bill 195 as worth a trial, subject to improvements by amendments."

He referred to the Labour Day speech of Premier Jones of Prince Edward Island wherein it was stated that changes would be made in the new provincial Labour Act permitting labour affiliation outside the Province, and added: "Judging by Premier Jones' speech, there were a number of discriminatory class restrictions put into the Act by somebody that were never intended by anybody. Be that as it may, we are agreeable to let it go at that. The Act will still go down in history as a horrible example of reaction."

Using the Prince Edward Island Labour Act and its implications as emphasizing the "need of protective laws against such depressions," particularly as regards freedom of association, President Bengough then referred to one of the major issues confronting the Convention, as follows:—

"I have dealt with this at some length for the reason that the right to organize and bargain collectively through chosen representatives is the very foundation of free trade unionism.

"This Congress has fought to establish this right actually from the day of its birth. Your representatives have stated the views of this Congress on this basic principle before world-wide International Labour Conferences. In the face of such facts can we now change such policies and support proposals that employers should choose the unions' representatives or the type of those who should represent a union and further than that give to the employer the right to make and pick the type of labour union for his employees? This is the question which awaits the decision of this Convention in so far as the Canadian Seamen's Union is concerned. This is not a question of Communism which is another issue. The question is: Does this Congress agree that workers should be free to organize and insist on the protection of that right? Commissioners Leonard W. Brockington, K.C., and J. D. McNish, K.C., were not labour representatives, yet they separated the two issues and stated quite clearly that although a company might see fit to take objection to the personal qualities or political opinions of officers or members of the union, until the law of the land made the public holding or expression of any political opinion illegal, no company could legally take upon itself the right to refuse to negotiate on these grounds.

"During the past year efforts were made by some of the larger manufacturers to

have inserted in Bill 195 a provision that 'no labour union would be certified that had Communist officers.' What percentage of the officers or membership would have to be declared Communist to prevent the union from obtaining certification and who is to decide as to just who is what, are sixty-four dollar questions. Not only would this present an impossible situation but would be a direct invitation to the replacement of free trade unions by company-controlled unions.

"Your Executive has consistently opposed the introduction into Canada of any of the features of the Taft-Hartley law as in operation in the United States. For carrying out the expressed policies of our Congress your Executive has been publicly accused of being sympathetic to the philosophies of Communism. Such accusations are definitely untrue and stupid and could just as well be directed to every democratically elected government in Canada. The strength of this Congress during the past years resulted from the fact that it has been governed by the membership as represented by the delegates to our Conventions.

"We may have 'impossible lefts' and 'over reactionary rights' but I am still convinced that the vast majority of our membership are sound in their thinking and in their loyalty to this country and their trade union principles. Vested interests and pressure groups, whether rights or lefts, should not be encouraged in this Trades and Labour Congress, particularly so if they have any ambitions of transferring the control of this Congress to the trade union centre of any other country and away from the membership that comprises it. This Congress must never allow itself to be controlled by any particular group. This Congress will strive for the co-operation of all but will strenuously resist dictatorship from any. The policies of this Congress must be determined at our Conventions by the properly elected delegates and not through the medium of a James Street controlled press. . . .

"Between Conventions, the responsibilities rest in the hands of your elected Executive. However, during Conventions these responsibilities rest on the shoulders of the delegates."

### The "Hall Case"

What has become known as the "Hall case" was the first issue to toss the Convention into turmoil. It had been referred to the Committee on Officers' Reports for a report back to the Convention on the

Executive's action in suspending the Brotherhood of Railway and Steamship Clerks.

But even before the Committee could make a preliminary report there was a brief flurry on the first day (Monday) when Delegate Archie Johnston, Canadian Vice-President of the Hotel and Restaurant Employees, Toronto, moved that the Credentials Committee bring in a report on the delegates refused seats (the suspended Brotherhood of Railway and Steamship Clerks).

Delegate Johnston contended that the authority of the Executive ended when the Convention opened, and that the unseated delegates were having their citizenship taken away so far as the Convention is concerned. "If this organization has transgressed the ethics of trade unionism let us all discipline them, not just the Executive who have been in the position of prosecutor, judge and jury," he asserted.

President Bengough assured the delegates that the Executive wanted fair play, and suggested that the matter be deferred until the committee made its report, when the Brotherhood delegates would be seated to state their case. He put this as a motion. It was declared by the Congress President as adopted in a standing vote, after a turbulent verbal vote.

Next morning (Tuesday) the Committee, under its chairman, J. E. Beaudoin, made its preliminary report. Delegate Beaudoin stated that the Committee "had heard Mr. Hall and other persons," and the conclusion of the Committee's preliminary report was a complete "endorsement of the action of the Executive Council with a recommendation that their action be sustained."

President Bengough asked if the delegates were ready for the question. They were not. Speakers stood at every microphone, and the issue was tossed to the delegates.

The subsequent debate continued throughout Tuesday. In that prolonged controversy bitter charges and counter-charges were bandied about. The limits of space preclude any detailed recording of the verbal cross-fire.

In general, the arguments supporting the Executive were that the Constitution presented no other course on the basis of dual unionism than the suspension of the union (Brotherhood of Railway and Steamship Clerks) declared dual; that its Vice-President, Frank Hall, had transgressed the limits of constitutional authority and trade union ethics, and that his action (in negotiating the merger, etc.) made for division in the Congress.



On the other side, the proponents of the suspended Brotherhood and its Vice-President contended that the Constitution could not be invoked in this case since it was not legally amended at the 1947 Convention which declared the Seamen's Union as the recognized affiliate of the Congress; that the Executive acted without authority in the suspension and that the divisive forces working at disintegration were the Communists.

Delegate T. G. McManus, Montreal, Secretary of the Canadian Seamen's Union, led off in a vehement attack on Frank Hall.

Speaking in his own defence the Vice-President of the suspended Brotherhood castigated the action of the Executive.

Strong supporters of Frank Hall were such veteran trade unionists as Delegates Robert Hewitt, Canadian Vice-President of the Brotherhood of Railway Carmen and John W. Bruce, International Representative, United Association of Journeymen and Apprentices of the Plumbing and Pipe-fitting Industry of the U.S. and Canada, who warned of the consequences of division.

Others who prominently supported Frank Hall from the floor were: Delegates Archie Johnston, Canadian Vice-President, Hotel and Restaurant Employees; H. F. Meade, Brotherhood of Railway and Steamship Clerks; Mrs. Margaret Burgoyne, Hotel and Restaurant Employees; Bernard Shane, International Ladies' Garment Workers; Sam Finlay, International Brotherhood of Boilermakers; Harry Simon, Fur Workers, AFL; John Noble, International Brotherhood of Electrical Workers; D. S. Lyons, International Association of Machinists; Russell Harvey, International Union of Office Employees; and J. Arthur D'Aoust, Congress Vice-President, who refused to stand for re-election.

Delegates who supported the action of the Executive included: Harry Davis, President of the Canadian Seamen's Union; Dewar Ferguson, Canadian Seamen's Union; W. F. Mahoney, United Brotherhood of Carpenters and Joiners; R. Kent Rowley, International Vice-President of United Textile Workers of America; E. Gardner, International Jewellery Workers; R. F. Wright, International Union of Chemical Workers; Bruce Magnusson, Lumber Workers; Birt Showler, International Brotherhood of Teamsters and Chauffeurs; Max Swerdlow, Rubber Workers' Federation.

At one stage Delegate J. Beale, Amalgamated Association of Street Railway Employees, interjected "if we don't pull together, we'll pull each other apart."

A somewhat paradoxical factor was brought out in the exchanges. It developed that the Seafarers' International Union—declared dual to the Canadian Seamen's Union by the 1947 Hamilton Convention, and therefore, by Congress standards, without status—has delegates seated on the Victoria and Vancouver Trades and Labour Councils, both of which are chartered by the Congress.

(Subsequently in the debate, Delegate Rayment, President of the Victoria Trades and Labour Council, explained that his Council had seated the Seafarers' International Union when it was organizing in that city. "Later the Canadian Seamen's Union had applied on two occasions to be seated on our Council and was refused." A third application is pending, and Delegate Rayment made it plain that "if our Council decides not to seat the CSU they will not be seated' regardless of the Congress decision.")

By four o'clock on Tuesday afternoon, after a whole day of acrimonious debate, there was no inclination to listen to further talk. From one section came impatient calls for "the question." Punctuating this crescendo of calls came the chant of the Hall forces for a roll-call vote.

President Bengough restored order and announced that "the delegates are voting on the Committee's endorsement of the Executive's action." Before the doors could be locked many evaded this open recording of their vote by getting out of the hall. The result as officially announced next morning (Wednesday) was: 545, "yes"; 198, "no"; with 181 absentees.

By the system of open voting, prevailing in the roll-call, whereby every delegate had to declare himself, it took approximately three hours to register the vote.

It was in some respects a mixed vote in that there were several cases of delegates from the same unit voting contrary to each other.

Representatives of international and national unions voted 32 to 17 against the Executive. Delegates representing locals of international unions voted 291 to 135 for the Executive. The only international representative among the railway units to vote against the Hall group was the representative of the Railway Telegraphers.

All the representatives of Provincial Federations (except two on duty at the time of the vote) voted in support of the Executive. All the Executive officers with one exception voted in endorsement of the suspension. The one exception was J. Arthur D'Aoust, Vice-President for Quebec.



Representatives of only three Trades and Labour Councils registered their complete quota against the Executive. These were the delegates from London, Montreal and Victoria Councils.

With the suspension action of the Executive thus approved by the Convention, the Committee on Officers' Reports brought in a supplementary report lifting the suspension. It was in four sections:—

(1) Lifting the suspension (after consultation with the Executive and the Brotherhood of Railway and Steamship Clerks);

(2) Censuring "Brother F. H. Hall because of his unwarranted activities detrimental to the Canadian Seamen's Union";

(3) Conveying this censure to the Grand President of the Brotherhood.

(4) Leaving it to the Co-ordinating Committee of the AFL and Congress to arrive at an understanding (*re* the CSU and the SIU) "whereby the sovereignty and prestige of the Trades and Labour Congress will continue unchanged."

There was a motion to consider these sections *seriatim*. It was defeated and the entire report was then adopted, but with dissenting voices.

## Racial Discrimination

Replacing five resolutions, was a substitute declaration on racial discrimination. It reiterated the "unqualified opposition" of the Congress to all forms of intolerance, and called for an educational campaign to eliminate "this pernicious growth . . . from Canadian life."

During the debate on this resolution, which was adopted, Delegate Marion Parkin, Burnaby, scored the deprivation of citizenship rights to natives on the West Coast. They were described as living under deplorable conditions. The question of the return of the Japanese would stir up problems of prejudice. The speaker also cited the case of the denial of admission to the Bar of a University of British Columbia law school graduate because of Labour-Progressive Party associations.

## Fraternal Delegates

On Wednesday the Convention heard the three fraternal delegates, but even as they spoke the reaction was apparent.

The American Federation of Labour delegate was Richard F. Walsh, President of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators. He won applause when he denounced the Taft-Hartley Act, but

his address was received in silence as he denounced Communism. "The entire world is worrying about Communism and what it is going to do to the labour movement," he said, adding that the "AFL has always been against Communism and is going to be against Communism as long as there is an AFL."

Mr. William Pearson, fraternal delegate from the British Trades Union Congress, read from a printed speech that had been distributed among the delegates. It was principally an analysis of the British Labour Government's program.

However, he departed from his text to state that "Winston Churchill does not speak on behalf of the British people," and that "he represents the most reactionary element in the country." This reference to Britain's wartime Prime Minister obviously pleased a certain element which pounded the tables in applause.

Delegate Bernard Ibanez was the fraternal delegate from the Inter-American Federation of Workers. His address was in Spanish and was interpreted by Serafino Romualdi, Latin-American representative of the American Federation of Labour.

The only other speaker from outside the Convention was Mr. R. J. Tallon, Unemployment Insurance Commissioner, a former vice-president of the Congress. He discussed problems and future possibilities in regard to unemployment insurance.

## Constitutional Amendment

The differences between the international delegates, who supported Frank Hall, and the Executive, cropped up again in consideration of the report of the Committee on Constitution and Law.

Six words of amendment established the new orientation of the Congress to the American Federation of Labour.

The original section of the Constitution pertinent to this matter was as follows:—

Sec. 2: Any international union holding a charter from the American Federation of Labour shall be entitled to affiliate its entire Canadian membership; and any local unit in Canada of an international union, chartered by the American Federation of Labour, which is not so affiliated, shall be entitled to direct membership in this Congress.

The amendment of the Committee called for the deletion of the word "affiliate" and the substitution of the words "apply for affiliation of", and added after the word "to", and before the word "direct", the words "apply for".

The effect of the amendment is to make affiliation of the AFL units with the Congress permissive rather than automatic or mandatory.

This amendment, which was adopted, gives the Congress the decision to determine acceptance or rejection of affiliation on the part of AFL units.

Again the lines of cleavage were sharply drawn, one point of view being that the amendment "was designed to set up a pattern of national unions in Canada"; while the opposing opinion was that the amendment "involved no change of Congress policy but merely clarified the position of the Congress."

### Debate on Communism

The direct issue of Communism came before the Convention late Friday afternoon. It was in the form of a substitute resolution from the Resolutions Committee headed by Delegate R. K. Girvin, Vancouver Trades and Labour Council.

The resolutions it replaced all came under the heading of "unity" and these chiefly decried the "interference" of what was labelled "big business".

But even the substitute resolution did not please some members of the Resolutions Committee which drafted it. Delegate T. G. McManus, Committee member and secretary of the Canadian Seamen's Union, disassociated himself from it because he charged it made for disunity. On the other hand, Delegate Gus Franco, Committee Secretary, denounced it as being "too mild." "If I had my own way it would be a good deal harder on the Communists than it is," he declared before the vote.

The substitute resolution declared: (1) that the trade union movement is essentially democratic in organization and administration, and was brought to its present strength under democratic system of government; (2) that because of "the lack of understanding by some employers" there "has been fostered a spirit of discontent which could be exploded by subversive elements;" (3) that Communism, totalitarian in its methods, is a "potential threat to our democratic institutions;" (4) that "many unions had suffered through the actions of individual Communists, who placed their philosophies ahead of the welfare of the trade union movement" and "... discredited it in the eyes of the public."

Because of all this, the resolution "deplored the activities of those Communists within the trade union movement

as detrimental to the welfare of organized labour." It ended there without recommending any specific action.

For this debate, which lasted the rest of Friday afternoon and all Friday evening, the chair was occupied by Delegate Carl Berg, Congress Vice-President.

Space will not permit any synopsis of all the speeches but summaries are given herewith of the remarks that indicated the conflicting views which set the pattern of the debate.

Delegate T. G. McManus, Secretary of the Canadian Seamen's Union, stated that the substitute resolution failed to get the spirit of the resolutions it replaced. He declared that "the boss press were calling for a division in this Congress." He said there were nine resolutions calling for unity but this called for disunity.

In support of Delegate McManus was Delegate A. D. Williston, Cape Breton Trades Council, who said there had been "a prostituted attempt by the press to build up an artificial battle over the issue of Communism."

"This substitute resolution is the most pitiful aggregation of words I have ever seen," declared Delegate Frank Hall, as he began his attack on the offering of the Committee.

"It is designed to give lip service to the struggle against Communism at a time when the Trades and Labour Congress is harbouring Communists," he asserted.

He warned that there never had been in 30 years "such a challenge to free trade unions as the advancement of totalitarian philosophy by means of the political strike. They realize that by no democratic process can they control so they do it by gaining control of trade unions." Continuing, he said:—

"This resolution is designed to deceive the people into believing that the Trades and Labour Congress is making a fight against Communism."

Branding the Communist Party "as a revolutionary party," he stated that no one took the Labour-Progressive Party seriously, that the Communists know they cannot get government control by political means and so seek to seize trade union control.

He declared it was "naive and stupid" to think otherwise, from what had happened in other countries. Other parties, he pointed out, could be put out of power by defeat at the polls; not so the Communists.

"Once you get a totalitarian government in power it can only be removed by guns," he emphasized in urging that "trade unions must get rid of these totalitarian termites."



"We know that the war clouds are gathering. We know what the workers of Great Britain and the United States have done to cope with this menace."

"It makes no difference," he suggested, "if this resolution is passed or not, for there is no vitality in it." He characterized it as a "milk and water resolution," pointing to "a few Communists who have been a bit of trouble to the unions."

Referring to the first speaker (Delegate McManus) he said, "I am surprised how he could say anything against it for he might very well have written it himself."

After the supper adjournment, President Percy Bengough spoke to the Convention on the resolution. "We could keep going all night with this resolution," he commented, "but after it is passed or rejected you still haven't anything."

"Policies are being formulated for us by the controlled press of St. James street. It is a campaign that has been going on for some time. Our aims are to make democracy work and bring a better life to our people, and if you make democracy work you won't have to worry about Communism or any other kind of 'ism.'"

"Our Congress is loyal to Canada and we resent the philosophies of Nazism or Communism. I think those who are trying to stampeede this Convention—the press and people who are influential with the government—are trying to give us an antidote that is worse than the poison."

"It is an excuse to introduce the repressive legislation that big business want to have introduced. Therefore, the public has been inflamed, but all the loyalty is not in the cartels or big business. Who do we have to apologize to? I do not know of anyone."

"This Congress is the Parliament of Labour. Is it the job of Congress to remove Communism? It is not for us to do the clearing-out job."

"If the unions don't like the philosophies of those they send here, why do they send them? Some of the people who have come here have been sky-rocketed into prominence. Where have they been most of the time?"

"Our job is to secure that bigger life for our people and not waste time on matters we are now on."

This did not stop the delegates, who refused one motion by Delegate Kent Rowley to refer the resolution to the incoming Executive.

Delegate Herb Gargrave, Vancouver, Brotherhood of Painters, Decorators and Paperhangers, terming the resolution "woe-

fully weak and contradictory," said: "I wish we could dispose of this issue as easily and quietly as Bengough suggests. There are no individual Communists, and no Communist acts as an individual. The philosophy of Communism is complete domination of the individual by the whole."

"The Communists are versatile. I know some who are woodworkers one week, boilermakers the next, and are fishermen the next. We don't have to worry about St. James street, but only about people who take their orders from outside the country to destroy the rights of Canadians," he insisted.

"The policy of the Congress will be determined by the delegates and not by an inspired press," declared Congress Secretary J. W. Buckley, who said he was not in accord with Communist policy and philosophy. "You forget at one time it was more dangerous to be a trade unionist than a Communist," he reminded the delegates.

Referring to a debate in the House of Commons, he agreed with a view expressed there that the only way to fight Communism was not by driving it underground, but by improving our social and economic system. "Let us eradicate evils and there will be no Communism," he exhorted.

"Sometimes those who congregate with employers take their attitude. They have condemned Communists for rule or ruin. We almost had it in this Congress. In this Convention, you have censured a man for actions detrimental to an affiliated union. The people of this country will not tolerate Communist philosophy, but they have the right to think as they like."

Reversing this argument, Delegate F. Armstrong, Winnipeg Trades and Labour Council, told the Convention that if it could discipline Frank Hall, an anti-Communist, it could certainly discipline the Communists.

Delegate Harry Davis, President of the Canadian Seamen's Union, was apprehensive lest the resolution, if adopted, "would be providing the employers with a weapon to destroy the trade union movement."

"Don't bring your boss politics into the trade union movement," he shouted. "What will happen to the seamen," he asked, "if they should go on strike and it would be said they are just a bunch of Reds trying to sabotage the shipping industry?"

Mrs. Margaret Burgoyne, Hotel and Restaurant Employees, Victoria, was critical of the Congress for its delay in making its decision on Communism.

"Much has been said here about democracy and unity. But you have got to believe as they do. The Communists



have no party: it is a spy organization," she declared.

As already indicated, many other speakers participated, and many others were ready to talk when the Convention voted closely to stop discussion. Two attempts were made by standing vote to determine the Convention's attitude toward the resolution. Chairman Carl Berg could not decide as calls came for a secret ballot. There was a chorus for a roll-call vote. Again the Chairman had to decide on the results of a standing vote which was the preference of the delegates. He ruled that the majority favoured a secret ballot.

The balloting resulted in a total of 308 votes for the substitute resolution and 264 against.

On this resolution denounced by two opposing groups, but for different reasons, it would seem that the verdict, as in the "Hall case," was again decided largely by the votes of those middle-of-the-road delegates trying to avoid too great a breach in the Congress.

(Subsequent views expressed by delegates outside the Convention would indicate that the total of 264 ballots against the resolution may have been a criss-cross vote in that a number of Communists were believed to have voted against themselves by supporting the resolution, rather than have it defeated and referred back for revamping into something tougher; while some anti-Communists were said to have voted against the resolution considering it much too mild.)

## Peace and the Marshall Plan

The attitude of the Congress on world peace, as expressed in a substitute resolution, was ambiguous in its indirect reference to the Marshall Plan.

Originally six resolutions were submitted under the title of "peace." One of these vehemently attacked the "United States-dominated Canadian foreign policy," and labelled the Marshall Plan as "a cold-blooded plan" of bankers, industrialists and generals "to capture control of governments and armies of various countries."

Discarding all six, the Resolutions Committee brought in a substitute declaration of policy. It was not printed and distributed among the delegates, but only read out by R. K. Gervin, the Chairman of the Committee.

The two pertinent clauses of the substitute affirmed: (1) "that peace can and must be assured through the co-operation of the big powers in the United Nations" and called upon the Canadian Government

to "support said co-operative policies to prevent another war;" and (2) "that this Convention is of the opinion that one of the causes of war would be removed if economic aid to the stricken peoples of Europe and Asia and assistance to them for the reconstruction of their countries were to be given through agencies of the United Nations and not as now independent of the United Nations" (favouring an agency similar to UNRRA).

It had been perfunctorily passed in this form when Delegate Robert Hewitt, General Vice-President of the Brotherhood of Railway Carmen, demanded "if this was a repudiation of the Marshall Plan." He pointed out that because it was not printed and only read "it is easy to be misinterpreted, but if I have heard it correctly it, either is, or can be interpreted to mean, a repudiation of the Marshall Plan."

He warmly attacked "well-known adherents of a philosophy opposed to the Marshall Plan" for denouncing those who supported it as warmongers. "What about the warmongers behind the iron curtain where the real hindrance to world peace emanates? Let us not kid ourselves into allowing ambiguous phrases to put us in a false position," he concluded.

Chairman Gervin stated that the resolution had not been drafted with any idea of antagonism to the Marshall Plan. It was left at that.

## Seamen's Union

As an aftermath to the stormy sessions through which it had supported the Canadian Seamen's Union, the Convention on its last day passed a long resolution affirming "complete and unreserved support to the CSU". In its original form, the resolution called upon all Congress affiliates to redouble their efforts to give the Canadian Seamen's Union "all necessary financial and moral support to continue its struggle. . . ."

But as presented to the delegates, by the Resolutions Committee, the word "financial" was deleted. Another amendment definitely recognized the CSU as "the only permanent union of Canadian Seamen affiliated with this Congress." There was no objection raised to either amendment.

The resolution, sponsored by the Toronto-Georgian Bay Branch No. 2 of the CSU, set forth what the Union had come through in its struggle against companies that "violated every and all Federal labour law" while it had "rigidly adhered to every labour law . . . in the face of the companies' provocations and lawlessness."

The Federal Government, it stated, "failed to take the necessary action to uphold its own laws," while "the companies stocked their ships with gas bombs, turned live steam on peaceful picketers, and armed their crews with firearms. . . ."

In this fight "which had the support of every section of the labour movement and of every right thinking person in the country," it declared that "the Government of Canada did not take forthright action to place themselves on the side of the Union. . . ."

The Federal Government was called upon "to take immediate action to bring about a settlement of the present strike in accordance with the Brockington-McNish Commission report. If the Government failed to do this, then it was requested "to cancel the licences under which these companies operate and place their ships under the Canadian National Steamship Lines."

### Canada Shipping Act

An attack on the Canada Shipping Act, contained in the Report of the Committee on Legislative Activities, put the Congress on record as considering the recent amendments to the Act inadequate.

President Bengough described it as a "monstrous" law which needed changing, in order to bring it into conformity with other labour legislation.

Harry Davis, President of the Canadian Seamen's Union, said that shipowners had used the Act for many years to break strikes and block organization of seamen. He said the Act prevented seamen from going from one ship to another while in port, and added that for the crime of trespassing on ships 24 seamen in the last two years had been given sentences of from six months to two years. Stating that "Canadian seamen in port are not allowed to quit their jobs under the Act," he declared: "No other labourers are under that type of slave legislation." Madeleine Parent and Dewar Ferguson also spoke against the Act.

Sponsored by the Canadian Seamen's Union was an adopted resolution, proposing to the Dominion Government that it "immediately establish a joint shipping industrial board, comprising a representative of each of the shipowners, the Canadian Seamen's Union and the government, to: (1) study proposals for stabilizing the Canadian shipping industry and maintaining and extending it; (2) to deal with all issues that may arise between labour and management thus "guaranteeing stability in the maritime industry."

### Immigration

Recognizing the plight of Europe's homeless war victims in Displaced Persons' camps, and Canada's humanitarian obligation, the Convention adopted two resolutions on immigration.

One of them favoured the establishment of a Canadian Immigration Commission, composed of an equal representation from labour (as represented by the Congress) management and government officials, to be administered by one Department of Government, preferably the Department of Labour. The duties of this Commission would be:—

(1) to determine what employment opportunities were available and the types of skill needed in Canada to insure the proper integration of immigrants in the Canadian economy.

(2) to give "serious consideration to the plight of those who have been victims of oppression and afford them entry to Canada on broad humanitarian grounds, regardless of race, creed or national origin."

In a further resolution exception was taken to the selection of Displaced Persons by private companies for admission to Canada under contract, inasmuch as it usurped the functions of Government and was detrimental to the best interests of organized labour. The Federal Government was, therefore, requested to assume full control of immigration and to prohibit private companies bringing in immigrants under contract dealing with employment or conditions of employment. This resolution was also adopted.

The Convention rejected another resolution designed to compel Displaced Persons coming to Canada to work on farms to do farm work for a period of five years, except in cases where a special dispensation was granted to fill a vacancy within industry that is an urgent necessity to the welfare of the country.

### Labour Code

The Convention's attitude to the Industrial Relations and Disputes Investigation Act (under the heading of "Labour Code") was reflected both in the report of the Committee on Legislative Activities and in a composite resolution. In its report the Committee stated that while it was not in accord with all the provisions of Bill 338 it was accepted "as a good start in the right direction," and that "the new Labour Code has a good chance for success if fairly administered." The resolution—after stating "that Congress leadership had



brought about a number of desirable amendments" though "not succeeding in removing glaring weaknesses"—called upon the Congress to seek "amendments to the Labour Code which will safeguard the rights of labour throughout the country."

The text of the substitute resolution was as follows:—

Whereas the Trades and Labour Congress of Canada, for the past sixty years, endeavoured to bring about greater uniformity in labour and social legislation throughout the Dominion;

And whereas these efforts of the National Executive of this Congress have resulted in a more serious approach on this matter with steps being taken towards the introduction of such labour legislation;

And whereas efforts on the part of the leadership of this Congress brought about a number of desirable amendments to the initial draft of Bill 338, while at the same time not succeeding in removing glaring weaknesses in the now enacted Bill, known as Bill 195;

And whereas this Bill as at present enacted has serious shortcomings and many clauses which are detrimental to the organized trade union movement in this country;

Therefore be it resolved that the Trades and Labour Congress of Canada urgently petition the federal Government to make amendments to the Labour Code which will safeguard the rights of labour throughout the country.

Desirous that provincial labour codes "be drawn as nearly to the likeness of the National Labour Code as possible," the Convention instructed all its provincial executives to have the following clause inserted in their respective provincial labour codes:—

"No employer shall deny to any employee any pension rights, seniority rights or benefits to which he would otherwise be entitled by reason only of his ceasing to work as the result of a lockout or strike."

In a separate resolution the Congress asked that all Dominion civil servants be granted the same collective bargaining rights as are accorded to organized labour under the Labour Code.

## **Unemployment Insurance and Employment Service**

There were seven adopted resolutions dealing with Unemployment Insurance and the National Employment Service. The chief recommendations contained in these adopted resolutions, calling for amendments to the Act, were:—

Increase in benefits to \$25 for married men and \$15 for single men per week;

All categories of industry and occupations to be covered;

Benefits to be paid for all holidays except Sundays;

Immediate payment of benefits;

That the phrase "suitable employment" be more clearly defined;

That the waiting period of registering for benefits be increased to five years;

That the time limit for benefits be eliminated in order that they be received for all unemployed time;

Coverage for all wage-earners and salaried employees;

That claim for insurance having been established, claimant be entitled to draw benefits at any time thereafter until contributions to claimant's credit are exhausted;

Deletion of Sec. 29 (c) *re* exclusion of holidays for computing benefit;

Replacement of *Umpire* by panel comprising one judge, one representative of labour and one representative of employers;

Abolition of all rules pressurizing an employee to accept employment "at lower wages or worse conditions" than normally enjoyed during his or her working life;

Requiring deductions for insurance from employees on part-time work;

Providing payment of benefits (in dependency cases) to an insured person "who maintains wholly or mainly a wholly dependent relative in an institution or hospital;"

Providing labour representation on all Employment Service boards or offices with all hiring done through these or union offices;

Cancellation of all private hiring agencies' licences;

That the Employment Service give all possible assistance to workers seeking employment in another province.

Delegates were also critical of three matters in connection with the Act *viz*: (1) the section on voluntary leaving, which was condemned as "just freezing a man to his job;" (2) the six-week penalty period during which no employee discharged for cause was entitled to benefit; (3) that 20,000 pulp workers in Ontario were not brought under the provisions of the Act.

Three resolutions were submitted by the British Columbia Regional Council of the Unemployment Insurance Commission on conditions of employment. All three (with amendments) were adopted. These called for: (1) a five-day week; (2) reduction of overtime and pay for overtime; (3) a flat increase of \$40 for all employees of the National Employment Service and UIC.

The B.C. Regional Council of the UIC had a resolution passed asking the Commission to ensure space for cafeteria and lunch room facilities in its offices.

## **Price Control**

The federal Government was criticized in a number of resolutions dealing with the cost of living and price control. In a substitute resolution, the Convention



pledged itself to conduct a campaign to arouse public opinion and exert pressure "to re-institute subsidies on basic food commodities and enforce a reduction in consumer prices." To defray the cost of subsidization "and eliminate profiteering," the Convention urged the immediate re-imposition of "the 100 per cent excess profits tax." Further, it "demanded no further price increases on the necessities of life" and asked that the Federal Government "immediately establish a Price Control Board to which all applications for price increases shall be made and which should also review and examine all 1948 price increases."

Finally the resolution stated that it was "urgently necessary in the face of the price crisis now at hand, to advance and secure, through the power of our organized strength, substantial wage increases this year in all industries and trades."

## Housing

A nation-wide low-rental housing program was urged, to be "financed by the national credit," and with restriction on other construction. The program was to provide subsidized low-rental homes, and slum clearance in every community.

The continuance of strict rent control was advocated.

## Social Security

Directing its Executive to compile, after study, a social security policy, the Convention went all out for "immediate implementation of a Dominion-wide social security plan on a contributory basis for all Canadian citizens regardless of income." In its scope the plan included health, accident, hospitalization benefits, old age pensions, mothers' allowances, widows' allowances and "such other social measures which are necessary."

## Pensions, Superannuation, Annuities

By an adopted resolution re-affirming last year's action, the following amendments to the Old Age Pension Act were urged:—

Payment of pensions at 60 years to married couples; all other female persons to be pensioned at 55 years;

Residential qualification 15 years in Canada;

No deductions on account of other income;

Pensions increased to \$60 per month plus cost-of-living bonus;

Same pension payable to blind persons at 18 years;

Pension extended to cover all totally disabled persons;

Abolition of Means Test.

Because of the handicap of the industrial worker over 45 years of age in becoming eligible for industrial pensions, the Congress advocated an industrial pension plan to be operated by the federal Government. At the same time it also re-affirmed its support for adequate pensions for disabled war veterans and citizens.

The Executive was instructed to seek amendment to the Canadian Government Annuities Act to provide a greater maximum to offset decreased purchasing power (this resolution was referred to the Executive to bring it into conformity with previous Congress action). The Government was also asked to rescind amendments to the Act which reduced the interest rate from 4 to 3 per cent on annuity contracts.

The Convention supported an amendment to the Civil Service Superannuation Act to base superannuation of Civil Servants "on the average salary for the best five years."

The Convention also recommended that the Government "set up an annuity system that would give social security to all in their old age" on the same basis as the machinery for collecting unemployment insurance funds.

## Wages, Hours and Other Working Conditions

It was the view of the Congress that its former policy of seeking legislation dealing with wages, hours, holidays and other working conditions should be replaced by a policy of direct negotiation.

The following program for the coming year was put forward in a composite resolution.

1. A minimum national wage of 65 cents per hour or such higher minimum as may be needed to purchase the normal requirements for the maintenance and welfare of our people;

2. A maximum working week of 40 hours or such lesser hours as are needed to provide full employment and full income for the needs of our people;

3. A paid vacation period of at least two weeks in 52 of employment or such additional vacation period as is necessary for the re-building and re-development of our people's physical well-being and mental well-being as a protection of future continued employment;

4. The recognition of a minimum of the eight statutory holidays commonly recognized in Canada, by the ceasing of work wherever possible, on these days and the receiving of normal pay on such days, as a recognition of Canadianism as shown by the declaring of such holidays;

5. Where it is necessary for workers to continue their normal work on a statutory holiday then such services should be recognized by the receipt of double pay or double rates by them and where a worker must work more than the normal hours of work in the working week this fact should be recognized by the receipt of pay at the rate of time and one-half for such hours;

6. The maximum hours needed by workers to compute a regular day's employment of eight hours should not exceed ten hours and any additional hours needed to complete a normal day's work should be compensated for at increased wage rates;

7. It is recognized that employment during the normal hours of rest and sleep of the human body is a physical and mental strain on the human body and therefore hours of work during the evening or night should be compensated for by the receipt of premium earnings.

This program was adopted with the exception of the first paragraph. Since a number of delegates argued that a 65-cent minimum wage was too low, this paragraph was referred to the incoming Executive.

### **Income Tax**

The Congress urged the raising of the income tax exemption to \$1,200 for single persons and \$2,400 for married persons; also a \$400 exemption for each child, with no portion of family allowances refundable.

### **Apprentices and Training**

Establishment of private trade schools was condemned in an adopted resolution which asked that "those already in operation be brought under government supervision."

The Convention also instructed its Executive to draft a Bill covering provincial apprenticeship Acts so as to "provide good legislation covering the various provinces and at the same time protect the agreements of trade unions."

Another resolution urged the federal Government to enact legislation providing for the training and rehabilitation of all handicapped citizens.

### **Workmen's Compensation**

The Congress took the view that there should be a federal Workmen's Compensation Act to cover all workers in Canada, regardless of trade or other restrictions, providing 100 per cent compensation with blanket coverage of all occupational diseases or injuries and payment from date of injury.

Meanwhile the Congress recommended provincial Executives and Federations to urge upon their respective governments the need for amending their provincial compensation legislation.

### **Political Action**

The Convention adhered to its policy of non-political partisanship in an adopted resolution that also called upon its affiliated membership to elect to all legislative bodies "candidates who will give full support to the legislative program of the Trades and Labour Congress."

There was a brief attempt to introduce the political issue with the suggestion of support for the CCF. President Bengough nipped it when he declared: "We are not ready to line up with any political party and there is not to be a discussion at this time of the CCF or any other party."

### **Labour Unity**

A substitute resolution on labour unity asserted that the TLC had "endeavoured to create unity of action with other labour bodies in the legislative and jurisdictional field," but that these efforts had not met with success. On the contrary, "our actions in the legislative field have been bitterly opposed by other trade union bodies, and have resulted in discord within our own affiliations."

It was therefore resolved

that this Congress finds itself in the position that our objectives of unified action must be held in abeyance until a clear, concise policy of unity has been worked out between the Executive of this Congress and other trade union bodies;

and further

that all efforts of unified action by the various Provincial Executives, Federations of Labour and affiliated organizations of this Congress shall not be entertained until this unified policy has been accomplished.

### **Other Resolutions**

A number of other resolutions were adopted, some of which were referred to the provincial bodies of the Congress for appropriate action at that level. Some of these resolutions were as follows:—

Urging as an "antidote against the virus which now so seriously threatens us," that the Dominion Government set up a non-partisan board or commission to formulate and implement "a virile Dominion-wide program of education which will define, elucidate and demonstrate the values, ideals and principles, the duties, privileges and responsibilities of Canadian citizenship;" that radio, films, newspapers and other means be used for the promotion of the project; and that the co-operation of the provinces be sought so that the program may be carried into the schools;

Urging the federal Government to "enact legislation incorporating a maximum work week of 40 hours with the same take-home pay;" and to put the 40-hour week into effect in their various workshops;



Favouring the lowering of the voting age to 18 years;

Urging the federal Government to establish a national life insurance scheme available to all workers and financed by contributions from government, employer and employee (the purpose of this resolution was to protect employees who leave a plant where there is a group insurance plan and are unable to maintain the higher rate necessary to continue their policies);

Urging the enactment by the Dominion Government of a Canadian Bill of Rights;

Requesting the removal of all sales taxes, federal, provincial and municipal;

Demanding that the Federal Government disallow the Prince Edward Island Trade Union Act;

Pointing out that "when fishing off the coast of Alaska or off the coasts of Washington and Oregon, in case of accident to a fisherman it is frequently dangerous or impractical to run to a Canadian port to obtain treatment for a sick or injured man;" and that "payment of hospital bills and medical expenses for Canadian fishermen taken to U.S. ports for treatment is refused by Canadian authorities;" and urging that this policy be reversed by the Federal Government, provided Sick Mariners' Dues have been paid for the vessel; and further that all fishermen be covered by provincial workmen's compensation rather than by the Canada Shipping Act;

Supporting the demand of the Association of Canadian Postal Employees for cash payment for overtime and time and a half, with double time for Sundays and statutory holidays;

Supporting the efforts of the Federated Association of Letter Carriers to secure a "true and fair valuation of the duties performed;"

That legislation be sought to provide suitable shelter against adverse weather conditions for railway shop employees at all car repair points;

That provincial organizations, before making their presentations to provincial governments, study the decisions of Congress Conventions with a view to bringing about uniformity of labour legislation throughout Canada;

That the Executive keep all affiliated local unions informed of proposed labour legislation, whether federal or provincial, and "indicate the attitude which the Congress recommends in order that local unions can study, and protest or endorse, if found desirable, to their representative members or cabinet ministers;"

Requesting federal and provincial legislation to abolish home work in all industries where the work can be done in factories, but granting permits to do home work to sick or handicapped persons;

That the B.C. Executive call a Conference of affiliated unions to discuss changes in the B.C. Conciliation and Arbitration Act for presentation to the Provincial Cabinet;

Calling for abolition of the split shift in the hotel and restaurant industry;

Calling for compulsory medical examinations of food and beverage handlers every six months, the expense to be borne by the provincial government;

Favouring protection of bus and coach operators through the installation of sanders, measures to prevent overcrowding of vehicles, and the posting by companies of bonds of financial responsibility;

Urging legislation to require the installation of sprinkler systems as a protection against fires in such buildings as bunk-houses, apartments, hotels or auditoriums;

Requesting "equal labour representation on all boards, commissions or committees set up by federal, provincial or municipal governments;"

Requesting the Federal Government "to consider advisability of lifting the ban on the importation and manufacture" of margarine;

Urging the British Columbia Government to institute compulsory voting, together with abolition of poll-tax, and plural voting, and voting by proxy;

Abolishing, on passenger steamships, the practice of combining the duties of radio officer with those of another department;

Urging the Federal Government to establish a Canadian coast guard service;

Requesting the British Columbia Government to issue car insurance at cost, and that it enter the field of fire and life insurance;

Condemning the practice of union raiding;

Condemning the Confederation of Labour (which the resolution stated is "a company union");

That federal and provincial governments implement reforestation programs by protective legislation.

That federal and provincial governments implement a flood control program in regard to the Columbia and Fraser rivers with rehabilitation of the flooded areas (a Fraser Valley Authority was also recommended);

Petitioning the Federal Government to urge Washington authorities to supply the skelp required to meet the needs for steel pipe throughout the Dominion;

Re-affirming support of the International Typographical Union in its three-year-old strike against the Southam and Sifton publishing companies.

The Convention rejected (without discussion) a resolution which requested the Federal Government "to discontinue further deportations of trade union organizers and labour leaders and that full freedom be granted labour leaders to enter and leave the country and that they have full liberty as to their stay and conduct of their business in this nation."

## Executive's Report

The Convention endorsed the activities of the Executive Council, which were contained in a report. These were dealt with under such subject headings as: Legislative Policies, Review of Session of Parliament, Canada Shipping Act, Labour Code, Unemployment Insurance, Dominion Import Regulations, Prince Edward Island Labour Law, Broadcasting, Organizing Activities.



Dispute between Certain Shipping Companies Operating on the Great Lakes and St. Lawrence and the Canadian Seamen's Union, and National and International Relations (ILO Conference).

### Election of Officers

In the election of officers, President Percy Bengough, C.B.E., and Secretary-Treasurer J. W. Buckley received acclamations. Vice-Presidents elected were: James A. White-

bone, M.B.E., Maritime provinces; J. E. Beaudoin, Quebec; W. Jenoves, Ontario; Carl E. Berg, M.B.E., Prairie Provinces; Birt Showler, M.B.E., British Columbia; H. J. Sedgwick was elected Fraternal Delegate to the American Federation of Labour and William Murdoch was elected Fraternal Delegate to the British Trades Union Congress.

Calgary was chosen as the Convention city for 1949.

## Canadian and Catholic Confederation of Labour

Approximately 450 delegates from some 400 local syndicates, having a total membership of over 80,000, attended the twenty-seventh annual convention of the Canadian and Catholic Confederation of Labour at Hull, Quebec, September 19 to 23, 1948. The membership of the Federation increased by 12,000 during the year, including a new federation of 14 syndicates of hospital workers having a combined membership of 3,366.

In his Presidential address Mr. Gérard Picard reviewed the history of labour's efforts to obtain recognition of the right of free association, to organize unions and obtain some measure of union security. He pointed out that these rights were being more widely admitted, although some employers still challenged the workers' right to organize.

"It may be said that the International Labour Conference at San Francisco in 1948 gave the finishing stroke to the last prejudiced ideas against freedom of association as it is understood," the President stated in his report, adding that the question of union security would be dealt with from all angles at one of the forthcoming sessions of the ILO.

Referring to the Holy Congregation of the Council and to His Holiness Pope Pius XI, Mr. Picard then declared that trade-union associations are morally necessary, in addition to deriving their origin from the natural sociability of man, and to being protected, as far as their right to existence is concerned, by natural rights.

"The Congress," Mr. Picard recommended, "ought to consider to what extent federal and provincial legislation is not in conformity with the provisions of the International Convention adopted at San Francisco," of which he gave the main points.

Dealing with union security, "which is a measure of protection sought by workers belonging to trade unions so that they may

not be weakened by the employers or the non-union workers," he said: "If it does not violate any principle of Christian morals, the opposition of management and legislative texts may delay its coming into effect but they will not prevent it."

Enumerating the factors included in union security, Mr. Picard mentioned the closed shop, the union shop, maintenance of membership, preferential shop, the Rand formula and the check-off. "The closed shop," he said, "is to the advantage of the employee because, when the employer has only isolated workers to deal with, he is by far the stronger and the parties are not equal. When the employees are organized, on the other hand, negotiations are carried on on an equal footing. This is perhaps more tedious," Mr. Picard concluded, "but it meets the requirements of social justice better."

Dealing with the Rand Formula, he concluded that it was logical if the past attitude of the employers was taken into consideration, but that it could not be acceptable if it was desired to apply it against a legitimate minority union.

While declaring that the elements inherent in freedom of association and union security were complicated questions, he urged union members to keep up to date on these matters, so that they might set their course better for the future.

### Message from Hon. Humphrey Mitchell

On behalf of Hon. Humphrey Mitchell, Minister of Labour (who was in Europe on Government business), Mr. P. E. Côté, his Parliamentary Assistant, addressed the delegates. He referred approvingly to the progress made by the Confederation during its history of 27 years. Its constant efforts to apply Christian traditions and principles to labour relations had resulted in the respected position it now holds in Canadian

life, he said. He declared that an enlightened trade union movement is one of the strongest ramparts against insidious operations of dangerous forces that seek to destroy, not only trade unionism, but everything that constitutes our Canadian life.

In a speech at the Convention dinner, where he again represented the Minister of Labour, Mr. Coté declared that the principles of social charity and justice taught by the Sovereign Pontiffs would provide inspiration for the Convention in its efforts to find solutions for difficulties confronting labour and society in general at the present time. He commended the CCCL for its share in the country's industrial achievements during the war, as well as during the changeover of industry from wartime to peacetime production. He eulogized the Confederation and its General President, Mr. Picard, for their spirit of moderation and co-operation in union activities, while at the same time maintaining their "well-enlightened convictions".

### **Message of Hon. A. Barrette**

Hon. H. Delisle, Minister without portfolio in the Quebec Provincial Government read an address prepared by Hon. A. Barrette, Minister of Labour, who was unable to be present. The Minister felt that the CCCL could be justly proud of its activities in many fields. Its achievements were the result of careful study and a real understanding of present-day problems, he said. He asserted that "the entire economy of our country" should be "amenable to a social philosophy deeply impregnated with the teachings of the church." He claimed that progress has been made in labour legislation and expressed his appreciation for the support given by the leaders of the CCCL, through the medium of carefully prepared briefs, which had been presented to the Government from time to time. He would welcome a continuance of this support, he said, and pledged himself to co-operate as fully as possible.

### **Regulation of Prices**

The Convention endorsed a lengthy memorandum with respect to price control, in which the CCCL was authorized to request the federal and provincial governments to set up prices arbitration boards to (a) require primary and basic producers, as well as distributors of essential products or services (agriculture, co-operatives, and

retailers to be excluded), to justify price increases and to publicize the information so obtained, and (b) to investigate every phase of the nation's economy, including the financial structure of industrial and commercial enterprises, with a view to determining their effect on commodity prices and to publicly denounce any abuses in the domain of prices.

It was suggested that the Boards should include representatives of producers, labour organizations, co-operatives, and the Government and that they be given the powers of Royal Commissions of Inquiry. Primary and basic producers and distributors would be required to produce evidence to the Boards, in camera, concerning the need, before making increases. Should the Board consider the evidence insufficient, they could withhold approval of the price increases, but should not make public their reasons, unless the producers or distributors concerned, raised their prices.

### **Strike Fund**

A proposal was adopted that the Confederation set up a strike fund committee of five members to be given absolute responsibility for administering a special strike fund, to be established at \$100,000 to start. To create this fund, it was suggested that twenty per cent of the total monthly receipts from the per capita tax of the Confederation should be transferred to a special account. It was suggested too, that a per capita tax of 50 cents annually could be levied on the members to set up such an emergency fund. The use of the fund would be specifically restricted to assist members of the Confederation in good standing, who were involved in strikes or lockouts, or legal actions resulting therefrom, or who required special technical or legal services in negotiations for a settlement of a labour dispute.

### **Resolutions of National Interest**

Resolutions of the Convention on matters of national interest, or on subjects partly within federal and partly within provincial jurisdiction, included the following:—

that labour relations legislation (federal and provincial) be amended (a) to authorize the inclusion of union security clauses in collective agreements (b) to require all workers in a bargaining unit to vote, when a vote is being held, regardless of how long they have been employed; (c) to make



available to officials of the union concerned the reports of the investigating officers of the Labour Relations Board; (d) to make sure that company unions be not given official recognition;

that the Dominion Government (and if necessary, the Provincial Government) be urged to fix a minimum family allowance of six dollars for children up to six years of age; of seven dollars between the ages of six and ten; and that allowances be granted for children over 16 years of age, if they are continuing their studies;

that "French-Canadians be given equitable representation in Government positions";

that Canada appoint a representative to the Vatican;

that the Federal Government be asked to abolish the eight per cent sales tax;

that all medical expenses be deducted from taxable income, instead of medical expenses in excess of four per cent of income as at present;

that income tax exemptions for single persons be increased to \$1,500, and to \$3,000 for married persons, and further, that statements of income should not be required of workers whose only source of income is their wages;

that the French and English editions of the *LABOUR GAZETTE* be published simultaneously;

that during the process of organizing a union in an establishment, an employer be not allowed to dismiss workers, except for misconduct or inefficiency, until the proposed dismissal has been reviewed by a committee set up in the plant for that purpose, which would include labour and management representatives and a third person chosen by the parties or, in the event of their failure to agree, by the Minister of Labour (federal or provincial);

that old age pensions be increased to \$50 a month, to commence at age 65 for men and at age 60 for women, further that workers who draw an annual income of less than \$1,000 from a retirement fund to which they have contributed, should not be deprived of old age pensions;

that the Confederation express its gratitude to the Federal Government for its appropriation of \$150,000,000 over a five-year period, to promote national health and as a factor in social security;

that the Unemployment Insurance Act be amended so as to reduce the time required for a worker to qualify for benefit from

180 days to 100 days within two years preceding an application for benefit; that benefits be paid within 3 days instead of 9; and that workers who are out of work during a legal strike be allowed to draw benefit;

that the oleomargarine question be studied with a view to promoting the manufacture of this product in Canada;

that the CCCL go on record as attacking labour policies at the Dionne Spinning Mills, as a result of the failure of the Mills to negotiate a wage increase recommended by an Arbitration board; and urging the Federal Government to take steps to release from their contracts the Polish girls brought to the Mills from Europe;

that the CCCL lodge a protest against mass immigration into Canada;

that the CCCL be requested to examine and prepare a program to assure adequate participation in plant management and an equitable share of the profits to the workers;

that the Convention examine the possibility of issuing protests against the Dominion Government for refusing to adopt the Lacroix Bill against Communism.

## Resolutions of Provincial Interest

The Convention went on record in connection with a number of problems that fall within the purview of the Government of the Province of Quebec. Among these, was one asking for the strengthening and expansion of industrial health units in the province. It was suggested that industrial health clinics be set up under the Provincial Department of Labour, with physicians who would be independent of industrial company doctors, such clinics to be incorporated in existing health units.

In addition, it was urged that industrial clinics be set up, for the benefit of workers in the asbestos industry at Thetford Mines and Asbestos, and at the expense of the Workmen's Compensation Board. It was requested, further, that the provincial Department of Health conduct an inquiry into the incidence of tuberculosis in the asbestos mining areas of the Province. To promote scientific studies of industrial illness, notably asbestosis, the suggestion was made that the Provincial Government make special grants to the universities for research studies.

Resolutions dealing with apprenticeship in the Province asked that the Provincial



Government establish schools for apprentices in all towns, and that the Aid to Youth Act should be made applicable to apprenticeship.

The Convention agreed unanimously to ask the Provincial Government to decree all Catholic religious feasts as compulsory holidays in the Province of Quebec. Another resolution asked specifically that New Year's Day, Epiphany, Ascension Day, All Saints' Day, Immaculate Conception Day and Christmas Day be proclaimed as holidays for all industrial and commercial firms in the Province.

The Convention went on record as calling for a provincial labour code, the setting up of labour courts and the publication of a "genuine *Labour Gazette* by the Provincial Government".

Recommendations with respect to children and family allowances included the following: (1) a more stringent application by the Provincial Government of the law on the compulsory education of children up to the age of sixteen years; (2) the application by the Provincial Government of the

law permitting it to make good the diminishing rate of family allowances in large families.

Regarding female workers, a resolution was endorsed which urged legal amendments to limit the hours of work for women and girls to seven hours a day or 35 hours a week, and that this provision be included in collective agreements.

Strong opposition was voiced by the Convention to the establishment of "company towns" in the province. Such towns, fully controlled by corporations, were held to be "anti-democratic".

### Election of Officers

Messrs. Gérard Picard, Roméo Ethier and Jean Marchand were re-elected by acclamation as General President, Secretary-Treasurer and General Secretary, respectively. The Vice-Presidents elected were: Gaston Ledoux, Granby; Horace Laverdure, Montreal; Philippe Lessard, Quebec; L. P. Boily, Jonquière; François Bilodeau, Hull; F. X. Légaré, Rimouski.

## New Brunswick Federation of Labour

The twenty-sixth Annual Convention of the New Brunswick Federation of Labour (TLC) was held at Bathurst, N.B., the latter part of September. There were 87 delegates in attendance, representing two trades and labour councils and 41 local unions. President James A. Whitebone presided.

In all, 21 resolutions were considered by the Convention of which 16 were adopted. Several of the sixteen were abstracts of the reports of the executive and of standing committees. They included the following recommendations: (1) that qualified boiler makers be appointed as boiler inspectors; (2) that more complete coverage for silicosis be provided under the Workmen's Compensation Act; (3) that income tax exemptions be increased; (4) that no further increase be made in the tax on theatre tickets; (5) that all welders in the province be examined and, if qualified, be granted licences; (6) that a complete health plan for the province be inaugurated; (7) that the TLC urge the Federal Government to re-establish at once controls that will stabilize the cost of living; (8) that legislation be enacted to assure two weeks' annual vacation with pay for all employees

in the Province, in addition to paid legal holidays; (9) that the Federal Government be urged to insert a fair-wage clause in all Government contracts; (10) that the federal Industrial Relations and Disputes Investigation Act be adopted as provincial legislation, and be made applicable to all municipal and provincial employees; (11) that efforts be made to organize provincial civil servants into a Civil Service Council; (12) that the Electrical Energy Act be amended to provide for the examination and licensing of all inside electrical workmen; (13) that the Liquor Control Act be amended to permit urban communities to hold plebiscites as to the sale of beer and wine in Government controlled taverns; (14) that the Federation support the Canadian Seamen's Union in their strike on the Great Lakes, and that affiliated unions be requested to render full financial and moral support to the seamen.

The election of officers resulted in the re-election of James A. Whitebone as President. Other officers elected were: Secretary-Treasurer, George R. Melvin; Vice-Presidents, G. W. R. Myles, Ralph L. Wade and L. F. Doucet.

The Federation will hold its next annual meeting at Bathurst.

## British Trades Union Congress

The eightieth annual conference of the British Trades Union Congress was held at Margate, England, September 6 to 10. Miss Florence Hancock of the Transport and General Workers' Union, President of the Congress, presided. There were present 847 delegates from 188 unions, having a total membership (as of December, 1947) of 7,791,470. This is over a quarter of a million more than the previous year's record figure. During the year, the number of women members increased by 2,700 to 1,219,763.

Among the leading speakers who addressed the Congress were Rt. Hon. Sir Stafford Cripps, Chancellor of the Exchequer; Rt. Hon. Emanuel Shinwell, Secretary of State for War and fraternal delegate from the British Labour Party; Mr. David Morse, Director General of the International Labour Office; Mr. Edward J. Volz, President of the International Photo Engravers of America, fraternal delegate from the American Federation of Labour; Mr. Samuel Lawrence, fraternal delegate from the Trades and Labour Congress of Canada; the Most Rev. Geoffrey Francis Fisher, Archbishop of Canterbury; and Mr. Arthur Deakin, President of the World Federation of Trade Unions.

### Presidential Address

Speaking of the part played by the trade union movement in assisting Britain's economic recovery, Miss Hancock, in her presidential address at the opening of the Congress, declared that the unions, through their co-operation, had imparted a strong and energizing impulse to the national effort toward post-war recovery. She criticized employers' hostility to joint consultation in industry and gave a warning about "active mischief-makers" inside trade unions.

Referring to the "constant exhortation to the workers to work harder and longer", Miss Hancock said that "those who moved among the rank and file of the unions knew that these exhortations with their implicit criticism and reproach caused intense irritation." She held that "far too little attention was given to other factors affecting production which must be dealt with, if we were to attain higher output in terms of the number employed. . . . Do these advocates of harder work for others," she asked, "realize that the average hours of labour actually worked today in many of the most important manufacturing industries of this country exceed 45 hours a week for all

workers, including women and young persons?" She felt that "full credit should be given to the trade union movement for consenting to forgo its immediate aim of a 40-hour week on a five-day basis."

Miss Hancock pointed out that account must be taken of working hours lost through sickness, accidents and other causes of involuntary absenteeism. "The loss of industrial man-hours through ill-health was 270 times as great as that caused by strikes and lockouts," she asserted.

While she paid tribute to the loyalty and discipline of most trade unionists, she deprecated the waste of productive effort due to unofficial strikes. In the first half of 1948, "there were over 1,000 industrial disputes (in Britain) involving a loss of 1,500,000 working days. Compared with 1919, however, economic conditions since the war ended in 1945 have been much more stable."

Another phase of labour unrest was referred to by Miss Hancock. "We are well aware," she declared, "that there exists in this country, as in many others, an organization which tries by every means to provoke industrial troubles. It has been conclusively proved to be capable of using every opportunity and expedient to create artificial unrest and to sabotage every constructive effort by which the free nations are striving to re-establish the institutions of democracy. . . . We must rid ourselves and our movement of these mischief-mongers."

In referring to the World Federation of Trade Unions, Miss Hancock said that none had striven harder than the British representatives in the WFTU to clear up misunderstandings and causes of conflict. If the World Federation foundered, it would be because attempts had been made to use it for political and not industrial purposes. The TUC was not prepared to see the Federation become the means by which a policy of aggression and imperialist expansion was furthered in the interests of a single power or group of powers, she asserted.

Discussing the American aid to Europe program, the President declared that it was a "fact that brooked no denial" that Britain and America had entered upon a great effort to preserve the peace of the world by a plan to restore European economy based upon American financial and economic aid. She continued, "If the offer of American aid to Europe could be perverted from its declared purpose of protecting the political



integrity of the European nations and promoting their economic recovery, then the British trade union movement would have no part in it. Economic recovery," she declared, "no less for our own country than for Europe and the world, depends upon our acceptance and intelligent utilization of economic and financial resources which the United States have undertaken to place behind our own effort to make ourselves independent of such extraneous aid."

### **Wages, Profits and Prices Discussed**

According to British press reports the Congress "reached its highest pitch of excitement" when the kindred subjects of wages, prices and profits came before the delegates. The General Council asked for the endorsement of its recommendation that continued support should be given to the economic stabilization program of the Government.

Mr. Vincent Tewson, General Secretary, presented what he described as "an agreed statement and not a majority report," on the program. He reviewed developments that had occurred during the summer months and declared that "it is clear that there is no wage freeze, and it is equally clear that affiliated unions are in fact acting with the restraint and the high sense of public responsibility which was the essence of the report and recommendations approved by the special (General Council) conference in March" (L.G., 1948, p. 299).

### **Policy Outlined by Sir Stafford Cripps**

In his address to the Congress, Sir Stafford Cripps outlined the conditions and circumstances that contributed to the present "difficult position" in Britain, and commended "the remarkable response of workers and managements to the call for greater effort and greater restraint" which made possible "a rapid improvement in our circumstances. . . ." He pointed out that the primary need was to reduce the adverse balance of dollar payments. This was undertaken, he said, by reducing the country's adverse trade balance, by increasing exports to dollar areas and by switching as many imports as possible from dollar to non-dollar sources. He presented a detailed analysis of Britain's trade position and the bilateral agreements that had been entered into with some 40 countries in efforts to maintain the greatest volume of trade possible based upon sterling payments.

Sir Stafford stressed the "absolute necessity" of reducing the inflationary pressure

that had developed in the country. This, he said, prompted the adoption of a national budget, which after meeting government expenditure, would provide a surplus to reduce the "floating debt". In addition to that the spiral of wages, prices and profits had to be stopped and subsidies were used to "attempt to stabilize, or bring down prices".

Sir Stafford presented a comparative statistical analysis of corporation profits and workers' wages, and declared that "there is only one way by which we can, with a given volume of employment, increase our real standard of living, and that is by each of us producing more. . . . That would also help us to keep down prices and so increase real wages and markets for our exports. . . . The price may appear to some to be high, but the prize of freedom and independence and a decent standard of living in the not distant future is indeed worth a great price."

A lengthy debate followed Sir Stafford's exposition of Government policy on wages, prices and profits. At its conclusion, the General Council accepted a resolution urging the Government to take more effective action to control prices, to maintain or extend cost-of-living subsidies, to review the effects of taxes on commodities entering into ordinary domestic use and to impose stricter limitations on profits. The Council's report on the subject was accepted by a large majority, as was also the Council's supplementary report recommending that the Government's present economic policy should in general, be supported.

### **Mr. Shinwell's Address**

The Secretary of State for War, Mr. Shinwell, discussed the Government's policy with respect to the nationalization of industry. He declared that "we are not enamoured of nationalization merely for the sake of nationalization, although in principle we prefer State ownership, and we firmly believe that in those industries and services which are indispensable to our national existence, it would insure greater progress if private interests were excluded. . . . We should not be afraid to exercise a higher measure of direction in the conduct of privately-owned industry." He was of the opinion that the facilities afforded by the co-operative movement, "principally in the field of distribution" should be enlisted. There existed, too, great possibilities of extension of municipal effort. "Whatever process was adopted, they must maintain the principle that, while safeguarding the interests of the workers, the well-being of



the public was the primary objective and nothing should stand in the way of its achievement."

### **Nationalization of Steel Industry**

A resolution was presented to the Congress urging that "the Labour Government should take immediate emergency measures to nationalize the steel industry as a necessary pre-requisite to the rapid reorganization and expansion of steel production." Following a sharp debate the following amendment was passed by an overwhelming majority:—

Congress recognizes the need for the care exercised by the Government in determining the future of this important and complex industry, upon which the well-being of the country so largely depends, and totally rejects the request that it should urge the Government to resort to special emergency measures to achieve its objectives. It places on record its appreciation of all those engaged in the industry—workers, management and technicians—in surpassing all previous production records and the substantial contribution that they are making towards our national recovery.

### **Unofficial Strikes**

By a large majority and after only one speech in opposition, the Congress passed a resolution condemning unofficial strikes as "the disloyal activities of small factions of the (labour) movement, which are ignoring constitutional practice and thereby undermining trade union solidarity." It expressed the determination of the Congress "to expose and defeat those elements in the trade union movement, whose activities, if unchecked, would result in undermining the progressive advance of social, economic and industrial emancipation."

### **Workers' Part in Control of State Industries**

A composite resolution on workers' participation in the control of nationalized industries was carried with virtually no opposition. The resolution expressed concern at the composition of the Boards of such industries and called for more workers' participation in control. It said, further, that persons selected to administer these industries should be chosen on the basis of proved ability and belief in the policy of nationalization. It asked for extensive training schemes to develop administrative ability of the type that would insure the success of nationalization.

With this end in view, it was suggested that the General Council set up a managerial advisory council, composed of

representatives of the General Council and appropriate unions to examine managerial practices and advise on training for management. This suggestion was defeated, it being claimed by members of the General Council that the plan was impracticable and that training for managerial posts was essentially a matter for individual industries and the unions concerned.

A specific instance was brought before Congress in a resolution by the National Union of Bank Employees which suggested that Congress call upon the Government to include in the Court of Directors of the Bank of England a representative named by the union itself. However, it was pointed out that consultation by the Chancellor of the Exchequer with the General Council had been conceded by the Government, already, and the resolution was defeated.

### **Attitude to Communist Activities**

Communism came under discussion in a number of the debates towards the end of the five-day conference. A resolution presented by the civil service unions attempted to have Congress criticize the Government's Advisory Committee for some of its work in connection with "Communist purges" in Government defence departments. The resolution urged that civil servants "threatened with transfer or dismissal because of political opinions" should be permitted to be represented by their union officers when appearing before the Advisory Committee. TUC officials asked for the defeat of the motion on the ground that they had already opened negotiations with the Government to see that those accused of Communism were allowed to have their union officers present at the hearings. The resolution was defeated, in a "card vote", by a small majority.

The Communist issue was thrown "wide open", however, in the debate on the World Federation of Trade Unions. Mr. Arthur Deakin, secretary of the Transport and General Workers Union and President of the WFTU, in speaking to a resolution which would have had the Congress reaffirm its support of the WFTU, presented a gloomy report of its political activities in several countries. "One of the purposes of the WFTU," he said, "has been to send delegations to Asiatic countries, African countries, and anywhere where there was a possibility of establishing Communist contacts, for the purpose of forwarding the Soviet Communist party's philosophy." He charged that these WFTU

commissions were being sent to Malaya and elsewhere, ostensibly to study conditions, but actually to foment trouble. Then, too, efforts had been made to sidetrack or remove non-Communist officials of the WFTU until the situation was becoming "almost impossible". The resolution was defeated by a large majority and the future relations between the TUC and the WFTU were left to the discretion of the General Council.

A further indication of the temper of the TUC toward Communism was shown in the decisive defeat of all Communist candidates, save one, for seats in the General Council. In the single case, there was no contest this year in his particular group.

### **Address by TLC Fraternal Delegate**

In his address to the TUC, Mayor Samuel Lawrence of Hamilton, Ontario, fraternal delegate from the Trades and Labour Congress of Canada, sketched the development of trade unionism in Canada and the part it has played, and continues to play, in the Canadian economy. He outlined the progressive growth of labour legislation in Canada within the framework of the British North America Act, which gave the provinces specific sovereign rights in connection with labour and social legislation. This, he pointed out, had caused a lack of uniformity in labour legislation and had retarded the establishment of a national labour code. For this reason, Canadian trade unionists were working to have the BNA Act

amended, he said. In concluding his address, Mr. Lawrence drew a bright picture of the future of Canada from an industrial standpoint and predicted that "the time will not be far distant when our total population will exceed that of the British Isles. . . ."

### **Other Resolutions**

In other resolutions the Congress urged the Government to expedite the formation and operation of development councils in all appropriate industries, to the end that production might be increased, and asked the Government to give "equal representation to the workers on all committees set up to carry out agricultural plans." A somewhat similar resolution calling for more representation of health workers on committees appointed under the National Health Service, was remitted to the General Council.

Other subjects which were considered and upon which resolutions were passed, included conditions in offices, the use of ordnance factories in the production of scarce goods, attracting labour to the land, university education, cleaner coal, the extension of trading with the Soviet union, the freedom and democracy of Greece and a statement on peace.

Mr. William Lawther, President of the National Union of Mine Workers, was elected President of the Congress for 1948-49, succeeding Miss Hancock.

# CHAMBER OF COMMERCE DECLARES POLICY ON COMMUNISM AND INDUSTRIAL RELATIONS

*In its nineteenth annual meeting the Canadian Chamber of Commerce advocated that federal labour relations legislation should not apply to Communist-dominated unions. It also called for the prohibition of sympathetic strikes, mass picketing, the secondary boycott, and industry-wide bargaining.*

The mobilization of forces to combat the spread of Communism in Canada was given prominence by the nineteenth Annual Meeting of the Canadian Chamber of Commerce held in Vancouver, October 26, 27 and 28, attended by representatives of 568 Boards of Trade and Chambers of Commerce.

In its formal "Declarations of Policy," which were based upon resolutions adopted at the meeting, it is asserted that "evidence is irrefutable that Communists hold the belief that loyalty and obedience to the leadership of Communist organization takes precedence over loyalty to Canada, thus destroying the integrity of citizenship." It is declared further, that "the avowed Communist objective of attempting to create a socialist State by violence is a direct threat to national security." Consequently, the Chamber approved the steps which the Government has taken to exclude "foreign Communists and other revolutionary agitators from Canada and to deport those already here." It held that "Communists should be barred from Government employment, education, transportation, communications and other similar vital services."

The Chamber condemned the efforts of all groups that are striving to rid themselves of "the Communist poison." Inasmuch as "the objective of Communism is disruption, the infiltration of Communists into government employment and labour organizations makes harmonious labour-management relations impossible." It urged that Canadian government authorities be particularly vigilant in the strict maintenance of law and order and that the term "treason" in the Criminal Code be re-defined, strengthened and strictly enforced.

The Chamber expressed its belief that the provisions of the Industrial Relations and Disputes Investigation Act, 1948, should not apply to any trade union that is "officered, dominated or controlled by Communists,

and that, consequently, the Act should be amended at the earliest possible moment to provide:—

(a) That no trade union shall be certified as a bargaining agent unless and until it shall have satisfied the Canada Labour Relations Board, in such manner as the Board may determine, that none of its officers are Communists or members of any other subversive organization, and that the union itself is not dominated or controlled by Communists.

(b) That upon it being made to appear to the satisfaction of the Board that any union which has previously been certified as a bargaining agent has among its officers Communists, or members of any other subversive organization, or is itself dominated or controlled by Communists, the Board shall forthwith revoke the certification of such union as a bargaining agent and . . . no employer shall be required to bargain collectively with such union as bargaining agent.

## **Employer-Employee Relations**

The Canadian Chamber of Commerce reaffirmed its belief that harmonious industrial relations were a pre-requisite for the maintenance of a high standard of living in Canada and the ability to assist less fortunate peoples in other countries. This, in turn, it was asserted, depends upon "a more general recognition of the mutuality of interest of management, labour and capital, and between these three and the community they serve."

The Chamber held that any legislation designed to give direction to employer-employee relations should recognize that both employers and employees have responsibilities as well as rights. "Within this framework employers and employees should be left the maximum freedom to work out their common problems without government intervention." Approval was given to the principle of collective bargaining, but each of the parties to an agreement should be held equally responsible under the law for the observance of its terms.



However, the Chamber expressed its opposition to the principle of industry-wide bargaining and any legislation or provisions in collective agreements which would have the effect of enabling either employers or trade unions to exercise a coercive monopoly over either group or the public in general. The provinces were urged to retain their constitutional rights of full jurisdiction over industrial relations.

While not denying the right of labour to strike, the Chamber believed that all strikes should be prohibited until authorized by a majority of all the employees affected, such

authorization to be determined by a government supervised secret ballot, held after the expiry of a "cooling off" period. The opinion was expressed that "sympathetic strikes, mass picketing and the secondary boycott are inconsistent with the Canadian way of life and also should be prohibited."

Summing up, the Chamber emphasized its belief that "harmony in human relations, including relations between employers and their employees, must be based on respect for the law, faithful observance of agreements and prompt enforcement of penalties against law-breakers."

## MEETING OF VOCATIONAL TRAINING ADVISORY COUNCIL

*With the virtual completion of veterans' rehabilitation training, the Vocational Training Advisory Council, at its latest session, devoted most of its attention to normal peacetime training activities. However, in response to a request from the Chief of Staff, General Foulkes, the Council also discussed means of meeting the needs of the Armed Services for trained tradesmen. ¶A number of proposals for increasing the supply of apprentices were studied, both by the Council and at a subsequent meeting of provincial directors of apprenticeship. ¶The Council recommended an increase in financial grants from the Dominion Government for the development of vocational schools. ¶An interesting report on the recent introduction of vocational training in penal institutions was presented, and the value of such training was endorsed by the Council.*

The eleventh meeting of the Vocational Training Advisory Council was held in the Board Room of the Department of Labour, Ottawa, October 4 and 5, 1948.

The Council is a body representative of employers, organized labour, vocational education authorities, and veterans' and women's organizations, which advises the Minister of Labour on the Canadian Vocational Training Program.

The following members were present:—  
Dr. G. Fred McNally (Chairman), Edmonton, Alberta., Lt.-Col. F. T. Fairey, Deputy Minister, Department of Education, Victoria, B.C., Mr. E. K. Ford, Director of Vocational Education, Department of Education, Halifax, N.S., Captain H. G. Gonthier, President of the Provincial Command of the Legion, St. Lambert, Que., Miss Marion M. Graham, Saskatoon, Sask.,

Mr. J. C. Herwig, General Secretary, The Canadian Legion of the British Empire Service League, Dominion Command, Ottawa, Ont., Mr. D. S. Lyons, General Vice-President, International Association of Machinists, Montreal, Que., Mr. N. C. MacKay, Director of Extension, Department of Agriculture, Winnipeg, Man., Mrs. R. J. Marshall, President of the National Council of Women, Agincourt, Ont., Dr. Fletcher Peacock, Director of Educational Services, Department of Education, Fredericton, N.B., Mr. Gustave Poisson, Deputy Minister, Department of Youth and Social Welfare, Quebec, Que., Mr. P. Sauvageau, Publicity Agent, The Canadian and Catholic Confederation of Labour, Workers' Representative, Hull, Que., Mr. R. Seasons, Representative of the Canadian Construction Association, c/o W. G. Edge Limited,

Ottawa, Ont., Mr. W. H. C. Seeley, Employers' Representative, Toronto Transportation Commission, Toronto, Ont.

Others present were:—Dr. L. W. Shaw, Director of Education, Department of Education, Charlottetown, P.E.I., Mr. R. H. MacCuish, Regional Director, CVT, Halifax, N.S., Mr. J. W. McNutt, Regional Director, CVT, Fredericton, N.B., Mr. H. H. Kerr, Regional Director, CVT, Toronto, Ont., Mr. D. E. McPherson, Regional Director, CVT, Winnipeg, Man., Mr. W. A. Ross, Regional Director, CVT, Regina, Sask., Mr. J. H. Ross, Regional Director, CVT, Calgary, Alberta, Lt.-Col. J. W. Inglis, Regional Director, CVT, Vancouver, B.C., Mr. A. W. Crawford, Director of Training, DVA, Ottawa, Ont., Mr. H. W. Jamieson, Superintendent of Educational Training, DVA, Mr. R. F. Thompson, Director of Training, Department of Labour, Brig. J. E. Lyon, Assistant Director of Training, Department of Labour (Secretary), Mr. C. R. Ford, Supervisor of Technical Training, Department of Labour, Mr. S. H. McLaren, Chief Executive Officer, Unemployment Insurance Commission, Mr. H. C. Hudson, Unemployment Insurance Commission, Mr. A. Wood, Unemployment Insurance Commission, Mr. H. M. Beaton, Director of Apprenticeship, Halifax, N.S., Mr. B. W. Kelly, Director of Apprenticeship, Saint John, N.B., Mr. Gabriel Rousseau, Technical Adviser on Apprenticeship, Montreal, Que., Mr. Fred J. Hawes, Director of Apprenticeship, Toronto, Ont., Mr. J. Aiken, Director of Apprenticeship, Winnipeg, Man., Mr. J. S. Dornan, Director of Apprenticeship, Regina, Sask., Mr. James White, Director of Apprenticeship, Edmonton, Alberta, Mr. R. B. Marples, Department of Veterans Affairs.

The Chairman, Dr. G. F. McNally, in opening the conference indicated that with the virtual completion of the rehabilitation training of veterans under the Canadian Vocational Training Act, the Council would "look ahead to what might be called its normal work." He felt that considerable importance should be attached to the dissemination of occupational information, and that the preparation of correspondence courses should be speeded up. He expected that the Council, during its current sessions, would be given much information about new vocational schools and apprenticeship. Then, too, he was of the opinion that thought should be given to setting up training facilities for possible international complications.

## **Deputy Minister Welcomes Council**

Dr. Arthur MacNamara, Deputy Minister of Labour, in a brief address of welcome, commended the Council for its "co-operation and valuable assistance in the past". He anticipated that constructive results would follow the current Conference. He stressed the importance of apprenticeship training and stated that shortages in the skilled trades existed everywhere in the country, notably in the "trowel trades". Conditions with respect to the latter were aggravated, he said, because United States building contractors were advertising in Canadian newspapers, with a view to obtaining bricklayers from Canada at wage rates substantially higher than were being paid in Canada. Attempts had been made to relieve the situation by bringing in displaced persons who had been trained in Europe, but it was found that European practice in these trades differed so much from the Canadian that the scheme had not been very successful.

Dr. MacNamara expressed concern about the lack of interest shown by Canadian youth in skilled trades that paid good wages. He cited a number of probable reasons for this attitude and it was agreed that steps should be taken to remove them. "There would be a great need for skilled tradesmen in the event of another national emergency," he said.

## **Report of Director of Training**

The Director of Training, Mr. R. F. Thompson, reported a marked falling off in the enrolment of veterans for training. During the five-month period ending August 31 about 300 had enrolled. All the veterans under training-on-the-job, in correspondence courses and in private schools had been transferred to the Department of Veterans Affairs for the closing phases of their supervision, and all pre-matriculation classes ended in August. As a result, several Canadian Vocational Training centres had been closed and the training of veterans remaining was being carried on, either in regular or special classes of the provincial vocational schools.

The total enrolment of veterans in CVT schools up to September 1, 1948, had been about 134,200, Mr. Thompson stated. The enrolment at the beginning of October for all nine provinces was about 600. Dominion owned capital equipment for the schools to the value of about two million dollars had been purchased by the provinces.

*Apprentice Training.*—With reference to apprentice training, the Director reported that field representatives had been appointed in all the provinces but Nova Scotia. This had resulted in much better supervision in the training of apprentices on the job. However, there had been some decline in the number of registered apprentices in training in some of the provinces, due to the decrease in the number of veterans who were training as apprentices. Mr. Thompson was of the opinion that more active steps would have to be taken to recruit young apprentices, preferably from the vocational schools. He reported that the youth training and student-aid sub-schedules were in operation in all provinces, but, as formerly, nearly all the training was for rural young people and the provision of bursaries for university students and nurses in training.

*Civilian Training.*—The training of unemployed civilians (Schedule "M") had been accepted in principle in all the provinces and incorporated as part of the new Vocational Training agreements between the Dominion and the several provinces, Mr. Thompson said. There were substantial increases in the number of classes and in the enrolment of trainees, especially in the Maritimes and in the western Prairie provinces.

*Assistance to Schools.*—Mr. Thompson described in some detail the progress being made under the Vocational Schools Assistance Agreement. Some 23 vocational schools or additions to schools had been completed and about 45 others wherein various stages of

construction, he said. In addition, there were 23 building projects which had been given conditional approval in April and were still being held up pending the receipt of completed plans and specifications.

*Statistical Summary.*—A special statistical report to the Council, compiled by Mr. Thompson, summarized the enrolments, the financial outlay and other relevant information with respect to veteran training from the inception of rehabilitation training up to the end of August, 1948. He referred specifically to the following points:—

Total Dominion expenditures on veteran training were \$25,000,000, of which about \$4,850,000 was spent on buildings and equipment. The total number of days' training given in pre-matriculation classes in CVT schools was 3,057,716, and in CVT vocational schools 5,524,684. The per capita cost of each day's training in CVT schools, less capital expenditures, has been \$2.30. The average number of days' training given to each veteran enrolled in pre-matriculation classes was 102, and in vocational classes 91. The average number of days' training for each veteran who completed his course was 137 in pre-matriculation classes and 149 in vocational classes. The total number of women enrolled was 11,324. Of these, 19 took correspondence courses, 537 trained on-the-job, 5,166 trained in private schools, 1,327 in CVT pre-matriculation schools and 4,276 in CVT vocational schools. Below is a statement showing enrolments, completions and discontinuances in various types of training:—

### Veterans Training

#### Total Enrolments to August 31, 1948

Type of Training	Enrolled	Completed	Discontinued
X Correspondence .....	2,187	368	803
X Training-on-the-Job .....	29,121	18,484	8,402
X Private Schools .....	18,189	9,942	6,298
CVT			
Pre-matriculation .....	29,666	22,376	7,297
Vocational .....	54,976	37,123	16,574
	134,139	88,294	39,374

X Remaining veterans transferred to DVA by the end of August.

### Training Personnel for Armed Services

Lt.-Gen. Charles Foulkes, Chief of the General Staff, appeared before the Council with a view to enlisting the Council's co-operation in the trade training of Army personnel. He explained that the problem of providing sufficient trained manpower, to

meet requirements in the event of national emergency was a constant concern of the military authorities, especially since modern methods of warfare were so highly mechanized. Obtaining a sufficient number of such trained men for the Armed Services has become increasingly difficult owing to industrial expansion during and since the war. Moreover, adequate training demanded



much time, which the military authorities were not always able to provide, he said.

General Foulkes was of the opinion that the cadet corps and the vocational schools throughout the country were important potential sources of skilled personnel and referred specifically to the six-weeks' course for cadets at Camp Ipperwash to support his view. Of the 175 cadets who took the course, all but five qualified as tradesmen and expressed a desire to return next year for further training. He stated that men skilled in the automotive trades constituted 45 per cent of the Army requirements. Others needed were electrical, radar and radio tradesmen, engineering equipment officers and medical assistants. All of these, it was thought, could be trained at cadet camps, but difficulty was being found in obtaining sufficient qualified instructors. General Foulkes felt that teachers in technical schools might be induced to work as summertime instructors in Army camps. He agreed with a Council suggestion that the several provincial Departments of Education should be approached with this end in view.

In conclusion, General Foulkes stated that he was anxious to have provincial support for the Army training plan, particularly in regard to cadets, and in obtaining more qualified instructors for summer camps. He solicited suggestions in working out a plan for obtaining recruits in rural areas.

### **Training of Civilians**

The Regional Directors of CVT submitted brief verbal reports covering the progress made in civilian adult education under Schedule "M" in their several jurisdictions. Beginnings had been made in the Western provinces and in Nova Scotia and New Brunswick. In Ontario, Quebec and Prince Edward Island the need for such training had not developed, mainly because employment was at a high level.

Statements by H. C. Hudson, Special Placements Division of the National Employment Service and Brig. J. E. Lyon, Assistant Director of Training, revealed a close and effective liaison between NES and CVT in the selection and training of unemployed civilian workers.

### **Youth Training Schedules**

The Director of Training informed the Council that the content of the present sub-schedules for youth training was much the same as for last year. "Some leadership courses had been proposed," he said, "but it is felt that such courses were more in the nature of general adult education."

It was revealed that Manitoba was particularly interested in training for persons in rural areas, but until recently it had not been possible to get young persons into suitable courses. In Quebec, courses were being given in practical home economics as well as several short courses in fishing and specific rural occupations, such as poultry-keeping, beekeeping, rug-making and woodcarving.

### **Student Loans**

The establishment of a "revolving fund" in each of the provinces for loans to students was discussed. Under this plan where both the Dominion and any of the provinces provided funds for loans, the Dominion's share should be left with the province concerned, in order to build up revolving funds. The Council decided to support the establishment of such funds and suggested that the Dominion grant annual assistance after 1950, the date mentioned as the termination of federal contributions.

### **Vocational Training in Penitentiaries**

Assistant Commissioner of Penitentiaries, J. A. McLaughlin, presented a brief to the Council with a view to enlisting its co-operation in providing vocational training for the inmates of certain Canadian correctional institutions.

Mr. McLaughlin pointed out that in recent years the purpose of penal institutions was not only to keep prisoners in safe custody, but by constructive efforts to change their anti-social attitudes, so that when they are released they will have greater incentive to becoming law-abiding citizens, rather than recidivists. The report of the Archambault Royal Commission on Penal Reform of 1938, which was confirmed by investigations conducted by representatives of the Provincial Departments of Education and Labour, in 1942, tended to confirm the need for a new approach to prison reform. The report of February 5, 1947, to the Minister of Justice by Major-General R. B. Gibson, the present Commissioner of Penitentiaries, resulted in the first specific steps to introduce vocational training in penitentiaries, Mr. McLaughlin said. Men are assigned to vocational training courses on a voluntary basis, but must meet stiff requirements both for admission and continuation in the course.

Mr. McLaughlin stated that "the success of Canadian Vocational Training in promoting the rehabilitation of veterans in civil

life prompted the adoption of essentially the same plan for vocational training in penitentiaries." Vocational courses were introduced at two penitentiaries in the fall and winter of 1947. A chief vocational officer was appointed at each institution to supervise the field organization and operation under the Division of Industries and Vocational Training at the Commissioner's office in Ottawa. Qualified teachers were obtained, some of them being former instructors in the discontinued Training and Re-establishment Institutes for war veterans. Among the courses provided were those in bricklaying, stone masonry, construction carpentry, cabinet making, sheet metal work, plumbing and steam-fitting, engineering draughting, and related training in blueprint reading, shop mathematics, etc. They were given full time each five-hour day for a basic training period of approximately 1,000 hours. Records of progress in theory and practice were kept to provide material for final evaluation when the prison trainees have completed their sentences.

Mr. McLaughlin stated that while this approach to the inmates is relatively new in Canadian penal institutions, "already we are reaping the benefit in a noticeable earnestness on the part of the convicts who are assigned to vocational work—they are not doing their task mechanically, but display a positive interest and attention . . . . For the courses starting this year, there is a waiting list greater than we can accommodate."

The facilities for the placement in employment of released prisoners, such as the John Howard Society, developed originally to help released inmates, without special reference to vocational trainees, work closely with the prison authorities in finding suitable employment. Then the National Employment Service is of assistance in many cases, especially with those prisoners who have clearly demonstrated their intention to "go straight". Often too, shop instructors in the prisons can place men to better advantage than other agencies. The re-assimilation of prisoners into a free life, in a normal competitive world, on a basis commensurate with their new-found trade and social knowledge, cannot be fully achieved, in Mr. McLaughlin's opinion, without full partnership with industry and labour, similar to that followed by CVT in the re-establishment of veterans, as well as any other positive factors that will combat the instinct to crime. The conduct of a man cannot be changed unless he is willing to change

it. In order to remove the prisoner's antagonism towards society it is necessary for officials of penal institutions to demonstrate their interest beyond a merely punitive policy.

"Plans are well advanced," Mr. McLaughlin said, "to add this Fall to the original eight vocational courses" at the two penitentiaries and to set up "a nest of six courses" at one of the Western penitentiaries. "The demand for a variety of courses is greater than we can meet with our physical facilities."

Following Mr. McLaughlin's address, Council members expressed the opinion that the provincial apprenticeship authorities would be able to assist in obtaining of trade credits for former inmates of penitentiaries. The matter of trade testing too, might not offer serious difficulties as trade unions were less likely now than formerly to discriminate. In fact, it was asserted that at least one Western union had offered to trade-test men who were being released. It was disclosed, too, that correspondence courses were being used in this work. The chairman assured Mr. McLaughlin that the support of the members of the Council would be given in every possible way.

### **Assistance to Vocational Schools**

The Supervisor of Technical Training, Mr. C. R. Ford, presented a report on the Vocational Schools Assistance Agreement, in which he outlined the progress made in each of the provinces in providing buildings and equipment for the expansion of vocational training for civilians. In some cases, increase in building costs had created difficulties. Only four of the provinces were not taking up the full annual allotment of Federal funds. In presenting a summary of expenditures under the agreement, it was shown that projects were approved for \$9,337,244 of the \$10,000,000 capital allotment for buildings and equipment.

Supplementing Mr. Ford's report, the Regional Directors presented details of the work that was being proceeded with in their several regions under the CVT Assistance Agreements.

### **Correspondence Courses**

Mr. Ford reported that there had been general agreement in regard to the preparation of correspondence courses. Specific syllabi had been sent to the provinces for analysis and comment and had also been reviewed at the convention of the Canadian Educational Association held in Winnipeg during the summer. Agreement had been reached as to the form and content of the



courses, but more detailed analyses were required to ensure uniform courses. It was disclosed, however, that 13 courses had been approved for final preparation, and 9 of these were already being proceeded with.

### **Apprenticeship**

The Director of Training, Mr. R. F. Thompson, stated that it would be necessary to put on an intensive drive everywhere if an adequate supply of apprentices was to be maintained. It was now necessary to depend on non-veterans for apprentices, he said, and the first place to look for them was in the vocational schools. At the present time most of the apprentices in training were in their final year. Mr. Thompson stressed the point that the lack of apprentices was not a reflection on the provincial authorities, inasmuch as they had, at the request of the Departments of Labour and Veterans Affairs, directed their efforts since the war to the rehabilitation of veterans of the Armed Services.

Referring to methods of apprentice training, he said that it had been suggested that some pre-employment training should be provided, rather than that all training be given after apprentices had been indentured and working. Mr. Thompson indicated that pre-employment training would make it possible to shorten apprenticeship, since the apprentice would enter upon his indentureship better qualified than if he were entirely inexperienced. Consequently, he would be entitled to correspondingly better wages, and apprenticeship would be made more attractive. However, the present agreement

## **Directors of Apprenticeship Hold Conference in Ottawa**

The third meeting of the Provincial Directors of Apprenticeship was held in the Board Room of the Department of Labour, Ottawa, October 6, 1948.

The following Directors were present: H. M. Beaton, Halifax, N.S.—Department of Labour; B. W. Kelly, Fredericton, N.B.—Department of Labour; F. J. Hawes, Toronto, Ont.—Department of Labour; J. Aiken, Winnipeg, Man.—Department of Labour; J. J. Dornan, Regina, Sask.—Department of Labour; J. White, Edmonton, Alta.—Department of Labour; G. Rousseau, Montreal, Que.—Technical Adviser on Apprenticeship, Department of Labour.

Others present were: G. H. Simmons, Toronto, Ont.—Asst. Director of Apprenticeship; A. W. Crawford, Ottawa—Director of Training and Counselling, DVA; H. C.

between the Dominion and the provinces does not make provision for pre-employment training. It follows, therefore, that if the pre-employment policy was adopted, it would be necessary to modify the agreement. He suggested that the Directors of Apprenticeship should give the matter careful consideration when they convened later in the week. (An account of this meeting appears below.)

### **Resolutions**

Two important resolutions resulted from the deliberations of the Council.

(1) Appointing a Standing Advisory Committee from the members of the Council and CVT officials to co-operate with Lt.-Gen. Charles Foulkes, Chief of the Canadian General Staff, in obtaining and training trade personnel for the Armed Services, the members being: Lt.-Col. J. W. Inglis, Vancouver; Mr. J. H. Ross, Calgary; Miss Marion Graham, Saskatoon; Brigadier J. R. Lyon, Ottawa; Mr. G. Poisson, Quebec; Mr. R. H. MacCuish, Halifax.

(2) Recommending that a further capital grant of \$5,000,000 be made from the Dominion treasury for the development of vocational schools in the provinces, on the same basis as the capital grant made for the same purpose in 1945, and that the present annual grants from the Dominion treasury be increased from \$2,000,000 to \$4,000,000.

Before adjournment the Council decided to hold its next meeting during the first week of May, 1949.

Hudson, Ottawa—Unemployment Insurance Commission; A. Wood, Ottawa—Unemployment Insurance Commission; Dr. G. F. McNally, Edmonton, Alta.—Chairman, Vocational Training Advisory Council; J. A. McLaughlin, Ottawa—Asst. Commissioner of Penitentiaries; R. J. Thompson—Chief Vocational Officer, Collin's Bay Penitentiary; T. H. Taylor—Chief Vocational Officer, Saskatchewan Penitentiary; J. C. A. Laferriere—Chief Vocational Officer, St. Vincent de Paul Penitentiary; Dr. L. W. Shaw, Charlottetown, P.E.I.—Regional Director, CVT; R. H. MacCuish, Halifax, N.S.—Regional Director, CVT; J. W. McNutt, Fredericton, N.B.—Regional Director, CVT; H. H. Kerr, Toronto, Ont.—Regional Director, CVT; D. E. McPherson, Winnipeg, Man.—Regional Director,



CVT; W. A. Ross, Regina, Sask.—Regional Director, CVT; J. H. Ross, Calgary, Alta.—Regional Director, CVT; Lt.-Col. J. W. Inglis, Vancouver, B.C.—Regional Director, CVT; R. F. Thompson, Ottawa—Director of Training, Department of Labour; Brigadier J. E. Lyon, Ottawa—Asst. Director of Training, Department of Labour; C. R. Ford, Ottawa—Supervisor of Technical Training, Department of Labour.

Mr. R. F. Thompson, Director of Training, Federal Department of Labour, was appointed Chairman and Mr. C. R. Ford, Supervisor of Technical Training, Department of Labour, Ottawa, Secretary of the meeting.

In a brief introductory address the Chairman, reiterated the comments of Dr. MacNamara made before the Vocational Training Advisory Committee two days earlier, in which he emphasized the importance of apprentice training and the dire need for tradesmen, especially in the trowel trades. He also referred to the need for army tradesmen, particularly in the field of motor mechanics and in the electrical trades.

Mr. Thompson stressed the point that the training of apprentices was a very important part of the whole pattern of vocational training. As apprenticeship was under provincial jurisdiction, the Federal Government had no thought or intention of attempting to dictate in the matter. He felt, however, that the meeting of the

provincial Directors in Ottawa would result in interchanges of ideas and information which would be useful in promoting apprentice training throughout the country.

Inasmuch as attempts had been made to develop uniform trade analyses, or schedules of work processes, the Chairman requested the Directors to present reports on the progress that was being made in this phase of the project in their several jurisdictions. In his summary of the verbal statements made by the Directors, Mr. Thompson pointed out that the preparation of trade analyses takes considerable time and were difficult to apply, especially in the building trades. It was the consensus of opinion, however, that, in principle, proper and complete trade analyses are essential and should be developed for all trades.

### Syllabi of Class Instruction

The Directors present were in agreement that syllabi for class instruction should be approved by the trade advisory committees and the work of training in classes should be turned over to the Technical Branches of the several Departments of Education. It was disclosed that correspondence courses were not used in Ontario at all, and only to a limited extent, or in special cases, in the other provinces.

The following table shows the relative amount of time spent upon practical and theoretical work in full time classes.

Province	Practical Work Percentage	Theory Percentage
British Columbia	Most Classes — 0	100
	Auto Body and Fender—100	0
Alberta	The percentage of practical work decreases as the length of class period is shortened. In the one-month classes little or no practical work is taught.	
Saskatchewan	40	60
Manitoba	65— 70	30— 35
Ontario	60	40— 70
Quebec	Electrical — 60	40
	Plumbing — 60	40
	Other Building Trades— 80	20
	Shoemaking — 50	50
New Brunswick	Full-time Classes — 80	20
	Part-time Classes —	100
Nova Scotia	25— 0	75—100

The question of payment of apprentices for time spent in classes was raised and it was shown that practices varied in the different provinces, but in most instances employers supplemented the allowances made to full-time trainees. It was felt that industry should be encouraged to support apprentice class training, as such training would benefit industry as a whole.

None of the Provincial Directors reported that direct penalties were imposed for non-attendance in apprenticeship classes. However, whatever pressure possible was used to induce students to attend regularly and certificates were not granted until trainees proved their fitness through the medium of examinations.

## **Trade Tests and Final Examinations**

The importance of final trade tests and final examinations for apprentices was fully recognized by the Directors, as provincial certificates of competence were given to those who successfully completed the courses and the final tests. As a factor in emphasizing the value attached to these certificates, it was suggested that they should be signed by the Ministers of Education or other responsible officials of the provincial departments.

## **Pre-employment Class Training**

It was explained by the Chairman that the present agreements between the Dominion and the provinces permitted Dominion contribution for three months of each year of apprenticeship on a post-employment basis. It was proposed that students be brought into the schools for periods of pre-apprenticeship training of varying lengths, ranging from four to possibly eight months. They would then be trade tested and indentured at the level of pay their attainment warranted.

After a discussion of this proposal the following resolution was carried unanimously:—

That the agreement be altered to provide more flexibility as to the length of training in full-time classes that could be given in any one year, and that this time be distributed at the discretion of the province, but with the stipulation that the Dominion would not contribute to more than 12 months of full-time class training during the whole period of a four-year apprenticeship or fifteen months during a five-year apprenticeship.

## **Uniform Length of Apprenticeship**

It was pointed out that there were some rather singular differences in the period of apprenticeship in the several provinces, notably in the cases of such trades as painting and decorating, plastering and sheet-metal working. The opinion was expressed that shortening the apprenticeship period in trades where it seemed

unduly long should increase the number of apprentices in such trades. It was suggested, too, that it might be advantageous to consult the respective unions in the matter.

## **Supply of Apprentices**

The problem of obtaining a sufficient number of apprentices was raised and several suggestions were made. Some of the Directors stated they kept in touch with guidance counsellors in schools and in this way obtained many apprentices. It was felt that this plan would be improved if the apprenticeship Director worked in closer liaison with guidance counsellors. There was, however, the tendency of some schools to send boys of low academic ability rather than any special fitness for the trade chosen. It was explained that the services of the Information Branch of the Federal Department of Labour were available to increase publicity along the lines of creating interest in the trades amongst youth.

## **Indentureship**

The Chairman enumerated the three indentureship methods which are used in apprenticeship schemes in different parts of the world: (1) to an employer; (2) to an industry or trade union; (3) to an Apprenticeship Board. The discussion on indentureship revealed some variations in the plans followed in the different provinces, with the greater number following more or less the practice of indenturing to employers. Mr. Thompson suggested that where the provincial apprenticeship Acts did not permit indentureship to the unions, an association of employers, or the apprenticeship boards, such a change would be desirable.

Among other matters discussed at the meeting were: (1) granting of time credits to apprentices coming from vocational schools; (2) the form and content of record cards used for recording individual apprenticeship histories; (3) field supervision of apprentices; (4) establishing ratios of apprentices for a trade, and; (5) the inter-provincial transfer of apprentices.

# CIVILIAN ADULT TRAINING AT RYERSON TECHNICAL INSTITUTE

So successful was the work done by the Toronto Training Centre in the rehabilitation of ex-personnel of the Armed Services, that most of the industries for which training was given petitioned the Ontario Government for its continuance on a civilian basis. This necessitated a change in the Vocational Education Act and at the 1948 session of the Ontario legislature, such an amendment was introduced making provision for the organization of provincial polytechnical institutes. Moreover, a sum of \$400,000 was provided in the provincial estimates for the operation of the proposed Institute to occupy the premises of the old Toronto Normal School, which had been

extensively renovated and re-equipped after the war for use by the Toronto Rehabilitation Training Centre. Thus the Ryerson Institute of Technology came into being and was officially opened on September 22, 1948. It is named after Dr. Egerton Ryerson, the founder of the educational system of Ontario.

Except for a comparatively small item of \$4,800 on capital account, the Institute has not drawn upon Federal funds available under the Dominion-Provincial Vocational Training Assistance Agreement.

The Institute consists of the following affiliated Schools:—

	Options
School of Electronics	Radio Communications, Radio and Appliance Servicing, Industrial Electronics, Electronic Laboratory Practice, Marine Operating
School of Jewellery and Horology	Goldsmithing and Gem Setting, Watchmaking and Repairing
School of Business	*Business Machines *Retail Merchandising
School of Architectural Draughting	Architectural and Structural Draughting and Design
School of Furniture Crafts	Cabinetmaking and Design, Upholstering, Wood Finishing
School of Photography	Portraiture, Commercial, Industrial
School of Fashion Crafts	Costume Design *Women's Tailoring *Men's Tailoring
School of Food Technology	Commercial Cooking, Commercial Baking
School of Machine Tool Technology	General Mechanical, Tool Design, Tool and Die Making, Mechanical Drafting *Advanced Machine Shop Practice *Advanced Mechanical Drafting
School of Graphic Arts	Hand Composition and Typography, Letterpress Presswork, Linotype and Intertype, Monotype, Photo Lithography, Offset Presswork, Printing Design and Layout
School of Welding	
Fabrication Welding Technician	*Welding Operator
School of Stationary Engineering	*
School of Cosmetology	*Hairdressing, Advanced Hair Styling
School of Barbering	*
School of Supervisory Training	*Job Instruction Training Job Relations Training I and II Job Methods Training Job Safety Training (operated in co-operation with the Dominion Department of Labour)
School for Nursing Assistants	*Operated in co-operation with the Provincial Department of Health
Apprenticeship Schools for the Building Trades and Automotive Industry	*Operated in co-operation with the Departments of Labour at Ottawa and Toronto



Henceforth, adults 18 years of age or over who wish to avail themselves of the opportunity to receive advanced technical instruction, may enroll in one of its many courses.

All courses marked with an asterisk are of nine months' duration, except the Supervisory Courses which are only one week long and the Apprentice Courses which are of varying lengths. All other courses are of two years' duration but under special circumstances shorter courses may be arranged by the Principal upon request. In the first year, the course is general, but specialization in one of the options is possible during the second year. Special Short Courses in any of the affiliated Schools may be arranged for persons sponsored by an industry or firm.

It is planned to attach to each of these Schools an advisory committee consisting of men and women who earn their livelihood in the industry concerned. The purpose of these committees is to:—

- (a) Assist in formulating suitable courses of study;
- (b) Advise the administrative authorities on the purchase of new equipment;
- (c) Keep the administration informed of new developments in the industry and of the necessity of starting new courses;
- (d) Act as liaison between the Institute and industry;
- (e) Assist in the placement of graduates of the School.

Since the purpose of the Institute is to offer advanced technical instruction, one of the entrance requirements is that applicants should be eighteen years of age or over. Moreover, to benefit from a two-year technological course, a good educational background is necessary and another admission requirement to such a course is a secondary school graduation diploma. However, many older people do not possess this certificate but have had some practical experience in industry. It was decided therefore that, in order to encourage

such individuals to enroll, there would be accepted in lieu of the diploma: (1) evidence of the completion of any other course of training approved as equivalent by the Institute authorities; or (2) evidence satisfactory to the Institute authorities that the applicant is competent to undertake the work of the course.

It is anticipated that the cost per student will be in the neighbourhood of \$600 per year and it was felt that the students should pay a small fee in order to ensure that they were really serious about taking the course in which they were enrolled. The total fee for residents of Ontario was set, therefore, at \$50. This includes registration fee, student council fee and shop and laboratory deposit. For non-residents of Ontario, who are British subjects, the fee is \$225 per year and non-residents of Ontario, who are not British subjects \$325 per year. A limited number of bursaries under the Dominion-Provincial student aid scheme are available to students registered in the Institute, and some of the industries for which training is being given provided special scholarships. One notable instance of this is the Jewellers' Institute which provided twenty bursaries valued at \$125 each.

The Institute also operates a number of co-operative courses where employees of an industry receive special training one or two afternoons during the week. Moreover, the University of Toronto has made arrangements for the Institute to give the practical part of the University course in "Institutional Management".

The support of the Government and the support of industry are vital to the success of such an Institute as this. Both have been received in generous measure and its future is bright indeed. Although new courses are offered and different methods employed, these old buildings will serve the rising generations in as effective and vital a manner as they have served the generations whose voices are no longer heard in its halls and corridors.

Article by Mr. H. H. Kerr, Director of Provincial Technical Institutes (Ontario), slightly abridged.

## CO-OPERATIVES IN CANADA IN 1947

*Co-operatives in Canada increased their membership in 1947 and extended their operations.*

According to the *Sixteenth Annual Summary of Co-operation in Canada*, published by the Economics Division of the Federal Department of Agriculture, 2,095 co-operative associations in Canada reported

a total membership of 982,990, in 1947, an increase of about 56,000 over the preceding year. It is pointed out, however, that these figures do not make allowances for duplication of membership,

so that they are somewhat higher than the actual membership.

The total business transacted by Canadian co-operatives for the crop year ending July 31, 1947, was valued at \$712,583,246, which constitutes a record and exceeded that of the crop year 1946 by over \$158,000,000. A portion of this was attributed to a very large increase in returns for the Province of Ontario, and also to the rise in the general level of prices which occurred during the period.

### Farm Marketing

Sales of farm products increased by about \$125,000,000 during the year. It is noteworthy that co-operation in the marketing of farm products continued to be much greater than co-operative purchasing although the ratio was becoming less pronounced, being about five to one in 1947, as compared with ten to one in 1940.

Every product which co-operatives market in Canada showed an increase in sales volume in 1946-47, with the exceptions of honey and wool. Wool sales decreased by only a small amount, but in 1946 the honey crop was almost a complete failure and sales by co-operative honey producers were down by well over 50 per cent. Sales value of grains marketed was reported to have increased by \$77,000,000; fruits and vegetables by \$13,000,000; tobacco by \$16,000,000; dairy products by \$6,000,000 and poultry and eggs by \$2,000,000.

### Fishermen's Co-operatives

Reports were received from 83 co-operatives mainly engaged in the marketing of fish during 1946-47. The value of the fish marketed by these groups was \$10,558,912. Fishermen's gear and bait, as well as consumer goods such as groceries, dry goods

and clothing were also handled. The sales value of these goods and supplies was \$1,515,276. The membership of the fishermen's co-operatives was estimated to be 10,826 and total assets amounted to \$6,000,000.

### Mutual Insurance

Statistics provided by the provinces on the extent of farmers' mutual fire insurance companies for the year ended December 31, 1946, showed that there were 412 such companies underwriting fire insurance in Canada having total net admitted assets of \$20,141,418; total liabilities of \$6,696,203; net amount of insurance at risk, \$1,689,086,734; net losses paid in 1946, \$3,014,136.

In addition to mutual fire insurance there have been recent developments in the field of life insurance, and fidelity bonding on a co-operative basis, and plans for expanding into the field of automobile insurance were under consideration.

### Miscellaneous Co-operatives

Co-operative telephone systems in Canada are reported as having a total investment of \$22,600,000 and 117,656 connected instruments. Other co-operative services included housing, board and room, transportation, funeral services, electricity, machinery, electrical repairs, medical services and hospitalization. It is pointed out in the summary that increased interest in medical services and hospitalization "has led to the organization of a score or more co-operative medical services in Ontario alone and these have recently organized themselves into the Co-operative Medical Services Federation".

The accompanying table indicates the growth of Canadian co-operatives from 1938 to 1947.

## GROWTH OF CANADIAN CO-OPERATIVES, 1938-1947

Crop Year Ended	Number of Associations	Total Business Including		
		Other Revenue	Marketing	Purchasing
		000 \$	000 \$	000 \$
1938.....	1,217	155,080	134,494	20,092
1939.....	1,332	201,660	180,748	20,400
1940.....	1,151	236,323	214,293	21,130
1941.....	1,395	242,158	215,030	25,895
1942.....	1,722	257,090	214,763	42,328
1943.....	1,650	352,786	295,499	55,689
1944.....	1,792	527,856	459,799	65,509
1945.....	1,824	585,650	500,482	81,361
1946.....	1,953	554,330	454,565	95,603
1947.....	2,095	712,583	578,638	127,002

# LABOUR-MANAGEMENT RELATIONS IN THE NATIONALIZED COAL INDUSTRY IN GREAT BRITAIN

*In the attempt to meet production targets in the nationalized coal industry in 1947, the maintenance of harmonious labour-management relations was an important objective.*

*The following article summarizes the National Coal Board's report on its relations with its employees during the first year under nationalization. It describes the introduction of the 5-day week and the later increase in working hours; measures to improve the welfare, health and safety of miners; the Conciliation Scheme, and disputes during 1947; the Consultation Scheme; manpower problems; and plans for the future.*

On January 1, 1947, under the authority of the Coal Industry Nationalization Act, 1946, the National Coal Board took over the operation of Britain's coal mines. The Board, in its annual report for 1947, gives an accounting of the industry's first year under public ownership. The report is a comprehensive one, covering all activities of the National Coal Board, and containing financial statements and statistical tables. This summary deals mainly with the question of how labour-management relations operated under nationalization.

In replacing private industry as employer, the Board had to determine its policy toward its employees, decide which unions to recognize, build up conciliation and consultation machinery, provide health and welfare services, etc. At the same time, the Board had to strive to achieve the coal production target for 1947 of 200,000,000 tons, an increase of about five per cent over the previous year, and undertake the task of long-term planning for the industry.

## **The National Coal Board**

The Board's nine members were selected for their special knowledge of some particular field of the coal industry. All are required to serve full time. Two of the members were former trade union officers, who were appointed by reason of their experience of labour problems and labour organization, and not as representatives of their unions. Thus the unions were in no way committed by decisions of the Board, but retained complete independence.

The two members were Lord Citrine, formerly General Secretary of the Trades Union Congress, and Mr. Ebby Edwards, formerly General Secretary of the National Union of Mineworkers. The departments placed under their supervision were Manpower and Welfare, and Labour Relations, respectively. Lord Citrine subsequently resigned, and was replaced by Sir Joseph Hallsworth, formerly General Secretary of the National Union of Distributive and Allied Workers, and British Workers' Delegate to many Conferences of the International Labour Organization.

## **The Board as Employer**

A section of the report is devoted to a discussion of "The Board as an Employer", and opens with the statement:—

This chapter is about human relationships. Machines, schemes and plans are nothing without the human genius, skill and effort which alone can put them to use. The human material of an industry is more than its chief asset; it is the industry itself. It must be given opportunities for free and full development. Any organization must deal honestly with its workpeople if it is to prosper, but a nationalized industry, existing only to serve public ends, must set an example in the way it treats its employees, enlarges their opportunities and encourages their efforts.

The Coal Industry Nationalization Act itself lays many duties on the Board as a good employer. Its policy must encompass the safety, health and welfare of its employees. The Board, in recognizing that



"old grievances and old disputes had produced bitternesses", hoped, by meeting just claims, "to infuse a new spirit into management and men, now partners in a new public service. For the mineworkers," the Board points out, "this meant valuable concessions and an enhanced status. But with these privileges, came new responsibilities. All in the industry must exercise self-discipline and moderation." At the vesting date, the Board sent a message to each person employed in the industry, explaining its aims.

## The Five-Day Week

The most important concession instituted by the Board during the year in regard to working conditions was the five-day week. The Board regarded the five-day week as desirable, in that the men who worked underground should be entitled to "two days' light and air". There was also the advantage of leaving the week-end free for repair and maintenance work. It was a question of the right time to introduce it. The shorter working week might mean loss of output when output had to be increased, and might also mean higher costs. On the other hand, men had to be retained in the pits and new recruits attracted. The Board decided in favour of early introduction as "a gesture which might do much to improve the spirit of the industry and give an impetus to effort."

With the authorization of the Government, therefore, the Board entered into an agreement with the National Union of Mineworkers for the introduction of the five-day week, commencing May 5, 1947. To control absenteeism, it was agreed that each man would be paid at the regular rate for five shifts, and would receive a bonus for a sixth shift (not worked) provided he had worked the full five shifts. In order to increase productivity it was intended that old customs under which men left the pit before the end of the shift when their "stint" was done, would have to be abandoned; and that increased tasks—working an additional length of coal face, or reducing the number of men working on a face in order to man new ones—were to be fixed locally by agreement between the colliery management and the men, or, failing agreement, by means of the conciliation machinery. The Board would not make the bonus payment to men who persistently left their work before the end of the shift, because this would mean that they were not doing a reasonable day's work.

"The success of the five-day week," according to the Board's report, "depended on a general acceptance of increased tasks."

In many instances the mineworkers did accept increased tasks, the Board reported, and there was some improvement in daily effort, but "taking the country as a whole, the response to the appeal by Board and Union for greater tasks was disappointing." Figures for absenteeism showed an improvement, but the decline may have been due, it is stated, to the existence of the five-day week itself, which reduced the number of days on which a man could be an absentee.

Many difficulties were encountered in the application of the Five-Day Week Agreement. Dissatisfaction among workers at some collieries with the increased working hours led to a number of unofficial work stoppages. The change in the relative earnings of different classes of workers and of workers in different districts caused discontent, and the re-assessment of tasks led to differences in opinion between management and men.

One of the reasons for introducing the five-day week was to make the industry more attractive so as to retain its workers and bring in new ones. "Any attempt to assess the results of the shorter week should take into account the probable effects it had on recruitment during 1947."

"The results of normal five-day working which began in May and ended at the beginning of November were partially obscured," the Board states, "by the effect of the summer holidays. In May to October about 900,000 tons more coal were produced than was produced in the corresponding months of 1946, and a further 800,000 tons would have been produced but for disputes. On the other hand, the labour force in 1947 was greater than it was in 1946 (though many of the new recruits were untrained). What the output would have been in 1947 if a six-day week had been worked throughout is a matter of guesswork. It soon became plain that at the current rate of output under normal five-day week working the industry would not achieve its target for the year."

In the last few weeks of the year, therefore, the number of hours worked each week was increased. The Government, in appealing to all basic industries to work longer hours, suggested to the National Coal Board and the National Union of Mineworkers that, while the emergency lasted, workers in the coal industry should work an extra half-hour a day. The NUM thought that better results, with fewer

complications, would be achieved by working Saturday shifts, while keeping to the principle of the Five-Day Week Agreement, and suggested that all workers in the industry should work at least two Saturday shifts in every four, at overtime rates of pay. The Board "felt doubtful about this suggestion," as it virtually meant returning to the state existing before the introduction of the five-day week, with overtime rates for Saturday work. After considerable discussion, the Board and the union agreed that each Division and Area executive should be free to choose between the two methods or to leave the choice to the collieries. Miners in Northumberland and those at nearly half of the collieries in Durham decided to work the extra half-hour a day, while most throughout the rest of the coalfields decided on the Saturday shift.

By the end of December, the extension of working hours had resulted in an extra output of about two million tons of coal—about five per cent of the total output during the last two months of the year.

### The Wages Structure

Another issue of great importance in the coal industry was the wages structure. Before nationalization, the basis on which wages were calculated varied from coalfield to coalfield, and even from pit to pit. Earnings depended not only upon the type of work performed and the physical effort of the men, but also on such factors as geological conditions, the efficiency with which coal was got from the face, transported to the pit bottom, and wound to the surface, and local practices. A discussion between the Board and the NUM of the overhaul of the wages structure was to have followed discussion of the five-day week. It was found, however, on closer examination that the question was even more complicated than had originally appeared, and the Board and the union agreed that for the time being they should not try to deal with the problem in all its aspects. Some important adjustments were, nevertheless, made in 1947—in particular, increases in minimum wages and in rates of pay for the lower paid workers—which reduced inequalities between districts. Provision was also made for six statutory holidays with pay, and for one week's summer holiday with pay.

### Welfare

In providing welfare services—pithead baths, canteens, recreation schemes, community centres, educational and cultural

activities, rehabilitation centres, convalescent homes and hospital schemes—much had been done in the past by the Miners' Welfare Commission, a statutory body, in addition to services provided by some colliery companies. This work was extended through the creation of a joint authority known as the National Miners' Welfare Joint Council, consisting of all the members of the Miners' Welfare Commission plus two representatives of the Board.

### Health and Safety

The Board sought to devise new practical methods for improving standards of health and safety. Research into the causes of industrial diseases was conducted, and the Board hopes that improved working conditions and improved colliery hygiene, coupled with early diagnosis and expert treatment, will do much to control these diseases. A comprehensive health service is being set up throughout the industry. Work was continued on strata control, and experimental work on fluorescent lighting and dust suppression was carried out.

It is hoped that much of this experimental work will bear fruit in the future. In 1947, however, the accident rate remained high. The report describes preventive measures that were encouraged during the year, including the use of joint consultative machinery.

### Conciliation

The Board was required by the Act to consult the trade unions about the setting up of conciliation machinery. By the end of 1946, agreement was reached with the National Union of Mineworkers on conciliation procedure, covering most of the workers in the industry. The arrangements provided for conciliation at three separate levels—national, district and pit. Questions which may concern every colliery in the country are dealt with by the National Conciliation Scheme. Narrower issues affecting particular coalfields are settled by the District Scheme, while matters which concern individual pits, and raise no question of principle affecting the coalfields or the country as a whole, are dealt with by the Pit Conciliation Scheme.

*National Conciliation Scheme.*—The National Scheme was adopted by agreement with the National Union of Mineworkers. It is mainly a continuation of the scheme agreed between the Mining Association and the NUM in May, 1943. It provides for a National Conciliation Board consisting of a Joint National Negotiating Committee, and a National Reference Tribunal. The nine



members of the National Coal Board and not more than 14 members of the National Union of Mineworkers constitute the Committee. Questions arising between the National Coal Board and the union are discussed by the Committee and, failing agreement, are referred to the Tribunal for a decision.

During the year, the Committee's work resulted in the signing of agreements between the Board and the NUM on the five-day week, payment for statutory holidays, extension of hours, and an increase in minimum wages. No question had to be referred to the National Reference Tribunal.

*District Conciliation Schemes.*—The agreement with the NUM also provided for the continuation of district conciliation schemes already in existence but with modifications. Each of the District Schemes consists of a Conciliation Board which conducts negotiations, and a District Referee to whom questions are referred when the Conciliation Board cannot agree.

*Pit Conciliation Scheme.*—The scheme is aimed at settling quickly and efficiently questions arising between workers and management at the pit. Any question in dispute at a pit must first of all be discussed as soon as possible between the workmen and the official immediately concerned. Failing agreement within three days, the matter must be again discussed with the manager of the pit or his representative. If agreement is still not reached, the men report the dispute to the local trade union official, who decides whether the question shall be taken up by the union. If this course is decided upon, the union official must write to the colliery manager asking for a meeting to be held between representatives of the union and management. (If the question is one raised by the management, then the manager must write to the union.) This brings into operation, within five days of the request, the "pit meeting". Area officials of the union and area or divisional officials of the National Coal Board may be present at this meeting. If within 14 days after the meeting the dispute is still not settled it must be referred to the joint secretaries of the District Conciliation Board who, in turn, refer it immediately to a Joint Disputes Committee, specially set up under the Pit Conciliation Scheme to deal with pit disputes, and composed of members from both sides. Membership and rules of procedure of these disputes committees are determined by the District Conciliation Boards and vary in each district.

In some districts, in addition to the main disputes committee, sub-committees specializing in disputes arising over such matters as the five-day week or the guaranteed wage have been set up.

If the Disputes Committee cannot agree on a matter put before it, it is then referred to an umpire selected from a panel appointed by the District Conciliation Board. At all hearings by the umpire, an assessor nominated by each side must be present. This is the last stage in the Pit Scheme and, unless it is decided that the dispute raises questions of principle applying to the coalfield or country as a whole, the umpire's decision is final. Both the Board and the NUM have agreed to accept any settlement reached at any stage in the scheme. There should never be any need for a strike, the Board claims, "if everyone concerned keeps to the rules laid down."

### Disputes in 1947

To what extent the Pit Scheme was successful, the Board found it difficult to say. "Superficially," it was a success, "in that there were no official strikes sponsored by the NUM; but there were 1,635 unofficial strikes—where men stopped work in defiance of their Union." In the year before nationalization, there were 1,329 strikes. The output lost in 1947 through these strikes was estimated at 1,652,000 tons—more than twice that in 1946.

Two special causes made disputes more likely in 1947, the Board pointed out. The first was the lifting at the end of June of a ban which had been imposed by a national agreement in 1944 between the union and the colliery owners on changes in wage rates at particular collieries. When the ban was lifted there were accumulated demands for wage revisions. The second cause was the introduction of the five-day week. Almost half of the total loss in output was caused by disputes over the Five-Day Week Agreement. This altered the relative earnings of different classes of workers and of workers in different districts, and some discontent was inevitable. Then, too, the re-assessment of tasks led to differences of opinion between men and management.

The Board reports that without the Conciliation Schemes and "the loyal attempts of most of the people in the industry to make it work successfully", there would certainly have been more strikes, causing a much greater loss of output.

*The Grimethorpe Strike.*—This was the most serious of the strikes, costing the



country nearly 600,000 tons of coal, and eventually affecting 63 collieries in a sympathy walkout.

One of the main principles on which the Five-Day Week Agreement was based was that the workmen should do a fair day's work on each of their five shifts in the normal working week. In a re-assessment of tasks, one of the first things considered by management was the time taken by the men to complete the task they were performing. Where men were habitually finishing their work before the end of the shift it was proposed that the task should be increased.

The dispute at the Grimethorpe colliery was caused by the refusal of the men to accept increased tasks. Prior to the strike a Disputes Committee, under the Pit Conciliation Scheme, had unanimously recommended acceptance of the increased stints, following an underground inspection; and during the strike the NUM and the TUC made unsuccessful attempts to persuade the men to return to work. The strike lasted over a month. Following its conclusion there were further negotiations, and the matter was eventually deferred to the new year, when the union "hoped to find a suitable opportunity of persuading the men at Grimethorpe to work in accordance with the report of the Disputes Committee."

### Consultation

During 1947 a consultation scheme was agreed upon. The scheme provided for a National Consultative Council to discuss matters of national interest, and similar councils at Divisions and Areas, with a Colliery Consultative Committee at each colliery.

*Colliery Consultative Committees.*—Many re-organization schemes were brought before the Colliery Committees during the year. For example, when it was proposed to close a pit or part of a pit which involved the transfer of men to nearby collieries the case was first discussed with the committees. That these transfers were achieved without loss of output was mainly due to the work of the Colliery Committees. The working of the Five-Day Week Agreement and the new responsibilities imposed on management and men were explained and this greatly helped in securing the acceptance of increased daily tasks. The problem of absenteeism and a number of other matters were also discussed.

It will take time, the Board states, before all these Committees are working well throughout the coalfields. In some cases there is "apathy", in others "much of the

Committees' proceedings consists merely of destructive criticism." Many members of the committees "do not yet fully realize that they have no executive powers but are intended to make recommendations to the management." To improve the understanding of what consultation means, conferences of members of the Colliery Consultative Committees have been inaugurated, and in one Division a week-end school was held at a university. The Board states: "By means such as these, by the constant efforts of managers and union representatives, and above all by the day-to-day operation of the committees themselves, understanding of the consultative idea will grow, and from this understanding will come a new unity of purpose in the industry."

### Increasing Manpower

The manpower target set for the Board by the Government was to get a total of 730,000 men on colliery books by the end of the year. After allowing for estimated wastage of 60/65,000 over the year, this meant that a recruitment of 100,000 was needed.

Before the war, the industry's manpower had been recruited mostly from among local boys. During the war, local juvenile recruitment became less adequate to meet the industry's needs and the field of recruitment had to be extended to include both adults and juveniles from non-mining areas. While the Board was convinced that the emphasis must once again be put upon juvenile recruitment, if the industry is to have a balanced and well-trained labour force for immediate needs, "the net would have to be thrown as widely as possible", especially as the raising of the school-leaving age might mean fewer juvenile recruits for a time. It was necessary, therefore, to recruit, train and house many adults with no previous experience of mining.

In response to recommendations of the Board, the Government agreed, among other things, that mineworkers should not be called up for military service; to expand the capacity of the Government training centres as quickly as possible; to relax the Training Regulations whereby training time would be shortened and more recruits trained below ground on coal faces; and to provide additional housing in mining areas.

*Recruitment of Poles.*—Over 6,000 Polish ex-servicemen were accepted and placed in employment, some of whom had experience of coalmining. Agreement had been reached at the beginning of the year between the Board, the Minister of Labour

and National Service, and the NUM on the following conditions: (1) no Polish worker should be placed in employment without the agreement of the local branch of the NUM; (2) Polish workers must join the NUM; (3) in the event of redundancy Polish workers would be the first to go.

In agreeing to the first condition, the Board assumed that agreement would not be unreasonably withheld. Opposition was encountered from some branches during the early months, and continued into the autumn in a few cases. National and Area officials of the union gave much help to the Board in overcoming this opposition. Nevertheless, the Board reports, there was a time when 1,000 Poles who had completed their preliminary training had waited several weeks to be found jobs. However, opposition has practically disappeared and the Poles have proved to be excellent workers and get on well with the British mineworkers.

*Result of Recruiting Drive.*—At the end of December, there were 718,000 miners on colliery books—12,000 short of the target. Against the target recruitment of 100,000, some 94,000 men and boys had been absorbed, but wastage at 68,000 had been heavier than expected. Apart from 1946, wastage was the heaviest since the manpower intake and outflow had been properly recorded. Despite the raising of the school-leaving age in July, the recruitment of juveniles was over a thousand more than in 1946.

The Board stressed the need for more houses and other accommodation if the recruitment program were to be achieved, and the report describes the steps taken to overcome this problem.

### Planning for the Future

In its reference to long-term planning, the Board states that the re-shaping of the industry will be an immense task, involving heavy capital equipment. "Nothing comparable to it in size and complexity has ever been attempted in the coal industry before". Reconstruction schemes might cost up to £3 million each and take up to ten years to complete.

The work of planning, it is stated, falls naturally into several main categories—reconstructing old pits and sinking new ones, forecasting the demand for coal, and settling a long-term policy for prices and wages. After production possibilities of each coalfield have been fully surveyed, the Board's planning staff will examine projected schemes in the light of probable

future demand for coal, cost of production in the different coalfields, availability of labour, and other factors.

Altogether, 52 major capital schemes, each costing more than £100,000, to a total value of over £22,600,000 had been approved by the end of 1947.

### The Year in Review

It is shown that in the first year of nationalization output improved and more men entered the industry than for many years past. A total of 197,000,000 tons of salable coal was produced. While this amount fell short of the target of 200,000,000 tons set by the Government, there was an improvement of six million tons over the previous year.

The Board attributes the increase in output to several causes. First, the increase in the number of workers by 26,000 during the year, compared with a decrease of 4,000 in 1946. Second, attendance improved; absenteeism decreased from about 19 per cent in 1946 to 15 per cent in 1947 for face workers. Third, on the average, each worker produced more coal per day. Output per man-shift at the coal face rose from 2.76 to 2.86 tons.

"It is possible to estimate roughly how much each of these causes—more men, better attendance, more coal from each man each day—contributed to the increased output and how far they were offset by a reduction in the number of working days due to the five-day week. The following calculation has been made in terms of workers at the coal face:—

	Tons
Increase due to increased manpower . . . . .	+ 5,000,000
Increase due to better attendance . . . . .	+ 9,500,000
Increase due to greater output per man-shift . . .	+ 5,500,000
Decrease due to reduction in number of working days . . . . .	—14,000,000
Net increase . . . . .	+ 6,000,000

"The loss of the Saturday shift during five-day week working in the summer was, therefore, almost exactly offset during the year as a whole by better attendance and greater productivity—the latter due partly to greater effort and partly to technical improvements and re-organization."

A deficit of £23 million occurred in the Board's financial operations. This is stated to consist mainly of heavy payments by way of compensation to the former owners.

The net loss on the workings of the collieries themselves was £6.2 million. This deficit, it is pointed out, is not a charge on the taxpayers, but has been met from the Board's resources and must be overtaken in later years.

Summing up the year's activities, the Board concludes: "The prevalence of unofficial strikes in some coalfield districts and the disappointing response to the appeal for extra tasks under the Five-Day Week Agreement must be set on the debit side of the account. . . . There is also a credit side. . . . The mineworkers as a

whole, by better effort and better attendance, produced more of the coal the country needed. The improved effort in the autumn and winter of 1947 to achieve the 'target' of 200,000,000 tons by working longer hours came, for many of the mineworkers, as the climax to a year of sustained effort. The Board have established excellent relations with the National Union of Mineworkers. The Union have never ceased to represent vigorously the claims of their members, but the Board owe much to them for their constant co-operation."

## ANNUAL REPORT OF THE SASKATCHEWAN DEPARTMENT OF LABOUR, 1947

*An account of the administration of Saskatchewan's labour legislation in 1947 is contained in that Province's Annual Report. Minimum wages, hours of work, holidays with pay, labour relations, apprenticeship, and factory inspection are among the subjects dealt with.*

The Fourth Annual Report of the Department of Labour of the Province of Saskatchewan for the year ending December 31, 1947, states that employment and earnings in the Province continued at a high level during the year. Time lost due to strikes was not great and trade union membership reached 25,593, an increase of 10 per cent over 1946.

The average wage in all industries except agriculture on November 1, 1947, was \$36.58, as compared with \$34.26 on January 1, 1947. Real earnings, however, declined during the year because of the rise in the cost of living.

The report reviews labour conditions and new legislation, and summarizes the work of the Department under the heads: Labour Relations; Wages, Hours of Work and Holidays; Apprenticeship and Trade Schools; Boilers, Factories and Elevators; Theatres and Public Halls. Tables show applications made to the Labour Relations Board for orders of various types, trade union membership by unions, localities and industries, minimum wage orders and industrial standards schedules in force, and apprenticeship agreements by trades.

### Legislation

With regard to legislation, the most important new enactment in 1947 was the Hours of Work Act which came into force on July 1. The Act provides for an eight-

hour day and 44-hour week with time and one-half payable for overtime for all persons, with some exceptions, employed in and within a five-mile radius of cities, in stores and offices in and within a five-mile radius of towns and villages of a population of 500 or more, and in factories throughout the Province. Weekly earnings (take-home pay), the Act stipulates, must be maintained regardless of any reduction in hours provided for in the Act.

A number of amendments in existing legislation were made during the year. The Minimum Wage Act was amended and minimum wage orders revised to provide for payment on public holidays. In the main, minimum wage rates were left unchanged in the revision of these orders, but in all areas and occupations to which the Hours of Work Act applies rates were made applicable to a 44-hour instead of a 48-hour week. Amendments in the Trade Union Act clarify the definition of an application pending before the Labour Relations Board or a board of conciliation and provide for an alternative procedure in enforcing orders of the Board. The Workmen's Wage Act which provides for the payment of wages in cash and for weekly payment of wages was made applicable to all establishments and undertakings covered by the Factories Act and Minimum Wage Act. The Annual Holi-



days Act, 1944, was amended to provide for the collection out of court of unpaid holiday pay where the employer, the employee and the Department agree as to the amount owing.

Continued efforts by the Department to reduce hazards in factories are indicated in new regulations for the prevention of accidents in garages and automobile service stations. The first regulations in Canada for the safe handling of liquefied petroleum gas were made as a result of an amendment in the Steam Boilers Act. Other regulations made in 1947 include new Rules and Regulations of the Labour Relations Board, new Industrial Standards schedules, several Orders under the Hours of Work Act and rules for two new trades under the Apprenticeship Act. Regulations under the Annual Holidays Act were amended, and the necessary amendments made to the general and trade regulations under the Apprenticeship Act to bring the hours of work of apprentices in line with the Hours of Work Act, to prescribe conditions respecting the qualifications required for the trades added, and to increase the scale of wages for apprentices in the motor-vehicle-repair trade.

### **Trade Union Membership**

At the end of 1947, there were 25,593 trade union members in Saskatchewan, apportioned as follows: 14,768 affiliated with or chartered by the Trades and Labour Congress of Canada; 7,907, the Canadian Congress of Labour; and 2,918, members of the four independent railway brotherhoods.

### **Labour Relations Board**

Of the 219 applications made to the Labour Relations Board in 1947 (including eight that were pending at the end of 1946) 195 were disposed of, 18 were withdrawn and six were pending at the end of the year.

A total of 133 applications for certification, affecting 4,357 employees, were made, of which 114 were granted; nine were dismissed; eight were withdrawn; and two were pending at the end of the year.

Nine applications for orders requiring employers to refrain from unfair labour practices were considered. Two of these were dismissed and the remainder withdrawn, having been settled satisfactorily through direct negotiations.

Fourteen applications were made for the reinstatement of employees allegedly discharged contrary to the Trade Union Act and for the payment of wages lost by

reason of their discharge. Eight of the applications were granted, four were dismissed and two withdrawn.

A number of important court decisions were handed down in 1947 concerning Board orders. The right of the Board to appeal from decisions affecting its jurisdiction, which was denied by the Saskatchewan Court of Appeal, was affirmed by the Supreme Court of Canada on May 13, 1947. The Court of King's Bench, in a decision later upheld by the Court of Appeal, quashed an order made by the Board on the basis of information obtained for it by its executive officer. The Court of King's Bench held that refusal to renegotiate an agreement does not constitute non-compliance with the order pursuant to which the original agreement was negotiated. A decision of the Appeal Court to the effect that the section of the Trade Union Act empowering the Board to order the reinstatement of employees discharged for union activity was unconstitutional was taken to the Judicial Committee of the Privy Council. (The judgment of the Privy Council is summarized elsewhere in this issue of the *LABOUR GAZETTE*, p. 1441.)

### **Conciliation**

There were 15 strikes and lockouts in the year involving 1,818 employees. Of the total time-loss of 42,908 man-days, 37,190 man-days were accounted for by the national strike of packing-house workers. Eleven of the 15 work stoppages arose out of disputes over wages and other working conditions, three over the dismissal of employees and one over the interpretation of an agreement.

Five Boards of Conciliation were set up by the Minister and in three cases the Board's report served as a basis for settlement of the dispute. The Department of Labour assisted on an informal basis in the settlement of 78 disputes, of which 67 related to wages, five to refusal of employers to negotiate, five to the dismissal of employees, and the remaining case to the interpretation of an agreement.

### **Minimum Wage and Related Acts**

During 1947, 5,075 inspections were made under the Acts dealing with minimum wages, hours of work, industrial standards, annual holidays and weekly rest-day.

Arrears of wages collected under the Minimum Wage and Hours of Work Acts amounted to \$41,727.24; \$207.69 was collected under the Industrial Standards

Act; and holiday pay to the amount of \$11,967.22 was collected, making a total of \$53,902.15.

The number of violations of minimum wage and related laws was relatively high, but in most cases satisfactory settlements were made without resort to court action. Efforts are being made by field staff to familiarize employers with changes in these laws.

Eight prosecutions under the Minimum Wage Act were brought and convictions registered in five cases, the other three being dismissed. There was one conviction under the Annual Holidays Act, and of five prosecutions under the Industrial Standards Act one case resulted in a conviction and four cases were dismissed.

### **Apprenticeship Branch**

Two hundred and eighty-six apprentices entered into indentures under the Act as compared with 282 in 1946 and 55 in 1945. One hundred and eighty-two agreements have been cancelled since the Act came into force in 1944 and 15 have been completed. There were 426 contracts in force on December 31, 1947, as compared with 302 a year earlier.

Custom welding and gas and petroleum pipe line fitting were added to the list of designated trades under the Act which now number 16.

### **Inspections**

In all branches of the Department 13,829 inspections were made in 1947; 5,075 were

in connection with laws relating to wages, hours of labour, holidays, etc. as noted above; 7,601 related to the safe operation of boilers, pressure vessels, factories and elevators; and 1,153 under the Theatres and Cinematographs Act.

### **Factories**

The first year in which systematic inspections of factories were carried out by a full-time factory inspector was 1947; 2,491 inspections were made by the factory inspector and boiler inspectors, as against 1,847 in 1946, and a gratifying response by owners to the safety measures recommended was received.

### **Steam Boilers**

Inspections under the Steam Boilers Act numbered 4,134, of which 1,889 were inspections of boilers, 2,184 of pressure vessels and 61 of refrigeration plants. Following examination by the Department, 101 new designs of boilers, pressure vessels, fittings, refrigeration equipment and liquefied petroleum gas vessels were registered.

It was noted that there is a serious shortage of properly qualified steam engineers in the Province, making it difficult for owners to obtain sufficient operators holding certificates of the correct class. As a result of examinations held in four centres, eight persons qualified for first-class engineers' certificates, 15 for second-class, 39 for third-class, 84 for fourth-class, three for traction engineers' certificates and 19 for refrigeration engineers' certificates.

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

*A Conciliation Board was established in October to investigate a dispute affecting unlicensed employees of deepsea dry cargo ships registered in Canada. The Minister of Labour granted consent to prosecute for the first time under new Labour Code.*

### Introduction

The establishment of a Conciliation Board by the Minister of Labour on October 25 to deal with a dispute between twenty-seven deepsea dry cargo shipping companies on the East and West Coasts and the Canadian Seamen's Union, as bargaining agent for the unlicensed employees aboard their ships, was the most important development in the field of industrial relations during the month. The companies affected are members of the Shipping Federation of Canada, Inc., Montreal P.Q., and the Ship-owners' Association (Deep Sea) of British Columbia, Vancouver, B.C.

The dispute arose out of requests made by the union for wage increases varying from \$10 per month in the case of mess-boys to \$25 per month for higher rated employees, together with increases in overtime rates of pay, travelling and subsistence allowances, and numerous other concessions. The operators claimed that they were unable to meet such demands or to maintain present wage levels, and proposed reductions of \$20 per month in basic wages "across the board". Among numerous other counter proposals submitted by the shipowners were demands that the union discipline its members in order to correct what was described as the intolerable conduct of ships' crews, ranging from breaches of the collective agreement to insubordination and sabotage. They also insisted that the preferential hiring clause of the present agreement be modified to provide that all unlicensed personnel to be hired at Canadian ports should be recruited through the Seamen's Section of the National Employment Service.

Following the breakdown of direct negotiations between representatives of the

shipping companies and the union, the Minister of Labour appointed a Conciliation Officer under Section 16 of the Industrial Relations and Disputes Investigation Act to confer with the parties and try to secure a settlement. When this attempt failed to bring about agreement upon any of the matters in dispute, the Minister of Labour established a Conciliation Board on his own initiative and requested the parties to submit nominations of their representatives.

Another deepsea shipping dispute, involving the unlicensed crew members of Canadian passenger vessels operating from Eastern ports, also received attention during October. In this situation, a Conciliation Officer conducted joint negotiations between representatives of the Canadian Seamen's Union, Canadian National Steamships and the Canadian Pacific Steamship Company. Various matters were in dispute, but the most difficult issue was a request of the union for a wage increase of about fifteen per cent. No report had been received from the Conciliation Officer at the end of the period under review.

Conciliation Officers were also appointed by the Minister during October to deal with disputes involving various marine officers' unions and certain shipping companies, as reported below under the heading "Appointment of Conciliation Officers".

In the inland shipping industry, interest from the point of view of industrial relations centered mainly upon hearings before the Canada Labour Relations Board concerning complaints made under Section 43 of the Industrial Relations and Disputes



Investigation Act to the effect that Canada Steamship Lines, Limited, Northwest Steamships, Limited, Sarnia Steamships, Limited, and Colonial Steamships, Limited, had refused to bargain collectively with the Canadian Seamen's Union. The decision of the Board was reserved to permit the filing and study of further written argument.

An application for the consent of the Minister of Labour to a prosecution was received in mid-October from the Canadian Brotherhood of Railway Employees and Other Transport Workers in connection with a charge that Hull City Transport, Ltd., Hull, Quebec, had dismissed several

employees in violation of the provision of the Industrial Relations and Disputes Investigation Act that no employer shall "refuse to employ or to continue to employ any person, or otherwise discriminate against any person in regard to employment or any term or condition of employment because the person is a member of a trade union". After an effort by senior officers of the Department to arrange a satisfactory settlement, without success, the Minister of Labour issued a certificate on November 1 granting the union permission to prosecute the Company. It was the first case of its kind under the new Act.

***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 under 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, and Fredericton. The territory of the officer resident in Vancouver comprises British Columbia and Alberta; an officer stationed in Winnipeg covers the provinces of Saskatchewan and Manitoba and Northwestern Ontario; two officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the Province of Quebec and the officer resident in Fredericton, represents the Department in the Maritime Provinces. 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 October, 1948. During the month, the Board received seven applications, held five hearings, issued four certificates designating bargaining agents, and ordered three representation votes.

## Applications for Certification Granted

1. Transport Drivers, Warehousemen and Helpers, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America for a unit of employees of Smith Transport Limited, Montreal, Quebec, comprising city pick-up and transport drivers, dockmen, warehousemen, and helpers employed in the Province of Quebec. The supervisory employees, office staff, mechanics, and others engaged in the maintenance or repair of motor vehicles, janitors and night watchmen were excluded from the bargaining unit.

2. The Canadian Brotherhood of Railway Employees and Other Transport Workers for a unit of employees of the Hull City Transport Company, Hull, Quebec, comprising chauffeurs, and garage employees. The superintendents, inspectors, dispatchers, office employees and shop foremen were excluded from the bargaining unit.

3. Canadian Brotherhood of Railway Employees and Other Transport Workers for a unit of employees of the Canadian National Steamships Company, Limited (Pacific), Vancouver, B.C., comprising employees of the Pursers' Department of the vessels owned and operated by the company, classified as assistant pursers and wireless operators. Pursers were excluded from the bargaining unit.

4. Pembroke Electric Employees' Union for a unit of employees of the Pembroke Electric Light Company Limited, Pembroke, Ont., comprising electricians, meter repairman, home appliance serviceman, electrician helpers, diesel operators, stockkeeper, general labourers regularly employed, line crew sub-foreman, linemen and groundmen, and powerhouse operators.

Excluded from the bargaining unit were sub-station superintendent, powerhouse superintendent, electrician foreman, line crew foreman, dams and river control foreman, office staff and temporary construction labourers.

## Representation Votes Ordered

1. Canadian Seamen's Union and Canadian Pacific Railway Company, Great Lakes Steamship Service (L.G., Oct., 1948, p. 1103). Following an investigation of the application and a public hearing, the Board ordered a representation vote of certain employees of the Canadian Pacific Railway Company, Great Lakes Steamship Service.

The list of eligible voters will comprise all unlicensed personnel in the deck and engine room departments of ss. *Assiniboia*, ss. *Keewatin*, and ss. *Manitoba*. The Board has excluded messmen employed in the Steward's Department from the bargaining unit.

Mr. F. J. Ainsborough, Industrial Relations Officer of the Dominion Department of Labour, Toronto, Ontario, has been appointed by the Board to conduct the vote.

2. Transport Drivers, Warehousemen and Helpers, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and Maislin Bros., Montreal, Quebec (L.G., Oct., 1948, p. 1103). Following an investigation of the application and a public hearing, the Board ordered a representation vote.

The list of eligible voters will comprise highway and city drivers and drivers' helpers. Foremen, garage men, traffic supervisors, office employees, and employees attached to the New York branch of the Company have been excluded from the eligible list.

Mr. L. Pepin, Industrial Relations Officer, Dominion Department of Labour, Montreal, Quebec, has been appointed by the Board to conduct the vote.

3. International Longshoremen's Association, Local 1739, and Albert G. Baker, Limited; Alcoa Steamship Company, Inc.; Anglo-Canadian Pulp & Paper Mills, Limited; Canadian Import Company, Ltd.; Canadian National Steamships; Canadian Pacific Steamships Limited; County Line Limited; Cunard White Star, Limited; Furness Withy & Company, Limited; and William G. McCauley, all of Quebec, P.Q. (L.G., Nov., 1948, p. 1239). Following an investigation of the application and a public hearing, the Board ordered a representation vote of longshoremen employed by the various companies.



The list of eligible voters will comprise longshoremen who have worked the equivalent of five days in each of the two months prior to the date of voting, but will not include longshoremen who, though having worked such period, are no longer available for employment.

The names of the International Longshoremen's Association, Local 1739, applicant, and the Quebec Ship Labourers' Benevolent Society, intervener, will appear on the ballot.

Mr. L. Pepin, Industrial Relations Officer, Dominion Department of Labour, Montreal, Quebec, has been appointed by the Board to conduct the vote.

### **Applications for Certification Received During the Month of October, 1948**

1. Canadian Seamen's Union on behalf of the unlicensed personnel on vessels of the Maritime Towing & Salvage Company, Limited, Halifax, N.S.

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of truckers on Vancouver docks of the Great Northern Railway Company, Vancouver, B.C.

3. United Fishermen and Allied Workers Union on behalf of crews on whaling boats of the Western Whaling Corporation, Vancouver, B.C.

4. Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Local 1415, on behalf of motor mechanics and helpers, service men, bus fuellers, washers and cleaners, apprentices, and shop janitors of the Eastern Canadian Greyhound Lines, Limited, Windsor, Ont.

5. Canadian Brotherhood of Railway Employees and Other Transport Workers on behalf of employees in Manitoba and Saskatchewan of the Canadian Pacific Transport Company, Limited, Winnipeg, Man.

6. Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Local 279, on behalf of street-car operators, maintenance men, shop and shed employees, bus and garage employees, power house and line department employees and track department employees of the Ottawa Transportation Commission, Ottawa, Ontario.

7. Montreal Harbour Staff Employees Association on behalf of certain monthly and yearly salaried employees of the National Harbours Board, Montreal, Quebec.

### **Reasons for Judgment issued by Canada Labour Relations Board**

Reasons for Judgment in a case dealt with by the Board at its October sitting follow.

## **REASONS FOR JUDGMENT in dispute between**

**Canadian Brotherhood of Railway Employees and Other Transport Workers, Applicant,  
and  
Hull City Transport Limited, Hull, Que., Respondent,  
and  
Hull City Transport Employees' Syndicate, Intervener.**

This is an application for certification of the applicant union as bargaining agent for a unit of employees consisting of chauffeurs employed by the respondent company which operates a bus transportation business in the City of Hull, Quebec, and between the cities of Hull and Ottawa, Ontario.

The intervening union is the certified bargaining agent for a bargaining unit consisting of chauffeurs covered by the present application and garage employees of the company. Although one certification was issued to the intervener covering this bargaining unit, there are two agreements

The Board consisted of the Vice-Chairman and Messrs. Best, Complin, D'Aoust, Deschamps, Hills, Mosher, Picard and Taylor.

in effect between the intervener and the company:—

Agreement A, dated October 1, 1947, and running until September 30, 1948, covers chauffeurs;

Agreement B, dated March 30, 1948, and running until March 1, 1949, covers garage employees.



The existence of the two agreements and the variance in the dates of the agreements was explained by the company as being due to the fact that negotiations covering the terms of employment applicable to garage employees extended over a longer period of time than in the case of the chauffeurs.

The respondent company contended that the unit applied for was inappropriate as it should include all employees covered by the present certification, namely, both chauffeurs and garagemen.

Section 7, Subsection (4) of the Industrial Relations and Disputes Investigation Act provides that where there is a collective agreement in force, the application for certification may be made at any time after the expiry of ten months of the term of the collective agreement, but not before, except with the consent of the Board.

The applicant union evidently confined its application to a unit consisting of employees covered by Agreement A, in view of the fact that the agreement covering garage employees had not run the period of ten months prescribed by Section 7 (4) of the Act.

At the hearing before this Board, the applicant, by leave of the Board, amended its application to apply for certification for a unit covering both garage employees and chauffeurs.

The provisions of Section 7, Subsection (4) of the Act cited above were designed to provide for orderly collective bargaining and thus to promote industrial peace. It was not the intent that the provisions of this subsection should operate in such a manner as to bar consideration of a further application for certification covering all employees in the properly constituted bargaining unit in circumstances such as exist in the present case.

Where parties to collective bargaining consider it advisable to complete separate agreements covering different classifications of employees comprising a properly constituted bargaining unit declared appropriate by the Board, it appears desirable that the several agreements should be expressed to operate for the same period of time.

The Board has, accordingly, given its consent to the making of the amended application for certification in respect of a bargaining unit consisting of both chauffeurs and garagemen of the respondent company. The Board finds this unit to be appropriate for collective bargaining and hereby orders a vote of the employees in

the said unit, excluding superintendents, inspectors, despatchers, and office employees, to be taken under the direction of the Chief Executive Officer of the Board. The names of the applicant union and the intervener union will appear on the ballot.

At the hearing, the jurisdiction of the Board to deal with the application was raised by the respondent company although no argument was submitted on this point.

Section 53 of the Industrial Relations and Disputes Investigation Act provides that the provisions of Part I of the Act shall apply to employees employed upon or in connection with the operation of

(b) railways, canals, telegraphs and other works and undertakings connecting a province with any other or others of the provinces, or extending beyond the limits of a province; . . .

and in respect of the employers of all such employees in their relations with such employees. . . .

The respondent company operates a bus line service not only within the City of Hull, Quebec, but also between the City of Ottawa in the Province of Ontario and the City of Hull in the Province of Quebec.

In *Quebec Railway Light & Power Co. vs. Beauport* (1945, S.C.R. 16) it was held that a statute in 1895 which declared the undertaking of a railway company to be a work for the general advantage of Canada applied not only to the works of the company as a railway existing in 1895, but also to lines of autobuses acquired, owned and operated subsequently. If a line of buses is a work within Section 92 (10) (c) of the British North America Act, it follows that a line of buses connecting the province with another province is a work or undertaking "connecting a province with any other or others of the provinces, or extending beyond the limits of a province" to which the provisions of Part I of the Act are made applicable by Section 53 thereof.

(Sgd.) A. H. BROWN,  
*Acting Chairman  
for the Board.*

M. WRIGHT, Esq.,  
E. ROBSON, Esq.,  
*for the Applicant.*

F. CHEVALIER, Esq.,  
L. BISSON, Esq.,  
*for the Respondent.*

M. BERGERSON, Esq.,  
P. GIRARD, Esq.,  
*for the Intervener.*

Dated at Ottawa, October 21, 1948.

# Conciliation and Other Proceedings Before the Minister of Labour

## 1. Appointment of Conciliation Officers

During October, 1948, the Minister of Labour appointed Conciliation Officers under Section 16 of the Industrial Relations and Disputes Investigation Act to confer with parties in the following industrial disputes:—

Canadian Merchant Service Guild, Inc., and National Association of Marine Engineers of Canada, Inc., applicants, and Canadian National Steamships, respondent. (R. Trepanier, Conciliation Officer.)

United Grain Elevator Workers' Union, Local 501, applicant, and Alberta Wheat Pool, Vancouver, B.C., respondent. (G. R. Currie, Conciliation Officer.)

Canadian Brotherhood of Railway Employees and Other Transport Workers, Divisions 224 and 231, applicants and National Harbours Board, Halifax, N.S., respondent. (H. R. Pettigrove, Conciliation Officer.)

Canadian Brotherhood of Railway Employees and Other Transport Workers, applicant, and Temiscouata Railway Company, Rivière du Loup, Que., respondent. (L. Pepin, Conciliation Officer.)

International Brotherhood of Electrical Workers, applicant, and New Brunswick Broadcasting Company, Limited, Saint John, N.B., respondent. (H. R. Pettigrove, Conciliation Officer.)

Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, applicant, and the Ottawa Transportation Commission, Ottawa, Ont., respondent. (B. Wilson, Conciliation Officer.)

Canadian Navigators' Federation, applicant and The Prescott and Ogdensburg Ferry Company, Limited, Prescott, Ont., respondent. (F. J. Ainsborough, Conciliation Officer.)

Canadian Communications Association, Local No. 4, Pacific (ACA-CIO-CCL), applicant, and Canadian Union Line, Limited, Canadian Transport Company, Limited, Kerr-Silver Lines (Canada) Limited, Vancouver-Oriental Line, Limited, Johnson Walton Steamships Limited, and Western Canada Steamship Company Limited, Vancouver, B.C., respondents. (G. R. Currie, Conciliation Officer.)

National Association of Marine Engineers of Canada, Inc., applicant, and Canadian Dredge and Dock Company, Limited,

Toronto, Ont., respondent. (F. J. Ainsborough, Conciliation Officer.)

## 2. Agreements Facilitated by Conciliation Officer

On October 8, 1948, the Minister of Labour received a report from H. R. Pettigrove, Conciliation Officer, indicating the settlement of matters in dispute between the Fundy Broadcasting Company, Limited, Saint John, N.B., and employees of its radio station CFBC who are represented by Local 1580, International Brotherhood of Electrical Workers (AFL-TLC) (L.G., Sept., 1948, p. 983).

On October 30, 1948, the Minister of Labour received a report from G. R. Currie, Conciliation Officer, Vancouver, indicating the settlement of matters in dispute between the Canadian Seamen's Union and twelve tugboat operators on the West Coast. The employers were members of the B.C. Tourboat Owners' Association (L.G., Nov., 1948, p. 1240).

## 3. Conciliation Board Report Received

On October 9, 1948, the Minister of Labour received the report of the Conciliation Board established to deal with a dispute between the Ottawa Light, Heat & Power Company, Limited, and its employees who are represented by Local B1440, International Brotherhood of Electrical Workers (AFL-TLC) (L.G., Oct., 1948, p. 1103). The text of the Board's report is reproduced below.

## 4. Conciliation Boards Appointed

On October 9, 1948, the Minister of Labour appointed a Board of Conciliation and Investigation to deal with matters in dispute between the United Towing and Salvage Company, Limited, and the Canadian Seamen's Union (TLC). The Board was appointed following receipt of the report of Raoul Trepanier, Conciliation Officer (L.G., June, 1948, p. 577).

On October 25, 1948, the Minister of Labour appointed a Board of Conciliation and Investigation to deal with matters in dispute between various East and West Coast deepsea dry cargo shipping companies, represented by the Shipping Federation of Canada, Inc., and the Shipowners' Association (Deep Sea) of British Columbia, and the Canadian Seamen's Union (TLC),

representing unlicensed personnel employed by the companies. The Board was appointed following receipt of the report of R. Trepanier, Conciliation Officer (L.G., Nov., 1948, p. 1240).

## 5. Applications for Consent to Prosecute

During the month the Canadian Brotherhood of Railway Employees and Other

Transport Workers filed an application with the Minister of Labour under Section 46 of the Industrial Relations and Disputes Investigation Act requesting consent to prosecute Hull City Transport Limited, Hull, P.Q., for the alleged violation of Section 4 (2) (a) of the Act, in dismissing an employee. The Minister of Labour on November 1, 1948, issued a certificate granting consent to prosecute.

## REPORT OF BOARD in dispute between

### Ottawa Light, Heat and Power Co., Ltd. and Local B1440, International Brotherhood of Electrical Workers (AFL-TLC)

#### Report of Board

The Hon. HUMPHREY MITCHELL,  
Minister of Labour for Canada,

SIR:—

The Board of Conciliation established herein met twice in the City of Ottawa, once with representatives of the parties concerned at the Court House on August 31, 1948, and again privately on September 29, 1948. At the open hearing the Company was represented by Mr. H. I. Anscombe, Treasurer of the Company, and the Union was represented by Mr. E. C. Hearty, Local President, Mr. T. A. Auger, Local Secretary-Treasurer, and Mr. J. B. Cochrane, International Representative.

The only question at issue is whether the employees should obtain a wage increase, and, if so, in what amount. At the hearing some discussion ensued respecting disagreement concerning suitable arbitration and discrimination clauses, so called. After some discussion the Board referred these two matters back to the parties for further negotiation and, shortly thereafter, the Board was advised by the parties that they had resolved their differences on these points and, in fact, sent to the Board the clauses that had been agreed upon.

The Union's request is for 30 cents per hour. The Company, on the other hand, has not made any counter-proposition; in fact, the Company advised the Board that it has no wage proposal to make to its employees.

The Union seeks to justify its request on two grounds, first, that the sharp increase in the cost of living necessitates a wage increase to enable them and their families to withstand same, and second, that they are easily the lowest paid employees in this type of industry in comparable cities. The Company, on the other hand, points

On October 9, 1948, the Minister of Labour received the report of the Conciliation Board established to deal with a dispute between the Ottawa Light, Heat and Power Co., Ltd., and its employees who are represented by Local B1440, International Brotherhood of Electrical Workers (AFL-TLC). The personnel of the Board was as follows: His Honour Judge A. Cochrane, Brampton, Ont., Chairman, appointed by the Minister in the absence of a joint recommendation by the other two members of the Board, D. K. MacTavish, K.C., and M. W. Wright, both of Ottawa, who had been appointed on the nomination of the employer and employees, respectively (L.G., Oct., 1948, p. 1103).

to the fact that it will soon be absorbed by the Ottawa Hydro-Electric Commission and that they should not be called upon at the present time to increase their wages.

The Board has given careful consideration to the representations of both sides. Having due regard for the increase in the cost of living and the prevailing rates of pay in similar occupational classifications in the Ottawa area and in other areas which are properly comparable, the Board is of the opinion that the employees are entitled to an overall wage increase of eighteen cents (18c.) per hour and that the Company should pay same to its employees, and recommends accordingly. The Board is further of the opinion that the increase hereby recommended should be effective as from the date of the termination of the last collective agreement, namely, May 1, 1948.

The elevator operators received a six cents (6c.) per hour increase as of May 1, 1948.



The Board recommends that the six cents (6c.) per hour increase already granted should be applied towards the general increase herein recommended; in other words, the elevator operators should receive an increase of twelve cents (12c.) in addition to that previously granted to them.

All of which is respectfully submitted.

(Sgd.) A. COCHRANE,  
Chairman of Board.

(Sgd.) M. W. WRIGHT,  
Member of Board.

Ottawa, Ontario,  
October 1, 1948.

### Minority Report

The Hon. HUMPHREY MITCHELL,  
Minister of Labour,  
Ottawa.

SIR:—

I regret that I do not find it possible wholly to concur with my colleagues on the Board of Conciliation established in connection with the above matter, and whose majority report I have had the advantage of reading.

As is indicated in the majority report, the matters in dispute between the com-

pany and the Union were disposed of by negotiation, with the exception of the wage increase, which, therefore, became the only matter in issue.

The Union has requested a general increase of 30 cents per hour. I am of the opinion that so-called "across the board" increases are unsatisfactory and contribute to inflation and hence are, in the final analysis, not in the interests of either management or labour. Aside, however, from the principle, it would seem that the amount demanded cannot be supported by the submissions made on behalf of the Union. It must be borne in mind that the company is in competition with a provincially-owned organization, which has tremendous advantages in tax exemption and any substantial increase in wages affecting the company and not its competitor will have an extremely damaging effect.

A case, however, has been made out for some increase in certain classifications, and I am of the opinion that the employees are entitled to wages on the basis set out in the attached schedule.

Respectfully submitted.

(Sgd.) DUNCAN MAC TAVISH,  
Member of the Board.

### POWER HOUSE AND SUBSTATION DEPARTMENT

<i>Classification</i>	<i>Rate</i>
1. System Operators	} The Company will pay the same as the H.E.P.C. of O. We will ask that Commission to rate these Power Houses the same way as they rate their own.
2. Power House Assistant Operators	
3. No. 4 Power House Attendants and Icemen	
4. Substation Operators, Slater	\$202.00 to \$222.00
5. Substation Operators, Holland	186.00 to 206.00
6. Substation Asst. Operators (more than 2 years' service)	
7. Substation Asst. Operators (less than 2 years' service)	
8. Substation Asst. Operators (less than one year's service)	
9. Meter and Relay man	\$1.05 to \$1.10
10. Meter and Relay man and General Electrician	1.09 to 1.19
11. Electrician, 2nd Class	
12. Foreman Mechanic	1.31
13. Mechanic, 1st Class	1.00 to 1.10
14. General Mechanic	
15. Truck Driver and Repairman	
16. Helpers, 1st Class	} The Company will pay the same as the City of Ottawa for this class of labour, namely, 70 cents to 75 cents.
17. Helpers, 2nd Class	
18. Janitor Nightwatchman	
19. Helpers, 1st Class with special qualifications	

ELECTRIC LINES DEPARTMENT

<i>Classification</i>	<i>Rate</i>
1. Construction Foreman	\$1.30
2. Foremen	1.25
3. Class "A" Linemen	1.11
Classes "B", "C" and "Linemen Improvers" are eliminated and the following substituted for pay for linemen below—	
Class "A"	
1st 6 months	.75
2nd 6 months	.80
3rd 6 months	.85
4th 6 months	.90
3rd year	.95
4th year	1.00
After the 4th year he becomes a Class "A" lineman if required and qualified.	
Electric Troubleman	1.05
8. Truck Drivers and Groundmen	.86
9. Cableman	1.16
10. Cableman's Helper	.86
11. Appliance Repairman	1.05
12. Garage Foreman	1.17
13. Mechanic, 2nd Class (Auto)	.87
14. Auto Mechanic, 1st Class	1.03
15. Floorman (Classification abolished)	
16. Janitor Nightwatchman	

TRANSFORMER AND METER DEPARTMENT

<i>Classification</i>	<i>Rate</i>
1. Electrician	\$1.09 to \$1.19
2. Testing Inspector	1.09 to 1.19
3. Transformer re-winder	1.09 to 1.19
4. Transformer Repairman	1.00
5. Meter Repairman (Govt. Test)	1.05
6. Meter Repairman	1.00
7. Foreman Meter Installer	1.11
8. Special Meter Installer	1.05
9. Meter Installer	1.00

GAS WORKS DEPARTMENT

<i>Classification</i>	<i>Rate</i>
1. Gas Makers	\$1.05
2. Gas Maker's Helpers	.95
3. Exhauster Operators	1.00
4. Boilermen, 2nd Class	
5. Boilermen, 3rd Class	
6. Mechanic, 1st Class	1.05
7. Mechanic, 2nd Class	.95
8. Machinist	
9. Blacksmith	
10. Pipe Fitter	
11. Telpherman	
12. Telpher (Operator only)	
13. Yardman, 1st Class	Same rate as City of Ottawa.
14. Yardman, 2nd Class	Same rate as City of Ottawa.

GAS DISTRIBUTION DEPARTMENT

<i>Classification</i>	<i>Rate</i>
1. Outside Sub Foreman	\$1.20 to \$1.25
2. Inside Sub Foreman	1.20 to 1.25
3. Streetmen (street fitter), 1st Class	.94
4. Streetman (street fitter), 2nd Class	.89
5. Streetman's Skilled Helper	.85
6. Fitters (inside), 1st Class	1.00
7. Pipe Fitter	
8. Fitters (inside), 2nd Class	.93
9. Syphon Man	.88
10. Troubleman	1.05
11. Meter Repairman (Govt. Test)	1.05
12. Meter Repairman	1.02
13. Meter Installer	.88
14. Gas Inspector	.88

OFFICE BUILDING STAFF

*Classification*

*Rate*

Classifications 1 to 10, inclusive, and Classification 13  
11. Electrician and Elevator Maintenance Man  
12. Carpenter

Already dealt with  
\$245.00  
1.30

MISCELLANEOUS

*Classification*

*Rate*

No changes—are receiving cost-of-living bonus adjusted to cost-of-living index.

# COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

## Recent Collective Agreements

A file of collective agreements is maintained in the Research and Statistics 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*

**HEDLEY, B.C.—KELOWNA EXPLORATION COMPANY LTD., AND INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS, LOCAL 656.**

Agreement to be in effect from July 1, 1948, to June 30, 1949. The parties to meet prior to expiration of agreement for the purpose of renegotiating an agreement that shall continue in force for a further period. This agreement is similar to the one previously in effect (L.G., June, 1947, p. 823), with the following changes—*Wage rates*, effective October 20, 1947, will be increased by 12½ cents per hour, equivalent to \$1 for each 8-hour shift over and above the rates prevailing on October 19, 1947. The charge for board and room supplied by the company will be increased to \$1.85 per day. Daily rates for certain classes: Mine—miner, timberman, skiptender, pipefitter \$8.11; hoistman \$8.61; steel sharpener \$8.36; mucker, brakeman, trackman \$7.61; labourer \$7.11; Mill—crusher man, solution man, battery man \$8.11; crusher helper, sampler \$7.61; Mechanical—welder \$8.61-\$9.11; carpenter, machinist, blacksmith \$8.61, electrician \$8.11-\$8.61.

### *Manufacturing: Rubber Products*

**TORONTO, ONT.—GUTTA PERCHA AND RUBBER LIMITED AND UNITED RUBBER, CORK, LINOLEUM AND PLASTIC WORKERS OF AMERICA, LOCAL 136.**

Agreement to be in effect from September 13, 1948, to September 12, 1949, and thereafter to 30 days' notice. This agreement is

The agreements summarized in these three articles illustrate some general trends of this year's agreements, in which hourly wage rates are increased, more statutory holidays are paid for when not worked, and in some cases, the number of days of annual paid vacation are increased.

similar to the one previously in effect (L.G., Apr., 1946, p. 495), with the following changes—*Check-off* which is voluntary is now subject to cancellation only during the last 7 days of the term of the agreement.

*Hours of work:* day and night shifts—9 per shift Monday through Friday, a 5-day week; 8-hour shifts—"A" shift, 8 per shift Monday through Saturday, "B" shift, 8 per shift Monday through Friday, 4 on Saturday, "C" shift, 8 per shift Monday through Friday. When production conditions warrant it, consideration will be given to a 5-day week for 8 hour shift workers. *Paid statutory holidays:* on 7 specified holidays employees will be paid for time lost at average normal hourly earnings. *Vacation* regulations now provide for 2 weeks with pay instead of one for employees with 5 to 25 years' seniority; employees with less than one year's seniority, one week with pay equal to 2 per cent of earnings during period worked. *Off shift bonus* of 5 cents per hour will be paid for the third 8 hour shift, for the second shift normally ending at 7 or 8 a.m. or for abnormal shifts commencing after 1 p.m. and finishing after 12.30 a.m.; 3 cents per hour for the second 8 hour shift and for abnormal shifts commencing at 1 p.m. or later and finishing before 12.30 a.m. (excluding part-time office cleaners). These bonuses were part of the 1947 agreement.

*Wage rates* shall be the rates in effect prior to the signing of the agreement increased by 10 cents per hour on earnings (a general increase of 13 cents per hour was granted late in 1946). The increase to be incorporated into the rate structure as follows: 10 cents per hour added to all time work rates, 7·8 cents per hour added to all Bedaux base rates, a percentage added to piece work rates by occupational groups to



reflect an increase of 10 cents per hour on earnings. The above increase is retroactive to May 30, 1948, and payable to all employees on the payroll at the time of signing the agreement.

### **Manufacturing: Textiles and Clothing**

WINDSOR, N.S.—NOVA SCOTIA TEXTILES LIMITED AND THE UNITED TEXTILE WORKERS OF AMERICA, LOCAL 159.

Agreement to be in effect from April 1, 1948, to March 31, 1949, and thereafter from year to year subject to notice. The company recognizes the union as the exclusive collective bargaining agency for all eligible employees. *Check-off*: the company agrees to deduct union dues monthly from the pay of members who so authorize and remit same to the union. This authorization is irrevocable during the term of the agreement.

*Hours of work*: 47 hours per week for day shift and 57 hours per week for night shift. *Overtime*: time and one-half for work in excess of the regular work week. Overtime premium shall be paid for authorized work on Sundays and 6 specified holidays which are paid holidays for employees working the regular shift following the holiday. *Rest periods* of 10 minutes will be granted day shift employees during both the forenoon and afternoon. *Vacation with pay*: one week to employees with less than 5 years' service with the company, employees with 5 or more years' continuous service receive an additional week with pay provided they take the second week between Christmas and New Year's Day. Employees with 25 years' service may take the second week of vacation between August 1 and the end of the year.

*Wage rates in effect* March 31, 1948, shall be so adjusted as to provide for 50 hours' pay for 47 hours' work. These rates shall then be increased by 7½ cents per hour. Minimum starting rate for male and female employees under 18 years of age shall be not less than 30 cents per hour, for female employees 18 years of age and over shall be not less than 35 cents per hour and for males 18 years and over 45 cents per hour for the first month, 50 cents per hour for the second month and thereafter the full rate for the job classification. *Night shift premium*: 5 cents per hour over regular day rate shall be paid employees on the regular night shift.

Provision is made for *seniority rights* and *grievance procedure*.

### **Manufacturing: Pulp, Paper and Paper Products**

WINDSOR MILLS, P.Q.—CANADA PAPER COMPANY AND LE SYNDICAT NATIONAL DES TRAVAILLEURS DE LA PULPE ET DU PAPIER AND THE NATIONAL FEDERATION OF PULP AND PAPER WORKERS INC.

Agreement to be in effect from May 1, 1948, to April 30, 1949, and thereafter from year to year subject to notice. This agreement is similar to the one previously in effect (L.G., Dec., 1947, p. 1799), with the following changes—4 *statutory holidays* observed are now paid holidays for employees working the regular working days preceding and following the holiday.

*Hourly wage rates* for certain classes: guarantee of minimum wage rates—any

employee covered by the agreement is entitled for each working week to a rate which under no circumstances shall be less than an amount representing 87 cents per hour for men over 18 years of age, 70 cents an hour for boys under 18 years and 49 cents an hour for female employees. Kraft mill—cooks \$1.11; helpers 87-92 cents; washers, evaporators 99 cents; firemen, liquor makers \$1.01; firemen's helpers 94 and 95 cents; others 87-96 cents; wood handling—chips screen 95 cents; yard labourers 87 cents; others 87-90 cents; Converting—scutan operators \$1.01, No. 1 rewinder operator \$1, crepe machine operators, duplex operators No. 1, 99 cents, others 87 cents-\$1.10; Bag factory—87 cents-\$1.03; Windsor shipping—weigher 98 cents, checker 94 cents, others 87-95 cents; St. Francis outside crew—87 to 94 cents; St. Francis shipping—87 to 96 cents; Truck drivers 96 cents, teamsters 88 cents, machine tenders \$1.31 to \$1.51, back tenders \$1.07 to \$1.32, third hands 97 cents to \$1.09, fourth hands 88 to 99 cents; fifth hands 87 to 94 cents; St. Francis beaters—beater engineers \$1.28, beater men 92 cents, others 87 to 96 cents; Windsor beaters—beater engineers \$1.16 to \$1.26, beater men 92 cents, others 87 cents; No. 3 Pulp Drying Machine—Machine tenders \$1.05, back tenders 94 cents, third hands 88 cents, fourth hands 87 cents; Groundwood mill—grinder operators 94 cents, others 87 and 88 cents; St. Francis finishing—calander operators 99 cents, cameron winder and rewinder operators 92 and 94 cents, others 87 to 95 cents. Female rates for most classifications 56 to 59 cents with following regulations in force—10 per cent of female help in all departments will receive apprentice rate of 49 cents per hour, 25 per cent in all departments will receive apprentice rate of 54 cents per hour, and 65 per cent in all departments will receive apprentice rate of 56 cents per hour or over. Certain male classifications in the shops including leading hands but not foremen—machinists 92 cents to \$1.20, carpenters, pipefitters, millwrights 92 cents to \$1.17, painters 87 and 92 cents, bricklayers 95 cents to \$1.20, tin-smiths and wiremen 92 cents to \$1.05.

KENORA AND FORT FRANCES, ONT.—THE ONTARIO-MINNESOTA PULP AND PAPER COMPANY LIMITED AND INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (LOCAL 133 AT KENORA AND LOCAL 92 AT FORT FRANCES).

Agreement to be in effect from May 1, 1948, to April 30, 1949, and thereafter from year to year subject to notice. "The company when hiring new men shall give preference to members of the organizations parties to the agreement, when competent members are available for the positions. A new employee who is not a member of the organization shall become a member within 30 days. All permanent employees shall maintain membership in good standing in the organization."

*Hours of work*: 8 per day 6 days a week for both day and tour workers, for maintenance day workers at Fort Frances 5 continuous days of 8 hours, a 40-hour week. *Overtime*: time and one-half for work in excess of the above hours (except a tour worker waiting for his regular relief for which straight time rates are paid) and for all work on Sundays and 3 specified holidays,

double time for work on a fourth (Labour Day) holiday. Employees with 30 days or more of service with the company who work the day preceding or the day following an idle holiday shall receive 8 hours' pay at their scheduled hourly rate for the 4 holidays. Any employee required to work on these days shall receive time and one-half for all hours worked and is to receive one day off later with 8 hours pay.

**Vacation:** 2 weeks with pay for all employees with one year or more of service with the company, employees with 25 years' service or more shall receive 3 weeks' pay for the 2 weeks.

**Hourly wage rates** for certain classes (excluding foremen) Kenora division, yard crew—labourers \$1.03, truck drivers \$1.14½ (10 cents per hour premium on labour rate when handling dry sulphur); wood preparation—scalars \$1.08, oilers \$1.12, others \$1.03 to \$1.10; chip preparation \$1.03 to \$1.08; grinder room—grinder men \$1.17 and \$1.19, others \$1.03 to \$1.23; sulphite mill—cook \$1.43, acid maker \$1.29, others \$1.03 to \$1.12; screen room—screen men \$1.16, helpers \$1.08; beater room—broke beaters \$1.06; paper machine room—swiper \$1.09; finishing room—scaler \$1.17, loader \$1.09, others \$1.03 to \$1.11; stores \$1.03 to \$1.16½; laboratory—stock testers \$1.04½ and \$1.14½; carpenters \$1.36½ to \$1.47½, helpers \$1.14½ to \$1.27½; painters \$1.36½ to \$1.47½, helpers \$1.14½ to \$1.27½. (Painters and helpers get a premium of 15 cents per hour for hazardous work.) Fort Frances division, yard crew—labourers \$1.03, truck drivers \$1.13, other male workers \$1.06 to \$1.19, female help 92 cents; pulpwood hoist and storage \$1.03 to \$1.24; wood preparation—sawyer \$1.10, others \$1.03 to \$1.10; grinder room—grinder men \$1.06 to \$1.11, wood pilers \$1.03 and \$1.04; screen room—screen men \$1.16, helpers \$1.08; beater room \$1.03 to \$1.09; cutter room—cuttermen \$1.21½, ream cuttermen \$1.13, other male help \$1.03 to \$1.11, female help 92 cents; finishing room \$1.03 to \$1.16; laboratory—testers \$1.09 and \$1.19; maintenance and repair crew—blacksmith, tinsmith, saw filer, cement man, painter \$1.36½ to \$1.47½, helpers \$1.14½ to \$1.27½ (on hazardous work, 15 cents per hour premium), riggers \$1.20½, rigger helpers \$1.08 and \$1.11. A shift premium of 2 cents per hour over scheduled rate is paid for work on the second shift and 4 cents per hour for work on the third shift.

Provision is made for *seniority rights* and *grievance procedure*.

**KENORA AND FORT FRANCES, ONT.—THE ONTARIO-MINNESOTA PULP AND PAPER COMPANY LIMITED AND INTERNATIONAL BROTHERHOOD OF PAPERMAKERS (KENORA LOCAL 238 AND FORT FRANCES LOCAL 306).**

Agreement to be in effect from August 6, 1948, to April 30, 1949, and thereafter from year to year subject to notice. Provisions are similar to those noted above for the pulp and sulphite workers at these two mills, except the wage scale.

**Hourly wage rates** at Fort Frances for papermakers: machine tenders from \$1.97 to \$2.25 down to \$1.09 for sixth hands. Boss machine tender receives 10 cents per hour per machine above the highest paid machine tender. A shift premium of 2 cents per hour over scheduled rate is paid for work on the

second shift and 4 cents per hour for work on the third shift.

### **Manufacturing: Wood Products**

**CAMPBELLTON, N.B.—J. AND D. A. HARQUAIL COMPANY LIMITED AND UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCAL 2539.**

Agreement to be in effect from June 7, 1948, to June 7, 1949. As a condition of employment all employees, eligible for membership in the union, shall upon being hired pay the equivalent of one month's dues to the union and on paying this amount shall receive a working card from the union.

**Hours of work:** 9 per day Monday through Friday, 5 on Saturday, a 50-hour week. The company agrees to institute a 40-hour week at any time all the comparable plants in New Brunswick institute it. **Overtime:** time and one-half for all work in excess of the above regular hours. Double time for work on Sundays, and 10 specified holidays for all except stationary engineers and firemen. **Vacation with pay:** one week for employees upon completion of 300 days' continuous service with the company, stationary engineers and firemen receive 2 weeks. **Hourly wage rates** effective July 1, 1948, include the following classifications: dressing plant—millwright \$1.05, filer, moulder, machine setter 80 cents, machine operator, stock cutter 75 cents, filer's helper 70 cents, labourer 65 cents; factory yard—blacksmith 85 cents, shipper, mechanic, engineer 80 cents, maintenance man, timekeeper 75 cents, fireman, truck driver, grader 70 cents, others 65 to 90 cents; woodworking—maintenance man, bench carpenters 90 cents, cabinet maker 95 cents, machine setter, stock cutter 80 cents, glazer 75 cents, glazer's helper 65 cents, labourer 70 cents; construction—carpenters 85 cents to \$1.05, carpenter's helper 75 cents, labourer 65 cents.

Provision is made for *seniority rights* and *grievance procedure*.

### **Manufacturing: Metal Products**

**MONTREAL, P.Q.—WARDEN KING LIMITED AND THE UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 528.**

Agreement to be in effect from March 29, 1948, to March 28, 1949, and thereafter from year to year subject to notice. This agreement is similar to the one previously in effect (L.G., Aug., 1946, p. 1090), with the following changes—

**Hours of work** are now 45 per week for all hourly rated employees throughout the plant, 9 per day Monday through Friday. **Statutory holidays:** all hourly and piece work rated employees shall be paid their average daily hours and their average earned rate per hour on 5 of the 8 statutory holidays observed by the company. **Vacations with pay** are now granted at the rate of ½ day for each month of service to employees with 2 months' service but less than one year, and an additional week to employees with 25 or more years' service making 3 weeks in all. **Wage rates** are increased by 6 cents per hour effective March 29, 1948, to all employees covered by the agreement in addition to a five-cents per hour increase granted in 1947. From October 4, 1948, hourly rates were further increased by 10 cents and piece-rate earnings by 6 to 10 cents per hour.



OSHAWA, ONT.—FITTINGS LIMITED AND  
UNITED STEELWORKERS OF AMERICA,  
LOCAL 1817.

Agreement to be in effect from May 1, 1948, to April 30, 1949. Notice of termination or of proposed revision may be given during March, 1949. Any provision not so terminated or proposed to be revised to remain in force pending such negotiations. This agreement is similar to the one previously in effect (L.G., Feb., 1947, p. 183), with the following changes—

*Statutory holidays:* 6 of the 8 statutory holidays observed are now paid holidays for employees at work the full work day before and after the holiday.

Hourly and piece work wage rates have been increased bringing the hourly wage rates for day work for the following classifications to: skimmers 94 cents-\$1.03, charge-men 99 cents-\$1.01, tapmen 98 cents-\$1.03, furnace repair \$1.02-\$1.04, moulders \$1.06-\$1.16, blacksmiths \$1.02-\$1.06, fitters and tool room bench hands \$1.16-\$1.25, lathe and miller hands \$1.02-\$1.16, patternmakers \$1.08-\$1.20, stationary engineers 94 cents-\$1.15, boardmen, sandmixers, oventenders and general labour 94-97 cents. Juniors and females to start at 65 cents, and to receive an increase of 2½ cents per hour every 6 months until the rate of 82 cents per hour has been reached.

WESTON, ONT.—MOFFATS LIMITED AND  
UNITED STEELWORKERS OF AMERICA,  
LOCAL 3129.

Agreement to be in effect from May 10, 1948, to May 9, 1949, and thereafter from year to year subject to notice. This agreement is similar to the one previously in effect (L.G., Feb., 1947, p. 183), with the following changes—

*Statutory holidays:* 2 of the 8 specified holidays shall be paid holidays if they fall on regularly scheduled work days for employees with 3 months' continuous service who work their last scheduled work day prior to the holiday and the next scheduled work day after such holiday. *Check-off* may not be revoked before February 10, 1949.

*Wages:* all former job classifications are discontinued and new job classifications and new hourly probationary and job rates have been established and agreed upon for all hourly paid jobs. A *night shift differential* of 5 cents per hour shall be paid to all employees working on a regularly scheduled second or third shift.

## Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec\*, include the correction of one agreement and the amend-

\* 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 appli-

## Construction

NIAGARA FALLS, ONT.—THE MASTER CARPENTERS OF THE GREATER NIAGARA BUILDERS' EXCHANGE AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCAL 713.

Agreement to be in effect from August 26, 1948, to April 30, 1949. Ninety days' notice prior to the expiration date shall be given by either party if desirous of altering the terms of the agreement. The employers signing the agreement contract to hire only union men when available. If the union is unable to supply sufficient number of journey-men carpenters when given one day's notice, then competent non-union men may be employed. Such men must make application for initiation, paying a deposit and a daily amount until fully paid. Master carpenters have the right to work on their own contracts.

*Hours of work:* 44 per week either 8 hours per day 5 days a week and one day of 4 hours or 9 hours per day 4 days a week and one day of 8 hours.

*Overtime:* time and one-half for work in excess of the regular hours as above; double time for all work on Sundays and 6 specified holidays.

*Minimum rate of pay* shall be \$1.35 per hour, during the term of the agreement. Foremen to be paid at least 5 cents per hour over union rates. Men working on scaffolds 50 feet in height to be paid 5 cents over the rates, and an additional 5 cents for every 20 feet higher.

*Apprentices* may be employed in limited number only when journeymen are employed. An apprentice after having served 3 years automatically becomes a last year apprentice, and another apprentice may be employed by the Master Builder. Apprentices may work overtime only when working with journeymen and shall receive overtime at the same rate as journeymen.

No member of the local union will be allowed to work after the regular working hours for any person while the member is employed by a contractor covered by the agreement. No member of the local union will be allowed to work for any contractor who is not bound by the agreement or has not signed a similar agreement. Any member of the union working for anyone other than a recognized contractor shall charge at least 30 cents per hour additional to above rates. No carpenter shall lump, sub-contract labour, or work at piece work.

Provision is made for *grievance procedure*.

ment of 7 other agreements. These include the correction of the agreement for retail food stores at Quebec in the *Quebec Official*

cation is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, p. 86. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE*, monthly since June, 1934.



*Gazette* of September 25, and the amendment of the agreements for men's and boys' clothing industry in the issue of October 2, and for barbers and hairdressers at Sherbrooke and at Quebec and for the uncorrugated paper box industry for the province in the issue of October 9. The others are summarized below.

Requests for the amendment of the agreements for the sheet metal manufacturing industry at Montreal and for building trades at Montreal were gazetted October 16.

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

### **Manufacturing: Fur and Leather Products**

#### **WHOLESALE FUR INDUSTRY, MONTREAL.**

An Order in Council, dated September 29, and gazetted October 2, amends the previous Orders in Council for this industry (L.G., June, 1946, p. 783, Aug., p. 1092, Oct., p. 1444, Nov., p. 1583, Dec., p. 1772; March, 1947, p. 368; June, 1948, p. 619, and previous issues). Agreement to remain in effect until April 30, 1950, and thereafter from year to year, subject to notice. Effective May 1, 1948, all employees are to receive a 10 per cent increase on their weekly wages. However, no one shall receive less than the following:—

*Minimum wage rates:* cutters \$62.60 per week for first class, \$53 for second class; operators (male)—first class \$52, second class \$41; operators (female)—first class \$40, second class \$32; finishers (male)—first class \$47, second class \$39; finishers (female)—first class \$38, second class \$31; blockers-trimmers (first class) \$41; blockers (second class) \$31; trimmers (second class) \$35; apprentice-cutters \$41; examiners—first class \$45, second class \$35; employees trimming and padding collars \$31; female lining cutters who cut and sew \$35; female lining operators \$30; apprentices from \$14 per week in first 6 months to \$20 in fourth 6 months.

### **Construction**

#### **BUILDING TRADES, SHERBROOKE.**

An Order in Council, dated September 22, and gazetted October 2, amends the previous Order in Council for this industry (L.G., Nov., 1947, p. 1661) by deleting the counties of Drummond and Arthabaska from the territorial jurisdiction of the present agreement and by adding "L'Association nationale des Maitres Plombiers et Entrepreneurs en Chauffage du Canada, section de Sherbrooke et des Cantons de l'Est" and "L'Organisation des Plombiers, Poseurs d'Appareils de Chauffage et Ferblantiers indépendants de Sherbrooke" as contracting parties.

*Minimum hourly wage rates* for journeymen are increased by 10 cents per hour. The new classification "floor polisher" is added to the wage schedule with minimum wage rates of 85 cents per hour in zone I,

80 cents in zone II, and 75 cents in zone III. In the City of Sherbrooke and within a radius of 5 miles, minimum wage rate for plumbing and steamfitting contractor (personal services) is \$1.65 per hour, for journeyman, plumber and steamfitter, pipe welder, tinsmith, sheet metal worker and roofer \$1.10 per hour and for junior journeyman pipe welder (first year) 85 cents per hour.

*Apprentice floor polishers* paid a minimum of 80 cents per hour in zone I, 75 cents in zone II and 70 cents in zone III. In the City of Sherbrooke and within a radius of 5 miles minimum wage rates for apprentice pipe mechanics, steamfitters, pipe welders, tinsmiths, sheet metal workers and roofers are from 55 cents per hour in first year to 70 cents per hour in fourth year; in the remainder of the territorial jurisdiction minimum wage rates are from 50 cents per hour in first year to 65 cents in fourth year in zone I, from 47½ cents to 62½ cents in zone II and from 45 cents to 60 cents in zone III.

#### **BUILDING TRADES, ST. JOHNS AND IBERVILLE.**

An Order in Council, dated September 29, and gazetted October 9, amends the previous Orders in Council for this industry (L.G., April, 1947, p. 544; Jan.-Feb., 1948, p. 51, June, p. 621, Nov., p. 1247) by providing that from May 1, to October 1, the 5-day week may be worked.

*Minimum wage rates:* bricklayers, plasterers, masons (including cutters on the field, cement block layers, joint pointers) \$1.17 per hour; cement finishers, journeymen electricians, plumbers, steamfitters, pipe mechanics, pipe welders (acetylene or electric), employees committed to the installation of oil burners, sprinkler fitters, pipe insulation workers, sheet-metal workers and tinsmiths-roofers (shop or field), steam mixer operators or large gasoline mixer operators, reinforcing steel erectors, crane operators, shovel operators \$1 per hour; mastic floor finishers 95 cents; caulkers, carpenters, joiners, millwrights, saw filers, floor scrapers, polishers, sanders (hand or machine), lathers (wood or metal), painters, spraying-machine operators, decorators, glaziers, paper hangers, floor varnishers, junior journeymen plumbers, steamfitters and pipe mechanics, roofers (composition, gravel, sand, asphalt), riggers, drill and powder men, machinists, blacksmiths on job 90 cents; roofers (slate, tile) \$1.25; mastic floor layers \$1.15; cork insulation layers \$1.05; terrazzo or tile layers \$1.23; marble layers \$1.30; compressor operators, kettlemen (flooring only), stationary or portable engine men 85 cents; asphalt, tile layers, tractor operators, roller operators (steam or gasoline), bulldozer operators, grader operators, boiler firemen (required to hold a fourth class certificate) 80 cents; terrazzo polishing machine operators—dry polishing \$1.08, water polishing 90 cents; asphalt raker 75 cents; truck drivers, freight elevator operators, men committed to the ramming, smoothing and spreading of asphalt, men committed to the piping, caulkers and welders 70 cents; boilermen, labourers (hod carriers), labourers (common workers), carters, electric mixer operators or small gasoline mixer operators, firemen (construction) 65 cents; water carriers 60 cents; watchmen employed also as firemen and required to hold a fourth class certificate 85 cents, watchmen on job 45 cents. (The

above rates are in most cases increases ranging from one to 25 cents per hour, in other cases they are unchanged, while in 6 cases the rates are decreases of 5 cents per hour.)

*Minimum wage rates for apprentices:* carpenter-joiner, painter, sprinkler fitter, glazier, decorator, paper hanger, varnisher,

electrician, plumber, steamfitter, pipe mechanic, pipe welder, sheet-metal worker and tinsmith-roofer from 55 cents per hour in first year to 75 cents in fourth year; bricklayer, mason, plasterer from 75 cents per hour in first year to \$1 in fourth year; oil burner fitter 65 cents per hour in first year and 75 cents in second year.

## Industrial Standards Acts, Etc.

### Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in Nova Scotia Ontario and Alberta

Schedules of wages and hours recently made binding by Orders in Council under the Industrial Standards Acts, etc.\* include new schedules for barbers at St. Mary's and at Collingwood and an amendment of the schedule for barbers at Brantford which were all published in *The Ontario Gazette* of September 18. Other Orders in Council making schedules binding are summarized below.

#### Nova Scotia

##### Construction

###### BRICKLAYERS, HALIFAX AND DARTMOUTH

An Order in Council, dated September 21, and gazetted September 29, makes binding the terms of a new schedule for bricklayers, masons and tile setters at Halifax and Dartmouth, to be in effect until April 30, 1949, and thereafter from year to year, subject to notice. This schedule is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, Oct., 1947, p. 1475, with the following exceptions:—

*Minimum wage rate* is increased from \$1.33 to \$1.41 per hour with the addition of 3 cents per hour in lieu of vacation with pay, making a total rate of \$1.44 per hour. (This additional 3 cents per hour is not to be included in calculating overtime pay.)

*Apprentices* receive a minimum of from 66½ cents per hour during first 1,000 hours to \$1.16 during eighth 1,000 hours. Minimum wage rate for bricklayer mortar mixers is 66 cents per hour.

###### CARPENTERS, HALIFAX AND DARTMOUTH.

An Order in Council, dated September 21, and gazetted September 29, makes binding the terms of a new schedule for carpenters at Halifax and Dartmouth, to be in effect until April 30, 1949, and thereafter from year to year, subject to notice. This schedule is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, Oct., 1947, p. 1475, with the following exceptions:—

*Minimum wage rate* is increased from \$1.11 to \$1.23 per hour which includes the 3 cents per hour in lieu of vacation with pay.

*Overtime* is payable at time and one-half for the first 4 hours of overtime after the regular working day and on Saturday morning, double time for all other overtime work. The 3 cents per hour vacation pay is not included when calculating overtime pay.

*Apprentices* receive from 50 per cent of journeyman's pay during first 1,000 hours to 90 per cent during eighth 1,000 hours and, in addition, 3 cents per hour in lieu of vacation with pay.

###### ELECTRICAL WORKERS, HALIFAX AND DARTMOUTH.

An Order in Council, dated September 21, and gazetted September 29, makes binding the terms of a new schedule for electrical workers at Halifax and Dartmouth, to be in effect until April 30, 1949, and thereafter from year to year, subject to notice. This schedule is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, Oct., 1947, p. 1475, with the following exception:—

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. 956, December, 1944, p. 1551, and this issue, 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; Manitoba—Fair Wages Act, Part II, in the issues of May, 1933, 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.

\* 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 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.



*Minimum wage rate* is increased from \$1.23 to \$1.33 per hour (\$1.30 per hour when calculating overtime pay).

#### PLASTERERS, HALIFAX AND DARTMOUTH.

An Order in Council, dated September 21, and gazetted September 29, makes binding the terms of a new schedule for plasterers at Halifax and Dartmouth, to be in effect until April 30, 1949, and thereafter from year to year, subject to notice. This schedule is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, Oct., 1947, p. 1475, with the following amendment—

*Minimum wage rate* is increased from \$1.21 to \$1.35 per hour, effective May 1, 1948.

#### PLUMBERS, HALIFAX AND DARTMOUTH.

An Order in Council, dated September 21, and gazetted September 29, makes binding the terms of a new schedule for plumbers at Halifax and Dartmouth, to be in effect until April 30, 1949, and thereafter from year to year, subject to notice. This schedule is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, Oct., 1947, p. 1475, with the following amendments:—

*Minimum wage rate* is increased from \$1.19 to \$1.27 per hour with the addition of 3 cents per hour in lieu of vacation with pay, making a total rate of \$1.30 per hour. (This vacation pay is not included in calculating overtime pay.)

*Minimum rate for apprentices*, providing progress has been made by the said apprentice to the satisfaction of the employer, shall be from 40 per cent of journeyman's pay during first 1,000 hours to 85 per cent during tenth 1,000 hours.

#### SHEET METAL WORKERS, HALIFAX AND DARTMOUTH.

An Order in Council, dated September 21, and gazetted September 29, makes binding the terms of a new schedule for sheet metal workers at Halifax and Dartmouth, to be in effect until April 30, 1949, and thereafter from year to year, subject to notice. This schedule is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, Oct., 1947, p. 1475, with the following exceptions:—

*Minimum wage rate* is increased from 99½ cents to \$1.10 per hour with an additional 3 cents per hour in lieu of vacation with pay, but vacation pay shall not be included in calculating overtime pay.

*Minimum rate for apprentices* shall be from 45 per cent of journeyman's pay during first 1,000 hours to 80 per cent during eighth 1,000 hours.

## Ontario

### Construction

#### PLUMBERS, BELLEVILLE.

An Order in Council, dated September 2, and gazetted September 18, makes binding the terms of a new schedule for plumbers at Belleville, to be in effect from September 28, 1948, during pleasure. This schedule is similar to the one previously in effect, and summarized in the *LABOUR GAZETTE*, April, 1947, p. 546, with the following change:—

*Minimum wage rate* is increased from \$1.05 to \$1.25 per hour.

#### SHEET METAL WORKERS, BELLEVILLE.

An Order in Council, dated September 2, and gazetted September 18, makes binding the terms of a new schedule for sheet metal workers at Belleville, to be in effect from September 28, 1948, during pleasure.

*Hours*: 8 per day, Monday to Friday, 4 on Saturday, a 44-hour week.

*Overtime* between 5 p.m. and midnight from Monday to Friday inclusive is payable at time and one-half; all other overtime at double time.

*Minimum wage rate*: \$1.25 per hour; night shift employees receive 8 hours' pay for 7 hours' work. The advisory committee may fix a lower minimum rate for handicapped workers.

## Alberta

### Construction

#### CARPENTERS, CAMROSE.

An Order in Council, dated August 30, and gazetted September 15, makes binding the terms of a new schedule for carpenters at Camrose, and within a radius of 5 miles to be in effect from September 25, 1948, to September 24, 1949, and thereafter during pleasure.

*Hours*: 9 per day, 48 per week.

*Overtime* is payable at time and one-half, double time on Sundays and 8 specified holidays.

*Minimum wage rates*: class A carpenter \$1.25 per. hour, class B carpenter \$1, foreman in charge of work \$1.35, carpenter's labourers 80 cents. Any employee called to a job and not required shall be entitled to 2 hours' pay, with a minimum of \$2.20 per call. Night shift employees receive 8 hours' pay for 7 hours' work.

*Vacation with pay* shall be allowed as previously provided by Provincial Legislation.

*Apprentices* are governed by the terms of The Alberta Apprenticeship Act.



# 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 September

### (1) *Works of Construction, Remodelling, Repair or Demolition*

During the month of September the Department of Labour prepared 133 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 118 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 8 per day and 44 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 44 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 from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation".

### (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.. . . .	5,895	\$5,415,441.00
Post Office.. . . .	9	23,672.74
R.C.M.P. . . . .	5	50,369.66

**CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING SEPTEMBER**

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Edmonton, Alta.	Rebuilding of advanced registry piggery.	R. Vollan, Edmonton, Alta.	\$ 27,000 00	May 17, 1948
<b>Department of Agriculture</b>				
<b>Canadian Commercial Corporation</b>				
Dartmouth, N.S.	Installation of water and sewer system for permanent married quarters project at R.C.A.F. Station (100 units).	Terminal Construction Co. Ltd., Moncton, N.B.	49,750 20	June 9, 1948
Greenwood, N.S.	Exterior painting of buildings and hangars at R.C.A.F. Station	Dougall Painting Contracting Co., Ltd., Montreal, P.Q.	45,985 00	June 9, 1948
Greenwood, N.S.	Installation of power distribution, street lighting and fire alarm systems for permanent married quarters (100 units) project at R.C.A.F. Station.	Avon River Power Co. Ltd., Halifax, N.S.	15,000 00	Sept. 1, 1948*
Halifax, N.S.	Construction of a 5' angle picket fence with three horizontal rails at R.A. Park.	Dominion Steel & Coal Corp. Ltd., Montreal, P.Q.	3,520 60	June 4, 1948
Bouchard, P.Q.	Painting of doors, windows, screens, platforms and steps for 74 Ammunition Storage Magazines at No. 34 A.O.D., R.C.O.C.	Alexander Craig Ltd., Montreal, P.Q.	3,699 00	July 13, 1948
St. John's, P.Q.	Remodelling of bathroom facilities, Bldg. No. 29, Officers Block, St. John's Barracks.	E. Berger Cie Ltee., Quebec, P.Q.	5,483 00	June 17, 1948
Barriefield, Ont.	Construction of 50 houses for permanent married quarters.	T. A. Andre & Sons, Kingston, Ont.	417,800 00	May 11, 1948
Camp Borden and Angus, Ont.	Construction of 60 houses for permanent married quarters at R.C.A.F. Station.	Hill Clark-Francis, Ltd., New Liskeard, Ont.	442,740 00	May 27, 1948
Centralia, Ont.	Construction of 50 houses for permanent married quarters at R.C.A.F. Station	Hill-Clark-Francis, Ltd., New Liskeard, Ont.	371,735 00	May 26, 1948
Clinton, Ont.	Construction of 50 houses for permanent married quarters at R.C.A.F. Station	Gordon M. Ritchie, London, Ont.	374,600 00	May 27, 1948
Clinton, Ont.	Repairs to roof of hangar, Bldg. No. 21 at No. 5 Radio School, R.C.A.F. Station.	Northern Roofing Co., London, Ont.	10,110 00	July 6, 1948
Kingston, Ont.	Construction of cinder track and playing field, Royal Military College.	T.D.K. Rooney Construction, Kingston, Ont.	14,000 00	June 2, 1948
Long Branch, Ont.	Construction of a concrete marker's shelter at Long Branch Rifle Range.	Youngman Construction Co., Pickering, Ont.	11,115 00	May 20, 1948
Rockcliffe, Ont.	Construction of a Celestial Navigation Trainer Bldg. at R.C.A.F. Station.	S. E. Farley & Son, Ottawa, Ont.	13,432 00	May 6, 1948
Toronto, Ont.	Installation of new heating system in University Avenue Armoury.	Samuel Crump Co., (Toronto) Ltd., Toronto, Ont.	14,682 00	Sept. 24, 1948
Toronto, Ont.	Complete renewal of plumbing and heating systems at R.C.A.F. Station (Staff College) Armour Heights.	George C. Abbott Ltd., Toronto, Ont.	12,960 00	Aug. 16, 1948
Trenton, Ont.	Repairs and improvements to runways and roads at R.C.A.F. Station.	Tomlinson Bros. Ltd., Toronto, Ont.	222,314 25	July 26, 1948
Fort Churchill, Man.	Installation of Asphalt Tile floor covering.	The T. Eaton Co. Ltd., Winnipeg, Man.	29,400 00	Mar. 6, 1948
Winnipeg, Man.	Reroofing of the flat roof and tower of the Minto Street Armoury.	McCreedy-Hughes, Winnipeg, Man.	4,400 00	June 15, 1948
Calgary, Alta.	Installation of electrical distribution system for married quarters project (100 units) at Currie Barracks.	City of Calgary, Calgary, Alta.	38,706 01	Sept. 17, 1948*

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING SEPTEMBER

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
<b>Canadian Commercial Corporation—Cont'd.</b>				
Calgary, Alta.	Installation of sewer and water utilities for married quarters project (100 units) at Currie Barracks.	City of Calgary, Calgary, Alta.	79,504 21	June 15, 1948
Calgary, Alta.	Installation of gas mains and service lines to serve the 100 residences in the prefabricated married quarters project at Currie Barracks.	Canadian Western Natural Gas Co. Ltd., Calgary, Alta.	19,169 15	Sept. 24, 1948*
Esquimalt, B.C.	Painting of 6 bldgs. at H.M.C. Dockyard.	Seaboard Advertising Co., Ltd., Vancouver, B.C.	7,081 00	June 17, 1948
Esquimalt, B.C.	Painting of 12 bldgs. at H.M.C.S. "Naden".	Seaboard Advertising Co., Ltd., Vancouver, B.C.	10,724 00	June 17, 1948
Fort Nelson and Fort St. John, B.C.	Construction of concrete foundations, outside sewer and water services and roads for 30 houses.	Poole Construction Co. Ltd., Edmonton, Alta.	175,264 00	May 26, 1948
and Whitehorse, Y.T.				
Fort Nelson and Fort St. John, B.C.	Construction of a permanent (prefabricated) housing development at R.C.A.F. Station.	Engineered Buildings (Canada) Ltd., Edmonton, Alta.	794,736 00	Oct. 14, 1948
and Whitehorse, Y.T.				
Vancouver, B.C.	Exterior painting of Bldgs. at No. 2 Supply Depot.	Seaboard Advertising Co., Ltd., Vancouver, B.C.	10,505 00	June 18, 1948
<b>Central Mortgage and Housing Corporation</b>				
Campbellton, N.B.	Construction of houses (47 units)	J. & D. A. Harquail Co. Ltd., Campbellton, N.B.	282,000 00	June 2, 1948
St. Laurent, P.Q.	Construction of houses (112 units)	Louis B. Magil Co., Montreal, P.Q.	605,600 00	Sept. 20, 1948
St. Laurent, P.Q.	Construction of houses (64 units)	Louis B. Magil Co., Montreal, P.Q.	340,560 00	Sept. 20, 1948
Ajax, Ont.	Construction of houses (100 units)	Jno. Maguire Construction Co., Toronto, Ont.	359,800 00	Aug. 24, 1948
Braacebridge, Ont.	Construction of houses (25 units)	G. T. Parminter Construction Ltd., Toronto, Ont.	107,710 00	Aug. 24, 1948
Brockville, Ont.	Construction of houses (57 units)	Russell Construction Co. Ltd., Toronto, Ont.	194,663 00	Aug. 24, 1948
Collingwood, Ont.	Construction of houses (50 units)	Penetang Cement Block & Brick Co., Penetanguishene, Ont.	161,250 00	Aug. 23, 1948
Collingwood, Ont.	Installation of plumbing	E. S. Fox, Welland, Ont.	10,500 00	Aug. 23, 1948
Essex, Ont.	Construction of houses (35 units)	Sterling Construction Co. Ltd., Windsor, Ont.	130,085 50	Aug. 23, 1948
Meaford, Ont.	Construction of houses (25 units)	E. P. A. Construction Co., London, Ont.	122,262 50	June 17, 1948
Napanee, Ont.	Construction of houses (25 units)	White Lumber Co., Belleville, Ont.	153,400 00	Aug. 24, 1948
Niagara-on-the-Lake, Ont.	Construction of houses (25 units)	R. F. Booth Construction Co., Niagara Falls, Ont.	93,837 00	Aug. 24, 1948
Pembroke, Ont.	Construction of houses (50 units)	Sauriol Construction Co., Ltd., Gatineau Falls, P.Q.	173,200 00	Aug. 24, 1948
Port Hope, Ont.	Installation of plumbing	E. S. Fox, Welland, Ont.	270,341 00	Aug. 24, 1948
Waterloo, Ont.	Construction of houses (25 units)	Russell Construction Co., Toronto, Ont.	105,574 00	Aug. 23, 1948
Waterloo, Ont.	Construction of houses (85 units)	Zeller's Contracting Co., Windsor, Ont.	270,341 00	Aug. 24, 1948
Waterloo, Ont.	Installation of plumbing	E. S. Fox, Welland, Ont.	17,000 00	Aug. 24, 1948
Woodstock, Ont.	Construction of houses (80 units)	Sterling Construction Co., Windsor, Ont.	247,780 00	Aug. 24, 1948
Woodstock, Ont.	Installation of plumbing	Kelly & Craekwell Ltd., Toronto, Ont.	17,496 00	Aug. 24, 1948
Lloydminster, Sask.	Construction of houses (40 units)	Shoquist Construction Ltd., Saskatoon, Sask.	177,347 50	July 27, 1948
Courtenay, B.C.	Construction of houses (40 units)	Ivan Aven, Courtenay, B.C.	202,760 00	June 23, 1948
Vancouver, B.C.	Construction of concrete sidewalks, curbs and gutters.	City Construction Co. Ltd., Vancouver, B.C.	48,620 00	Aug. 6, 1948

National Harbours Board

Chicoutimi, P.Q.	Repairs to concrete wharf.	Roberge & Fils, Engg., Chicoutimi, P.Q.	1,266 00	July 29, 1948
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**Department of Mines and Resources**

Cape Breton National Park, N.S.	Construction of R.C.M.P. Detachment quarters.....	M. R. Chappell, Sydney, N.S.	\$	27,019 00	May 26, 1948
Louisbourg National Park, N.S.	Construction of entrance road.....	LeVatite Construction Co., Ltd., Sydney River, N.S.		6,200 00	July 9, 1948
Banff National Park, Alta.	Construction of dam to replace the existing structure—Forty Mile Creek	Poole Construction Co., Ltd., Edmonton, Alta.		85,000 00	Aug. 27, 1948
Elk Island National Park, Alta.	Fencing, fire guard, etc.	George Mix, Edmonton, Alta.		24,460 00	July 20, 1948

**Department of Public Works**

Halifax, N.S.	Painting and repairs at Federal Building.....	Standard Construction Co. Ltd., Halifax, N.S.		33,056 00	Sept. 16, 1948
Hantsport, N.S.	Addition to Post Office Building.....	M. A. Condon & Son, Kentville, N.S.		9,439 00	Aug. 31, 1948
North West Cove, N.S.	Construction of a breakwater extension.....	David A. Mason & Leslie A. Mason, Tanook, N.S.		32,953 00	July 9, 1948
Sydney, N.S.	Installation of a new heating system at Marine Hospital.....	H. R. Jones, Sydney, N.S.		7,995 00	Aug. 19, 1948
Negusac Church, N.B.	Wharf extension.....	ComEAU & Savoie Construction Co. Ltd., Caraquet, N.B.		57,300 00	July 22, 1948
Tracadie, N.B.	Construction of a wharf.....	Diamond Construction Co., Ltd., Fredericton, N.B.		18,315 00	Aug. 6, 1948
Cap Sante, P.Q.	Wharf reconstruction.....	Dave Devrto, Newville, P.Q.		27,831 00	July 27, 1948
Lachine, P.Q.	Installation of stoker—Central Heating Plant—R.C.A.F. Repatriation Depot	Combustion Engineering Corp. Ltd., Montreal, P.Q.		10,727 00	Aug. 26, 1948
La Malbaie, P.Q.	Construction of new concrete steps and stone wall, Public Building.	Arthur Deschenes, Cap à l'Aigle, P.Q.		5,917 00	Aug. 12, 1948
Lac Megantic, P.Q.	Wharf repairs.....	Napoleon Mercier, Lac Megantic, P.Q.		11,296 50	July 27, 1948
Montreal, P.Q.	Interior painting on 3rd floor, Old Examining Warehouse.....	Paul Collet & Co., Montreal, P.Q.		1,848 00	Sept. 16, 1948
Notre-Dame de Pierreville, P.Q.	Reconstruction of the ice-breaker.....	J. E. Cote, Shawingan Falls, P.Q.		11,588 00	July 9, 1948
St. Jean, P.Q.	Wharf reconstruction.....	Union des Charrieres & Pavages Limitee, Quebec, P.Q.		29,690 50	July 9, 1948
Almonte, Ont.	Repairs and painting—Public Building.....	E. P. Clement, Almonte, Ont.		6,828 00	Sept. 10, 1948
Cockburn Island, Ont.	Reconstruction of training wall.....	Sterling Construction Co., Ltd., Windsor, Ont.		29,592 00	July 5, 1948
Goderich, Ont.	Reconstruction of breakwater wharf.....	L. R. Brown & Co. Ltd., Sault Ste. Marie, Ont.		22,260 00	June 28, 1948
Kingston, Ont.	Repairs to harbour works.....	Ontario Construction Co., Ltd., St. Catharines, Ont.		150,689 50	Oct. 1, 1948
Ottawa, Ont.	Alterations to Chown Building.....	T. A. Andrie & Sons, Kingston, Ont.		24,500 00	Sept. 8, 1948
Ottawa, Ont.	Service garage for Department of Agriculture at Central Experimental Farm.	George A. Crain & Sons Ltd., Ottawa, Ont.		68,090 00	Aug. 31, 1948
Ottawa, Ont.	Installation of new boilers in the Woods and Canadian Buildings.	E. Leonard & Sons Ltd., London, Ont.		60,103 00	Aug. 23, 1948
Ottawa, Ont.	Construction of a new mezzanine floor in the Connaught Building.	G. A. Crain & Sons Ltd., Ottawa, Ont.		27,673 00	Sept. 3, 1948
Ottawa, Ont.	Alterations and additions, No. 3 Temporary Building.....	Doran Construction Co. Ltd., Ottawa, Ont.		35,000 00	June 10, 1948
Ottawa, Ont.	Alterations and improvements to the lighting system in the Records Storage Building	William O. Pockthorne & Son, Ottawa, Ont.		5,475 00	Aug. 20, 1948
Ottawa, Ont.	Improved lighting in certain areas of the Confederation Building	J. C. Robinson & Sons Ltd., Ottawa, Ont.		9,436 00	Aug. 27, 1948
Port Arthur, Ont.	Construction of rubble mound breakwater.....	Canadian Dredge & Dock Co., Ltd., Toronto, Ont.		574,230 00	July 22, 1948
Rockland, Ont.	Painting, repairs, etc., Public Building.....	William D'Amout, Eastview, Ont.		5,285 00	Sept. 8, 1948
Toronto, Ont.	Harbour maintenance (reconstruction of revetment wall near Eastern Channel)	Canadian Dredge & Dock Co., Ltd., Toronto, Ont.		33,043 00	June 29, 1948
Toronto, Ont.	Construction of harbour head wall (Section 12).....	Russell Construction Co., Ltd., Toronto, Ont.		956,696 20	July 6, 1948
Windsor, Ont.	Repairs, painting and decorating in Public Building.....	W. M. Russell & Sons, Windsor, Ont.		12,485 00	June 29, 1948
Regina, Sask.	Installation of steam boiler in Old Post Office Building.....	N. B. Roantrree Co. Ltd., Regina, Sask.		7,665 00	Sept. 1, 1948
Calgary, Alta.	Alterations and additions at Colonel Belcher Hospital.....	W. T. Scott, Calgary, Alta.		11,381 00	Sept. 20, 1948
Granite Bay, B.C.	Construction of float renewals and new dolphins.....	Pacific Pile-Driving Co., Ltd., Victoria, B.C.		6,448 00	July 16, 1948

**CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING SEPTEMBER**

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
<b>Department of Public Works—Cont'd.</b>				
Ucluelet, B.C.	Construction of floats.	Dunlop & McDonald, Vancouver, B.C.	6,833 25	July 16, 1948
North Sydney, N.S.	Dredging.	J. P. Porter Co., Ltd., Montreal, P.Q.	37,422 00	*
Puquash, N.S.	Dredging.	J. P. Porter Co., Ltd., Montreal, P.Q.	103,224 00	*
West Dublin, N.S.	Dredging.	J. P. Porter Co., Ltd., Montreal, P.Q.	34,309 08	*
Buctouche, N.B.	Dredging.	Denis Leblanc, Buctouche, N.B.	135,000 00	*
Lower Caraquet, N.B.	Dredging.	St. John Dredging Co. Ltd., East St. John, N.B.	25,875 00	*
Beaconsfield, Comoro	Dredging.	Marine Industries, Montreal, P.Q.	69,277 90	*
L'Aral sur le lac, Oka, St. Placide, P.Q.	Dredging.	Irene Verreault, Les Mechins, P.Q.	20,453 60	*
Mechins, P.Q.	Alterations and additions to Dredge No. 6.	Marine Industries Ltd., Montreal, P.Q.	252,000 00	*
Montreal, P.Q.	Dredging.	Adelard Moras, Gentilly, P.Q.	22,932 00	*
Notre Dame de Pierreville, P.Q.	Dredging.	Cummings Construction Co., Montebello, P.Q.	30,508 10	*
Papineauville, P.Q.	Dredging.	Marine Industries, Ltd., Montreal, P.Q.	\$ 223,448 00	*
St. Ours Locks and Beiseil Station, P.Q.	Dredging in the Richelieu River.			
Cobourg, Ont.	Dredging.	McNamara Construction Co. Ltd., Toronto, Ont.	21,192 50	*
Georgian Bay, Ont.	Dredging.	Consolidated Dredging Ltd., Toronto, Ont.	152,271 80	*
South Baymouth, Ont.	Dredging.	Canadian Dredge & Dock Co. Ltd., Toronto, Ont.	34,722 50	*
South Baymouth, Ont.	Dredging.	Canadian Dredge & Dock Co. Ltd., Toronto, Ont.	60,088 00	*
Winnipegosis, Man.	Construction and delivery of one steel coal scow for Dredge No. 210.	Standard Iron Works Ltd., Edmonton, Alta.	33,251 00	*
Vancouver, B.C.	Alterations to Departmental Launch "Baldepate".	Coal Harbour Shipyards Ltd., Vancouver, B.C.	4,580 00	*
<b>Department of Transport</b>				
Charlottetown, P.E.I.	Erection of prefabricated dwelling.	County Construction Co. Ltd., Charlottetown, P.E.I.	9,000 00	2, 1948
Mont Joli, P.Q.	Additional aerodrome development.	La Cie de Construction & Pavage Dubuc Lee, Montreal, P.Q.	26,700 00	July 20, 1948
Quebec, P.Q.	Additional airport development.	La Cie de Construction & Pavage Dubuc Lee, Montreal, P.Q.	12,400 00	July 20, 1948
London, Ont.	Construction of instrument landing facilities, London Airport.	McKay-Cocker Construction Ltd., London, Ont.	16,089 00	June 22, 1948
Malton, Ont.	Construction of concrete runway extensions, etc., Malton Airport.	King Paving Co. Ltd., Oakville, Ont.	418,907 50	July 27, 1948
Ottawa, Ont.	Construction of instrument landing facilities, Ottawa Airport.	A. Lanctot Construction Co., Ottawa, Ont.	6,037 00	July 23, 1948
Brandon, Man.	Roadwork and fencing for homing station, Brandon Airport.	Universal Construction Co. Ltd., Winnipeg, Man.	6,648 90	April 9, 1948
Calgary, Alta.	Addition to building runways into terminal facilities.	Dutton Bros. & Co., Calgary, Alta.	56,100 00	Sept. 22, 1948
Lethbridge, Alta.	Reconditioning runways at Lethbridge Airport.	O'Sullivan Construction Co., Lethbridge, Alta.	25,337 50	July 27, 1948
Sandspit, C.	Construction of five staff dwellings.	R. A. Wassman & Co., Ltd. Vancouver, B.C.	74,365 62	Sept. 1, 1948
Smiths Bay, B.C.	Runway repairs at Smiths Airport.	Williams & Carrothers Ltd., Vancouver, B.C.	7,000 00	Aug. 31, 1948
Snag, Y.T.	Erection of remote control building.	British Yukon Navigation Co. Ltd., Whitehorse, Y.T.	19,600 00	Sept. 1, 1948
Watson Lake, Y.T.	Erection of five prefabricated staff dwellings.	Alberta Construction Co., Edmonton, Alta.	63,720 00	Aug. 31, 1948

\* 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 his also empower the Minister of Labour to deal with any question which may arise with regard thereto.

# LABOUR LAW

## Labour Legislation in Manitoba and New Brunswick in 1948

*With a view to uniformity of labour legislation in the Dominion and Provinces, Manitoba has passed the Labour Relations Act, which is modelled on the Dominion Industrial Relations and Disputes Investigation Act. Higher workmen's compensation benefits are provided in both Provinces. In New Brunswick, there has been a reduction in the "waiting period" and the Workmen's Compensation Board is now empowered to order medical examinations to determine if workers are free from industrial diseases. A new Industrial Standards Act, applying to industry generally, was passed in New Brunswick.*

### MANITOBA

The Manitoba Legislature, which met on February 10 and prorogued on April 22, passed the Labour Relations Act which repeals and replaces the Manitoba War-time Labour Relations Regulations Act. The statute, which is designed to facilitate the settlement of industrial disputes, is modelled upon the Dominion Industrial Relations and Disputes Investigation Act. Increased workmen's compensation benefits were provided. Following a plan already in force in Alberta and Ontario, the Legislature provided for holiday pay credits for construction workers in Greater Winnipeg who are not permanently employed by one employer. A new Building Trades Protection Act was enacted.

#### Labour Relations

The Labour Relations Act, in force on April 22, 1948, is generally similar to the Dominion Industrial Relations and Disputes Investigation Act. It repeals the Manitoba War-time Labour Relations Regulations Act, 1944, which applied the Dominion War-time Labour Relations Regulations (P.C. 1003) to industries normally under provincial jurisdiction and which suspended the Strikes and Lockouts Prevention Act, 1937. The latter Act is now revoked.

The new Manitoba Act prohibits unfair labour practices; sets forth a definite procedure for certification of trade unions as bargaining agents for employees; makes collective bargaining compulsory; provides for the appointment of conciliation officers and boards if bargaining is unsuccessful; prohibits strikes and lockouts during the

term of a collective agreement and in other disputes until after conciliation procedure has been followed and seven days have elapsed after a Conciliation Board's report; provides for revocation of certification where it is established that a bargaining agent no longer represents a majority of the employees in a unit; allows the appointment of Industrial Inquiry Commissions; prescribes penalties in the form of fines enforceable through the courts; and provides for an agreement with the Dominion under which the federal authorities may administer the Manitoba Act with respect to a particular business or undertaking and under which appeals may be made from the Manitoba Labour Board to the Canada Labour Relations Board.

The Act applies to employees whose relations with their employers in matters to which the Act relates are ordinarily within the exclusive jurisdiction of the Legislature to regulate, to the employers of all such employees, and to trade unions or employers' organizations composed of such employees or employers.

Excluded are employees of the Provincial Government or of any board, commission, association, or similar body, the members of which or the members of the governing board of which are appointed by an Act of the Legislature or by the Lieutenant-Governor in Council.

In the following summary, mainly the provisions which differ from those contained in the Industrial Relations and Disputes Investigation Act are noted. The latter was summarized in the *LABOUR GAZETTE* for November, 1948 (p. 1255). Since the Manitoba Act was patterned after the Dominion



Act as it was first introduced, the changes made in the latter in passage are not incorporated in the Manitoba statute.

As in the Dominion Act, "employee" is defined to exclude members of the professions and also 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 of labour relations. To the above the Legislature added the clause, "or in matters of a nature such that it would, in the opinion of the Board, be unfair to the employer for that person to be included in a unit that is appropriate for collective bargaining".

"Trade union" means any organization of employees formed for purposes including the regulation of relations between employers and employees.

"Strike" is defined to include

a cessation of work, or refusal to work or to continue to work, by employees, in combination or in concert or in accordance with a common understanding for the purpose of compelling their employer to agree to terms or conditions of employment or to aid other employees in compelling their employer to agree to terms or conditions of employment.

In the Dominion Act the words after "understanding" were struck out.

A slight difference is found in the section under which the Manitoba Labour Board has power to determine whether a unit applying for certification is appropriate for collective bargaining. The Board is permitted, if it deems it appropriate, to alter the description of, include additional classes of employees in, or exclude classes of employees from, the unit and take appropriate steps to determine the wishes of the employees as to the selection of a bargaining agent. The words "alter the description of" are not in the Dominion Act.

New sections added by the Legislature deal with members of a municipal police force. The Act prohibits the certification of a trade union comprising or representing the members of a municipal police force if it is a branch or local of, or is affiliated with, any provincial, national or international trade union or association of trade unions. Strikes by members of a municipal police force are forbidden.

With respect to the substitution of a newly-certified trade union as a party to a collective agreement in place of the former bargaining agent, it is provided that, notwithstanding anything in the agreement, the trade union may apply to the Board for authority to terminate the agreement upon two months' notice to the employer and the

Board may grant such authority. The Dominion Act does not require the authorization of the Board in order that the agreement may be terminated.

Where a collective agreement is in effect, and the ownership of a business passes to another employer, the certification and agreement are to be binding on the new employer, provided that, on his application, the Board may direct the taking of a vote to determine whether a majority of the employees in the unit have selected the trade union to act as their bargaining agent. Where a merger of two or more businesses takes place, certifications and agreements are to continue in force till duly terminated and where the units on behalf of which two or more agreements were made become, in the Board's opinion, a single unit appropriate for collective bargaining, the Board may order that the units be merged and may certify the bargaining agent for the unit.

The Board, with the approval of the Lieutenant-Governor in Council, may make rules for the filing and publication of notices requesting commencement of collective bargaining and for the filing of a report by the parties to an agreement of intention to enter upon negotiations with a view to the renewal or revision of the agreement or conclusion of a new agreement. The Legislature added a section which permits the Board to order collective bargaining to be suspended pending a decision with respect to an application for certification or with respect to the revocation of a certification.

The Bill as introduced fixed 20 days as the maximum period which may elapse from the time notice is given until collective bargaining must commence but this was changed in passage to 10 days. Under the Dominion legislation, the time within which the parties must meet and negotiate is 20 days.

Collective agreements are made binding on the employer and on the bargaining agent as well as on all employees in the unit, and every agreement must contain a provision for final settlement of all differences concerning its meaning, application or violation. The word "application" is not in the Dominion Act. Each of the parties to an agreement must upon its execution file one copy with the Board.

Where a conciliation board has been appointed to conciliate a dispute otherwise than during the term of a collective agreement or in the course of collective bargaining, employees are prohibited from striking and the employer is prohibited from causing

a lockout until seven days after the Conciliation Board's report has been received by the Minister. A union which is not entitled to bargain under the Act or by virtue of being a party to a collective agreement on behalf of a unit of employees is forbidden to declare or authorize a strike.

The Manitoba Act, unlike the Dominion Act, has no section prohibiting any person who has a pecuniary interest in the matters referred to a Conciliation Board or who has acted as legal adviser of either party from being a member of such a Board.

With regard to enforcement, fines are the same as in the Dominion Act except that the maximum penalty that may be imposed on an individual for committing an unfair labour practice is \$200 and on a corporation, trade union or employers' organization, \$500. In the Dominion Act, these were changed to \$100 and \$1,000 respectively.

For declaring or authorizing an illegal strike, a trade union is liable, upon summary conviction, to a maximum fine of \$250 a day for every day of the strike. The Dominion Act cut this penalty down to \$150 a day.

Where an employer is convicted of having suspended, transferred, laid off or discharged a worker contrary to the Act, the judge may, in addition to any other penalty under the Act, order the payment of a sum not exceeding the wages lost and reinstatement. Such an order is to be deemed an order under the Wages Recovery Act.

Prosecutions may be brought only with the written consent of the Manitoba Labour Board. Under the Dominion law, the consent of the Minister is necessary.

### **Holidays with Pay**

Amendments in the Vacations with Pay Act, 1947, which were declared in force on July 1, 1948, make special provision for transitory employees engaged in construction work in Greater Winnipeg.

"Transitory employees" are persons not regularly employed throughout the year and include persons employed by the season or for brief periods. "Construction work" includes all work in connection with the construction, erection, repair, remodelling or alteration of a building or other structure or a road.

A seasonal construction worker in Greater Winnipeg is to receive a vacation pay credit of two per cent of his wages in each regular pay period. Each year he is to be issued a vacation stamp book in which vacation pay stamps, issued by the Minister of Labour and purchased by the employer, are to be affixed by the employer

at the end of each pay period in amount equivalent to two per cent of the wages earned during the period.

Further details of the stamp system, such as form and price of books, form and denominations of stamps, arrangements for cashing of stamps after June 30 in each year, and the information which must be shown in the vacation record kept by employers, are to be determined by regulations. Such regulations were gazetted on July 10 (L.G., 1948, p. 1009).

The same penalties as for other offences under the Act are provided for a person who issues or uses a stamp book or stamp that was not sold by the Minister, who has in his possession a book or stamp to which he is not lawfully entitled or who falsely represents himself as a person to whom a book or stamp has been issued.

"Greater Winnipeg" includes Winnipeg and St. Boniface, the towns of Transcona and Tuxedo, the village of Brooklands, and the rural municipalities of Assiniboia, Charleswood, East Kildonan, Fort Garry, North Kildonan, Old Kildonan, St. James, St. Vital, and West Kildonan.

A Private Member's Bill to amend the Act did not pass second reading. It would have provided for one week's holiday with pay after one year of employment and for two weeks after two years of employment. It also would have changed the section which defines the period constituting a year's service from not less than 95 per cent of the regular working hours during a continuous 12-month period to not less than 95 per cent of "the regular hours prescribed by the employer for the employee" during the same period.

### **Workmen's Compensation**

Benefits to dependants in fatal cases were increased by amendments in the Workmen's Compensation Act.

Compensation to a widow or invalid widower was raised from \$45 to \$50 a month and to orphans from \$15 to \$20. With respect to children in the care of a parent, instead of the former arrangement by which \$12 was paid for the eldest child, \$10 for the second, \$9 for the third and \$8 for each additional child, each child under 16 is now to receive a monthly payment of \$12. Where there are dependants other than consort and children, the Act provides that compensation is to be a reasonable sum proportionate to the pecuniary loss, but such payment is not to exceed \$30 a month to any one dependant or \$60 to all such dependants. These amounts were formerly \$20 and \$40.



The section which provides that maximum benefits payable to consort and children are two-thirds of the workman's earnings was revised to impose this limit with respect to payments to all dependants, exclusive of the lump sum payment of \$100 to a widow or foster-mother and of the payments for funeral expenses and for transporting the workman's body. The minimum weekly compensation for a consort and one child remains at \$12.50 and if there are two or more children, \$15.

The maximum amount of average earnings to be taken into account in computing compensation was increased from \$2,000 to \$2,500 a year.

A further amendment provides that regulations of the Workmen's Compensation Board are to be transmitted to the Minister of Labour rather than to the Attorney-General.

An Act for the Relief of the Dependants of Certain Workmen provides for cases where, due to the fact that dependants of deceased workmen were living in enemy-occupied countries, claims for compensation were not filed within a year of the workmen's death, as required by the Workmen's Compensation Act. Such dependants are now permitted to file claims with the Workmen's Compensation Board.

### **Licensing of Electricians**

By an amendment in the Electricians' Licence Act, four years' practical experience is now necessary for a person to qualify as a journeyman under the Act, instead of three years, as previously.

In addition to the former prohibition on installing electrical equipment not approved by the Canadian Engineering Standards Association, persons are now also forbidden to offer for sale or sell such equipment.

### **Protection of Building Trades**

A new Building Trades Protection Act provides for the establishment of a Building Trades Protection Board to make enquiry concerning, and to prepare and submit to the Minister of Labour regulations for, the protection of persons employed in the construction of buildings and in the making of excavations. Regulations for scaffolding, hoisting, ladders, floors, skeleton steel frame buildings, and for the protection of persons using a street or sidewalk upon which construction is being carried on were formerly contained in the earlier Act, which was first enacted in 1912 and which will be repealed on Proclamation of the new statute.

As before, the Board, which is to consist of three or more members as may be determined by the Minister, is to be equally representative of employers and employees, with a chairman named by the Minister from among the officers of the Department of Labour. Board members must have practical knowledge of the work of building and excavation. Each member other than the chairman is to hold office for three years at a remuneration fixed by the Lieutenant-Governor in Council.

To enforce the Act and regulations, inspectors may be appointed. An inspector may, by order in writing delivered to an owner, contractor or foreman, or, if none of these can be found, posted in a conspicuous place, require an owner or contractor to comply with the Act or regulations. Until this is done, work must be suspended. An order of the Inspector or the Minister must be carried out within a reasonable time or, if a time-limit is set, within that period.

Penalties are provided for contravention of the Act or regulations or for failure to obey an order of an inspector or the Minister. These may be a daily fine not exceeding \$50 or imprisonment for not more than a month, or both fine and imprisonment.

Nothing in the Act is to lessen the liability of any person under the Workmen's Compensation Act or to affect any provision in a municipal by-law which prescribes additional or more stringent requirements.

### **Credit Unions**

An amendment in the Credit Unions Act, 1946, requires the treasurer of each credit union society to give security within 30 days after taking office instead of before assuming his duties, as formerly.

The credit committee may authorize the treasurer to make, without obtaining the approval of the committee, loans which do not exceed in each case the sum of the amount paid up by the borrower on his shares and the amount on deposit to his credit.

The section dealing with the borrowing powers of a society has been reworded to state more clearly that a society may borrow sums, which together with amounts borrowed previously and not repaid, do not exceed in the aggregate fifty per cent of its paid-up capital, deposits and surplus, upon a by-law of the directors; but that any amount which, together with the moneys already borrowed and not repaid, exceeds twenty-five per cent of its paid-up capital, deposits and surplus may be borrowed only



after the by-law has been sanctioned by a vote of not less than three-quarters of the members present at a general meeting.

### **Bills Not Passed**

Defeated on second reading by a vote of 32 to 10, an Act respecting Hours of Work in Industrial Undertakings would have limited working hours to 8 in a day and 40 in a week.

Another Bill, which was introduced by the same member and which also failed to pass, was designed to amend the One Day's Rest in Seven Act. It would have added to those already entitled to a weekly rest-day permanent watchmen, janitors and firemen and telegraphers. These classes are exempted from the present Act.

Substantially the same as a Bill presented last year, a Bill to protect certain civil rights and to prohibit discrimination in employment on the ground of race, creed, religion, sex, colour or ethnic origin was again defeated.

### **Resolutions**

A motion carried on March 30 requested the Federal Government in collaboration with the Unemployment Insurance Commission and the Unemployment Insurance Advisory Committee and with the representatives of employers and employees to consider the feasibility of revising the scales of unemployment insurance contributions from all parties concerned so that the scale of insurance benefits could be increased.

Resolutions adopted on April 13 and 15 urged the Government to grant to the men of Canada's Wartime Merchant Navy and the Corps of Canadian Firefighters, respectively, benefits corresponding to those enjoyed by veterans of the Armed Services under the Veterans' Rehabilitation Program of the Government of Canada, and also to grant to the latter of these groups exemption from income tax for the period they served overseas.

The Legislature on March 23 voted down a resolution urging that the minimum wage for male and female workers in Manitoba should be 65 cents an hour.

## **NEW BRUNSWICK**

During the 1948 legislative session, which began on March 2 and ended on May 4, the New Brunswick Legislature enacted a new Industrial Standards Act which, instead of applying only to construction as did the former statute, is general in its application

to industry. Important changes were made in the Workmen's Compensation Act and a new Act providing compensation for blind workmen was passed. Amendments were also made in the legislation dealing with steam boilers and vocational education.

### **Workmen's Compensation**

As a result of important changes in the Workmen's Compensation Act, compensation is now payable from the date of the accident for disability continuing for four days instead of for seven days, as formerly. Other amendments increase from \$8 to \$12.50, or average earnings, the minimum weekly compensation for temporary total incapacity; raise funeral benefits from \$100 to \$150, and the monthly compensation payable to an orphan child from \$15 to \$20; and make benefits for dependent children payable to both boys and girls up to the age of 18, if they are regularly attending school. Previously, payments were made to boys up to 16 and to girls up to 18 years.

Also new is the power given to the Board to require a workman in any employment to have a medical examination to determine whether he has an industrial disease and, if so, the progress of such disease. An employer continuing to employ a workman who refuses or fails to be examined is subject to a fine not exceeding \$50. The Board may by action recover from an employer all or any part of the costs of such medical examination.

Further additions provide that compensation may only be payable when a disease is contracted after such disease was declared an industrial disease, and if the Board is satisfied that the disease is due to employment within the Province. Provision is also made for such dental aid as may be necessary as a result of the injury.

The section forbidding the payment of compensation if an accident was, in the Board's opinion, intentionally caused by the workman, or wholly or principally due to intoxication or serious and wilful misconduct on his part or to a fortuitous event unconnected with the industry in which the workman was employed was amended to strike out the words "or to a fortuitous event unconnected with the industry in which the workman was employed" and to replace them with "and did not result in the death of the workman".

## Blind Workmen

The Blind Workmen's Compensation Act, 1948, authorizes the Provincial Secretary-Treasurer to pay to the Workmen's Compensation Board the full cost of compensation in excess of \$50 payable in respect of an injury to a blind workman employed in an industry under Part I of the Workmen's Compensation Act, provided such employment was approved by the Canadian National Institute for the Blind or other organization designated for the purpose by the Lieutenant-Governor in Council.

The Act is similar to the Act passed this year in Alberta (L.G., 1948, p. 1002) except that, unlike the Alberta statute, it contains a section providing that where an employer employs a blind workman or changes his employment, without the Institute's approval, he is deemed to have waived his rights under the Act. Similar Acts are also in force in Nova Scotia, Ontario, Quebec and Saskatchewan.

## Industrial Standards

The Industrial Standards Act, 1948, is similar in principle to a 1939 statute which is now repealed, and to Acts of like title in Alberta, Nova Scotia, Ontario and Saskatchewan. The earlier New Brunswick Act, however, applied only to the construction of buildings, roads, bridges, etc., and to the construction and repair of motor vehicles. The new Act applies to any trade, business, calling, undertaking or work and any branch or combination thereof.

Now excluded from the Act are workers employed in agriculture, and also, as before, domestic servants, persons employed by a board, commission or other body established as an administrative unit of the Province, and those employed temporarily where the total cost of labour and material does not exceed \$25.

"Employer" which formerly included every person, corporation, partnership, firm, manager, representative, principal, agent, contractor or sub-contractor directly or indirectly responsible for the payment of wages to an employee is now defined to include every person, who, by himself or his agent or representative, is directly or indirectly responsible for the payment of wages to an employee.

On petition of employer and employee representatives in a trade in any area, the Minister may authorize an Inspector under the Act to call a conference of employers and employees in the trade in the area to investigate prevailing labour conditions and practices. The conference may agree upon,

draw up and submit to the Minister a written schedule which must specify the trade and zone in which it is to apply and the date on which it will cease to apply.

The schedule may establish the regular working days, maximum number of hours in the regular working day and working week, hours of the day within which the hours fixed by the schedule may be performed, minimum rates of wages for regular working periods and for overtime, the periods for and conditions governing overtime, and any particular day or days or any part of a day on which work may not be performed. Employers and employees may be classified in a schedule and each group provided for separately with respect to any matter dealt with in the schedule.

If the Minister is satisfied that the schedule is agreed upon by a proper and sufficient representation of the employers and employees in the trade and zone specified, he may recommend its approval by the Lieutenant-Governor in Council. The Lieutenant-Governor in Council may by Order approve the schedule and declare it binding upon all the employees and employers in the particular trade and zone. The Order of the Lieutenant-Governor in Council together with the schedule must be published in the *Royal Gazette*. A schedule becomes effective on approval or at a time fixed in the Order and remains in force until the date prescribed. Under the earlier Act, a schedule was to be in force during pleasure or for the period stipulated in the agreement, and did not become effective until the tenth day after publication. As before, employers must keep copies of schedules affecting them posted in a conspicuous place.

In every zone in which a schedule is in force, the Minister, rather than the employers and employees, as formerly, may set up an advisory committee to hear complaints and assist in enforcing the schedule. Instead of consisting of not more than five persons, the committee is to be equally representative of employers and employees, and no limit is set as to the number of members.

Within 10 days after receiving a request from an Inspector, an employer must file a statement setting forth the name, address and age of each employee, duties performed, daily and weekly hours worked, and the wage rate per hour, day, week or other period, and also any agreement with his employees in relation to wages, hours or working conditions. The Act requires every employer upon whom a schedule is binding

to keep records containing the above information and to make them available to the Inspector. The Minister may inquire into any partnership or association and if he considers such to be used to defeat the purposes of the Act, he may declare any member of such partnership to be an employee for the purposes of the Act.

As regards penalties, the minimum fine of \$25 which formerly could be imposed on an employer for violating a schedule has been removed but the maximum fine is still \$100. In default of payment, imprisonment may be for more than 30 days, rather than three months. Where an employer's offence is in respect of the payment of wages, he may be ordered to pay to the Provincial Secretary-Treasurer or to the employee concerned, in the discretion of the justice, in addition to any penalty provided for such offence, the difference between the wages fixed by the schedule and the amount actually paid. A worker who has been paid less than the minimum rate established by a schedule may sue his employer for the difference. Any person violating a provision of the Act is liable to a fine of not more than \$100 and in default of payment to imprisonment for not more than 30 days. The penalty of a \$25 fine or 10 days' imprisonment for violation of a schedule by an employee has been omitted.

The new Act differs from the former one in making no provision for regulations by the Lieutenant-Governor in Council.

### **Steam Boilers**

The Board of Examiners appointed under the Stationary Engineers Act, 1946, may

now consist of three or more persons instead of not more than three, as formerly. Another amendment stipulates that persons who hold certificates as first or second-class marine engineers are to be deemed to be qualified for any class of stationary engineer's licence "which the Board deems advisable". The quoted words were added.

### **Vocational Education**

The Vocational Education Act was amended to restore a section deleted in 1946 which provides that the Province must reimburse vocational committees in respect of expenditures for salaries of vocational directors and teachers approved by the Vocational Education Board to the extent of 60 per cent in cities and towns of over 6,000 population; 66 $\frac{2}{3}$  per cent in places of from 2,000-6,000 people; and of 75 per cent in places under 2,000, and also in county vocational schools.

It is stipulated that the specified amounts payable by the Province to vocational committees in respect to expenditures for buildings (L.G., 1946, p. 1830) are to be paid on the requisition of the chairman or vice-chairman of the Vocational Education Board upon the approval of the Lieutenant-Governor in Council. These sections are deemed to have been in force from April 18, 1946. The Lieutenant-Governor in Council is authorized to raise by way of loan the amounts necessary to reimburse vocational committees for their expenditures for buildings. Such loans are not to exceed \$1,125,000.

## **Recent Regulations Under Dominion and Provincial Legislation**

*Under the Canada Shipping Act, regulations have been made for the inspection of boilers and machinery of steamships, and the regulations revised which give effect to the Convention for the protection against accidents of dock workers.*

*Minimum health standards have been laid down for factory and office workers in Manitoba. Provision is made for training in coal mines in Alberta. Other regulations apply to hospitalization in Saskatchewan and British Columbia.*

## **DOMINION**

### **Canada Shipping Act**

New regulations relating to the inspection of boilers and machinery of steamships were made on July 13, gazetted September

22 (P.C. 3111). The Instructions for the Inspection of Boilers and Machinery of Steamships established by P.C. 569 of March 10, 1922, are now rescinded (L.G., 1922, p. 702).

Regulations approved by an Order in Council of July 8 (P.C. 3014), gazetted



September 22, re-issue, without substantial change, Regulations which were made on December 14, 1938 (L.G., 1939, p. 154) to give effect to the Draft Convention of the International Labour Conference of 1929 (Revised 1932) for the protection against accidents of workers employed in loading or unloading ships.

### *Pilots*

In the Montreal Pilotage District, an Order in Council (P.C. 4309) of September 29, 1948, gazetted October 13, provides for a surcharge of ten per cent on pilotage dues. These were increased by 30 per cent over pre-war rates by the amendment of April 23, 1947 (L.G., 1947, p. 696).

Another Order (P.C. 3447) made on August 3, gazetted August 25, provides that, out of the board of five examiners appointed by the Pilotage Authority to hold an examination, three must be members of the Pilots' Committee and selected by that Committee.

A new by-law of the same date makes the consent of the pilot necessary before the Pilotage Authority may assign him for special service with any regular line of vessels.

In the Quebec Pilotage District, an Order in Council (P.C. 3448), made and gazetted on the same dates as above, states that three of the five-man Board of Examiners must be members of the Board of l'Association des Pilotes Licenciés de Québec, and selected by that Board.

Pilots are now forbidden to accept employment outside the Pilotage District and to engage in any other occupation during the season of navigation except upon assignment by the Department of Transport.

The Order also sets out the number of trips which an apprentice pilot must make in company with a licensed pilot during each year and during his entire term of apprenticeship.

## **PROVINCIAL**

### **Alberta Coal Mines Regulation Act**

Amendments in the regulations under this Act, approved by Order in Council 1055/48, gazetted September 30, enable persons at least 18 with no previous underground experience to be trained as miners at a working face designated by the mine manager as a suitable "training place" and approved by the Chief Inspector, under such special arrangements regarding supervision and working conditions as may be contained in the written application of the manager to the Chief Inspector.

A District Inspector of Mines is empowered to issue a permit enabling such a person to be employed at the working face under the supervision of a properly-certificated person, if he is satisfied that the safety of the mine will not be endangered. As before, a permit may also be granted if the worker has had sufficient underground experience in a mine in any capacity to satisfy the District Inspector that he is capable of being employed under supervision at the working face.

### *Strip Mines*

An amendment in the regulations governing "strip mines" (L.G., September, 1948, p. 1008), which was made on October 8 and gazetted October 15, stipulates that a person who is the registered holder of a first-class certificate of competency as a mine manager must be recommended by the Board of Examiners in order to obtain a certificate as a strip mine manager.

The Board, instead of the District Inspector, as before, is to conduct the oral examinations required of candidates for foremen's and blasters' certificates and may, under certain conditions, issue certificates without examination to managers, foremen and blasters. Such certificates were formerly granted upon application to the Chief Inspector.

### **Alberta Workmen's Compensation Act**

By an Order of the Workmen's Compensation Board, gazetted September 30, effective October 31, the manufacture of pulpwood has been withdrawn from the schedule of industries to which the Act applies.

### **British Columbia Hospital Insurance Act**

Regulations have been made under the Hospital Insurance Act passed this year in British Columbia (L.G., Aug., 1948, p. 887). The Act, which will come into force on January 1, 1949, provides for a compulsory contributory hospital insurance scheme for every resident of B.C. who has resided in the Province for six months and who has paid the required premium, either for himself or for his dependants. Exempted are Christian Scientists, persons living in remote areas, and those already covered by comparable hospital insurance schemes.

The regulations, gazetted September 16, effective September 8, determine the persons who are to be considered as "head of a family" and those to be classed as dependants, and set forth conditions with respect to registration, residence, payment of premium and change of address or status.

Every person liable to pay a premium under the Act must register himself and his dependants on the form and within the time prescribed by the Hospital Insurance Commissioner. For failing to register, a fine of not more than \$10 may be imposed.

The premium to be paid is \$15 for a single person; \$24 for a person with one dependant; \$30 for a person with more than one dependant.

The head of a family may list as "dependants", wife; children under 16, or under 21, if attending school, and children over 16 who are dependent because of physical or mental infirmity; brothers; sisters; parents; grand-parents; and parents-grand-parents- brothers- and sisters-in-law who are financially dependent on the insured.

Premiums must be paid in advance either in full or on an instalment plan. If the premium for one calendar year is to be paid in full it must be paid at least one month in advance of that year; if in two or more instalments, payments must be arranged so that the premium for the next ensuing hospital period, which is either January 1 to June 30 or July 1 to December 31, shall be paid on or before May 31 or November 30.

Employers who have filed agreements with the Commissioner to make payroll deductions must make the deductions in amounts to ensure that the employees shall have completely prepaid their premiums for the ensuing hospital insurance period. Deductions must not be made from the wages or salary of an employee who presents proof of having prepaid his premium. The Commissioner is to repay from the Hospitalization Insurance Fund any excess amount deducted from a worker's wages, and he may at his discretion exempt an employer from the deduction from an employee's wages of arrears in payments until he is required by the Commissioner to make deductions as a means of recovering the premium an employee has been ordered to pay by the Court.

Any change of address or marital status or of dependants must be reported to the Commissioner within 30 days. Premiums paid on an annual basis are to be subject to adjustments due to change in marital status or dependants as of January 1 each year; those paid on the instalment plan, as of January 1 and July 1 of each year.

Persons moving to British Columbia from outside the Province must immediately on attaining employment become subject to the provisions of the Act.

## **Manitoba Minimum Wage Act**

A Regulation (30/48) filed on August 30, gazetted August 28, adds the town of Selkirk to the list of places in which city and urban minimum rates apply to women workers in factories, wholesale and retail establishments, hotels, offices, restaurants, places of amusement and summer resorts (from May to August of each year) and to bellboys in hotels and male and female pinsetters in bowling alleys.

These rates previously applied to the above classes of workers in the Greater Winnipeg Water District, Flin Flon, Brandon and Portage la Prairie (L.G., 1947, p. 551).

## **Manitoba Public Health Act**

Amendments have been made in the Regulations under the Public Health Act and a new section added (Part V—Division 10) setting out the conditions to be observed to safeguard the health of workers in factories, workshops, offices and office buildings.

These Regulations (32/48), as published in the *Manitoba Gazette* of September 11, lay down requirements regarding window and floor space, washing and toilet facilities, dust and gas-removal, rest-rooms, welfare supervisor and other matters.

Except with the written permission of the Minister of Health and Public Welfare or the Medical Officer of Health, no room in a factory, workshop, office or office building may be occupied unless it contains at least 50 square feet of free floor space and 400 cubic feet of air space for each worker, and the Minister or Medical Health Officer may have notices posted specifying the number of persons permitted to work in each room.

Each room must be provided with a window or windows with an area not less than one-tenth of the floor area, and opening into a street or open space. Where this is not practicable, artificial lighting and ventilation as may be deemed sufficient by the Minister or Medical Health Officer must be installed. If devoid of all natural light, rooms must not be used for any purpose except storage, unless the written consent of the Minister or Medical Health Officer has been obtained. Sufficient heat and light must be provided and the premises kept in a clean and sanitary condition.

Express directions are given as to provision for toilet accommodation and the minimum number of toilets and wash basins or sinks for each sex according to the number employed is set out. Adequate



washing facilities must be provided in each toilet room unless there are general washing facilities on the same floor and nearby. Employers must furnish a sufficient supply of soap and individual towels or other drying equipment. Drinking fountains or other approved arrangements must be provided. The use of the common drinking cup is prohibited.

In addition to the washing facilities noted above, the employer must provide one wash basin with hot and cold running water for each five persons employed and one shower bath for each 15 persons, when, in the opinion of the Minister or Medical Health Officer, the skin of workers may become exposed to poisonous, infectious or irritating material.

In every factory, workshop or office, where there are 10 or more women workers, the employer must provide a rest-room equipped with one or more couches and chairs; where 35 or more are employed, or where the Minister or Health Officer deems it necessary, the employer must employ a matron or female welfare supervisor.

In factories or workshops where, in the opinion of the Minister or Medical Health Officer, harmful dusts or gases are given off, the employer must provide and maintain, while work is going on, some satisfactory means, mechanical or otherwise, of carrying off such dusts or gases to the outside air.

With respect to the regulations governing workers in mining or in iron, steel or metal foundries at an occupation where silicosis may be contracted (Part V—Division 7, L.G., 1937, p. 649) an amendment prohibits the employment of a worker in these industries for more than 60 days from the first day of his employment unless he holds a subsisting licence granted after medical examination, including the taking of X-ray plates, by a medical officer appointed by the Minister, or unless he holds a temporary permit issued under these regulations.

The rules governing industrial and construction camps (Part V—Division 3, L.G., 1939, p. 57) were amended with respect to the employer's responsibility to provide medical services and hospitalization for workers whose work requires them to be housed in camps and who become ill during employment or who are discharged or sent away from camp as a result of illness, when such services do not come within the Workmen's Compensation Act. The section does not apply to cases of non-industrial accidents, alcoholism, drug addiction and venereal disease.

It is now provided that the employer's responsibility for "medical, surgical and hospital care of any employee" is not to exceed four months. This provision formerly applied to the "medical and surgical treatment and maintenance of any employee, in hospital or elsewhere".

#### **Ontario Adolescent School Attendance Act**

An employment certificate granted by a school attendance officer is not valid in another municipality unless it is approved by the school attendance officer of that municipality. This amendment (198/48) to the Regulations was made on August 23, gazetted September 4.

The Act exempts children of 14 and 15 from school attendance if they hold a home permit or employment certificate as prescribed by the Regulations. Children of these ages, however, who reside in a rural district do not require a permit or certificate when their services are needed at home or on the farm (L.G., 1947, p. 1024).

#### **Ontario Mothers' Allowances Act**

By new general regulations (237/48) made on October 7, gazetted October 23, rescinding all previous regulations, the cost of dental services provided under agreement between the Crown and the Royal College of Dental Surgeons of Ontario is to be paid for orphan children as well as for children in the care of their mother.

Maximum allowances are unchanged from those set out in the earlier regulations (L.G., 1947, p. 1498; July, 1948, p. 749) except that for the care of orphan children, foster-mothers are now allowed \$10 a month instead of \$6 for each additional child over two.

As a consequence of a 1948 amendment in the Act (L.G., Aug., 1948, p. 895) an allowance of \$10 a month may be granted to a recipient of an allowance in respect of a permanently unemployable husband.

Where a mother applying for an allowance has an equity in real property in excess of \$4,000, an allowance will not be granted unless the Commission is satisfied that the property is being used as the necessary dwelling house of the beneficiary and her dependants, or the beneficiary agrees to terms and conditions with respect to the property satisfactory to the Commission. Previously, the amount of real property specified varied, depending on whether the applicant resided in a county, town or city. As before, a mother who holds in her own right or in trust for her children an amount in excess of \$1,000 in cash or in government bonds or other



liquid assets may only be granted an allowance if all assets are applied to provide for a series of future periodic payments for the support of her dependent children in a manner approved by the Commission.

As regards the making of applications, changes were made in the regulations to correspond with the new arrangements for welfare units made by the Welfare Units Act, 1948 (L.G., Aug., 1948, p. 894). Applications for an allowance must be made through the "local authority", which may be the public welfare administrator under the above Act or, where there is no welfare unit, the clerk of the municipal council or other person appointed by the council with the Minister's approval. Powers and duties of local boards are also set out in the regulations, since municipalities are not bound to abolish the present system of local boards.

### **Ontario Old Age Pensions Act**

New general regulations (236/48) made under the Old Age Pensions Act, rescinding the former regulations, provide, for the first time, for medical and dental services to be given to old age pensioners under any agreement made between the Crown and the Ontario Medical Association and Royal College of Dental Surgeons of Ontario, respectively.

The provisions for cost-of-living bonus remain the same as set out in the previous regulations (L.G., 1947, p. 1498; April, 1948, p. 341; July, 1948, p. 749) except that pensioners who are patients in public and mental hospitals, as well as persons residing in homes for the aged and in charitable institutions, are now excluded from the provisions governing cost-of-living bonuses.

Consequent upon the enactment of the Welfare Units Act, similar changes to those noted above under mothers' allowances were made in the old age pensions regulations.

### **Saskatchewan Apprenticeship Act**

#### *Weekly Newspapers*

To encourage the employment of apprentices in the weekly newspaper trade, the wages for the first six months of apprenticeship in the smaller towns have been lowered. This change in rates was effected in a new consolidation of the existing Regulations made by an Order in Council of September 15 (O.C. 1554/48) gazetted October 2. The earlier Regulations are now rescinded.

Apprentices in towns other than the eight mentioned below will now be paid \$13 a week for the first three months and \$15 for the second three months instead of 42

per cent and 46 per cent of the journey-men's rate for the same periods. Thereafter, the rates for the next four and one-half years range, as before, from 54 per cent to 95 per cent of the mechanic's rate (L.G., 1945, p. 1844).

The wages of apprentices in this trade in cities and the towns of Canora, Kamsack, Melville, Shaunavon, Lloydminster, Estevan, Humboldt and Wynyard remain unchanged.

The section requiring apprentices to attend technical classes from one to three months in each year is deleted from the new Regulations.

### **Saskatchewan Boiler and Pressure Vessel Act, 1948**

#### *Safe Handling of Liquefied Petroleum Gas*

New regulations designed to ensure greater safety in the handling, storing and distributing of liquefied petroleum gas were made on September 14, gazetted September 25 (O.C. 1526/48).

These regulations provide for the annual registration of all persons engaged in distributing liquefied petroleum gas and, as before (L.G., 1947, p. 1499), set out in detail requirements for the safe design, construction, installation, operation and registration of all pressure vessels, portable cylinders, storage and transport tanks and other pressure containers, equipment and distributing plants connected with liquefied petroleum gas.

Every distributor, distributor's agent or other person engaged in selling or distributing liquefied petroleum gas is now required to apply annually on or before July 1 to the Department of Labour for a licence covering each distributing branch, to furnish at the same time each year a list of all consumer installations being supplied by him, and to satisfy the Department as to his knowledge of the safe and proper manner of making and servicing such installations. In addition, he must have available at all times for an inspector a record of all consumer installations, together with records covering the preceding two years of installations and fees paid. The annual licence fee is \$5; \$2.50, if issued between January 1 and July 1, with an additional fee for each installation depending on the kind of installation. Formerly, all distributors were merely required to register every installation before commencing business, the fee for which was \$15 with an additional amount in proportion to the number of installations serviced.

The provision requiring the inspection of installations other than portable cylinders

at least once in two years has been omitted from the new regulations. It is stipulated in the Act, however, that periodical inspections must be made of every boiler or pressure vessel. A scale of inspection fees is set out.

As regards design and construction of all liquefied petroleum equipment, the provisions of the Code of the American Society of Mechanical Engineers for unfired pressure vessels, together with the standards of the National Board of Fire Underwriters, where not inconsistent with these regulations, apply as before.

More stringent rules are laid down for the inspection and filling of portable cylinders. They must now be inspected during construction. Before filling, a cylinder must be carefully examined by the distributor to ensure that it has been constructed and tested in accordance with specifications prescribed by the Canadian Railway Commission or the Interstate Commerce Commission and that no defects or signs of abuse are apparent to render it unsafe when filled. The name and address of the owner, together with some indication that the inflammable contents are dangerous if handled carelessly, must be plainly marked on every filled cylinder. Smoking and other ignition hazards are prohibited within prescribed distances from storage tanks, pressure containers or buildings used for filling portable cylinders.

The design and construction of all safety devices used on or in connection with any storage tank or pressure container, safety valves on portable cylinders and auxiliary equipment used in connection with filling such cylinders, must have the approval of the Underwriters' Laboratories, Incorporated, or other approved national laboratory.

Storage tanks and pressure containers must be constructed, as before, according to a design approved by the Department and must be registered, but there is to be no restriction on the number of tanks and containers constructed in any design.

Other requirements for the safe construction of storage and transport tanks, filling and distributing plants are substantially the same as before.

For failure to comply with these regulations, the penalty, as now set out in the Act, is a fine ranging from \$25 to \$300. The maximum stipulated in the earlier regulations was \$1,000.

The regulations made under the Steam Boilers Act, 1947, are now repealed.

### **Saskatchewan Hospitalization Act**

Gazetted August 28, regulations under the Saskatchewan Hospitalization Act, 1948,

govern tax collections for 1949 and provide for benefits commencing January 1. The principal changes from the former regulations issued under the 1946 Act (L.G., 1947, p. 201) are noted.

Under the new regulations, which were approved by Order in Council 1356/48 of August 17, the adult fee has been increased from \$5 to \$10, but the fee for each dependent child under 21 remains at \$5 and the family maximum of \$30 is unchanged.

A payment of \$15 or less must be paid in full before November 30, 1948; of payments of \$20 or more, \$15 must be paid by November 30 and the balance on or before May 31, 1949.

A dependant under 21 on whose behalf the tax or partial payment is paid between September 1, 1948, and January 1, 1949, is entitled to receive full benefits if he marries or becomes self-supporting within that period. Where a family payment has been made between September 1 and January 1, a child born before January 1 is also to be eligible for benefits for 1949.

When one or both spouses die before July 1, 1949, and at least \$15 has been paid, the balance to be paid is to be either the difference between the total tax for 1949, assessed as of December 31, 1948, and the amount already paid, or \$2.50 for each dependant and \$5 for the surviving spouse, whichever amount is lesser. As before, when a spouse dies and no part of the tax has been paid, the tax owing on his or her behalf will be cancelled.

With respect to exemption from taxation and benefits, the only changes are that recipients of the War Veterans' Allowance except widows and orphans are declared exempt (previously, former members of the Armed Forces for one year after discharge) and the maximum payment of \$25 for the family of a person in certain of the exempted classes has been removed.

As previously, a *pro rata* tax is to be paid by persons resident for six months in Saskatchewan who during the year cease to be entitled to the War Veterans' Allowance or are discharged from the RCMP or the Armed Forces, who complete or discontinue their training through the Dominion Department of Veterans Affairs or are discharged from a mental hospital, sanatorium, jail or the federal penitentiary in Saskatchewan. Set at 84 cents a month for adults and 42 cents for dependants under 21 (formerly, 42 cents for every person and a family maximum of \$2.50), the *pro rata* tax dates from the first day of the first calendar month following discharge, completion of training, etc. and must be paid before the first day of the

second calendar month following. The same *pro rata* tax of 84 and 42 cents a month is payable by persons who move to an area in which the hospitalization tax is levied either from the part of the Province in which the Northern Administration Act, 1948, applies, or from outside the Province, and the maximum family payment in either case is \$2.50 a month.

An amendment with respect to out-of-province benefits increases the average maximum payment to beneficiaries receiving hospital services outside Saskatchewan from \$4 to \$5 a day.

### **Saskatchewan Hours of Work Act**

Persons employed in any poultry-processing plant within a radius of five miles of any town with a population of more than 3,500 are not permitted to work beyond the eight- and 44-hour limits imposed by the Act unless overtime is paid for at the rate of time and one-half. This new Order (No. 16) was made on August 24, gazetted September 4 (O.C. 1421).

All workers in poultry-processing plants were formerly exempted from this provision in the Act and payment for overtime was required after nine hours in a day and the normal monthly hours (L.G., 1947, p. 1186), but by a subsequent Order (No. 15, L.G., Sept., 1948, p. 1011), which is now rescinded, the eight- and 44-hour limits were again imposed on that section of the industry in which egg-drying equipment is used.

The new Order stipulates that where the weekly hours in such plants previously exceeded 44 without payment of overtime, rates paid otherwise than on an hourly or daily basis must not be reduced, and the employer must increase the hourly, daily or piece-rate to an amount which exceeds it by not less than the percentage by which the previously-established weekly hours exceeded 44.

### **Saskatchewan Workmen's Compensation (Accident Fund) Act**

A new regulation (No. 46, O.C. 1733/48) effective from November 1, made under the above Act on October 19, gazetted October 23, brings forest operations within the scope of the Act, irrespective of the number

employed. Previously, these industries were excluded from Part I of the Act when the number of workers fell below six, except when they were incidental to a main industry under the Act.

Grouped as Class 7 in Schedule I of the Act, forest operations formerly included lumbering, logging, river driving, rafting, booming, sawmills, planing mills, shingle mills, lath mills and the manufacture of ties and pulpwood. To these have been added cutting or hewing of ties, pulpwood, boxwood, powerline poles, telephone poles, fence posts, anchor logs, props, and similar and incidental operations.

Employers are to be assessed as to all workmen employed, including the employer, partners, members of the family and executive officers. For purposes of compensation, the annual earnings of an employer, partner or executive officer are to be deemed to be not more than \$1,500 and the earnings of members of the family either the rates paid as shown by the employer's payroll records or the average weekly or monthly rate paid during the previous 12 months to a person in the same class of employment or a rate set by the Board.

Assessments are to be levied provisionally upon the estimate of the forest products to be produced, with a minimum assessment of \$25. Employers must, on or before December 31, transmit to the Board a statement of the wages earned by their employees from January 1 to October 31, 1948, and henceforth, in each year on or before November 20, a statement of the operations engaged in and the quantity of forest products produced in the preceding season ending October 31, together with an estimate of the amount to be produced during the season beginning November 1.

An employer is excluded from the operation of the Act, except by special application, if he is not operating as part of another operation or under sub-contract and is engaged in producing one only of the following products and a lesser quantity than that specified: lumber—10 MFBM; pulpwood, boxwood, fuelwood and plywood or veneer logs—40 cords; ties and anchor logs—300; fence posts—1,500; lath and shingles—50 M.

## **Legal Decisions Affecting Labour**

### **Privy Council Confirms Power of Saskatchewan Labour Relations Board to Order Reinstatement of Dismissed Employees—Board Constitutionally Established.**

In a judgment handed down on October 13, 1948, the Judicial Committee

of the Privy Council held that the section of the Saskatchewan Trade Union Act authorizing the Labour Relations Board to order an employer to reinstate and reimburse a worker discharged contrary to the Act is not *ultra vires* of the Saskatchewan



Legislature and that the Board and its members are constitutionally established. Upon that footing the case was remitted to the Saskatchewan Court of Appeal for re-hearing.

The question of the constitutionality of the Act came before the Judicial Committee by way of appeal by the Labour Relations Board of Saskatchewan from the judgment of The Saskatchewan Court of Appeal on December 15, 1947, quashing Orders of the Board requiring the John East Iron Works, Limited, of Saskatoon to reinstate five men in their employment and to pay each of them \$200.80, the monetary loss suffered by reason of their dismissal. The Orders were issued on application of a trade union, the United Steel Workers of America, which complained that the John East Company in dismissing the employees had been guilty of an unfair labour practice within the meaning of the Act. The Board after hearing evidence and argument found that the Company had discriminated against each of the five employees with a view to discouraging membership in or activity in or for a labour organization and had discharged them contrary to the provisions of the Act. The Saskatchewan Court held (L.G., 1948, p. 60) that the Act in so far as it purports to make Orders of the Board enforceable as Orders of the Court of King's Bench and to give the Board power to make any Order under s. 5 (e) is *ultra vires* of the Legislature of Saskatchewan as being legislation setting up a superior, county, or district court or tribunal analogous thereto, the judges or members of which are not appointed by the Governor General of Canada in Council, and as purporting to confer judicial power upon a body not so appointed.

The judgment of the Judicial Committee, which was delivered by Lord Simonds, sets out the relevant provisions of the British North America Act and of the Saskatchewan Trade Union Act and states that "the borderland in which judicial administrative functions overlap is a wide one and the boundary is more difficult to define in the case of a body such as the appellant Board, the greater part of whose functions are beyond doubt in the administrative sphere. Nor can a more difficult question be posed (but their Lordships can find no easier test) than to ask whether one Court is analogous to another."

The judgment then points out that the question to be determined is whether the

appellant Board when it makes an Order under s. 5 (e) of the Act is exercising judicial power. If it is not then it is not a court at all and cannot be a superior, district or county court, or a court analogous thereto. Their Lordships state, however, that they think it unnecessary finally to answer this question or to give a comprehensive definition of judicial power. They accept broad features of it as set out in a previous judgment "nor do they doubt . . . that there are many positive features which are essential to the existence of judicial power, yet by themselves are not conclusive of it, or that any combination of such features will fail to establish a judicial power if, as is a common characteristic of so-called administrative tribunals, the ultimate decision may be determined not merely by the application of legal principles to ascertained facts but by considerations of policy also." Their Lordships do not decide whether the power exercised by the appellant Board under section 5 (e) of the Act is a judicial power, as "the elements in its constitution and functions which at least make it doubtful whether it is in the strict sense a court exercising judicial power at all appear to lead conclusively to the opinion that it is not a superior, district, or county court or a court analogous thereto."

In discussing points of difference between the functions of a Court and those of the Board, as defined in the Act, the judgment points out that the conception of the judicial function is bound up with the idea of a suit between parties and that it is the duty of the Court to decide the issue between those parties with whom alone it rests to initiate, defend or compromise proceedings. The function of the appellant Board differs from the traditional conception of a Court. An Order of the Board under Section 5 (e) relates solely to the relief to be given to an individual, "yet the controversy may be raised by others without his assent and, it may be, against his will, for the solution of some far-reaching industrial conflict." While it might be possible to regard such an issue as an action and its determination as an exercise of judicial power such an issue appeared to the Judicial Committee to be remote from those which at the time of Confederation occupied the superior or district or county courts of Upper Canada.

Lord Simmonds continued:—

"In the Court of Appeal for Saskatchewan the learned Chief Justice (in whose opinion the other judges concurred) accepted the view that the Board exercised

a judicial power analogous to that of the Courts named on the ground that such Courts always had jurisdiction in connection with the enforcement of contracts of hiring and awarding damages for the breaches thereof. But, as their Lordships think, this view ignores the wider aspects of the matter. The jurisdiction of the Board under s. 5 (e) is not invoked by the employee for the enforcement of his contractual rights: those, whatever they may be, he can assert elsewhere. But his reinstatement, which the terms of his contract of employment might not by themselves justify, is the means by which labour practices regarded as unfair are frustrated and the policy of collective bargaining as a road to industrial peace is secured. It is in the light of this new conception of industrial relations that the question to be determined by the Board must be viewed, and, even if the issue so raised can be regarded as a justifiable one, it finds no analogy in those issues which were familiar to the courts of 1867."

The Judicial Committee then applied this further test: "If the appellant Board is a court analogous to the Superior and other Courts mentioned in section 96 of the British North America Act, its members must not only be appointed by the Governor General but must be chosen from the Bar of Saskatchewan. It is legitimate therefore to ask whether, if trade unions had in 1867 been recognized by the law, if collective bargaining had then been the accepted postulate of industrial peace, if, in a word, the economic and social outlook had been the same in 1867 as it became in 1944, it would not have been expedient to establish just such a specialized tribunal as is provided by section 4 of the Act. It is as good a test as another of 'analogy' to ask whether the subject matter of the assumed justifiable issue makes it desirable that the judges should have the same qualifications as those which distinguish the judges of superior or other courts. And it appears to their Lordships that to this question only one answer can be given. For wide experience has shown that, though an independent president of the tribunal may in certain cases be advisable, it is essential that its other members should bring an experience and knowledge acquired extra-judicially to the solution of their problems. The members of the Board are to be equally representative of organized employees and employers and in a certain event of the general public. That does not mean that bias or interest will lead them to act otherwise than judicially so far as that

word connotes a standard of conduct, but it assuredly means that the subject matter is such as profoundly to distinguish such a tribunal from the courts mentioned in s. 96."

In considering the alleged judicial function of the Board under section 5 (e) of the Act in relation to its other duties, the Judicial Committee noted that it was not impossible, as shown in the case of *Toronto v York* (1938), A.C. 415, for a body to be validly established for administrative purposes and yet to be unconstitutionally clothed with judicial power. It was not, therefore, conclusive of the constitutionality of the Board that it was, in the main, administrative and that its judicial function was designed to implement administrative policy. But the power vested in it by the Act to appeal in its own name from any judgment of any Court affecting any of its orders or decisions, emphasized its dissimilarity from those Courts.

On behalf of the respondent it had been urged that a tribunal whose decisions were not subject to appeal and whose proceedings were not reviewable by any court of law or by *certiorari* or other proceedings, must be regarded as a "superior" court or a court analogous thereto. But the same considerations which make it expedient to set up a specialized tribunal may make it inexpedient that the tribunal's decisions should be reviewed by an ordinary court. It does not for that reason itself become a "superior" court. The Judicial Committee considered, however, that the Board's immunity from *certiorari* or other proceedings should not be pressed too far. "It does not fall to their Lordships upon the present appeal to determine the scope of that provision but it seems clear that it would not avail the tribunal if it purported to exercise a jurisdiction wider than that specifically entrusted to it by the Act."

At this stage their Lordships reached the conclusion that the jurisdiction exercisable by the Board is not such as to constitute it a court within section 96 of the British North America Act. They did not think it necessary to consider whether or not the Board's jurisdiction was more nearly analogous to that of justices of the peace at the time of Confederation.

The judgment then referred to some of the cases which had come before the Judicial Committee.

In *Martineau vs. the City of Montreal* the question was as to the constitutionality of the Quebec Public Service Commission, in that its members exercised certain judicial functions but were not appointed by the Governor General. The Judicial



Committee appeared to have decided in favour of the validity of the Commission's awards mainly on the ground that the Commission was the successor of a body which was in existence at the time of Confederation and exercised similar jurisdiction. In delivering that judgment Lord Blanesburgh approved the following words of Drake J. in a British Columbia case, *Burk vs. Tunstall* 2 B.C.R.12.

"But in the Section [129 of the British North America Act] itself, after the special Courts thus named, the Courts of Probate in Nova Scotia and New Brunswick are excepted from the operation of the clause, thus showing that Section 96 was intended to be general in its operation."

In *Toronto vs. York* it was decided that the Ontario Municipal Board was primarily administrative but that sections of the Act establishing it purported to give it the functions of a court and judicial powers and that, therefore, since its members were not appointed by the Governor General, the Act was invalid. But in that case the question did not arise, as it does in the case under appeal, whether, assuming that judicial power was vested in the Board, the Board was thereby brought within Section 96. Although in the judgment delivered by Lord Atkin the question was asked "Is, then, the Municipal Board of Ontario a Superior Court, or a tribunal analogous thereto?", it seems to have been assumed by their Lordships that if the power vested in it was judicial, it was such a tribunal. They did not consider, because presumably there was no occasion to do so, the distinction between the courts that come within section 96 of the British North America Act and other courts and tribunals.

In *re the Adoption Act* the Supreme Court of Canada had to determine the constitutionality of a number of Acts purporting to vest judicial power in officers to be designated by the Lieutenant-Governor in Council. The subject matter of these Acts lay within the legislative power of the Provinces just as does that of the present appeal. The question then was whether these judicial bodies were courts within the meaning of section 96 and the answer was in the negative. "It was sufficient for the purpose of that case for the learned Chief Justice to pose this question: 'Does the jurisdiction conferred upon magistrates under these statutes broadly conform to a type of jurisdiction generally exercisable by courts of summary jurisdiction rather than the jurisdiction exercised by courts within the purview of Section 96?'

and, answering that question in the affirmative, to pronounce for the validity of the statutes. And, if in this case the same alternative was presented to their Lordships, they might well answer it in the same way, for at least from the earliest times the administrative and judicial duties of justice of the peace have been curiously blended: that feature a court of summary jurisdiction has in common with the appellant Board. But they would prefer to put the question in another way, which may be more helpful in the decisions of similar issues, viz., 'Does the jurisdiction conferred by the Act upon the appellant Board broadly conform to the type of jurisdiction exercised by the superior, district or county courts?' In their view, for the reason already stated, it does not do so. They do not think it necessary to say whether it conforms more nearly to any other jurisdiction existing in 1867."

The Judicial Committee concluded that the judgment of the Court of Appeal for Saskatchewan could not be maintained. They pointed out, however, that, apart from the plea of unconstitutionality, the respondent had claimed to have the Orders of the appellant Board quashed on two other grounds (a) that in their assessment of the monetary loss suffered by the discharged employees the Board proceeded upon an error in law so fundamental as to deprive the Board of jurisdiction, and (b) that the conduct of the Chairman of the Board disqualified him by bias or the reasonable apprehension of bias from taking part in the inquiry and the Board as constituted at the hearing was also disqualified. The Court of Appeal, being in favour of the respondent on the constitutional plea, did not think it necessary to consider these grounds and their Lordships were not prepared to do so until at least the Court of Appeal had pronounced upon them. Therefore, while the present appeal was allowed, the case must be remitted to the Court of Appeal for re-hearing upon the footing that the Act is not *ultra vires* and that the Board and its members are constitutionally established. The respondent was required to pay costs of the appellant Board of this appeal and in the Court of Appeal of Saskatchewan. *The Labour Relations Board of Saskatchewan vs. The John East Iron Works, Ltd. The Attorney General of Canada, The Attorney General of Saskatchewan, The Attorney General of Ontario and The Attorney General of Nova Scotia intervening.* P.C. Appeal No. 13 of 1948.



# 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, who is operating a garage on his own account, was self-employed even on days that he happened to be idle when his garage was closed due to abnormal weather conditions.—CU-B. 264 (June 26, 1947).**

### MATERIAL FACTS OF CASE:

The claimant, a married man, aged 40 years, registered for work as a welder and last employed as a mechanic, commenced operating a garage on his own account in February, 1946. He registered for employment on December 23, 1946, and made claim for benefit on January 20, 1947, requesting that his claim be antedated to the date of his registering. As he had no contributions to his credit in the immediately preceding two years, he applied for an extension of the two-year period, which was granted. Antedating of his claim was also approved from January 19, 1947, to December 23, 1946.

On February 13, 1947, the claimant stated:—

. . . My business consists of repairing and welding farm machinery and due to abnormal weather conditions, I have no business or work to do. I go there daily merely to keep a fire on to keep the place from freezing up.

The Insurance Officer disqualified the claimant for an indefinite period as from December 23, 1946, on the ground that he had not proved that he was unemployed within the meaning of Section 27 (1) (a) and Section 29 (1) (b) of the Act.

From this decision the claimant appealed to a Court of Referees before which he appeared and the Court unanimously allowed the claim as from December 23, 1946.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees.

### DECISION:

The question to decide is whether the claimant proved that he was unemployed, within the meaning of Section 27 (1) (a) of the Act, from December 23, 1946, to March 21, 1947, when his business resumed its normal activity.

The claimant, since February, 1946, is the owner of a garage where he works on his own account, repairing and welding farm machinery. He applied for benefit on January 20, 1947, on the ground that he had no business or work to do due to abnormal weather conditions.

Cases such as the present one where the question of self-employment is raised must be appreciated on their own merit, taking into consideration all the circumstances shown by the evidence.

The evidence discloses that, in fact, the claimant's business was completely curtailed for a period of approximately three months due to weather conditions. But it also discloses that it never was the intention of the claimant to wind up his business. As soon as the weather permitted, he resumed his work.

When a person insured under the Act enters into business on his own account and thereby becomes self-employed, he places himself outside the scope of the Unemployment Insurance plan for the duration of his self-employment. The period of self-employment continues even on days when he happens to be idle and he cannot draw any benefit during the whole of that period, no matter what his volume of business or remuneration therefrom may be.

For these reasons, the decision of the Court of Referees is reversed and the appeal of the Insurance Officer is allowed. The claimant is disqualified from receipt of benefit until and unless he becomes unemployed within the meaning of Section 27 (1) (a) of the Act.

**Held that the claimant whose regular occupation is that of a pressman, was not self-employed during a temporary lay-off when he assisted in a grocery store of which he is the co-owner.—CU-B. 306 (November 28, 1947).**

**MATERIAL FACTS OF CASE:**

The claimant, a married man, aged 36 years, registered for work as a pressman, was last employed as such by a printing company from April 1, 1947, to June 10, 1947, at a wage of \$1.32 an hour. He made claim for benefit on July 2, 1947, stating that he had voluntarily left his employment because it was night work and also because of lack of co-operation from his foreman. The employer stated:—

(The claimant) was advised that it would be night work for possibly six months or until we received shipment of a new press. However the alternative of two weeks days and one week nights was offered him and he refused this as he said he would rather work nights so he could look after the store in the day time. . . .

The Insurance Officer disqualified the claimant from receipt of benefit for a period of six weeks as from June 11, 1947, under Section 41 (1) of the Act, on the ground that he had voluntarily left his employment without just cause.

From this decision the claimant appealed to the Court of Referees and made the following statement:—

The grocery store is owned by myself and my wife and is operated by her. There is no business to speak of during the day being mostly between four and six. It is just a small store. I am available for work and always have been so. I might be occasionally in the store when I am not working but it is not necessary for me to be there.

A report from the district investigator of the Commission regarding the claimant's availability for work reads in part as follows:—

In so far as the grocery store at ——— is concerned he has very close competition from a store directly opposite his establishment which has been in existence for some time. This competition is so keen that (the claimant) has put his place up for sale. I spent about half an hour in this store, and during that time not one customer came in, and, while (the claimant) was in this store when I called, there is only sufficient business, apparently, for his wife to take care of. She

is in the store all the time, but naturally, she is very anxious to have her husband home at nights, owing to the large number of cases of theft and break-ins at places of business. This seems quite natural and I am informed by (the claimant) that he is definitely available for employment in the line of work he has been doing, but he definitely prefers day work, and not night work.

The Court of Referees was requested by the Insurance Officer "to give some consideration to the question of whether or not the claimant was unemployed at the time he filed his claim", and the decision of the Court, before which the claimant appeared, reads in part:—

In view of the statements of the claimant and the Employer Company not being represented to refute those made by the claimant, the Court is of the opinion that the claimant had just cause in leaving his employment and that the claimant was available for employment on July 2, 1947, within the meaning of Section 27 (1) (a) (b) of the Act, but finds that as long as the claimant is the joint owner of a business, he cannot obtain benefit under Section 29 (1) (b) (i) and (ii), and a period of disqualification will be from July 2, 1947, until such time as he ceases to be a partner in business.

The chairman of the Court granted the claimant leave to appeal to the Umpire because he considered that a principle of importance was involved and it would be helpful to have a decision from the Umpire on the question of self-employment, particularly as it applies to this case. The claimant stated in his submission to the Umpire in part:—

I met my employer . . . who informed me that the cause of all my trouble had been removed the foreman I have gone back to work for . . . and the situation is entirely different to what it was when the foreman was there, the fact that I am now working for my previous employer proves that I have been available for work at all times. I started back to work on September 3. It is perfectly obvious who was operating the store.

At a later date he stated:—

In reply to your letter of September 25/47, regards your request, for information as to what my share of the profits were for July, 1947, my share of the profits were nil, as the business, is poor, I have had the business up for sale since

March 17/47, and have not drawn one single penny out of it, since my wife has always operated the business. I have never drawn one penny out of it, further evidence, may be had on request regards as to how long I have had the business for sale. I have to work to meet my obligations as I cannot meet them otherwise.

#### DECISION :

I am asked to decide whether the claimant, from July 2, 1947, to September 3, 1947, was employed (self-employed).

"Cases like the present one, where the question of self-employment is raised, must be appreciated on their own merit, taking into consideration all the circumstances shown by the evidence." (CU-B. 264.)

In this instance, the evidence indicates that the claimant and his wife are co-owners of a grocery store. This in itself is not sufficient to establish that during the above-mentioned period, the claimant was self-employed.

Whilst employed by . . . the claimant, during his spare hours, used to assist in the grocery store which, according to the submissions, had been put up for sale in March, 1947. Upon separation from work in June, 1947, he helped out in the store, during his ordinary working hours, in order to fill up the gap of his period of unemployment. There is no indication that he

ever had the intention of becoming self-employed; in fact, he followed an occupation which "could ordinarily be followed by him in addition to, and outside the ordinary working hours of his usual employment."

Had the conditions not been such as to cause his voluntarily leaving in June, 1947, which, according to the decision of the Court of Referees, was justified under the circumstances, the claimant would no doubt have remained in the employ of the . . . Company. In fact, when the conditions were changed, he returned to work for that firm.

The Court of Referees also found that the claimant was available for work on July 2, 1947, and there is nothing to show that he did not remain available during the whole period of his unemployment.

I find, therefore, that the claimant was not employed (self-employed) from July 2, 1947, to September 3, 1947.

The claimant, however, was engaged in subsidiary employment within the meaning of Section 29 (1) (b) (ii) of the Act and consideration must be given to the amount of profit he derived from this occupation.

I am satisfied, from the nature of the evidence before me, that his fair daily average earning, spread over his period of unemployment, could not have exceeded \$1.50 a day.

Therefore, the appeal is allowed.

## Unemployment Insurance Statistics September, 1948\*

The Dominion Bureau of Statistics reported that during September, 33,036 claims for Unemployment Insurance benefit were filed in local offices of the Unemployment Insurance Commission. Initial and renewal claims, representing largely new cases of recorded unemployment among insured persons, totalled 28,143 in September compared with 24,972 in August and 20,883 during September, 1947.

Ordinary claims on the live unemployment register at any given time provide a measure of recorded unemployment among insured persons at that time. At September 30, there were 44,761 (28,326 male and 16,435 female) ordinary claims on the live register compared with 44,273 (28,114 male and 16,159 female) at August 31 and 36,666 (23,401 male and 13,265 female) at September 30, 1947. In addition, the live register contained 2,252 (1,688 male and 564 female) other claims at September 30 as against 3,088 (2,561 male and 527 female) at August 31 and 2,157 (1,629 male and 528

female) at September 30 last year. "Other claimants" are largely short-time claimants, that is those who have been put on short-time at their places of employment and are therefore not wholly unemployed. "Ordinary claimants" have either been separated from their previous employment or have been laid off for a period.

Those on the live unemployment register at September 30 are classified, in Table E-6, according to the number of working days they have been continuously on the register since the last initial or renewal claim for each was filed. For this purpose periods of employment of less than a week are not included, Sundays are not counted and an initial claim that immediately follows the termination of a benefit year is ignored.

A total of 32,661 claims was disposed of during September. This includes 157 special requests not granted (that is, requests for ante-dating, extension of the two-year period and dependency rate of benefit) as well as 756 cases referred to



courts of referees by claimants. Of the remaining 31,748 claims, 22,642 were considered entitled to benefit and 9,106 not entitled to benefit.

Chief reasons for non-entitlement were: "voluntarily left employment without just cause" 2,738 cases, "insufficient contributions while in insurable employment" 2,132 cases, "refused an offer of work and neglected an opportunity to work" 1,355 cases, "not unemployed" 860 cases.

During September, 49,372 beneficiaries were paid \$1,694,139 for 871,937 compensated unemployed days compared with 55,035 persons paid \$1,835,846 for 944,430 compensated days in August and 39,541 persons paid \$1,512,096 for 798,873 compensated days during September, 1947. Thus, the average duration of the unemployment compensated was 17.7 days in September, 17.2 days in August and 20.2 days last September. The average amount of benefit paid per beneficiary was \$34.31 in Sep-

tember, \$33.36 in August and \$38.24 during September, 1947. The average amount of benefit paid per compensated day of unemployment was \$1.94 in September, \$1.94 in August and \$1.89 during September of last year.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending September 30, 1948, showed 3,342,001 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1948, an increase of 92,016 since August 31, 1948.

As at September 30, 1948, 209,635 employers were registered representing an increase of 305 since August 31, 1948.

\* See Tables E-1 to E-7.

## WAGES, HOURS AND WORKING CONDITIONS FOR URBAN MUNICIPAL EMPLOYEES, OCTOBER 1947

*Returns from some 150 urban municipalities covering works, police and fire departments and employing approximately 40,000 workers were used in this analysis. A total of 28,000 of these employees were covered by collective agreement. The most common standard weekly hours in works departments were 44; in fire departments, 72; and in police departments, 48. An annual vacation of two weeks with pay after a year or less of service was common in the three departments although nearly 50 per cent of the workers were in municipalities giving three weeks' vacation after a varying length of service ranging up to 25 years.*

The information in this article was prepared from data obtained in the general annual survey of wage rates and hours of labour for 1947, by the Research and Statistics Branch of the Department of Labour, in which urban municipal authorities were asked to report on certain conditions of work as well as to give, by occupation, straight-time wage or salary rates in each of three of the main municipal departments, namely: Works, Police and Fire. Each department will be dealt with separately wherever possible.

In the case of 64 municipalities, three separate returns were received from each municipality covering the three departments. Another 24 submitted separate returns for works and police departments, ten of the police returns also covering their fire personnel. In 62 cases only a works department return was submitted in which municipalities it may be assumed there were no municipal police or permanent fire department employees.

Table I gives 1947 wage rates for 67 towns or cities along with comparative

**TABLE 1.—WAGE RATES FOR CERTAIN CLASSES OF URBAN MUNICIPAL EMPLOYEES, 1939 AND 1947**

NOTE.—Rates do not include the value of various allowances to employees such as free transportation, uniforms, sick benefits, etc., which vary in different localities.

Municipality	Police Constables		Firefighters		Labourers	
	Maximum Basic Salary per Year		Maximum Basic Salary per Year		Average Wage Rate per Hour	
	1939	1947	1939	1947	1939	1947
	\$	\$	\$	\$	\$	\$
<b>Prince Edward Island</b>						
Charlottetown.....	1140	1577			.35	.38— .60
<b>Nova Scotia</b>						
Glace Bay.....		2088				.72
Halifax.....	1600	1888 and 1960(1)	1600	1996 and 2140(1)	.40	.60— .65
Sydney.....	1380	1848	1320	1752	.43	.72
<b>New Brunswick</b>						
Fredericton.....	1200	1800		1800	.30	.60
Moncton.....	1560	2149		2155	.45	.55— .64½
Saint John.....	1500	1920	1440		.33— .36	.62½
<b>Quebec</b>						
Cap de la Madeleine (2).....		2080		2080		.55 and .68
Hull.....	1200	1694		1644	.35	.55 and .60
Joliette (2).....		1820		1820		.53— .60½
Magog.....		1820				.50— .60
Montreal.....	1800	2300	1800	2600	.35— .40	.55— .65
Quebec.....	1359	1846	1383	1846	.40	.54— .55
St. Hyacinthe (2).....		2060		2060		.35 .55— .60
St. Johns.....	1300	1768			.30— .35	.57— .67
Shawinigan Falls (2).....		1975		1975		.63
Sherbrooke.....	1300	1976	1300	2184	.35	
Sorel (2).....	1170	2080		2080		.45— .70
Trois Rivières (2).....	1300	1794	1300	1794	.35	.50— .60½
Verdun.....		2200		2300		.65— .68
Westmount.....	1700	2150	1700	2250		.60
<b>Ontario</b>						
Belleville.....	1500	2035	1248	2190	.40	.60— .65
Brantford.....	1643	2274	1643	2274	.50	.71½— .80
Brockville.....	1250	1800	1200	1800	.35	.60
Chatham.....	1550	1870	1480	1870	.45	.63— .68
Cornwall.....		1980		1980		.60— .65
Fort William.....	1860	2280	1600	2040	.40	.70— .78
Galt.....	1400	1900	1250	1700	.45— .50	.66
Guelph.....	1450	1900	1400	1900	.40	.65— .75½
Hamilton.....	1850	2411	1850	2411	.55	.79½— .84½
Kirkland Lake.....		2220		2220		.70— .85
Kitchener.....	1650	2170	1510	2200	.45	.75
London.....	1874	2233	1725	2235	.52	.63— .71
Niagara Falls.....	1680	2279	1560	2219	.45— .52	.71— .75
North Bay.....	1502	1980	1386	2040	.44	.65
Oshawa.....	1638	2650	1480	2100	.45— .50	.70— .76½
Ottawa.....	1915	2530	1751	2321	.50	.60½
Owen Sound.....	1800	1979	1200	1737	.35— .40	.61— .69
Peterborough.....	1500	2131	1400	2100	.40	.65— .70
Port Arthur.....	1817	2250	1620	2124	.48	.78— .80
St. Catharines.....	1734	2237	1504	2183	.40— .45	.70— .75
St. Thomas.....	1800	2220	1500	2173	.40— .51	.67— .77
Sarnia.....	1620	2171	1560	2105	.40— .55	.70— .81
Sault Ste. Marie.....	1380	2222	1380	2284	.45— .52	.74½
Stratford.....	1500	1850	1377	1850	.45	.67— .70
Sudbury.....		2259		2199		.72
Timmins.....		2220		2220		.72— .85
Toronto.....	2087	2637	2086	2817	.62½	.80— .86
Windsor.....	1800	2481	1890	2350	.58	.82½
Woodstock.....	1300	1700	1314	1700	.35	
<b>Manitoba</b>						
Brandon.....	1260	1855	1250	1777	.38— .42	.55
St. Boniface.....		2232		2172		.60— .65
Winnipeg.....	1719	2400	1719	2400	.42— .49	.70— .75
<b>Saskatchewan</b>						
Moose Jaw.....	1464	2197	1284	2062	.46	.62
Prince Albert.....	1620	1980	1452	1938	.35— .40	.56
Regina.....	1706	2274	1562	2160	.45	.60
Saskatoon.....	1860	2250	1536	2160	.41— .45	.63— .73
<b>Alberta</b>						
Calgary.....	1663	2274	1611	2214	.45— .56	.65— .80
Edmonton.....	1692	2170	1632	2170	.52— .57	.79— .85
Lethbridge.....	1621	2160	1559	2040	.47— .51	
Medicine Hat.....	1620	1980	1500	1980	.40— .45	
<b>British Columbia</b>						
Nanaimo.....			1380	1810		.56
Nelson.....		2100		1920	.40— .50	.80
New Westminster.....	1824	2304	1750	2304	.61	.85
Prince Rupert.....			1200	2112	.45	
Vancouver.....	1804	2400	1748	2340	.57— .61	.86
Victoria.....	1710	2280	1695	2304	.56	.87

(1) Higher rate for married men.

(2) Both police and firefighting duties performed by the same men.

rates for 1939 wherever possible, under the three headings, Police Constables, Fire-fighters and Labourers. The rates include maximum yearly salaries for police and firemen and an hourly rate or range of rates for labourers.

## Works Department

In this analysis of certain working conditions in urban municipal works departments, returns from 150 cities or towns throughout Canada were used, as shown in Table II. The population of these cities or towns represented 76 per cent of the total urban population in Canada, on the basis of the 1941 census, and they give what is considered a fair representation of population in each province.

Distribution of the 150 municipalities, by 1941 population, is as follows:—

Size Range	Number	Total Population
1,000 to 5,000	35	125,400
5,000 to 10,000	42	293,100
10,000 to 20,000	29	402,300
20,000 to 30,000	16	380,600
30,000 to 40,000	8	254,500
40,000 to 50,000	3	129,100
50,000 to 100,000	7	508,700
Over 100,000	8	2,645,300*

\* Includes two suburban municipalities whose population is not given separately from the adjacent cities.

**Collective Agreements.**—Of the 150 municipalities whose returns were used in the present survey, 65 reported collective agreements in writing, covering a total of 19,400 works employees, or 78 per cent of the

**TABLE II.—DISTRIBUTION OF MUNICIPALITIES AND EMPLOYEES IN THE WORKS DEPARTMENTS OF CERTAIN MUNICIPALITIES, 1947**

	Canada	Nova Scotia*	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
Total Municipalities	150	13	8	25	66	6	7	7	18
Total Employees:									
Office.....	1,913	54	19	619	485	42	77	356	261
Works:									
Male.....	24,753	662	515	6,584	10,643	985	825	1,618	2,921
Female.....	246	6	.....	158	62	7	.....	4	9
Total Employees	26,912	722	534	7,361	11,190	1,034	902	1,978	3,191

\* Includes Charlottetown, P.E.I.

**TABLE III.—STANDARD WEEKLY HOURS OF WORK FOR MUNICIPAL EMPLOYEES IN THE WORKS DEPARTMENTS OF CERTAIN MUNICIPALITIES, 1947**

Standard Weekly Hours	By Municipalities							
	Canada	Maritime Provinces	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
40.....	9	.....	.....	1	.....	.....	2	6
44.....	67	4	2	34	5	6	4	12
45.....	3	1	.....	2	.....	.....	.....	.....
47.....	1	.....	.....	1	.....	.....	.....	.....
48.....	57	14	15	25	1	1	1	.....
50.....	6	1	3	2	.....	.....	.....	.....
54.....	5	1	3	1	.....	.....	.....	.....
60.....	2	.....	2	.....	.....	.....	.....	.....
Total.....	150	21	25	66	6	7	7	18
Standard Weekly Hours	By Number of Employees *							
	Canada	Maritime Provinces	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
40.....	9,037	.....	.....	5,177	.....	.....	1,422	2,438
44.....	11,210	440	4,272	4,167	942	707	190	492
45.....	48	7	.....	41	.....	.....	.....	.....
47.....	59	.....	.....	59	.....	.....	.....	.....
48.....	4,159	713	2,091	1,177	50	118	10	.....
50.....	255	19	185	51	.....	.....	.....	.....
54.....	201	4	164	33	.....	.....	.....	.....
60.....	30	.....	30	.....	.....	.....	.....	.....
Total.....	24,999	1,183	6,742	10,705	992	825	1,622	2,930

\* Does not include office workers.



total number covered in the survey. The majority of the 65 municipalities reported agreements with unions of civic employees affiliated with the Trades and Labour Congress or Canadian Congress of Labour.

**Standard Hours of Work, Table III.**—Weekly hours varied between 40 and 60. The most common hours were 44, with 67 municipalities, employing 45 per cent of the workers, reporting this length of work week. The 40-hour week, which was reported by nine municipalities, accounted for another 36 per cent of the employees. Although 57 municipalities reported a 48-hour week, they employed only 17 per cent of the total number of workers.

Only the nine municipalities on a 40-hour week and one other working 45 hours were on a five-day week.

A few municipalities showed a range of working hours for their staff and in four cases, hours for the waterworks department staff were longer than for the remainder of the municipal employees.

**Overtime Rates of Pay, Table IV.**—Time and one-half was the rate for overtime Monday to Friday after daily or weekly hours in 87 municipalities, employing two-thirds of the works employees. Eighty-three localities reported this same rate for overtime on Saturday after daily or weekly hours had been worked.

Although more municipalities reported time and one-half for overtime on Sundays and holidays than any other rate, there were more workers in those municipalities which reported double time in each category. There were over 4,000 more

**TABLE IV.—OVERTIME RATES OF PAY FOR MUNICIPAL EMPLOYEES IN THE WORKS DEPARTMENTS OF CERTAIN MUNICIPALITIES, 1947**

Overtime Rates	After Daily Hours		Only After Weekly Hours	Sunday	Holidays
	Monday to Friday	Saturday			
Total Municipalities.....	138	138	12	150	150
<i>Straight Time</i>					
Canada.....	46	49	.....	45	47
Maritime Provinces.....	8	8	.....	8	8
Quebec.....	7	7	.....	7 <sup>(1)</sup>	7 <sup>(1)</sup>
Ontario.....	27	28	.....	26	28
Prairie Provinces.....	3	5	.....	3	2
British Columbia.....	1	1	.....	1	2
<i>Flat Rate 50 or 60 cents per hour</i>					
Canada.....	1	1	2	1	1
<i>Time and One-Half</i>					
Canada.....	77	73	10	53	44
Maritime Provinces.....	8	8	1	7	6
Quebec.....	13 <sup>(2)</sup>	13 <sup>(2)</sup>	2	7	6
Ontario.....	29	28	3	27	20
Prairie Provinces.....	16 <sup>(3)</sup>	13 <sup>(3)</sup>	1	6 <sup>(4)</sup>	6 <sup>(4)</sup>
British Columbia.....	11	11	3	6	6
<i>Double Time</i>					
Canada.....	.....	1	.....	33	36
Maritime Provinces.....	.....	.....	.....	4	5
Quebec.....	.....	.....	.....	8	9
Ontario.....	.....	.....	.....	5	8
Prairie Provinces.....	.....	1	.....	10	9
British Columbia.....	.....	.....	.....	6	5
<i>Double Time and One-Half</i>					
Canada.....	.....	.....	.....	1	4
Ontario.....	.....	.....	.....	.....	2
Prairie Provinces.....	.....	.....	.....	1	2
<i>No Overtime Information</i>					
Canada.....	14	14	.....	17	18

(1) In one municipality, a minimum of three hours of overtime must be worked before rate is paid.

(2) In one municipality, double time was reported for all overtime after midnight.

(3) Three municipalities reported paying double time after the first three or four hours of overtime.

(4) One municipality reported double time after the first three hours of overtime.

**TABLE V.—VACATIONS WITH PAY FOR MUNICIPAL EMPLOYEES IN THE WORKS DEPARTMENTS OF CERTAIN MUNICIPALITIES, 1947**

NOTE.—Of the 150 municipalities, ten reported no vacation, two had no definite policy, one gave one day for each year of service, and another reported a single provision of three weeks after one year's service. These 14 municipalities included 522 employees.

Length of Service Required	Initial Vacation		Maximum Vacation		
	One Week	Two Weeks	One Week	Two Weeks	Three Weeks
<i>No Specified Service</i>					
Canada.....	2	2		1	
Quebec.....		1		1	
Ontario.....	2				
Prairie Provinces.....		1			
<i>Six Months</i>					
Canada.....	7	1		1	
Maritime Provinces.....		1		1	
Quebec.....	1				
Ontario.....	3				
British Columbia.....	3				
<i>One Year</i>					
Canada.....	75	47	38	48 <sup>(1)</sup>	
Maritime Provinces.....	8	7	6	7	
Quebec.....	14	3	5	6	
Ontario.....	39	20	23	20	
Prairie Provinces.....	9	8	1	7	
British Columbia.....	5	9	3	8	
<i>Two Years</i>					
Canada.....		2		18 <sup>(2)</sup>	
Maritime Provinces.....				1	
Quebec.....		1		3	
Ontario.....				5	
Prairie Provinces.....		1		8	
British Columbia.....				1	
<i>Three and Four Years</i>					
Canada.....				5	
Quebec.....				3	
Ontario.....				2	
<i>Five Years</i>					
Canada.....				11 <sup>(3)</sup>	
Maritime Provinces.....				1	
Quebec.....				2	
Ontario.....				8	
<i>Ten Years</i>					
Canada.....				1	6
Ontario.....				1	3
Prairie Provinces.....					2
British Columbia.....					1
<i>Fifteen Years</i>					
Canada.....				1	3
Ontario.....					1
British Columbia.....				1	2
<i>Twenty-Five Years</i>					
Canada.....					3
Ontario.....					1
Prairie Provinces.....					1
British Columbia.....					1
	84	52	38	86	12
Total Municipalities.....	136		136		

(1) Four municipalities also reported giving three weeks after 15 years.

(2) Three municipalities also reported giving three weeks, after ten years in two cases and after three years in another.

(3) One municipality also reported giving three weeks after 20 years.

workers in those municipalities which paid double time for Sunday work than those paying time and one-half and more than twice as many paying the higher rate for holiday work.

There were about 500 employees in the four municipalities which reported double time and one-half for holiday work, as shown in Table IV.

**Vacations with Pay, Table V.**—One-half of the municipalities reported an initial vacation of one week after one year of service; these employed 9,400 in the works departments. The 52 municipalities allowing an initial vacation of two weeks with pay accounted for 42 per cent of the total number of workers.

The 38 municipalities reporting a vacation of not more than one week regardless of the length of service accounted for only five per cent of the total number of workers. Nearly 40 per cent of all works employees were in 12 municipalities allowing three weeks' paid vacation after a service exceeding 10 years.

**Statutory Holidays.**—All but three municipalities reported the observance of statutory holidays ranging from 2 to 18. Payment was made for one or more such holidays in 111 municipalities in which the number of works employees was 23,000. More than one-half of these municipalities, employing 37 per cent of the total number of workers, paid for 8 to 10 holidays. An additional 46 per cent in 12 municipalities were paid for 11 to 13 of the observed holidays.

## Police Department

In analysing returns covering municipal police departments, 90 cities or towns with a total staff of some 6,700 were used:—

Region	Number of Municipalities	Number of Employees
Maritime Provinces	11	344
Quebec	17	2,354
Ontario	44	2,527
Prairie Provinces	13	840
British Columbia	5	633
Canada	90	6,698

Included in the above employment figures were 117 female workers who in most cases were stenographers, clerks or switchboard operators, but in some instances, matrons, policewomen or nurses.

Returns from 73 of the municipalities showed less than 50 employees each and two-thirds of these employed less than 20.

In ten reporting municipalities, the police and fire departments were combined and information from these was included in this section. In four of these cases, a few regular members of the fire staff were reported on the police return; in the remaining instances, the constables also act as firemen, one municipality explaining that their constables received \$1 per hour while attending a fire; another municipality paid similar rates during regular working hours and \$2 per hour outside their usual hours of work.

More than 50 per cent of the total number of workers in the police departments were covered by collective agreements in writing as reported by 29 of the municipalities.

**TABLE VI.—STANDARD WEEKLY HOURS OF WORK FOR EMPLOYEES IN THE POLICE DEPARTMENTS OF CERTAIN MUNICIPALITIES, 1947**

Weekly Hours	By Municipalities					
	Canada	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
40 and 42.....	3				3	
44 and 45.....	4			1	2	1
48.....	61	8	5	37	7	4
54 and 56.....	6		1	4	1	
60.....	6	1	4	1		
63 and 66.....	3		3			
72.....	7	2	4	1		
Total.....	90	11	17	44	13	5
Weekly Hours	By Municipal Employees					
	Canada	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
40 and 42.....	244				244	
44 and 45.....	128			14	30	84
48.....	5,779	328	1,875	2,480	547	549
54 and 56.....	78		34	25	19	
60.....	137	3	128	6		
63 and 66.....	70		70			
72.....	262	13	247	2		
Total.....	6,698	344	2,354	2,527	840	633



As shown in Table VI, weekly hours varied between 40 and 72. Two-thirds of the localities, including 86 per cent of the workers, reported a 48-hour schedule. Daily hours ranged between 8 and 12 with most of the police departments working three 8-hour shifts per day; some departments on a two-shift basis reported a day shift of 11 hours and a night shift of 13 hours while most of the two-shift operations were equal 12-hour intervals.

Little information was reported on overtime. A few returns showed a rate of time and one-half, one municipality reported double time and another, double time and one-half. In seven cases, flat rates of from

65 cents to \$1 per hour were reported. Ten municipalities reported giving compensatory leave for any overtime worked.

Vacations with pay (Table VII) were usually two weeks after a service of one year, although in 16 municipalities, with 800 employees, the initial vacation reported was three weeks, after a year or less of service. In the case of 33 municipalities, employing 4,200 of the workers, the maximum vacation was three weeks; in eight municipalities, with 30 per cent of these employees, the service requirement was from 15 to 25 years.

Twenty-five localities with about 2,000 employees reported that from 1 to 12

**TABLE VII.—VACATIONS WITH PAY FOR EMPLOYEES OF THE POLICE  
DEPARTMENT OF CERTAIN MUNICIPALITIES, 1947**

NOTE.—One municipality reported no vacation and four reported a single provision of one week after one year.

Length of Service Required	Initial Vacation		Maximum Vacation	
	Two Weeks	Three Weeks	Two Weeks	Three Weeks
<i>No Specified Service</i>				
Canada.....	4	1		1
Maritimes Provinces.....	1			
Ontario.....	3			
British Columbia.....		1		1
<i>Six Months</i>				
Canada.....	1	1	1	1
Maritime Provinces.....	1		1	
Quebec.....		1		1
<i>One Year</i>				
Canada.....	59	14	46	14
Maritime Provinces.....	7	1	7	1
Quebec.....	9	1	9	1
Ontario.....	32	6	26	6
Prairie Provinces.....	8	5	3	5
British Columbia.....	3	1	1	1
<i>Two and Three Years</i>				
Canada.....	3		3	2
Quebec.....	2		2	
Ontario.....	1		1	
Prairie Provinces.....				2
<i>Five and Ten Years</i>				
Canada.....	2		2	7
Maritime Provinces.....	1		1	
Quebec.....	1		1	
Ontario.....				6
Prairie Provinces.....				1
<i>Over Ten Years (1)</i>				
Canada.....				8
Maritime Provinces.....				1
Ontario.....				3
Prairie Provinces.....				2
British Columbia.....				2
	69	16	52	33
<b>Total.....</b>		85		85

(1) One required 12 years of service; three, 15 years; one, 20 years; and the remaining two, 25.

statutory holidays were observed and paid for. In several other instances, municipalities reported time off in lieu of specific holidays, a week's extra annual leave instead of statutory holidays, one-half day on each holiday or, in one case, allowing holidays only after 10 years of service.

## Fire Department

In the analysis of certain working conditions in the operation of municipal fire departments in Canada, returns from 68 cities or towns were used, ranging in size from a town with a population of about 2,000 up to the large industrial cities.

The distribution of municipalities and workers, including office employees, in fire departments whose returns were used, was as follows:—

Region	Number of Municipalities	Number of Employees
Maritime Provinces	7	302
Quebec	6	1,676
Ontario	34	2,378
Prairie Provinces	12	1,185
British Columbia	9	740
<i>Canada</i>	68	6,281

Fifty of the 68 municipalities reported between three and 50 full-time workers in their fire departments and averaged 23 employees each.

Of the 68 municipalities, 39 reported having collective agreements in writing covering a total of 5,200 of the workers; 23 of these municipalities reported agreements with the International Fire Fighters Association, affecting 3,300 workers.

Table VIII shows that weekly hours reported for the fire departments varied

between 44 and 72 with 60 per cent of the municipalities and 45 per cent of the workers on a 72-hour week; 29 of the localities on this weekly schedule reported shifts of 10 hours per day and 14 hours at night and the remaining 11 worked on the basis of equal 12-hour shifts. Four municipalities reported their firemen working 24 hours on and 24 hours off duty and in another instance, they worked 48 hours on and 24 hours off. One other municipality reported daily hours of 10 on three days, 14 for the next two days and 24 hours on the sixth. The three-platoon system of 8 hours for each shift was in effect in 22 of the reporting municipalities.

Very few municipalities reported information on overtime. Seven reported regular rates for any overtime necessary; four gave time and one-half for overtime during the week, with three of these giving the same rate for Sunday and holiday overtime and the other, double time; two reported giving time off in lieu of overtime and three paid either 75 cents or \$1 per hour for any time worked in excess of weekly hours.

Table IX indicates that all but one municipality gave a paid vacation of two weeks to members of the fire department staff, mainly after one year of service; in two cases, the service requirement was two and three years. In 35 municipalities, employing 4,100 workers, three weeks with pay were given after 1 to 25 years of service; 37 per cent of these workers were in the 21 municipalities giving three weeks after one year.

**TABLE VIII.—STANDARD WEEKLY HOURS FOR EMPLOYEES IN THE FIRE DEPARTMENTS OF CERTAIN MUNICIPALITIES, 1947**

Weekly Hours	By Municipalities					
	Canada	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
44.....	1				1	
48.....	23	1	1	7	7	7
56.....	4			4		
72.....	40	6 <sup>(1)</sup>	5	23	4	2
Total.....	68	7	6	34	12	9
	By Municipal Employees					
44.....	11				11	
48.....	2,516	19	20	693	1,064	720
56.....	958		1,649	958		
72.....	2,796	283 <sup>(1)</sup>	7	727	110	20
Total.....	6,281	302	1,676	2,378	1,185	740

(1) Includes one municipality, employing 90 workers, operating 82 hours per week.

Of the 68 municipalities, 43 either did not give any information or stated that they did not observe statutory holidays. Seventeen municipalities reported observing and paying for 6 to 14 holidays; it is possible in these cases that, although time off could not be allowed to everyone on the holidays in question, another convenient

day would be given in lieu of the holiday. In five instances, it was reported that an extra week's vacation with pay was given in lieu of observing statutory holidays and another two reported giving four long week-ends instead of observing any statutory holidays.

**TABLE IX.—VACATIONS WITH PAY FOR EMPLOYEES OF THE FIRE DEPARTMENTS OF CERTAIN MUNICIPALITIES, 1947**

NOTE.—One municipality reported a single provision of one week's paid vacation after one year.

Length of Service Required	Initial Vacation of Two Weeks	Maximum Vacation	
		Two Weeks	Three Weeks
<i>No Specified Service</i>			
Canada.....	27	1	.....
Nova Scotia.....	2	.....	.....
Quebec.....	1	.....	.....
Ontario.....	12	1	.....
Manitoba.....	1	.....	.....
Saskatchewan.....	4	.....	.....
Alberta.....	4	.....	.....
British Columbia.....	3	.....	.....
<i>One Year</i>			
Canada.....	38 <sup>(1)</sup>	29 <sup>(1)</sup>	21
Nova Scotia.....	1	1	1
New Brunswick.....	4	4	.....
Quebec.....	4	4	1
Ontario.....	21	15	8
Manitoba.....	1	1	1
Saskatchewan.....	1	1	4
Alberta.....	.....	.....	4
British Columbia.....	6	3	2
<i>Two and Three Years</i>			
Canada.....	2 <sup>(2)</sup>	2	1
Ontario.....	1	2	.....
Manitoba.....	1	.....	.....
British Columbia.....	.....	.....	1
<i>Five to Twenty-Five Years</i> <sup>(3)</sup>			
Canada.....	.....	.....	13
Nova Scotia.....	.....	.....	1
Ontario.....	.....	.....	8
Manitoba.....	.....	.....	1
British Columbia.....	.....	.....	3
		32	35
Total Municipalities Covered.....	67	67	

(1) Includes one municipality requiring six months' service.

(2) One municipality also provided for one week after one year of service.

(3) Two municipalities gave three weeks after five years; four after ten years; five after 15; one after 20 and another after 25.



An analysis of the current employment situation prepared by the Research and Statistics 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.

## CURRENT EMPLOYMENT CONDITIONS

*The employment market showed the first indications of the seasonal decline that normally begins during October. Employment was well sustained, however, as workers released from agriculture turned to jobs in logging, mining, and construction. Little unemployment resulted at first from the seasonal shifts. Nevertheless, labour demand had largely been depleted by the end of the month and seasonal workers displaced later would be faced with considerable difficulty in finding winter jobs. The Maritime region indicated a much improved employment situation with unemployment at its lowest level for the post-war era.*

Exceptionally fine weather during October had prolonged seasonal activity and employment in construction and transportation were still remarkably high. Agricultural work, too, did not terminate as quickly as usual and many farm workers were still working on the land at the end of the month. The same climatic conditions, however, had an adverse effect on the hydro-electric power supply; water levels were very low in southern Ontario and Quebec. Heavy rains were urgently needed to ameliorate the steadily deteriorating situation, and it was possible that employment in manufacturing and mining might be affected.

Although employment remained at much the same level during October, the labour market showed a decided change. At the opening of the period, demand was strong in most industries, especially construction, mining, and logging. By the end of the month, these requirements had largely disappeared. The industries had absorbed those released from harvest work and this along with adjustment of staff requirements to the winter schedule of activity had largely dissolved the earlier need for unskilled workers. Demands for skilled tradesmen, however, were still outstanding and will probably remain so throughout the winter months.

The burden of unemployment which has characterized the Maritime Provinces, particularly Nova Scotia, since the war's end appears to have considerably lessened. During the early part of September, unemployment in the region had fallen to 2.5

per cent of the labour force; in 1947, the percentage was 3.4 and one year previously 4.5 per cent. There is a note of permanency in the current situation in that the improvement was brought about by a reduction in the number in the labour force, many of the surplus workers having migrated to other regions, and by some increase in industrial capacity.

With the situation easing in Eastern Canada, there appears to be a very different type of unemployment problem developing in British Columbia. Here the problem does not lie in any basic depression in the major industries but rather in the constant influx of workers from other areas. This movement affects two classes of workers particularly—the older semi-retired worker and the unskilled labourer. The latter class usually enters when harvest is completed in the Western provinces and at the very time when employment is beginning to slacken in the Coastal province. This makes the burden of seasonal unemployment great, especially as logging does not provide the support for winter employment that it does in other regions. The problem for the semi-retired worker is somewhat less acute in that employment is not usually a matter of financial necessity. It does, however, present one of the most formidable problems to the Employment Service where many of these persons are registered for work.

A campaign by the Department of Labour is now under way to stem the movement of transient workers into British Columbia.

## Agriculture

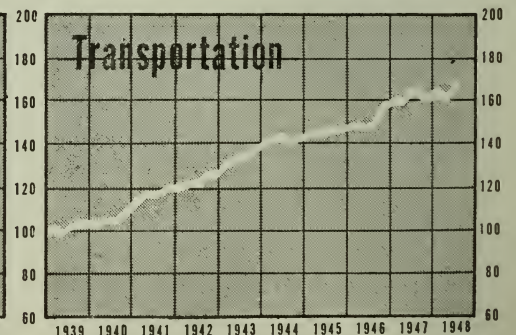
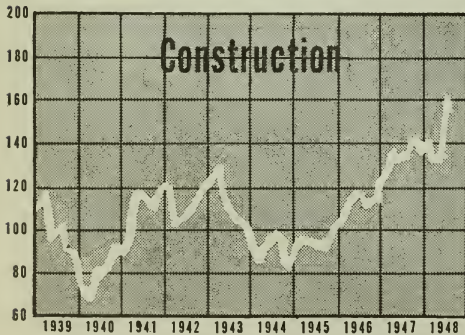
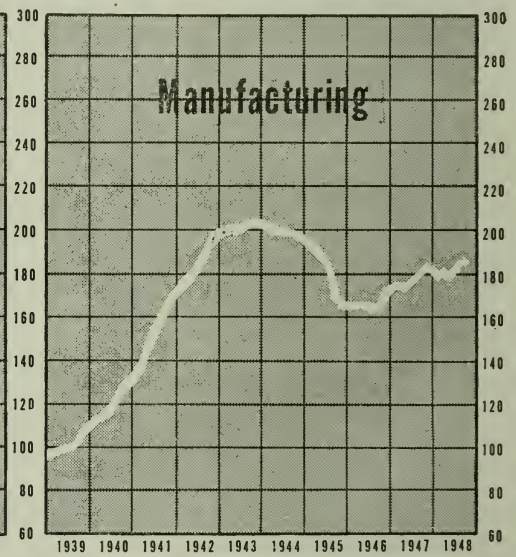
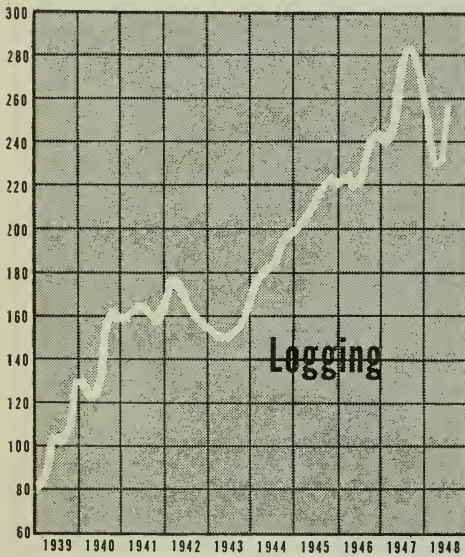
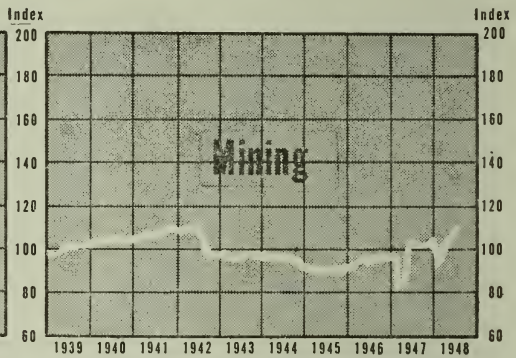
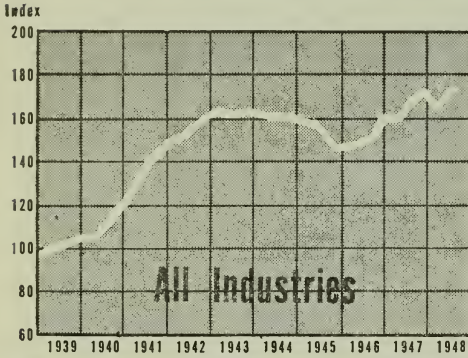
Harvesting operations in agriculture had largely been completed in most parts of Canada during October. Employment had subsided from its September peak of 1,250,000, but mild weather had permitted extensive fall ploughing and, as a result, the decline was somewhat less than usual.

Immigration had materially remedied what earlier in the year appeared to be a very serious shortage of farm labour. By March, immigrants slated for farm work were entering at a rate of 1,000 per month. The peak was reached in June when immigration brought over 3,000 farm workers.

## EMPLOYMENT TRENDS IN CANADIAN INDUSTRIES, 1939 TO 1948

Average: 1939=100

Seasonally Adjusted





In total, 13,000 immigrants in the farming category entered Canada during the first nine months of 1948. Many of these were Dutch farmers who entered with their families and with definite intentions of settling permanently on Canadian farms.

Some late crops such as beets, turnips and apples, were being gathered during October, but there was little demand in general for farm help. A number of replacements were anticipated for some 3,000 Polish veterans whose two-year contract for farm work expires during November. It was expected that at least one-third of these men would remain on the land in one capacity or another.

### Non-Agricultural Industry

With seasonal operations beginning to wane, labour market activity was again shifting to the non-agricultural segment of employment. Workers released from agriculture were turning to jobs in logging, mining, and, to some extent, heavy industry. Non-agricultural employment was still pointing upwards during October, being pushed by expansion in logging. Hydro-electric power shortages and reduced steel supplies, however, made employers cautious of extensive hiring.

The level of employment in the eight leading industries of Canada at the first of September continued to reflect the unprecedented expansion going on in the Canadian economy. The index of employment at that date stood at 201.3, based on the year 1926 as equalling 100.

Labour income, too, recorded a new record each month. Wages in manufacturing had advanced to an average of \$39.04 per week at the first of September for wage-earners paid on an hourly basis. These conditions of high employment and income, however, were accompanied by continued price rises. As a result, real wages, or money income in relation to the cost of living, had shown no material gain in recent months. The preliminary index of real wages stood at 100.5 at the first of September, the average of the year 1946 being equal to 100.

Hiring in *logging* was extremely active during October as the industry in Eastern and Central Canada prepared for the winter cut. Workers from agriculture and a large proportion of the immigrants brought in for logging in 1947 were now moving into woods employment. Consequently, labour was in ample supply and employers were more selective than usual in their hirings. Labour turnover was not expected to present a serious problem this year.

Because of high mill inventories, log production was expected to be smaller this season than the phenomenal high reached in the previous year. Cutting will largely be done during the latter part of 1948 and, since this operation requires the largest amount of manpower, employment was expected to drop steeply after the new year.

In British Columbia, expansion in employment was relatively slight as compared with other regions. Labour supply here also was adequate with a few areas reporting a surplus of workers.

The *mining* industry indicated a moderate expansion in employment during October accompanied by a marked decline in job opportunities. Many mines took advantage of the easier labour situation and hired extensively during September and early October. In addition, power cuts hindered production in Ontario and Quebec and consequently many gold mines were curtailing their usual recruiting programs. Some mining areas in Western Canada, however, especially isolated districts, were actively seeking workers. Currently, the situation had eased somewhat with transient labour now being available upon completion of the harvest.

Coal mines were generally adequately staffed. In the Maritimes, mines were working steadily with production at a high level. The agreement between the coal mines and the United Mine Workers of America will be up for re-negotiation shortly and wage remands have already been set. The objective in the current agreement will be to equalize the rates with those paid in Western Canada.

A record peace-time peak of 1,300,000 workers was recorded as employed in the *manufacturing* industries early in September. Employment was still strong in October, although hydro power shortages were threatening to disrupt production and to some extent employment as the season advanced. During October, however, power restrictions affected production largely by forcing the re-arrangement of working hours to include night shifts, short-time and week-end work.

Hirings during October were kept relatively low in industrial firms, in part because of power supply uncertainty and also due to the shortage of steel. The steel shortage was further aggravated during October when it was made known that imports from the United States were being reduced during the last quarter of 1948. The three-month strike in the auto parts plant in St. Catharines was settled during



the month. The recuperative effects of the settlement on the auto industry, however, will not immediately be seen since plants will shortly be re-tooling for production of new models and mass lay-offs will occur.

Industry in general appeared to be adequately staffed, although tradesmen of high calibre were in constant demand. Few such workers were available, however, and thus employers were turning to immigration to supply key industrial workmen. Recruiting was now under way both in Displaced Persons camps and through the employment office in Great Britain.

A record peak of 323,000 employed was attained in the **construction** industry early in September. Exceptionally fine weather had extended the season well on into the fall and little slackening occurred during the month of October. Contractors were rushing projects to completion of outside frameworks so that inside work could be carried on throughout the winter.

The construction season this year has been extremely active. Residential and institutional building provided the bulk of activity where requirements covered the needs of some 15 years of relative building inactivity. The urgency of demand coupled with the present high level of income overweighed the formidable obstacles which faced the industry—material scarcities, mounting construction costs and shortage of tradesmen—and activity has been reaching unprecedented peace-time heights. Under these conditions, it is expected that the industry will continue to operate at capacity for several years, although the possible drawing off of some steel supplies from the domestic market may slow down activity to some extent.

Employment in **trade**, which totalled 643,000 early in September, moved upwards slightly during October as preparations began for the Christmas rush. Labour needs were readily filled since employers relaxed the more stringent specifications which otherwise prevented many from being absorbed into sales work permanently.

The general prosperity of the country evidenced in the high level of national income has kept consumer spending at a record level in 1948. Nevertheless, the steady rise in prices has made consumers more cautious in their spending and consequently has brought down the unit volume of sales. The index of retail trade, based on the dollar sales reported by a sample of stores in 14 kinds of business, showed a general sales increase of 12 per cent in dollar value during the first eight months of 1948. This increase, however,

was more than offset by the rise in retail commodity prices which during the same period amounted to 21 per cent.

The **service** industries in Canada, employers of 828,000 workers in the early part of September, continued to operate under the pressure of labour scarcities. This shortage situation particularly applied to personal and domestic service, restaurants, hotels and laundries. Qualified auto mechanics were also in short supply, although the acuteness of demand was lessening with the decline in summer travel.

Approximately 15 per cent of the employees in the broad industrial grouping classified as service were employed by the Dominion government. At March 4, 1948, the latest date for which statistics are available, federal government employment totalled 118,000, making the Dominion civil service by far the largest employer of labour in Canada. The field of government employment has become one of the most active segments of the Canadian labour force. For overseas veterans especially, who are given preference, there has been a wide variety of employment opportunities. Most of the jobs are clerical in nature but with the expanded work of the government, technicians and specialists are being required in increasing numbers in almost every field.

### Employment Service Activities

During October, there was still a good selection of jobs to offer the increasing number of registrants for work and thus the number of unplaced applicants was kept below the 100,000 mark until the end of the month; at that time (October 28), the unplaced had risen to 102,000. The bulk of demand for unskilled workers evident in September has disappeared although placements among this type of worker continued strong throughout October. Emphasis was gradually shifting to the skilled and semi-skilled group of workers as employers endeavoured to fill vacancies in staffs depleted during the tight labour market of the summer months. The change-over was evidenced in the tightening of employers' specifications regarding age, education, experience, and in increased attention being paid to the work-record of applicants.

Placement operations were extremely active during September and October, these months usually marking the peak in placement activity for the year. In September, placements were boosted by hirings in agriculture and food processing plants, along with slightly higher placement levels in mining and services. By October, demand

had largely subsided in agriculture and its ancillary industries but placements were sustained as workers released from these industries were re-directed to jobs in mining, logging and construction. Placement activity appeared to be progressing at approximately the same level as for 1947.

The migration of farm workers to the cities during the off-season, which has a very direct bearing on the labour market at this time, has not as yet been as extensive as for the same period in 1947. Three reasons had been put forward for this development; the open fall weather this year had enabled farmers to lengthen the season of ploughing and thus a large number had remained on the land to a later date; good crop yields had substantially increased current farm income, especially in Ontario and Quebec, and as a result fewer farmers were forced to seek winter employment as a means of livelihood; the seasonal agricultural labour force this year had been made up of immigrants to a greater extent and as these workers had either permanently settled in agriculture or had contracted to stay on the farm for a one-year period, the seasonality of farm work was expected to be somewhat less than in former years. The smaller movement was reflected in the September volume of applicants registering when, for the first time in eight months, the level of registrations was lower than in 1947.

The situation for women workers continued to be one of serious labour shortages in practically all main occupational groups. Stenographers, nurses, teachers, waitresses, and domestics were among the occupations where women were in very short supply. Despite this situation, 34,000 women were registered for work at employment offices at the end of October. One of the major difficulties in effecting placements was that many of the women were married while employers were very reluctant to accept any but single girls. Because of rising living costs, women workers were also becoming selective as regards wages and many were unwilling to accept the low-wage jobs which were available, especially in the clerical and sales lines. Immigration as yet had had little effect on easing shortages and even in domestic service, where 7,000 persons have been brought in from Displaced Persons camps, demand was still exceptionally strong. In many respects, the immigration project had inflated orders by enlivening demand which had been dormant for many years. The dropping off in tourist trade at this time had resulted in the closing down of summer resorts and the releasing

of service workers, but despite this, practically all restaurants were still very short of workers.

A sensitive index of employment conditions is provided in the volume and extent of clearance of orders at employment offices. Under conditions of heavy labour shortage, clearance is used considerably and is extended over relatively large areas; as the labour supply increases, fewer orders are cleared, and those which are usually circulated over only a small area.

Clearance was at a high level during October, which indicated the buoyancy which prevailed in the labour market. In the Ontario and Quebec regions—the chief areas of clearances—there were over 3,500 orders at the end of October which could not be filled locally and thus had been circulated in other areas; of these, almost 1,000 originated outside of the respective region. A number of orders were in Dominion-wide circulation. In addition, over 50 orders had been cleared to the employment office in Great Britain.

Requests for practically all types of workers could be found among these orders in clearance. Skilled tradesmen for manufacturing predominated with the needs of the construction industry also very heavy. Clearance orders for loggers and miners were seasonally strong although it was evident in the former industry that demand was less urgent than in previous years since the area of clearance was smaller and transportation fares were advanced for shorter distances.

Reflecting the seasonal buoyancy, the requests for, and payments of, unemployment insurance benefits were still relatively small. Throughout September, 49,000 persons received benefits, the low for 1948 to date. At the end of the month there were 45,000 (before qualification for benefits had been determined) claims for benefit on file.

**Special Placement** sections of employment offices reported an active placement season during the summer months. From the middle of June to the corresponding date in September, placement of handicapped persons had consistently exceeded that for the same period in 1947; throughout the period in 1948, placements averaged around 280 per week. In addition to handicapped persons, those with continually unsatisfactory work records, parolees from prisons and more difficult "older worker" cases received individual attention in this section.

The Employment Service bears part of the responsibility for implementing a program for training of unemployed



workers. Since many of the applicants in the Special Placement section require occupational re-adjustments, the program falls under the supervision of this section. The training project has been pushed forward in varying degrees by the nine provinces. In the Maritime provinces and in Alberta and Saskatchewan, the program is now fairly well advanced. In the remaining provinces, the need for training has been less urgent because of high employment conditions and, as a result, the program is still in its initial stages.

**Executive and Professional** offices continued to register around 270 persons each week. This number included both applicants in search of work and those seeking a change in employment. In addition, written requests were received from persons in Europe and the United States who were considering moving to Canada and were endeavouring to determine the employment prospects in their particular line of work.

Placement operations were relatively low during September with an average of 66 persons placed each week. The placement level was below that of 1947 which reversed the trend of the past five months when placements exceeded those of the previous year. There has been a growing tendency for employers to tighten specifications and, with fewer applicants available in the occupations of short supply, placements were becoming more difficult to effect.

Plans were already under way for placing university students into summer and permanent employment in the spring of 1949. This year the offices will undertake to screen a greater proportion of requirements for civil service personnel. This serves to indicate the success achieved in the 1947 campaign when Executive and Professional offices undertook for the first time the screening of university students for the Civil Service Commission.

## Regional Analysis

Employment conditions in the *Maritime* region displayed greater buoyancy than at any other time in the post-war period. Unemployment had declined seasonally to a greater extent this year so that at the September high in activity only 2.5 per cent of the labour force were unemployed as against 3.4 per cent at the similar date in 1947. The year-to-year improvement resulted from a number of factors. It would appear, however, that the migration of Maritime workers to Quebec and Ontario, along with a moderate expansion in employ-

ment, have been the major developments recently reducing unemployment in this region.

Employment continued at a high level throughout October. Sustained construction activity was chiefly responsible for this, with firms extremely active in finishing outdoor work before winter. Employment in fishing and processing plants also was high with market conditions improving rapidly. High meat prices had boosted demand for fish both on the domestic and the United States market.

The outlook for the winter months was somewhat brighter than usual. One of the best winters for waterfront activity in peacetime was expected. Shipments of grain, meat, eggs and bacon will account for a large part of the export traffic. Several shipping companies had already announced new sailings. Lumbering activity, however, was expected to be reduced since the United Kingdom market was still uncertain.

In the *Quebec* region, the seasonal shifts in employment were largely completed during October and industry was settling down to its winter schedule of activity. Most industries were operating at higher levels than in October of last year and although construction activity will shortly decline, inside work during the winter will probably employ more workers than in 1947. Offsetting this, logging employment was expected to be lower, especially later in the season. Hydro-electric power shortages also threatened employment during the winter.

The seasonal movement of farm workers into logging was under way during October. Logging being the prime support of employment in rural areas during the winter, the level of its activity has a very direct bearing on unemployment at that time. This year production is expected to decline somewhat because of heavy log inventories at the mills. This was expected to result in a shorter cutting season. Employment will be fairly well sustained until the new year but a temporary surplus of workers was expected to develop during January and February.

Mining was providing jobs for men who otherwise would have turned to logging. By the end of October, however, the majority of long-standing vacancies in the industry had been filled, expansion being curtailed to some extent by the anticipated shortage of power. There remained a demand for first-class miners but they were particularly difficult to find. The problem here was largely the high physical



standards demanded by the nature of the work. Hiring is very selective, with over 70 per cent of applicants applying unable to pass the medical examination.

High employment levels continued in the **Ontario** region throughout October, although the demand for workers dropped sharply. The reduced labour demand was normal for the time of year. Nevertheless, it also reflected two important events which occurred during the month—the announcement of reduced steel imports from the United States and the imposition of hydro-electric power restrictions over most of southern Ontario. The industrial employment field was particularly hit by these developments but the employment market in logging and construction was still strong. In only a few areas, where a large influx of workers had taken place after harvesting, had a surplus of workers developed.

The hydro-electric power shortage during October had not resulted in unemployment to any extent or in any marked reduction in hours worked. Employers were generally able to re-arrange working schedules to keep production steady, although the changes necessitated over-time and shift-work for nights and holidays.

Ontario has been the focal point for a large number of the immigrants entering Canada. Over 45,000 persons, or 50 per cent of all persons entering the country, settled in the province of Ontario during the first nine months of the year. Agriculture chiefly benefited although construction, textiles, service industries, and a wide variety of industrial firms obtained many needed workers. Despite this influx, skilled tradesmen remained scarce, especially in textiles, woodworking, and metal trades. Employers were still turning to immigration for relief with many long-standing orders being directly cleared to Great Britain through the recently established branch office of the Employment Service.

Employment had reached its turning point in the **Prairie** region. Seasonal work which chiefly supports employment in the Prairies was tapering off, especially in agriculture. Nevertheless, because the work force had reached exceptionally high levels this year, employment was still higher than usual for the season. Released farm workers entering the employment market during October were being directed to jobs in logging, mining, and construction. Unemployment was still at a minimum.

Employment in logging advanced rapidly during October and by the end of the month a work force had been assembled almost sufficient for the season's operations.

Employment was not expected to reach last year's level as the pulpwood cut will probably be 30 per cent smaller. Provincial export restrictions and large mill stockpiles caused the reduction. The employment market in mining was very active and recent new finds in gold mining provided further stimulus for the industry. Oil drilling in Alberta was still extensive, with new discoveries emphasizing the importance which this resource may play in the economy of Western Canada.

Meat packing plants were operating steadily although at lower levels than at the same time last year. The usual large-scale hiring might not appear this fall since United States buyers had actively entered the cattle markets, and Canadian consumers' resistance to high prices was affecting the domestic demand. Flour mills had been forced to curtail production until the export market improved.

Employment in the **Pacific** region had begun to level off during the month of October. Hirings, however, were numerous in logging and mining although placer mining activity was drawing to a close and employment in the industry as a whole was relatively stable. Construction activity was still largely maintained and winter activity was expected to be at a high level. Because of the milder climate, the decline is much less marked than in other regions. Despite this advantage, the winter employment situation generally presents a more serious problem than elsewhere in Canada. This is primarily because of the large influx of Prairie workers into the region each winter. Also there is the fact that logging in other parts of Canada provides its greatest number of jobs during the winter; in British Columbia, however, logging reaches its low at that time and thus aggravates the seasonal unemployment problem.

Logging employment in October was at an all-time high for the region. Further expansion took place during the month as Prairie workers became available for vacancies created during the tight labour market of the summer. The wage increase issue had been amicably settled in most areas although several hundred men were involved in a dispute over board rates. A jurisdictional dispute also faced the industry with the recent formation of the Woodworkers' Industrial Union.

A high degree of optimism was evident in the base metal mining industry. The present strong market in the United States was expected to continue for the next few years and this has stimulated considerable expansion. Several new projects had already been completed while others were

in the process of construction. The labour situation had eased with workers being attracted by the payment of wage bonuses scaled to increases in the price of copper.

Prairie workers currently available also provided additional workers and by the end of the month labour demands, other than for skilled men, were largely satisfied.

## Employment and Payrolls in Canada, 1947

The Dominion Bureau of Statistics has issued its Annual Review of Employment and Payrolls in Canada for the year 1947. The report gives a detailed review of the situation in manufacturing and in logging, mining, transport, communications, construction and maintenance, services, trade, and finance. Information relating to distribution of employees by sex, both industrially and geographically, is presented. The changes that have occurred in the employment of women are also discussed.

Industrial activity in Canada during 1947 reached an all-time high level, it is reported. Moderate improvement in employment in manufacturing, and relatively greater expansion as compared with 1946 in many of the

non-manufacturing industries included in the monthly surveys of employment and payrolls, brought the general index to 187·9 per cent of the 1926 average. This figure was 8·5 per cent above that indicated in 1946, and exceeded by 2·1 per cent the previous maximum index of 184·1 recorded in 1943. The upward movement in the year under review resulted not only from continued heavy demand for commodities and services, but also from several other factors, notably generally greater availability of labour and supplies, and a diminution as compared with 1946 in the working time lost as a result of labour-management disputes. The changes in the levels of employment in the various indus-

### INDEX NUMBERS OF EMPLOYMENT IN THE EIGHT LEADING INDUSTRIES: ANNUAL AVERAGES

(1926=100)

Industries	1929	1933	1939	1943	1945	1946	1947
Manufacturing.....	117·1	80·9	112·3	226·2	203·6	186·3	199·0
Logging.....	125·8	66·5	119·1	180·4	247·3	268·5	309·1
Mining.....	120·1	97·5	163·8	158·5	146·9	155·2	158·1
Communications.....	120·6	83·9	84·4	104·5	117·6	141·9	164·3
Transportation.....	109·7	79·0	85·6	114·4	124·5	128·9	136·9
Construction and Maintenance.....	129·7	74·6	113·0	129·8	109·1	129·6	152·9
Services.....	130·3	106·7	137·4	189·8	206·7	224·2	240·1
Trade.....	126·2	112·1	136·6	155·1	174·8	191·2	207·1
<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>

### PER CAPITA WEEKLY EARNINGS OF PERSONS IN RECORDED EMPLOYMENT IN SPECIFIED INDUSTRIES: ANNUAL AVERAGES

Industries	1942	1945	1946	1947
	\$	\$	\$	\$
Manufacturing.....	29·17	32·65	32·51	36·57
Logging.....	20·34	26·89	29·03	35·42
Mining.....	34·79	38·60	39·21	45·03
Communications.....	28·13	31·48	32·76	34·42
Transportation.....	34·69	38·82	40·07	44·16
Construction and Maintenance.....	26·45	30·08	31·53	34·86
Services.....	17·37	19·87	21·06	23·48
Trade.....	24·07	26·85	28·45	31·29
<b>Eight leading industries.....</b>	<b>28·56</b>	<b>31·99</b>	<b>32·38</b>	<b>36·15</b>
Finance.....	30·20	33·51	34·85	37·09
<b>Nine leading industries.....</b>	<b>28·61</b>	<b>32·04</b>	<b>32·48</b>	<b>36·19</b>

tries in 1947 resulted in a distribution of recorded employment as between the manufacturing and the non-manufacturing classes which was more similar to that shown in 1939 than was the case in any recently-preceding year.

### **Trend of Employment**

The general trend of employment was steadily though very slightly downward from January 1 to May 1, a period in which the index lost by only 1.4 points. From June 1, however, the movement was uninterruptedly favourable, the index rising by 20 points to reach a new maximum of 199.6 at December 1. Month by month, the level of industrial employment in 1947 was rather higher than in the same period of either 1946 or 1945; the index numbers in the first quarter of the year, however, were lower than in the same three months of 1944. From January 1 to December 1, 1947, the index rose by 10.3 per cent; this rate of increase practically coincided with that indicated in a similar comparison in 1946, but exceeded the average percentage advance between those dates in earlier years of the record. In 1945, however, the curtailment in wartime production following the termination of hostilities had resulted in an unprecedented decline, amounting to four per cent between January 1 and December 1.

In the manufacturing industries, there were widespread though generally moderate increases in employment; the index rose by 6.8 per cent from 1946. Mining showed a small advance; the prolonged disputes in the coalfields seriously affected the situation. Considerable improvement was indicated in the remaining major industrial divisions, the gains being as follows: transportation, 6.6 per cent; service (chiefly hotels, restaurants, laundries and dry-cleaning plants), 7.1 per cent; financial institutions, 7.3 per cent; logging, 15.1 per cent; communications, 15.8 per cent; construction and maintenance, 18 per cent.

In the non-manufacturing classes, taken as a unit, the index of employment advanced to 10.5 per cent in the year. Measured from the wartime peak recorded in 1943, there was a decline of 13.8 per cent in employment in manufacturing, and an increase of 20.1 per cent in the included non-manufacturing divisions as a whole.

### **Payrolls**

The annual index number of weekly payrolls in the eight leading industries in 1947 was higher by 21.2 per cent than in 1946, an increase which was accompanied

by that of 8.5 per cent in the index of employment. Based on the June 1, 1941, payrolls of the reporting firms as 100 per cent, the latest figure was 172.6, as compared with 142.4 in 1946 and 142.6 in 1945. Previously, the maximum annual index of payrolls in the record of about 6½ years was in 1944, when the figure was 148.2.

The rise in the index in the period under review as compared with earlier years was due to the payment of higher wage and salary rates in most branches of industry, together with an unusually great volume of employment in 1947. Another favourable factor was a reduction in the number of employees involved in industrial disputes, and in the working time lost as a result of strikes, as compared with 1946. In the nine leading industries taken as a whole, the index of payrolls rose by 20.9 per cent, from 142.7 in 1946 to 172.5 in 1947, the highest in the record.

### **Causes of High Employment**

The higher level of employment in manufacturing in 1947 than in 1946 resulted from the operation of several important factors. One of these was the virtual completion of the post-war reconstruction program. Another was a decided falling-off in the losses due to industrial disputes; the total of 41,357 wage-earners involved in strikes in 1947 was less than half the 1946 figure of 86,815. The reduction in the time lost in labour-management disagreements was even more striking; the man-working days so lost fell from 3,760,299 in the preceding 12 months, to 877,077 in the year under review, when the total was also considerably less than that of 1,238,901 working days lost in 1945. Improvement in the supplies of labour and materials, and the sustained demand for commodities at home and abroad, also contributed to the more favourable situation in 1947.

In most provinces, there were moderate advances in employment levels in manufacturing as a whole as compared with 1946, the exceptions being Prince Edward Island and Nova Scotia. In the latter, reduced activity in iron and steel plants during part of 1947 had a depressing effect upon the annual index in manufacturing in the Maritime Provinces as a whole. Mining, transportation and services were also quieter in that area, in which, as already mentioned, the prolonged dispute in the coalfields seriously affected the general situation. In the remaining provinces, the movement in the non-manufacturing industries was generally favourable. In most



cases, the percentage increases in employment in the latter group in 1947 as compared with 1946 were relatively larger than in manufacturing.

During 1947, there were general increases from 1946 in recorded employment for workers of both sexes, that among women exceeding three per cent, while the rise in the number of men on the staffs of the larger industrial employers approximated ten per cent. The general ratio of women

per 1,000 employees of both sexes in the nine major industries was 223 in 1947, as compared with 234 in 1946. These are the only two years in which monthly data on sex distribution have been collected, but a comparison with the situation indicated at October 1 during the war and since is interesting. The following are the proportions recorded at that date in the last six years: 1947, 220; 1946, 232; 1945, 253; 1944, 271; 1943, 262 and 1942, 235.

## Unemployment in Trade Unions September 30, 1948

Trade union unemployment in Canada declined to 1.0 per cent at the end of September, 1948, from 1.3 at the end of the previous quarter but was higher than the figure of 0.7 per cent at September 30, 1947. At the date under review 2,536 local unions reported a combined membership of 506,255. Reports were received from 2,444 locals with combined membership of 482,859 at the close of the previous quarter, while at the end of September, 1947, the percentage was based on reports from 2,446 locals representing 463,483 members. Unemployment declined in transportation, manufacturing and mining but rose somewhat in services and logging.

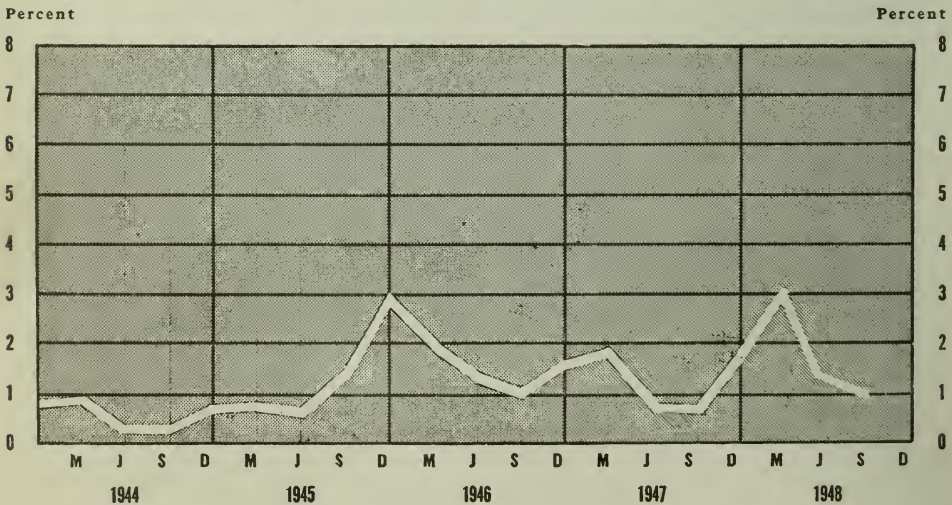
In this analysis unemployment refers only to involuntary idleness due to economic causes. Persons who are without work because of illness, a strike or a lockout, or who are engaged in work outside their own trade are not considered as unemployed. As the number of reporting unions varies from quarter to quarter with consequent varia-

tions in the membership upon which the percentage of unemployment is based, it should be understood that the figures refer only to organizations reporting.

Table C-11 shows the percentages of union unemployment at certain dates in each province. As compared with the previous quarter, the percentage declined in Nova Scotia, New Brunswick, Alberta and British Columbia but rose in the other provinces. With the exception of New Brunswick, Alberta and British Columbia, the latest figures were lower than at the end of September, 1947.

A separate compilation is made each quarter of trade union unemployment in the largest city in each province, with the exception of Prince Edward Island. Compared with the previous quarter, the percentage decreased only in Halifax from 7.3 to 5.0 and in Saint John, from 23.7 to 2.8. The percentage rose in Montreal, from 0.4 to 0.5, in Toronto, from 0.7 to 0.9, in Winnipeg, from 0.2 to 0.9, in

### PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADE UNIONS



Regina, from 0.1 to 1.2, in Edmonton, from .0 to 0.4, and in Vancouver, from 2.1 to 2.2. In comparison to September, 1947, the percentage of union unemployment declined in Halifax, Saint John, Montreal and Edmonton.

Returns were received from 1,015 locals in the manufacturing industries. These reported 265,030 members of whom 3,247 were unemployed at the end of September. At the end of the previous quarter 3,764 of 247,624 members reported by 962 locals, were without work. At September 30, 1947, reports were received from 971 local unions with 232,401 members of whom 2,035 were unemployed.

In the transportation group, reports were received from 861 locals with a total membership of 104,234 of whom 496 were unemployed at the reporting date. Three months earlier, 1,176 of 101,197 members had been unemployed while at the end of September, 1947, there were 506 unemployed of 98,969 members.

Unemployment in the mining group declined from 1.3 to 0.4 per cent. Reports

were received from 98 locals with 24,183 members. There was no reported unemployment among metallic miners while declines were indicated among miners of coal and non-metallic minerals.

The percentage of trade union unemployment in building and construction was unchanged at 1.5. Reports were received from 216 local unions with 47,892 members. The percentage increased among carpenters and joiners, from 1.0 to 2.4, painters, from no unemployment to 1.2, and bricklayers, from 3.0 to 3.7. Declines were indicated among plumbers, from 3.2 to 0.7, and miscellaneous building workers from 4.4 to 0.7.

In public and personal services, the percentage of trade union unemployment increased to 0.6 from 0.4 in the previous quarter.

Two locals in the lumbering and logging industry reported 300 of 6,683 members as unemployed. In the previous quarter there was no unemployment reported in this group.

## PRICES AND THE COST OF LIVING\*

### Cost-of-Living Index

The official cost-of-living index continued to move upward during September, but the point increase was only half that of the preceding month.

The Dominion Bureau of Statistics reports that the index advanced to 159.6 at October 1 from 158.9 on September 1, an increase of 0.7 points as compared with 1.4 points between September 1 and August 1, when the index stood at 157.5. The latest figure compares with 142.2 on October 1 last year. From August, 1939 to October this year the increase was 58.3 per cent.

Four of the six group indexes recorded increases during September. The foods' index rose from 203.9 to 205.4 at October 1, due mainly to higher prices for eggs, meats and citrus fruits, the only appreciable declines being for vegetables. A few advances for coal and coke caused the fuel series to move from 128.5 to 128.8.

The clothing index rose from 179.9 to 181.0, and home furnishings and services from 164.2 to 165.1. Many price averages for items in these groups recorded small advances, tapering off earlier increases in new autumn lines of merchandise.

The remaining two group indexes were unchanged, the rent index remaining at 121.0 and miscellaneous items at 124.4.

### Cost of Living in Eight Cities

Cost-of-living indexes for seven of the eight regional cities were higher between September 1 and October 1, 1948. Edmonton registered a decline of 0.3 to 153.9 due to seasonal reductions in foods outweighing advances in clothing prices and rentals. Higher foods, coupled with small increases for clothing, home furnishings and services and rentals, were responsible for cost-of-living index increases in the other cities. These were as follows: Winnipeg 1.2 to 152.8; Montreal 1.0 to 163.1; Toronto 0.9 to 155.4; Vancouver 0.7 to 161.3; Saskatoon 0.5 to 161.8; Saint John 0.4 to 156.4; Halifax 0.3 to 152.2.

### Wholesale Prices, September, 1948

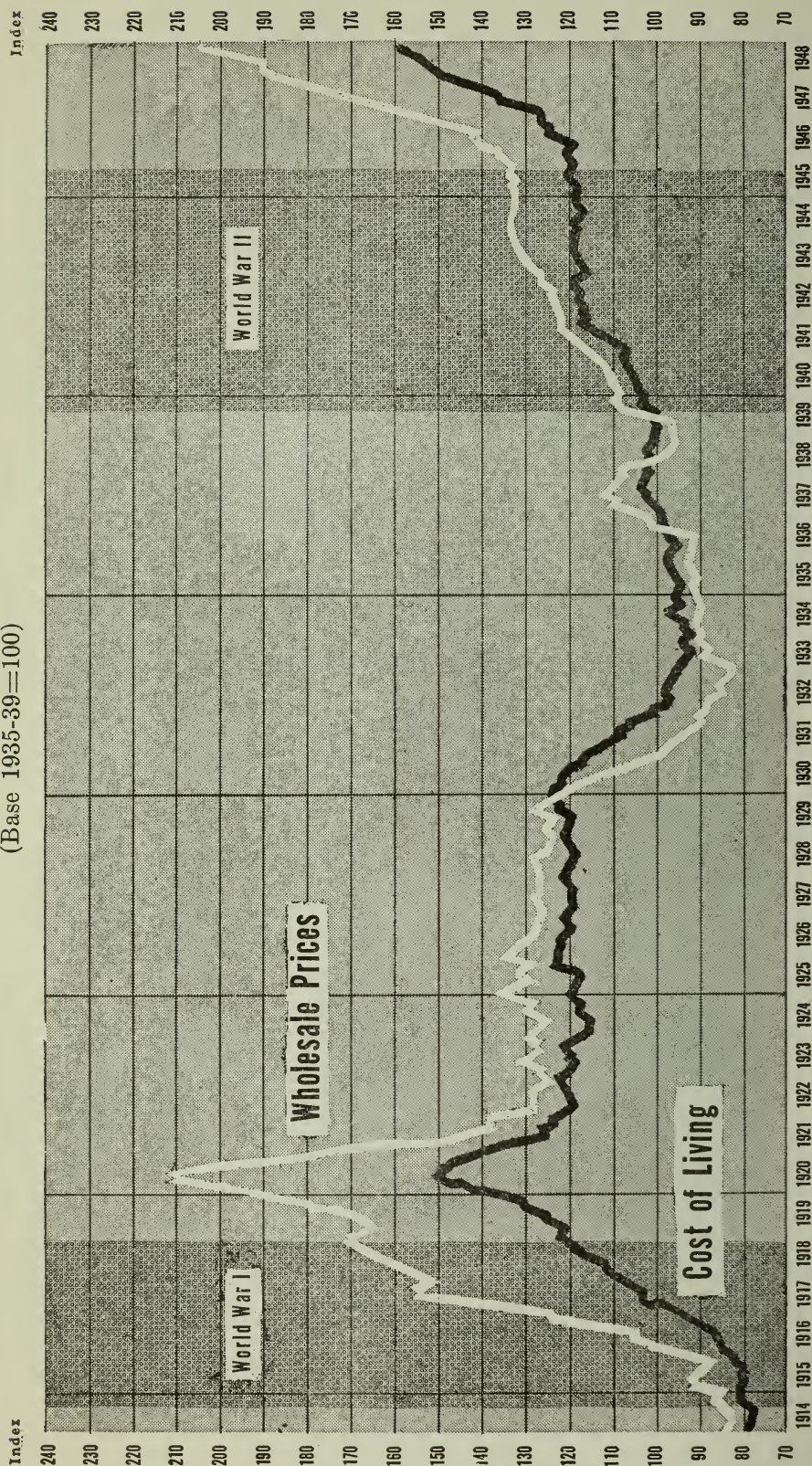
The general index of wholesale prices rose a further 0.4 points to 158.2 (base 1926=100) between August and September, 1948, as seven of the eight major group indexes recorded gains. Influenced by higher prices for cotton yarns, cotton

\* See Tables F-1 to F-6.



# COST OF LIVING AND WHOLESALE PRICES IN CANADA FROM JANUARY 1914 TO DATE

(Base 1935-39=100)





fabrics, woollen hosiery and jute and burlap bags, the textile products group moved up 2.9 points to 159.8. Iron and its products rose 1.7 to 165.0 due to increases for cast iron and steel pipe, while a gain of 1.1 to 137.1 in the non-metallic group was supported by advances in bricks, crushed stone and glass tumblers. Animal products rose 1.0 to 178.4, when strength in livestock, fresh meats and lard outweighed declines in raw furs, hides and skins, and eggs. Increases in spruce lumber and certain furniture items were reflected in a gain of 0.5 to 189.3 in wood, wood products and paper. Non-ferrous metals moved up 0.4 to 155.8, as silver prices advanced, while chemicals and allied products rose 0.1 to 126.8 due to increases in soda ash and copper sulphate. Shellac was slightly easier in this group.

Vegetable products registered a decline, falling 1.5 points to 138.5 due to lower prices for rye, oats, flax, millfeeds, potatoes and oranges. These overbalanced increases in hay and bananas.

Canadian farm product prices at wholesale, as in the previous month, offered a contrast to most other commodity group changes. The composite index dropped 1.5 points to 143.4 in September, reflecting losses for both field and animal products. Lower prices for oats, rye, flax and potatoes outweighed an increase in hay and onions to lower the field products sectional index 1.9 to 116.5. The animal products series moved down 0.9 to 188.4 in the same interval reflecting easier quotations for eggs, fowl and hides and skins. Livestock prices averaged slightly higher.

## STRIKES AND LOCKOUTS\*

### Canada, October, 1948

During the month of October, 1948, decreases were recorded in the number of strikes and lockouts in Canada, in the number of workers involved and in the resulting time loss, as compared with the previous month, the time loss being down about 25 per cent. During the current month there were about 50 per cent fewer strikes than in October, 1947, about one-quarter as many workers were involved and the time loss was only about one-fifth of that for October, 1947. For the first ten months of this year the figures are substantially below those for the same period last year, the number of strikes being about three-fifths of last year's total, the number of workers involved and the time loss in man-working days both being down about 60 per cent.

In the month under review about 60 per cent of the total time loss was caused by the strike of automotive parts factory workers in St. Catharines, Ont. Settlement of this strike was reached on October 31 and it was expected the plant would be in normal production early in November. The strike indirectly affected about 4,000 motor vehicle factory workers in Oshawa.

Preliminary figures for October, 1948, show 23 strikes and lockouts in existence, involving 7,310 workers, with a time loss of 87,223 man-working days, as compared with 32 strikes in September, 1948, with 11,878 workers involved and a time loss of 118,293 days. In October, 1947, there were

48 strikes, involving 26,759 workers, with a time loss of 400,114 days.

For the first ten months of this year, preliminary figures show 131 strikes and lockouts, involving 37,253 workers, with a time loss of 863,466 man-working days. For the similar period last year there were 213 strikes, involving 94,162 workers, with a time loss of 2,255,380 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in October, 1948, was .11 per cent of the estimated working time, as compared with .15 per cent in September, 1948; .52 per cent in October, 1947; .11 per cent for the first ten months of 1948; and .29 per cent for the first ten months of 1947.

Of the 23 strikes recorded for October, 1948, two were settled in favour of the workers, six in favour of the employers, two were compromise settlements and six were indefinite in result, work being resumed pending final settlement. At the end of the month seven strikes 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

\* See Tables G-1 and G-2.

commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C., on May 30, 1946; soft drink factory workers at

Edmonton, Alta., December 1, 1947; printing pressmen at Toronto, Ont., December 15, 1947; and costume jewellery factory workers at Toronto, Ont., April 29, 1948.

## 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, 1948, and in this article are taken 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 August, 1948, was 138 and 6 were still in progress from the previous month, making a total of 144 during the month. In all stoppages of work in progress in the period there were 34,000 workers involved

and a time loss of 121,000 working days was caused.

Of the 138 stoppages which began during August, 14 arose out of demands for advances in wages; 43 over other wage questions; 19 on questions respecting the employment of particular classes or persons; 60 on other questions respecting working arrangements; and two were on questions of trade union principle.

### United States

Preliminary figures for September, 1948, show 250 strikes and lockouts beginning in the month, in which 160,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 2,400,000 man-days. Corresponding figures for August, 1948, are 335 strikes and lockouts, involving 150,000 workers, with a time loss of 1,750,000 days.

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## Summary

**TABLE I—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA**

	1948		1947	1946	1943	1939
	Oct.	Sept.	Sept.	Sept.	Sept.	Sept.
<b>Labour Force—</b>						
Civilian labour force <sup>(1)</sup> .....000		5,109	5,081	4,977	†	†
Employed <sup>(1)</sup> .....000		5,042	5,008	4,860	†	†
Male <sup>(1)</sup> .....000		3,932	3,880	3,747	†	†
Female <sup>(1)</sup> .....000		1,110	1,128	1,113	†	†
Paid workers <sup>(1)</sup> .....000		3,264	3,233	3,229	†	†
Unemployed <sup>(1)</sup> .....000		67	73	117	†	†
Index of employment <sup>(2)</sup> .....		201.3	193.2	175.5	186.2	119.6
Unemployment in trade unions <sup>(3)</sup> .....%		1.0	0.7	1.0	0.3	9.1
Immigration.....		11,871	7,229	6,550	894	1,461
Adult Males.....		4,383	3,739	801	208	451
<b>Earnings and Hours—</b>						
Total labour income.....\$000,000			536	455	†	†
Per capita weekly earnings.....\$		40.88	36.76	32.72	†	†
Average hourly earnings.....cents		93.4	82.2	70.6	†	†
Average hours worked per week.....hours		41.8	42.3	42.7	†	†
Average real weekly earnings, index <sup>(4)</sup> .....		100.5	102.0	98.3	†	†
<b>National Employment Service—</b>						
Unplaced applicants <sup>(5)</sup> .....000		87.3	88.4	85.9	114.6	†
Unfilled vacancies <sup>(5)</sup> .....000		64.3	63.7	110.9	119.5	†
Placements, weekly average.....000		15.8	16.7	16.7	18.1	†
<b>Unemployment Insurance—</b>						
Unemployment insurance claims.....000		44.8	44.3	37.4	61.8	1.2
Balance in fund.....\$000,000		499.8	490.3	405.3	337.8	150.2
<b>Prices—</b>						
Wholesale index <sup>(2)</sup> .....		158.2	134.0	109.2	101.1	78.4
Cost of living index <sup>(6)</sup> .....		159.6	158.9	139.4	125.5	119.4
<b>Production—</b>						
Industrial production index <sup>(6)</sup> .....		183.3	174.9	152.1	197.6	111.8
Mineral production index <sup>(6)</sup> .....		128.1	110.0	102.7	109.1	120.2
Manufacturing index <sup>(6)</sup> .....		194.2	186.7	160.5	217.1	110.1
Electric power.....000,000 k.w.h		3,604	3,589	3,266	3,377	2,381
Construction.....						
Contracts awarded.....\$000,000		70.8	76.2	44.8	18.6	19.4
Dwelling Units, started.....000		10.7	†	†	†	†
Completed.....000		6.7	79.4 <sup>(9)</sup>	67.3 <sup>(9)</sup>	†	†
Under Construction.....000		63.7	†	†	†	†
Pig iron.....000 tons		182.5	169.6	45.1	147.9	66.0
Steel ingots and castings.....000 tons		257.9	234.2	76.6	241.3	124.4
Inspected slaughterings, cattle.....000		162.8	69.9	154.2	101.8	84.5
Hogs.....000		233.8	202.6	216.1	475.8	269.6
Flour production.....000,000 bbl.		1.96	2.51	2.23	2.01	1.93
Newsprint.....000 tons		376.1	366.1	330.1	251.8	252.2
Cement, producers' shipments.....000,000 bbl.		1.5	1.2	1.1	0.9	0.9
Automobiles and trucks.....000		23.8	24.2	11.5	13.1	3.9
Gold.....000 fine oz		294.8	247.6	230.6	282.1	422.4
Copper.....000 tons		19.7	17.5	14.2	21.3	25.4
Lead.....000 tons		15.1	13.3	14.4	16.4	16.4
Nickel.....000 tons		9.8	7.6	8.1	11.1	10.1
Zinc.....000 tons		20.0	17.9	19.1	24.1	15.1
Coal.....000 tons		1,773	1,577	1,430	1,441	1,345
<b>Distribution—</b>						
Retail sales index, adjusted <sup>(6)</sup> .....		259.1	240.4	214.0	157.9	109.9
Wholesale sales index, unadjusted <sup>(6)</sup> .....		328.9	301.7	259.5	186.2	159.1
Imports, excluding gold.....\$000,000		221.7	208.1	156.1	137.3	73.6
Exports, excluding gold.....\$000,000		283.0	218.6	169.8	244.9	81.5
Railways—						
Revenue freight.....000,000 ton miles		5,375	5,056	5,142	5,670	4,800
Car loadings, revenue freight <sup>(7)</sup> .....000 cars		346.5	323.7	310.8	277.1	272.9
<b>Banking and Finance—</b>						
Common stocks, index <sup>(6)</sup> .....		116.4	113.4	104.1	89.3	91.2
Preferred stocks, index <sup>(6)</sup> .....		144.8	153.6	151.4	118.0	100.5
Bond yields, Dominion, index <sup>(8)</sup> .....		96.3	84.0	84.9	97.3	117.0
Cheques cashed, individual accounts.....\$000,000		6,710	5,934	5,891	4,485	2,832
Bank loans, current public.....\$000,000		1,931	1,789	1,236	1,063	1,702
Money supply.....\$000,000		4,153	3,823	4,003	3,153 <sup>(9)</sup>	1,378 <sup>(9)</sup>
Circulating media in hands of public.....\$000,000		1,180	1,086	1,016	990 <sup>(9)</sup>	281 <sup>(9)</sup>
Deposits.....\$000,000		2,973	2,737	2,924	1,877 <sup>(9)</sup>	1,089 <sup>(9)</sup>

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 September 4, 1948, Aug. 16, 1947 and Aug. 31, 1946. (2) Base 1926=100. (3) Figures are as at end of quarter ending September 30, 1948, 1947, 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 weeks periods. (8) Year-end figures. (9) Annual figures; monthly not available.



## A—Labour Force

**TABLE A-1.—ESTIMATED CIVILIAN NON-INSTITUTIONAL MANPOWER**

(Thousands of Persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Population Class	September 4, 1948			June 5, 1948		
	Male	Female	Total	Male	Female	Total
<b>TOTAL CIVILIAN NON-INSTITUTIONAL Manpower.....</b>	4,624	4,536	9,160	4,604	4,514	9,118
A. Labour Force.....	3,985	1,124	5,109	3,940	1,090	5,030
1. Employed.....	3,932	1,110	5,042	3,876	1,072	4,948
(1) Agricultural.....	1,063	184	1,247	1,026	160	1,186
Operators.....	678	14	692	687	14	701
Paid Workers.....	156	19	175	132	12	144
Unpaid Workers.....	229	151	380	207	134	341
(2) Non-Agricultural.....	2,869	926	3,795	2,850	912	3,762
Paid Workers.....	2,429	835	3,264	2,395	825	3,220
Employers.....	148	(a)	157	152	9	161
Own Account Workers..	275	48	323	287	49	336
Unpaid Workers.....	17	34	51	16	29	45
2. Unemployed.....	53	14	67	64	18	82
B. Not in the Labour Force.....	639	3,412	4,051	664	3,424	4,088
1. Permanently unable or too old to work.....	156	112	268	159	112	271
2. Keeping House.....	(a)	2,938	2,939	(a)	2,900	2,905
3. Going to School.....	30	41	71	279	305	584
4. Retired or Voluntarily Idle...	446	316	762	214	101	315
5. Other.....	(a)	(a)	11	(a)	(a)	13

(a) Fewer than 10,000

**TABLE A-2.—SUMMARY OF NATIONAL ESTIMATES**

(Thousands of Persons 14 Years of Age and Over)

SOURCE: Labour Force Survey, Dominion Bureau of Statistics

Population Class	Sept. 4, 1948	June 5, 1948	Aug. 16, 1947	Aug. 31, 1946
Civilian Non-institutional Population.....	9,160	9,118	8,971	8,792
Civilian Labour Force.....	5,109	5,030	5,081	4,977
Total Employed.....	5,042	4,948	5,008	4,860
Agriculture.....	1,247	1,186	1,299	1,317
Forestry.....	58	63	54	97
Fishing and Trapping.....	19	25	22	67
Mining, Quarrying and Oil Wells.....	70	73	68	1,229
Manufacturing.....	1,290	1,261	1,237	267
Public Utility Operations.....	44	40	41	354
Construction.....	323	295	283	727
Transportation, Storage and Communications.....	384	370	382	802
Trade.....	643	637	671	117
Finance, Insurance and Real Estate.....	136	136	131	802
Service.....	828	862	820	117
Unemployed.....	67	82	73	3,815
Not in the Labour Force.....	4,051	4,088	3,890	3,815

**TABLE A-3.—INDUSTRIAL DISTRIBUTION OF EMPLOYMENT**

(Thousands of Persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Industry	September 4, 1948			June 5, 1948		
	Male	Female	Total	Male	Female	Total
Agriculture.....	1,063	184	1,247	1,026	160	1,186
Forestry.....	57	(a)	58	62	(a)	63
Fishing and Trapping.....	19	(a)	19	25	.....	25
Mining, Quarrying and Oil Wells.....	69	(a)	70	73	.....	73
Manufacturing.....	1,049	241	1,290	1,025	236	1,261
Public Utility Operations.....	40	(a)	44	36	(a)	40
Construction.....	319	(a)	323	290	(a)	295
Transportation and Communications.....	345	39	384	331	39	370
Trade.....	433	210	643	443	194	637
Finance and Real Estate.....	78	58	136	79	57	136
Service.....	460	368	828	486	376	862
Total.....	3,932	1,110	5,042	3,876	1,072	4,948

(a) Fewer than 10,000

**TABLE A-4.—REGIONAL DISTRIBUTION OF EMPLOYMENT**

(Thousands of Persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Region	September 4, 1948		June 5, 1948	
	Number	Per Cent	Number	Per Cent
Maritime.....	434	8.6	417	8.4
Quebec.....	1,384	27.5	1,366	27.6
Ontario.....	1,772	35.1	1,758	35.6
Prairie.....	1,012	20.1	981	19.8
Pacific.....	440	8.7	426	8.6
Canada.....	5,042	100.0	4,948	100.0

**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	
	Sept. 4 1948	June 5 1948	Sept. 4 1948	June 5 1948
0.....	.5	.8	4.5	2.4
1-14.....	5.1	5.5	1.0	1.6
15-24.....	4.7	5.5	2.3	2.5
25-34.....	3.3	3.4	3.3	3.6
35-44.....	5.9	5.4	41.6	42.2
45-54.....	11.7	12.1	34.6	35.1
55-.....	68.8	67.3	12.7	12.6
Total.....	100.0	100.0	100.0	100.0

**TABLE A-6.—REGIONAL DISTRIBUTION OF UNEMPLOYMENT**

(Thousands of Persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Region	September 4, 1948		June 5, 1948	
	Number	Per Cent	Number	Per Cent
Maritime.....	11	16.4	15	18.3
Quebec.....	20	29.9	26	31.7
Ontario.....	19	28.4	23	28.0
Prairie.....	(a)	.....	8	9.8
Pacific.....	(a)	.....	10	12.2
Canada.....	67	74.7	82	100.0

(a) Fewer than 10,000.

**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, 1925-29.....	74,447	37,345	30,517	142,310
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.....	2,956	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
Total (9 months 1948).....	39,705	31,867	19,635	91,207
Total (9 months 1947).....	16,358	15,983	7,696	40,037

**TABLE A-8.—DISTRIBUTION OF ALL IMMIGRANTS BY PROVINCE**

(Source: Department of Mines and Resources, Immigration Branch)

Month	Maritime	Quebec	Ontario	Prairies	British Columbia Yukon N.W.T.	Total
1947—						
January.....	280	399	1,184	429	468	2,760
February.....	225	367	1,166	385	434	2,577
March.....	189	387	1,194	434	468	2,672
April.....	247	468	1,244	472	485	2,916
May.....	337	724	2,084	645	798	4,588
June.....	367	658	3,196	882	797	5,900
July.....	317	637	2,916	599	640	5,109
August.....	384	767	3,541	713	881	6,286
September.....	443	700	4,585	676	825	7,229
October.....	401	978	5,540	1,087	935	8,941
November.....	280	902	4,795	735	898	7,610
December.....	295	1,285	4,098	852	1,009	7,539
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	1,933	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
Total (9 months 1948).....	3,158	17,312	45,531	16,229	8,977	91,207
Total (9 months 1947).....	2,789	5,107	21,110	5,235	5,796	40,037



**TABLE A-9.—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
1947—						
January.....	85	105	282	186	151	809
February.....	124	96	292	191	128	831
March.....	147	125	320	218	137	947
April.....	161	141	384	254	172	1,112
May.....	331	173	579	296	247	1,626
June.....	648	184	544	359	254	1,989
July.....	268	976	492	314	241	2,291
August.....	413	994	926	388	293	3,014
September.....	528	1,316	1,096	503	296	3,739
October.....	545	1,456	1,394	551	318	4,264
November.....	427	1,088	1,277	540	303	3,635
December.....	497	709	960	411	447	3,024
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	353	397	4,383
Total (9 months 1948).....	13,155	8,656	10,259	3,271	4,364	39,705
Total (9 months 1947).....	2,705	4,110	4,915	2,709	1,919	16,358

**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 (which includes Government)	Supplementary Labour Income	Total
1946—Average.....							
1947—Average.....	37	144	25	112	94	21	433
1946—January.....	42	174	34	131	106	24	509
February.....	34	139	18	102	85	20	398
March.....	36	138	18	105	87	19	403
April.....	35	142	19	106	90	20	412
May.....	32	140	21	106	89	20	408
June.....	33	137	24	107	92	20	413
July.....	36	141	26	110	94	21	428
August.....	38	140	28	112	95	21	435
September.....	39	143	29	114	97	22	444
1947—January.....	39	161	23	121	100	22	466
February.....	38	163	25	123	101	22	472
March.....	37	165	25	124	102	22	475
April.....	33	166	28	124	102	22	475
May.....	36	169	31	128	103	23	490
June.....	40	171	35	131	106	23	506
July.....	42	175	39	133	108	24	521
August.....	45	177	40	133	109	25	529
September.....	45	181	41	135	109	25	536
October.....	48	185	42	137	109	26	547
November.....	50	188	40	139	110	26	553
December.....	48	187	32	140	109	25	541
1948—							
January.....	48	185	30	138	108	25	534
February.....	48	190	30	138	108	26	540
March.....	43	187	29	139	110	25	533
April.....	39	192	33	140	110	26	540
May.....	43	193	38	145	115	27	561
June.....	45	199	41	148	121	28	583
July.....	47	199	48	152	121	28	596
August.....	49	202	48	155	121	29	604

## C—Employment, Hours and Earnings

### TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision)

Geographical and Industrial Unit	Number of Employees Reported at Sept. 1, 1948	Weekly Salaries and Wages at Sept. 1, 1948	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941 as 100 p.c.															
						Employment			Payrolls												
			Sept. 1 1948	Aug. 1 1948	Sept. 1 1947	Sept. 1 1948	Aug. 1 1948	Sept. 1 1947	Sept. 1 1948	Aug. 1 1948	Sept. 1 1947										
<b>(a) PROVINCES</b>																					
<b>Maritime Provinces</b> .....	<b>146,826</b>	<b>5,393,204</b>	<b>36.73</b>	<b>37.05</b>	<b>33.46</b>	<b>123.3</b>	<b>124.7</b>	<b>121.2</b>	<b>207.0</b>	<b>211.2</b>	<b>185.2</b>										
Prince Edward Island.....	3,493	118,918	34.04	33.67	28.98	154.3	150.7	148.6	241.1	232.9	197.6										
Nova Scotia.....	84,349	3,104,985	36.81	37.12	33.54	117.3	117.2	114.2	191.4	192.8	169.8										
New Brunswick.....	58,984	2,169,301	36.78	37.15	33.60	131.7	135.7	131.4	232.5	242.0	211.4										
<b>Quebec</b> .....	<b>619,447</b>	<b>24,169,935</b>	<b>38.92</b>	<b>38.77</b>	<b>35.21</b>	<b>130.0</b>	<b>131.2</b>	<b>124.7</b>	<b>211.2</b>	<b>212.2</b>	<b>183.1</b>										
<b>Ontario</b> .....	<b>862,883</b>	<b>36,246,188</b>	<b>42.01</b>	<b>41.87</b>	<b>37.80</b>	<b>127.2</b>	<b>126.0</b>	<b>121.8</b>	<b>196.9</b>	<b>194.8</b>	<b>169.7</b>										
<b>Prairie Provinces</b> .....	<b>250,571</b>	<b>10,546,180</b>	<b>42.09</b>	<b>41.53</b>	<b>36.89</b>	<b>140.7</b>	<b>139.9</b>	<b>134.1</b>	<b>223.6</b>	<b>219.4</b>	<b>186.8</b>										
Manitoba.....	110,596	4,612,412	41.71	41.20	36.66	133.4	133.0	127.1	209.9	206.8	175.8										
Saskatchewan.....	48,539	1,958,448	40.35	40.08	35.76	133.0	133.2	131.9	206.9	206.0	182.0										
Alberta.....	91,436	3,975,320	43.48	42.71	37.80	155.5	153.7	145.3	252.7	245.2	205.3										
<b>British Columbia</b> .....	<b>206,827</b>	<b>8,996,405</b>	<b>43.50</b>	<b>42.93</b>	<b>39.34</b>	<b>159.7</b>	<b>157.6</b>	<b>153.8</b>	<b>243.8</b>	<b>237.3</b>	<b>212.4</b>										
<b>CANADA</b> .....	<b>2,086,554</b>	<b>85,291,912</b>	<b>40.88</b>	<b>40.66</b>	<b>36.76</b>	<b>131.8</b>	<b>131.6</b>	<b>126.5</b>	<b>208.9</b>	<b>207.2</b>	<b>180.3</b>										
<b>(b) CITIES</b>																					
Montreal.....	295,133	11,599,409	39.30	39.40	35.34	131.5	129.4	127.5	201.6	198.9	175.6										
Quebec City.....	31,450	1,068,475	33.97	34.02	32.01	124.8	123.3	121.8	200.9	198.7	185.4										
Toronto.....	268,242	11,084,742	41.32	41.46	37.50	129.5	128.2	124.6	199.7	198.3	174.1										
Ottawa.....	26,729	938,707	35.12	35.05	32.25	131.9	130.8	122.0	199.7	197.0	171.1										
Hamilton.....	66,378	2,827,963	42.60	43.78	37.83	122.5	122.1	114.3	189.9	194.4	157.8										
Windsor.....	40,200	1,970,906	49.03	47.42	43.44	123.3	123.5	120.1	162.3	157.2	139.1										
Winnipeg.....	69,317	2,633,974	38.00	37.51	33.63	133.7	133.2	128.8	199.1	195.8	170.2										
Vancouver.....	90,624	3,716,583	41.01	40.39	36.81	166.9	166.9	161.7	260.7	253.1	223.9										
Halifax.....	22,231	760,739	34.22	34.26	32.73	123.3	122.5	122.1	186.0	185.0	176.2										
St. John.....	14,139	458,944	32.46	33.55	30.96	129.2	126.1	133.9	195.8	197.6	192.2										
Sherbrooke.....	10,572	342,372	32.38	32.67	30.45	116.8	115.7	110.3	182.1	181.9	161.4										
Three Rivers.....	11,896	489,937	41.19	41.08	36.46	143.4	144.1	142.4	227.6	228.1	200.6										
Kitchener—Waterloo.....	20,154	788,997	39.15	38.83	36.65	131.9	132.0	132.6	228.2	226.5	215.7										
London.....	26,384	1,041,807	39.49	38.93	34.33	147.0	145.1	143.3	227.9	222.7	192.5										
Fort William—Port Arthur.....	13,263	578,300	43.60	44.05	40.41	91.5	90.8	87.3	150.2	150.7	132.3										
Regina.....	11,100	403,058	36.31	35.94	32.39	131.3	130.2	129.8	201.3	197.4	182.0										
Saskatoon.....	8,077	288,672	35.74	35.32	33.28	154.6	157.0	161.2	251.5	252.5	242.5										
Calgary.....	22,766	899,641	39.52	39.11	34.67	140.5	140.9	136.6	218.7	217.0	187.6										
Edmonton.....	22,410	874,982	39.04	38.51	33.07	171.8	170.8	152.8	269.6	264.3	207.5										
Victoria.....	13,041	501,810	38.48	38.37	35.67	149.5	148.2	154.7	229.0	226.5	220.3										
<b>(c) INDUSTRIES</b>																					
Manufacturing.....	1,089,397	45,182,117	41.47	41.45	37.16	124.5	122.9	121.0	198.8	196.1	173.3										
Durable Goods <sup>1</sup> .....	503,757	22,416,903	44.50	44.01	39.49	119.2	118.6	117.2	188.1	185.0	164.1										
Non-Durable Goods.....	552,609	21,253,464	38.46	38.83	34.83	127.8	125.3	124.1	209.1	207.0	183.4										
Electric Light and Power.....	33,031	1,511,750	45.77	45.67	41.34	162.1	159.9	138.2	234.4	230.8	180.5										
Logging.....	66,172	2,633,379	39.80	38.67	36.76	137.6	141.5	153.0	274.6	274.3	282.1										
Mining.....	85,094	4,277,429	50.27	49.65	44.31	102.2	101.4	94.3	160.7	157.4	131.2										
Communications.....	50,253	1,951,216	38.83	38.41	34.88	190.8	190.1	176.5	269.1	265.2	225.6										
Transportation.....	188,137	9,540,328	50.71	50.39	44.22	147.1	146.7	143.5	227.9	225.8	193.8										
Construction and Maintenance.....	262,533	10,258,381	39.07	38.43	35.85	144.3	149.5	129.4	244.6	249.3	201.5										
Services <sup>2</sup> .....	73,549	1,897,690	25.80	25.81	23.40	155.7	156.0	150.2	243.2	243.8	214.8										
Trade.....	271,419	9,551,372	35.19	35.19	31.88	140.4	139.9	132.1	207.7	207.0	178.0										
<b>Eight Leading Industries</b> .....	<b>2,086,554</b>	<b>85,291,912</b>	<b>40.88</b>	<b>40.66</b>	<b>36.76</b>	<b>131.8</b>	<b>131.6</b>	<b>126.5</b>	<b>208.9</b>	<b>207.2</b>	<b>180.3</b>										
Finance.....	85,816	3,396,872	39.58	39.65	37.40	140.5	140.5	135.6	191.5	191.9	175.6										
<b>Nine Leading Industries</b> .....	<b>2,172,370</b>	<b>88,688,784</b>	<b>40.83</b>	<b>40.62</b>	<b>36.79</b>	<b>132.1</b>	<b>131.9</b>	<b>126.9</b>	<b>208.2</b>	<b>206.7</b>	<b>180.1</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, 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)

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	Av. wkly Salaries and Wages		Employment	Aggregate Weekly Payrolls	Av. wkly Salaries and Wages	
			\$				\$	
June 1, 1941.....	100-0	100-0	100-0	25-25	100-0	100-0	100-0	25-57
Sept. 1, 1945.....	113-2	141-1	127-0	32-06	118-2	148-0	127-4	32-58
Sept. 1, 1946.....	114-9	145-6	129-6	32-72	111-4	140-1	127-9	32-71
Sept. 1, 1947.....	126-5	180-3	145-6	36-76	121-0	173-3	145-3	37-16
Oct. 1, 1947.....	127-6	184-9	148-1	37-39	121-2	177-5	148-8	38-04
Nov. 1, 1947.....	129-5	189-7	149-7	37-79	122-1	181-2	150-6	38-52
Dec. 1, 1947.....	130-7	193-9	151-6	38-28	122-1	184-6	153-5	39-25
Jan. 1, 1948.....	126-9	178-4	143-7	36-28	119-0	166-6	142-0	36-31
Feb. 1, 1948.....	124-0	185-7	153-0	35-63	119-5	181-3	154-0	39-38
Mar. 1, 1948.....	123-9	189-3	156-3	39-50	120-6	187-0	157-3	40-23
Apr. 1, 1948.....	122-2	184-8	154-6	39-04	120-1	183-3	154-9	39-60
May 1, 1948.....	122-1	188-0	157-2	39-70	120-1	188-7	159-5	40-78
June 1, 1948.....	125-9	195-4	155-7	40-02	121-2	189-6	158-9	40-63
July 1, 1948.....	129-7	203-5	160-3	40-48	123-5	195-7	161-0	41-17
Aug. 1, 1948.....	131-6	207-2	161-0	40-66	122-9	196-1	162-1	41-45
Sept. 1, 1948.....	131-8	208-9	161-9	40-88	124-5	198-8	162-2	41-47

**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
Sept. 1, 1932.....	86-0	87-8	.....	.....	.....	85-3	85-1	91-6	.....	.....	.....	82-8
Sept. 1, 1933.....	88-5	91-5	.....	.....	.....	87-0	88-1	90-7	.....	.....	.....	89-2
Sept. 1, 1934.....	98-8	101-8	.....	.....	.....	95-4	103-3	92-9	.....	.....	.....	96-2
Sept. 1, 1935.....	102-7	107-0	.....	.....	.....	99-3	103-9	100-5	.....	.....	.....	103-0
Sept. 1, 1936.....	107-1	114-4	.....	.....	.....	103-0	108-1	107-4	.....	.....	.....	109-3
Sept. 1, 1937.....	123-2	135-4	87-9	133-5	140-5	124-5	125-0	109-4	100-2	128-3	110-0	121-2
Sept. 1, 1938.....	115-1	113-2	112-7	122-2	102-4	118-1	115-0	112-2	100-6	136-2	114-2	112-0
Sept. 1, 1939.....	119-6	116-4	111-6	125-6	105-3	128-5	116-2	114-0	104-2	128-9	119-2	116-6
Sept. 1, 1940.....	131-6	127-3	117-0	136-7	116-4	136-4	134-8	117-0	109-1	119-3	127-8	126-7
Sept. 1, 1941.....	162-7	164-1	130-2	182-1	143-8	169-9	169-0	136-1	130-5	132-2	147-5	149-8
Sept. 1, 1942.....	179-3	172-2	111-9	195-1	147-5	192-8	183-0	143-1	137-8	138-8	154-0	179-4
Sept. 1, 1943.....	186-2	187-8	121-5	210-2	163-4	200-7	186-1	145-3	139-1	137-7	159-9	198-8
Sept. 1, 1944.....	185-5	184-5	134-4	199-2	168-8	200-0	186-5	150-3	143-3	145-5	164-0	188-1
Sept. 1, 1945.....	172-8	173-2	131-2	189-1	155-5	178-1	175-2	147-2	140-8	142-6	159-9	183-6
Sept. 1, 1946.....	175-5	171-9	146-4	178-4	165-1	181-4	176-1	162-0	151-9	157-0	180-5	176-9
Sept. 1, 1947.....	193-2	184-7	159-2	191-7	177-3	196-1	196-4	172-1	158-5	168-0	195-4	207-5
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
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
Dec. 1, 1947.....	199-6	192-3	164-3	193-9	192-0	205-6	205-1	171-7	161-8	168-4	189-9	202-6
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
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
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
Apr. 1, 1948.....	186-6	166-1	163-7	170-7	160-3	187-3	197-7	159-6	151-1	148-8	179-8	190-8
May 1, 1948.....	186-5	167-9	143-0	170-4	166-4	186-3	196-7	159-6	152-2	147-2	179-1	196-1
June 1, 1948.....	192-3	172-5	153-7	174-6	171-0	194-4	200-0	168-9	157-8	161-0	190-9	202-0
July 1, 1948.....	198-0	186-7	159-7	192-9	180-5	198-6	204-8	175-9	163-1	166-9	201-2	207-8
Aug. 1, 1948.....	200-9	190-0	161-4	196-8	183-0	206-3	203-3	179-5	165-9	169-7	206-7	212-6
Sept. 1, 1948.....	201-3	187-9	165-3	197-0	177-6	204-5	205-1	180-5	166-4	169-4	209-2	215-5
Relative Weight of Employment by Provinces and Economic Areas as at Sept. 1, 1948....	100-0	7-0	0-2	4-0	2-8	29-7	41-4	12-0	5-3	2-3	4-4	9-9

Note:—The "Relative Weight", as given just above, shows the proportion of employees in the indicated areas to the total number of all employees reported in Canada by the firms making returns at the date under review.



**TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY**

(The latest figures are subject to revision)

Industries	Number of Employees Reported at Sept. 1, 1948	Weekly Salaries and Wages at Sept. 1, 1948	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941 as 100 p.c.		
			Sept. 1, 1948	Aug. 1, 1948	Sept. 1, 1947	Employment		
						Sept. 1, 1948	Aug. 1, 1948	Sept. 1, 1947
		\$	\$	\$	\$			
<b>Manufacturing</b> .....	<b>1,089,397</b>	<b>45,182,117</b>	<b>41-47</b>	<b>41-45</b>	<b>37-16</b>	<b>124-5</b>	<b>122-9</b>	<b>121-0</b>
Animal products—edible.....	44,276	1,714,329	38-72	38-66	34-66	148-1	148-5	142-5
Fur and products.....	4,284	161,400	37-68	39-01	35-11	137-9	136-0	118-4
Leather and products.....	30,440	921,537	30-27	29-86	27-97	106-9	105-2	110-9
Boots and shoes.....	19,314	560,385	29-01	28-41	26-50	106-1	104-8	108-2
Lumber products.....	82,726	3,018,056	36-48	35-60	33-19	126-8	127-8	128-8
Rough and dressed lumber.....	53,057	1,987,111	37-45	36-52	34-41	126-5	127-1	122-4
Furniture.....	13,604	489,324	35-97	34-55	31-97	133-3	137-5	140-9
Other lumber products.....	16,065	541,621	33-71	33-48	30-78	126-1	125-4	142-2
Plant products—edible.....	70,312	2,339,812	33-28	34-03	30-44	161-2	148-4	154-2
Pulp and paper products.....	117,663	5,629,541	47-84	48-19	43-40	146-1	145-2	140-9
Pulp and paper.....	52,751	2,976,514	56-43	56-57	51-46	144-6	145-0	142-7
Paper products.....	21,939	831,689	37-91	38-43	33-86	157-1	153-5	156-8
Printing and publishing.....	42,973	1,821,338	42-38	42-69	38-04	142-2	140-9	131-6
Rubber products.....	21,864	911,349	41-68	43-70	40-13	128-7	129-2	143-8
Textile products.....	156,500	4,913,683	31-40	31-57	28-39	111-7	109-6	106-4
Thread, yarn and cloth.....	59,014	1,998,770	33-87	33-84	29-52	111-4	110-8	104-2
Cotton yarn and cloth.....	22,259	715,420	32-14	33-44	28-18	90-5	91-6	85-1
Woolen yarn and cloth.....	15,247	510,161	33-46	32-62	29-30	111-0	109-3	107-9
Artificial silk and silk goods.....	16,069	581,806	36-21	35-08	31-32	145-4	143-4	132-3
Hosiery and knit goods.....	25,212	711,879	28-24	28-10	25-23	116-1	116-0	113-2
Garments and personal furnishings.....	55,917	1,649,489	29-50	29-87	28-16	115-3	111-1	109-3
Other textile products.....	16,357	553,547	33-84	34-53	30-04	95-1	91-8	95-3
Tobacco.....	10,038	358,382	35-70	36-89	29-50	112-9	108-5	114-5
Beverages.....	20,492	923,720	45-08	44-91	40-82	177-6	178-7	166-1
Chemicals and allied products.....	42,823	1,914,204	44-70	44-74	40-30	97-6	97-2	91-7
Clay, glass and stone products.....	22,894	971,899	42-45	42-17	37-44	148-9	148-3	140-3
Electric light and power.....	33,031	1,511,750	45-77	45-67	41-34	162-1	159-9	138-2
Electrical apparatus.....	50,812	2,254,892	44-38	43-26	38-32	162-7	162-5	163-8
Iron and steel products.....	295,735	13,780,837	46-60	46-31	41-52	110-4	109-3	108-3
Crude, rolled and forged products.....	39,502	1,967,194	49-80	49-76	44-07	147-7	145-1	128-8
Machinery (other than vehicles).....	29,993	1,334,609	44-50	43-87	40-00	116-4	115-9	113-9
Agricultural implements.....	18,590	821,123	44-17	47-33	39-99	204-8	206-8	179-0
Land vehicles and aircraft.....	110,564	5,457,706	49-36	48-41	42-61	97-3	95-9	96-6
Automobiles and parts.....	42,444	2,132,089	50-23	46-94	44-26	108-5	107-5	115-9
Steel shipbuilding and repairing.....	21,276	952,908	44-79	42-80	43-54	108-7	110-6	125-7
Heating appliances.....	8,170	338,568	41-44	40-63	36-39	146-0	142-4	137-1
Iron and steel fabrication (n.e.s.).....	11,988	538,550	44-89	45-24	41-64	102-0	104-7	93-9
Foundry and machine shop products.....	8,502	360,039	42-35	44-69	39-50	96-6	96-3	92-3
Other iron and steel products.....	47,140	2,010,140	42-64	42-79	38-54	99-9	96-0	102-5
Non-ferrous metal products.....	50,669	2,357,751	46-53	46-18	40-67	121-8	120-8	114-1
Non-metallic mineral products.....	16,234	842,768	51-91	51-65	43-79	126-6	125-5	125-2
Miscellaneous.....	18,604	656,207	35-27	35-22	32-33	139-9	137-0	136-4
<b>Logging</b> .....	<b>66,172</b>	<b>2,633,379</b>	<b>39-80</b>	<b>38-67</b>	<b>36-76</b>	<b>137-6</b>	<b>141-5</b>	<b>153-0</b>
<b>Mining</b> .....	<b>85,091</b>	<b>4,277,429</b>	<b>50-27</b>	<b>49-65</b>	<b>44-31</b>	<b>102-2</b>	<b>101-4</b>	<b>94-3</b>
Coal.....	24,677	1,235,874	50-08	50-15	43-45	97-8	95-0	94-1
Metallic ores.....	42,582	2,247,929	52-79	52-04	47-33	89-2	89-6	81-7
Non-metallic minerals (except coal).....	17,835	793,626	44-50	43-17	38-30	167-8	166-4	147-5
<b>Communications</b> .....	<b>50,253</b>	<b>1,951,216</b>	<b>38-83</b>	<b>38-41</b>	<b>34-88</b>	<b>190-8</b>	<b>190-1</b>	<b>176-5</b>
Telegraphs.....	8,719	407,727	46-76	45-96	38-78	128-1	127-9	125-3
Telephones.....	40,721	1,513,367	37-16	36-78	33-97	209-1	208-7	192-3
<b>Transportation</b> .....	<b>188,137</b>	<b>9,540,328</b>	<b>50-71</b>	<b>50-39</b>	<b>44-22</b>	<b>147-1</b>	<b>146-7</b>	<b>143-5</b>
Street railways, cartage and storage.....	60,202	2,662,999	44-23	43-68	39-29	154-6	154-6	155-6
Steam railways.....	94,175	5,453,408	57-91	57-59	49-89	137-5	136-8	134-2
Shipping and stevedoring.....	33,760	1,423,921	42-18	52-34	36-92	153-8	153-1	141-8
<b>Construction and Maintenance</b> .....	<b>262,533</b>	<b>10,258,381</b>	<b>39-07</b>	<b>38-43</b>	<b>35-85</b>	<b>144-3</b>	<b>149-5</b>	<b>129-4</b>
Building.....	111,580	4,748,331	42-56	42-04	38-61	167-3	165-0	153-7
Highway.....	105,958	3,587,850	33-86	32-93	32-92	145-2	160-6	126-8
Railway.....	44,995	1,922,200	42-72	43-97	35-65	104-0	103-3	93-8
<b>Services (as indicated below)</b> .....	<b>73,549</b>	<b>1,897,690</b>	<b>25-80</b>	<b>25-81</b>	<b>23-40</b>	<b>155-7</b>	<b>156-0</b>	<b>150-2</b>
Hotels and restaurants.....	49,911	1,217,755	24-40	24-43	22-27	168-8	168-8	163-0
Personal (chiefly laundries).....	23,638	679,935	28-76	28-70	25-83	134-4	135-2	128-9
<b>Trade</b> .....	<b>271,419</b>	<b>9,551,372</b>	<b>35-19</b>	<b>35-19</b>	<b>31-88</b>	<b>140-4</b>	<b>139-9</b>	<b>132-1</b>
Retail.....	191,680	6,318,526	32-96	33-01	29-52	136-5	136-6	128-3
Wholesale.....	79,739	3,232,846	40-54	40-53	37-50	154-2	152-1	145-5
<b>Eight Leading Industries</b> .....	<b>2,086,554</b>	<b>85,291,912</b>	<b>40-88</b>	<b>40-66</b>	<b>36-76</b>	<b>131-8</b>	<b>131-6</b>	<b>126-5</b>
<b>Finance</b> .....	<b>85,816</b>	<b>3,396,872</b>	<b>39-58</b>	<b>39-65</b>	<b>37-40</b>	<b>140-5</b>	<b>140-5</b>	<b>135-6</b>
Banks and trust companies.....	48,434	1,690,994	34-91	34-92	32-87	149-1	149-2	144-7
Brokerage and stock market operations.....	3,593	169,110	47-07	47-05	44-06	156-4	159-4	161-0
Insurance.....	33,789	1,536,768	45-48	45-64	43-35	128-0	127-8	122-0
<b>Nine Leading Industries</b> .....	<b>2,172,370</b>	<b>88,688,784</b>	<b>40-83</b>	<b>40-62</b>	<b>36-79</b>	<b>132-1</b>	<b>131-9</b>	<b>126-9</b>

TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT

Industries	Sept. 1, 1948				Aug. 1, 1948		Sept. 1, 1947	
	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>847,508</b>	<b>241,889</b>	<b>77.8</b>	<b>22.2</b>	<b>78.3</b>	<b>21.7</b>	<b>77.7</b>	<b>22.3</b>
Animal products—edible.....	34,991	9,285	79.0	21.0	79.2	20.8	81.2	18.8
Fur and products.....	2,713	1,571	63.3	36.7	63.5	36.5	63.9	36.1
Leather and products.....	18,605	11,835	61.1	38.9	61.3	38.7	62.4	37.6
Boots and shoes.....	11,160	8,154	57.8	42.2	57.6	42.4	59.0	41.0
Lumber and products.....	76,459	6,267	92.4	7.6	92.5	7.5	92.2	7.8
Rough and dressed lumber.....	50,443	2,614	95.1	4.9	95.2	4.8	94.9	5.1
Furniture.....	12,191	1,413	89.6	10.4	90.0	10.0	90.0	10.0
Other lumber products.....	13,825	2,240	86.1	13.9	86.1	13.9	86.5	13.5
Plant products—edible.....	44,753	25,559	63.6	36.4	67.2	32.8	64.4	35.6
Pulp and paper products.....	95,290	22,373	81.0	19.0	81.1	18.9	80.8	19.2
Pulp and paper.....	50,319	2,432	95.4	4.6	95.3	4.7	94.6	5.4
Paper products.....	14,423	7,516	65.7	34.3	65.8	34.2	64.7	35.3
Printing and publishing.....	30,548	12,425	71.1	28.9	71.1	28.9	71.1	28.9
Rubber products.....	16,261	5,603	74.4	25.6	74.7	25.3	74.5	25.5
Textile products.....	72,133	84,367	46.1	53.9	46.5	53.5	45.5	54.5
Thread, yarn and cloth.....	36,761	22,253	62.3	37.7	62.2	37.8	61.6	38.4
Cotton yarn and cloth.....	13,408	8,851	60.2	39.8	60.5	39.5	60.9	39.1
Woolen yarn and cloth.....	8,697	6,550	57.0	43.0	57.2	42.8	58.4	41.6
Artificial silk and silk goods.....	10,882	5,187	67.7	32.3	67.1	32.9	64.4	35.6
Hosiery and knit goods.....	8,914	16,298	35.4	64.6	35.1	64.9	36.2	63.8
Garments and personal furnishings.....	17,537	38,380	31.4	68.6	32.2	67.8	30.3	69.7
Other textile products.....	8,921	7,436	54.5	45.5	55.1	44.9	54.9	45.1
Tobacco.....	4,265	5,773	42.5	57.5	42.0	58.0	43.0	57.0
Beverages.....	18,122	2,370	88.4	11.6	88.4	11.6	88.1	11.9
Chemicals and allied products.....	32,784	10,039	76.6	23.4	76.8	23.2	74.6	25.4
Clay, glass and stone products.....	20,125	2,789	87.9	12.1	87.8	12.2	88.3	11.7
Electric light and power.....	29,239	3,792	88.5	11.5	88.4	11.6	89.6	10.4
Electrical apparatus.....	36,796	14,016	72.4	27.6	72.8	27.2	68.7	31.3
Iron and steel products.....	274,251	21,484	92.7	7.3	92.9	7.1	92.5	7.5
Crude, rolled and forged products.....	37,837	1,665	95.8	4.2	96.3	3.7	95.1	4.9
Machinery (other than vehicles).....	26,654	3,339	88.9	11.1	88.8	11.2	89.2	10.8
Agricultural implements.....	17,563	1,027	94.5	5.5	94.6	5.4	93.3	4.7
Land vehicles and aircraft.....	104,697	5,867	94.7	5.3	94.7	5.3	94.1	5.9
Automobiles and parts.....	38,053	4,391	89.7	10.3	89.6	10.4	89.2	10.8
Steel shipbuilding and repairing.....	20,661	615	97.1	2.9	97.1	2.9	97.2	2.8
Heating appliances.....	7,639	531	93.5	6.5	93.5	6.5	93.2	6.8
Iron and steel fabrication (n.e.s.).....	11,054	944	92.1	7.9	92.4	7.6	92.0	8.0
Foundry and machine shop products.....	8,107	395	95.4	4.6	95.3	4.7	94.6	5.4
Other iron and steel products.....	40,039	7,101	84.9	15.1	85.1	14.9	85.2	14.8
Non-ferrous metal products.....	43,398	7,271	85.7	14.3	86.0	14.0	85.5	14.5
Non-metallic mineral products.....	14,857	1,377	91.5	8.5	91.5	8.5	91.2	8.8
Miscellaneous.....	12,466	6,138	67.0	33.0	66.8	33.2	67.8	32.2
<b>Logging</b> .....	<b>64,956</b>	<b>1,216</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>
<b>Mining</b> .....	<b>83,168</b>	<b>1,926</b>	<b>97.7</b>	<b>2.3</b>	<b>97.8</b>	<b>2.2</b>	<b>97.8</b>	<b>2.2</b>
Coal.....	24,440	237	99.0	1.0	99.0	1.0	98.9	1.1
Metallic ores.....	41,744	838	98.0	2.0	98.1	1.9	97.9	2.1
Non-metallic minerals (except coal).....	16,984	851	95.2	4.8	95.3	4.7	95.8	4.2
<b>Communications</b> .....	<b>23,871</b>	<b>26,382</b>	<b>47.5</b>	<b>52.5</b>	<b>47.1</b>	<b>52.9</b>	<b>47.6</b>	<b>52.4</b>
Telegraphs.....	7,049	1,670	80.8	19.2	80.4	19.6	79.4	20.6
Telephones.....	16,233	24,488	39.9	60.1	39.5	60.5	40.1	59.9
<b>Transportation</b> .....	<b>176,587</b>	<b>11,550</b>	<b>93.9</b>	<b>6.1</b>	<b>93.9</b>	<b>6.1</b>	<b>93.5</b>	<b>6.5</b>
Street railways, cartage and storage.....	56,027	4,175	93.1	6.9	93.1	6.9	92.5	7.5
Steam railway operation.....	88,447	5,728	93.9	6.1	93.9	6.1	93.7	6.3
Shipping and stevedoring.....	32,113	1,647	95.1	4.9	95.3	4.7	95.3	4.7
<b>Construction and Maintenance</b> .....	<b>257,690</b>	<b>4,843</b>	<b>98.2</b>	<b>1.8</b>	<b>98.3</b>	<b>1.7</b>	<b>98.2</b>	<b>1.8</b>
Building.....	108,737	2,843	97.5	2.5	97.4	2.6	97.7	2.3
Highway.....	104,085	1,873	98.2	1.8	98.6	1.4	98.0	2.0
Railway.....	44,868	127	99.7	0.3	99.7	0.3	99.7	0.3
<b>Services</b> .....	<b>35,460</b>	<b>38,089</b>	<b>48.2</b>	<b>51.8</b>	<b>48.0</b>	<b>52.0</b>	<b>46.6</b>	<b>53.4</b>
Hotels and restaurants.....	25,037	24,374	50.2	49.8	50.3	49.7	49.5	50.5
Personal (chiefly laundries).....	10,423	13,215	44.1	55.9	43.3	56.7	40.2	59.8
<b>Trade</b> .....	<b>167,559</b>	<b>103,860</b>	<b>61.7</b>	<b>38.3</b>	<b>61.2</b>	<b>38.8</b>	<b>60.4</b>	<b>39.6</b>
Retail.....	107,005	84,675	55.8	44.2	55.0	45.0	53.7	46.3
Wholesale.....	60,554	19,185	75.9	24.1	76.2	23.8	76.6	23.4
<b>Eight Leading Industries</b> .....	<b>1,656,799</b>	<b>429,755</b>	<b>79.4</b>	<b>20.6</b>	<b>79.7</b>	<b>20.3</b>	<b>79.2</b>	<b>20.8</b>
<b>Finance</b> .....	<b>45,760</b>	<b>40,056</b>	<b>53.3</b>	<b>46.7</b>	<b>53.3</b>	<b>46.7</b>	<b>52.9</b>	<b>47.1</b>
Banks and trust companies.....	24,217	24,217	50.0	50.0	50.0	50.0	48.6	51.4
Brokerage and stock market operations.....	2,362	1,231	65.7	34.3	65.6	34.4	65.6	34.4
Insurance.....	19,181	14,608	56.8	43.2	56.8	43.2	58.0	42.0
<b>All Industries</b> .....	<b>1,702,559</b>	<b>469,811</b>	<b>78.4</b>	<b>21.6</b>	<b>78.7</b>	<b>21.3</b>	<b>78.2</b>	<b>21.8</b>

**TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING**  
(Hourly-Rated Wage-Earners)

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, 1944.....	46.3	46.9	45.5	70.5	77.9	60.4
Sept. 1, 1945.....	44.1	44.2	44.0	69.2	76.5	60.9
Sept. 1, 1946.....	42.7	42.6	42.7	70.6	76.5	65.1
Sept. 1, 1947.....	42.3	42.5	42.2	82.2	88.8	75.7
Oct. 1, 1947.....	43.1	43.5	42.6	83.4	90.6	76.2
Nov. 1, 1947.....	42.9	43.1	42.7	84.7	91.9	77.6
Dec. 1, 1947.....	43.5	43.8	43.2	85.6	92.8	78.3
*Jan. 1, 1948.....	38.3	38.5	38.1	86.6	92.9	80.0
Feb. 1, 1948.....	42.8	42.7	42.8	86.6	93.2	80.1
Mar. 1, 1948.....	43.2	43.4	43.0	88.0	95.0	80.8
*Apr. 1, 1948.....	41.6	41.8	41.4	89.0	95.6	82.1
May 1, 1948.....	43.1	43.4	42.7	89.4	96.2	82.4
June 1, 1948.....	41.7	41.6	41.7	91.4	98.4	84.4
July 1, 1948.....	42.0	42.3	41.6	92.3	99.2	85.2
Aug. 1, 1948.....	42.1	42.0	42.1	92.7	99.8	85.6
Sept. 1, 1948.....	41.8	42.0	41.5	93.4	101.0	85.8

\* The averages at these dates were affected by loss of working time at the year-end holidays in the case of Jan. 1 and by the Easter holidays in the case of April 1, 1948.

**TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURING**

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, 1944.....	33.29	32.64	36.83	36.54	29.23	27.48
Sept. 1, 1945.....	32.51	30.52	35.58	33.81	29.60	26.80
Sept. 1, 1946.....	32.59	30.15	34.65	32.59	30.82	27.80
Sept. 1, 1947.....	37.05	34.77	39.49	37.74	34.83	31.95
Oct. 1, 1947.....	37.94	35.95	40.94	39.41	35.21	32.46
Nov. 1, 1947.....	38.42	36.34	41.26	39.70	35.86	33.14
Dec. 1, 1947.....	39.16	37.24	42.09	40.65	36.50	33.83
*Jan. 1, 1948.....	36.15	33.17	38.31	35.77	34.14	30.48
Feb. 1, 1948.....	39.26	37.06	41.65	39.80	37.10	34.28
Mar. 1, 1948.....	40.11	38.02	42.85	41.23	37.58	34.74
*Apr. 1, 1948.....	39.46	37.02	41.87	39.96	37.19	33.99
May 1, 1948.....	40.66	38.53	43.36	41.75	38.11	35.18
June 1, 1948.....	40.49	38.11	43.03	40.93	38.12	35.19
July 1, 1948.....	41.03	38.77	43.89	41.96	38.36	35.44
Aug. 1, 1948.....	41.32	39.03	44.00	41.92	38.83	36.04
Sept. 1, 1948.....	41.34	39.04	44.50	42.42	38.46	35.61

(1) 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)

	Average Hours Worked			Average Hourly Earnings		
	Sept. 1, 1948	Aug. 1, 1948	Sept. 1, 1947	Sept. 1, 1948	Aug. 1, 1948	Sept. 1, 1947
	Nova Scotia.....	44.4	44.2	44.2	83.8	84.0
New Brunswick.....	46.2	44.8	45.4	84.6	84.3	75.9
Quebec.....	43.1	43.6	44.4	84.9	84.6	74.4
Ontario.....	41.0	41.4	41.4	98.1	97.0	86.3
Manitoba.....	42.8	42.3	42.3	91.7	91.4	80.6
Saskatchewan.....	41.3	41.5	41.2	95.2	93.9	83.7
Alberta.....	42.5	41.9	41.9	93.4	93.0	80.5
British Columbia.....	38.3	37.9	38.1	108.9	108.9	98.4
Montreal.....	41.0	42.0	41.9	88.8	88.4	78.3
Toronto.....	39.7	40.5	40.1	97.2	96.6	86.0
Hamilton.....	40.3	42.1	41.4	104.1	104.1	88.9
Winnipeg.....	42.4	42.0	41.7	90.8	90.4	79.6
Vancouver.....	38.0	36.9	38.2	107.1	106.6	96.8



TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages			Wage-Earners Working Hours (2) Shown in Col. 1
	Sept. 1, 1948	Aug. 1, 1948	Sept. 1, 1947	Sept. 1, 1948	Aug. 1, 1948	Sept. 1, 1947	Sept. 1, 1948	Aug. 1, 1948	Sept. 1, 1947	
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$	
<b>Manufacturing</b> .....	41-8	42-1	42-3	93-4	92-7	82-2	39-04	39-03	34-77	799,833
*Durable manufactured goods.....	42-0	42-0	42-5	101-0	99-8	88-8	42-42	41-92	37-74	396,271
Non-durable manufactured goods.....	41-5	42-1	42-2	85-8	85-6	75-7	35-61	36-04	31-95	403,562
Animal products—edible.....	42-6	43-4	42-6	86-1	85-0	75-1	36-68	36-89	31-99	27,259
Dairy products.....	48-3	48-3	47-6	72-2	71-1	67-3	34-87	34-34	32-03	5,286
Meat products.....	41-1	42-5	40-7	95-7	93-9	83-0	39-33	39-91	33-78	16,312
Leather products.....	39-2	38-7	40-2	70-7	70-6	64-4	27-71	27-32	25-89	22,226
Leather boots and shoes.....	38-9	38-2	40-2	67-6	67-6	60-5	26-30	25-82	24-32	14,330
*Lumber products.....	41-6	41-3	41-8	83-8	82-6	75-7	34-86	34-11	31-64	67,711
Rough and dressed lumber.....	41-4	40-8	41-5	87-0	86-1	79-4	35-40	35-13	32-95	42,824
Containers.....	42-8	43-4	41-3	74-1	72-9	72-7	31-71	31-64	30-03	6,503
Furniture.....	41-6	41-3	42-6	81-6	79-7	71-1	33-95	32-92	30-29	11,514
*Musical instruments.....	43-3	44-2	45-1	80-3	78-0	67-9	34-77	34-48	30-62	817
Plant products—edible.....	41-3	42-0	40-4	72-2	71-4	65-8	29-82	29-99	26-58	51,038
Flour and other milled products.....	44-2	46-6	44-0	89-7	88-4	80-8	39-65	41-19	35-55	5,261
Fruit and vegetable preserving.....	38-1	38-2	36-3	68-3	66-1	62-0	26-02	25-25	22-51	16,901
Bread and bakery products.....	43-4	43-9	.....	73-8	73-9	.....	32-03	32-44	.....	8,665
Chocolate and cocoa products.....	40-8	41-5	40-3	63-0	62-8	57-5	25-70	26-06	23-17	6,843
Pulp and paper products.....	44-8	45-5	46-0	104-7	103-9	92-0	46-91	47-27	42-32	87,197
Pulp and paper.....	48-8	49-3	50-2	112-5	111-4	99-4	54-90	54-92	49-90	45,707
Paper products.....	41-5	42-5	42-1	82-2	81-7	72-4	34-11	34-72	30-48	16,851
Printing and publishing.....	39-9	40-4	40-7	102-9	102-2	85-7	41-06	41-29	36-10	24,639
Rubber products.....	38-5	40-8	41-8	100-1	101-5	91-1	38-54	41-41	38-08	17,453
Textile products.....	39-4	39-8	40-5	73-2	73-0	63-2	28-84	29-05	25-60	125,134
Thread, yarn and cloth.....	42-4	42-1	43-5	74-9	75-3	62-4	31-76	31-70	27-14	53,031
Cotton yarn and cloth.....	41-0	42-9	43-3	74-2	74-3	60-8	30-42	31-87	26-33	20,664
Woolen yarn and cloth.....	42-6	42-3	43-1	73-2	72-4	62-9	31-18	30-63	27-11	13,391
Silk and artificial silk goods.....	43-8	40-2	43-8	77-7	77-8	64-4	34-03	32-08	28-21	14,353
Hosiery and knit goods.....	39-0	39-5	39-7	67-7	67-9	58-8	26-40	26-82	23-34	21,087
Garments and personal furnishings.....	35-6	36-6	37-2	72-2	71-2	65-4	25-70	26-06	24-33	38,462
Tobacco.....	38-8	42-8	41-1	80-7	81-8	63-3	31-31	35-01	26-02	7,643
Beverages.....	43-7	44-3	43-3	92-1	91-8	82-5	40-25	40-67	35-72	13,814
Distilled and malt liquor.....	42-7	43-5	42-7	97-5	97-3	86-1	41-63	42-33	36-76	10,831
Chemicals and allied products.....	43-3	43-3	42-9	95-7	93-3	83-3	40-67	40-40	35-78	24,780
Drugs and medicines.....	40-5	40-4	40-3	77-0	76-6	69-9	31-19	30-95	28-17	3,632
Clay, glass and stone products.....	44-2	44-1	43-7	92-4	91-9	81-8	40-84	40-53	35-75	18,603
Glass products.....	43-1	43-7	42-1	89-3	89-3	78-2	38-49	39-02	32-92	6,046
Lime, gypsum and cement products.....	46-5	45-1	46-1	91-7	90-2	81-7	42-64	40-68	37-66	4,581
Electrical apparatus.....	38-6	39-0	40-3	102-5	98-9	86-7	39-57	38-57	34-94	36,104
Heavy electrical apparatus <sup>1</sup> .....	40-9	42-6	42-9	113-6	106-6	95-3	46-46	45-41	40-88	9,722
*Iron and steel products.....	42-4	42-4	43-0	106-2	105-2	93-3	45-03	44-60	40-12	233,272
Crude, rolled and forged products.....	44-3	44-7	45-4	110-2	109-2	95-4	48-82	48-81	43-31	34,993
Primary iron and steel.....	44-8	45-3	45-9	111-8	111-3	96-9	50-09	50-42	44-48	28,947
Machinery (other than vehicles).....	43-4	43-4	43-5	97-3	95-7	86-5	42-23	41-53	37-63	22,274
Agricultural implements.....	38-9	41-7	40-1	109-2	110-6	96-3	42-48	46-12	38-62	15,332
Land vehicles and aircraft.....	42-3	41-8	41-8	113-7	111-7	99-0	48-10	46-69	41-38	81,718
Railway rolling stock.....	44-7	44-8	43-0	110-7	110-9	94-6	49-48	49-68	40-68	40,095
Automobiles and parts.....	39-3	38-1	39-7	121-6	115-5	105-7	47-79	44-01	41-96	34,379
Aeroplanes and parts.....	44-3	43-3	46-1	97-5	98-2	90-3	43-19	42-52	41-63	6,375
Steel shipbuilding and repairing.....	43-1	41-0	45-8	101-7	101-9	94-0	43-83	41-78	43-05	19,066
Iron and steel fabrication (n.e.s.).....	40-6	42-0	42-8	101-0	100-0	88-1	41-01	42-00	37-71	9,037
Hardware, tools and cutlery.....	41-2	41-3	42-9	92-5	92-3	81-3	38-11	38-12	34-88	9,831
Foundry and machine shop products.....	40-1	42-9	41-8	101-9	102-3	91-5	40-86	43-89	38-25	6,754
Sheet metal work.....	42-3	41-6	41-9	95-5	94-7	83-1	40-40	39-40	34-82	12,004
*Non-ferrous metal products.....	42-9	42-5	42-5	102-6	102-1	89-5	44-02	43-39	38-04	39,764
Preparation of non-ferrous metallic ores.....	43-5	43-5	43-1	116-4	115-9	102-6	50-63	50-42	44-22	11,049
Aluminum and its products.....	44-9	44-3	44-1	101-8	101-6	85-1	45-71	45-01	37-53	11,346
Brass and copper mfg.....	41-4	40-1	41-3	97-6	96-3	86-6	40-41	38-62	35-77	9,472
Non-metallic mineral products.....	42-7	42-5	42-9	111-2	110-6	92-8	47-48	47-01	39-81	11,215
Petroleum and its products.....	41-7	41-4	41-9	120-8	120-0	101-6	50-37	49-68	42-57	6,965
Miscellaneous manufactured products.....	40-0	41-1	40-4	81-8	80-4	72-9	32-72	33-04	29-45	15,803
<b>Mining</b> .....	43-2	42-9	42-5	114-0	113-5	100-6	49-25	48-69	42-76	72,215
Coal.....	39-6	39-5	38-6	126-7	125-8	111-1	50-17	49-69	42-88	21,179
Metallic ores.....	44-9	44-6	44-2	113-8	113-4	102-6	51-10	50-58	45-35	37,218
Non-metallic minerals (except coal).....	43-9	43-7	44-8	96-8	95-5	80-2	42-50	41-73	35-93	13,818
<b>Local Transportation</b> (2).....	45-7	45-4	45-5	95-9	95-1	84-8	43-83	43-18	38-58	30,158
<b>Building Construction</b> .....	40-8	40-8	40-0	102-8	101-6	92-5	41-94	41-45	37-16	91,379
<b>Highway Construction</b> .....	38-3	35-8	39-6	79-0	77-5	71-5	30-26	27-75	28-31	57,164
<b>Services</b> (as indicated below).....	42-2	42-4	42-4	59-3	58-4	53-5	25-02	24-76	22-68	37,809
Hotels and restaurants.....	43-0	43-4	43-3	58-6	57-7	52-2	25-20	25-04	22-60	25,964
Personal (chiefly laundries).....	40-2	40-3	40-6	60-8	60-1	56-2	24-44	24-22	22-82	11,845

\* Industries classed in the durable manufactured industries.

(1) 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: July 1, 1948, 202-1; Aug. 1, 1948, 202-1; Sept. 1, 1948, 215-6; at Sept. 1, 1947, the index was 180-8

(2) Chiefly street and electric railways.

(3) 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 Research and Statistics)

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
		¢	\$			
<b>WEEK PRECEDING:—</b>						
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	85.5	37.19	123.1	118.1	104.2
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.....	(1)41.8	93.4	39.04	129.2	128.6	100.5

\* 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.

(1) Latest figures subject to revision.

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 indices having been calculated on a similar base (Average 1946=100).

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 1922.....	7.1	4.3	8.6	5.0	8.9	5.4	6.1	12.4	7.1
Average 1923.....	3.0	2.0	6.7	3.7	5.8	3.0	6.0	5.8	4.9
Average 1924.....	5.1	4.0	10.9	6.1	6.5	4.3	5.4	5.8	7.2
Average 1925.....	5.0	3.6	10.9	5.5	5.1	3.3	3.4	5.7	7.0
Average 1926.....	7.8	2.1	6.8	4.2	3.6	3.0	4.9	5.5	5.1
Average 1927.....	3.7	1.9	6.8	4.1	4.4	3.2	4.1	5.5	4.9
Average 1928.....	4.0	1.2	6.1	3.5	4.2	3.0	4.2	5.1	4.5
Average 1929.....	4.0	1.6	7.7	4.3	7.1	5.3	6.4	5.9	5.7
Average 1930.....	5.4	3.7	14.0	10.4	9.6	10.6	13.3	11.6	11.1
Average 1931.....	8.5	9.2	19.3	17.2	15.7	15.6	19.4	17.6	16.8
Average 1932.....	9.6	14.4	26.4	23.7	20.0	15.8	22.6	21.6	22.0
Average 1933.....	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	22.3
Average 1934.....	8.7	7.9	22.8	18.7	17.7	13.2	17.8	20.2	18.2
Average 1935.....	6.9	8.6	20.9	14.3	12.6	9.8	15.4	16.4	15.4
Average 1936.....	6.8	7.4	18.9	12.0	10.1	9.6	12.0	11.9	13.2
Average 1937.....	5.5	5.2	15.6	8.3	9.0	9.0	12.0	10.6	10.7
Average 1938.....	4.9	10.0	17.4	12.1	11.9	9.1	12.3	14.0	13.1
Average 1939.....	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940.....	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.8
Average 1941.....	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.5
Average 1942.....	1.1	2.0	2.9	2.2	2.5	1.7	2.9	1.0	2.2
Average 1943.....	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
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	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	13.2	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



**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 mill workers	Printing, publishing and lithographing	Electric current, etc.	Wood products	Fires, 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
September 1919		1.0	2.3	1.0	1.2	0.3	1.7		.1	.7	1.1	0	.1	.1		3.4	1.4
September 1920		.1	7.7	2.3	1.5	1.2	1.7		2.2	23.2	0	39.0		15.1		4.6	4.0
September 1921	22.8	9.1	13.9	11.4	7.7	6.3	8.3		2.4	18.8	3.7	17.5		8.4		19.1	16.4
September 1926	35.4	.7	6.8	3.3	2.6	0	3.5		9.8	5.2	17.3	1.7	21.3	1.9		8.8	27.0
September 1929	4.7	2.7	3.5	2.0	2.5	1.2	3.2		6.8	3.7	0	3.7	11.7	1.4		3.3	2.4
September 1930	14.5	5.6	4.4	3.1	3.1	1.3	3.1	0	1.9	3.0	3.4	2.4	6.4	11.5		4.6	.2
September 1942		.8	.4	.1	.7	.3	1.5	0	.4	.2	0	.1	1.0	1.8		.2	0
September 1943		.1	.2	0	.2	.2	0	0	.2	.2	0	.4	0	.5		.1	0
September 1944		.5	.4	.3	.4	.4	.2	0	.4	.2	0	.4	0	0		.1	0
September 1945		.4	2.5	.3	.2	.3	.1	.1	.4	.4	0	1.0	0	.6		5.2	9.0
September 1946		.5	1.4	.1	.4	.5	.3	.0	.4	.5	1.2	0	.2	3.0		2.0	3.0
September 1947		.3	.9	.5	.5	.5	.3	.0	.5	.0	1.0	.1	.1	1.5		1.7	.1
September 1948	4.5	.4	1.2	.1	.2	.2	.3	0	2.1	.8	1.3	.1	3.5	2.3		1.9	1.4
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	35.7
June 1933	24.1	14.6	24.5	8.4	14.0	12.7	14.5	0	26.8	18.9	10.6	20.7	8.8	20.9		30.6	14.0
September 1933	16.9	9.8	21.3	9.8	15.3	15.5	15.4	8.7	28.0	8.1	14.1	7.7	6.4	23.0		25.6	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		25.3	23.3
March 1939	31.5	12.8	13.3	8.5	7.7	8.7	6.1	0	8.4	11.6	12.4	11.4	12.4	25.8	.6	16.2	2.9
June 1939	10.1	14.7	13.5	4.7	5.5	4.5	7.1	0	3.0	19.0	8.8	20.3	24.1	17.8	0	14.7	7.4
September 1939	21.2	5.9	10.8	3.7	6.8	6.4	7.4	0	22.9	6.1	1.2	3.3	29.3	20.8	0	14.6	1.5
December 1939	23.0	5.0	10.0	4.4	5.7	4.3	8.0	12.1	7.0	9.3	.7	8.0	29.0	33.1	25.5	8.7	.8
March 1944	.8	.7	.3	.1	.3	.3	.2	0	.8	.1	0	.2	0	.2	0	.3	1.4
June 1944	0	.3	.1	.1	.1	.0	.1	0	.2	.2	0	.3	0	.0	0	.1	0
September 1944	0	.5	.1	.4	.3	.4	.2	0	.4	.2	.0	.4	0	.0	0	.1	0
December 1944	0	.5	.4	0	.7	1.0	.1	.2	.4	.0	.0	0	0	.1	0	.2	5.0
March 1946	4.2	.7	1.8	.5	.4	.4	.4	0	2.3	.0	0	0	0	1.2	0	3.5	2.2
June 1946	.8	.8	1.6	.5	.2	.2	.3	.1	.6	.3	.1	.4	.5	1.8	0	3.1	4.6
September 1946	0	.5	1.4	.1	.4	.5	.2	0	.4	.5	1.2	0	.2	3.0	0	2.0	3.0
December 1946	8.0	.7	1.4	.1	1.3	2.0	.1	0	1.3	.1	0	.1	1.0	1.7	0	2.3	4.7
March 1947	0	.3	1.5	.2	.1	.1	.1	0	3.0	.0	.0	.1	0	4.5	0	2.6	1.5
June 1947	1.8	1.0	1.1	.7	.3	.4	.1	0	.7	.0	.1	0	0	.5	0	2.3	.8
September 1947	0	.3	.9	.5	.5	.5	.3	0	.5	.0	.0	.1	0	1.5	.1	1.7	.1
December 1947	0	.4	1.5	1.6	.5	.6	.2	.1	1.5	.8	.1	.8	10.8	1.6	0	2.4	.7
March 1948	27.3	.8	2.0	1.5	.4	.5	.3	.8	3.4	.6	.1	.5	15.0	7.8	0	2.9	.1
June 1948	0	1.3	1.5	1.5	.1	.1	.2	0	5.0	.2	.2	.3	0	2.5	0	1.7	2.2
September 1948	4.5	.4	1.2	.1	.2	.2	.3	.3	2.1	.8	1.3	.1	3.5	2.3	0	1.9	1.4

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	Governmental (civil)	Miscellaneous	All occupations
September 1919.....	1.2	0	.....	.....	2.9	.9	2.4	1.0	.2	.0	.0	.....	.4	1.2	.1	2.0	1.8
September 1920.....	15.6	6.5	.....	2.7	2.0	.4	2.5	.2	.3	.1	.1	.....	.0	1.0	.0	1.6	3.3
September 1921.....	59.8	.....	.....	3.4	11.7	2.6	7.9	2.3	2.9	.2	.2	.....	.5	3.3	1.1	6.4	8.5
September 1926.....	12.9	0	.....	7.0	5.5	1.7	8.3	1.8	.1	.1	.1	0	.1	1.4	.9	4.7	3.3
September 1929.....	16.8	0	.....	11.3	8.6	2.8	13.6	2.8	.4	.1	.1	0	.5	2.4	.9	4.7	3.7
September 1940.....	1.0	0	.....	16.3	7.1	3.4	23.9	3.3	.3	5.3	5.4	0	.2	2.1	.0	3.9	4.4
September 1942.....	.2	0	.....	3.2	3.2	.8	3.1	.9	.1	2.0	2.1	0	.3	.1	.1	.5	.8
September 1943.....	0	0	.....	2.5	1.0	.7	1.5	.5	0	1.1	1.2	0	0	.6	.0	1.2	.3
September 1944.....	0	0	.....	0	0	.3	3.1	.3	0	1.9	2.0	.8	0	.3	.0	.5	.3
September 1945.....	0	0	.....	0	1.5	.4	1.5	.3	.2	1.1	.1	0	.3	.4	.0	1.0	1.4
September 1946.....	7.8	0	.....	4.5	.8	.8	6.7	.5	.1	.2	.2	0	.0	.1	.0	.5	1.0
September 1947.....	0	0	.....	1.1	.6	.5	0	.6	.1	.1	.1	0	.1	.5	.0	1.1	.7
September 1948.....	0	1.9	.....	1.7	0	.5	5.0	.4	.0	.1	.1	0	.3	.6	.2	1.1	1.0
September 1948.....	32.6	0	.....	1.3	.5	.5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
March 1933.....	36.8	0	.....	58.8	14.1	14.1	51.5	16.3	.9	14.8	15.1	0	.8	12.2	7.4	20.9	25.1
June 1933.....	33.1	0	.....	40.9	12.0	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.....	33.5	0	.....	60.9	12.0	12.0	42.1	12.3	1.1	11.5	11.7	0	.6	11.0	5.2	20.2	19.8
December 1933.....	.....	0	.....	73.2	13.4	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	9.8	15.7
June 1939.....	45.3	0	.....	34.1	21.7	6.3	26.3	6.7	1.5	6.1	6.2	0	.1	3.3	1.5	5.8	11.6
September 1939.....	35.8	0	.....	25.4	24.3	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	.....	.5	6.5	.4	1.0	.4	.0	1.1	1.2	0	0	.4	.0	.7	.9
June 1944.....	0	0	.....	0	.9	.3	1.2	.4	.0	1.5	1.6	0	0	.2	.0	.5	.3
September 1944.....	0	0	.....	0	.7	.3	3.1	.3	.0	1.9	2.0	.8	0	.3	.0	.5	.3
December 1944.....	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	.....	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	.8	1.5	6.5	1.6	.2	1.4	1.6	0	.0	.4	.1	.7	1.3
September 1946.....	7.8	0	.....	4.5	.8	.8	6.7	.5	.1	.2	.2	0	.0	.3	.1	.5	1.0
December 1946.....	2.0	0	.....	.1	2.6	1.4	10.7	1.3	.3	.9	1.0	0	.5	.6	.3	.9	1.5
March 1947.....	.5	.3	.....	.6	5.0	2.0	12.9	1.8	.5	1.1	1.1	0	0	.7	.6	.7	1.8
June 1947.....	0	0	.....	0	.4	.6	2.2	.6	.0	1.3	1.6	0	0	.2	.0	.5	.8
September 1947.....	0	0	.....	.6	.8	.5	0	.6	.1	1.1	1.1	0	.1	.5	.7	1.1	.7
December 1947.....	1.6	.4	.....	0	6.5	1.0	5.8	1.0	.3	.1	.1	0	.4	.7	.1	1.3	1.7
March 1948.....	1.7	0	.....	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	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	1.3	.5	5.0	.4	.0	.1	.1	0	.3	.6	.2	1.1	1.0

## 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
November, 1945.....	94,980	31,857	126,837	120,323	36,102	156,425
November, 1946.....	91,662	41,156	132,818	102,676	31,593	134,269
November, 1947.....	65,184	27,750	92,934	64,730	31,099	95,829
December, 1947.....	35,947	22,325	58,272	82,990	33,584	116,574
January, 1948.....	23,515	17,151	40,666	111,304	31,108	142,412
February, 1948.....	18,171	16,007	34,178	142,783	43,951	186,734
March, 1948.....	16,416	15,784	32,200	155,249	45,105	200,354
April, 1948.....	20,475	17,800	38,275	150,032	43,767	193,799
May, 1948.....	28,602	21,335	49,937	123,130	42,082	165,212
June, 1948.....	37,126	23,240	60,366	92,606	38,319	130,925
July, 1948.....	34,242	22,183	56,425	80,206	38,364	118,570
August, 1948.....	30,499	19,709	50,208	63,558	32,715	96,273
September, 1948.....	39,341	24,349	63,690	58,611	29,734	88,345
October, 1948.....	41,047	22,870	63,917	56,725	30,607	87,332
November, 1948 <sup>(1)</sup> .....	31,856	18,595	50,451	67,569	34,280	101,849

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT SEPTEMBER 30, 1948**

(SOURCE: Form UIC 751)

Industry	Male	Female	Total	Change from August 26, 1948	
				Absolute	Percentage
<b>Agriculture, Fishing, Trapping.....</b>	<b>1,967</b>	<b>507</b>	<b>2,474</b>	— 254	— 9.3
<b>Logging.....</b>	<b>6,993</b>	<b>9</b>	<b>7,002</b>	+1,916	+ 37.7
Pulpwood.....	4,818	2	4,820	+1,516	+ 45.9
Lumber.....	2,061	5	2,066	+ 368	+ 21.7
Other logging.....	114	2	116	+ 32	+ 38.1
<b>Mining.....</b>	<b>2,742</b>	<b>35</b>	<b>2,777</b>	+ 857	+ 44.6
Coal.....	370	1	371	+ 32	+ 9.4
Metallic ores—					
Iron.....	73	2	75	+ 38	+ 102.7
Gold.....	643	4	647	+ 52	+ 8.7
Nickel.....	1,146	.....	1,146	+ 502	+ 96.2
Other metallic ores and non-metallic minerals.....	452	28	480	+ 147	+ 44.1
Prospecting and oil producing.....	58	.....	58	+ 26	+ 81.3
<b>Manufacturing.....</b>	<b>9,440</b>	<b>8,196</b>	<b>17,636</b>	-2,917	- 14.2
Food and kindred products.....	1,316	946	2,262	-2,905	- 56.2
Textiles, apparel, etc.....	994	4,523	5,517	+ 138	+ 2.6
Lumber and finished lumber products.....	1,759	212	1,971	- 91	- 4.4
Pulp and paper products and printing.....	738	579	1,317	+ 18	+ 1.4
Chemicals and allied products.....	279	178	457	- 124	- 21.4
Products of petroleum and coal.....	53	14	67	- 36	- 35.0
Rubber products.....	87	68	155	+ 1	+ 0.6
Leather and products.....	306	692	998	+ 41	+ 4.3
Stone, clay and glass products.....	348	65	413	- 64	- 13.4
Iron and steel and products.....	861	85	946	- 181	- 16.1
Non-ferrous metals and products.....	693	133	826	+ 94	+ 12.8
Machinery.....	643	78	721	+ 75	+ 11.6
Electrical equipment and products.....	416	168	584	+ 61	+ 11.7
Transportation equipment and other manufacturing.....	947	455	1,402	+ 56	+ 4.2
<b>Construction.....</b>	<b>7,907</b>	<b>63</b>	<b>7,970</b>	+ 521	+ 7.0
<b>Transportation and Storage.....</b>	<b>1,977</b>	<b>73</b>	<b>2,050</b>	+ 34	+ 1.7
<b>Communications, and Other Public Utilities.....</b>	<b>440</b>	<b>290</b>	<b>730</b>	- 211	- 22.4
<b>Trade.....</b>	<b>4,198</b>	<b>3,854</b>	<b>8,052</b>	+ 871	+ 12.1
Wholesale.....	1,490	555	2,045	+ 77	+ 3.9
Retail.....	2,708	3,299	6,007	+ 794	+ 15.2
<b>Finance, Insurance, Real Estate.....</b>	<b>816</b>	<b>677</b>	<b>1,493</b>	- 236	- 13.7
<b>Service.....</b>	<b>4,558</b>	<b>9,165</b>	<b>13,723</b>	- 327	- 2.3
Public.....	1,358	550	1,908	+ 192	+ 11.2
Domestic.....	116	3,409	3,525	+ 587	+ 20.0
Personal.....	1,840	4,805	6,645	- 953	- 12.6
Other services.....	1,244	401	1,645	- 153	- 8.5
<b>All Industries.....</b>	<b>41,038</b>	<b>22,869</b>	<b>63,907</b>	+ 254	+ 0.4



**TABLE D-3.—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT SEPTEMBER 30, 1948**

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	963	324	1,287	3,157	791	3,948
Clerical Workers.....	1,651	3,333	4,984	4,442	10,182	14,624
Sales Workers.....	2,115	2,009	4,124	2,499	4,755	7,254
Personal and Domestic Service Workers.....	1,654	8,209	9,863	7,008	5,047	12,055
Seamen.....	96	.....	96	727	.....	727
Agriculture and Fishing.....	1,923	115	2,038	717	93	810
Skilled and Semiskilled Workers.....	18,237	4,641	22,878	17,943	4,324	22,267
Food and kindred products.....	134	95	229	357	232	589
Textiles, clothing, etc.....	442	3,448	3,890	443	2,090	2,533
Lumber and wood products.....	7,351	12	7,363	868	54	922
Pulp, paper and printing.....	179	73	252	381	227	608
Leather and products.....	115	340	455	503	169	672
Stone, clay and glass products.....	109	11	120	56	16	72
Metalworking.....	1,539	32	1,571	2,918	231	3,149
Electrical.....	244	59	303	480	174	654
Transportation equipment, n.e.c.....	30	1	31	172	65	237
Mining.....	695	.....	695	268	.....	268
Construction.....	3,530	.....	3,530	3,062	1	3,063
Transportation (except seamen).....	1,046	7	1,053	3,022	35	3,057
Communications and public utility.....	165	.....	165	90	2	92
Trade and service.....	330	354	684	622	359	981
Other skilled and semiskilled.....	1,916	157	2,073	3,172	534	3,706
Foremen.....	108	14	122	434	87	521
Apprentices.....	304	38	342	1,095	48	1,143
Unskilled Workers.....	14,408	4,239	18,647	20,232	5,415	25,647
Food and tobacco.....	739	768	1,507	303	771	1,074
Lumber and lumber products.....	1,026	93	1,119	652	171	823
Metalworking.....	830	111	941	620	97	717
Construction.....	4,106	.....	4,106	2,366	.....	2,366
Other unskilled workers.....	7,707	3,267	10,974	16,291	4,376	20,667
<b>Total.....</b>	<b>41,047</b>	<b>22,870</b>	<b>63,917</b>	<b>56,725</b>	<b>30,607</b>	<b>87,332</b>

**TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS, FOR THE MONTH OF SEPTEMBER, 1948**

(SOURCE: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Place-ments
Agriculture, Fishing, Trapping.....	2,568	2,760	1,910
Logging.....	1,477	531	407
Mining.....	789	582	347
Manufacturing.....	7,609	6,742	4,223
Food and kindred products.....	1,622	1,466	938
Textiles, apparel, etc.....	1,144	766	455
Lumber and finished lumber products.....	1,015	956	649
Pulp and paper products and printing.....	574	465	302
Chemicals and allied products.....	256	248	138
Products of petroleum and coal.....	59	62	44
Rubber products.....	86	73	40
Leather and products.....	242	183	102
Stone, clay and glass products.....	201	200	119
Iron and steel products.....	565	609	366
Non-ferrous metals and products.....	338	333	207
Machinery.....	394	394	228
Electrical equipment and products.....	330	309	180
Transportation equipment and other manufacturing.....	783	678	455
Construction.....	4,363	3,828	2,814
Transportation and Storage.....	1,366	1,274	878
Communications, and Other Public Utilities.....	283	216	141
Trade.....	3,736	3,760	2,005
Finance, Insurance, Real Estate.....	403	414	189
Service.....	6,612	5,703	3,804
All Industries.....	29,206	25,810	16,718

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS  
AUGUST 27, SEPTEMBER 30, 1948**

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
<b>Prince Edward Island</b>	<b>1,007</b>	<b>662</b>	<b>631</b>	<b>535</b>	<b>360</b>	<b>34</b>	<b>566</b>
Charlottetown	551	311	459	410	268	25	411
Summerside	456	351	172	125	92	9	155
<b>Nova Scotia</b>	<b>2,853</b>	<b>1,144</b>	<b>6,507</b>	<b>4,066</b>	<b>1,689</b>	<b>292</b>	<b>7,212</b>
Amherst	72	11	109	77	53	—	131
Bridgewater	72	36	115	103	54	—	144
Halifax	1,293	708	2,512	1,587	700	115	2,424
Inverness	16	—	71	39	16	—	140
Kentville	203	133	283	200	77	2	318
Liverpool	39	19	131	50	21	1	169
New Glasgow	442	59	774	611	327	71	611
Springhill	7	—	67	8	6	—	125
Sydney	447	69	1,785	945	295	93	2,513
Truro	224	95	335	302	113	10	280
Yarmouth-Shelburne	38	14	325	144	27	—	357
<b>New Brunswick</b>	<b>3,254</b>	<b>1,639</b>	<b>6,017</b>	<b>3,843</b>	<b>1,722</b>	<b>349</b>	<b>3,861</b>
Bathurst	80	53	186	33	21	4	208
Campbellton	162	58	275	120	61	25	255
Edmundston	106	43	1,492	1,058	58	5	53
Fredericton	225	132	457	179	134	9	111
Minto	134	50	122	160	117	—	86
Moncton	891	535	1,293	1,012	509	136	1,264
Newcastle	87	13	116	80	52	—	107
Saint John	937	491	1,580	801	425	149	1,546
St. Stephen	96	64	136	84	44	2	125
Sussex	42	10	59	23	15	3	54
Woodstock	494	190	301	293	286	16	52
<b>Quebec</b>	<b>30,424</b>	<b>13,683</b>	<b>35,325</b>	<b>26,523</b>	<b>15,103</b>	<b>804</b>	<b>24,158</b>
Asbestos	85	37	114	52	38	1	112
Beauharnois	121	32	146	67	52	—	171
Buckingham	140	256	138	119	86	3	122
Causapscal	131	104	104	50	35	—	87
Chandler	23	85	63	17	10	—	85
Chicoutimi	514	283	769	417	270	15	561
Dolbeau	24	—	97	29	20	—	104
Drummondville	238	63	455	226	145	—	516
Farnham	43	88	75	50	42	—	80
Granby	206	49	332	198	103	8	340
Hull	735	429	927	539	285	4	714
Joliette	233	93	389	164	89	6	297
Jonquière			Included with Chicoutimi				
Lachute	97	54	210	174	93	3	77
La Malbaie	88	30	78	17	38	—	90
La Tuque	520	85	476	405	437	—	125
Lévis	223	111	960	711	99	4	672
Louiseville			Included with Three Rivers				
Magog			Included with Sherbrooke				
Matane	392	471	54	34	17	—	65
Mégantic	356	25	752	607	360	—	130
Mount Laurier	108	91	40	43	23	—	27
Montmagny	47	51	847	739	16	—	146
Montreal	18,617	8,035	15,529	14,055	8,853	567	8,116
Plessisville			Included with Victoriaville				
Port Alfred			Included with Chicoutimi				
Québec	2,529	943	4,536	3,262	1,465	33	4,344
Rimouski	18	116	148	36	28	—	215
Rivière du Loup	47	30	167	24	17	—	196
Rouyn	386	177	527	460	232	—	242
Ste. Agathe	251	144	121	116	82	—	33
Ste. Anne de Bellevue	110	54	127	69	42	1	78
Ste. Therese	172	69	164	155	127	1	100
St. Georges de Beauce	45	22	87	56	48	—	104
St. Hyacinthe	106	185	198	89	55	1	262
St. Jean	575	240	1,171	348	209	—	284
St. Jérôme	242	42	643	225	179	3	696
St. Joseph d'Alma	62	43	83	44	29	3	104
Shawinigan Falls	382	216	481	332	129	—	519
Sherbrooke	1,276	341	1,571	1,242	659	131	1,015
Sorel	76	24	409	43	29	—	455
Thetford Mines	96	58	359	193	59	6	448
Three Rivers	454	143	1,103	636	278	10	1,328
Val d'Or	342	194	304	206	147	4	146
Valleyfield	122	40	338	136	94	—	536
Victoriaville	192	130	233	138	84	—	416

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS  
AUGUST 27, to SEPTEMBER 30, 1948**

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>60,742</b>	<b>31,180</b>	<b>55,560</b>	<b>50,460</b>	<b>28,017</b>	<b>5,094</b>	<b>25,745</b>
Arnprior.....	108	482	116	98	58	3	33
Barrie.....	254	72	294	290	143	-	77
Belleville.....	580	277	581	582	412	-	159
Bracebridge.....	176	43	161	171	107	3	93
Brampton.....	117	201	141	79	52	1	57
Brantford.....	984	321	820	687	492	12	321
Brockville.....	175	32	170	145	105	-	107
Carleton Place.....	57	13	141	75	60	-	72
Chatham.....	498	109	662	546	414	65	226
Cobourg.....	153	64	173	181	118	7	29
Collingwood.....	79	7	130	100	82	-	71
Cornwall.....	488	44	839	563	345	25	573
Fort Erie.....	140	45	179	171	124	2	87
Fort Frances.....	514	399	130	131	96	3	36
Fort William.....	689	327	562	498	294	2	291
Galt.....	514	431	305	246	189	4	95
Gananoque.....	44	3	77	52	28	18	51
Goderich.....	138	129	125	138	92	1	51
Guelph.....	636	305	678	683	356	4	238
Hamilton.....	4,322	1,946	5,170	4,649	2,067	487	2,351
Hawkesbury.....	41	35	142	43	16	1	164
Ingersoll.....	72	58	70	72	47	2	19
Kapusking.....	67	61	72	76	68	-	14
Kenora.....	186	158	99	83	90	-	49
Kingston.....	731	163	996	992	527	20	589
Kirkland Lake.....	673	385	582	559	329	21	204
Kitchener-Waterloo.....	928	539	724	805	459	26	289
Leamington.....	357	104	241	241	144	23	41
Lindsay.....	185	75	148	180	97	5	74
Listowel.....	48	37	96	131	41	1	42
London.....	2,926	1,779	2,200	2,419	1,276	231	670
Midland.....	170	55	307	214	103	11	167
Napanee.....	72	31	91	88	45	-	33
Newmarket.....	140	93	144	114	71	-	72
New Toronto.....	836	364	875	755	566	1	330
Niagara Falls.....	757	200	596	606	351	6	233
North Bay.....	533	282	425	375	219	41	219
Orillia.....	249	88	326	266	164	4	218
Oshawa.....	936	241	1,314	1,001	534	30	1,261
Ottawa.....	2,987	1,135	3,217	2,500	1,113	364	2,010
Owen Sound.....	231	45	327	341	148	4	199
Parry Sound.....	30	3	82	43	24	-	91
Pembroke.....	671	229	657	532	462	-	151
Perth.....	131	52	180	156	95	4	65
Peterborough.....	526	134	907	767	356	4	604
Picton.....	43	21	35	31	28	-	15
Port Arthur.....	2,769	1,766	851	659	655	12	369
Port Colborne.....	237	142	281	230	167	-	195
Port Hope.....	155	65	119	143	80	4	14
Prescott.....	50	24	42	21	34	-	56
Renfrew.....	183	99	238	230	143	2	65
St. Catharines.....	1,287	195	1,814	1,320	533	470	1,092
St. Thomas.....	410	267	864	824	255	8	119
Sarnia.....	402	147	543	476	291	-	296
Sault Ste-Marie.....	580	1,156	583	492	373	-	294
Simcoe.....	529	135	418	386	288	4	52
Smiths Falls.....	224	68	195	368	171	6	66
Stratford.....	305	117	358	347	126	86	144
Sturgeon Falls.....	139	87	143	102	51	4	83
Sudbury.....	2,977	2,435	1,746	1,628	1,680	146	541
Tillsonburg.....	138	19	83	66	52	-	22
Timmins.....	1,166	585	960	823	500	28	499
Toronto.....	19,981	11,045	14,518	14,332	7,311	2,363	5,806
Trenton.....	304	98	256	322	255	23	31
Walkerton.....	75	91	83	48	32	-	33
Wallaceburg.....	95	131	130	119	53	7	55
Welland.....	504	179	567	477	235	5	321
Weston.....	384	261	386	364	168	-	179
Windsor.....	2,353	196	3,817	2,957	1,316	490	2,481
Woodstock.....	303	255	258	251	151	-	91
<b>Manitoba</b> .....	<b>12,165</b>	<b>5,321</b>	<b>11,454</b>	<b>10,740</b>	<b>6,251</b>	<b>1,454</b>	<b>4,716</b>
Brandon.....	1,347	710	913	955	687	-	330
Dauphin.....	261	55	186	150	145	16	73
Flin Flon.....	119	148	115	101	64	8	40
Portage la Prairie.....	231	87	234	183	129	5	115
The Pas.....	187	131	58	26	41	2	59
Winnipeg.....	10,020	4,190	9,948	9,325	5,185	1,423	4,099



**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS  
AUGUST 27, to SEPTEMBER 30, 1948**

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>6,997</b>	<b>1,915</b>	<b>6,970</b>	<b>6,557</b>	<b>3,961</b>	<b>708</b>	<b>2,454</b>
Estevan.....	315	54	234	231	198	-	22
Moose Jaw.....	713	232	739	652	434	56	288
North Battleford.....	162	58	135	151	97	2	86
Prince Albert.....	554	105	621	532	363	13	288
Regina.....	2,623	522	2,592	2,767	1,556	430	441
Saskatoon.....	1,666	567	1,838	1,474	684	189	1,134
Swift Current.....	192	124	175	161	85	2	76
Weyburn.....	262	115	159	149	145	-	37
Yorkton.....	510	138	477	440	399	16	82
<b>Alberta</b> .....	<b>11,791</b>	<b>4,667</b>	<b>10,397</b>	<b>10,104</b>	<b>6,305</b>	<b>1,074</b>	<b>3,070</b>
Blairmore.....	84	187	63	50	35	-	57
Calgary.....	4,810	1,648	4,388	4,285	2,620	498	1,365
Drumheller.....	219	70	228	206	204	-	47
Edmonton.....	4,873	1,682	4,627	4,534	2,562	572	1,269
Edson.....	233	238	34	29	76	-	20
Lethbridge.....	1,070	486	703	666	548	4	189
Medicine Hat.....	172	229	150	125	67	-	95
Red Deer.....	330	127	204	209	193	-	28
<b>British Columbia</b> .....	<b>16,796</b>	<b>4,104</b>	<b>20,914</b>	<b>16,220</b>	<b>9,024</b>	<b>1,349</b>	<b>15,548</b>
Chilliwack.....	419	99	359	336	296	24	101
Courtenay.....	81	71	158	43	27	-	144
Cranbrook.....	217	97	128	146	124	-	28
Dawson Creek.....	143	49	104	105	106	-	25
Duncan.....	262	84	351	248	198	8	187
Kamloops.....	444	129	436	371	297	-	125
Kelowna.....	435	86	297	464	246	10	45
Nanaimo.....	223	27	267	258	145	28	153
Nelson.....	189	91	160	125	84	-	123
New Westminster.....	960	214	1,586	1,002	434	92	1,877
North Vancouver.....	532	56	740	543	429	2	505
Penticton.....	194	30	154	182	108	3	83
Port Alberni.....	288	88	436	362	224	-	166
Prince George.....	705	184	546	737	591	11	90
Prince Rupert.....	233	41	280	222	134	28	188
Princeton.....	120	23	126	120	101	-	58
Trail.....	247	99	278	239	153	1	172
Vancouver.....	9,548	2,107	12,384	9,190	4,425	1,017	9,277
Vernon.....	316	74	313	260	208	16	115
Victoria.....	1,116	434	1,692	1,153	604	101	2,053
Whitehorse.....	124	21	119	114	90	8	33
<b>Canada</b> .....	<b>146,029</b>	<b>64,315</b>	<b>153,775</b>	<b>129,048</b>	<b>72,432</b>	<b>11,158</b>	<b>87,330</b>
Males.....	101,845	41,301	109,148	90,384	54,878	5,740	56,723
Females.....	44,184	23,014	44,627	38,664	17,554	5,418	30,607

**TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED  
BY EMPLOYMENT OFFICES, 1938-1948**

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1938.....	584,727	197,937	782,664	275,338	106,957	382,295
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
1947 (39 weeks).....	890,385	330,967	1,211,352	425,410	169,469	594,879
1948 (39 weeks).....	861,190	343,011	1,204,201	384,193	160,964	545,157

TABLE D-7.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT SERVICE OFFICES, JULY 2 TO SEPTEMBER 30, 1948

Industry	Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements	
	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual
<b>Agriculture</b>	884	320	272	164	381	19	381	646	4	7,952	5,381	1,010	7,952	5,381	1,010	7,952	5,381	1,010	7,952	5,381
<b>Fishing, Trapping and Hunting</b>	9	1	3	1	2	4	2	2	1	26	7	1	26	7	1	26	7	1	26	7
<b>Logging</b>	9	9	187	117	230	3	230	1,165	11	4,086	1,094	2	4,086	1,094	2	4,086	1,094	2	4,086	1,094
Pulpwood	9	9	16	10	340	152	340	600	2	2,366	797	2	2,366	797	2	2,366	797	2	2,366	797
Lumber	9	9	162	106	80	41	80	540	1	1,559	256	1	1,559	256	1	1,559	256	1	1,559	256
Other Logging	9	9	9	1	37	155	37	155	25	144	41	25	144	41	25	144	41	25	144	41
<b>Mining</b>	40	46	40	46	85	3	109	454	11	1,276	1,632	2	1,276	1,632	2	1,276	1,632	2	1,276	1,632
Coal	34	44	34	44	87	75	87	75	2	188	86	2	188	86	2	188	86	2	188	86
Iron	1	1	1	1	1	1	1	1	1	492	704	1	492	704	1	492	704	1	492	704
Gold	1	1	1	1	1	1	1	1	1	204	434	1	204	434	1	204	434	1	204	434
Nickel	1	1	1	1	1	1	1	1	1	794	950	1	794	950	1	794	950	1	794	950
Other Metallic Ores and Non-Metallic Minerals	1	1	1	1	1	1	1	1	1	539	309	1	539	309	1	539	309	1	539	309
Prospecting and Oil Producing	1	1	1	1	1	1	1	1	1	39	35	1	39	35	1	39	35	1	39	35
<b>Manufacturing</b>	104	83	1,448	1,047	554	24	24	24	24	24,981	23,689	1,224	24,981	23,689	1,224	24,981	23,689	1,224	24,981	23,689
Food and Kindred Products	84	70	1,458	311	13	296	171	8	3,648	1,868	3	3,648	1,868	3	3,648	1,868	3	3,648	1,868	
Textiles and Apparel	2	2	119	83	35	19	35	19	7,437	2,887	10	7,437	2,887	10	7,437	2,887	10	7,437	2,887	
Lumber and Finisned Lumber Products	6	3	146	86	8	251	152	7	2,031	1,145	16	2,031	1,145	16	2,031	1,145	16	2,031	1,145	
Pulp, Paper Products and Printing	6	4	24	19	5	135	101	5	1,040	1,050	25	1,040	1,050	25	1,040	1,050	25	1,040	1,050	
Chemicals and Allied Products	1	1	1	1	1	1	1	1	1,040	830	1	1,040	830	1	1,040	830	1	1,040	830	
Petroleum and Coal Products	1	1	1	1	1	1	1	1	275	199	1	275	199	1	275	199	1	275	199	
Rubber Products	1	1	1	1	1	1	1	1	347	188	1	347	188	1	347	188	1	347	188	
Leather and Leather Products	1	1	1	1	1	1	1	1	1,830	702	1	1,830	702	1	1,830	702	1	1,830	702	
Stone, Clay and Glass Products	23	11	23	11	19	634	19	634	386	386	6	386	386	6	386	386	6	386	386	
Iron and Steel Products	5	3	257	261	39	22	2	1,190	691	3	5,013	3,128	3	5,013	3,128	3	5,013	3,128	3	
Non-Ferrous Metals and Products	3	2	3	2	2	1,009	560	3	2,241	1,232	36	2,241	1,232	36	2,241	1,232	36	2,241	1,232	
Machinery	1	1	41	39	7	816	5	1,009	560	3	3,455	58	3,455	58	3	3,455	58	3	3,455	58
Electrical Equipment and Products	1	1	1	1	1	1	1	1	727	224	1	727	224	1	727	224	1	727	224	
Transportation Equipment and Other Manufacturing	1	1	1	1	1	1	1	1	436	224	1	436	224	1	436	224	1	436	224	
<b>Construction</b>	208	170	1,764	1,177	48	2	48	2	2,573	1,461	64	2,573	1,461	64	2,573	1,461	64	2,573	1,461	
Buildings and Structures	123	115	1,203	735	32	3,331	847	49	7,317	4,701	70	7,317	4,701	70	7,317	4,701	70	7,317	4,701	
Highways, Bridges and Streets	1	1	194	174	5	304	237	9	931	555	16	931	555	16	931	555	16	931	555	
Railway and Maintenance	5	5	81	70	244	264	264	264	235	159	3	235	159	3	235	159	3	235	159	
Other General Construction	38	21	102	75	42	21	1	1,863	1,863	28	2,217	1,034	28	2,217	1,034	28	2,217	1,034		
Special Trade Contractors	41	28	184	123	11	290	163	10	2,918	2,000	12	2,918	2,000	12	2,918	2,000	12	2,918	2,000	
Public Utilities Operation	55	33	321	195	45	541	340	28	4,932	3,265	33	4,932	3,265	33	4,932	3,265	33	4,932	3,265	
Transportation and Storage	47	26	15	258	147	45	378	207	28	4,205	2,907	31	4,205	2,907	31	4,205	2,907	31	4,205	2,907
Communications and Other Public Utilities	8	7	63	48	163	133	133	133	298	298	2	298	298	2	298	298	2	298	298	
<b>Trade</b>	167	96	1,418	762	92	1,094	554	104	7,221	3,373	68	7,221	3,373	68	7,221	3,373	68	7,221	3,373	
Wholesale	46	34	463	193	45	460	213	69	2,834	1,399	24	2,834	1,399	24	2,834	1,399	24	2,834	1,399	
Retail	121	62	955	569	47	634	341	35	4,387	1,974	44	4,387	1,974	44	4,387	1,974	44	4,387	1,974	
<b>Finance, Insurance and Real Estate</b>	22	12	2	100	53	8	8	8	1,130	613	1	1,130	613	1	1,130	613	1	1,130	613	
Public	37	35	2,519	1,117	594	2,027	848	452	16,272	7,344	1	16,272	7,344	1	16,272	7,344	1	16,272	7,344	
Domestic	169	59	919	163	486	553	66	317	1,888	1,438	2	1,888	1,438	2	1,888	1,438	2	1,888	1,438	
Personal	188	118	1,080	614	77	980	465	98	8,631	4,221	150	8,631	4,221	150	8,631	4,221	150	8,631	4,221	
Other Service	45	38	181	84	87	171	87	25	1,684	865	35	1,684	865	35	1,684	865	35	1,684	865	
<b>Totals</b>	1,897	965	8,072	4,679	827	8,100	4,561	701	74,168	38,050	1,677	74,168	38,050	1,677	74,168	38,050	1,677	74,168	38,050	
<b>Men</b>	1,352	629	5,491	3,308	546	6,010	3,680	373	51,101	29,621	330	51,101	29,621	330	51,101	29,621	330	51,101	29,621	
<b>Women</b>	545	336	2,581	1,371	281	2,090	881	328	23,067	8,429	1,347	23,067	8,429	1,347	23,067	8,429	1,347	23,067	8,429	

TABLE D-7.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT SERVICE OFFICES, JULY 2 TO SEPTEMBER 30, 1948—Con.

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies		
	Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual			
<b>Agriculture</b> .....	4,798	4,009	38	3,418	7	5,106	4,001	832	879	39	26,646	19,199	1,134							
<b>Fishing, Trapping and Hunting</b> .....	5	1	1	1	1	3	150	26	15	7	78	27	1							
<b>Logging</b> .....	118	29	9	7	1	338	150	4,944	1,824	7	18,001	4,616	23							
Pulpwood.....	79	12	6	4	1	144	62	4,658	1,691	7	8,689	1,637	7							
Lumber.....	32	15	2	1	6	247	20	1,421	71	7	8,689	2,776	7							
Other Logging.....	795	347	1	42	24	1,979	478	1,318	667	7	7,732	3,751	27							
<b>Mining</b> .....	3	1	1	1	1	548	206	18	10	6	7,732	3,751	27							
Coal.....	560	265	1	1	1	44	31	89	45	326	359	8								
Iron.....	17	64	10	11	1	254	130	414	207	1	2,426	1,252	2							
Nickel.....	193	64	10	11	1	49	37	782	395	1	1,934	888	6							
Other Metallic Ores and Non-Metallic Minerals.....	22	10	3	3	3	184	11	34	9	1	1,934	888	6							
Prospecting and Oil Producing.....	5,289	2,339	540	515	115	3,476	2,044	10,321	6,891	192	96,129	49,601	2,294							
<b>Manufacturing</b> .....	1,432	669	132	500	68	1,293	798	3,641	1,981	26	21,537	10,361	5,422							
Food and Kindred Products.....	1,250	459	50	295	4	1,168	114	1,266	184	43	14,673	7,810	126							
Textiles and Apparel.....	697	233	210	150	63	847	431	5,000	3,365	43	12,860	7,428	484							
Lumber and Finished Lumber Products.....	416	208	21	55	2	100	93	17	327	27	7,018	3,373	244							
Pulp, Paper Products and Printing.....	147	13	13	50	13	93	45	7	162	99	10	3,310	1,781	81						
Chemicals and Allied Products.....	17	23	15	15	15	82	67	130	84	27	945	601	40							
Petroleum and Coal Products.....	74	23	27	15	15	82	67	130	84	27	945	601	40							
Rubber Products.....	117	47	7	7	7	7	3	3	4	1	1,025	482	5							
Leather and Leather Products.....	143	65	18	121	8	384	228	13	217	166	6	3,164	1,859	130						
Stone Clay and Glass Products.....	319	184	21	3	2	104	59	5	434	274	21	7,364	4,624	128						
Iron and Steel and Products.....	137	49	35	50	19	22	91	51	529	423	5	4,060	2,336	98						
Non-Ferrous Metals and Products.....	131	72	5	7	4	99	44	11	210	137	8	4,767	2,791	85						
Machinery.....	174	94	27	19	17	17	17	1	110	66	2	3,333	1,713	154						
Electrical Equipment and Products.....	252	154	8	13	8	140	59	963	749	16	9,015	5,382	168							
Transportation Equipment and Other Manufacturing.....	3,331	1,802	143	2,121	89	4,169	2,346	6,206	4,359	122	56,550	33,145	1,456							
<b>Construction</b> .....	2,186	1,196	56	1,352	37	2,926	1,271	2,926	2,054	77	31,524	19,699	848							
Buildings and Structures.....	118	59	2	313	144	452	281	3	1,361	1,049	4	5,837	3,674	71						
Highways, Bridges and Streets.....	62	22	2	94	63	332	133	3	256	186	2	2,060	1,284	5						
Railway and Maintenance.....	53	29	13	31	13	312	199	13	490	273	3	5,148	3,052	47						
Other General Contractors.....	962	496	72	331	31	780	462	50	1,173	767	36	11,981	7,436	485						
<b>Public Utilities Operation</b> .....	1,345	814	149	851	346	1,808	947	122	3,095	1,516	101	21,521	12,575	1,021						
Transportation and Storage.....	192	106	981	722	283	1,011	452	798	121	753	99	17,742	10,703	995						
Communications and Other Public Utilities.....	4,866	2,699	88	2,647	63	3,556	140	1	3,442	238	2	3,770	1,872	26						
<b>Trade</b> .....	2,090	950	460	1,047	459	313	1,576	703	355	1,576	960	125	2,193							
Wholesale.....	2,776	1,080	521	1,600	763	2,166	1,082	188	3,605	1,902	28,343	12,647	1,706							
Retail.....	461	242	23	269	85	298	152	13	647	360	31	5,790	2,501	141						
<b>Finance, Insurance and Real Estate</b> .....	6,884	2,044	2,194	4,943	1,650	9,152	3,280	2,528	3,773	31	58,412	33,472	17,556							
Public.....	1,144	529	16	881	400	1,566	1,029	32	1,375	979	32	11,102	6,377	226						
Domestic.....	2,327	258	1,656	1,233	157	712	1,666	1,666	3,373	207	2,462	26,372	4,436	14,028						
Personal.....	2,856	1,016	458	2,206	865	341	1,449	290	1,946	104	38,902	18,200	21,172							
Other Service.....	577	241	64	623	222	1,454	544	540	970	35	8,976	4,109	1,120							
<b>Totals</b> .....	28,134	13,656	4,069	17,020	2,193	29,181	15,273	3,539	42,910	23,780	3,359	361,426	181,245	27,552						
<b>Men</b> .....	17,702	9,308	1,835	12,406	1,291	20,832	11,948	1,989	31,295	18,266	1,769	251,890	137,630	14,679						
<b>Women</b> .....	10,432	4,348	2,134	4,614	1,722	8,349	3,325	1,550	11,615	5,514	1,590	109,536	43,615	12,873						



## E—Unemployment Insurance

**TABLE E-1.—REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS FROM APRIL 1, 1947 TO SEPTEMBER 30, 1947 AND FROM APRIL 1, 1948 TO SEPTEMBER 30, 1948**

Region	1947		1948	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	13,925	222,765	15,647	241,128
Quebec.....	48,556	845,858	55,322	946,708
Ontario.....	68,623	1,217,372	75,431	1,306,722
Prairie.....	33,626	447,440	39,522	496,082
Pacific.....	19,829	307,331	23,713	351,361
Total for Canada.....	184,559	3,030,766	209,635	3,342,001

**TABLE E-2.—CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO SEPTEMBER, 1948**

—	1942	1943	1944	1945	1946	1947	1948 <sup>(1)</sup>
January.....		4,637	11,751	20,412	71,932	63,681	109,311
February.....	663	4,822	12,284	14,990	59,098	47,141	88,016
March.....	4,124	5,046	10,667	13,307	50,706	43,675	76,248
April.....	2,925	3,953	6,463	8,430	35,781	35,859	59,265
May.....	2,799	2,027	4,654	8,825	34,777	27,603	42,257
June.....	4,629	1,772	3,226	10,857	30,646	21,365	39,644
July.....	2,668	1,087	3,106	10,886	27,576	20,034	38,790
August.....	1,855	1,370	3,241	20,557	25,115	17,281	32,182
September.....	1,118	1,013	3,715	40,473	28,555	25,847	33,036
October.....	1,058	1,475	6,222	36,717	34,891	34,743	.....
November.....	1,748	2,896	11,798	53,325	37,111	47,372	.....
December.....	3,337	6,562	13,770	57,612	52,479	79,849	.....
Total.....	26,924	36,660	90,897	296,391	488,667	464,450	518,749

(1) Revised claims included. See Table E-3 for analysis of claims filed at Local Offices.

**TABLE E-3.—CLAIMS FOR BENEFIT BY PROVINCES, SEPTEMBER, 1948**

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
Prince Edward Island.....	157	74	65	18	111	41	3	33
Nova Scotia.....	2,808	1,459	996	353	2,026	685	51	569
New Brunswick.....	1,763	987	552	224	1,307	440	25	313
Quebec.....	10,681	5,921	2,982	1,778	6,799	3,693	285	2,906
Ontario.....	9,989	4,608	4,060	1,321	7,349	2,146	205	2,354
Manitoba.....	1,502	708	451	343	920	472	66	264
Saskatchewan.....	666	313	196	157	436	212	20	189
Alberta.....	829	489	193	147	533	229	25	189
British Columbia.....	4,641	2,475	1,614	552	3,161	1,188	76	1,246
Total, Canada, September, 1948	33,036	17,034	11,109	4,893	22,642	(1) 9,106	756	8,063
Total, Canada, August, 1948...	32,182	14,897	10,075	7,210	22,333	(2) 10,312	966	7,688
Total, Canada, September, 1947	25,847	14,508	6,375	4,964	13,862	(3) 7,284	994	12,251

(1) In addition, there were 157 special requests not granted.

(2) In addition, there were 193 special requests not granted.

(3) In addition, there were 59 special requests not granted.

**TABLE E-4.—CLAIMANTS NOT ENTITLED TO BENEFIT**

Chief Reason for Non-Entitlement	Month of September 1947	Month of September 1948	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	2,353	2,132	22,588
Not capable of and not available for work.....	460	594	4,030
Loss of work due to a labour dispute.....	128	458	1,258
Refused offer of work and neglected opportunity to work.....	1,503	1,355	11,460
Discharged for misconduct.....	180	465	3,046
Voluntarily left employment without just cause.....	1,863	2,738	17,425
Other reasons <sup>(1)</sup> .....	797	1,364	15,830
Total.....	7,284	9,106	75,637

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

**TABLE E-5.—NUMBER OF PERSONS RECEIVING BENEFIT, AMOUNT OF BENEFIT PAID, SEPTEMBER, 1948**

Province	Number Receiving Benefit During Month	Number Com-mencing Benefit During Month	Number of Days of Benefit Paid	Amount of Benefit Paid (in Dollars)
Prince Edward Island.....	256	84	5,364	9,684
Nova Scotia.....	3,961	1,395	70,418	139,008
New Brunswick.....	1,850	833	43,057	80,328
Quebec.....	15,540	5,072	290,148	548,658
Ontario.....	15,292	5,922	239,267	469,506
Manitoba.....	2,639	745	47,078	87,169
Saskatchewan.....	1,111	360	19,540	36,897
Alberta.....	1,452	421	21,549	43,196
British Columbia.....	7,271	2,507	135,546	279,693
Total, Canada, September, 1948.....	49,372	17,339	871,967	1,694,139
Total, Canada, August, 1948.....	55,035	18,138	944,430	1,835,846
Total, Canada, September, 1947.....	39,541	11,844	798,873	1,512,096

**TABLE E-6.—PERSONS SIGNING THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE, AS OF SEPTEMBER 30, 1948**

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Prince Edward Island.....	282	73	13	30	37	44	85
Male.....	193	43	10	24	26	24	66
Female.....	89	30	3	6	11	20	19
Nova Scotia.....	4,445	1,207	363	590	634	428	1,223
Male.....	3,447	959	287	475	478	328	920
Female.....	998	248	76	115	156	100	303
New Brunswick.....	2,331	517	163	294	385	285	687
Male.....	1,650	382	115	205	287	199	462
Female.....	681	135	48	89	98	86	225
Quebec.....	15,993	3,993	1,419	1,890	2,687	1,543	4,461
Male.....	10,065	2,817	983	1,184	1,501	867	2,713
Female.....	5,928	1,176	436	706	1,186	676	1,748
Ontario.....	11,811	3,101	1,041	1,280	1,724	1,111	3,554
Male.....	6,764	1,896	603	714	882	536	2,133
Female.....	5,047	1,205	438	566	842	575	1,421
Manitoba.....	2,344	524	222	232	332	221	813
Male.....	1,131	224	94	99	121	103	490
Female.....	1,213	300	128	133	211	118	323
Saskatchewan.....	990	227	86	127	154	103	293
Male.....	519	126	40	54	67	52	180
Female.....	471	101	46	73	87	51	113
Alberta.....	1,376	497	144	153	151	103	328
Male.....	908	341	97	78	87	60	245
Female.....	468	156	47	75	64	43	83
British Columbia.....	7,441	1,438	700	1,011	1,328	1,031	1,933
Male.....	5,337	953	490	748	953	788	1,405
Female.....	2,104	485	210	263	375	243	528
TOTAL.....	47,013	11,577	4,151	5,607	7,432	4,869	13,377
MALE.....	30,014	7,741	2,719	3,581	4,402	2,957	8,314
FEMALE.....	16,999	3,836	1,432	2,026	3,030	1,912	4,763

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND  
STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO SEPTEMBER 30, 1948

Fiscal Year Ended March 31	CONTRIBUTIONS (Gross less refunds)							DISBURSEMENTS			Balance in Fund
	RECEIPTS							Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments	
	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 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	6,195,926 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	2,308 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	15,203,437 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	83,870,334 47	16,366,400 70	5,322 60	9,560,776 12	109,803,333 39	34,947,020 32	447,734,939 21	
April.....	4,286,002 65	1,196,877 87	3,408,845 30	8,891,725 82	2,041,373 70	90 00	878,977 04	11,812,166 56	5,398,664 76	454,148,441 01	
May.....	3,253,824 65	977,573 33	2,187,693 26	6,419,091 24	1,431,974 49	928 63	898,797 50	8,750,791 86	3,663,634 03	459,235,598 84	
June.....	3,347,889 62	1,132,569 03	2,093,466 78	6,573,825 43	1,312,161 85	558 65	918,637 92	8,805,303 85	2,596,491 30	465,444,411 39	
July.....	3,534,114 43	1,156,596 23	2,700,007 31	7,399,717 97	1,477,961 48	375 90	936,846 91	9,805,902 26	2,078,888 40	473,171,425 25	
August.....	3,515,171 81	1,114,068 84	3,076,404 19	7,705,644 84	1,541,034 77	241 00	974,027 32	10,220,947 93	1,833,817 39	481,558,555 79	
September.....	3,667,656 46	1,029,393 47	3,182,450 80	7,879,500 73	1,576,035 61	461 00	1,019,526 52	10,475,523 86	1,690,433 54	490,343,646 11	
Sub Total.....	21,604,659 62	6,907,078 77	16,648,867 64	44,860,606 03	9,380,541 90	2,655 18	5,626,833 21	59,870,636 32	17,261,929 42	490,343,646 11	
GRAND TOTAL.....	253,574,800 61	86,418,095 72	146,639,405 66	480,632,361 99	97,328,959 59	18,104 67	41,112,054 59	625,092,080 84	134,748,434 73	490,343,646 11	

(1) The column "Bulk" includes contributions for armed service \$35,599,760.49 and miscellaneous receipts \$2,104.91.  
 (2) The column "Interest on Investments and Profit on Sale of Securities" represents:  
 (a) The exact amount of interest earned for each completed fiscal year and the approximate amount for each month in the current year;  
 (b) Profit on sale of securities taken into account at the end of the year only.



## 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.....		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.....		95.2	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
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
February.....	18.9	119.9	132.5	112.3	107.1	122.7	120.1	110.9	126.2
March.....	19.1	120.1	133.1	112.3	107.2	123.1	120.4	110.9	126.7
April.....	19.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
May.....	21.0	122.0	137.7	112.6	107.2	123.7	122.1	111.5	129.5
June.....	22.6	123.6	142.1	112.6	107.2	124.3	122.4	112.1	132.1
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
August.....	24.6	125.6	144.7	112.6	107.2	127.6	127.0	113.8	135.1
September.....	24.5	125.5	143.2	112.6	107.2	129.6	128.4	113.9	135.0
October.....	25.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
November.....	26.1	127.1	146.6	113.4	108.6	131.1	129.2	114.1	137.3
December.....	26.1	127.1	146.4	113.4	109.2	131.2	129.4	114.1	137.2
1947									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
February.....	26.8	127.8	147.0	113.4	109.1	131.9	130.9	115.5	137.9
March.....	27.9	128.9	148.7	113.4	109.1	133.1	133.6	116.0	139.4
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.2
May.....	32.0	133.1	154.9	115.4	116.2	140.0	138.6	116.8	145.2
June.....	33.8	134.9	157.7	117.8	116.7	142.4	139.8	117.1	147.4
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
August.....	35.5	136.6	160.6	117.8	118.6	145.5	143.7	117.2	150.2
September.....	33.3	139.4	165.3	117.8	121.1	152.0	147.4	117.5	154.7
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
November.....	42.5	143.6	173.6	119.9	122.6	157.0	151.4	118.2	160.6
December.....	44.8	146.0	178.7	119.9	120.3	159.3	154.9	119.8	164.4
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.....	56.3	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.....	58.3	159.6	205.4	121.0	128.8	181.0	165.1	124.4	184.6

\* For the period 1914 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.

TABLE 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, hook-off, per lb.	
<b>P.E.I.—</b>										
1—Charlottetown.....	68.0	65.7	60.5	44.0			62.5	65.2	53.3	70.8
<b>Nova Scotia—</b>										
2—Halifax.....	68.9	63.0	56.7 <sup>c</sup>	43.7	43.7	35.0	64.3	64.7	50.5	71.3
3—New Glasgow.....	75.6	69.8	69.3	48.3	42.3		66.2	70.8	55.7	76.5
4—Sydney.....	84.8	74.3	67.0	54.5	47.0		65.4	69.4		74.3
5—Truro.....	67.3	60.8	60.7	43.2	45.0		60.3	63.8	48.2	73.7
<b>New Brunswick—</b>										
6—Fredericton.....	68.7	61.0	57.0	41.4	39.4	44.0	57.3	58.4	42.5	73.3
7—Moncton.....	71.5	67.8	66.5	46.7	41.9	47.0	64.9	68.1	52.3	76.0
8—Saint John.....	76.9	70.7	65.0 <sup>c</sup>	47.3	42.9		65.1	65.5	48.3	71.7
<b>Quebec—</b>										
9—Chicoutimi.....	82.5	73.0	65.0	49.3	39.3		65.7	58.8	49.8	81.7
10—Hull.....	69.6	65.8	59.8	46.6	42.2	46.0	62.3	62.7	49.0	65.4
11—Montreal.....	76.8	71.4	65.7	43.5	38.6	44.4	63.8	61.6	48.5	73.5
12—Quebec.....	75.1	71.1	64.1	43.7	39.1	54.1	65.1	56.7	47.1	66.5
13—St. Hyacinthe.....	65.0	59.7	57.3	40.8	31.5	48.3	56.0	59.7	46.3	71.0
14—St. Johns.....	83.3	76.7	71.7	46.7	46.0			63.3	50.0	75.4
15—Sherbrooke.....	70.7	68.6	59.3	43.3	34.6	51.6	62.3	60.4	48.1	71.2
16—Sorel.....	70.8	68.3	66.3	41.3	44.0			65.0	50.5	74.0
17—Thetford Mines.....		64.7		42.1				54.4	46.6	59.8
18—Three Rivers.....	79.2	71.5	57.9 <sup>c</sup>	43.9	38.5	40.0	55.7	59.4	46.6	70.4
<b>Ontario—</b>										
19—Belleville.....	72.0	68.5	66.0	52.7	48.7		65.0	68.0	53.7	72.7
20—Brantford.....	72.1	68.0	67.3	52.3	45.8	53.5	69.5	68.4	47.2	71.8
21—Brockville.....	76.0	71.3	68.7	48.5	48.3		68.5	71.1	55.4	77.0
22—Chatham.....	71.2	68.9	67.4	47.9	46.4		70.0	69.9	55.5	73.6
23—Cornwall.....	69.7	68.1	62.1	46.1	47.6		67.7	62.9	50.7	72.5
24—Fort William.....	67.5	64.9	70.0	47.0	41.5		69.3	67.3	57.2	74.8
25—Galt.....	74.2	69.6	68.0	51.2	48.7		70.8	69.2	53.0	73.0
26—Guelph.....	74.6	70.8	68.3	53.4	49.2	54.3	69.7	67.6	46.7	72.1
27—Hamilton.....	74.2	69.9	69.7	51.5	48.0	55.1	69.5	69.5	48.9	72.4
28—Kingston.....	71.0	67.1	64.1	47.1	43.0		66.9	66.2	47.2	70.3
29—Kitchener.....	71.9	69.6	66.6	48.8	46.6	52.8	71.3	69.8	49.3	73.8
30—London.....	72.7	69.4	66.2	50.5	45.8	49.6	70.1	67.8	48.7	72.8
31—Niagara Falls.....	70.9	67.1	65.6	48.4	45.6		65.2	68.9	50.9	71.2
32—North Bay.....	70.8	67.8	64.2	49.2	46.6		66.7	67.0	48.0	74.3
33—Oshawa.....	72.9	68.0	66.3	47.9	45.2	52.3	67.0	66.6	48.4	70.8

COAL AND RENTALS BY CITIES, OCTOBER 1948,

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 $\frac{1}{2}$ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rollled 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.....	36.3	42.0	66.0	15.0	75.0	32.1	9.3	6.4	9.2	15.6
<b>Nova Scotia—</b>										
2—Halifax.....	37.4	41.0	77.7	17.0	74.8	31.2	9.6	6.5	11.0	15.9
3—New Glasgow.....	37.1	41.2	72.8	17.0	74.9	31.5	9.7	.....	9.7	16.3
4—Sydney.....	37.7	42.1	81.3	18.0	74.8	32.4	8.7	6.6	10.5	16.1
5—Truro.....	37.7	40.8	71.8	16.0	74.9	31.7	9.4	6.3	10.3	15.3
<b>New Brunswick—</b>										
6—Fredericton.....	36.4	41.8	73.9	17.0	75.1	31.9	10.0	6.2	8.5	15.4
7—Moncton.....	37.9	41.6	79.4	17.0	75.1	32.3	10.0	6.5	10.0	15.5
8—Saint John.....	37.2	41.4	76.9	18.0	74.9	32.6	10.0	6.4	9.4	15.0
<b>Quebec—</b>										
9—Chicoutimi.....	38.9	44.0	70.3	17.0	73.3	30.4	8.0	6.5	.....	14.7
10—Hull.....	33.1	40.3	77.7	17.0	72.6	29.2	8.7	5.8	9.9	14.1
11—Montreal.....	36.4	41.4	80.0	17.5	73.3	30.0	9.3	5.8	10.0	14.9
12—Quebec.....	36.5	41.6	76.0	17.0	73.5	30.8	8.0	6.0	10.0	14.8
13—St. Hyacinthe.....	36.6	40.9	74.0	16.0	73.1	30.1	8.0	6.1	10.7	14.2
14—St. Johns.....	37.8	40.5	76.1	16.0	74.0	30.7	8.0	6.3	10.4	15.0
15—Sherbrooke.....	34.3	41.4	73.0	17.0	73.2	30.1	9.5	6.3	10.0	15.0
16—Sorel.....	36.6	40.9	71.4	16.0	73.0	30.7	7.3	6.2	10.1	14.8
17—Thetford Mines.....	37.0	40.6	72.0	16.0	72.8	29.8	8.0	6.2	9.5	15.4
18—Three Rivers.....	33.9	40.8	75.2	17.0	72.4	29.6	8.0	6.0	9.6	16.1
<b>Ontario—</b>										
19—Belleville.....	36.7	41.3	72.3	17.0	73.9	30.3	9.3	6.3	9.4	14.2
20—Brantford.....	34.7	39.8	72.7	17.0	73.5	29.3	9.3	6.3	9.5	14.5
21—Brockville.....	35.7	41.1	73.1	17.0	73.5	29.3	8.7	6.2	10.0	14.2
22—Chatham.....	34.8	41.3	69.3	17.0	73.8	28.1	9.3	6.1	9.8	14.4
23—Cornwall.....	35.5	41.4	72.3	17.0	73.5	29.2	8.7	6.2	9.1	13.9
24—Fort William.....	36.6	40.7	73.5	18.0	71.9	30.5	9.3	6.1	9.5	14.4
25—Galt.....	35.6	40.9	73.0	17.0	74.0	29.1	9.3	6.0	9.5	14.6
26—Guelph.....	36.0	41.1	72.5	17.0	73.7	28.7	9.3	6.2	9.7	14.5
27—Hamilton.....	35.6	40.8	75.0	18.0	73.8	29.1	9.3	6.2	9.8	14.7
28—Kingston.....	36.1	40.7	72.1	17.0	73.2	29.7	8.7	6.2	9.7	14.5
29—Kitchener.....	35.2	41.3	69.7	17.0	73.7	28.7	9.3	6.2	9.6	14.3
30—London.....	35.8	40.9	72.3	17.0	73.7	29.3	9.3	6.2	9.8	14.1
31—Niagara Falls.....	36.0	41.5	76.3	17.5	73.8	29.8	8.7	6.3	9.8	14.8
32—North Bay.....	36.0	41.8	75.5	18.0	73.3	30.4	9.3	6.4	10.5	15.3
33—Oshawa.....	35.4	40.7	75.3	17.0	73.7	28.6	9.3	6.3	9.3	14.7



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.....	71·3	66·4	67·0	47·7	45·9	46·4	67·7	67·8	52·6	74·2
35—Owen Sound.....	71·9	67·9	68·4	47·7	45·1	.....	.....	67·3	52·1	70·3
36—Peterborough.....	72·0	68·5	66·5	50·3	46·9	55·7	71·0	67·0	49·7	75·4
37—Port Arthur.....	69·9	65·0	62·5	47·0	46·3	.....	69·0	64·8	53·9	76·9
38—St. Catharines.....	74·3	69·3	68·3	52·7	47·3	.....	.....	71·7	49·7	69·7
39—St. Thomas.....	73·1	68·7	64·3	48·9	46·3	49·7	67·5	69·0	51·7	71·2
40—Sarnia.....	70·4	67·9	63·8	50·1	46·7	50·0	67·8	67·2	48·9	69·8
41—Sault Ste. Marie.....	70·2	68·1	63·7	47·1	44·3	47·3	69·5	67·7	54·6	74·3
42—Stratford.....	69·0	66·7	70·0	48·0	44·0	.....	67·7	64·8	48·0	71·9
43—Sudbury.....	72·1	70·4	65·0	48·2	48·6	.....	67·7	67·3	51·4	72·5
44—Timmins.....	71·3	69·8	66·5	49·7	49·1	54·5	71·3	69·1	53·6	75·0
45—Toronto.....	74·6	70·0	71·1	52·5	47·2	56·5	68·9	69·4	47·9	72·0
46—Welland.....	68·9	65·3	60·3	46·2	41·6	.....	.....	66·2	52·1	68·3
47—Windsor.....	70·9	67·5	64·4	48·0	46·5	.....	75·0	68·4	49·3	70·4
48—Woodstock.....	74·0	68·8	67·4	48·4	46·6	.....	67·6	68·6	51·0	72·0
<b>Manitoba—</b>										
49—Brandon.....	69·7	66·0	.....	44·7	46·7	.....	.....	69·0	.....	76·1
50—Winnipeg.....	65·7	59·5	58·3	44·1	43·1	45·0	61·2	67·0	54·2	74·0
<b>Saskatchewan—</b>										
51—Moose Jaw.....	66·8	62·0	64·6	47·6	46·3	.....	.....	62·0	45·4	78·7
52—Prince Albert.....	68·2	65·6	60·0	48·8	48·4	49·0	65·7	64·5	47·0	72·7
53—Regina.....	65·9	62·3	59·0	44·4	44·1	47·5	65·0	64·3	49·0	76·2
54—Saskatoon.....	66·9	62·5	63·0	47·9	46·5	54·1	66·0	67·2	52·5	81·3
<b>Alberta—</b>										
55—Calgary.....	68·0	63·9	64·7	45·4	44·1	44·2	65·2	66·0	53·3	79·6
56—Drumheller.....	71·3	67·0	63·3	50·5	47·7	.....	71·7	71·0	57·4	82·5
57—Edmonton.....	64·6	60·4	63·6	43·8	45·1	50·0	62·4	63·5	49·9	78·2
58—Lethbridge.....	70·0	63·7	65·7	49·7	49·0	52·3	.....	65·0	51·3	81·7
<b>British Columbia—</b>										
59—Nanaimo.....	80·5	72·0	74·7	50·0	48·7	.....	.....	79·5	60·5	83·6
60—New Westminster.....	72·6	68·8	67·7	49·1	50·9	51·0	66·0	72·7	57·5	83·5
61—Prince Rupert.....	82·7	75·7	83·7	55·5	52·0	.....	75·8	70·8	57·5	89·2
62—Trail.....	76·6	72·0	74·2	51·0	49·8	.....	76·4	75·2	61·7	83·0
63—Vancouver.....	77·0	71·8	74·6	52·7	51·2	60·4	70·2	74·9	57·2	83·4
64—Victoria.....	77·6	71·0	73·9	52·6	51·0	58·0	71·6	73·9	55·7	83·9

**COAL AND RENTALS BY CITIES, OCTOBER, 1948**

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.....	36 0	41 0	76 8	17 0	73 5	30 1	8 7	6 1	9 8	14 5
35—Owen Sound.....	35 3	40 6	70 6	17 0	73 8	29 0	8 7	6 2	8 9	14 2
36—Peterborough.....	36 0	40 2	69 9	17 0	73 8	29 2	9 3	6 3	9 9	14 1
37—Port Arthur.....	37 7	40 7	73 0	18 0	71 8	30 7	9 3	6 1	9 0	14 8
38—St. Catharines.....	34 9	40 7	76 3	17 5	73 0	29 0	8 7	6 1	9 6	14 4
39—St. Thomas.....	36 1	40 7	70 6	17 0	73 6	29 9	9 3	6 3	9 8	14 5
40—Sarnia.....	35 3	42 0	71 9	17 0	73 6	30 2	9 3	6 4	10 2	14 7
41—Sault Ste. Marie.....	38 2	40 3	74 7	18 0	73 2	29 9	9 3	6 1	10 5	14 7
42—Stratford.....	35 2	41 8	70 9	17 0	73 6	29 4	9 3	5 9	10 0	14 8
43—Sudbury.....	37 8	41 4	80 3	18 0	73 9	30 6	9 3	6 3	9 7	14 8
44—Timmins.....	37 5	41 4	76 4	20 0	72 9	30 4	9 7	6 2	10 2	14 5
45—Toronto.....	36 2	40 2	75 8	18 0	73 9	28 5	9 3	6 1	9 4	14 2
46—Welland.....	35 9	40 3	74 6	18 0	74 0	29 1	9 3	6 3	9 7	13 3
47—Windsor.....	35 2	40 4	72 3	18 0	73 6	29 2	9 3	6 2	9 7	14 6
48—Woodstock.....	35 6	41 5	71 3	17 0	73 7	29 5	9 3	6 1	9 2	14 8
<b>Manitoba—</b>										
49—Brandon.....	37 3	40 8	66 8	16 0	70 2	30 4	9 8	6 0	8 4	15 6
50—Winnipeg.....	37 6	38 8	69 3	17 0	70 8	30 6	10 0	5 9	9 4	14 7
<b>Saskatchewan—</b>										
51—Moose Jaw.....	37 1	39 6	60 4	17 0	69 7	29 9	9 6	6 0	8 8	15 1
52—Prince Albert.....	38 4	41 7	59 5	17 0	70 6	29 0	8 0	6 0	8 7	14 6
53—Regina.....	37 6	43 8	60 8	17 0	69 6	31 1	9 6	6 1	8 3	15 1
54—Saskatoon.....	37 9	41 4	63 0	17 0	70 1	29 4	8 8	5 7	8 3	14 7
<b>Alberta—</b>										
55—Calgary.....	35 9	39 7	58 9	17 0	71 1	29 8	9 6	6 0	8 6	15 2
56—Drumheller.....	35 6	42 3	56 5	20 0	71 3	31 0	10 4	6 4	9 8	15 6
57—Edmonton.....	36 4	39 8	57 7	17 0	71 0	29 9	9 6	6 0	8 8	14 1
58—Lethbridge.....	36 9	40 4	59 7	17 0	70 9	30 3	10 4	6 1	8 7	14 7
<b>British Columbia—</b>										
59—Nanaimo.....	40 5	43 0	65 4	19 0	73 1	31 6	12 0	6 6	9 7	15 4
60—New Westminster.....	38 9	41 3	65 1	17 0	73 0	30 5	11 0	6 2	9 6	15 1
61—Prince Rupert.....	38 5	43 6	73 0	25 0	73 3	33 1	13 0	6 9	10 7	15 6
62—Trail.....	38 2	45 3	63 2	20 0	72 9	30 7	12 0	6 4	9 2	15 6
63—Vancouver.....	38 4	40 4	64 9	17 0	72 7	30 4	11 7	6 1	9 4	14 8
64—Victoria.....	39 3	42 5	66 1	19 0	72 7	31 3	11 0	6 4	9 5	15 0

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								
<b>P.E.I.—</b>											
1—Charlottetown.....	27.8	17.9	22.1	15.1	5.0	28.1	20.2	24.3	42.3	61.3	50.5
<b>Nova Scotia—</b>											
2—Halifax.....	27.0	18.9	23.0	15.2	5.1	28.0	19.9	19.5	38.8	47.8	48.8
3—New Glasgow.....	26.3	18.5	20.3	15.3	5.3	34.3	22.1	21.0	42.0	54.9	51.1
4—Sydney.....	28.2	18.5	23.5	15.8	5.2	31.7	20.5	21.1	40.6	55.8	49.8
5—Truro.....	27.4	17.9	22.8	15.1	5.2	27.8	21.4	22.1	34.1	53.6	50.0
<b>New Brunswick—</b>											
6—Fredericton.....	28.5	20.1	23.3	15.6	5.8	26.2	16.6	21.7	44.6	48.6	50.9
7—Moncton.....	26.4	19.3	23.1	14.9	5.1	24.9	18.4	23.4	34.3	49.9	51.7
8—Saint John.....	25.9	17.8	23.0	14.9	5.6	25.0	18.6	20.9	40.0	46.0	48.9
<b>Quebec—</b>											
9—Chicoutimi.....	25.5	18.7	25.8	14.9	9.4	36.5	17.0	25.0	47.0	56.3	55.3
10—Hull.....	23.0	16.1	22.1	14.3	8.1	30.0	18.7	20.8	30.5	44.1	47.0
11—Montreal.....	20.2	16.7	20.2	14.3	7.3	27.7	20.4	21.8	32.4	38.8	47.4
12—Quebec.....	21.0	18.2	21.2	14.4	7.5	25.3	19.9	21.8	30.2	43.2	49.1
13—St. Hyacinthe.....	20.2	18.1	20.8	13.7	8.8	27.0	19.8	19.6	45.5	49.0	47.5
14—St. Johns.....	19.7	18.4	20.1	13.8	7.0	28.6	20.3	20.5	44.8	44.3	46.3
15—Sherbrooke.....	21.1	17.3	21.5	14.2	7.3	24.8	22.2	21.8	36.8	43.7	48.6
16—Sorel.....	23.3	16.8	21.4	14.0	9.2	32.0	20.5	21.4	45.0	46.7	47.9
17—Thetford Mines.....	22.7	18.1	21.3	13.6	7.7	26.2	22.0	20.1	45.0	49.3	51.7
18—Three Rivers.....	21.3	16.2	22.6	13.9	7.4	22.6	20.5	22.9	38.1	43.3	48.2
<b>Ontario—</b>											
19—Belleville.....	24.7	17.7	21.9	14.7	4.8	31.3	19.5	17.9	37.7	44.7	46.2
20—Brantford.....	25.4	17.5	20.7	14.3	6.5	30.6	20.3	19.2	30.8	41.0	44.3
21—Brockville.....	27.3	18.7	22.7	15.1	6.6	33.4	20.9	20.0	33.6	39.6	49.0
22—Chatham.....	23.5	17.7	20.7	14.1	4.3	30.2	20.0	17.4	30.6	47.3	46.7
23—Cornwall.....	20.9	17.6	21.3	14.3	5.9	28.9	18.7	20.2	35.3	41.3	49.0
24—Fort William.....	25.5	18.0	21.4	15.5	6.0	31.2	20.4	22.8	34.4	49.4	50.1
25—Galt.....	24.5	18.0	20.4	15.0	5.4	29.5	19.9	18.6	27.5	38.4	44.3
26—Guelph.....	25.9	18.1	21.6	14.8	5.8	34.5	19.7	19.3	31.3	42.5	45.1
27—Hamilton.....	24.1	17.4	20.8	14.6	5.4	33.4	21.1	18.2	32.1	45.2	44.8
28—Kingston.....	24.4	17.6	22.0	15.5	6.3	30.5	19.5	18.8	35.7	42.4	45.3
29—Kitchener.....	25.3	18.9	20.6	15.4	5.1	28.9	20.5	19.1	32.1	39.9	46.0
30—London.....	24.4	18.4	20.2	14.3	5.5	29.2	20.1	17.6	31.4	44.8	43.6
31—Niagara Falls.....	25.3	18.2	21.5	14.2	5.0	30.4	.....	.....	32.3	40.2	47.3
32—North Bay.....	26.6	18.0	22.5	14.4	6.1	31.8	.....	21.3	35.7	44.5	.....
33—Oshawa.....	24.2	17.5	20.3	15.7	5.2	26.3	18.3	19.2	38.0	46.3	44.5



COAL AND RENTALS BY CITIES, OCTOBER, 1948—Continued

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
				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.....	29.8	41.7	36.4	9.6	9.2	69.8	50.0	.....	15.00	26.00-30.00(b)
<b>Nova Scotia—</b>										
2—Halifax.....	30.4	42.2	35.3	9.4	9.4	68.3	49.7	.....	16.57	28.50-32.50
3—New Glasgow.....	33.0	43.4	35.9	9.8	9.8	72.1	49.9	.....	.....	16.00-20.00
4—Sydney.....	30.8	44.6	37.4	10.0	9.9	71.6	50.7	.....	10.60	20.50-24.50(b)
5—Truro.....	31.6	41.6	35.3	9.4	9.5	68.8	52.2	.....	15.00	.....
<b>New Brunswick—</b>										
6—Fredericton.....	30.8	43.5	35.3	9.7	9.6	68.5	49.7	.....	16.30	21.00-25.00(b)
7—Moncton.....	31.4	43.9	35.1	10.0	9.9	66.4	49.6	.....	15.95	27.00-31.00(b)
8—Saint John.....	28.7	42.3	35.4	9.7	9.5	66.7	50.2	.....	16.63	21.50-25.50(b)
<b>Quebec—</b>										
9—Chicoutimi.....	34.3	43.7	37.7	9.7	9.4	71.1	53.7	22.00	.....	.....
10—Hull.....	28.9	37.6	32.2	9.3	9.3	60.2	52.7	22.00	.....	.....
11—Montreal.....	29.4	40.7	32.4	9.0	9.3	66.0	52.6	23.05	.....	24.50-28.50(b)
12—Quebec.....	31.1	42.7	34.9	9.1	8.9	62.7	52.6	21.00	.....	29.00-33.00(b)
13—St. Hyacinthe.....	30.3	39.2	32.9	9.0	8.9	59.3	53.1	21.50	.....	.....
14—St. Johns.....	30.0	39.9	34.6	8.9	9.0	58.4	52.4	22.00	.....	.....
15—Sherbrooke.....	30.6	40.5	34.5	9.0	9.0	62.8	52.7	22.25	.....	21.50-25.50(b)
16—Sorel.....	33.3	41.3	34.9	9.0	8.7	65.6	52.5	22.00	.....	.....
17—Thetford Mines.....	31.8	39.5	36.9	9.1	9.0	63.7	50.9	23.50	.....	.....
18—Three Rivers.....	30.0	39.8	33.5	9.0	8.9	64.5	52.9	21.65	.....	.....
<b>Ontario—</b>										
19—Belleville.....	31.3	36.9	32.1	9.5	9.4	61.0	51.9	21.50	.....	.....
20—Brantford.....	29.2	36.4	30.1	9.3	9.3	60.7	51.2	21.50	.....	22.50-26.50
21—Brockville.....	30.2	38.5	31.4	9.6	9.5	62.7	51.3	22.00	.....	.....
22—Chatham.....	29.5	37.6	30.9	9.8	9.8	64.0	53.2	22.50	.....	23.00-27.00
23—Cornwall.....	30.8	38.2	30.6	9.1	9.1	61.4	51.3	23.00	.....	.....
24—Fort William.....	28.7	43.5	31.4	9.8	9.8	60.4	50.0	.....	21.60	29.50-33.50
25—Galt.....	28.9	34.4	29.9	9.4	9.2	62.8	52.5	22.00	.....	25.50-29.50
26—Guelph.....	28.9	36.4	29.8	9.4	9.3	61.9	52.6	21.75	.....	24.00-28.00
27—Hamilton.....	27.2	34.7	30.8	9.1	9.1	61.2	52.4	20.50	.....	29.50-33.50
28—Kingston.....	30.0	36.5	30.9	9.1	9.1	63.3	51.6	22.00	.....	33.00-37.00
29—Kitchener.....	30.5	36.5	30.3	9.6	9.6	57.7	53.0	22.00	.....	30.00-34.00
30—London.....	29.4	37.3	29.8	9.6	9.4	60.0	51.3	22.50	.....	27.50-31.50
31—Niagara Falls.....	26.6	35.8	31.0	9.7	9.7	61.8	52.6	20.50	.....	30.00-34.00
32—North Bay.....	32.6	38.5	35.0	10.2	10.1	66.3	52.5	23.50	.....	23.00-27.00
33—Oshawa.....	27.1	36.7	30.6	9.5	9.3	62.0	52.6	21.50	.....	27.50-31.50

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 (23 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.....	23.5	17.7	21.6	14.3	7.0	29.8	21.8	20.9	32.7	44.8	45.9
35—Owen Sound.....	24.9	17.6	20.4	14.6	4.9	28.8	19.3	18.2	29.7	39.4	47.0
36—Peterborough.....	25.1	17.2	20.9	14.8	5.4	27.7	20.8	18.5	31.8	41.1	46.7
37—Port Arthur.....	26.5	19.1	21.5	15.0	6.0	31.7	21.5	22.4	31.4	52.2	49.9
38—St. Catharines.....	25.0	18.3	20.9	13.5	5.1	29.1	21.0	17.1	29.9	44.4	46.3
39—St. Thomas.....	24.2	19.3	21.4	14.4	5.6	28.8	20.4	19.0	29.1	37.6	47.2
40—Sarnia.....	25.7	19.0	21.6	14.6	6.2	28.3	20.0	19.1	38.0	44.5	47.4
41—Sault Ste. Marie.....	26.8	18.4	23.0	16.1	6.7	35.3	18.3	20.6	37.2	41.0	48.7
42—Stratford.....	24.6	18.3	20.4	15.8	5.7	28.7	20.3	18.8	30.1	40.2	46.3
43—Sudbury.....	25.1	16.7	22.3	14.7	6.0	32.9	20.1	20.5	32.3	45.2	48.3
44—Timmins.....	24.6	17.3	22.3	15.7	6.3	36.3	19.6	21.7	30.3	39.6	50.5
45—Toronto.....	24.4	17.2	20.3	14.7	5.0	29.8	19.7	18.4	29.5	38.4	43.4
46—Welland.....	23.4	16.3	20.4	14.2	5.0	32.5	20.2	19.1	33.2	38.4	46.0
47—Windsor.....	23.6	18.8	21.8	14.5	5.2	29.7	19.6	20.2	41.9	47.3	46.4
48—Woodstock.....	23.6	17.7	19.8	13.6	5.0	25.8	19.3	17.7	30.1	41.1	45.3
<b>Manitoba—</b>											
49—Brandon.....	28.5	19.1	21.6	16.1	6.5	26.2	19.8	20.7	34.3	48.6	.....
50—Winnipeg.....	26.7	19.3	21.3	14.0	5.4	25.3	19.1	20.4	30.2	51.3	57.9
<b>Saskatchewan—</b>											
51—Moose Jaw.....	28.9	18.7	21.7	16.0	6.4	35.5	19.2	20.5	35.8	52.0	.....
52—Prince Albert.....	28.5	19.0	21.8	16.4	9.0	36.1	18.3	21.2	32.7	53.7	.....
53—Regina.....	28.9	18.9	21.6	15.1	6.9	38.1	20.5	20.9	35.0	50.7	61.6
54—Saskatoon.....	28.5	18.7	22.1	15.7	7.4	38.8	19.4	20.5	34.3	55.3	53.0
<b>Alberta—</b>											
55—Calgary.....	27.6	17.8	20.0	14.4	7.4	35.0	20.3	20.6	37.8	57.3	53.4
56—Drumheller.....	29.0	18.6	20.4	15.2	7.8	37.0	20.1	22.6	34.4	51.6	60.3
57—Edmonton.....	27.9	17.9	20.5	15.6	6.8	32.6	20.7	21.1	34.7	52.3	57.6
58—Lethbridge.....	27.3	17.3	18.7	14.5	7.9	32.4	18.3	20.5	34.5	57.7	56.0
<b>British Columbia—</b>											
59—Nanaimo.....	27.5	18.1	24.2	16.0	6.9	42.0	19.0	20.9	33.8	.....	52.3
60—New Westminster.....	27.0	17.5	23.0	15.7	6.1	38.3	19.0	18.8	29.1	43.3	50.8
61—Prince Rupert.....	28.6	20.9	24.4	17.3	8.0	47.0	20.1	20.6	43.4	54.5	54.3
62—Trail.....	.....	20.4	21.6	18.7	8.1	41.1	21.0	22.8	31.1	53.4	.....
63—Vancouver.....	26.1	17.4	22.9	16.1	6.2	40.4	18.8	20.2	27.9	41.5	54.4
64—Victoria.....	26.5	19.0	22.4	16.3	7.7	41.4	19.4	20.8	29.3	50.6	55.9

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) Rent figures are obtained by multiplying increases since June, 1941, by the average rental determined by the Census of that date. The increases are based upon reports from real estate agents and *periodic sample surveys* which are now being conducted by direct interview.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

(c) Averages include prices for cuts with bone-in. (d) Revised price.

COAL AND RENTALS BY CITIES, OCTOBER, 1948—Continued

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.....	28·3	39·1	30·3	9·2	9·3	60·5	51·6	22·00	.....	33·50-37·50
35—Owen Sound.....	28·9	37·4	30·9	9·6	9·5	63·5	52·5	22·50	.....	19·00-23·00
36—Peterborough.....	30·6	40·3	30·0	9·4	9·3	61·6	51·6	22·25	.....	27·50-31·50
37—Port Arthur.....	29·0	41·9	32·4	10·0	10·0	59·3	49·9	.....	21·60	24·50-28·50
38—St. Catharines.....	26·7	35·1	30·4	9·1	9·1	60·0	52·1	21·50	.....	28·00-32·00
39—St. Thomas.....	32·0	38·9	31·2	9·7	9·7	61·5	52·5	21·50	.....	22·00-26·00
40—Sarnia.....	31·1	39·8	31·8	10·1	10·1	62·1	52·1	21·75	.....	.....
41—Sault Ste. Marie.....	29·8	38·1	32·7	9·9	9·7	60·4	51·8	22·00	.....	25·00-29·00
42—Stratford.....	29·9	37·3	31·4	9·8	9·8	63·0	51·5	21·50	.....	.....
43—Sudbury.....	29·5	38·6	33·5	10·0	9·8	60·3	51·4	22·50	.....	31·00-35·00
44—Timmins.....	30·0	40·9	34·2	10·0	9·9	59·8	52·1	23·75	.....	31·50-35·50
45—Toronto.....	27·9	37·1	30·1	9·1	9·1	62·2	51·7	20·75	.....	34·50-38·50
46—Welland.....	26·5	36·3	30·8	9·3	9·3	57·7	51·6	21·00	.....	.....
47—Windsor.....	30·3	36·4	31·0	9·5	9·6	62·2	51·8	22·00	.....	27·00-31·00
48—Woodstock.....	30·0	37·0	30·2	9·6	9·6	62·7	51·3	22·50	.....	.....
<b>Manitoba—</b>										
49—Brandon.....	30·3	42·7	33·1	10·7	10·5	63·2	50·3	.....	15·75	23·50-27·50
50—Winnipeg.....	29·6	41·9	31·8	10·4	10·4	55·3	49·1	.....	17·30	29·00-33·00
<b>Saskatchewan—</b>										
51—Moose Jaw.....	29·2	39·8	33·3	11·0	11·0	63·0	49·0	.....	14·25	27·00-31·00
52—Prince Albert.....	30·2	45·3	33·9	11·3	11·3	62·3	50·5	.....	14·50	21·00-25·00
53—Regina.....	29·3	41·9	33·3	11·0	11·5	64·0	52·2	.....	15·25	30·00-34·00
54—Saskatoon.....	29·4	43·7	34·1	11·0	11·3	61·7	50·3	.....	14·75	24·00-28·00
<b>Alberta—</b>										
55—Calgary.....	28·4	43·1	33·3	10·5	10·9	60·7	49·3	.....	12·00	27·50-31·50
56—Drumheller.....	29·4	45·8	36·2	11·0	11·4	63·3	49·2	.....	.....	23·50-27·50
57—Edmonton.....	28·2	43·4	32·5	10·6	11·2	60·8	48·7	.....	8·20	26·50-30·50
58—Lethbridge.....	28·8	44·0	31·5	10·1	10·9	59·6	50·6	.....	8·20	25·00-29·00
<b>British Columbia—</b>										
59—Nanaimo.....	29·4	37·3	31·4	9·9	10·7	61·1	49·6	.....	.....	19·00-23·00
60—New Westminster.....	28·2	37·9	31·0	9·2	9·2	56·9	48·9	.....	16·70	21·00-25·00
61—Prinupce Rert.....	30·9	41·6	33·0	10·3	10·5	63·4	49·2	.....	18·75	20·00-24·00
62—Trail.....	30·7	41·7	34·3	10·1	10·3	59·4	50·6	.....	15·37	23·50-27·50
63—Vancouver.....	27·9	37·4	29·7	9·3	9·3	59·4	48·7	.....	16·90	26·50-30·50
64—Victoria.....	28·4	40·4	30·1	9·9	9·8	60·1	49·3	.....	18·10	23·00-27·00



**TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF OCTOBER 1948**

(BASE:—August, 1939=100)

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
Halifax.....	152.2	201.4	109.1	131.5	189.5	153.9	118.9
Saint John.....	156.4	198.1	113.8	135.1	186.9	154.8	123.5
Montreal.....	163.1	215.1	117.4	126.5	174.4	169.5	121.5
Toronto.....	155.4	198.1	118.2	145.0	182.6	160.6	124.2
Winnipeg.....	152.8	200.2	114.4	120.5	170.1	169.5	119.8
Saskatoon.....	161.8	213.3	121.9	139.4	184.2	170.4	119.0
Edmonton.....	153.9	207.8	108.7	114.6	182.8	161.3	120.9
Vancouver.....	161.3	210.9	112.1	138.9	192.3	161.0	127.3

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	Aug. 1948	Sept. 1948	Oct. 1948	Price Oct. 1948
Beef, sirloin steak.....	lb.	120.7	154.8	154.8	250.5	258.8	259.1	72.3
Beef, round steak.....	lb.	125.7	167.9	167.9	275.9	286.1	286.1	67.8
Beef rib roast.....	lb.	125.5	174.3	174.3	275.2	284.8	285.7	65.7
Beef, shoulder.....	lb.	132.7	161.6	162.3	287.4	301.3	301.3	47.9
Beef, stewing, boneless.....	lb.	136.7	168.3	168.3	308.2	329.5	331.7	45.3
Veal, front roll, boneless.....	lb.	139.3	174.0	174.0	263.9	288.8	295.9	50.0
Lamb, leg roast.....	lb.	109.9	164.4	152.8	238.7	241.2	235.9	67.0
Pork, fresh loins, centre-cut.....	lb.	125.3	143.8	143.8	231.4	243.9	245.4	66.7
Pork, fresh shoulder, hock-off.....	lb.	127.0	143.4	143.4	247.8	265.1	268.3	51.1
Bacon, side, fancy, sliced, rind-on.....	lb.	132.3	141.5	142.5	225.5	232.0	233.3	74.4
Lard, pure.....	lb.	151.3	157.9	159.6	250.9	313.2	321.1	36.6
Shortening, vegetable.....	lb.	134.7	137.5	137.5	223.6	286.1	286.1	41.2
Eggs, grade "A" large.....	doz.	156.4	155.3	181.3	219.7	209.4	228.7	71.2
Milk.....	qt.	111.0	95.4	95.4	159.6	159.6	159.6	17.4
Butter, creamery, prints.....	lb.	140.5	144.3	148.0	266.3	267.4	267.8	73.1
Cheese, plain, mild $\frac{1}{2}$ lb.....	pkg.	174.6	164.4	165.4	220.8	223.8	226.0	30.2
Bread, plain white, wrapped.....	lb.	106.5	106.3	106.3	150.8	150.8	150.8	9.5
Flour, first grade.....	lb.	127.3	124.2	124.2	187.9	187.9	187.9	6.2
Rolled oats, package.....	lb.	112.0	114.0	114.0	150.4	152.0	152.0	9.6
Corn flakes, 8 oz.....	pkg.	101.1	100.0	100.0	159.8	160.9	160.9	14.8
Tomatoes, canned 2 $\frac{1}{2}$ 's.....	tin	129.9	137.7	137.7	253.8	252.8	238.7	25.3
Peas, canned, 2's.....	tin	117.5	121.7	121.7	151.7	151.7	150.8	18.1
Corn, canned, 2's.....	tin	128.3	132.7	132.7	200.0	200.0	191.1	21.6
Beans, dry.....	lb.	129.4	133.3	133.3	296.1	296.1	294.1	15.0
Onions.....	lb.	108.2	142.9	126.5	210.2	146.9	128.6	6.3
Potatoes.....	10 lbs.	89.9	218.3	149.4	197.6	155.0	143.6	31.4
Prunes, bulk.....	lb.	115.8	120.2	120.2	174.6	173.7	174.6	19.9
Raisins, seedless, bulk.....	lb.	104.0	107.9	108.6	141.1	137.7	135.1	20.4
Oranges.....	doz.	132.5	154.6	154.3	116.4	115.7	119.1	34.9
Lemons.....	doz.	111.3	147.7	148.6	140.0	138.5	143.4	46.6
Jam, strawberry, 16 oz.....	jar	111.3	115.1	115.1	151.6	151.0	150.4	24.7
Peaches, 20 oz.....	tin	101.5	105.1	106.1	154.8	154.3	151.3	29.8
Marmalade, orange, 16 oz.....	jar	118.3	128.9	128.9	148.0	147.3	146.5	19.9
Corn syrup, 2 lb.....	tin	138.0	158.2	157.7	191.5	191.5	190.4	32.6
Sugar, granulated.....	lb.	132.3	132.3	132.3	149.2	149.2	149.2	9.7
Sugar, yellow.....	lb.	131.3	134.9	134.9	154.0	154.0	154.0	9.7
Coffee.....	lb.	141.6	131.4	131.7	183.7	184.6	185.2	62.6
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	131.6	174.1	174.5	174.1	51.2

\* Descriptions and units of sale apply to October, 1948, 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	1946	1947	Sept. 1947	July 1948	Aug. 1948	Sept. 1948
<b>All commodities</b> .....	64.0	127.4	155.9	97.3	95.6	67.1	75.4	90.0	103.6	108.7	129.1	134.0	152.0	157.8	158.2
Classified According to Chief Component Material—															
I. Vegetable Products.....	58.1	127.9	167.0	86.2	91.6	50.3	63.7	77.0	97.0	97.8	115.1	122.2	132.3	140.0	138.5
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	109.0	59.4	74.6	92.1	107.9	114.5	131.8	135.9	170.2	177.4	178.4
III. Fibres, Textiles and Textile Products.....	58.2	137.1	176.5	101.7	91.3	69.7	70.0	91.0	91.8	97.0	128.8	134.2	156.5	156.9	139.8
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	93.9	62.8	79.2	96.0	120.0	132.3	162.4	166.1	184.3	188.8	189.3
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	93.7	85.4	98.5	111.3	117.1	126.1	137.9	137.5	139.6	163.3	169.0
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	88.0	124.4	134.3	143.9	155.4	158.8
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	103.1	114.5	118.9	134.5	136.0	137.1
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	95.4	81.3	79.8	98.9	99.4	95.2	107.9	112.6	116.7	126.7	126.8
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	101.1	117.3	121.8	141.0	143.1	143.8
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	63.8	73.9	89.5	103.4	107.5	122.4	128.9	154.4	155.6	155.4
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	91.1	76.0	77.2	92.2	94.6	96.8	113.9	117.0	132.0	134.7	136.1
II. Producers' Goods.....	67.7	133.3	164.8	98.8	96.1	63.1	70.4	83.6	100.7	105.7	129.3	135.3	151.1	160.9	161.4
Producers' Equipment.....	55.1	81.9	108.6	104.1	94.6	86.0	95.4	105.7	119.1	121.2	133.1	139.2	156.9	160.1	161.8
Producers' Materials.....	69.1	139.0	171.0	98.2	96.3	63.5	67.6	87.3	98.7	104.0	128.9	134.9	150.4	161.0	161.3
Building and Construction Materials.....	67.0	100.7	144.0	108.7	99.0	78.3	89.7	101.3	127.3	134.8	166.4	171.1	195.4	199.3	200.2
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	95.9	57.5	63.9	76.6	93.8	98.8	122.5	128.8	142.8	154.5	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	109.5	130.7	133.6	154.7	162.6	162.7
II. All Manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	98.8	117.4	123.3	138.5	143.2	143.8
Canadian Farm Products—															
Field.....	56.4	132.0	166.5	81.4	93.8	45.8	54.2	59.0	105.9	111.0	115.9	117.3	126.1	118.4	116.5
Animal.....	77.0	133.6	150.8	99.0	112.5	59.7	81.2	95.0	132.0	130.1	143.9	142.2	182.7	189.3	188.4
TOTAL.....	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	112.3	118.1	126.4	126.6	137.3	144.9	143.4

The indexes for 1948 are subject to revision.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Whole-sale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Whole-sale, Bureau of Labour Statistics	Consumers' Price Index, Bureau of Labour Statistics	Whole-sale, Board of Trade	Interim Index of Retail Prices, Ministry of Labour	Whole-sale, Federal Labour Department	Cost of Living, Federal Labour Department	Whole-sale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Whole-sale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Whole-sale, Government Statistician	Retail Price Index, Government Statistician
Number of Commodities:	508		889		200		78		j225		80		j168	
Base Period:	1926	1935-1939	1926	1935-1939	1930	June 17, 1947	July, 1914	June, 1914	1910	1938	1936-1939 = 1000	1936-1939 = 1000	1936-1939 = 1000	Dec. 1942 = 1000
1913.....	64.0	(a) 79.1	69.8	(b) 70.7	.....	(g) 100	(h) 100	.....	112.5	81.4	.....	.....	.....	.....
1914.....	65.5	79.7	68.1	71.8	.....	(g) 123	.....	.....	109.0	85.5	.....	.....	.....	748
1915.....	70.4	80.7	69.5	72.5	.....	(g) 146	.....	.....	120.4	88.2	.....	.....	.....	805
1916.....	84.3	87.0	85.5	77.9	.....	(g) 176	.....	.....	137.9	90.8	.....	.....	.....	882
1917.....	114.3	102.4	117.5	77.9	.....	(g) 203	.....	.....	158.3	99.6	.....	.....	.....	1024
1918.....	137.4	115.6	131.3	107.5	.....	(g) 215	.....	.....	172.3	106.4	.....	.....	.....	786
1919.....	134.0	126.5	138.6	123.8	.....	(g) 249	.....	.....	185.4	117.7	.....	.....	.....	850
1920.....	155.9	145.4	154.4	143.0	.....	(g) 226	.....	.....	251.2	145.8	.....	.....	.....	850
1921.....	110.0	129.9	97.6	127.7	.....	(g) 183	.....	.....	200	132.0	.....	.....	.....	1282
1922.....	97.3	120.4	100.0	119.7	.....	(g) 172	.....	.....	180.5	132.0	.....	.....	.....	1034
1923.....	100.0	121.8	96.7	126.4	.....	(g) 166	.....	.....	138.7	110.1	.....	.....	.....	1034
1924.....	96.4	120.5	100.0	126.4	.....	(g) 164	.....	.....	135.8	106.9	.....	.....	.....	1053
1925.....	95.6	121.7	95.3	122.5	.....	(g) 140	.....	.....	130.5	106.6	.....	.....	.....	994
1926.....	87.1	94.4	85.9	92.4	.....	(g) 156	.....	.....	104.7	93.2	.....	.....	.....	904
1927.....	78.6	102.2	78.6	100.8	.....	(g) 140	.....	.....	117.4	100.0	.....	.....	.....	988
1928.....	75.4	101.5	77.1	101.4	.....	(g) 158	.....	.....	114.6	100.0	.....	.....	.....	904
1929.....	82.9	105.6	82.9	102.8	.....	(g) 184	.....	.....	127.3	103.4	.....	.....	.....	1071
1930.....	90.0	111.7	87.3	105.2	.....	(g) 199	.....	.....	139.8	108.2	.....	.....	.....	1071
1931.....	100.0	118.4	100.0	102.8	.....	(g) 199	.....	.....	170.6	108.2	.....	.....	.....	1111
1932.....	102.5	118.9	104.0	105.2	.....	(g) 201	.....	.....	176.2	124.4	.....	.....	.....	1311
1933.....	103.6	119.5	105.8	106.2	.....	(g) 203	.....	.....	139.6	128.8	.....	.....	.....	1073
1934.....	108.7	123.6	121.1	123.5	.....	(g) 203	.....	.....	140.5	132.2	.....	.....	.....	1002
1935.....	129.1	135.5	129.1	139.2	.....	(g) 203	.....	.....	179.2	138.8	.....	.....	.....	1558
1936.....	130.8	136.6	133.7	139.9	.....	(g) 203	.....	.....	183.4	134.1	.....	.....	.....	1003
1937.....	134.0	137.4	137.4	141.7	.....	(g) 203	.....	.....	192.3	139.7	.....	.....	.....	1008
1938.....	139.3	139.4	139.3	140.3	.....	(g) 203	.....	.....	194.5	140.5	.....	.....	.....	1039
1939.....	142.2	142.2	142.2	143.3	.....	(g) 203	.....	.....	196.1	140.9	.....	.....	.....	1032
1940.....	143.5	146.0	143.5	146.0	.....	(g) 203	.....	.....	197.3	140.8	.....	.....	.....	1088
1941.....	146.9	148.3	146.9	148.3	.....	(g) 203	.....	.....	198.0	140.8	.....	.....	.....	1088
1942.....	147.3	150.1	147.3	150.1	.....	(g) 203	.....	.....	199.0	141.3	.....	.....	.....	1085
1943.....	148.5	151.6	148.5	151.6	.....	(g) 203	.....	.....	199.0	141.3	.....	.....	.....	1085
1944.....	150.0	153.8	150.0	153.8	.....	(g) 203	.....	.....	199.0	141.3	.....	.....	.....	1085
1945.....	151.9	154.3	151.9	154.3	.....	(g) 203	.....	.....	200.5	144.5	.....	.....	.....	1103
1946.....	152.0	154.3	152.0	154.3	.....	(g) 203	.....	.....	200.5	146.7	.....	.....	.....	1860
1947.....	152.0	154.3	152.0	154.3	.....	(g) 203	.....	.....	200.5	146.7	.....	.....	.....	1860
1948.....	152.0	154.3	152.0	154.3	.....	(g) 203	.....	.....	200.5	146.7	.....	.....	.....	1860
1949.....	152.0	154.3	152.0	154.3	.....	(g) 203	.....	.....	200.5	146.7	.....	.....	.....	1860
1950.....	152.0	154.3	152.0	154.3	.....	(g) 203	.....	.....	200.5	146.7	.....	.....	.....	1860
1951.....	152.0	154.3	152.0	154.3	.....	(g) 203	.....	.....	200.5	146.7	.....	.....	.....	1860
1952.....	152.0	154.3	152.0	154.3	.....	(g) 203	.....	.....	200.5	146.7	.....	.....	.....	1860
1953.....	152.0	154.3	152.0	154.3	.....	(g) 203	.....	.....	200.5	146.7	.....	.....	.....	1860
1954.....	152.0	154.3	152.0	154.3	.....	(g) 203	.....	.....	200.5	146.7	.....	.....	.....	1860
1955.....	152.0	154.3	152.0	154.3	.....	(g) 203	.....	.....	200.5	146.7	.....	.....	.....	1860
1956.....	152.0	154.3	152.0	154.3	.....	(g) 203	.....	.....	200.5	146.7	.....	.....	.....	1860
1957.....	152.0	154.3	152.0	154.3	.....	(g) 203	.....	.....	200.5	146.7	.....	.....	.....	1860
1958.....	152.0	154.3	152.0	154.3	.....	(g) 203	.....	.....	200.5	146.7	.....	.....	.....	1860
1959.....	152.0	154.3	152.0	154.3	.....	(g) 203	.....	.....	200.5	146.7	.....	.....	.....	1860
1960.....	152.0	154.3	152.0	154.3	.....	(g) 203	.....	.....	200.5	146.7	.....	.....	.....	1860

(a) First 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) Old series on base July, 1914 = 100. 1947 average is for first half of year. (j) Revised in accordance with United Nations Monthly Bulletin of Statistics Supplement, June, 1948.



## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JAN.-OCT., 1947-1948†**

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>1948*</b>						
January.....	19‡	19	12,595‡	12,595	135,780	.17
February.....	8	15	1,863	11,082	140,945	.18
March.....	8	14	1,235	3,725	56,808	.07
April.....	11	16	2,090	4,491	49,396	.06
May.....	13	22	1,167	3,214	40,164	.05
June.....	14	27	2,009	3,765	35,055	.04
July.....	14	25	6,581	8,513	79,867	.10
August.....	17	31	1,843	8,169	119,935	.16
September.....	17	32	5,732	11,878	118,293	.15
October.....	10	23	2,138	7,310	87,223	.11
Cumulative totals.....	131		37,253		863,466	.11
<b>1947</b>						
January.....	14‡	14	3,293‡	3,293	28,504	.04
February.....	13	21	29,449	32,552	198,214	.25
March.....	13	21	1,012	17,070	378,580	.49
April.....	23	29	3,113	17,988	365,687	.47
May.....	33	47	19,350	35,893	366,070	.47
June.....	20	33	3,077	19,101	168,737	.22
July.....	19	29	1,767	3,105	23,769	.03
August.....	22	38	5,737	7,255	51,758	.07
September.....	27	42	16,495	21,528	273,947	.35
October.....	29	48	10,869	26,759	400,114	.52
Cumulative totals.....	213		94,162		2,255,380	.29

\* 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 DURING OCTOBER, 1948(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 October, 1948</b>				
MINING— Coal miners, Edmonton District, Alta.	3	48	500	Commenced January 13; for a new agreement providing for increased wages and other changes; employment conditions no longer affected by the end of October; indefinite.
MANUFACTURING— Textiles, Clothing, etc.— Textile factory workers, St. Johns, P.Q.	3	400	8,000	Commenced July 12; alleged discrimination in dismissal of workers; un-terminated.
Woolen factory workers, Sherbrooke, P.Q.	1	454	9,000	Commenced August 16; protesting introduction of new bonus system; un-terminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA DURING OCTOBER, 1948 (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 October, 1948—Con.</b>				
<b>MANUFACTURING—Con.</b>				
<i>Textiles, Clothing, etc.—Con.</i> Corset factory workers, Quebec, P.Q.	1	23	90	Commenced September 21; for implementation of award of arbitration board for a union agreement providing for increased wages and other changes; terminated October 6; return of workers and replacement; in favour of employer.
<i>Miscellaneous Wood Products—</i> Furniture factory workers, Arthabaska, Beauharnois, Coaticook and Victoriaville, P.Q.	6	950	8,000	Commenced July 9; for a new agreement providing for increased wages two weeks' vacations with pay, etc., following refusal of union to accept award of arbitration board; untermiated; work resumed at Beauharnois and at two establishments in Victoriaville on October 7, and at Coaticook, October 11.
Furniture factory workers, St. Charles de Bellechasse, P.Q.	1	10	10	Commenced September 18; for increased wages; terminated October 1; return of workers pending settlement; indefinite.
Furniture factory workers, Montreal, P.Q.	1	38	640	Commenced September 28; for implementation of award of arbitration board for a union agreement providing for increased wages, reduced hours, payment for statutory holidays, etc; terminated October 23; return of workers; in favour of employer.
<i>Metal Products—</i> Automotive parts factory workers, St. Catharines, Ont.	1	2,589	50,000	Commenced July 14; for increased wages; terminated October 31; negotiations; compromise.
Metal factory workers, Montreal, P.Q.	1	125	875	Commenced September 22; for implementation of award of arbitration board for a union agreement with increased wages and other changes; terminated October 9; return of workers; in favour of employer.
<b>TRANSPORTATION—</b>				
<i>Other Local and Highway—</i> Bus drivers and garage workers, New Brunswick	2	(3)197	2,100	Commenced September 27; for a new agreement providing for increased wages; terminated October 13; return of workers pending reference to conciliation board; indefinite.
<i>Water—</i> Seamen, Great Lakes and St. Lawrence River	(4)34	(4)225	(4)1,000	Commenced June 6; for a union agreement; employment conditions no longer affected by the end of October; indefinite.
<b>SERVICE—</b>				
<i>Business and Personal—</i> Burglar and fire alarm protection workers, Hamilton and Toronto, Ont.	2	93	2,300	Commenced September 15; for a greater increase in wages than recommended by conciliation board, reduced hours, closed shop, etc., in new agreement under negotiations; untermiated; work resumed at Hamilton on September 29, struck again October 5.
Laundry and dry cleaning plant workers, Windsor, Ont.	1	20	200	Commenced September 23; alleged discrimination in dismissal of two union workers; terminated October 6; return of workers pending further reference to Ontario Labour Relations Board; indefinite.

**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA DURING OCTOBER, 1948 (1)**

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Establish- ments	Workers		
<b>Strikes and Lockouts Commencing During October, 1948</b>				
<b>LOGGING—</b> Loggers, British Columbia,	3	600	3,000	Commenced October 1 and sporadic strikes at later dates; protest against increase in rates for board from \$2 per day to \$2.50; terminated by October 18; negotiations; partially successful.
<b>MINING—</b> Coal miners, shotfirers, Sydney Mines, N.S.	1	(3)21	60	Commenced October 4; protest against suspension of shotfirer for one day for absenteeism; terminated October 6; return of workers; in favour of employer.
Coal miners, Springhill, N.S.	1	1,200	600	Commenced October 20; dispute over alleged shortage of picks; terminated October 20; return of workers; in favour of employer.
Coal miners, Drumheller, Alta.	1	(6)8	8	Commenced October 29; dispute over seniority rights of mine switchman; terminated October 29; return of workers; in favour of employer.
<b>MANUFACTURING—</b> <i>Tobacco and Liquors—</i> Tobacco factory workers, Montreal, P.Q.	1	130	260	Commenced October 27; for implementation of award of arbitration board for a union agreement providing for increased wages and other changes; terminated October 28; conciliation, provincial; in favour of workers.
<i>Fur and Leather Products—</i> Tannery workers, Owen Sound, Ont.	1	44	150	Commenced October 27; for implementation of award of conciliation board for a new agreement providing for increased wages, two weeks' vacations with pay, etc; un-terminated.
<b>CONSTRUCTION—</b> <i>Buildings and Structures—</i> Electricians, helpers and apprentices, Victoria, B.C.	6	48	240	Commenced October 25; for a greater increase in wages than recommended by conciliation board; un-terminated.
Bricklayers, Calgary, Alta.	9	45	90	Commenced October 28; for payment of wages by cash instead of cheque; un-terminated.
<b>TRANSPORTATION—</b> <i>Other Local and Highway—</i> Taxi and truck drivers, Regina, Sask.	1	30	90	Commenced October 1; for implementation of award of conciliation board for a new agreement providing for increased wages and other changes; terminated October 4; negotiations; in favour of workers.
Garage workers, bus depot, Saskatoon, Sask.	1	12	10	Commenced October 2; against dismissal of a worker for cause; terminated October 2; return of workers pending reference to grievance committee; indefinite.

(1) Preliminary data based where possible on direct reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 47 indirectly affected; (4) 571 indirectly affected; (5) 140 indirectly affected.

(4) Estimated only—owing to the nature of the dispute it is extremely difficult to arrive at any satisfactory estimate.





REPORT OF THE  
CANADIAN GOVERNMENT DELEGATES

to the

Thirty-First Session of the  
International Labour Conference

SAN FRANCISCO  
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1949







SIR,—I have the honour to transmit herewith the report of the Government delegates to the Thirty-First Session of the International Labour Conference held at San Francisco, U.S.A., from June 17 to July 10, 1948, inclusive.

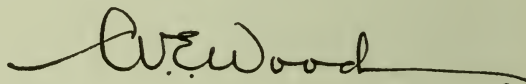
Yours faithfully,

*A. MacLennan*

The Honourable Humphrey Mitchell, P.C.,  
Minister of Labour,  
Ottawa.

SIR,—We, the undersigned delegates appointed to represent the Government of Canada at the Thirty-First Session of the International Labour Conference, have the honour to submit herewith our report of the proceedings of the meeting, which was held in San Francisco, U.S.A., from June 17 to July 10, 1948, inclusive.

Yours respectfully,

A handwritten signature in cursive script that reads "Paul Boulet". The letters are fluid and connected, with a prominent loop at the beginning of the first name.A handwritten signature in cursive script that reads "A. Wood". The signature is more compact and has a long horizontal stroke at the end.

Arthur MacNamara, Esq., C.M.G., LL.D.,  
Deputy Minister of Labour,  
Ottawa.

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## **Report of the Canadian Government Delegates to the Thirty-First Session of the International Labour Conference, San Francisco, U.S.A., June 17 to July 10, 1948.**

At the invitation of the United States Government, the Thirty-First Session of the International Labour Conference was held at San Francisco, California, from June 17 to July 10, 1948, this being the fifth ILO Conference to be held in that country.

The annual International Labour Conference is the highest authority of the International Labour Organization, which was established under the terms of the Treaties of Peace in 1919 as an autonomous associate of the League of Nations but which is now one of the specialized agencies of the United Nations although retaining its autonomy. The purpose of the Organization is to improve labour conditions, raise living standards and promote economic and social stability throughout the world by legislative action and by international agreement.

The principal function of sessions of the General Conference of the Member States, therefore, is the formulation of international minimum standards governing working and living conditions. These standards are embodied in multilateral treaties known as International Labour Conventions and in Recommendations. Member countries are obligated to bring these Conventions before their competent national authorities for possible ratification. If a country ratifies a Convention, it must apply its provisions and submit annual reports to the ILO on the measures taken. Recommendations also must be considered with a view to effect being given to them by national legislation or otherwise.

### ***Composition of the Conference***

Of the fifty-nine countries which are members of the Organization, 51 sent delegates to the number of 167, of whom 91 were Government delegates, 36 were Employers' and 40 were Workers' delegates. These were accompanied by 276 technical advisers, making a total attendance of 443. The required basis of representation was followed in almost all cases, namely, two delegates from each Government, and one each from the most representative organizations of employers and workers of each Member State. Two States, however, having appointed only one non-Government delegate, two non-Government delegates were not included for purposes of calculating the quorum.

A list of the Member States represented follows: Afghanistan, Argentine Republic, Australia, Austria, Belgium, Bolivia, Brazil, Bulgaria, Burma, Canada, Chile, China, Colombia, Costa Rica, Cuba, Czechoslovakia, Denmark, Dominican Republic, Ecuador, Egypt, El Salvador, Finland, France, Greece, Iceland, India, Iran, Iraq, Ireland, Italy, Luxembourg, Mexico, Netherlands, New Zealand, Norway, Pakistan, Panama, Peru, Philippines, Poland, Portugal, Siam, Sweden, Switzerland, Syria, Turkey, Union of South Africa, United Kingdom, United States of America, Uruguay and Venezuela.

Two of these countries, El Salvador and the Philippines, became members during the session by depositing with the Director-General instruments accepting the obligations imposed by the Constitution. The Conference also admitted Ceylon. Pakistan and Syria had joined the Organization late in 1947 and Burma became a member in May, 1948.

In accordance with the terms of the Agreement between the United Nations and the International Labour Organization (which came into force on December 14, 1946), representatives of the United Nations and of the United Nations Educational, Scientific and Cultural Organization were in attendance. Other official international organizations which accepted invitations addressed to them in accordance with decisions taken by the Governing Body were the International Monetary Fund, and the Pan-American Union.

Objections were made to the credentials of the worker delegates and advisers of the Argentine Republic, Cuba, France, Greece, India, Mexico, Peru and Uruguay, based generally on the contention that the delegates were not nominated in conformity with the rules of the ILO's constitution.

The Credentials Committee, however, found that the objections either were not receivable or it rejected them, and the labour delegates in question therefore were able to take their seats in the Conference.

Among the noteworthy participants in the session were: the Austrian Minister of Social Affairs; the Czechoslovak Minister of Social Affairs; the Cuban Minister of Labour; the Philippines Secretary of Labour; the British Minister of Labour and National Service (Right Honourable George Isaacs, M.P.); the Uruguayan Minister of the Interior; and the Venezuelan Minister of Labour.

The Honourable Humphrey Mitchell, Minister of Labour of Canada, and his Deputy, Mr. Arthur MacNamara, C.M.G., who were to have headed the Canadian delegation, found it impossible to leave Ottawa during that time owing to pressure of departmental business. Therefore the delegation was headed by Mr. Paul Goulet, O.B.E., Assistant to Mr. MacNamara.



## Canadian Delegation

### *Government Delegates:*

Mr. PAUL GOULET, O.B.E., Assistant to the Deputy Minister and Director of the ILO Branch, Department of Labour, Ottawa.

Major A. E. WOOD, Head of Vocational Guidance and Vocational Training, National Employment Service of Canada, Ottawa.

### *Technical Advisers to Government Delegates:*

Mr. JAMES THOMSON, Deputy Minister of Labour for British Columbia, Victoria, B.C.

Mr. JOHN K. STARNES, Department of External Affairs, Ottawa.

Mr. G. R. CURRIE, Industrial Relations Officer, Department of Labour, Vancouver, B.C.

### *Employers' Delegate:*

Mr. HARRY TAYLOR, O.B.E., Canadian National Carbon Company, Limited, Toronto, Ontario.

### *Technical Advisers to Employers' Delegate:*

Mr. H. W. MACDONNELL, Manager, Legal Department, Canadian Manufacturers' Association, Toronto, Ontario.

Mr. J. C. ADAMS, K.C., General Counsel, Central Ontario Labour Relations Institute, Toronto, Ontario.

Mr. ALBERT DESCHAMPS, O.B.E., General Contractor and Engineer, Montreal, P.Q.

### *Workers' Delegate:*

Mr. PERCY BENGOUGH, C.B.E., President, Trades and Labour Congress of Canada, Ottawa.

### *Technical Advisers to Workers' Delegate:*

Mr. NORMAN DOWD, Executive Secretary, Canadian Congress of Labour, Ottawa.

Mr. J. B. WARD, C.B.E., Secretary, Joint Legislative Committee, Railway Transportation Brotherhoods, Ottawa.

Mr. ROMEO ETHIER, General Treasurer, Canadian and Catholic Confederation of Labour, Montreal, P.Q.

### *Joint Secretaries to the Delegation:*

Miss EDITH H. HARDY, Executive Assistant, ILO Branch, Department of Labour, Ottawa.

Mr. JOHN MAINWARING, Assistant Editor of the *Labour Gazette*, Department of Labour, Ottawa.

### *Stenographer:*

Miss JEAN ROBERTSON, Department of Labour, Vancouver, B.C.

### *Agenda of the Conference*

- I. Director-General's Report;
- II. Financial and budgetary questions;
- III. Reports on the Application of Conventions;
- IV. Employment service organization (second discussion) and Revision of the Convention concerning fee-charging employment agencies, 1933;
- V. Vocational guidance (first discussion);
- VI. Wages (first discussion):—
  - (a) General report,
  - (b) Fair wages clause in public contracts,
  - (c) Protection of wages;
- VII. Freedom of association and protection of the right to organize (second discussion);
- VIII. Application of the principles of the right to organize and to bargain collectively, collective agreements, conciliation and arbitration, and co-operation between public authorities and employers' and workers' organizations (first discussion);
- IX. Partial revision of the Night Work (Women) Convention, 1919, and of the Night Work (Women) Convention (Revised), 1934;
- X. Partial revision of the Night Work of Young Persons (Industry) Convention, 1919;
- XI. Substitution for the provisions of the Night Work (Women) Convention (Revised) 1934, and of the Night Work of Young Persons (Industry) Convention, 1919, contained in the Schedule to the Labour Standards (Non-Metropolitan Territories) Convention, 1947, of the corresponding provisions of the revising Conventions now proposed; and
- XII. Privileges and immunities of the International Labour Organization.

On each of these items a comprehensive report was prepared by the ILO and distributed to the representatives for their information and study in advance of the Conference.

### *Opening of the Conference*

The session was formally opened by Dr. Luis Alvarado of Peru as Chairman of the Governing Body. The delegates were welcomed in a message from President Truman read to the Conference by Mr. David Morse, United States Government delegate, which said in

part: "As an old and tested international organization, the International Labour Organization is an important bulwark of our machinery for international co-operation. Its effectiveness in raising world living and working standards has served as an encouraging example, filling us with hope for the success of our co-operative endeavours in other fields." The Chairman stated that the President's message was "conclusive proof of the spirit which impels the Government and people of the United States to co-operate with the ILO in pursuit of the high aims defined in its Constitution." He added that it was only a few days since the members of the Governing Body had the honour to hear, from Mr. Truman's own lips, words which gave expression to this same spirit.

Doctor Alvarado went on to say that the revised Constitution of the International Labour Organization had gone into effect on April 20 and that this had greatly strengthened the ILO as an autonomous organization associated with the United Nations and had re-equipped it to discharge more effectively the growing responsibilities confronting it in the present-day world.

He also informed the Conference that the Governing Body had elected Mr. David Morse to be Secretary-General of the International Labour Office when Mr. E. J. Phelan retired on reaching the age of sixty in the course of the summer. Mr. Morse had been Under-Secretary of Labour and recently Acting Secretary of Labour in the United States and Doctor Alvarado felt that he would be able to maintain fully the great traditions of Albert Thomas, Harold Butler, John Winant and Edward Phelan. He paid warm tribute to Mr. Phelan, who was one of the main architects of the Constitution of the ILO and was largely responsible for giving it the unique tripartite character which has been the source of its success.

### **Officers of the Conference**

The following officers were elected:

*President.*—Mr. Justin Godart, former Minister; French Government Representative on the Governing Body of the ILO.

*Vice-Presidents.*—Mr. Nurullah Esat Sumer, Member of the Chamber of Deputies of Turkey, and Turkish Government delegate; Mr. H. C. Oersted, President of the International Organization of Employers of Denmark and Member of the Employers' group of the Governing Body of the ILO; and Mr. Percy Bengough, President of the Trades and Labour Congress of Canada and Member of the Workers' Group of the Governing Body of the ILO.

Mr. E. J. Phelan, Director-General of the International Labour Office, was Secretary-General of the Conference.



### *Presidential Address*

In thanking the delegates for the honour conferred upon him in electing him to preside over the Conference, Mr. Justice Godart said that he felt that it was accorded to him not only in recognition of the fact that he was a veteran in the struggle for social progress, but also to do honour to his country, the land of France, which had given to the Organization its first Director, Albert Thomas.

He reviewed briefly the evolution of the struggle for social progress—which the Conference was continuing—going back to 1897, to the first International Congress of Labour Legislation, and then to the setting up of the International Association for the Legal Protection of Workers, which established the International Labour Office of Basle, a forerunner in many ways of the present International Labour Office. This Association took the initiative in 1906 in calling the diplomatic conference of Berne (of which he believed he was the sole surviving member) at which were elaborated the first conventions, one concerning the employment of women and children and the other combating industrial poisoning caused by the use of phosphorus in the manufacture of matches. Then came the war and out of it the Treaty of Versailles, which performed a lasting work—now intangible though not destroyed—by proclaiming that social justice alone could establish the reign of peace. This was the mission, both moral and juridical, given to the International Labour Organization. As its most immediate and urgent task it elaborated a system of legal protection for workers; and thus the world owed to the ILO the international labour code constituted by the methodical presentation of the 86 Conventions adopted to date by the Organization.

Mr. Godart went on to say that the Organization was “not long content to be merely a parliament, debating and adopting texts,” but that, “thanks to the eminent services which it has rendered, it has approached progressively nearer to universality. New-born States now regard their prompt adhesion to the Organization as an admirable manner of affirming their independence. Its activities . . . are radiating in all directions within the sphere of its competence. It has regional conferences, advisory missions and relations with non-governmental organizations carrying on more or less closely related activities . . . . It calls industries together in all quarters of the globe to take part in its industrial committees, thereby establishing direct contact, both on the technical and the social plane, with their workers’ and employers’ elements with a view to adapting general regulations to the peculiarities of the industry concerned in such a way as to guarantee the greatest effectiveness.” Now it was going “further ahead in the field of the actual organization of labour, by conducting

research into, and by making available to labour, ways and means of applying to production ever more of its intelligence and its initiative, and of accepting its share of responsibility in the progressive harmonization of the forces which contribute to the general welfare."

Thus it was that, in the course of the present session, the Conference would be called upon to examine the highly important problems of the organization of employment services, vocational guidance, the application of the principles of the right of association and negotiation and collaboration between the public authorities and occupational organizations. But it was, he declared, above all, freedom of association and the protection of the right to form industrial organizations which would mark the essential character of the deliberations of the Conference.

Mr. Godart pointed out one important event at the "summit of that evolution" which he had just outlined, which was the "establishment of the autonomous status of the ILO within the United Nations Organization and the agreement freely worked out and adopted between them as to the nature of their relations in respect of mutual documentation, the study in common of problems directly or indirectly related to labour, and the avoidance by means of constant co-ordination of misunderstandings and overlapping." He declared that the Conference could not but give the fullest endorsement to the undertaking given in Mr. Phelan's report to extend to the United Nations and the specialized agencies the most complete collaboration at a time when "faith, energy and strength of purpose" were needed more urgently than ever on the international plane.

He went on to refer to the esteem Mr. Phelan had earned by his hard work and the personal charm which had made relations with him so pleasant. He said that Mr. Phelan had followed no easy tradition, for his predecessors had set a high standard and he had had to carry on "at a time when less intrepid men than he might have despaired of the future of peace based on justice." He felt that he was speaking for the whole Conference when he expressed to the retiring Director-General the profound gratitude of the International Labour Organization which he had served so well.

He then extended a cordial greeting to Mr. David Morse, United States Under-Secretary of Labour, who had been elected to succeed Mr. Phelan. He said that although Mr. Morse would hold an international office, he would remain a particularly valued representative of a nation which had twice entered wars distant from its own borders but threatening freedom throughout the world, and which now proved its public spirit by helping to rebuild the ruins and revive the national economies overthrown by the war. Mr. Morse's experience, both



before the war when he was president of two large undertakings, during the war when he was head of a military unit responsible for preparing and enforcing a programme of labour policy and later Labour Director in the Military Government, and subsequently, when demobilized, as General Counsel to the National Labour Relations Board, would be of the greatest value in his new appointment, on which the Conference could congratulate both Mr. Morse and themselves.

### **Appointment of Committees**

The first Committee to be set up was the Selection Committee, whose duty it is to arrange the programme of the Conference, to fix the time and agenda for the plenary sittings, to make proposals for the setting up and composition of other committees and to report to the Conference on any other questions requiring a decision for the proper conduct of its business. Mr. Goulet and Mr. Taylor served on this Committee.

On the recommendation of the Selection Committee, separate committees were then set up for the following: Credentials; Finance; Standing Orders; Resolutions; the Application of Conventions and Recommendations; Employment Service and Vocational Guidance; Wages; Freedom of Association and Industrial Relations; Revision of the Conventions concerning the Night Work of Women; and Revision of the Convention concerning the Night Work of Young Persons.

The Canadian delegation sought and secured representation as follows:

#### *Finance:*

Mr. Starnes (substitute Mr. Paul Goulet).

#### *Standing Orders:*

Mr. Taylor, deputy Employer member.

#### *Resolutions Committee:*

Mr. Dowd, Worker member; and Mr. Bengough, deputy Worker member.

#### *Application of Conventions:*

Mr. Taylor (substitute Mr. Deschamps), deputy Employer member; and Mr. Dowd, deputy Worker member.

#### *Employment Service Organization and Vocational Guidance:*

Mr. Wood, Government member; Mr. Taylor (substitute Mr. Deschamps), Employer member; and Mr. Ward, deputy Worker member.



*Wages:*

Mr. Thomson, Government member; Mr. Taylor (substitute Mr. Adams), Employer member; and Mr. Ward, Worker member. Mr. Bengough was substitute Worker member.

*Freedom of Association:*

Mr. Starnes (substitute Mr. Currie), Government member; Mr. Taylor (substitute Mr. Macdonnell), Employer member; and Mr. Dowd, deputy Workers member.

(On this important committee Mr. Taylor was elected Employers' Vice-Chairman.)

*Night Work:*

Mr. Ethier, Worker member; and Mr. Ward as a deputy member.

It should be noted that although technical advisers may serve on any Committee and vote at the Committee level, they have no vote in the plenary session of the Conference, unless specifically authorized to act as substitutes for delegates.

On the completion of their deliberations, these various committees submitted their reports to the full Conference which discussed the recommendations put forward before taking a final record vote on each Convention, Recommendation or Resolution suggested.

*Decisions of the Conference on the Items on the Agenda*

Following is a brief summary of the decisions of the Conference on Items II to XII of the agenda. (Proceedings under Item I are summarized elsewhere in this report.)

*II. Financial and Budgetary Questions*

The Finance Committee (composed of one Government representative from each of the fifty-one countries represented), after having scrutinized the Budget of the Organization and the allocation of expenses among States Members for the 31st financial period ending December 31, 1949, presented its report to the Conference together with a Resolution concerning the adoption of the Budget and the allocation of expenses. This Resolution, with the Committee's report, was adopted by the Conference by a vote of 124 to 0 with two abstentions. The Conference is the sole authority responsible for voting the Budget, although as a specialized agency of the United Nations, the ILO is bound to co-operate with that organization and with other specialized agencies in securing the fullest measure of co-ordination in all matters, including finance.

The Budget totalled \$5,215,539. A statement of contributions due from Member States for 1949 will be found in Appendix 3. The amount that is to be raised by contributions from Member States in proportion to the number of units they are assessed is \$5,185,539, of which Canada's share (35 units) is \$222,022.39, less credits of \$33,531.04 in respect of 1947 surplus.

The Committee's report stressed that it is necessary to ensure that every Member State pay its full contribution promptly and without default. There were five Member States whose arrears exceeded two full years' contributions and therefore, according to the Constitution of the ILO, they were not entitled to vote unless specially authorized to do so by a two-thirds majority vote of the Conference. Of these, Bulgaria was the only one represented at the Conference, but the Finance Committee was satisfied that she was making real efforts to clear up her arrears and to place herself in good financial standing with the Organization. She was therefore allowed by the Conference, after a record vote on the question, to retain her voting privileges at the present session. The Committee reported also that, thanks to the work of the Allocations Committee, the number of units of contribution had risen in the last two years from 623 units to approximately 815 units. It was agreed on all sides that it was necessary to provide the ILO with the financial resources necessary to carry out its work.

### *III. Reports on the Application of Conventions*

The Committee set up to deal with the annual reports of Governments on the measures taken to give effect to Conventions to which their respective countries are parties had before it as a basis for its deliberations annual reports of Governments on the application of Conventions; the report of the ILO's Committee of Experts on the subject; annual reports received from certain Governments too late for examination by the Committee of Experts; supplementary information furnished to the Committee of Experts by certain Governments on request; and tables showing the position of ratifications and votes cast by Government delegates. The Committee's unanimous report was to the effect that the position with regard to the ratification of Conventions is still far from satisfactory. Many Governments vote for these Conventions and then do not ratify them; or if they do ratify, do not put their legislation into strict accordance with the Convention. The Committee in its report agreed with the Committee of Experts' statement that "an ineffective ratification not only fails to raise or stabilize basic conditions but it undermines respect for international obligations solemnly undertaken, reduces

respect for international good faith, is unfair to States which respect their obligations and deters such States from undertaking further ratifications, thereby materially reducing social progress." The Committee made a renewed appeal to States Members to comply scrupulously with their obligations. The Committee's report was adopted unanimously by the Conference.

#### *IV. Employment Service Organization and Revision of the Convention Concerning Fee-Charging Employment Agencies, 1933*

The Conference adopted a Convention by 128 votes to 0, with seven abstentions, concerning the Organization of the Employment Service, which will require countries ratifying it to maintain free public employment services as part of their national programmes to help achieve full employment and to ensure the most effective use of their labour forces. By a vote of 102 to 24, with four abstentions, the Conference also adopted a Recommendation designed to supplement the provisions of the aforementioned Convention as well as those of the Employment Service Recommendation of 1944. The full texts of this Convention and Recommendation will be found in Appendices 4 and 5, respectively.

The Committee being unable to reach agreement on the proposed revision of the 1933 Convention regarding fee-charging employment agencies, (which requires the abolition of those conducted on a profit-making basis and the supervision of non-profit making private agencies, and which had been ratified by only six countries), the question was placed by the Conference on the agenda of the next session for further consideration.

#### *V. Vocational Guidance*

This question was referred to a special committee for preliminary consideration under the double-discussion procedure, and the committee, despite differences of opinion and of emphasis during its discussions, were able to reach unanimous conclusions. The following general considerations emerged from their deliberations: (1) the present techniques and methods used in vocational guidance are accepted as largely experimental; (2) vocational guidance is a continuous process starting during schooling and the fundamental principles are the same irrespective of the age of the individual being assisted; (3) appropriate vocational guidance services should be available for those who wish to use them, on the basis of complete freedom for applicants to determine their own course of action; and (4) a set of standards and general principles in relation to vocational guidance, internationally accepted, would be useful to guide Member countries in their development of such services.



The Conference adopted the report of the Committee, and particularly approved its general conclusions containing proposals for a Recommendation on Vocational Guidance after consultation with governments. The conclusions in question are set out in Appendix 6 to this report. They are drafted in such a way as to make distinction between assistance given to young persons (Vocational Guidance) and that given to adults (Employment Counselling), and would form the basis of a valuable Recommendation. The Conference decided by a vote of 117 to 0, with no abstentions, to place on the agenda of the next session the question of Vocational Guidance with a view to a final decision on a Recommendation on the subject.

## VI. Wages

(a) *General Report.*—The Wages Committee considered this item in three stages. First, it dealt with the question of Equal Remuneration for Men and Women Workers for Work of Equal Value, then with the question of a Guaranteed Wage; and finally considered what action should be taken on the various other questions raised in the ILO's General Report.

The question of Equal Pay for Equal Work by Women (the recognition of which principle is listed in the ILO's Constitution as being one of the necessary factors in the prevention of labour unrest) was before the Conference at the request of the Economic and Social Council of the United Nations. The Committee felt that this was not a matter that should be put off indefinitely, but that it should be placed on the agenda of next year's session of the Conference. Therefore, in submitting their report to the Conference, they presented a Resolution which would have the Conference invite the Governing Body to place this item on the agenda of the earliest possible session, preferably the next general session. After the rejection of certain amendments put forward by the Employers' group, this Resolution was adopted (see Appendix 7), the Employers' group abstaining from voting.

With respect to the question of the Guaranteed Wage, the Committee presented to the Conference a Resolution (see Appendix 8) which was adopted by a vote of 77 to 29. This Resolution falls into two parts; the first paragraph recognizes the desirability of extending the application of the principle of the guaranteed wage, while the second and third paragraphs suggest procedural steps, the second one suggesting that the subject should be studied by appropriate industrial committees as to methods of application, and the third requesting the Governing Body to consider the desirability of placing the subject on the agenda of an early session of the Conference. The Employers,

although sympathizing with the general principle of providing the maximum possible security, subject to a steadily rising standard of living, found themselves in the position of having to vote against the Resolution in the form in which it was presented.

Finally, the Committee, having been unable to complete its consideration of all the points raised in the General Report on wages during the present session, presented a Resolution to the Conference that, as it was desirable to consider further at the earliest opportunity the programme for future action by the International Labour Organization in the field of wages, the question of "Wages—General Report" should be placed on the agenda of the next general session. This resolution was adopted by the Conference by a vote of 123 to 1, with no abstentions.

(b) *Fair Wages Clauses in Public Contracts.*—In considering international regulations requiring the payment of fair wages on public contracts, the Committee agreed that these regulations should apply to contracts in which at least one of the parties is a public authority, and the execution of which involves the expenditure of public funds and requires the employment of workers by the party carrying out the contract. The Committee presented a report setting out proposed conclusions with respect to a Convention as well as a Recommendation concerning Labour Clauses in Public Contracts, and added a Resolution that this question be placed on the agenda of the next session of the Conference. The Conference adopted the Committee's report and the Resolution by a vote of 103 to 0, with 25 abstentions. The Employers' group abstained from voting because the proposed texts referred only to public contracts and not also to works executed directly by public authority.

For the full text of the Committee's conclusions see Appendix 9.

(c) *Protection of Wages.*—After having considered this item, the Committee presented a report containing proposed conclusions relating to a Convention and a Recommendation on this subject, together with a Resolution that this question be placed on the agenda of the next general session of the Conference for final decision. The report, with the Resolution, was adopted by a vote of 124 to 0, with no abstentions. For the full text of the Committee's conclusions see Appendix 10. The Employers' group, in voting for the Resolution, stated that although they favoured the proposed Convention, they reserved their position with regard to certain aspects of the Recommendation.



### *VII. Freedom of Association and Protection of the Right to Organize*

The proposed international treaty guaranteeing the right of freedom of association and the rights of workers and employers to organize, was the most important item on the agenda and one of particular interest to Canadian labour at the present time. The principle of freedom of association has been embodied in the Constitution of the ILO from the outset. The question of trade union rights had been referred to the ILO early in 1947 by the United Nations Economic and Social Council, following the submission to it of memoranda from the World Federation of Trade Unions and the American Federation of Labour. This whole question was accordingly the subject of a first discussion at last year's session of the Conference, and received further consideration at the present session.

By a vote of 127 to 0, but with 11 abstentions, the Conference adopted a Convention concerning Freedom of Association and Protection of the Right to Organize, the full text of which will be found in Appendix 11. This Convention will require a ratifying country, among other things, to make effective (1) the right of workers and employers, without any distinction, "to establish and, subject only to the rules of the organizations concerned, to join organizations of their own choice without previous authorization;" (2) the right of workers' and employers' organizations to draw up their constitutions and rules, to elect their representatives in full freedom, to organize their administration and activities and to formulate their programmes, the public authorities to refrain from any interference which would restrict or impede this right; and (3) the right of workers' and employers' organizations to establish and join federations and confederations, any such organization, federation and confederation to have the right to affiliate with international organizations of workers and employers.

The Conference also had before it the question of the possible establishment of international machinery for safeguarding freedom of association, and at the close of its discussions it unanimously adopted a Resolution on the subject, the full text of which appears in Appendix 12.

### *VIII. Industrial Relations*

Under its double-discussion procedure, the Conference gave preliminary consideration to the question of Industrial Relations, which comprises: application of the principles of the right to organize and to bargain collectively, collective agreements, conciliation and arbitration, and co-operation between public authorities and employers' and workers' organizations. The Committee dealing with this item,



finding it impossible to study all these questions in the time available, limited itself to the problem of the first one (application of the principles of the right to organize and to bargain collectively) and its conclusions were duly approved by the Conference. (See Appendix 13.)

By a vote of 117 to 0, the Conference adopted a Resolution to place on the agenda of the next General Session: (1) for second discussion, the question of the Application of the Principles of the Right to Organize and to Bargain Collectively, with a view to the adoption of a Convention or a Recommendation at that session; and (2) an item for first discussion dealing with Industrial Relations, comprising Collective Agreements, Conciliation and Arbitration, and Co-operation between Public Authorities and Employers' and Workers' Organizations.

*IX. Partial Revision of the Night Work (Women) Convention, 1919, and of the Revised Convention of 1934*

When this Convention was revised for the first time in 1934, it was to allow the double-shift system to be introduced for women in industry. The main objects of the present proposed revision were: (1) in defining "industrial undertakings," to take into consideration the definitions adopted in other Conventions, and the categories of employment to be included in the scope of the Convention; (2) in defining the word "night" to allow more flexibility in the interval of prohibited employment ("barred period") so as to facilitate the development of double day-shift systems; and (3) to broaden the exception applying to women in managerial positions to include women in responsible technical and professional positions.

The Conference adopted the Convention concerning the Night Work of Women employed in Industry (revised 1948) by 120 votes to 2, with 9 abstentions. The full text of the revised Convention will be found in Appendix 14.

*X. Partial Revision of the Night Work of Young Persons (Industry) Convention, 1919*

The Conference adopted a revised Convention by 120 votes to 0, with five abstentions. Among the new provisions was one providing not only for a longer consecutive rest period and a longer barred period for night employment, but also for greater flexibility in the arrangement of the barred period so as to take account of new developments such as the double-shift system. Another decision was that "industrial undertakings" should be defined to take into consideration the definition adopted in other Conventions and to include other categories of employment in the scope of the Convention. For the full text of the revised Convention see Appendix 15.

*XI. Amendment of the Schedule to the Labour Standards (Non-Metropolitan Territories) Convention, 1947*

The Conference adopted by 84 votes to 0, with 32 abstentions, the Instrument for the Amendment of the Schedule to the Labour Standards Convention above-mentioned, whereby new provisions are to be substituted for those of the Night Work of Young Persons (Industry) Convention 1919 and also for those of the Night Work (Women) Convention as revised in 1934 which are set forth in the Schedule to the Labour Standards (Non-Metropolitan Territories) Convention, 1947, in order to bring them into line with the two revised Conventions of 1948, referred to under Items IX and X.

*XII. Privileges and Immunities of the ILO*

The Conference accepted for the International Labour Organization the United Nations Convention on the privileges and immunities of the specialized agencies as modified by an annex relating to the ILO. The Convention is now open to acceptance by the Member States of the ILO.

**Other Decisions of the Conference**

In addition to the foregoing, the Conference—

1. Invited the Supreme Commander of Allied Powers in Japan to send a tripartite observer delegation to the present session of the Conference (see Appendix 16 for his reply to this invitation) and also requested the Governing Body to consider the desirability of inviting the Supreme Commander of Allied Powers to send similar observer delegations to future sessions of the Conference and of industrial committees which are particularly concerned with Japanese labour standards;

2. Endorsed the aims of the United Nations Appeal for Children, and expressed the hope that this great endeavour be continued until such time as the children of the world will no longer suffer from lack of the first necessities of life;

3. Adopted certain amendments to its Standing Orders, namely: (1) concerning the procedure to be followed in any case in which it might be thought desirable to transfer to another international organization all or part of the responsibilities of the International Labour Organization under a Recommendation; (2) governing the procedure for the admission of States to membership in the Organization; (3) defining the rights and privileges of non-governmental organizations enjoying consultative status with the ILO; and (4) regarding rules concerning the powers, functions and procedures of regional conferences;

4. Requested the Governing Body to consider the advisability of convening at an early date the Advisory Committee on Salaried Employees and Professional Workers and to invite the suggestions of that Committee on the further action to be taken by the Organization in connection with their problems as a result of the economic conditions prevailing during and since the war and particularly by the rise in living costs in relation to salaries;

5. Requested the Governing Body to consider the advisability of placing on the Agenda of an early session of the Conference, preferably the 1950 Session, the whole question of the status and employment of domestic workers;

6. Requested the Governing Body to instruct the International Labour Office to make a further study of working conditions in all branches of the glass industry, and to undertake the ten-yearly review of the relevant Conventions for the purpose of considering whether their revision is necessary;

7. Requested the Governing Body to call at an early date a preparatory technical conference on the working conditions of persons employed on aircraft engaged in the transportation of passengers or goods;

8. Requested the Governing Body to instruct the International Labour Office to give priority to preliminary studies with a view to the establishment of an international system of social security for all workers, wherever they may be, the recognition of rights acquired in other countries, and to place the question on the agenda of the earliest possible session of the Conference; and

9. Referred to the Governing Body for study and possible action a Resolution submitted by the Argentine Government delegation that the following shall be considered as essential rights of the worker in all parts of the world: the right to work, the right to a fair wage, the right to adequate vocational training, the right to work under decent conditions, the right to safeguards for his health, the right to welfare, the right to social security, the right to provide protection for his family, the right to aspire to improved economic conditions, and the right to defend his occupational interests; and that the recognition of these rights should be fundamental to the work of the International Labour Organization.



### *Election of the New Governing Body*

The period of office of the Governing Body elected in 1945 having expired, the triennial election of the new Governing Body took place during the Thirty-First Session of the International Labour Conference.

Prior to the balloting, the Governing Body, which was also in session, gave consideration to the question of the eight states of chief industrial importance entitled to the eight non-elective seats, and agreed that the United States, the United Kingdom, France, India, China and Canada should retain the seats they held by virtue of their industrial importance. It was decided, however, that Brazil should replace the Netherlands among those eight states, and that the list should be reviewed again before the next session of the Conference, Belgium to continue to occupy the eighth non-elective seat meanwhile.

In the election, the following countries were chosen to occupy the eight elective Government seats on the Governing Body, which is composed of sixteen Government members, eight Employers and eight Workers: Argentine Republic, Australia, Cuba, Denmark, Italy, Peru, Poland and Turkey. The eight management and the eight labour delegates were chosen individually by the management and labour delegates to the Conference, respectively. Mr. Harry Taylor, the Canadian Employers' delegate, was appointed first deputy member in the Employers' group, and Mr. Percy Bengough, the Canadian Workers' delegate, was appointed first deputy member in the Workers' group.

### *The Director-General's Report to the Conference*

In his annual report to the Thirty-First Session of the International Labour Conference, Mr. Edward J. Phelan, Director-General of the International Labour Office, as in previous years, surveyed and analyzed social and economic conditions during the past year and also outlined the activities of the Organization during the same period.

He declared that international collaboration must be pursued wherever and whenever it can be made to work, in the hope that slowly it will build firmer and firmer foundations. He pledged anew the ILO's collaboration with the United Nations and its other specialized agencies and pointed out that the Organization's objectives—better conditions of labour and higher standards of living—knew “no boundaries of political or economic or ideological division.” He said that the ILO welcomed “the collaboration of all who are willing to subscribe to its constitution and to pursue its objectives through the democratic methods which that constitution provides.”

In a summary of the international political background against which the report is presented, he declared that while it would be dangerous to underestimate the failure to achieve international co-operation in establishing peace, it would be equally dangerous to exaggerate it. It may have been over-optimistic, he said, to assume that a collision of policies and methods could be avoided, but in any case the atmosphere of apprehension and suspicion engendered by this collision should not be allowed to obscure either the nature or importance of such other developments as the Marshall programme for European recovery.

It was remarkable, he emphasized, that although the United Nations had both successes and failures to record, and despite the political cleavage between East and West, there was no question of abandoning the United Nations machinery. Whatever its weaknesses at the moment, he said, the United Nations remained the only hope both of the present and the future.

He said it was also notable that both eastern and western Europe expect to continue to do business with each other, adding that the pattern of continental trade would of course be influenced by the political changes which have taken place, but that at the moment there was no reason to conclude that the economic picture would show as sharp a division as that marking the political scene.

In his review of the economic background against which the report discussed trends in social policy throughout the world, he found that while living standards had improved during the past year, the rate of progress was slower than expected. He emphasized also that both production and living standards are still threatened by inflation. He stressed that continuing inflation remained a major challenge which could only be met successfully by positive measures to increase production. He suggested that policies designed to provide incentives to greater production might help to solve the difficult problem of attracting a larger percentage of the total labour force into the industries in which its services are most needed.

The report found that the world food situation had not improved and had possibly deteriorated during the year. Compared with the pre-war position, the distribution of food had also become more unequal, with some countries consuming 30 per cent less per capita, and others as much as 15 per cent more. The expected increase in 1948 production, it said, would fall far short of meeting current requirements and would not lessen the need for energetic and concerted action to increase production.



Mr. Phelan found it encouraging that European governments have assumed responsibility for action designed to remove the obstacles to reconstruction. "This state of affairs," he commented, "contrasts favourably with the situation during the great depression when most governments, in accordance with the laissez-faire views widely held at the time, played a relatively passive role. The conception of the responsibility of the State to promote full employment and rising standards of living . . . is increasingly reflected in current policy and planning." But present difficulties cannot be solved on the basis of unco-ordinated national action, he warned. "Each country needs the assistance or co-operation of others, and the national plans of each can only be fully effective if they fit in with the world situation and with the plans of others."

The report found that the general employment situation throughout the world is contradictory. "So far as the level of employment is concerned, the position may be regarded as satisfactory in large areas of the world, though a number of danger signals have appeared during the past year. Widespread under-employment of manpower resources and persistent unemployment in some countries cannot be regarded as healthy elements in the world economic and social situation. The manpower shortage prevailing in other countries and the skill shortage all over the world provide the other side of the picture, and also give rise to employment problems of world concern."

In his review of the activities of the ILO since its 1947 general conference, Mr. Phelan pointed out that the revision of the Organization's constitution has now been concluded with the coming into force of the amendments voted by the 1946 session. This action, he said, had two significant features: "The first is that important additions have been made to strengthen the ILO's international action. The second, even more important, is the solemn reaffirmation without exception of all the fundamental principles on which the ILO was constructed nearly thirty years ago. Many of them were then daring innovations. They now achieve a fresh acceptance, after a critical examination by another generation. After having been tested for over a quarter of a century both in peace and in war, their validity emerges unchallenged and their permanence seems assured. The Organization remains unique in its international tripartite character, uniquely adapted for the consideration of the range of problems for which its competence is reaffirmed."

This was Mr. Phelan's last report to the Conference as Director-General, for having reached the retiring age of 60 this summer, he is being succeeded by Mr. David Morse, Acting Secretary of Labour of the United States, who was elected to the post by the Governing Body of the ILO at its 105th Session held just prior to the Conference.



### *Discussion of the Director-General's Report*

The Report of the Director-General was dealt with by the Conference in ten plenary sessions, 87 speakers participating in the discussion and exchanging views on the important questions summed up in the report and also taking the opportunity of informing the Conference of conditions in their own country.

All speakers gave expression to their appreciation of the very great services which the retiring Director-General, Mr. Edward J. Phelan, has given to the ILO from its inception and to the cause of peace and social justice throughout the world. The Rt. Hon. George Isaacs, M.P., Minister of Labour and National Service of the United Kingdom, in his address to the Conference, pointed out that Mr. Phelan had a large part in the drafting of the ILO's constitution, being in part himself responsible for it. Mr. Isaacs stated: "During the nearly thirty years that he has served the Organization he has tended and nurtured it. He has brought to it absolute loyalty, a brilliant and fertile mind, gifts of exposition and administration which are unsurpassed. He is without doubt one of the outstanding international administrators of our time. To him more than to any other single man is due the fact that this Organization remained in being as an active force during the war and at the war's end was ready and equipped to resume its onward march. The Organization—all of us—owe him a debt which only history will be able to estimate properly."

Mr. Isaacs then went on to greet Mr. David Morse, the future Director-General, confident that he too would uphold the traditions established by his predecessors. "We have come to expect in the Director-General of the ILO," he said, "a wisdom and authority which is seldom found in international politics . . . . The high reputation of this Organization is very dear to us. The upholding of it rests in large measure with the Director-General, and I now assure him that he can rest confident that we will do all in our power to aid him in that task."

Senator Elbert Thomas, U.S. Government Delegate, in his remarks, stated that the historical perspective of the Director-General's report "enables us to see the progress which the nations of the world have made with International Labour Organization guidance in the past thirty years. It is a tribute to the power of the ideas advanced that the concepts of full employment, social security for all, the right to work, the right of labour to organize and take collective action, have spread so far and so fast across the world. It is understandable that there should be a note of discouragement now that, with three years gone by since the end of the war, treaties of peace are still not concluded, food is still inadequate, and staggering economic problems face the world . . . . As the Director-General

points out, however, it is heartening that so much progress has been made. It is heartening that national entities so lately born are taking their places in the sisterhood of nations . . . . The United States Government is dedicated to the cause of peace. As the President of the United States has said, 'We want peace in the world. We want every country in the world to have the necessities of life, to be able to live with its neighbours on a basis of doing to others as they would have others do to them.' We will continue to work for peace. We will strive for peace at the council tables, whether at Lake Success, in Paris, in Vienna, in Berlin, in Geneva, in Tokyo, or wherever spokesmen for nations resolve mutual problems—as we are doing today in San Francisco. We will do so with co-operative economic aid in recognition of the fact so ably pointed out by the Director-General—that lasting peace can be built only on a sound economic foundation. We will use our strength and our scientific knowledge and our resources everlastingly for peace."

Mr. Paul Goulet, O.B.E., Canadian Government Delegate, also addressed the Conference, as did Mr. Percy Bengough, C.B.E., Canadian Workers' Delegate.

Referring to the diversity of conditions in the various Member countries to which attention had been drawn in the Director-General's report, Mr. Goulet stated: "In Canada, the past year has been one of social progress. Labour standards have been improved both federally and provincially. Employment and income have continued at the very high levels that have been characteristic of the post-reconversion period, and against this favourable background labour and management have for the most part conducted their negotiations peacefully."

He drew attention to the fact that the federal Parliament had now approved permanent legislation providing for conciliation services and compulsory collective bargaining as a means of reducing labour disputes in the case of industries within federal jurisdiction, and that most of the provinces are adopting, or have adopted, legislation of a similar character, so that the desirable goal of uniformity of labour relations legislation within Canada is being approached.

Mr. Goulet also informed the Conference that a recent series of amendments to the Canada Shipping Act will, among other things, enable Canada to ratify four of the maritime Conventions adopted by the Seattle Conference in 1946.

He further stated that in the provincial sphere there has been activity recently in the field of social legislation coming within Provincial jurisdiction. Minimum wages have been raised, hours of work reduced and provision made for annual vacations with pay and in some cases for public holidays with pay. Apprenticeship schemes



have been broadened and workmen's compensation benefits raised. Increasing attention is being given to measures to safeguard health and safety and there is a greater realization of the importance of adequate enforcement machinery for protective legislation.

The full text of Mr. Goulet's speech will be found in Appendix 1.

Mr. Bengough, in his address to the Conference on the report observed: "So far as Canada is concerned, the references made by the Director-General indicate that, in some respects at least, the people of Canada are among the more fortunate of the world. While the cost of living is higher than ever before in our history, it has been possible to maintain the standard of living of the workers to some extent, and the outlook for the future appears to be fairly bright. However, it would not be proper for me to give anyone the impression that there are at present no problems confronting the workers of Canada. While the attitude of the Federal Government has been fairly acceptable along broad general lines, its jurisdiction in the field of labour relations is constitutionally restricted, and little or no disposition has been demonstrated to take the procedure necessary to extend it. As a result, the Governments of the nine provinces of Canada constitute the competent authority with respect to many questions which are dealt with at the International Labour Conference and, as is known to the Director-General and the staff of the ILO, this has been often a barrier to the adoption of Conventions and Recommendations. It is only fair to say that the standards attained in Canada generally are far above the minima laid down by such Conventions or Recommendations . . ."

The full text of Mr. Bengough's statement will be found in Appendix 2.

### *Director-General's Reply to the Discussion*

Mr. Phelan said that it would be impossible to make any adequate reply either to the favourable comments or to the criticisms which his report had provoked from eighty-seven speakers. He pointed out that the observations which may be classed as criticisms are mainly those which expressed regret that the Report had neglected or treated inadequately certain subjects which the speakers concerned considered should have been included or dealt with at greater length. With many of these he had no quarrel and the real answer to them would be found in the next Director-General's Report, as the discussion one year is in fact in large measure the foundation for the Report of the following year. He believed that it will always be the endeavour of the Director-General, not to put forward his individual ideas, but to focus the sentiments and desires which the authorized representatives of Governments, employers and workers express in



their annual review of the ILO's achievements and future programmes. He stated that it is through their expression of the feelings of the peoples and organizations they represent that the International Labour Organization becomes aware of what is expected of it and becomes responsible to the needs of those it exists to serve.

Mr. Phelan, in a plea for continued international co-operation wherever possible, urged the following "inescapable conclusions" on the delegates: "First, that the gravity of the dissensions and divisions in the world makes the earnest pursuit of international collaboration, wherever it is possible, of equal importance and vital interest to all, and secondly, that the objectives of the ILO—better conditions of labour and higher standards of living—know no boundaries of political or economic or ideological division."

He went on to declare that the ILO will be at the service of all, but it will equally be at the orders of none. "It is jealous of its independence," he continued. "The fact that political divisions must inevitably be reflected in some of its discussions does not and cannot make it an instrument of policy for any Government or any group of governments. It has its own task as defined in its constitution. It will decide on its policy as regards the performance of that task by its own tripartite democratic procedure. However much governments may be divided on issues which the ILO is not called upon to arbitrate or resolve, such division does not define International Labour Organization policy, and to represent it as doing so is to weaken one of the few remaining bases on which unity of effort can still be preserved, and, we may hope, in the future be strengthened."

Mr. Phelan said that he could assure the delegates that all the questions they had raised in the debate would receive the very serious attention of David A. Morse, Acting United States Secretary of Labour, who had been elected as his successor by the Governing Body.

He concluded by pointing out that the secret of the Organization's survival and its miraculous recovery from the first blast of war lay in its nature, in its objectives, and in its tripartite structure for their achievement. "This is an Organization which embodies in its aims and in its action some of the most profound aspirations of mankind—mankind's aspirations for liberty and social justice—and it will live as long as those aspirations are potent. That is why it survived the war . . . . And that is why, when I leave it in a few weeks' time, I shall do so with unbounded faith in its future."

### *Closing of the Conference*

The Conference having completed its work, the three Vice-Presidents each spoke a few words regarding the fine spirit of co-operation and understanding which was shown in the discussions

of the vital problems of the modern economic and social order, and extended to Mr. Justin Godart, the President of the Conference, their warm appreciation of his brilliant chairmanship, which had contributed so much to the success of their efforts. Deep appreciation was also expressed of the enormous service rendered to the Organization by the retiring Director-General, Mr. E. J. Phelan, to whom the ILO owes a great debt. Gratitude was also expressed to the officials and staff of the International Labour Office for their devoted and valuable services so indispensable for the satisfactory working of the Conference.

Mr. Phelan thanked the speakers and said he heartily endorsed the tributes which had been addressed to the President of the Conference, pointing out that Mr. Godart had had the distinction of twice figuring in the long roll of Presidents of the International Labour Conference—"something which has happened only once before, and it may be long before it happens again. He welcomed the tributes which had been paid to the work of the staff in which he was happy to join. He closed with a personal note, stating that although he was leaving the Director-Generalship, he did not feel that he was leaving the International Labour Organization, as it was too big; he could not get away from it if he tried because there was hardly a country in the whole world where he would not find himself among scores of friends from the Organization.

Mr. Godart then summed up the results of the Conference and concluded his remarks by stating: "I will not repeat the praise given to Mr. Phelan and the regret felt at his departure. In the name of all those throughout the world who have benefited from the progress brought about by the International Labour Organization under his leadership, I assure him that they and we shall think of him with gratitude and affection in his retirement. We give his successor, Mr. David Morse, our full confidence, based on his courageous work during the war, his practical work in industry, and the democratic inspiration of his past life which is full of promise for the future . . . . The Conference has just added a new link in the chain of continued effort. Nothing can stop the International Labour Organization in the future, for it has long shown its vitality and effectiveness. I, like Mr. Phelan, have a firm and reasoned faith in its future. Its future is before it, bringing it ever new tasks, until humanity has all the happiness to which it is entitled, in security, prosperity and peace."

The Conference was declared closed by the President at 12.45 p.m. on July 10.



**Appendix 1—Speech made by Mr. Paul Goulet, O.B.E., Canadian Government Delegate, during the discussion of the Director-General's Report**

May I first of all express my pleasure that this Conference should be taking place in Canada's great neighbour country, the United States of America. Our two countries have lived in friendship for generations, facing similar problems and evolving similar institutions. The inter-relationship between our labour movements is only one example of the close ties between our peoples and of the warm spirit of mutual confidence and understanding that we share today.

May I next congratulate the Director-General on the excellent analysis of world trends contained in his Report. I would draw particular attention to that section in which he emphasizes that international collaboration must be pursued wherever and whenever it can be made to work—a statement which provides an apt keynote for this gathering.

In the present state of world conditions, it is necessary to continue our efforts toward international harmony through every available channel. In meeting here at this Conference, which in thirty sessions has built up an impressive record of achievement, our faith in discussion between nations as a means of reaching the goals which are common to humanity must surely be renewed.

Canada's confidence in the International Labour Organization is reaffirmed by the importance and timeliness of some of the matters on the agenda of this Conference. The tripartite structure of the International Labour Organization ensures the discussion of these questions in all their aspects.

If, as a result of healthy differences of opinion, agreement is not immediately reached on all points, there need be no diminishment of faith in the effectiveness of the International Labour Organization. The discussion of social problems by an organization such as the International Labour Organization is in itself useful, since it serves to highlight them and, furthermore, progress is made by the accumulation and dissemination of technical information such as has been made available at this Conference.

It is this dual function of the International Labour Organization in regard to social problems which we have always considered particularly valuable. At the policy level it stimulates progress towards social reform, while at the administrative level it aids in building up the technical knowledge so essential for the effective realization of ideals.

The Director-General's Report draws attention to the diversity of conditions in the various member countries. In Canada, the past year has been one of social progress. Labour standards have been improved both federally and provincially. Employment and income have continued at the very high levels that have been characteristic of the post-reconversion period, and against this favourable background labour and management have for the most part conducted their negotiations peacefully.

Turning now to some of the particular topics in the Report as they affect my country, I shall deal first with the question of manpower. Unemployment has not been a serious problem in Canada in the past year. During the winter months, it rose only to slightly over 3 per cent of the labour force. On the other hand, labour shortages have still been noticeable in certain key industries. The principal problem of the Government in this field is therefore the question of employment organization.



In this, we are making good progress. Our national Employment Service, established on its present basis in the early days of the war, covers the country with a network of local offices. In coping with the requirements of employers and workers, it is able to give job information covering conditions in any part of the country. Important labour transfers have been effected, on a voluntary basis, to help workers from areas of underemployment to take advantage of job opportunities elsewhere in the Dominion. This is one of the ways in which the Employment Service has helped to reduce unemployment to an absolute minimum. Another is the particular attention it has been giving to groups which require specialized care. Thus, selective efforts are being made to secure the placement of older workers and of physically handicapped persons.

In the field of youth placement, the Employment Service is helping young entrants to employment to select the vocation for which they are best suited. In many communities, the co-operation of schools, business institutions, and other groups has been secured in establishing youth guidance councils, while special youth employment offices have been set up in some of the larger cities. Specialized attention is given to young persons in each of the local offices.

The statistical information sent in to headquarters from the local offices is used in national appraisals of the country's economic position. It gives knowledge of significant changes as they appear and provides the basis for appropriate action.

The Employment Service is also active in connection with the placement of immigrants, of whom some hundred thousand are expected to arrive this year.

Canada's Employment Service is closely related with our unemployment insurance system. In the seven years since this scheme came into operation it has gained full acceptance from all sections of the population as a wise and protective measure to insure workers against the temporary losses of employment which occur even in periods of prosperity.

Increased administrative experience has recently permitted the extension of unemployment insurance coverage to certain seasonal occupations, including lumbering and logging, inland shipping and stevedoring.

By a recent Act of Parliament, maximum benefit and contribution rates were raised, and procedural changes were made to speed up the payment of benefits.

Another recent Act extends the scope of our Dominion-provincial vocational training programme. The experience gained in providing skilled workers for war industry and the armed forces, and in rehabilitating veterans, is now being directed towards maintaining a continuous flow of trained persons to meet the needs of our peace-time industrial expansion.

An important addition to our social security system, concerning which a Government statement was made in our Parliament recently, will be the development of a comprehensive national health programme. To be operated jointly by the Dominion and provinces this programme, which is built on existing services, will begin with the payment of a series of grants by the Federal Government to the provinces for approved purposes, including general health services, research, professional training, the construction of hospitals, and the control of various diseases. Eventually, the introduction of health insurance is envisaged.

In the field of industrial relations, permanent legislation has now been approved by the Federal Parliament. Providing for conciliation services and compulsory collective bargaining as a means of reducing labour disputes, it applies only to industries within federal jurisdiction. Most of the provinces, however, are adopting or have adopted legislation of a similar character, so that the desirable goal of uniformity of labour relations legislation within the country is being approached.

Another piece of labour legislation enacted recently is a series of amendments to the Canada Shipping Act, which among other things will enable us to ratify four of the Conventions adopted at the Seattle Maritime Conference of the International Labour Organization in 1946.

The provincial Governments have also been active recently in the field of social legislation coming within their jurisdiction. Minimum wages have been raised, hours of work have been reduced, provision has been made for annual vacations with pay and in some cases for public holidays with pay. Apprenticeship schemes have been widened and workmen's compensation benefits have been raised. There is evidence of increasing attention to measures to safeguard health and safety, and of greater realization of the importance of adequate enforcement machinery for protective legislation.

In closing these remarks, I should like to record our gratification at the progress in ILO activities revealed in the closing section of the Director-General's Report. It is with regret that we realize that the time is approaching when Mr. Phelan will end his long and fruitful association with the ILO, and I wish to express to him our deepest gratitude for the sound and secure position to which he has guided the ILO during his term of office. He has the satisfaction of knowing that he leaves the Organization in healthy and vigorous condition.

To his successor, Mr. Morse, we pledge our co-operation in his endeavour to maintain the high standards of office established by his predecessors. We wish him every success in his efforts and the best of luck.

#### **Appendix 2—Speech made by Mr. Percy Bengough, C.B.E., Canadian Workers' Delegate, during the discussion of the Director-General's Report**

The Report of the Director-General sets the tone of the Conference, providing a background of information for the delegates and a basis for discussion which range over a world-wide field of economic, political and social problems. It is traditionally a document of great importance, reporting on and justifying the work of the International Labour Organization for the previous twelve months, and outlining objectively but with assurance the outlook for future progress through co-operation and good will.

I should like to join with the other delegates, representing Governments, employers, and workers, in expressing warm commendation of the Report, which reflects not only the informed mind but also the warm heart of the Director-General. He is fully aware that the International Labour Organization can continue its great work on behalf of peace and harmony between individuals, groups and nations only if it has regard for the feelings and sentiments of mankind, and looks upon the machinery it has established only as a means whereby human welfare may be promoted, and not as an end in itself.



A careful study of the Report will give every reader a fresh appreciation of the scope and variety of the work and interests of the International Labour Organization, and the necessity of giving it the fullest possible support. It is especially gratifying to note that progress has been made in establishing closer co-ordination and co-operation with other international organizations. The usefulness of the International Labour Organization may be greatly increased if it is enabled not only to place before other organizations the invaluable fund of information which it has built up since its earliest years, but also to give them the benefits of its long and fruitful experience in the field of international affairs, as well as to assist in the determination of policy and in finding channels for the wider dissemination of knowledge and opinion.

As the Director-General has remarked in his Report, the world is passing through a critical period, of which the wide and deep divergencies of opinion between the Allies are symptomatic. This situation in itself provides a challenge and an opportunity to the International Labour Organization, and I regard it as a privilege to be able to play a part in the work of an international organization which has proved its stability and endurance in a world of change and instability. That it has survived the vicissitudes of the war years, without serious impairment of its functions, is alone a source of pride and satisfaction to all who have been associated with the International Labour Organization, and to have contributed towards its great achievements is a further source of pride and satisfaction.

So far as Canada is concerned, the references made by the Director-General indicate that, in some respects at least, the people of Canada are among the more fortunate of the world. While the cost of living is higher than ever before in our history, it has been possible to maintain the standard of living of the workers to some extent, and the outlook for the future appears to be fairly bright. However, it would not be proper for me to give anyone the impression that there are at present no problems confronting the workers of Canada. While the attitude of the Federal Government has been fairly acceptable along broad general lines, its jurisdiction in the field of labour relations is constitutionally restricted, and little or no disposition has been demonstrated to take the procedure necessary to extend it.

As a result, the Governments of the nine provinces of Canada constitute the competent authority with respect to many questions which are dealt with at the International Labour Conference, and, as is known to the Director-General and the staff of the International Labour Office, this has been often a barrier to the adoption of Conventions and Recommendations. It is only fair to say that the standards attained in Canada generally are far above the minima laid down by such Conventions or Recommendations, but there has recently arisen a tendency, apparently instigated and stimulated by reactionary elements, to place restrictions upon freedom of association for the workers and other rights which had been regarded as almost inviolable.

Several provincial Governments have recently shown a disposition to adopt legislation which is highly unsatisfactory to organized labour, and against which strong opposition has developed. It is not my intention to pursue this matter in detail, but I feel that the reference to freedom of association and industrial relations made by the Director-General on pages 67 and 68 of his Report warrants my calling attention to a flagrant instance of interference with freedom of association in Canada's smallest province—Prince Edward Island. This is predominantly an agricultural community, but the fact that the Government of a Canadian province could adopt



legislation which destroys and denies the basic rights of the workers sets a dangerous precedent and indicates an attitude toward labour organization which might have serious consequences.

In April last, the Government of Prince Edward Island amended its Trade Union Act, in such a manner as to require every workers' organization to obtain a licence from the Provincial Secretary if it is to exist legally, and such licence may be revoked at the will of the Provincial Secretary. No union may be affiliated with any national or international union or other labour organization outside the province. No union may include in its membership any non-residents of the Island. Each union must be fully autonomous, and no action or decision may be directly or indirectly controlled or determined by any group outside the province.

It is scarcely necessary to point out that this Prince Edward Island legislation infringes upon rights which have been laid down in the Constitution of the International Labour Organization and in the Declaration of Philadelphia, adopted in 1944, and endorsed by the Assembly of the United Nations. These rights are being re-stated in a proposed Convention which is now being studied by a Committee of this Conference and which I trust will be adopted, if only because of the necessity of emphasizing them and strengthening the hands of all those who rightfully regard them as inalienable and who desire to provide adequate protection for them.

The major trade union centres in Canada have jointly protested to the Federal Government regarding the Prince Edward Island legislation, and have urged that it be disallowed, but the action requested has not yet been taken. However, it is my purpose at this time only to warn the workers of all countries concerned with the maintenance of freedom of association that even in countries where these rights have been recognized for many years the dangers of reactionary legislation still exist, and to call attention to the desirability of rendering full support to the International Labour Organization, in order that it may continue its vitally essential activities in this and other fields of special concern to the workers of the world.

## Appendix 3—Statement of Contributions due from States

## Members for 1949

States (French alphabetical order)	Units	Gross contributions U.S. Dollars	Credits in respect of 1947 balance U.S. Dollars	Credits in respect of 1945/46 balances U.S. Dollars	Net contri- butions 1949 U.S. Dollars	
1. Afghanistan.....	1	6,343.50	958.03	—	5,385.47	
2. Argentine Republic.....	21	133,213.43	20,118.62	—	113,094.81	
3. Australia.....	23	145,900.43	22,034.68	—	123,865.75	
4. Austria.....	3	19,030.49	1,503.97	—	17,526.52	
5. Belgium.....	19	120,526.44	9,580.30	—	110,946.14	
6. Burma.....	4	25,373.99	—	—	25,373.99	
7. Bolivia.....	2	12,686.99	—	—	12,686.99	
8. Brazil.....	29	183,961.41	22,992.71	—	160,968.70	
9. Bulgaria.....	4	25,373.99	—	—	25,373.99	
10. Canada.....	35	222,022.39	33,531.04	—	188,491.35	
11. Ceylon.....	5	31,717.48	—	—	31,717.48	
12. Chile.....	6	38,060.98	5,650.38	—	32,410.60	
13. China.....	26	164,930.92	—	—	164,930.92	
14. Colombia.....	5	31,717.48	4,790.15	—	26,927.33	
15. Costa Rica.....	1	6,343.50	—	715.16	5,628.34	
16. Cuba.....	5	31,717.48	4,790.15	243.75	26,683.58	
17. Denmark.....	10	63,434.97	7,664.24	—	55,770.73	
18. Dominican Republic.....	1	6,343.50	958.03	—	5,385.47	
19. Egypt.....	12	76,121.96	11,496.36	—	64,625.60	
20. Ecuador.....	1	6,343.50	958.03	—	5,385.47	
21. United States of America	150	951,524.50	103,467.22	—	848,057.28	
22. Ethiopia.....	1	6,343.50	—	—	6,343.50	
23. Finland.....	4	25,373.99	3,832.12	—	21,541.87	
24. France.....	80	507,479.74	57,481.79	—	449,997.95	
25. Greece.....	3	19,030.49	1,916.06	—	17,114.43	
26. Guatemala.....	1	6,343.50	—	—	6,343.50	
27. Haiti.....	1	6,343.50	958.03	—	5,385.47	
28. Hungary.....	4	25,373.99	3,832.12	—	21,541.87	
29. India.....	39	247,396.37	38,321.19	—	209,075.18	
30. Iraq.....	3	19,030.49	2,874.09	—	16,156.40	
31. Iran.....	5	31,717.48	—	2,369.32	29,348.16	
32. Ireland.....	10	63,434.97	9,580.30	—	53,854.67	
33. Iceland.....	1	6,343.50	958.03	—	5,385.47	
34. Italy.....	30	190,304.90	19,160.59	12,588.26	158,556.05	
35. Liberia.....	1	6,343.50	958.03	—	5,385.47	
36. Luxembourg.....	1	6,343.50	958.03	—	5,385.47	
37. Mexico.....	11	69,778.47	9,215.36	955.33	59,607.78	
38. Norway.....	8	50,747.97	5,748.16	—	44,999.81	
39. New Zealand.....	8	50,747.97	7,664.24	—	43,083.73	
40. Pakistan.....	8	50,747.97	7,664.24	—	43,083.73	
41. Panama.....	1	6,343.50	958.03	600.41	4,785.06	
42. Netherlands.....	10	63,434.97	8,622.27	—	54,812.70	
43. Peru.....	5	31,717.48	4,790.15	—	26,927.33	
44. Philippines.....	6	38,060.98	—	—	38,060.98	
45. Poland.....	10	63,434.97	3,832.12	—	59,602.85	
46. Portugal.....	8	50,747.97	7,664.24	—	43,083.73	
47. United Kingdom.....	108	685,097.64	103,467.22	—	581,630.42	
48. Salvador.....	1	6,343.50	—	—	6,343.50	
49. Siam.....	5	31,717.48	4,790.15	2,009.44	24,917.89	
50. Sweden.....	19	120,526.43	18,202.57	—	102,323.86	
51. Switzerland.....	17	107,839.44	16,286.51	—	91,552.93	
52. Syria.....	2	12,686.99	—	—	12,686.99	
53. Czechoslovakia.....	9	57,091.47	3,832.12	—	53,259.35	
54. Turkey.....	10	63,434.97	9,580.30	—	53,854.67	
55. Union of South Africa.....	16	101,495.95	15,328.48	—	86,167.47	
56. Uruguay.....	4	25,373.99	3,832.12	—	21,541.87	
57. Venezuela.....	4	25,373.99	2,154.67	—	23,219.32	
58. Yugoslavia.....	— .4575 <sup>1</sup>	2,902.15	958.03	—	1,944.12	
		817,4575	5,185,539.—	625,915.27	19,481.67	4,540,142.06

<sup>1</sup>On the basis of 1 unit to date of expiration of notice of withdrawal: 16 June 1949.

## Appendix 4—Convention No. 88 concerning the Organization of the Employment Service

The General Conference of the International Labour Organization, Having been convened at San Francisco by the Governing Body of the International Labour Office, and having met in its Thirty-first Session on 17 June 1948, and

Having decided upon the adoption of certain proposals concerning the organization of the employment service, which is included in the fourth item on the agenda of the Session, and

Having determined that these proposals shall take the form of an international Convention,

adopts this 9th day of July of the year one thousand nine hundred and forty-eight the following Convention, which may be cited as the Employment Service Convention, 1948:

### *Article 1*

1. Each Member of the International Labour Organization for which this Convention is in force shall maintain or ensure the maintenance of a free public employment service.

2. The essential duty of the employment service shall be to ensure, in co-operation where necessary with other public and private bodies concerned, the best possible organization of the employment market as an integral part of the national programme for the achievement and maintenance of full employment and the development and use of productive resources.

### *Article 2*

The employment service shall consist of a national system of employment offices under the direction of a national authority.

### *Article 3*

1. The system shall comprise a network of local, and where appropriate regional offices, sufficient in number to serve each geographical area of the country and conveniently located for employers and workers.

2. The organization of the network shall—

(a) be reviewed—

(i) whenever significant changes occur in the distribution of economic activity and of the working population, and

(ii) whenever the competent authority considers a review desirable to assess the experience gained during a period of experimental operation; and

(b) be revised whenever such review shows revision to be necessary.

### *Article 4*

1. Suitable arrangements shall be made through advisory committees for the co-operation of representatives of employers and workers in the organization and operation of the employment service and in the development of employment service policy.

2. These arrangements shall provide for one or more national advisory committees and where necessary for regional and local committees.

3. The representatives of employers and workers on these committees shall be appointed in equal numbers after consultation with representative organizations of employers and workers, where such organizations exist.



*Article 5*

The general policy of the employment service in regard to referral of workers to available employment shall be developed after consultation of representatives of employers and workers through the advisory committees provided for in Article 4.

*Article 6*

The employment service shall be so organized as to ensure effective recruitment and placement, and for this purpose shall—

- (a) assist workers to find suitable employment and assist employers to find suitable workers, and more particularly shall, in accordance with rules framed on a national basis—
  - (i) register applicants for employment, take note of their occupational qualifications, experience and desires, interview them for employment, evaluate if necessary their physical and vocational capacity, and assist them where appropriate to obtain vocational guidance or vocational training or retraining,
  - (ii) obtain from employers precise information on vacancies notified by them to the service and the requirements to be met by the workers whom they are seeking,
  - (iii) refer to available employment applicants with suitable skills and physical capacity,
  - (iv) refer applicants and vacancies from one employment office to another, in cases in which the applicants cannot be suitably placed or the vacancies suitably filled by the original office or in which other circumstances warrant such action;
- (b) take appropriate measures to—
  - (i) facilitate occupational mobility with a view to adjusting the supply of labour to employment opportunities in the various occupations,
  - (ii) facilitate geographical mobility with a view to assisting the movement of workers to areas with suitable employment opportunities,
  - (iii) facilitate temporary transfers of workers from one area to another as a means of meeting temporary local maladjustments in the supply of or the demand for workers,
  - (iv) facilitate any movement of workers from one country to another which may have been approved by the Governments concerned;
- (c) collect and analyze, in co-operation where appropriate with other authorities and with management and trade unions, the fullest available information on the situation of the employment market and its probable evolution, both in the country as a whole and in the different industries, occupations and areas, and make such information available systematically and promptly to the public authorities, the employers' and workers' organizations concerned, and the general public;
- (d) co-operate in the administration of unemployment insurance and assistance and of other measures for the relief of the unemployed; and
- (e) assist, as necessary, other public and private bodies in social and economic planning calculated to ensure a favourable employment situation.

*Article 7*

Measures shall be taken—

- (a) to facilitate within the various employment offices specialization by occupations and by industries, such as agriculture and any other branch of activity in which such specialization may be useful; and
- (b) to meet adequately the needs of particular categories of applicants for employment, such as disabled persons.

*Article 8*

Special arrangements for juveniles shall be initiated and developed within the framework of the employment and vocational guidance services.

*Article 9*

1. The staff of the employment service shall be composed of public officials whose status and conditions of service are such that they are independent of changes of Government and of improper external influences and, subject to the needs of the service, are assured of stability of employment.

2. Subject to any conditions for recruitment to the public service which may be prescribed by national laws or regulations, the staff of the employment service shall be recruited with sole regard to their qualifications for the performance of their duties.

3. The means of ascertaining such qualifications shall be determined by the competent authority.

4. The staff of the employment service shall be adequately trained for the performance of their duties.

*Article 10*

The employment service and other public authorities where appropriate shall, in co-operation with employers' and workers' organizations and other interested bodies, take all possible measures to encourage full use of employment service facilities by employers and workers on a voluntary basis.

*Article 11*

The competent authorities shall take the necessary measures to secure effective co-operation between the public employment service and private employment agencies not conducted with a view to profit.

*Article 12*

1. In the case of a Member the territory of which includes large areas where, by reason of the sparseness of the population or the stage of development of the area, the competent authority considers it impracticable to enforce the provisions of this Convention, the authority may exempt such areas from the application of this Convention either generally or with such exceptions in respect of particular undertakings or occupations as it thinks fit.

2. Each Member shall indicate in its first annual report upon the application of this Convention submitted under Article 22 of the Constitution of the International Labour Organization any areas in respect of

which it proposes to have recourse to the provisions of the present article and shall give the reasons for which it proposes to have recourse thereto; no Member shall, after the date of its first annual report, have recourse to the provisions of the present article except in respect of areas so indicated.

3. Each Member having recourse to the provisions of the present article shall indicate in subsequent annual reports any areas in respect of which it renounces the right to have recourse to the provisions of the present article.

#### *Article 13*

1. In respect of the territories referred to in Article 35 of the Constitution of the International Labour Organization as amended by the Constitution of the International Labour Organization Instrument of Amendment, 1946, other than the territories referred to in paragraphs 4 and 5 of the said article as so amended, each Member of the Organization which ratifies this Convention shall communicate to the Director-General of the International Labour Office as soon as possible after ratification a declaration stating—

- (a) the territories in respect of which it undertakes that the provisions of the Convention shall be applied without modification;
- (b) the territories in respect of which it undertakes that the provisions of the Convention shall be applied subject to modifications, together with details of the said modifications;
- (c) the territories in respect of which the Convention is inapplicable and in such cases the grounds on which it is inapplicable;
- (d) the territories in respect of which it reserves its decision.

2. The undertakings referred to in subparagraphs (a) and (b) of paragraph 1 of this article shall be deemed to be an integral part of the ratification and shall have the force of ratification.

3. Any Member may at any time by a subsequent declaration cancel in whole or in part any reservations made in its original declaration in virtue of sub-paragraphs (b), (c) or (d) of paragraph 1 of this article.

4. Any Member may, at any time at which the Convention is subject to denunciation in accordance with the provisions of Article 17, communicate to the Director-General a declaration modifying in any other respect the terms of any former declaration and stating the present position in respect of such territories as it may specify.

#### *Article 14*

1. Where the subject matter of this Convention is within the self-governing powers of any non-metropolitan territory, the Member responsible for the international relations of that territory may, in agreement with the Government of the territory, communicate to the Director-General of the International Labour Office a declaration accepting on behalf of the territory the obligations of this Convention.

2. A declaration accepting the obligations of this Convention may be communicated to the Director-General of the International Labour Office—

- (a) by two or more Members of the Organization in respect of any territory which is under their joint authority; or
- (b) by any international authority responsible for the administration of any territory, in virtue of the Charter of the United Nations or otherwise, in respect of any such territory.



3. Declarations communicated to the Director-General of the International Labour Office in accordance with the preceding paragraphs of this article shall indicate whether the provisions of the Convention will be applied in the territory concerned without modification or subject to modifications; when the declaration indicates that the provisions of the Convention will be applied subject to modifications, it shall give details of the said modifications.

4. The Member, Members or international authority concerned may at any time by a subsequent declaration renounce in whole or in part the right to have recourse to any modification indicated in any former declaration.

5. The Member, Members or international authority concerned may, at any time at which this Convention is subject to denunciation in accordance with the provisions of Article 17, communicate to the Director-General a declaration modifying in any other respect the terms of any former declaration and stating the present position in respect of the application of the Convention.

#### *Article 15*

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

#### *Article 16*

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

#### *Article 17*

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

#### *Article 18*

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications, declarations and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

#### Article 19

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications, declarations and acts of denunciation registered by him in accordance with the provisions of the preceding articles.

#### Article 20

At the expiration of each period of ten years after the coming into force of this Convention, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall consider the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

#### Article 21

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides,

- (a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 17 above, if and when the new revising Convention shall have come into force;
- (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

#### Article 22

The English and French versions of the text of this Convention are equally authoritative.

### Appendix 5—Recommendation No. 83 concerning the Organization of the Employment Service.

The General Conference of the International Labour Organization,  
Having been convened at San Francisco by the Governing Body of the International Labour Office, and having met in its Thirty-first Session on 17th June, 1948, and

Having decided upon the adoption of certain proposals with regard to the organization of the employment service, which is included in the fourth item on the agenda of the Session, and

Having determined that these proposals shall take the form of a Recommendation supplementing the Employment Service Recommendation, 1944, and the Employment Service Convention, 1948,

adopts this 9th day of July of the year one thousand nine hundred and forty-eight the following Recommendation, which may be cited as the Employment Service Recommendation, 1948:

Whereas the Employment Service Recommendation, 1944, and the Employment Service Convention, 1948, provide for the organization of employment services, and it is desirable to supplement the provisions thereof by further recommendations;

The Conference recommends that each Member should apply the following provisions as rapidly as national conditions allow and report to the International Labour Office as requested by the Governing Body concerning the measures taken to give effect thereto.

### I. GENERAL ORGANIZATION

1. The free public employment service should comprise a central headquarters, local offices and, where necessary, regional offices.

2. In order to promote development of the employment service, and to secure unified and co-ordinated national administration, provision should be made for:

- (a) the issue by the headquarters of national administrative instructions;
- (b) the formulation of minimum national standards concerning the staffing and material arrangements of the employment offices;
- (c) adequate financing of the service by the Government;
- (d) periodical reports from lower to higher administrative levels;
- (e) national inspection of regional and local offices; and
- (f) periodical conferences among central, regional and local officers, including inspection staff.

3. Appropriate arrangements should be made by the employment service for such co-operation as may be necessary with management, workers' representatives, and bodies set up with a view to studying the special employment problems of particular areas, undertakings, industries, or groups of industries.

4. Measures should be taken in appropriate cases to develop, within the general framework of the employment services—

- (a) separate employment offices specializing in meeting the needs of employers and workers belonging to particular industries or occupations such as port transport, merchant marine, building and civil engineering, agriculture and forestry and domestic service, wherever the character or importance of the industry or occupation or other special factors justify the maintenance of such separate offices;
- (b) special arrangements for the placement of—
  - (i) juveniles;
  - (ii) disabled persons; and
  - (iii) technicians, professional workers, salaried employees and executive staff;
- (c) adequate arrangements for the placement of women on the basis of their occupational skill and physical capacity.



## II. EMPLOYMENT MARKET INFORMATION

5. The employment service should collect employment market information, including material pertaining to—

- (a) current and prospective labour requirements (including the number and type of workers needed, classified on an industrial, occupational or area basis);
- (b) current and prospective labour supply (including details of the number, age and sex, skills, occupations, industries and areas of residence of the workers and of the number, location and characteristics of applicants for employment).

6. The employment service should make continuous or special studies on such questions as—

- (a) the causes and incidence of unemployment, including technological unemployment;
- (b) the placement of particular groups of applicants for employment such as the disabled or juveniles;
- (c) factors affecting the level and character of employment;
- (d) the regularization of employment;
- (e) vocational guidance in relation to placement;
- (f) occupation and job analysis; and
- (g) other aspects of the organization of the employment market.

7. This information should be collected by suitably trained and qualified staff, in co-operation where necessary with other official bodies and with employers' and workers' organizations.

8. The methods used for the collection and analysis of the information should include, as may be found practicable and appropriate—

- (a) direct enquiries from the bodies with special knowledge of the subjects in question, such as other public bodies, employers' and workers' organizations, public and private undertakings, and joint committees;
- (b) co-operation with labour inspection and unemployment insurance and assistance services;
- (c) periodical reports on questions having a special bearing on the employment market; and
- (d) investigations of particular questions, research projects and analyses carried out by the employment service.

## III. MANPOWER BUDGET

9. In order to facilitate the best possible organization of the employment market as an integral part of the national programme for the achievement and maintenance of full employment and the development and use of productive resources, an annual national manpower budget should be drawn up, as soon as practicable, as part of a general economic survey.

10. The manpower budget should be drawn up by the employment service in co-operation with other public authorities where appropriate.

11. The manpower budget should include detailed material concerning the anticipated volume and distribution of the labour supply and demand.

#### IV. REFERRAL OF WORKERS

12. The employment service should:

- (a) observe strict neutrality in the case of employment available in an establishment where there is a labour dispute affecting such employment;
- (b) not refer workers to employment in respect of which the wages or conditions of work fall below the standard defined by law or prevailing practice;
- (c) not, in referring workers to employment, itself discriminate against applicants on grounds of race, colour, sex or belief.

13. The employment service should be responsible for providing applicants for employment with all relevant information about the jobs to which such applicants are referred, including information on the matters dealt with in the preceding paragraph.

#### V. MOBILITY OF LABOUR

14. For the purpose of facilitating the mobility of labour necessary to achieve and maintain maximum production and employment, the employment service should take the measures indicated in paragraphs 15 to 20 below.

15. The fullest and most reliable information concerning employment opportunities and working conditions in other occupations and areas and concerning living conditions (including the availability of suitable housing accommodation) in such areas should be collected and disseminated.

16. Workers should be furnished with appropriate information and advice designed to eliminate objections to changing their occupation or residence.

17. (1) The employment service should remove economic obstacles to geographical transfers which it considers necessary by such means as financial assistance.

(2) Such assistance should be granted, in cases authorized by the service, in respect of transfers made through or approved by the service, particularly where no other arrangements exist for the payment other than by the worker of the extra expense involved in the transfers.

(3) The amount of the assistance should be determined according to national and individual circumstances.

18. The employment service should assist the unemployment insurance and assistance authorities in defining and interpreting the conditions in which available employment which is in an occupation other than the usual occupation of an unemployed person or which requires him to change his residence should be regarded as suitable for him.

19. The employment service should assist the competent authorities in establishing and developing the programmes of training or retraining courses, (including apprenticeship, supplementary training and upgrading courses), selecting persons for such courses and placing in employment persons who have completed them.

#### VI. MISCELLANEOUS PROVISIONS

20. (1) The employment service should co-operate with other public and private bodies concerned with employment problems.

(2) For this purpose the service should be consulted and its views taken into account by any co-ordinating machinery concerned with the formation and application of policy relating to such questions as—

- (a) the distribution of industry;
- (b) public works and public investment;
- (c) technological progress in relation to production and employment;
- (d) migration;
- (e) housing;
- (f) the provision of social amenities such as health care, schools and recreational facilities; and
- (g) general community organization and planning affecting the availability of employment.

21. In order to promote use of employment service facilities and enable the service to perform its tasks efficiently, the service should take the measures indicated in paragraphs 22 to 25 below.

22. (1) Continuous efforts should be made to encourage full voluntary use of employment service information and facilities by persons seeking employment or workers.

(2) These efforts should include the use of films, radio and all other methods of public information and relations with a view to making better known and appreciated, particularly among employers and workers and their organizations, the basic work of the service in employment organization and the advantages accruing to the workers, employers and the nation from the fullest use of the employment service.

23. Workers applying for unemployment benefit or allowances, and so far as possible persons completing courses of vocational training under public or government-subsidized training programmes, should be required to register for employment with the employment service.

24. Special efforts should be made to encourage juveniles, and so far as possible all persons entering employment for the first time, to register for employment and to attend for an employment interview.

25. Employers, including the management of public or semi-public undertakings, should be encouraged to notify the service of vacancies for employment.

26. Systematic efforts should be made to develop the efficiency of the employment service in such manner as to obviate the need for private employment agencies in all occupations except those in which the competent authority considers that for special reasons the existence of private agencies is desirable or essential.

## VII. INTERNATIONAL CO-OPERATION AMONG EMPLOYMENT SERVICES

27. (1) International co-operation among employment services should include, as may be appropriate and practicable, and with the help where desired of the International Labour Office—

- (a) the systematic exchange of information and experience on employment service policy and methods, either on a bilateral, regional or multilateral basis; and
- (b) the organization of bilateral, regional or multilateral technical conferences on employment service questions.



(2) To facilitate any movements of workers approved in accordance with Article 6 (b) (iv) of the Convention, the employment service, on the request of the national authority directing it and in co-operation where desired with the International Labour Office, should:

- (a) collect in co-operation, as appropriate, with other bodies and organizations, information relating to the applications for work and the vacancies which cannot be filled nationally, in order to promote the immigration or emigration of workers able to satisfy as far as possible such applications and vacancies;
- (b) co-operate with other competent authorities, national or foreign, in preparing and applying inter-governmental bilateral, regional, or multilateral agreements relating to migration.

## Appendix 6—Proposed Conclusions relating to Vocational Guidance

### I

#### FORM OF THE INTERNATIONAL REGULATIONS

1. International regulations containing vocational guidance to be adopted in the form of a Recommendation.

### II

#### DEFINITIONS

2. (1) For the purpose of these regulations, the term “vocational guidance” to mean the assistance given to young persons in the choice of an occupation suited to the aptitudes, qualifications and tastes of the individual concerned and to the manpower requirements of the economy, in such manner as to promote full opportunity for personal development and satisfaction from work and the most effective use of productive resources.

(2) The term “employment counselling” to mean the assistance given to adults in the choice of an occupation related, so far as possible, to the qualifications, tastes and experience of the individual and the manpower requirements of the economy, in such manner as to promote full opportunity for satisfaction from work and the most effective use of productive resources.

### III

#### SCOPE

3. Public vocational guidance facilities to be provided to the maximum possible extent and as rapidly as possible for young persons attending or leaving school and for other young persons up to an age specified by national laws or regulations, whether such persons are seeking admission to vocational training or are seeking employment for the first time or have already been employed.

4. Public employment counselling facilities to be provided to the maximum possible extent and as rapidly as possible for adult persons who wish to obtain advice concerning the choice of occupation.

## PRINCIPLES AND METHODS OF VOCATIONAL GUIDANCE

5. (1) Vocational guidance policy and programme to be determined through the co-operative efforts of the organizations and services concerned with young persons in the transition from school to work, to the end that each young person receiving vocational guidance may have the benefit of unified and co-ordinated assistance.

(2) These co-operative efforts to include collaboration with the parents or guardians concerned and with associations of parents where these exist.

(3) In applying these general principles, due account to be taken of the principles of administrative organization included hereafter in Part VI.

6. (1) The period of general education to include preliminary vocational guidance designed to make the individual aware of his aptitudes, qualifications and interests, and of the various occupations and careers, including for girls careers in the home, so as to facilitate future vocational adjustment.

(2) The preliminary vocational guidance to receive additional emphasis during the latter stages of schooling and in particular throughout the last year of general education.

(3) The preliminary vocational guidance to include the provision, in suitable form, of comprehensive occupational and industrial information and, wherever possible in the national and local circumstances, visits (conducted under adequate supervision) to industrial and commercial establishments and other work-places, and personal interview.

7. In the vocational guidance of young persons who are at or near the end of general education or who have left school, the following to be regarded as important elements and to be encouraged and applied to the fullest possible extent:

(a) personal interview;

(b) record of scholastic progress;

(c) medical examination;

(d) appropriate psychological and aptitude tests on an experimental basis;

(e) provision of occupational and industrial information.

8. (1) Each young person seeking vocational guidance to be provided with adequate opportunity for personal interview, more particularly at the time of leaving school and entering vocational training (including apprenticeship) or employment for the first time.

(2) Methods of interview to be continuously adapted with a view to ensuring the most complete analysis possible of individual ability in relation to occupational opportunities and requirements.

9. Record of scholastic progress to be used as may be considered appropriate for vocational guidance, with due respect for the confidential character of the information contained therein.

10. The facilities for the medical examination of young persons to be utilized as appropriate for vocational guidance and advice for remedial action and such other help as may be possible to be provided if needed.

11. Facilities for psychological and aptitude testing, on an experimental basis, to be made available for vocational guidance so far as practicable, and to be utilized as appropriate to the needs of individual cases, under the direction of qualified personnel.



12. (1) Suitable and reliable information regarding careers in the different occupations and industries and regarding employment and training opportunities to be made available to young persons, through personal interview and otherwise, with due regard for the aptitudes, preferences, personality and experience of the young person concerned and the prospective needs of the economy.

(2) In this connection, continuous co-operation to be maintained with the public and private organizations concerned, including more particularly the occupational organizations of employers and workers, which are able—

- (a) to provide information concerning probable future openings in each industry, trade or occupation;
- (b) to exercise a judicious influence on the preparation and conclusion of contracts of apprenticeship and on the supervision of their application.

13. Special attention to be given to the development, within the framework of the general vocational guidance facilities, of adequate and appropriate arrangements for the vocational guidance of young persons in rural areas.

14. Special attention to be given to the development, within the framework of the general vocational guidance facilities, and in co-operation with the appropriate rehabilitation services, of adequate and appropriate arrangements for the vocational guidance of young persons who are physically or mentally handicapped or who manifest personality disorders of a nature which prevents their vocational adjustment.

15. The competent national and local authorities to encourage full voluntary use of vocational guidance facilities, more particularly in the case of young persons who—

- (a) are near the age for leaving school or are entering the employment market for the first time;
- (b) are seeking admission to apprenticeship or other vocational training;
- (c) are unemployed;
- (d) are physically or mentally handicapped; or
- (e) manifest personality disorders of a nature which prevents their vocational adjustment.

16. The competent authorities to take the necessary measures to facilitate the execution of the young person's vocational plans as, for example, and where appropriate in individual cases, by making suggestions for carrying out these plans and by providing assistance in making the necessary contacts with other services or persons subsequently concerned with placing the young person in training or employment in his chosen occupation.

17. (1) The competent authorities to take measures to organize follow-up aimed primarily at assisting where practicable the young person to overcome any difficulties he may be experiencing in following his vocational plans and ascertaining whether the occupation selected is proving suitable.

(2) Wherever possible, methods of follow-up to include general enquiries on a representative sampling basis to measure the results of vocational guidance in individual cases and to measure the results of vocational guidance policy and methods.



## PRINCIPLES OF EMPLOYMENT COUNSELLING

18. Appropriate arrangements to be made within the framework of the public employment and vocational guidance services for the employment counselling of adults requiring such assistance to choose an occupation or to change their occupation.

19. Process of employment counselling to include, as practicable in the national circumstances and appropriate in individual cases—

- (a) personal interview;
- (b) examination of record of work experience and of scholastic record;
- (c) medical examination;
- (d) analysis of physical capacity in relation to occupational requirements;
- (e) psychological and aptitude tests on an experimental basis;
- (f) technical trade tests, either verbal or otherwise, in all cases where such seem necessary;
- (g) information concerning occupational opportunities and requirements and employment and training opportunities relating to the qualifications, aptitudes, and preferences of the person concerned and to the requirements of the economy;
- (h) follow-up aimed at discovering whether satisfactory placement in employment or training has been achieved and at measuring the results of employment counselling policy and methods.

20. Special efforts to be made to encourage use of employment counselling facilities—

- (a) in the case of adults entering employment for the first time;
- (b) in the case of adults unemployed for a long period;
- (c) in the case of adults unemployed as the result of changes in the technique, structure or location of industry;
- (d) in the selection of workers for admission to courses of vocational training or retraining under public or government subsidized programmes;
- (e) in the selection of workers who wish to transfer from one industry, occupation or area to another.

21. As necessary and practicable, measures to be taken to develop, within the framework of the general employment counselling facilities, specialized employment counselling for—

- (a) disabled persons;
- (b) technicians, professional workers, salaried employees and executive staff;
- (c) persons in rural areas where there is a surplus of workers.

22. Special attention to be given, in connection with employment counselling, to the development of methods for the technical selection of workers for particular occupations and industries.

## PRINCIPLES OF ADMINISTRATIVE ORGANIZATION

23. Vocational guidance and employment counselling to be organized and co-ordinated on the basis of a comprehensive general programme, established and developed in the light of regional and local conditions and adaptable to such conditions.

24. In order to encourage the development of vocational guidance and employment counselling facilities, provision to be made by the central authorities (including, where appropriate, the central authorities of the federated units of federal States) for—

- (a) adequate financing of such facilities;
- (b) Appropriate technical assistance;
- (c) development of operating methods and materials suitable for use on a national basis.

25. All necessary and desirable measures to be taken by the competent authorities to secure effective co-operation, nationally and locally, between public and private vocational guidance and employment counselling institutions.

*A. Administrative Arrangements for Vocational Guidance*

26. (1) Appropriate arrangements to be maintained, nationally and locally, for the co-ordination by the competent authorities of policy and action in regard to the vocational guidance of young persons and with due regard to the responsibility of the parents and to the appropriate functions of private vocational guidance organizations.

(2) Such arrangements to be directed more particularly towards maintaining effective public service to young persons, with the co-operation and assistance of any other interested agencies and without duplication of effort, and facilitating, as may be desirable, with due respect for confidential data, the interchange of information concerning—

- (a) the extent and character of the need for vocational guidance and of the service provided;
- (b) the young persons applying for vocational guidance;
- (c) industries and occupations;
- (d) employment and training opportunities;
- (e) preparation and use of vocational guidance materials.

27. (1) Administrative responsibility for vocational guidance to be clearly defined, nationally and locally.

(2) With due regard to the division of authority nationally and locally, such responsibility to be entrusted primarily either (a) jointly to the education and employment service authorities, or (b) to one of these authorities working in close co-operation with the other.

28. (1) Suitable arrangements to be made through advisory committees for the co-operation of representatives of employers and workers in the development of vocational guidance policy.

(2) Such committees to be maintained nationally and so far as possible locally, and to include, wherever desirable, representatives of the authorities and organizations concerned with education and training, vocational guidance or other youth employment problems.

*B. Administrative Arrangements for Employment Counselling*

29. (1) Administrative responsibility for employment counselling to be entrusted primarily to the public employment service, with due regard to the administrative responsibility assigned by public authority to other agencies.

(2) Employment service offices to include, at each administrative stage so far as practicable, specialized employment counselling units or officers.

(3) Such administrative arrangements to ensure, as may be necessary or desirable, co-operation by the employment service with specialized employment counselling services maintained for special groups or persons.

30. Appropriate arrangements to be made, nationally and locally, to ensure that employment counselling is organized in the closest co-operation with—

- (a) all other activities of the employment service;
- (b) the vocational guidance of young persons;
- (c) educational institutions in which persons requiring vocational guidance are enrolled;
- (d) the administration of unemployment insurance and assistance schemes;
- (e) the administration of training and re-training schemes and plans to promote labour mobility;
- (f) the representative organizations of employers and workers.

## VII

### TRAINING OF VOCATIONAL GUIDANCE OFFICERS

31. (1) In order to procure the preparation, experience and other technical knowledge required for vocational guidance work, the competent authorities to employ an adequate number of vocational guidance officers with suitable training, experience and other qualifications, and to organize to the fullest possible extent, and in co-operation as appropriate with other bodies concerned, the specialized scientific training of vocational guidance officers.

- (2) These measures to include, for example:
  - (a) the establishment of minimum qualification standards for vocational guidance officers;
  - (b) subject to the national laws, the establishment of regulations for the selection of such officers on the basis of qualifications;
  - (c) the organization, for persons seeking to undertake the work of vocational guidance, of specialized training courses;
  - (d) the provision of training for vocational guidance officers;
  - (e) subject to the national laws, the maintenance of conditions of appointment and employment of vocational guidance officers which are sufficiently attractive to provide an inducement to qualified persons to undertake and continue in such work.

(3) Wherever appropriate and practicable in the national circumstances, consideration to be given to the interchange of vocational guidance officers among the different services concerned with developing and applying vocational guidance programmes and to the publication of technical materials suitable for developing professional skill among the vocational guidance officers.



(4) In this Part, reference to vocational guidance officers to be taken to include employment counselling officers.

32. States Members to co-operate, where necessary and practicable, and with the help where desired of the International Labour Office, in the training of vocational guidance officers.

## VIII

### VOCATIONAL GUIDANCE RESEARCH AND PUBLICITY

33. (1) Special measures to be taken, on the basis of a co-ordinated plan, to promote public and private research and experiment in methods of vocational guidance and employment counselling.

(2) Wherever appropriate in the circumstances, and in co-operation with the employment service, such research to include examination of such questions as methods of personal interviewing, the analysis of the requirements of the different occupations, the provision of industrial and occupational information appropriate for vocational guidance, aptitude and psychological testing; and also the development of model vocational guidance forms and the analysis of the results of vocational guidance.

34. Systematic efforts to be made by the authorities responsible for vocational guidance and employment counselling, in co-operation with employers' and workers' organizations and where appropriate with other bodies concerned, to promote wide public understanding of the purposes, principles, and methods of vocational guidance and employment counselling.

### Appendix 7—Resolution concerning Equal Remuneration for Work of Equal Value

The General Conference of the International Labour Organization,  
Having been convened at San Francisco by the Governing Body of the  
International Labour Office, and having met in its Thirty-first  
Session on 17th June, 1948, and

Having considered the Resolution concerning the principle of equal  
pay for equal work for men and women workers, adopted on 10th  
March, 1948, by the United Nations Economic and Social Council,  
and transmitted to the International Labour Organization together  
with the memorandum on this subject submitted by the World  
Federation of Trade Unions to the Council, and

Recalling that the Constitution of the International Labour Organiza-  
tion affirms that an improvement of conditions of labour is urgently  
required and directs attention to the recognition of the principle  
of equal remuneration for work of equal value as one of the  
means of improvement,

adopts this 7th day of July, 1948, the following Resolution:

1. The Conference draws the attention of States Members of the Inter-  
national Labour Organization to:

(a) the statements on the principle of equal remuneration for work of  
equal value contained in the Constitution of the International  
Labour Organization, in the Minimum Wage-Fixing Machinery  
Recommendation, 1928, and in Resolutions adopted at several ses-  
sions of the Conference and at Regional Conferences and Meetings  
of the International Labour Organization;

- (b) the importance of taking appropriate measures to secure the effective application of this principle in the case of men and women workers, including in particular measures to extend the opportunities for employment available to women workers, and the provision of adequate facilities for vocational and technical training of women.

2. The Conference invites the Governing Body to request the Industrial Committees, Regional Conferences and other bodies meeting under the auspices of the International Labour Organization to take fully into account, in dealing with questions concerning the employment of women and girls, the need to secure the recognition of the principle of equal remuneration for work of equal value and the need for action to promote the application of this principle.

3. The Conference invites the Governing Body to instruct the International Labour Office to continue and develop its studies and enquiries on the subject with a view to facilitating the consideration by the Conference, by the Industrial Committees and by other bodies of the International Labour Organization, of the most effective methods of securing the application in the case of men and women workers of the principle of equal remuneration for work of equal value.

4. The Conference invites the Governing Body to place on the agenda of the earliest possible session of the Conference, preferably the next general Session, with a view to the adoption of appropriate international regulations, the question of equal remuneration for men and women workers for work of equal value.

5. The Conference requests the Governing Body to take such further action as may be appropriate to promote the solution of the various problems involved in the application, in the case of men and women workers, of the principle of equal remuneration for work of equal value, with a view to securing a more widespread and effective application of this principle.

### **Appendix 8—Resolution concerning the Guaranteed Wage.**

The General Conference of the International Labour Organization, having been convened at San Francisco by the Governing Body of the International Labour Office, and having met in its Thirty-first Session on 17th June, 1948, and

Noting the views on the subject of wage guarantees as a contribution to minimum income security expressed by the Iron and Steel Committee and the Metal Trades Committee at their second sessions, and

Believing that it is of the utmost importance to provide, wherever and whenever possible, steady employment and income for wage-earners, adopts this 9th day of July, 1948, the following Resolution:

1. The Conference draws attention to the desirability of progressively extending, by means of collective agreements, awards or national laws as appropriate, the application of the principle of a guaranteed wage to wage-earners who are subject to temporary lay-off.

2. The Conference requests the Governing Body to arrange for consideration by appropriate industrial committees of the International Labour Organization of methods of facilitating the progressive application in their respective industries of the principle of a guaranteed wage, including methods of eliminating temporary stoppages or fluctuations in plant operations and in employment.

3. The Conference requests the Governing Body to consider the desirability of placing the subject of the guaranteed wage on the agenda of an early session of the Conference.

## Appendix 9—Proposed Conclusions concerning Labour Clauses in Public Contracts

### I

#### *Proposed form of the International Regulations*

1. International regulations concerning labour clauses in public contracts to be adopted in the form of a Convention.
2. The proposed Convention to be supplemented by a Recommendation on the subject.

### II

#### *Proposed Conclusions Relating to a Convention Concerning Labour Clauses in Public Contracts*

##### I. SCOPE OF THE CONVENTION

1. For purposes of the Convention, the term "public contract" to be defined as a contract—
  - (i) in which at least one of the parties is a public authority; and
  - (ii) the execution of which involves the expenditure of public funds and requires the employment of workers by the party carrying out the contract.
2. (a) The Convention to apply to public contracts for—
  - (i) the construction, alteration, repair or demolition of public works;
  - (ii) the manufacture, assembly, handling or shipment of materials, supplies and equipment;
  - (iii) the performance or supply of services;
 (b) Possibility of exempting from the application of the Convention contracts involving the expenditure of public funds below a limit fixed by national laws or regulations.
3. (a) The Convention to apply to contracts awarded by central authorities of the ratifying State.
 (b) National laws or regulations to determine the manner in which and the extent to which the Convention is to be applicable to contracts awarded by other authorities.
4. The Convention to apply to work carried out by sub-contractors or assignees of contracts and appropriate measures to be taken to ensure application of the Convention to them.
5. Possibility of providing that the competent authority may, after consultation with the organizations of employers and workers concerned where such exist, exclude from the application of the Convention persons occupying positions of management or of a technical, professional or scientific character who do not ordinarily perform manual work and who are not covered by collective agreements, arbitration awards or national laws or regulations.



## II. PROVISIONS OF LABOUR CLAUSES IN PUBLIC CONTRACTS

6.(a) Labour clauses in public contracts to ensure to the workers concerned wages (including allowances), hours of work and other conditions of labour which are not less favourable than those established for work of the same character in the district where the work is carried on, by—

- (i) collective agreements or other recognized machinery of negotiation between organizations of employers and workers representative respectively of substantial proportions of the employers and workers in the trade or industry; or
- (ii) arbitration or arbitration awards; or
- (iii) national laws or regulations;

(b) Where the conditions referred to in the preceding paragraph are not established in accordance with the provisions thereof in the district where the work is carried on, the labour clauses to ensure to the workers concerned wages (including allowances), hours of work and other conditions of labour not less favourable than—

- (i) those established by negotiation, arbitration or national laws or regulations for work of the same character in the nearest appropriate district; or
- (ii) the general level observed by employers whose general circumstances in the trade or industry in which the contractor is engaged are similar.

7. Where there do not exist appropriate collective agreements, laws or regulations relating to the health, safety and welfare of the workers, the competent authorities to take adequate measures to ensure that conditions of health, safety and welfare of the workers engaged in carrying out the contract are fair and reasonable.

8. The provisions of the labour clauses in public contracts, in accordance with the provisions of points 6 and 7, to be—

- (i) determined where necessary by the competent authority, in consultation with the organizations of employers and workers concerned, where such exist; and
- (ii) included in the advertised specifications calling for contract bids.

## III. ENFORCEMENT MEASURES

9. The laws and regulations to give effect to the Convention—

- (i) to be brought to the notice of all persons concerned;
- (ii) to define the persons responsible for compliance therewith;
- (iii) to require the posting of notices in conspicuous places at the establishments and workplaces concerned with a view to informing the workers of the conditions of work provided for by the labour clauses in public contracts;
- (iv) to provide for the maintenance of adequate records of time worked by and the wages paid to the workers concerned, except where other arrangements are operating to ensure effective enforcement; and
- (v) to provide for the maintenance of a system of inspection adequate to ensure effective enforcement, except where other arrangements are operating for this purpose.

10. (a) Adequate penalties, by way of the withholding of contracts or otherwise, to be imposed for failure to observe and apply the provisions of clauses relating to wages (including allowances), hours of work and other conditions of labour in public contracts.

(b) Appropriate measures, by way of withholding of payments under a contract or otherwise, to be taken to ensure that the workers concerned are paid all wages to which they are entitled.

### III

#### ***Proposed Conclusions Relating to a Recommendation on Labour Clauses in Public Contracts***

##### I. SCOPE

1. In cases where as a measure of public policy, economic benefits are extended to private employers by such means as the granting of subsidies or of licences to operate a public utility, provisions substantially similar to those of the labour clauses to apply in the same manner as in the case of public contracts.

##### II. PROVISIONS OF LABOUR CLAUSES

2. The labour clauses to prescribe, either directly or by reference to appropriate provisions contained in laws or regulations, collective agreements, arbitration awards or other recognized arrangements—

- (a) the normal and overtime rates of wages (including allowances) to be paid to the various categories of workers concerned;
- (b) the manner in which hours of work are to be regulated, including, wherever appropriate—
  - (i) the number of hours that may be worked in any day or in any week, in respect of which normal rates of wages are to be paid;
  - (ii) the average number of hours that may be worked by persons working in successive shifts on continuous processes; and
  - (iii) where hours of work are calculated as an average the number of weeks over which this average may be calculated and the normal maximum number of hours that may be worked in any week;
- (c) holiday and sick leave provisions.

#### **Appendix 10—Proposed Conclusions concerning Protection of Wages**

##### I

#### ***Proposed Form of the International Regulations***

1. International regulations concerning the protection of wages to be adopted in the form of a Convention.

2. The proposed Convention to be supplemented by a Recommendation.

## II

*Proposed Conclusions Relating to a Convention Concerning the Protection of Wages*

## I. SCOPE OF THE CONVENTION

3. For purposes of the Convention, the term "wages" to mean remuneration or earnings, however designated or calculated, capable of being expressed in terms of money, which are payable for work done or services rendered by an employer to an employed person in virtue of a written or unwritten contract of employment or of national laws or regulations.

4. Desirability of providing that—

- (a) categories of persons whose conditions of employment are such that the provisions of the Convention may be inappropriate or inapplicable to them may be excluded by the competent authority from the application of all or any provisions thereof;
- (b) the provisions of the Convention may be applied by national laws or regulations, collective agreements, arbitration awards, or other appropriate arrangements which ensure effective application thereof.

## II. MEDIUM OF WAGE PAYMENTS

5. (a) The payment of wages to be made only in legal tender, and payment in the form of promissory notes, vouchers, coupons or any other form alleged to represent legal currency to be prohibited.

(b) Payment by bank cheque or postal cheque or money order to be permitted by the competent authority where it is customary and necessary because of special circumstances, or where collective agreements or arbitration awards so provide or, where not so provided, with the consent of the worker.

6. (a) Provision to be made, by national laws or regulations, collective agreements or arbitration awards, whereby the partial payment of wages in the form of allowances in kind may be authorized in industries or occupations in which payment in the form of such allowances is customary or desirable because of the nature of the industry or occupation concerned.

(b) In cases in which the partial payment of wages in the form of allowances in kind is authorized, appropriate measures to be taken to ensure that—

- (i) such allowances are appropriate for the personal use and benefit of the worker and his family; and
- (ii) the value attributed to such allowances is fair and reasonable.

7. Wages to be paid directly to the worker concerned except as provided by national laws or regulations, collective agreements or arbitration awards or, if not so provided, with the consent of the worker concerned.

8. Employers to be prohibited from limiting in any manner the freedom of the worker to dispose of his wages.

9. (a) Where work stores or similar services are established in connection with an undertaking for the sale of commodities to the workers, the workers concerned to be free from any coercion to make use of such services.



(b) In cases where access to other stores is not possible because of the location of the work—

- (i) no financial profit to accrue to the employer from the operation of such services; or
- (ii) appropriate measures to be taken to ensure the sale of goods at fair and reasonable prices.

### III. DEDUCTIONS FROM WAGES

10. (a) Deductions from wages to be permitted only under conditions and to the extent prescribed by national laws or regulations, collective agreements or arbitration awards.

(b) Workers to be informed, in the manner deemed most appropriate by the competent authority, of the conditions under which and the extent to which deductions may be made.

11. Deductions from wages in the form of direct or indirect payments by a worker to an employer or his representative or to any intermediaries (such as labour contractors or recruiters) for the purpose of obtaining or retaining employment to be prohibited.

### IV. ATTACHMENT OF WAGES

12. (a) Wages to be subject to attachment or seizure only in a manner and within limits prescribed by national laws or regulations.

(b) Wages to be protected against attachment or seizure to the extent deemed necessary for the maintenance of the worker and his family.

### V. WAGES AS A PRIVILEGED DEBT

13. (a) In the event of the bankruptcy or judicial liquidation of an undertaking, workers employed therein to be treated as privileged creditors as regards wages due to them for service rendered during such a period prior to the bankruptcy or judicial liquidation as may be prescribed by national laws or regulations.

(b) The relationship between privileged wages debts and other types of privileged debts to be prescribed by national laws or regulations in such a manner that, in any case, wages constituting a privileged debt shall be paid in full before ordinary creditors may establish any claim to a share of the assets.

### VI. PERIODICITY, TIME AND PLACE OF WAGE PAYMENTS

14. (a) Wages to be paid regularly and at such intervals as are determined by national laws or regulations, collective agreements or arbitration awards.

(b) Upon the termination of a contract of employment, a final settlement of all wages due to be effected in accordance with national laws or regulations, collective agreements or arbitration awards or, where such provision is not made, within a reasonable period of time having regard to the terms of the contract.

15. (a) Except where otherwise appropriate, payment of wages where made in cash to be made—

- (i) on working days only; and
- (ii) at or near the workplace.

(b) Except in the case of persons employed in the establishments enumerated herein, payment of wages to be prohibited in taverns or other similar establishments and, where necessary to prevent abuse, in shops or stores for the retail sale of merchandise and in places of amusement.

#### VII. NOTIFICATION OF WAGE CONDITIONS TO WORKERS

16. Effective measures to be taken to ensure that workers are informed in an appropriate and easily understandable manner—

- (a) before they enter employment, or when any changes take place, of the conditions in respect of wages under which they are employed;
- (b) at the time of each payment of wages, of the particulars of their wages for the pay period concerned.

#### VIII. ENFORCEMENT MEASURES

17. The laws and regulations concerning the protection of wages to—

- (i) be brought to the notice of all persons concerned;
- (ii) define the persons responsible for compliance therewith;
- (iii) prescribe adequate penalties for any violation thereof;
- (iv) provide for the maintenance, in all appropriate cases, of adequate records in an approved form and manner.

### III

#### *Proposed Conclusions Relating to a Recommendation Concerning the Protection of Wages*

##### I. ASSOCIATION OF WORKERS IN THE ADMINISTRATION OF WORKS STORES

1. Appropriate measures to be taken to encourage arrangements for the association of representatives of the workers concerned, and more particularly members of works welfare committees or similar bodies, where such bodies exist, in the general administration of works stores or similar services established for the sale of commodities to the workers in connection with an undertaking.

##### II. DEDUCTIONS FROM WAGES

2. All necessary measures to be taken to limit deductions from wages to the extent deemed to be necessary to safeguard the maintenance of the worker and his family.

3. Deductions from wages for the reimbursement of loss or damage to the products, goods or installations of the employer to be subjected to the following conditions:

- (a) that the loss or damage has been caused intentionally or through grave negligence on the part of the worker concerned;
- (b) that the deduction is fair and does not exceed the actual amount of the loss or damage; and
- (c) that the decision is taken after giving a reasonable opportunity to the worker concerned to show cause why the deduction should not be made.

4. Appropriate measures to be taken, in accordance with national circumstances, to limit deductions from wages in respect of tools, materials or equipment supplied by the employer to cases in which such deductions—

- (a) are a recognized custom of the trade or occupation concerned; or
- (b) are provided for by collective agreements or arbitration awards; or
- (c) are otherwise authorized by a procedure recognized by national laws or regulations.

### III. PERIODICITY OF WAGE PAYMENTS

5. Maximum intervals for the payment of wages to be fixed by national laws or regulations, collective agreements or arbitration awards to ensure, so far as possible, that wages are paid not less often than—

- (a) twice a month in the case of workers whose wages are calculated by the hour, day or week, or on a piece-work or output basis; and
- (b) once a month in the case of other employed persons whose remuneration is fixed on a monthly or annual basis.

6. In the case of workers employed to perform a task the completion of which requires more than a fortnight, and who are not covered by collective agreements or arbitration awards, appropriate measures to be taken to ensure that—

- (a) payments are made on account not less often than twice a month in proportion to the amount of work completed; and
- (b) final settlement is made within a fortnight of the completion of the task.

7. In the case of workers whose remuneration consists in whole or in part of commissions on sales or a share of profits, appropriate measures to be taken to ensure that—

- (a) regular payments are made not less often than once a month in an amount to be fixed in accordance with a recognized procedure; and
- (b) a settlement of accounts is made at least once a year.

### IV. NOTIFICATION TO WORKERS OF WAGE CONDITIONS

8. The details of the wages conditions which should be brought to the knowledge of the workers to include, wherever appropriate, particulars concerning—

- (i) the rates of wages payable;
- (ii) the method of calculation;
- (iii) the periodicity of wage payments;
- (iv) the place of payment; and
- (v) the conditions under which deductions may be made.

### V. WAGES STATEMENTS AND PAYROLL RECORDS

9. In all appropriate cases, workers to be informed with each payment of wages of the following particulars relating to the pay period concerned, in so far as such particulars may be subject to change:

- (a) the gross amount of wages earned;
- (b) any deductions which may have been made, including the reasons therefore and the amount thereof; and
- (c) the net amount of wages due.

10. Employers to be required, in appropriate cases, to maintain records showing, in respect of each worker employed, the particulars specified in the preceding paragraph.



## **Appendix 11—Convention No. 87 concerning Freedom of Association and Protection of the Right to Organize**

The General Conference of the International Labour Organization, Having been convened at San Francisco by the Governing Body of the International Labour Office, and having met in its Thirty-first Session on 17th June, 1948;

Having decided to adopt, in the form of a Convention, certain proposals concerning freedom of association and protection of the right to organize, which is the seventh item on the agenda of the Session;

Considering that the Preamble to the Constitution of the International Labour Organization declares "recognition of the principle of freedom of association" to be a means of improving conditions of labour and of establishing peace;

Considering that the Declaration of Philadelphia reaffirms that "freedom of expression and of association are essential to sustained progress;"

Considering that the International Labour Conference, at its Thirtieth Session, unanimously adopted the principles which should form the basis for international regulation;

Considering that the General Assembly of the United Nations, at its Second Session, endorsed these principles and requested the International Labour Organization to continue every effort in order that it may be possible to adopt one or several international Conventions;

adopts this 9th day of July of the year one thousand nine hundred and forty-eight the following Convention, which may be cited as the Freedom of Association and Protection of the Right to Organize Convention, 1948:

### **PART I. FREEDOM OF ASSOCIATION**

#### *Article 1*

Each Member of the International Labour Organization for which this Convention is in force undertakes to give effect to the following provisions.

#### *Article 2*

Workers and employers, without distinction whatsoever, shall have the right to establish and, subject only to the rules of the organization concerned, to join organizations of their own choosing without previous authorization.

#### *Article 3*

1. Workers' and employers' organizations shall have the right to draw up their constitutions and rules, to elect their representatives in full freedom, to organize their administration and activities and to formulate their programmes.

2. The public authorities shall refrain from any interference which would restrict this right or impede the lawful exercise thereof.

*Article 4*

Workers' and employers' organizations shall not be liable to be dissolved or suspended by administrative authority.

*Article 5*

Workers' and employers' organizations shall have the right to establish and join federations and confederations and any such organization, federation or confederation shall have the right to affiliate with international organizations of workers and employers.

*Article 6*

The provisions of Articles 2, 3 and 4 hereof apply to federations and confederations of workers' and employers' organizations.

*Article 7*

The acquisition of legal personality by workers' and employers' organizations, federations and confederations shall not be made subject to conditions of such a character as to restrict the application of the provisions of Articles 2, 3 and 4 hereof.

*Article 8*

1. In exercising the rights provided for in this Convention workers and employers and their respective organizations, like other persons or organized collectivities, shall respect the law of the land.

2. The law of the land shall not be such as to impair, nor shall it be so applied as to impair, the guarantees provided for in this Convention.

*Article 9*

1. The extent to which the guarantees provided for in this Convention shall apply to the armed forces and the police shall be determined by national laws or regulations.

2. In accordance with the principle set forth in paragraph 8 of Article 19 of the Constitution of the International Labour Organization the ratification of this Convention by any Member shall not be deemed to affect any existing law, award, custom or agreement in virtue of which members of the armed forces or the police enjoy any right guaranteed by this Convention.

*Article 10*

In this Convention the term "organization" means any organization of workers or of employers for furthering and defending the interests of workers or of employers.

## PART II. PROTECTION OF THE RIGHT TO ORGANIZE

*Article 11*

Each Member of the International Labour Organization for which this Convention is in force undertakes to take all necessary and appropriate measures to ensure that workers and employers may exercise freely the right to organize.

## PART III. MISCELLANEOUS PROVISIONS

*Article 12*

1. In respect of the territories referred to in Article 35 of the Constitution of the International Labour Organization as amended by the Constitution of the International Labour Organization Instrument of Amendment, 1946, other than the territories referred to in paragraphs 4 and 5 of the said Article as so amended, each Member of the Organization which ratifies this Convention shall communicate to the Director-General of the International Labour Office with or as soon as possible after its ratification a declaration stating—

- (a) the territories in respect of which it undertakes that the provisions of the Convention shall be applied without modification;
- (b) the territories in respect of which it undertakes that the provisions of the Convention shall be applied subject to modifications, together with details of the said modifications;
- (c) the territories in respect of which the Convention is inapplicable and in such cases the grounds on which it is inapplicable;
- (d) the territories in respect of which it reserves its decision.

2. The undertakings referred to in subparagraphs (a) and (b) of paragraph 1 of this article shall be deemed to be an integral part of the ratification and shall have the force of ratification.

3. Any Member may at any time by a subsequent declaration cancel in whole or in part any reservations made in its original declaration in virtue of subparagraphs (b), (c) or (d) of paragraph 1 of this article.

4. Any Member may, at any time at which this Convention is subject to denunciation in accordance with the provisions of Article 16, communicate to the Director-General a declaration modifying in any other respect the terms of any former declaration and stating the present position in respect of such territories as it may specify.

*Article 13*

1. Where the subject matter of this Convention is within the self-governing powers of any non-metropolitan territory, the Member responsible for the international relations of that territory may, in agreement with the Government of the territory, communicate to the Director-General of the International Labour Office a declaration accepting on behalf of the territory the obligations of this Convention.

2. A declaration accepting the obligations of this Convention may be communicated to the Director-General of the International Labour Office—

- (a) by two or more members of the organization in respect of any territory which is under their joint authority; or
- (b) by any international authority responsible for the administration of any territory, in virtue of the Charter of the United Nations or otherwise, in respect of any such territory.

3. Declarations communicated to the Director-General of the International Labour Office in accordance with the preceding paragraphs of this article shall indicate whether the provisions of the Convention will be applied in the territory concerned without modification or subject to modifications; when the declaration indicates that the provisions of the Convention will be applied subject to modifications it shall give details of the said modifications.



4. The Member, Members or international authority concerned may, at any time by a subsequent declaration renounce in whole or in part the right to have recourse to any modification indicated in any former declaration.

5. The Member, Members or international authority concerned may, at any time at which this Convention is subject to denunciation in accordance with the provisions of Article 16, communicate to the Director-General of the International Labour Office a declaration modifying in any other respect the terms of any former declaration and stating the present position in respect of the application of the Convention.

*Articles 14-21*

(Standard Final Provisions, cf. Articles 15-22 of Convention No. 88, above.)

**Appendix 12—Resolution concerning International Machinery for Safeguarding Freedom of Association**

The Conference,

Recalling the Resolution concerning international machinery for safeguarding freedom of association adopted by the Conference at its 30th Session (July, 1947), requesting the Governing Body to examine this question in all its aspects and to report back to the Conference at its 31st Session,

Having taken note of the report presented by the Governing Body in conformity with the above-mentioned Resolution,

Having taken note also of the Resolution adopted by the Economic and Social Council of the United Nations at its 5th Session (August, 1947), requesting the Secretary-General of the United Nations to arrange for co-operation between the International Labour Organization and the Commission on Human Rights on the question of enforcement of trade union rights,

Having taken note also of the Resolution adopted by the Assembly of the United Nations at its 2nd Session (September-November, 1947), recommending to the International Labour Organization that it pursue urgently, in collaboration with the United Nations and in conformity with the Resolution of the International Labour Conference, the study of the control of the application of trade union rights,

Considering that the Constitution of the International Labour Organization provides adequate guarantees for the application of international labour Conventions in general,

Recognizing, however, that the exercise of the right of the freedom of association as provided for in the Convention might be endangered by interference with other fundamental rights, the safeguarding of which lies outside the competence of the International Labour Organization but within the competence of the United Nations, especially that of the Commission on Human Rights.

Considering that additional international machinery for safeguarding freedom of association in all its aspects, established in collaboration with the United Nations, may be necessary effectively to complete the guarantees provided by the Constitution of the International Labour Organization, guarantees which may be neither abrogated nor suspended,

Requests the Governing Body, accordingly, to enter into consultations with the competent organs of the United Nations, for the purpose of examining what developments to existing international machinery may be necessary to ensure the safeguarding of freedom of association, and to report back to the Conference at an early session.

## Appendix 13—Proposed Conclusions concerning the Application of the Principle of the Right to Organize and to Bargain Collectively

### I

#### PROPOSED FORM OF INTERNATIONAL REGULATIONS

1. International regulations concerning the application of the principles of the right to organize and to bargain collectively to be adopted in the form of a Convention or a Recommendation.

### II

#### GUARANTEE OF THE WORKERS' RIGHT TO ORGANIZE

2. The workers to be accorded adequate protection against any acts of anti-union discrimination in respect of their employment and especially against acts designed to—

- (a) make the employment of a worker dependent on the condition that he shall not join a union or shall withdraw from one to which he belongs;
- (b) cause the dismissal of or otherwise prejudice a worker by reason of his membership in a union or because of his participation in union activities, outside working hours or with the consent of his employer within working hours.

### III

#### PROTECTION OF WORKERS' ORGANIZATIONS

3. (a) Workers' organizations to be accorded adequate protection against any acts of interference, on the part of employers, employers' organizations or their agents, in their establishment, functioning or administration.

(b) In particular acts which are designed to:

- (i) effect the establishment of workers' organizations under the domination of employers;
- (ii) support workers' organizations by financial or other means with the object of placing such organizations under the control of employers,

shall be deemed to constitute wrongful interference.

### IV

#### ACTS OF WRONGFUL COERCION

4. Employers and workers to be accorded adequate protection against acts of wrongful coercion designed to interfere with the free exercise of their right to organize.

### V

#### GUARANTEE OF THE PRINCIPLE OF COLLECTIVE BARGAINING

5. Appropriate measures to be taken to induce employers and employers' organizations on the one hand, and workers' organizations on the other, to enter into negotiations with a view to regulating conditions of employment by means of collective agreements.

## SUPERVISORY MEASURES

6. Appropriate machinery to be established, where necessary, for the purpose of ensuring respect for the right to organize and to bargain collectively as defined in Points 2, 3, 4 and 5 above.

**Appendix 14—Convention No. 89 concerning Night Work of Women Employed in Industry (revised 1948)**

The General Conference of the International Labour Organization, Having been convened at San Francisco by the Governing Body of the International Labour Office, and having met in its Thirty-first Session on 17th June, 1948, and

Having decided upon the adoption of certain proposals with regard to the partial revision of the Night Work (Women) Convention, 1919, adopted by the Conference at its First Session, and the Night Work (Women) Convention (Revised), 1934, adopted by the Conference at its Eighteenth Session, which is the ninth item on the agenda of the Session, and

Considering that these proposals must take the form of an international Convention,

adopts this 9th day of July, of the year one thousand nine hundred and forty-eight the following Convention, which may be cited as the Night Work (Women) Convention (Revised), 1948:

## PART I. GENERAL PROVISIONS

*Article 1*

1. For the purpose of this Convention, the term "industrial undertaking" includes particularly—

- (a) mines, quarries, and other works for the extraction of minerals from the earth;
- (b) undertakings in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up or demolished, or in which materials are transformed, including undertakings engaged in shipbuilding or in the generation, transformation or transmission of electricity or motive power of any kind;
- (c) undertakings engaged in building and civil engineering work, including constructional, repair, maintenance, alteration and demolition work.

2. The competent authority shall define the line of division which separates industry from agriculture, commerce and other non-industrial occupations.

*Article 2*

For the purpose of this Convention the term "night" signifies a period of at least eleven consecutive hours, including an interval prescribed by the competent authority of at least seven consecutive hours falling between ten o'clock in the evening and seven o'clock in the morning; the competent authority may prescribe different intervals for different areas, industries,



undertakings or branches of industries or undertakings, but shall consult the employers' and workers' organizations concerned before prescribing an interval beginning after eleven o'clock in the evening.

### *Article 3*

Women without distinction of age shall not be employed during the night in any public or private industrial undertaking, or in any branch thereof, other than an undertaking in which only members of the same family are employed.

### *Article 4*

Article 3 shall not apply—

- (a) in cases of *force majeure*, when in any undertaking there occurs an interruption of work which it was impossible to foresee, and which is not of a recurring character;
- (b) in cases where the work has to do with raw materials or materials in course of treatment which are subject to rapid deterioration when such night work is necessary to preserve the said materials from certain loss.

### *Article 5*

1. The prohibition of night work for women may be suspended by the government, after consultation with the employers' and workers' organizations concerned, when in case of serious emergency the national interest demands it.

2. Such suspension shall be notified by the government concerned to the Director-General of the International Labour Office in its annual report on the application of the Convention.

### *Article 6*

In industrial undertakings which are influenced by the seasons and in all cases where exceptional circumstances demand it, the night period may be reduced to ten hours on sixty days of the year.

### *Article 7*

In countries where the climate renders work by day particularly trying, the night period may be shorter than that prescribed in the above articles if compensatory rest is accorded during the day.

### *Article 8*

This Convention does not apply to—

- (a) women holding responsible positions of a managerial or technical character; and
- (b) women employed in health and welfare services who are not ordinarily engaged in manual work.

## PART II. SPECIAL PROVISIONS FOR CERTAIN COUNTRIES

*Article 9*

In those countries where no government regulation as yet applies to the employment of women in industrial undertakings during the night, the term "night" may provisionally, and for a maximum period of three years, be declared by the government to signify a period of only ten hours, including an interval prescribed by the competent authority of at least seven consecutive hours falling between ten o'clock in the evening and seven o'clock in the morning.

*Article 10*

1. The provisions of this Convention shall apply to India subject to the modifications set forth in this Article.

2. The said provisions shall apply to all territories in respect of which the Indian legislature has jurisdiction to apply them.

3. The term "industrial undertaking" shall include—

- (a) factories as defined in the Indian Factories Act; and
- (b) mines to which the Indian Mines Act applies.

*Article 11*

1. The provisions of this Convention shall apply to Pakistan subject to the modifications set forth in this Article.

2. The said provisions shall apply to all territories in respect of which the Pakistan legislature has jurisdiction to apply them.

3. The term "industrial undertaking" shall include—

- (a) factories as defined in the Factories Act;
- (b) mines to which the Mines Act applies.

*Article 12*

1. The International Labour Conference may, at any session at which the matter is included in its agenda, adopt by a two-thirds majority draft amendments to any one or more of the preceding articles of Part II of this Convention.

2. Any such draft amendment shall state the Member or Members to which it applies, and shall, within the period of one year, or, in exceptional circumstances, of eighteen months from the closing of the session of the Conference, be submitted by the Member or Members to which it applies to the authority or authorities within whose competence the matter lies, for the enactment of legislation or other action.

3. Each such Member will, if it obtains the consent of the authority or authorities within whose competence the matter lies, communicate the formal ratification of the amendment to the Director-General of the International Labour Office for registration.

4. Any such draft amendment shall take effect as an amendment to this Convention on ratification by the Member or Members to which it applies.

*Articles 13-20*

(Standard Final Provisions, cf. Articles 15-22 of Convention No. 88. above.)

## Appendix 15—Convention No. 90 concerning the Night Work of Young Persons Employed in Industry (revised 1948)

The General Conference of the International Labour Organization,  
Having been convened at San Francisco by the Governing Body of the  
International Labour Office, and having met in its Thirty-first  
Session on 17th June, 1948, and

Having decided upon the adoption of certain proposals with regard to  
the partial revision of the Night Work of Young Persons (Industry)  
Convention, 1919, adopted by the Conference at its First Session,  
which is the tenth item on the agenda of the Session, and

Considering that these proposals must take the form of an international  
Convention,

adopts this 10th day of July, of the year one thousand nine hundred and  
forty-eight, the following Convention, which may be cited as the Night  
Work of Young Persons (Industry) Convention (Revised), 1948:

### PART I. GENERAL PROVISIONS

#### *Article 1*

1. For the purpose of this Convention, the term "industrial under-  
taking" includes particularly—

- (a) mines, quarries, and other works for the extraction of minerals  
from the earth;
- (b) undertakings in which articles are manufactured, altered, cleaned,  
repaired, ornamented, finished, adapted for sale, broken up or  
demolished, or in which materials are transformed, including under-  
takings engaged in shipbuilding or in the generation, transformation  
or transmission of electricity or motive power of any kind;
- (c) undertakings engaged in building and civil engineering work,  
including constructional, repair, maintenance, alteration and  
demolition work;
- (d) undertakings engaged in the transport of passengers or goods by  
road or rail, including the handling of goods at docks, quays,  
wharves, warehouses or airports.

2. The competent authority shall define the line of division which  
separates industry from agriculture, commerce and other non-industrial  
occupations.

3. National laws or regulations may exempt from the application of  
this Convention employment on work which is not deemed to be harmful,  
prejudicial, or dangerous to young persons in family undertakings in  
which only parents and their children or wards are employed.

#### *Article 2*

1. For the purpose of this Convention the term "night" signifies a period  
of at least twelve consecutive hours.

2. In the case of young persons under sixteen years of age, this period  
shall include the interval between ten o'clock in the evening and six o'clock  
in the morning.



3. In the case of young persons who have attained the age of sixteen years but are under the age of eighteen years, this period shall include an interval prescribed by the competent authority of at least seven consecutive hours falling between ten o'clock in the evening and seven o'clock in the morning; the competent authority may prescribe different intervals for different areas, industries, undertakings or branches of industries or undertakings, but shall consult the employers' and workers' organizations concerned before prescribing an interval beginning after eleven o'clock in the evening.

#### *Article 3*

1. Young persons under eighteen years of age shall not be employed or work during the night in any public or private industrial undertaking or in any branch thereof except as hereinafter provided for.

2. For purposes of apprenticeship or vocational training in specified industries or occupations which are required to be carried on continuously, the competent authority may, after consultation with the employers' and workers' organizations concerned, authorize the employment in night work of young persons who have attained the age of sixteen years but are under the age of eighteen years.

3. Young persons employed in night work in virtue of the preceding paragraph shall be granted a rest period of at least thirteen consecutive hours between two working periods.

4. Where night work in the baking industry is prohibited for all workers, the interval between nine o'clock in the evening and four o'clock in the morning may, for purposes of apprenticeship or vocational training of young persons who have attained the age of sixteen years, be substituted by the competent authority for the interval of at least seven consecutive hours falling between ten o'clock in the evening and seven o'clock in the morning prescribed by the authority in virtue of paragraph 3 of Article 2.

#### *Article 4*

1. In countries where the climate renders work by day particularly trying, the night period and barred interval may be shorter than that prescribed in the above articles if compensatory rest is accorded during the day.

2. The provisions of Articles 2 and 3 shall not apply to the night work of young persons between the ages of sixteen and eighteen years in case of emergencies which could not have been controlled or foreseen, which are not of a periodical character, and which interfere with the normal working of the industrial undertaking.

#### *Article 5*

The prohibition of night work may be suspended by the government, for young persons between the ages of sixteen and eighteen years, when in case of serious emergency the public interest demands it.

#### *Article 6*

1. The laws or regulations giving effect to the provisions of this Convention shall—

- (a) make appropriate provision for ensuring that they are known to the persons concerned;
- (b) define the persons responsible for compliance therewith;

- (c) prescribe adequate penalties for any violation thereof;
- (d) provide for the maintenance of a system of inspection adequate to ensure effective enforcement; and
- (e) require every employer in a public or private industrial undertaking to keep a register, or to keep available official records, showing the names and dates of birth of all persons under eighteen years of age employed by him and such other pertinent information as may be required by the competent authority.

2. The annual reports submitted by Members under Article 22 of the Constitution of the International Labour Organization shall contain full information concerning such laws and regulations and a general survey of the results of the inspections made in accordance therewith.

## PART II. SPECIAL PROVISIONS FOR CERTAIN COUNTRIES

### *Article 7*

1. Any Member which, before the date of the adoption of the laws or regulations permitting the ratification of this Convention, had laws or regulations restricting the night work of young persons in industry which provide for an age-limit lower than eighteen years may, by a declaration accompanying its ratification, substitute an age-limit lower than eighteen years, but in no case lower than sixteen years, for the age-limit prescribed in paragraph 1 of Article 3.

2. Any Member which has made such a declaration may at any time cancel that declaration by a subsequent declaration.

3. Every Member for which a declaration made in virtue of paragraph 1 of this Article is in force shall indicate each year in its annual report upon the application of this Convention the extent to which any progress has been made with a view to the full application of the provisions of the Convention.

### *Article 8*

1. The provisions of Part I of this Convention shall apply to India subject to the modifications set forth in this Article.

2. The said provisions shall apply to all territories in respect of which the Indian legislature has jurisdiction to apply them.

3. The term "industrial undertaking" shall include—

- (a) factories as defined in the Indian Factories Act;
- (b) mines to which the Indian Mines Act applies;
- (c) railways and ports.

4. Article 2, paragraph 2, shall apply to young persons who have attained the age of thirteen years but are under the age of fifteen years.

5. Article 2, paragraph 3, shall apply to young persons who have attained the age of fifteen years but are under the age of seventeen years.

6. Article 3, paragraph 1, and Article 4, paragraph 1, shall apply to young persons under the age of seventeen years.

7. Article 3, paragraphs 2, 3 and 4, Article 4, paragraph 2, and Article 5 shall apply to young persons who have attained the age of fifteen years but are under the age of seventeen years.

8. Article 6, paragraph 1 (e), shall apply to young persons under the age of seventeen years.

#### *Article 9*

1. The provisions of Part I of this Convention shall apply to Pakistan subject to the modifications set forth in this Article.

2. The said provisions shall apply to all territories in respect of which the Pakistan legislature has jurisdiction to apply them.

3. The term "industrial undertaking" shall include—

(a) factories as defined in the Factories Act;

(b) mines to which the Mines Act applies;

(c) railways and ports.

4. Article 2, paragraph 2, shall apply to young persons who have attained the age of thirteen years but are under the age of fifteen years.

5. Article 2, paragraph 3, shall apply to young persons who have attained the age of fifteen years but are under the age of seventeen years.

6. Article 3, paragraph 1, and Article 4, paragraph 1, shall apply to young persons under the age of seventeen years.

7. Article 3, paragraphs 2, 3 and 4, Article 4, paragraph 2, and Article 5 shall apply to young persons who have attained the age of fifteen years but are under the age of seventeen years.

8. Article 6, paragraph 1 (e), shall apply to young persons under the age of seventeen years.

#### *Article 10*

1. The International Labour Conference may, at any session at which the matter is included in its agenda, adopt by a two-thirds majority draft amendments to any one or more of the preceding articles of Part II of this Convention.

2. Any such draft amendment shall state the Member or Members to which it applies and shall, within the period of one year or, in exceptional circumstances, of eighteen months from the closing of the session of the Conference, be submitted by the Member or Members to which it applies to the authority or authorities within whose competence the matter lies, for the enactment of legislation or other action.

3. Each such Member will, if it obtains the consent of the authority or authorities within whose competence the matter lies, communicate the formal ratification of the amendment to the Director-General of the International Labour Office for registration.

4. Any such draft amendment shall take effect as an amendment to this Convention on ratification by the Member or Members to which it applies.

#### *Articles 11-18*

(Standard Final Provisions, cf. Articles 15-22 of Convention No. 88, above.)



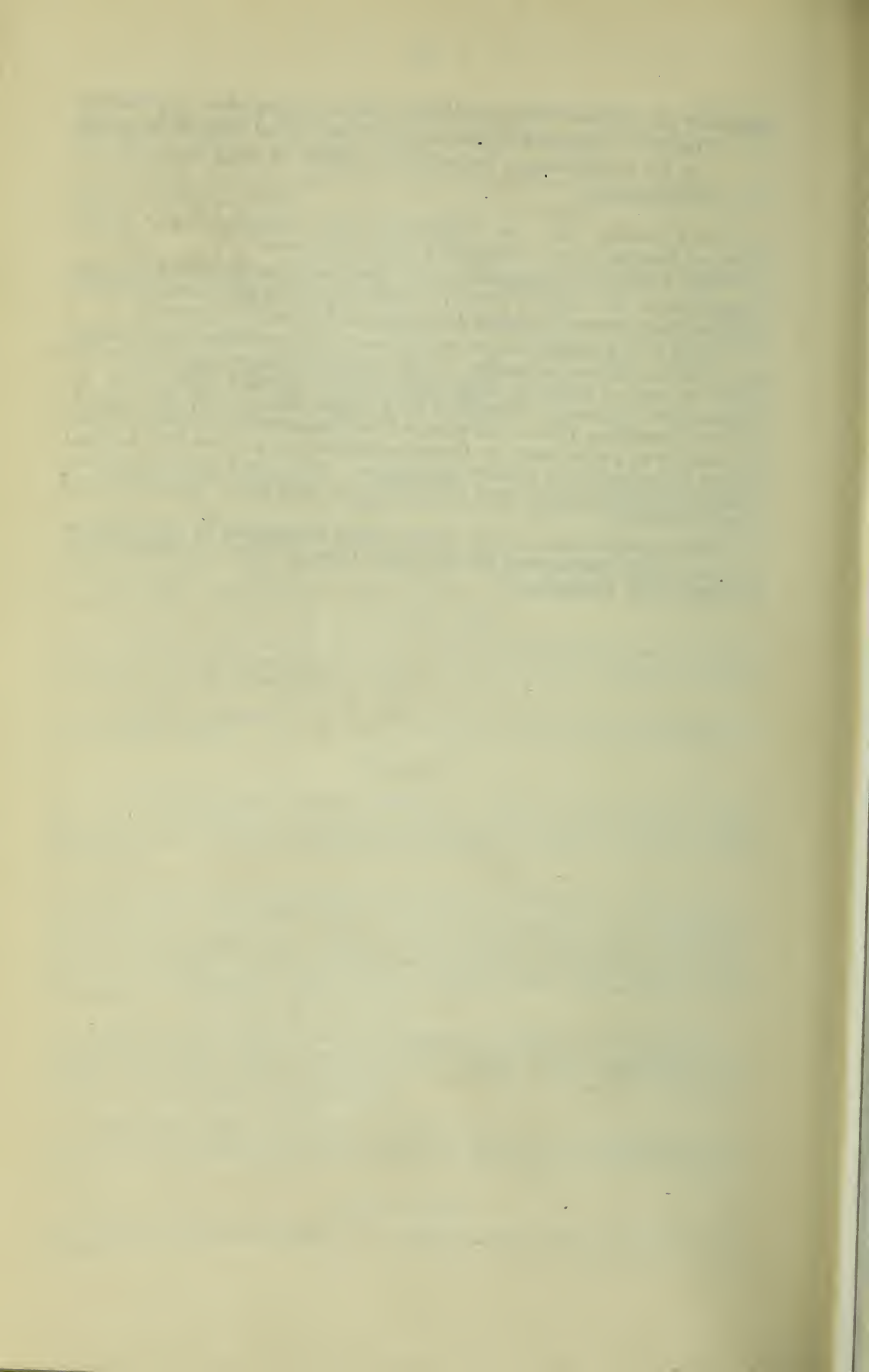
**Appendix 16—Letter from the United States Delegation transmitting reply of Supreme Commander of the Allied Powers in Japan to the Conference's invitation to Japan to send an Observer Delegation**

The following letter was addressed by the delegation of the United States of America to the President of the Conference:

“The following communication has been received from the Supreme Commander of the Allied Powers in Japan through Army communications facilities for transmission to the International Labour Conference:

“SCAP appreciates the invitation contained in telegraphic message from Director-General regarding 7 July Resolution extending invitation to SCAP to send an observer delegation reflecting tripartite character of the Organisation. Although shortage of time makes impracticable the attendance of delegation before the expected adjournment on 10 July, future opportunity of participation in the commendable work of the International Labour Organization is warmly anticipated. It is hoped that the relation opened by the invitation from the Conference will prove beneficial to all parties concerned.’

“The above communication is also being transmitted to the Director-General of the International Labour Office. (*Signed*) M. L. KENESTRICK, Secretary, U.S. Delegation.”









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